



**PSAC Ontario Council
Meeting Minutes
February 7th & 8th, 2025**

Delta Hotels by Marriott Toronto

The meeting convened at 9:30 a.m. on Friday, February 7th, 2025, with the Ontario REVP, Craig Reynolds, as Council Chair and the following members in attendance.

Craig Reynolds, Regional Executive Vice-President, Ontario
Thu Trinh, Alternate Regional Executive Vice-President, Ontario
Tony Crupi, Region 1 (Northwestern)
Melissa Arsenault, Region 2 (Northeastern)
Anne Duval, Region 2 (Northeastern)
Chris Snooks, Region 3 (Eastern)
Don Chigede, Region 3 (Eastern)
Sara Johnson, Region 4 (Southwestern)
Mandy Forget, Region 4 (Southwestern)
Leslie Searl, Region 5 Greater Toronto Area (GTA)
Doron Jacob, Region 5 Greater Toronto Area (GTA)
Brett Ballenger, Region 6 (Hamilton/Niagara)
Stephanie Wu, Young Workers Representative
Justyna Szewczyk-El Jassem, DCL Academic Sector Representative
Chandra Buschold, Regionally Based Separate Employer Locals
Peggy Jones, Directly Chartered Locals Representative
Ted Cabanes, Gay, Lesbian, Bisexual, Trans, Queer and 2 Spirited+ Representative
Michelle Woods, Indigenous Members Representative

Staff: Lino Vieira, Political Communications Officer - Ontario
Cleo Reid, Executive Assistant to the REVP - Ontario
Beth Bennett, Regional Coordinator - Ontario

Regrets: Adam Murphy, Region 3 (Eastern), Missy Taylor, Regional Women's Committee Representative, Trisha Roach, Racialized Members Representative, Terri McGillivray, Members with Disabilities Representative.

Observers: Cece Cameron – Toronto RWC Chair, CEIU Executive Council, Alt OC Racialized Members Rep, Michelle Spencer – Local President UTE 00048, Alt Region 5 OC Rep, Abdul Hadi Hamid – Director UTE Local 00048, Amita Shah – Local Director UTE 00048, Juanita Cole, Gonsalves - CEIU Local 0570 President, CEIU Ontario Women's Committee Representative, Muhammad Basit – CFIA Local 00014

Territorial Acknowledgement

We acknowledging that this meeting is taking place within the City of Toronto, which is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples.

Many of us have come here as settlers, immigrants and newcomers and it is important to learn about the historical and current oppression of Indigenous Peoples' and work towards reconciliation.

The Chair asked Mandy Forget to read the PSAC Anti-Harassment Policy. Beth Bennett was the Anti-Harassment Coordinator while Ontario Regional Council was in session.

The hours of sitting were:

- Friday, 9:30 a.m. – 5:00 p.m., Lunch 12:00 p.m. – 1:30 p.m., Break 10:30 a.m. & 2:45 p.m., Saturday, 9:30 a.m. – 3:00 p.m., Lunch 12:00 p.m. – 1:30 p.m., Break 10:30 a.m. & 2:15pm.

Motion to adopt the hours of sitting.

m/s/c Tony Crupi and Melissa Arsenault

Moment of Silence

The Chair requested an honour roll call for members who had passed away since the last Ontario Regional Council meeting. Also, this moment of silence was to acknowledge the many lives lost due to the 24 active ongoing conflicts taking place around the world, including in Palestine, Ukraine, Sudan, and many others.

The following names were submitted at the meeting of members who had passed away:

- Dennis Brady – DCL 00818
- Gerry Perrier – DCL 00818
- Paula Woodcock – Former CEIU Ontario NVP

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (October 4th - 5th, 2024)
3. Business arising from previous minutes
4. Regional Executive Vice-President Report
5. Regional Office - Updates
6. Ontario Council Committee Reports
7. Ontario Council Members Reports
8. Collective Bargaining Updates
9. Ontario Council Newsletter
10. Via Rail Travel
11. Ontario Regional Council Meeting dates
12. PSAC National Directly Chartered Locals (DCL) Round Table

13. Provincial/Federal Elections
14. PSAC Ontario Anti-Harassment Summit
15. Portfolio Dollars
16. Black History Month
17. Union Leadership Development Program (UDLP)
18. Family Care Expenses
19. New Business
20. Pride Season 2025
21. Conferences and Conventions Delegate selection
22. Committee's Meeting outside of Council hours

Item 1. Adoption of Agenda

Motion to amended agenda items

The following items were added to the agenda:

Item 20 – Pride Season 2025

Item 21 – Conferences and Conventions Delegate selection

Item 22 - Committee's Meeting outside of Council hours

Motion to adopt amended agenda

m/s/c Ted Cabanes and Brett Ballanger

Item 2. Adoption of previous meeting minutes (October 4th– 5th, 2024)

Motion to adopt previous meeting minutes

m/s/c Leslie Searl and Doron Jacob

Item 3. Business arising from previous minutes

- 1. Action Item: Missy Taylor wants Ontario Regional Council to look into the cost of making Ontario Regional Council meetings accessible virtually to observers.**

Item 4. Regional Executive Vice-President Report

Thu Trinh assumed the Chair.

This report is a listing of activities that have occurred in the PSAC Ontario region for the period following our last PSAC National Board of Directors Meeting.

Collective Bargaining

*(**Please note that national bargaining units are covered under the PSAC National President's report, along with reports produced through PSAC's collective bargaining branch and are therefore not covered within this REVP report).*

Ongoing Bargaining

- University of Ontario Institute of Technology (Ontario Tech University) – Postdoctoral Fellows (DCL 555) – PSAC served notice to bargain on October 7, 2024.
- Commercial Cleaning Services, Hastings County bargaining (UNDE 683) – Notice to bargain was served on June 26, 2023.
- Great Lakes Pilotage Authority (UCTE 00057) – PSAC served notice to bargain on June 21, 2024.
- Hearst, Kapuskasing, Smooth Rock Falls Counselling Services (DCL 0003) – bargaining took place on October 16, 2024.

- City of Timmins Airport (UCTE 00075) – a tentative agreement has been reached and ratification votes will take place shortly.
- Thunder Bay International Airport Authority (UCTE Local 50505) – notice to bargain was sent on December 3, 2024.
- The Stop Community Food Centre (DCL 903) – PSAC filed notice to bargain with the employer on July 15, 2024.
- Wequedong Lodge of Thunder Bay Employees (DCL 0002) – bargaining took place on November 4-7, 2024.
- University of Western Ontario - Graduate Student Assistants (DCL 610) – Notice to bargain was sent by PSAC on September 23, 2024.
- Queen's University (DCL 901 – Unit 1) – negotiations took place from December 2 to 5 and December 16 to 19, 2024. The next bargaining dates are scheduled to take place on January 13, 15, 27 and 31, 2025.
- North Bay Jack Garland Airport (UCTE 00006) – notice to bargain was served on December 3, 2024.

Renewal Agreements

- Weeneebayko Area Health Authority (WAHA) (DCL 603) – a new collective agreement was ratified by the members on September 17, 2024.
- Treaty Three Police Service (DCL 410) – a new collective agreement was ratified by the members on October 16, 2024.
- Queen's University Postdocs (DCL 901 – Unit 2) – a new collective agreement was ratified by the members on November 12, 2024.
- Ontario Tech (DCL 555), Teaching Assistants, Research Assistants and Exam Invigilators – a new collective agreement was ratified by the members on December 10, 2024.

Organizing

Ahkwesahsne Mohawk Board of Education (40 members)

Campaign approved to expand this bargaining unit to include non-union workers.

Casino Woodbine (350 members)

The representation vote was held on August 10, 2022. The Employer argued that the OLRA should not apply to Supervisors as they should be excluded from the Act on the basis that they're managerial. On December 24, 2024, the OLRB issued a decision confirming that Table Games Supervisors are eligible to unionize. The parties must now deal with evidence from the smaller departments to determine their eligibility to unionize. PSAC will make a request that the OLRB open the ballot box and count the ballots to determine the outcome of the vote.

Six Nations of the Grand River (33 members)

On June 14, 2022, PSAC filed for certification to represent Firefighters and Fire Captains employed by Six Nations of the Grand River. The Employer has since raised arguments challenging the jurisdiction of the legislation, based on the principle of self-governance. The Union is awaiting a decision from the CIRB.

Queen's University (35 members)

An application for certification was filed on April 17, 2024, for a bargaining unit of Research Assistants in the Faculty of Law. RAs voted unanimously in favour of unionization. We are currently dealing with bargaining unit and status disputes. On November 1, 2024, the OLRB issued a decision declining to certify this bargaining unit due to concerns about fragmentation. PSAC will consider a new strategy to re-file this application with the Labour Board.

Wilfrid Laurier University – all student workers (1,000 members)

This campaign is ongoing.

Dexterra Cleaners (80 members)

The campaign is ongoing for the contracted-out cleaners employed by Dexterra at Canadian Forces Bases in Kingston, North Bay, Borden, and London, Ontario. CFB Kingston has since changed its cleaning contract to a different company called Evirpos.

FoodShare (70 members)

This Employer is a non-profit organization delivering food security services in the City of Toronto. These workers are part of the same community and sector as members of DCL 903, The Stop. Workers in this part of the sector

compete for the same jobs and have an interest in improving working conditions in their industry.

Provincial

Bay of Quinte Byelection

A byelection was held for the riding of Bay of Quinte, with the vote day taking place on September 19, 2024. PC candidate, Tyler Allsopp won the byelection with 38.6 per cent of the vote, beating Liberal candidate Sean Kelly, who came in second with 33 per cent. NDP candidate Amanda Robertson finished in third with 23 per cent of the vote.

Bill 7, More Beds, Better Care Act

On September 23, 2024, the Ontario Superior Court heard arguments for and against the Ontario Health Coalition's application to have Bill 7, *More Beds, Better Care Act*, struck down as unconstitutional. The legislation allows hospitals to fine alternative-level-of-care patients \$400 per day if they do not move out of a hospital bed and into a long-term care facility, even if it is far from their family.

Federal

Trudeau became the Liberal leader in 2013 and Prime Minister in the fall of 2015. On January 6, 2025, Prime Minister Trudeau resigned as Prime Minister and asked the Governor General to prorogue Parliament until March 24, 2025. Trudeau's decision to prorogue Parliament until March 24 puts an abrupt stop to all legislative progress, wiping out nearly all bills that have not been passed yet.

Mobilization

Hamilton Day of Action to Support Remote Work

On September 17, 2024, a rally was held in support of remote work at the Service Canada/Passport office in Hamilton. 13 members attended.

Toronto – Rally for Remote Work

On September 19, 2024, a rally was held for Locals at 4900 Yonge St. in Toronto. Members protested the government's return-to-office mandate and spoke to their Local Executive members on the issues they were having with the accommodation process.

A rally was also held in front of the Toronto North Tax Services Office for UTE Local 48 members. The Local Executive met with members of the Local on the sidewalk and were able to get contact information from members. They also distributed pizza, while handing out the "remote works" postcard encouraging members to be in contact with them if they were having any difficulties with their virtual work agreement requests. About 100 members came out, along with the PSAC Ontario REVP, Craig Reynolds.

Kingston – Rally for Remote Work

On September 19, 2024, the PSAC Kingston Area Council held a rally at Liberal MP Mark Gerretsen's office in protest of the government's return-to-office mandate. 10 members participated, along with REVP for Ontario Craig Reynolds, as well as the federal NDP candidate for Kingston and the Islands, Daria Adèle Juüdi-Hope.

Casino Woodbine

DCL 533 (Casino Woodbine) members had a social event on September 19, 2024. The members enjoyed a BBQ at Paul Coffee Park. The event was successful, and members got the chance to speak with their GTA representative on PSAC Ontario Council, Doron Jacob.

DCL 901 BBQ

On September 17, 2024, DCL 901 members at Queen's University hosted a BBQ for their members. Over 350 members attended and engaged with the Local Executive Officers on different initiatives, campaigns, and bargaining.

Kingston Area Council BBQ

On September 21, 2024, the PSAC Kingston Area Council hosted a BBQ and meeting about establishing two new PSAC Committees for the Kingston area. This meeting helped support the establishment of a new PSAC Kingston Young Worker Committee and a PSAC Kingston 2SLGBTQIA+ Committee. Approximately 25 members joined the BBQ and meeting,

including PSAC Ontario Regional Council members, Ted Cabanes (2SLGBTQIA+ Representative) and Stephanie Wu (Young Workers Representative).

CIU Branch 16 Rally

The executive from CIU Branch 16 held a rally in Niagara Falls on September 25, 2024, in support of remote work. Two thirds of the Branch members participated (over 70 members), along with the PSAC Ontario REVP, Craig Reynolds.

Queen's University DCL 901, Unit 2, Postdocs Strike Information Bowling Event

On October 5, 2024, Postdocs at Queen's came together to bowl, talk about bargaining and strike information, and share experiences at Queen's University as postdocs. For the majority of the postdocs at the event, it was their first union interaction.

DCL 903 Mobilization

The executive at DCL 903, The Stop, held a bargaining mobilization event on October 18, 2024, for local members in Toronto. The Local is currently in negotiations for their second collective agreement and is building member engagement in the bargaining process.

Queen's University (DCL 901 – Unit 1) Bargaining

On November 17, 2024, the DCL 901 - Unit 1, bargaining team was greeted by members expressing support and solidarity as they went to the table with Queen's University. Member mobilizers ensured that the bargaining team walked down the "red carpet" into bargaining, had a care package of home-made foods and goodies, and were welcomed as they commenced negotiations with the employer that day.

DCL 901 Rally in support of bargaining

On January 12, 2025, DCL 901 members hosted a street party in support of bargaining. Representatives from the three CUPE locals on campus spoke to the crowd and offered solidarity. 901 representatives also offered solidarity as the CUPE Locals have a strike deadline of February 3rd. Guest speakers included a representative of the International Student Worker caucus and other 901 Local representatives.

Labour Movement Solidarity

Securing Together

As part of the Union Leadership Development Program (ULDP), participants designed a community project called “Securing Together”, which raised public awareness on issues of food insecurity. The organizers had a call out to PSAC Locals, Committees and Area Councils in Southwestern Ontario for their support and to request donations. Nearly \$2000 was raised in over 6 weeks and was distributed at a community event in Hamilton on October 5, 2024. Guest speakers included Craig Reynolds, REVP for Ontario.

PSAC 610 Solidarity with CUPE

On September 27, 2024, a solidarity rally was held at the University of Western Ontario in support of striking CUPE 2361 members. CUPE 2361 workers are groundskeepers, trades, and custodial staff at Western and had been on strike for 3 weeks. Ten PSAC 610 members showed up on the picket line to help disrupt the grand opening of a multimillion dollar building the Employer was celebrating as part of Homecoming Weekend and to draw attention to the ongoing strike.

Canada Post Strike

On November 15, 2024, the Canadian Union of Postal Workers (CUPW) began a national strike at Canada Post. This strike affected more than 55,000 postal workers. The PSAC Kingston Area Council held a strike support rally on November 19, 2024, at the 120 Clarence St. post office in Kingston.

Education

Thunder Bay

- Talking Union Basics (virtual) – October 14-15, 2024
- Grievance Handling (in person) – November 15-16, 2024

Kingston

- Local Officers Training in Petawawa (in person) - September 21-22, 2024
- Duty to Accommodate (in person) – October 5, 2024
- Talking Union Basics (in person) – November 23-24, 2024

Toronto

- WSIB Level 1 - Rights and Obligations (In Person) – September 21-22, 2024
- Duty to Accommodate (virtual) – October 18, 2024
- Health and Safety Clinic (In Person) – September 21-22, 2024

Sudbury

- Health and Safety Clinic (In Person) – September 16-17, 2024
- Talking Union Basics (in person) – September 20-21, 2024
- Grievance Handling (in person) – October 18-19, 2024
- Duty to Accommodate (in person) – November 12-13, 2024

London

- Talking Union Basics in Windsor (in person) – November 16-17, 2024
- Grievance Handling (in person) – October 20-21, 2024
- WSIB Level 1 - Rights and Obligations (In Person) – October 25-26, 2024
- Racism and our Labour Movement (in person) – September 22-23, 2024

Advocacy and Representation on Workplace Racism Course

On September 21-22, 2024, PSAC Ontario held an “*Advocacy and Representation on Workplace Racism Course*” at the PSAC Toronto Regional Office. This course provided participants with the necessary skills to equip Stewards, Local Officers, and Union Representatives to represent and advocate for Indigenous and racialized PSAC members in racial discrimination cases with an intersectional and anti-oppression lens.

PSAC Ontario Anti-Harassment Summit

PSAC Ontario held its first-ever “Anti-Harassment Summit” in Toronto from December 6-8, 2024, at the Sheraton Centre Hotel. This historic conference sought to provide participants with building a common understanding of harassment, how to identify it and how to address it. It also allowed for the collaboration of PSAC Ontario activists to develop an anti-Harassment Tool Kit.

Union Leadership Development Program (ULDP)

The final phase of the year-long ULDP program was completed in session 6 – a week-long, in-person training that took place in Hamilton from December 11-15, 2024. Participants have now graduated from this leadership program, after having learned valuable skills such as building engagement, media training, organizing campaigns, working collaboratively and committing to further strengthening our union.

Equity and Human Rights

Virtual Cyber Security Panel

The PSAC Hamilton Members with Disabilities Committee hosted a workshop on cyber security on September 24, 2024. Guest speakers included Graeme Abrahams from the Cyber Security Centre of Excellence and Mary Shkourry from Elder Abuse Prevention Ontario.

Thunder Bay Area Council Truth and Reconciliation Lunch Event

The Thunder Bay and District Area Council hosted a lunchtime Truth and Reconciliation Event to mark National Truth and Reconciliation Day on September 25, 2024. Yuk-Sem Won was invited to speak to the members of UHEW 00035 at Health Canada, First Nations and Inuit Health Branch about her journey to allyship. Yuk-Sem is a Grievance and Arbitration Officer with OPSEU and the Thunder Bay – Rainy River NDP Federal Candidate and has been a visible and committed advocate for reconciliation in Thunder Bay for years. Michelle Woods, President of the Thunder Bay Area Council and the Indigenous Peoples' Representative to Ontario Council, hosted the event and introduced Yuk-Sem to the members. 15 members attended the event, which was positively received.

Katarokwi Indigenous Action Circle Paint Night

On June 27th, the Katarokwi Indigenous Action Circle (Kingston), had a special paint night led by local Indigenous artist Manse Granberg. It was a hybrid event, with the majority joining in person. The eight participants spent the evening completing their paintings and enjoying refreshments in a relaxed atmosphere.

2024 Grassy Narrows River Run

On September 18, 2024, at 12 PM in Toronto, the annual Grassy Narrows River Run took place. Community members of Grassy Narrows have been fighting for government support to address mercury contamination in their water and the health consequences the community has suffered because of it. PSAC has long supported the community, which is part of the National “Still Thirsty for Justice” campaign. Members, staff and the REVP for Ontario took part in the demonstration, which saw thousands of protesters marching along the downtown core.

Take Back the Night

PSAC Ontario and CEIU members took part in the “Take Back the Night” event in Peterborough on September 19th, 2024. The event highlighted the need for safety, empowerment, and a world free from gender-based violence. Members also got to speak with Lynda MacLellan, the CEIU National Vice President for Women - West, Missy Taylor, PSAC Ontario Regional Women’s Committees Representative and the REVP for Ontario, Craig Reynolds.

New 2SLGBTQIA+ Committee in Kingston

The PSAC Alliance Executive Committee approved the official start-up of a new 2SLGBTQIA+ Committee in Kingston in November 2024.

Vigil for the National Day of Remembrance and Action on Violence Against Women

On December 6, 2024, over 80 participants of the PSAC Ontario Anti-Harassment Summit took part in the vigil being held in commemoration of the National Day of Remembrance and Action on Violence Against Women at the Philosopher’s Walk in Toronto. This year’s vigil marked the 35th anniversary of the Montreal Massacre.

Human Rights Day

On December 10, 2024, the Hamilton-Niagara Racialized Committee held a Human Rights Day event. Guest speakers included Craig Reynolds the Regional Executive Vice President for Ontario and Alanna Kong from the Ontario Health Coalition. Craig acknowledged Human Rights Day by speaking on the Black Class Action Lawsuit and Alanna spoke on the way

the Ford Government is allowing private clinics to charge exorbitant fees for things that are covered by OHIP. 34 members attended.

In conclusion,

I have included the details of my activities since the last National Board of Directors meeting for your review.

Respectfully submitted for your approval,

A handwritten signature in black ink, appearing to read "Reynolds", with a stylized flourish at the end.

Craig Reynolds,
Regional Executive Vice-President
Public Service Alliance of Canada, Ontario

REVP Schedule for the period September 13, 2024, to January 17, 2025

Sept. 13, 2024 – APS officers (DCL 426) meeting
Sept. 16, 2024 – DCL Servicing Agreements meeting
Sept. 16, 2024 – PSAC Ontario Council Political Action Committee meeting
Sept. 17, 2024 – Casino Woodbine (DCL 533) Local Executive meeting
Sept. 18, 2024 – Grassy Narrows River Run in Toronto
Sept. 19, 2024 – PSAC Ontario Anti-Harassment Summit planning meeting
Sept. 19, 2024 – Remote Work Rally at 4900 Yonge St. in Toronto
Sept. 19, 2024 – Remote Work Rally at MP Mark Gerretsen's office in Kingston
Sept. 19, 2024 – Take Back the Night vigil in Peterborough
Sept. 23-24, 2024 – Alliance Executive Committee meeting
Sept. 25, 2024 – Remote Work Rally in Niagara Falls
Sept. 26, 2024 – Queen's University (DCL 901) Postdocs bargaining meeting
Sept. 27, 2024 – Queen's University (DCL 901) TA/RA/TF bargaining meeting
Oct. 3, 2024 – Ontario Regional Council Committee meetings
Oct. 4-5, 2024 – Ontario Regional Council meeting
Oct. 7, 2024 – PSAC Ontario Admin Training
Oct. 9, 2024 – Standing Disciplinary Review Committee meeting
Oct. 11, 2024 – Young Workers National Virtual meeting
Oct. 16, 2024 – National Young Workers portfolio meeting
Oct. 17, 2024 – Alliance Executive Committee meeting
Oct. 18, 2024 – The Stop (DCL 903) members' social event
Oct. 21, 2024 – Alliance Executive Committee meeting
Oct. 21- 25, 2024 – National Board of Directors meeting
Oct. 22, 2024 – Queen's University (DCL 901) RSSC meeting
Oct. 23, 2024 – Casino Woodbine meeting
Oct. 25, 2024 – Black Class Action Lawsuit hearings briefing
Oct. 26-27, 2024 – CEIU Ontario's GTA and Northern District Conference
Oct. 28, 2024 – Ontario Federation of Labour Executive Council meeting
Oct. 28, 2024 – Black Class Action Lawsuit hearing in Toronto
Oct. 30, 2024 – UNDE Fall School
Oct. 31, 2024 - Ontario Federation of Labour election meeting
Nov. 4, 2024 – UNDE Petawawa AGM
Nov. 5, 2024 – UNDE North Bay AGM

Nov. 11-15, 2024 – NBOD retreat
Nov. 12, 2024 – CLC Lobby Day on Parliament Hill
Nov. 12, 2024 – PSAC Ontario Anti-Harassment Summit planning meeting
Nov. 13, 2024 – Casino Woodbine (DCL 533) Grievances meeting
Nov. 16, 2024 – CUPW picket line support in Mississauga
Nov. 16, 2024 – CEIU Local 541 AGM
Nov. 18, 2024 – Alliance Executive Committee meeting
Nov. 19, 2024 – Alliance Executive Committee meeting
Nov. 20-21, 2024 – REVP Office strategic planning meeting
Nov. 21, 2024 – PSAC National Education meeting
Nov. 22, 2024 – Casino Woodbine (DCL 533) Local Executive meeting
Nov. 24, 2024 – Standing Disciplinary Review Committee meeting
Nov. 25-26, 2024 – CLC Lobby Day
Nov. 28-29, 2024 – CEIU Ontario Eastern Conference
Dec. 2, 2024 – PSAC Ontario Education meeting
Dec. 5, 2024 – Organizing meeting
Dec. 6-9, 2024 – PSAC Ontario Anti-Harassment Summit
Dec. 10, 2024 – WHSC Board of Directors meeting
Dec. 10, 2024 – PSAC Hamilton/Niagara Racialized Committee Human Rights Day
Dec. 11, 2024 – ULDP in Hamilton
Dec. 12, 2024 – Remote Work Campaign meeting
Dec. 13-15, 2024 – DCL Roundtable
Dec. 16-17, 2024 – AEC Retreat
Dec. 18, 2024 – AEC meeting
Jan. 13, 2025 – Local Development meeting
Jan. 17, 2025 – Toronto and York Region Labour Council heads of unions meeting

Motion to adopt REVP's report

m/s/c Craig Reynolds and Melisa Arsenault

Craig Reynolds resumed the Chair.

Item 5. PSAC Ontario Regional Office – Updates
(Beth Bennett, PSAC Ontario Regional Coordinator)

Beth Bennett gave an update on the operational status of the Ontario Region, details below.

Education:

- 2024 Regional Office Fall Basic Education Schedules posted and registration underway
- Racism and our Labour Movement course continued to be piloted across the region
- Staff supported several Local Development initiatives across the region

Regional Office:

- 1 staffing vacancy created due to backfilling the Regional Coordinator position

Organizing:

- Western University: Currently dealing with bargaining unit and status disputes.
- Queen's University: Currently dealing with bargaining unit dispute as mediation failed at the OLRB.
- FoodShare: Application for certification pending.
- Community Housing Transformation Centre (Coordinated with Quebec Region): Currently dealing with status disputes.
- Six Nations of the Grand River: Ongoing litigation

Other:

- Staff supported ratification votes for several units.
- ROs continued to work with Area Councils and Committees for Labour Day planning

Item 6. Ontario Council Committees Reports

The Chair opened the floor for Ontario Regional Council Committees to present their reports to Council.

Finance Committee Report (APPENDIX “A”)

Melissa Arsenault, Chair of the Finance committee, presented on behalf of the committee.

Recommendations to Council:

No Recommendations at this time

Motion to adopt the Finance Committee’s Report

m/s/c Melissa Arsenault and Peggy Jones

Technological Change Committee Report (APPENDIX “B”)

Justyna Szewczyk El Jassem presented on behalf of the committee.

Recommendations to Council:

1. Council members investigate the use of Artificial Intelligence within their workplaces and how the different departments are using it and

report back to Council using the online survey developed by this Committee.

Recommendation Carried

2. Council members go back to their Locals and encourage Local Executives to inquire with their members if they use A.I. in their work.

Recommendation Carried

Motion to adopt the Technological Change Committee's Report

m/s/c Justyna Szewczyk El Jassem and Trisha Roach

Education Committee Report (APPENDIX "C")

Thu Trinh, Chair of the Education Committee, presented on behalf of the committee.

Recommendations to Council:

1. Ontario Council members continue to promote the Talking Union Basics, Duty to Accommodate and Grievance Handling courses to prepare members for Advanced Fall School.

Recommendation carried

2. Ontario Council members should reach out to their constituents to gather information and questions that members may have to assist in the production of the Education Committee PDF FAQ.

Recommendation carried

3. Ontario Council members should continue to promote the Racism in our Labour Movement and Trans Rights & Inclusion at a Critical Moment course.

Recommendation carried

Motion to adopt the Education Committee's Report

m/s/c Thu Trinh and Doron Jacob

Political Action Committee (APPENDIX "D")

Chris Snooks, presented on behalf of the committee.

Recommendations to Council:

1. PSAC Ontario Council members to provide support to their PSAC Area Councils within their region with their election plans provincially and federally.

Recommendation carried

Motion to adopt the Political Action Committee's Report

m/s/c Chris Snooks and Doron Jacob

Health and Safety Committee Report (APPENDIX "E")

Leslie Searl, Chair of the Health & Safety Committee, presented on behalf of the Committee.

Recommendations to Council:

1. The committee recommends council members promote the National Health and Safety Conference within their constituencies, workplace, and health and safety committees.

Recommendation carried

2. The committee recommends advising those submitting resolutions to the national health and safety conference to share them with their Area Councils.

Recommendation carried

Motion to adopt the Health and Safety Committee's Report

m/s/c Leslie Searl and Michelle Woods

Human Rights and Equity Committee Report (APPENDIX "F")

Michelle Woods presented on behalf of the committee.

Recommendations to Council:

1. That Ontario Council monitors and applies an equity lens to political action occurring within the upcoming elections, both Provincial and Federal.

Recommendation carried

Motion to adopt the Equity and Human Rights Committee's Report

m/s/c Michelle Woods and Ted Cabanas

Item 7. Ontario Council Members Reports (APPENDIX “G”)

The Chair thanked the Ontario Regional Council members for their dedication and hard work across the region which has been highlighted in their respective portfolios.

Ontario Regional Council members were reminded that their Council member reports must only include the work that they do within their role as a Council member. They should not include other events that Council members participated in within other union capacities, such as Local Executive member, Committees, Area Councils or for their Component. Also, where possible Council members are encouraged to include dates of the events that they attended.

Melissa Arsenault served Notice of Motion

Item 8. Collective Bargaining Updates

The Chair provided a summary of updates for units that were currently in bargaining. The following bargaining updates were given:

Treasury Board (TB)

PSAC members in the PA, TC, SV, and EB bargaining units have submitted their bargaining input through the PSAC bargaining survey, which closed on January 6, 2025. The National Bargaining Conference will take place on February 19-23, 2025, in Montreal.

SV bargaining

PSAC is holding votes for members of the Treasury Board Operational Services (SV) bargaining group to choose the dispute resolution process for the next round of bargaining. Members will decide whether to keep the current conciliation/strike process or switch to interest arbitration. The vote began on January 8 and ends on February 7, 2025.

Academic Sector

- University of Ontario Institute of Technology (Ontario Tech University) – Postdoctoral Fellows (DCL 555) – PSAC served notice to bargain on October 7, 2024.
- University of Western Ontario - Graduate Student Assistants (DCL 610) – Notice to bargain was sent by PSAC on September 23, 2024.
- Queen's University (DCL 901 – Unit 1) – negotiations took place on January 13, 15, 27 and 31, 2025. The unit is now in conciliation and strike votes will commence shortly.

Justyna Szewczyk-El Jassem stated DCL local 901 (Queen's University), has two bargaining units, the first unit has approximately 2000 members and the second unit has approximately 200 members.

The members at Queen's are working on different types of critical research (i.e. cancer and medical research), and many of them are working for minimum wages. The employer filed for conciliation for our largest unit at Queen's, as negotiations have been slow to progress. Therefore, the Local is looking at a potential strike if conciliation is not helpful.

- Negotiations to harmonize the terms and conditions between Treasury Board and the bargaining team representing more than 700 RCMP Civilian Members continued in October 2024.
- Commercial Cleaning Services, Hastings County bargaining (UNDE 683) – Notice to bargain was served on June 26, 2023.
- Great Lakes Pilotage Authority (UCTE 00057) – PSAC served notice to bargain on June 21, 2024.
- Hearst, Kapuskasing, Smooth Rock Falls Counselling Services (DCL 0003) – bargaining took place on October 16, 2024.
- City of Timmins Airport (UCTE 00075) – a tentative agreement has been reached, and ratification votes will take place shortly.

- Thunder Bay International Airport Authority (UCTE Local 50505) – notice to bargain was sent on December 3, 2024.
- The Stop Community Food Centre (DCL 903) – PSAC filed notice to bargain with the employer on July 15, 2024.
- Wequedong Lodge of Thunder Bay Employees (DCL 0002) – bargaining took place on November 4-7, 2024.
- North Bay Jack Garland Airport (UCTE 00006) – notice to bargain was served on December 3, 2024.

Renewal Agreements

- Weeneebayko Area Health Authority (WAHA) (DCL 603) – a new collective agreement was ratified by the members on September 17, 2024.
- Treaty Three Police Service (DCL 410) – a new collective agreement was ratified by the members on October 16, 2024.
- Queen’s University Postdocs (DCL 901 – Unit 2) – a new collective agreement was ratified by the members on November 12, 2024.
- Ontario Tech (DCL 555), Teaching Assistants, Research Assistants and Exam Invigilators – a new collective agreement was ratified by the members on December 10, 2024.

Item 9. Ontario Council Newsletter

Lino Vieira thanked Ontario Regional Council members for their contributions to the Council newsletter.

Newly appointed Ontario Regional Council members are encouraged to send in a short bio for the next issue of the newsletter.

Stories for the newsletter should be accompanied with pictures.

Motion: Move that we donate \$500 to Black Mental Health Canada Inc.

m/s Melissa Arsenault and Tony Crupi

Carried Unanimously

Item 10. Via Rail Travel

The Chair explained to Council PSAC Ontario's protocol when it comes to members accessing Via Rail business class. Our Regional practice within Ontario is that if a member is attending a conference or event on behalf of PSAC Ontario, and they live over two hours away, they will be put on Via Rail business class. Via Rail business class provides complimentary food and drinks and as such if that travel time is during Breakfast, lunch or dinner, the member will not be able to claim that portion in their expense claim.

This practice is for PSAC Ontario events. The practice for PSAC National events, is that the member must live more than four hours away to be placed in Via Rail business class.

Item 11. Ontario Regional Council Meeting dates

The Ontario Regional Council's next meeting will be held in Toronto, Ontario from July 17th to 19th, 2025.

Item 12. PSAC National Directly Chartered Locals (DCL) Round Table

The DCL round table that was scheduled to take place on September 27th to 29th but was postponed due to a job action at the Montreal hotel. The new meeting date is December 13th to 15th and will be held at the Sheraton hotel in Toronto. The two Ontario Regional DCL representatives were invited to attend.

Item 13. Provincial/Federal Elections

Provincial Election

Council members should have received an email from the REVPs office about the provincial snap election that had been called for February 27th. In that email there were attachments that provided information on members political rights during an election and some of the things we can and can't do as a union during an election in an FAQ.

Although PSAC is not endorsing a party, we will be focusing our messaging on stopping the Conservatives from forming another majority government in Ontario.

The Chair ask that all Ontario Regional Council members work with their Area Councils and Committees on their election work to get our members out to vote.

Federal Election

On January 6, 2025, Prime Minister Trudeau resigned and prorogued Parliament until March 24, 2025. The Chair stated that PSAC anticipates that the government will come back and immediately introduce a budget before the government falls to a non-confidence vote. At that point we could be in an election by the end of April 2025.

The Conservatives have been leading in the polls for a long time, but with Trudeau stepping down and the installment of Mark Carney, the Liberals are seeing a surge in the polls.

Item 14. PSAC Ontario Anti-Harassment Summit

The first-ever PSAC Ontario Anti-Harassment Summit was held in Toronto at the Sheraton Hotel on December 6th – 8th, 2025. There were approximately 70 participants that attended the summit, which was an overwhelming success.

The Chair was not able to attend most of the Summit due to being extremely ill. He thanked all the Ontario Regional Council members that assisted PSAC staff with the Summit and helped with the facilitation of the workshops on the Sunday. Also, he acknowledged Council's participation in making this event successful.

Unfortunately, the REVP's office did receive some feedback from participants who were disheartened by a few Council members behaviour. The members stated that some Council members did not participate or looked disengaged at the Summit. As leaders within the Ontario Region, the expectation is that when Council members are at events they must actively be participating. As leaders within our Region, members look to Council and therefore, Council members must set a good example.

This was the first time that all of Council was given a role at a major Regional event, to provide them an opportunity to highlight their leadership. Ontario Regional Council members were given automatic delegate seats to the summit specifically for this reason. However, it was reported that some Council members left early or missed portions of the Summit. In the future, if a Council member cannot participate fully and attend the entire event, they should decline that delegate seat.

There was an overwhelming number of registrations to the Summit and due to capacity and budget constraints, only a limited number of members were accepted. The expectation is that delegates to a conference or event must be there for the entire duration unless there is an emergency.

Item 15. Portfolio Dollars

Ontario Regional Council members portfolio dollars are limited and are there for Council members to access for their constituency work. This is not a lot of money and is meant to be used for things such as mileage to a rally or to buy coffee/tea for striking workers on a picket line.

It is important that Council members are good stewards with the funds available to them. At the PSAC Ontario Regional Convention, delegates entrusted us with using our finances wisely and staying within budget. This

is members' dues, and we must be fiscally responsible with them. At the next Ontario Regional Convention, Ontario Regional Council will have to answer to delegates on those expenses.

If a Council member has any questions on whether something is covered under their portfolio dollars, they should reach out to the REVP's office.

Yet, for clarity, if a Council member is attending an event as a participant and not within their Council role, then their expenses will not be covered. Also, reimbursement of per diems or meals for attending virtual events will not be authorized.

Thu Trinh served Notice of Motion

Item 16. Black History Month

The Chair welcomed the guest speaker for the Ontario Regional Council Black History Month celebration.

Desmond Cole is a journalist, radio host, and activist. His debut book, "The Skin We're In", won the Toronto Book Award and was a finalist for the Forest of Reading Evergreen Award and the Rakuten Kobo Emerging Writer Prize. It was also named a best book of 2020 by The Globe and Mail, NOW Magazine, CBC, Quill & Quire, and Indigo. Cole's writing has appeared in the Toronto Star, Toronto Life, The Walrus, and the Ottawa Citizen, among others.

Desmond discussed some of the disparities faced by Black people within Canada. He highlighted issues Black Canadian faces dealing with law enforcement and the continued injustices within our judicial system. He is currently working with Devon Fowlin, a young Black man who was allegedly assaulted by police officers, which resulted in him becoming disabled and having to use a wheelchair. There will be a charitable event happening next week to collect donations on behalf of Devon to help him with basic living expenses.

Desmond also provided an overview of the Black Life Matter (BLM) movement and how they helped to push many issues forward facing the Black community.

Motion: That the Ontario Council make a donation of \$500 from the donation budget in honor of Black History Month, to support Devon Fowlin during his struggle and financial hardship while waiting for the approval of ODSB.

m/s Thu Trinh and Chris Snooks

Carried Unanimously

Item 17. Union Leadership Development Program (UDLP)

The Union Leadership Development Program (ULDP) is an advanced, year-long leadership course for members who are ready to expand their leadership roles within the union. The program is a combination of self-directed project development, online learning, and three in person, week-long sessions over the course of a year. PSAC Ontario congratulates the successful Ontario cohort of the 2024 ULDP Program.

Item 18. Family Care Expenses

Leslie Searl stated that members find the question on the family care form quite intrusive and would like to know why finance needs that extensive information, particularly on the members' spouse's shift details.

The Chair stated that this had already been brought to his attention and that he has presented this issue at an Alliance Executive Committee (AEC) meeting. PSAC National has agreed to review this issue and provide amendments by the PSAC National Conferences and Convention team. The Chair is expecting a response from the team at the next AEC meeting.

Item 19. Equity Committees

The Chair provided an update on the accreditation of the PSAC Southwestern Pride Committee. The committee had already been established previously and are therefore considered dormant. To re-activate the Committee would require holding a meeting and electing an executive.

The PSAC Hamilton/Niagara Pride Committee submitted forms to be formally accredited. The Chair reached out to the three Component Presidents but had only received the necessary support from two of them. The Chair will follow-up with the third Component to finalize the process before bringing the signed letters to the AEC.

This process took longer than normal because the form templates for accreditation had been altered. In the future, these forms should not be changed because it slows down the process.

When Ontario Regional Council or a member at large is trying to set up a Committee or Area Council, they should work closely with the PSAC Regional Office in that area and keep the REVP's office in the loop. Also, before requesting any signatures on the Committee/Area Council forms, please contact the REVP's office prior.

The pattern that seems to be happening in the Region is that members are starting the process too early. Having three members from different Components or DCLs involved is not enough to maintain a Committee or Area Council in the long run. This is presenting challenges with Committees and Area Councils maintaining viability once they are accredited and therefore more members must be actively involved at the beginning of the process to ensure long-term success.

Instead, to ensure that Committees and Area Councils maintain their functioning ability, there needs to be more informal gatherings of members who have expressed interest. These could be open houses or social events to garner member support. That way if we can secure seven or eight members who are interested and committed, there will be a stronger base when the Committee or Area Council is formally recognized.

Item 20. Pride Season 2025

Ted Cabanes reminded Ontario Regional Council members that Pride season is upon us and asked that all Council members support Pride events within their areas.

Ted will be celebrating Pride and attending as many events as possible this year. The Toronto Pride Parade will be held on June 29th this year.

Item 21. Conferences and Conventions Delegate Selection

Doron Jacob stated that the Ontario Regional Council members should be entitled to select member participants that apply to attend union events such as for regional conferences and convention.

The Chair stated that this is beyond the scope of Ontario Regional Council and raises privacy issues. In addition, this is an operational issue that goes beyond the political jurisdiction of Ontario Council.

The current process of how participants are selected are clearly laid out in the event callout letters. This includes geographic allocation, equity, first-time attendees, Component/DCL representation, Local representation, young workers, union or community experience and answers to the registration questions.

The Chair stated that our Regional Conferences and events are tremendously popular and as such we normally receive two to three times the registrations as there are spots for.

As such, considerations such as whether there are several registrations from the same Local (of which our Region has over 220 Locals), also must be considered, as the expectation is that delegates from a Local will bring that knowledge back.

Item 22. Committees Meeting outside of Council hours

Doron Jacob believes all Ontario Regional Council Sub-Committees should meet on the Thursday in person before Ontario Regional Council and not have to meeting outside regular Council meeting hours.

The Chair stated that there are currently only two Sub-Committees that this normally applies to: The Political Action Committee and the newly formed Technological Transformation Committee.

Both Sub-Committees are much smaller than the regular Sub-Committees of Council (i.e. Education, Health and Safety, and Equity and Human Rights) and therefore have meetings normally shorter than an hour. In addition, these two Sub-Committees were formed outside of the PSAC Ontario By-laws and as such do not have a financial budget attached to them.

Having these Sub-Committees meet during Council meetings would require an additional day of Council meetings, which would extend our Council meetings to four days and that is not financially viable. Furthermore, all Sub-Committees of Council can call meetings virtually in between Council meetings should there be a need to, and that has happened regularly.

Furthermore, as leaders within our Union, it is expected, just as with our rank and file and elected members, that we undertake volunteer work on behalf of the union.

Business completed and meeting adjourned at 12:30pm

APPENDIX “A”

PSAC Ontario Council Finance Committee Report February 6, 2025

Committee Chair: Melissa Arsenault

Committee Members: Peggy Jones
Tony Crupi

REVP: Craig Reynolds
Staff: Cleo Reid

Agenda:

- Council Members Expenses
- Financial Statements
- Portfolio Expenses
- Recommendations

Council Members Expenses

The Finance Committee would like to remind Council members that in order to ensure that they are paid for their meeting expenses before the end of the meeting, the claims must be submitted by 3:00 on the afternoon of the Committee meetings day (generally the day before the Council meeting begins). Council members are also reminded that they will not receive the cheque for their expense claim until their Council reports are filed.

A reminder to send your claims to psacontariofinance@gmail.com if you would like them to be paid

Expense claims should be submitted using the Excel document provided. Please do not make any adjustments to the form. Please do not use old forms as they do not reflect any new amounts. Please do not save them as a PDF.

Rates for this period have not changed.

We request that all meeting expense forms be sent in a separate email instead of replying all to the one we send you. We appreciate your support in this.

Financial Statements

2023 and 2024 draft statements have been distributed.

During the 2023 review, we discovered that some of the loss of wages that should have been allocated to other accounts or to Regional education budgets were allocated to the Council Meeting Expenses. On Thursday February 13, 2025, I will be going to the bookkeeper to fix the allocation and close 2023. These issues carried forward to the 2024 year and we will be completing these corrections as well. These actions may result in recommendations for the next council meeting.

During the 2024 National Triennial Convention, a budget increase was passed. The increase in funds was \$53,304.40. We have distributed the funds as follows:

| | |
|------------------------------------|---------------|
| Council Meetings | \$18,204.40 |
| Committee Meetings | 5,000.00 |
| Area Councils, Regional Committees | 28,000.00 |
| Affiliation Costs and Donation | 1,000.00 |
| Bookkeeping Fees | 500.00 |
| Audit Fees | 500.00 |
| Bank Charges | <u>100.00</u> |
| Total | \$53,304.40 |

The rationale to the additions are as follows:

Council Meetings: due to recent delays in flights, increased weather incidents while travelling and in preparation for increased costs due to economic uncertainty.

Committee Meetings: due to the findings of the budget review, and increased action from all committee's during the fiscal year.

Area Councils and Regional Committee's: due to their continued community out-reach, work with members and the volume of work they do.

Affiliation costs and Donations: in anticipation of an increase in requests

Bookkeeping Fees: in anticipation of an increase in cost

Audit Fees: in anticipation of an increase in cost

Bank Charges: in anticipation of an increase in cost.

Portfolio Expenses

It's a brand-new fiscal year. Everyone is starting with a full portfolio budget for your work starting January 1st, 2025. There have been no increases to the portfolio budgets at this time. If you have any receipts from last year that you want to claim, you can do so, but it comes out of this year's portfolio dollars.

Portfolio Expenses must be accompanied by the receipts and any required approvals from the REVP's office. This includes the required event report that was submitted to the REVP.

We request that all portfolio expense forms be sent in a separate email instead of replying all to the one we send you. We appreciate your support in this.

Recommendations

No Recommendations at this time.

Moved by Melissa Arsenault
Seconded by Peggy Jones

APPENDIX “B”

PSAC Ontario Regional Council Technological Transformation Committee Report November 2024 to February 2025

Attended: Trisha Roach and Justyna Szewczyk El Jassem

Staff: Lino Vieira

Regrets: Adam Murphy

Virtual Meeting on September 20, 2025 at 6:00 PM

Agenda:

- Artificial Intelligence (A.I.) within the federal government
- Facial Recognition and A.I.

Artificial Intelligence (A.I.)

Canada's federal government has used artificial intelligence in nearly 300 projects and initiatives to date, including to help predict the outcome of tax cases, sort temporary visa applications and promote diversity in hiring (<https://www.cbc.ca/news/politics/federal-government-used-ai-1.7170307>).

Unions must be consulted prior to these applications being used, to ensure there are no negative impacts on workers and equity. Currently, there is little public information available about how these systems are being used and how widespread the use of AI is across the government.

Facial Recognition

Facial recognition is being used by the Canada Border Services Agency (CBSA). Currently, the agency uses the technology on a voluntary basis to help authenticate the identities of incoming travellers, through kiosks at some airports.

There are many examples of facial recognition use leading to wrongful arrests. What are the safeguards the CBSA has put in place to prevent this and what oversight is in place to protect against errors?

Recommendations:

3. Council members investigate the use of Artificial Intelligence within their workplaces and how the different departments are using it and report back to Council using the online survey developed by this Committee.
4. Council members go back to their Locals and encourage Local Executives to inquire with their members if they use A.I. in their work.

Moved by: Justyna Szewczyk El Jassem

Seconded by: Trisha Roach

APPENDIX “C”

PSAC Ontario Education Committee Delta Hotels Toronto Airport & Conference Centre February 7, 2025

Chair: Thu Trinh
Members: Brett Ballanger, Doron Jacob, Chandra Buschold, Justyna Szewczyk-El Jassem, Mandy Forget, Stephanie Wu, Ted Cabanes
Regrets: Missy Taylor
Advisor: Justin Kong, Regional Education Officer (REO)

The Committee reviewed feedback from the different geographic regions regarding the Winter education schedule and noted an emerging need and demand for Taking Union Basics course.

The Committee addressed courses in demand but not offered at the respective Regional Offices. The Local Development proposal is an alternative option for receiving PSAC Ontario education.

The Committee discussed the Fall education schedule, emphasizing the importance of providing as much advance notice as possible. The Fall schedule is expected to be posted by August.

The Committee briefly addressed Advanced Fall School, which is projected to be in October/November and is currently in the planning stages.

The Committee reviewed the topics of the Education Town Hall and a survey. During the wholesome discussion, new information emerged, and the Education Committee decided on a new path forward. The Committee will develop a PDF FAQ surrounding PSAC Ontario Education. Once finalized, it will be shared with council members for distribution to their constituents.

The Committee was informed that PSAC National is creating Workforce Adjustment Training, and more information will be shared when it becomes available.

Recommendations:

1. Ontario Council members continue to promote the Talking Union Basics, Duty to Accommodate and Grievance Handling courses to prepare members for Advanced Fall School.
2. Ontario Council members should reach out to their constituents to gather information and questions that members may have to assist in the production of the Education Committee PDF FAQ.
3. Ontario Council members should continue to promote the Racism in our Labour Movement and Trans Rights & Inclusion at a Critical Moment courses.

Moved by: Thu Trinh

Seconded by: Doron Jacob

APPENDIX “D”

PSAC Ontario Regional Council Political Action Committee Report November 2024 to February 2025

Attended: Craig Reynolds, Chris Snooks, Doron Jacob, Thu Trinh, and Chandra Buschold

Staff: Lino Vieira

Regrets: Beth Bennett

Virtual Meeting on January 22, 2025, at 6:00 p.m.

Agenda:

- Provincial Election
- Federal Election

Provincial Election

There is speculation that a snap election could come at the end of February, as Premier Ford has made such statements because of the tariff threat from President Trump.

A new Leger poll released on January 22, 2025, in the National Post, put Ford's Progressive Conservatives 24 points ahead of the Liberals. This would result in the Tories gaining 46 per cent of the vote, versus 22 per cent for the Liberals, 19 per cent for the NDP, 7 per cent for the Green Party and 6 per cent other. The poll also identified the major issues for Ontario voters, with the top three being the cost of living (28 per cent); health care (12 per cent); and the economy (11 per cent).

PSAC Ontario will be focusing on defeating the current Progressive Conservative (PC) government, under Premier Ford. Therefore, we will focus our internal communications to target the PC Party using an issues based approach and external communications will focus on getting out the

vote. Internal communications to our members are not considered political advertising and therefore are not subject to any limitations or reporting to Elections Ontario.

Federal Election

On January 6, 2025, Prime Minister Justin Trudeau stepped down and requested that the government be prorogued. He also confirmed that he would resign as party leader and Prime Minister after the Liberal party selects a new leader.

When the Parliament is prorogued, nearly all legislation dies on the order paper. Cabinet and the Ministries continue to function, however, changes or actions that require legislation will need to wait until a new session of parliament is convened. At that point, legislation will have to wait until after the coming election.

PSAC Ontario will work with PSAC National to identify vulnerable ridings where we have a large membership base. We will also focus on educating our members on their political rights, provide information on how our members can participate in this election and highlight the main party platforms.

For our external campaign, we will focus on a “Get out the Vote” message, that promotes the need to get our members and the public to the polls. Our goal is to increase voter participation, while limiting gains by Conservative candidates.

Recommendations:

1. PSAC Ontario Council members to provide support to their PSAC Area Councils within their region with their election plans provincially and federally.

Moved by: Chris Snooks

Seconded by: Doron Jacob

APPENDIX “E”

PSAC Ontario Council Health and Safety Committee Report February 6, 2025

Committee Chair: Leslie Searl

Committee Members: Chris Snooks, Michelle Woods, Anne Duval,
Sara Johnson

Regrets: Terri McGillivray, Adam Murphy, Trisha Roach

Technical Advisor: Sandra Goodick, Health and Safety Representative,
Ontario

Discussion item: Health and Safety Virtual Townhall Debrief

On November 20th the committee hosted our third virtual townhall, regarding the Return to Office mandate. Approximately 45 members attended. The committee will revisit topic ideas and organizing the next townhall after our Conference in April.

Discussion item: Ontario Region Health and Safety Plan

London Regional Office

October 26 – 27, 2024, 9:00 AM – 4:30 PM

Course offered: WSIB Level 1 – Rights and Obligations

20 members attended

There is discussion among the Regional Representatives and the REO about the development of a PSAC Ontario WSIB representation and health and safety training, for non/Treasury Board members

Discussion Item: Ontario Regional Health and Safety Conference

The date for the PSAC Ontario Regional Health and Safety Conference is April 4-6, 2025. Final details and delegate selection is currently underway.

The National Health and Safety Conference will be held in Toronto September 26-28th, 2025. Registration is currently open and resolutions are being accepted until March 21st.

Discussion item: Joint Learning Program (JLP)

JLP sessions for Health and Safety will continue to be offered through Regional Offices into the winter. See the PSAC Ontario Education page for dates. Some have had to be cancelled due to low registration. Council representatives are encouraged to promote these sessions within their constituencies.

Discussion item: PSAC Ontario Health and Safety Webpage

We are looking to add more information on health and safety to the webpage that will benefit members: <https://ontario.psac.com/health-and-safety-resources/>

Recommendation:

The committee recommends council members promote the National Health and Safety Conference within their constituencies, workplace, and health and safety committees.

The committee recommends advising those submitting resolutions to the national health and safety conference to share them with their Area Councils.

Moved by: Leslie Searl
Seconded by: Michelle Woods

APPENDIX “F”

PSAC Ontario Council Equity and Human Rights Committee Report February 6, 2025

Committee Chair: Michelle Woods

Committee Members: Ted Cabanes

Regrets: Missy Taylor
Terri McGillivray
Trisha Roach

Staff Representative: Joan-Ann Gravesande

REVIEW & UPDATES:

- **Upcoming Equity Dates (all subject to change):**
 - PSAC National Human Rights Committee Meetings (*Feb 10-14*)
 - Black History Month (*February*)
 - International Women’s Day (*March 8*)
 - International Day for the Elimination of Racial Discrimination (*March 21*)
 - World Water Day (*March 22*)
 - World Health Day (*April 7*)
 - National Day of Mourning (*April 28*)
 - Asian Heritage Month (*May*)
 - Sexual Assault Prevention Month (*May*)
 - Summer Pride Season (*May-September*)
 - PSAC Ontario Women’s Conference (*May 2-4*)
 - National Day for Awareness of Missing and Murdered Indigenous Women and Girls (*May 5*)
 - 2SLGBTQIA+: International Day Against Homophobia, Transphobia, and Biphobia (*May 17*)
 - National Indigenous History Month (*June*)

- National Day of Reconciliation (*June 11*)
- National Indigenous People's Day (*June 21*)

PSAC Ontario Equity & Human Rights Calendar is on the PSAC Ontario Website

- National Human Rights Committee Meeting, February 10-14. Updates and takeaways to be discussed by the next PSAC Ontario Regional Council Equity meeting.
- PSAC Treasury Board National Bargaining Conference to take place in Montréal (February 19-23).
- PSAC ON Regional Women's Conference planning underway. Large number of applications. Resolutions close in March, for review in April.
- PSAC ON established Women's committees gearing up for March 8th (International Women's Day).
- Black History Month being celebrated across the region through established PSAC ON Racialized committees. Events that have already happened were well received. More events to come throughout the month.
- PSAC ON Region Indigenous Gathering planning underway (Event September 12-14, 2025), more to come. Equity committee involvement TBD.
- General Interest with membership in region 1 (Northwest) to reinvigorate and create new equity committees. PSAC Ontario Council Equity Committee to invest time to support with starting said committees.
- Sisters in Spirit Vigil (October 4th), recommendation from last PSAC ON Council Meeting.
 - Attendance and event well received
- "The Vigil to Commemorate the National Day of Action and Remembrance on Violence Against Women" (December 6th),
 - Event was well attended and well received
- Discussion surrounding holding meetings with the established PSAC ON equity committees of our respective portfolios. Topics are to touch base on future events and to provide and obtain updates of PSAC Ontario Council.
- Discussion of OFL equity committees and who represents PSAC. Currently Ted Cabanes represents for the "*Solidarity & Pride Committee*", and Michelle Woods represents for the "*First Nations, Metis, Inuit Circle*"

- OFL also has a “*Women’s Committee*”, “*Black & Racialized Workers Committee*”, and “*Disability Rights Committee*”
 - Most OFL committee meetings scheduled have been postponed due to the Ontario Snap Election
- Building the committees 3-year action plan.
 - Plan being reviewed and ongoing and further discussions to occur

GOALS:

- To continue political action including lobbying on issues that relate to Equity and Human Rights. To coordinate with PSAC as well as community and labour partners on all equity issues.
- To continue to facilitate and build strong and engaged, Equity Committees in the region.
- To continue to engage in outreach to all Regional Offices with a view of connecting with PSAC members in those areas and promoting Human Rights & Equity.
- As a committee, share and respond to Equity issues as they arise.
- Assist, support, and promote in any and all PSAC activities, conferences, and or events.

ACTIONS:

- Continue to write statements for Human Rights & Equity Days
- Continue to raise awareness on Human Rights & Equity issues and ensure there is an equity lens applied, to maintain and build inclusiveness.
- Commitment to work towards better supporting regional staff by keeping regional offices apprised and updated on any and all information stemming from the National Working Groups.

RECOMMENDATIONS:

1. That Ontario Council monitors and applies an equity lens to political action occurring within the upcoming elections, both Provincial and Federal.

Moved by Michelle Woods
Seconded by Ted Cabanes

APPENDIX “G”

**Anne Duval
PSAC Ontario Regional Council
Region 2, Northeastern Ontario Representative Report
October 2024 – January 2025**

Objectives:

- Continue to build a dialogue with the Regional Offices and their members
- Start various committees
- Keep members informed on what PSAC Ontario Council is doing
- Represent Region 2 at functions where required
- Promote Union Education and committees
- To continuously learn my role

Actions:

- Participated in PSAC education
- Worked on finding a spokesperson for the 2025 PSAC Ontario Health & Safety Conference
- Attended PSAC Anti-Harassment Summit

Plans:

- Continue to promote PSAC education opportunities
- Start and promote both women’s and LGBTQ committees
- Take part in as many education opportunities as possible
- Take part and help facilitate the 2025 PSAC Ontario Health & Safety Conference
- Attend the next Area Council meeting
-

In Solidarity,
Anne Duval
Region 2, Northeastern Ontario Representative

Brett Ballanger
PSAC Ontario Regional Council
Region 6, Hamilton and Niagara Representative Report
December 2024 – January 2025

Objectives:

- Be an effective new member to council
- Maintain and develop ongoing relationships between workers in Hamilton/Niagara and workers beyond
- Work with other PSAC Ontario Council Representatives to build connections, share ideas and best practices
- Develop and promote cooperation between components, dcl, and community groups
- Ensure Region 6 members receive representation at union events where required
- Promote Union Education and events

Actions:

- December
- Anti-harassment Summit
- Union Leadership Development Final Session
- January
- Attended training for Ontario Council Members
- Continued engagement with grass roots activists (Ontario Health Coalition, Niagara District Council, L4P)

Plans:

- Attend region equity events
- Build and develop membership lists
- Encourage engagement with OFL and CLC affiliates for building worker solidarity.
- Collaborate on mechanisms and organizational strengths for resistance against the rise of extremist movements which threaten working people.

In Solidarity,
Brett Ballanger, Region 6, Hamilton and Niagara Representative

Chandra Buschold
PSAC Ontario Regional Council
Regionally Based Separate Employer's Report
November 2024 - January 2024

Objectives:

- Continue to work on relationship building
- Work towards in person meetings with members
- Continue to promote PSAC education, committees and workshops
- Keep members up to date on what PSAC is doing
- Continue to promote PSAC education

Actions:

- Continued reaching out to members and updating constituency list
- Promoted education and committees
- Attended Kingston Area Council meetings
- Participated in PSAC education
- Worked with Renfrew County Health Coalition
- Worked towards contracting in of former Treasury Board jobs

Plans:

- Continue with member outreach
- Attend Kingston Area Council meetings
- Continue to keep myself and members informed
- Continue to promote and take advantage of PSAC education opportunities
- Continue to fight against contracting out and advocating for contracting in

In solidarity,
Chandra Buschold
Regionally Based Separate Employer's Representative

CHRIS SNOOKS
PSAC Ontario Regional Council Report
Region 3, Eastern Ontario Representative
October 2024 to February 2025

OBJECTIVES:

- Understand basic processes and my role within the Ontario Regional Council

ACTIONS:

- Understand basic processes and my role within the Ontario Regional

MEETING

- Support all PSAC Education
- POSTAL SUPPORT ON PICKLINE
- CEIU KINGSTON POSTAL RELLY
- Spread awareness to members about upcoming opportunities
- KINGSTON & DISTRICT LABOUR COUNCIL MEETING
- CLC political action conference (Jan 20-21)
- ULDP Graduation /media training/political meeting/project report
- Ontario Anit-Harassment summit

PLANS:

- Spread awareness to members about upcoming opportunities and events and education in Ontario PSAC
- Post all event and education on Facebook
- Support all Bargaining for PSAC
- Organizing political dinner for region

In Solidarity,

Chris Snooks
Region 3, Eastern Ontario Representative

Doron Jacob
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative Report
Oct 7th, 2024 – Jan 10th, 2024

Objectives:

- Promote Union Education and Political Action
- Continue communicating with the members of the region
- Build attendance of the equity committees
- Canvass interest in new Area Councils/Equity Committees
- Promote the activity of Ontario Council, Area Councils and Equity Committees
- Represent Region 5 where required

Actions:

- Attended the Trans Day of Remembrance virtual event on Nov 5th
- Attended the Anti-Harassment Planning virtual meeting on Nov 12th
- Contacted the Barrie Area Council chair regarding finances on Nov 14th
- Attended the Toronto & York Region District Labour Council Health & Safety Activist Awards Banquet in-person on Nov 15th
- Attended CEIU Local 541 AGM in-person on Nov 16th
- Attended a Roles and Responsibilities virtual meeting on Nov 19th
- Attended PSAC Ontario Health & Safety virtual townhall on Nov 20th
- Attended the Anti-Harassment Summit in-person on Dec 5th – Dec 8th
- Attended the Vigil for the National Day of Remembrance and Action on Violence Against Women in-person on Dec 6th
- Attended the International Human Rights Day virtual event on Dec 10th
- Attended the PSAC Ontario TUB course on Feb 1st in-person at the Toronto Regional Office

- Helped members contact their respective representatives throughout the quarter
- Engaged members on several social media sites such as Facebook, Facebook messenger, WhatsApp and Reddit throughout

Plans:

- Communicate with the other Region 5 rep and alternates via the social media account
- Reach out to the presidents of the locals within the region.
- Follow up with the GTA region's equity committees regarding any needs they may have
- Promote the PSAC political action portfolio
- Promote the PSAC education program
- Engage members to get involved in social justice movements
- Update the Region 5 Facebook page more often

In Solidarity,
Doron Jacob
Region 5, Greater Toronto Area (GTA) Representative

Leslie Searl
PSAC Ontario Regional Council
Region 5, Greater Toronto Area (GTA) Representative
October 2024 - February 2025

Objectives:

- Keep the members informed on the happenings of PSAC Ontario Council and events within the region
- Attend as many Union-related events as possible
- Promote Union Education
- Promote the work of the Health and Safety Committee

Actions:

- Oct 17 - attended press conference with NDP leader Jagmeet Singh in Toronto where he promoted the hiring of Border Services Officers
- Oct 18 - CIU grievance handling training
- Nov 12 - virtual Harassment summit meeting
- Nov 13 - Toronto Pearson Workers Health and Safety forum (virtual)
- Nov 13 - Right to Strike under attack (virtual)
- Nov 20 - Health and Safety townhall - Return to Office (virtual)
- Dec 5-8 - Anti-Harassment Summit, Toronto
- Dec 10 - Justice for Workers virtual event
- Jan 15 - CIU 024 Women's committee mtg
- Feb 6-8 - Ontario Regional Council mtg

Plans:

- Reach out to Local/DCL presidents within region 5 to provide information about Council
- Post more actively on Region 5 and Ontario Health and Safety facebook pages
- Attend events within the region as availability permits

In Health, Safety, and Solidarity,
Leslie Searl
Region 5, Greater Toronto Area (GTA) Representative

Mandy Forgét
PSAC Ontario Regional Council
Region 4, Southwestern Representative Report
October 2024 – January 2025

Objectives:

- Liaise with Sarah, the other Region 4 rep.
- Stay connected to the London Regional Office, London Area Council, and committees.
- Initiate contact with other components and DCL's in the region.
- Engage Local presidents
- Inform members of current happenings within PSAC
- Represent Region 4 at union events.
- Promote Union education, events, and committees.

Actions:

- Attended London Area MDAC Committee meeting, 14Nov24
- Collaboration with MDAC and Women's Committee Chair to support Regional committees
- Attended London Area Council Meeting, 20Nov24
- Attended PSAC National Townhall on Work from Home, 20Nov24
- Attended the inaugural PSAC ON Anti-Harassment Summit, 5-8Dec24
- Show Solidarity with Postal Workers (CUPW) .
- Sworn in as Region 4 ON Council representative, 8Jan25
- Joined the PSAC ON Education committee, 8Jan25
- Call with Melissa to clarify claims forms, and requirements of the position.
- ON Council training with Lino, 29Jan25
- Received an invite to attend the CEIU581 AGM as the Regional representative.

Plans:

- Coordinate with Sarah, to brainstorm ways to engage the region.

- Discuss hosting an open house for the region where members can meet council/committee reps.
- Attend the PSAC ON COuncil Education Committee Meeting, 6Feb25
- Attend the PSAC ON Council meeting, 7-8Feb25
- Attend the CEIU AGM as the Regional representative, 26Feb25
- Attend PSAC Bargaining Conference, 17-24Feb25
- Attend London Area Council Meeting, 24Feb25
- Attend PSAC ON Health and Safety Conference. 3-6Apr25
- Attend PSAC ON Regional Women's Conference, 2-4May25

In Solidarity,

Mandy Forgét
Region 4, Southwestern Representative

Melissa Arsenault
Ontario Regional Council
Region 2, Northeastern Representative Report
November 2024 to February 2025

Objectives – My objective is to foster engagement with the components in the Region and start, or re-start in some cases, the various equity committees and councils that would support the members of my Region at the Ontario Council.

Actions – The actions I have taken since our meeting in October are:

- Participated in Anti-Harassment conference
 - While there, signed up members for the pride committee and women's committee
- Completed Union Leadership Development Program
- Met with member regarding PSAC and their accommodation policy and problems they have been having
- Met with member regarding filing an ATIP for a grievance file they were working on
- Met with member regarding accommodations and recommendations on going forward with their component
- Discussed union leave during work hours with a representative and how to use section 13.04 of their collective agreement. Directed them to their component for more information
- Submitted forms for pride committee and women's committee to components for Presidential approval.
- Encouraged member to apply to PSAC Ontario Health and Safety Conference and ask for virtual attendance as a part of their accommodation. They declined at this time.
- Discussed Winter Courses with Regional Representative and Region 2 counterpart. Agreed on courses for this session with suggestions for next session.

Goals – my goals are to connect with the members in my region and to continue to bring their concerns forward while fulfilling my duties as Chair of the Finance Committee

- Support the Area Council as needed
- Create a plan to visit the smaller centers of my Region to foster engagement
- Create plan to create regional equity committees over the course of the next couple of years - women's, racially visible, indigenous, MDAC and 2SLGTBQIA+
- Encourage membership participation in local events.
- Encourage PSAC to discuss accommodations that can be made to Council and conferences to further support our members.

In Solidarity,
Melissa Arsenault
Region 2, Northeastern Representative

Michelle Woods
PSAC Ontario Regional Council
Indigenous Workers Representative Report
October 2024 - January 2025

Objectives:

- To continuously learn to enhance my role
- Continue to build dialogue with the Regional offices
- Outreach and visits to Indigenous members
- Promote Union Education and Training
- Keep members informed on what the PSAC Ontario Council is doing
- Bring Indigenous issues to Council
- Represent and support Indigenous Workers where required

Actions:

➤ **Ongoing**, Share PSAC information on updates and webinars to members via email and Facebook

➤ **Ongoing**, responding to members inquires and concerns within the workplaces regarding the CA, training and activities (Indigenous Practice Leave, Return to Workplace, Pension, etc.)

➤ **October 2024**-I was contacted by a member of CEIU and was asked to share the information for the Sisters In Spirit Vigil, which took place on Friday, October 4th from 4-7 p.m. and was hosted by the Native Women's Resource Centre of Toronto. I, along with a few members of Ontario Council attended the event to show their support and solidarity for MMIWGT2S.

➤ **November**-participated in the Ontario Council Health and Safety Committee Townhall on Nov 20th. Topic was Mandatory Return to Office Directive: The Health and Safety Implications and Protections.

➤ **December**-attended the PSAC Ontario Anti-Harassment Summit in Toronto. Offered support to the Knowledge keeper and provided her introduction.

➤ **Moving forward**- help coordinate and plan the PSAC Ontario Region Indigenous members gathering. To be held in 2025.

Participate on the organizing committee for the PSAC Ontario Health and Safety Conference to be held in April 2025.

Goals:

- To continue outreach with Indigenous members.
- To continue collaboration and working with National Indigenous Peoples Circle (NIPC) reps on shared goals.
- To continue working with the Ontario Region Area Councils, Thunder Bay Area Council, Indigenous Peoples Circles on shared issues or projects by attending committee meetings
- To continue collaborating and working with Ontario Council Women's Rep on the commonly shared issues relating to both our portfolios.
- To continue working with PSAC Ontario Council Representatives to connect with Indigenous Workers through newsletters and Media websites such as Facebook.
- To continue sharing knowledge of PSAC training, conferences, conventions and to promote the education program.
- To coordinate/support an event for members at Wequedong Lodge of Thunder Bay with a focus on mental health and wellness.

In Solidarity,
Michelle Woods
Indigenous Members Representative

Missy Taylor
PSAC Ontario Regional Council
Regional Women's Committees Representative
November 2024 - February 2025

Objectives:

- Keep Women informed on activities of the PSAC Council and Women's Representative activities
- Promotion of involvement, engagement and education
- Be available as a support and accessible to all queries and issues

Actions / Events:

- Attended Local meetings as guest speaker to discuss role on Council and upcoming events
- October: Calls with assigned staff regarding Ontario Women's Conference
- Attended CEIU Eastern Conference as guess speaker
- National Women's working group zoom call re: PSAC National *Women's Centred Leadership Forum* to be held March 2025
- Southwestern Women's Committee AGM
- Dec 6 Vigil – Toronto Ontario
- Anti-Harassment Summit. Cofacilitated Eastern Region session
- Guest Speaker *A Woman's Place is in Her Union* workshop held in Charlottetown, P.E.I. via zoom

Upcoming Events:

- February PSAC Bargaining Conference
- February National Human Rights committee meeting
- March Women's Centred Leadership Forum

Plans / Goals:

1. Action plan in progress for the implementation of the Gender Equity Taskforce recommendations
- Work with PSAC Regional Reps to formulate a plan of better engagement for the RWCs.
- Attend PSAC Education and events to speak to Women's Rep. role on Council and the Human Rights & Equity Committee

In Solidarity,

Missy Taylor

Regional Women's Committee Representative

Peggy Jones
PSAC Ontario Regional Council
Directly Chartered Locals Representative Report
November 2024 to February 2025

Objectives:

- Continue building relationships with DCL members and executives throughout the province;
- Inform members about important union issues, events, campaigns, etc. and communicate about what the regional council is doing;
- Promote and encourage DCLs to attend PSAC education, political events, even if is not connected to their local or PSAC but other affiliate of unions and community groups, which keeps the Union strong in the labour movement.

Actions:

- Attended Area Council meetings Dec. 2023, Feb. 2025
- Chair MDAC committee meetings Nov. Dec. Jan. 2025;
- Chaired Women's committee Oct, Nov, Jan, Feb. 2025;
- Continuing with political actions and in-person rallies and through social media;
- On going Rally for Health Coalition - privatized to for profit organizations on the tax payers' dime and having a two-tiered health care in Ontario. The battle just got bigger. We need to fight this battle through Canadians and the Unions to win this fight;
- ON going Premier of Ontario Doug Ford more on the need of basic income for all.
- Persons with disabilities REFORM the ODSP and CPP disability programs and working on project and helping community organizations;
- Working on social media platforms;
- Supporting the DCLs and help with solutions on going issues;

- Organizing to meet with the DCLs in Ontario, working on the next DCL conference.
- Attended Round Table in December and Working with DCL in Ontario and across Canada;
- Working supporting people in poverty and getting people qualified for the Federal Dental Plan, which have no computer or internet services.
- Women's Committee Event guess speaker: Bianca Timmerman is a seasoned Diversity and Inclusion Consultant and a Two-Spirit transgender woman from the Shabot Obaadjiwan First Nation
- DCL round table for September 2024
- Working with Equity Committees and area council so support other committees in the Region.

Plans:

- Work with PSAC Regional Offices to contact DCLs, their needs, updating on the system – DCL locals have new elected Presidents;
- Items that effect all members of the DCLs such as collective bargaining rallies, political actions, information pickets and all province workers;
- Be supportive of all DCLs including helping organize new DCLs;
- Working with the Academic DCL Reps and DCL Reps throughout other regions on issues that are important to all DCLs;
- Support DCL resolutions + education - explanations – writing;
- Supporting members – listen to what the members are saying and collecting their needs to move forward together;
- Pharma Care diabetic medication for all that have this disease and Dental for all – meetings and media;
- Planning, organizing and have guess speakers on actions with all women's committee and education;
- Working and organizing actions with all MDAC equity committees in Ontario – understanding the right for members with disabilities and PSAC supporting us;
- Plan on Rally to support our members from Commissionaires that have issues with Canada Life is still on going as we have member that have retired and have no one that is willing to help on issues.

- Working on issues of employers following the Labour Laws and policy on Duty to accommodate;
- STOP employers harassing on medical leave that is different for each member, being asked question from employer while on sick leave.
- Working on Package for new members coming into to PSAC DCL and what the union does and how it works. DCL handbook where to find and electronic copy?

In Solidarity,
Peggy Jones
Directly Chartered Locals Representative

Sara B. Johnson
PSAC Ontario Regional Council
Region 4, Southwestern Representative Report
October 2024 – January 2025

Objectives:

- Continue to keep in touch with the London Regional Office
- Work on continuing to build relationships with Southwest local presidents and members
- Work with other PSAC Ontario Council Representatives to build connections, share ideas and best practices
- Keep the members informed on what PSAC Ontario Council is doing
- Represent region 4 at union events where required
- Promote Union Education and events

Actions:

October

- Attended PSAC Ontario Council meeting
- Attended Sisters in Spirit Vigil (National Day of Missing Murdered Indigenous Women and Girls)
- Attended PSAC Worker's Compensation training and introduced myself as region 4 representative to participants

November

- Attended Hamilton MDAC & GTA Pride Trans Day of Remembrance Event
- Meeting with Ted Cabanes (Pride rep) and Thu Trinh (region 4) /stopped by virtual PSAC SW Pride meeting
- Attended London Area Council meeting (part)
- Attended PSAC Ontario Health and Safety Townhall
- Attended PSAC London Women's committee meeting
- Attended multiple CUPW /Canada Post strike lines

December

- Attended first PSAC Anti Harassment Summit, assisted with regional planning session and presented to summit
- Attended National Day of Remembrance and Action on Violence Against Women Event Toronto Philosopher's Walk

Plans:

- Attend PSAC Ontario Council meeting February 2025
- Work with other region 4 council representative to try making touch base calls to local presidents in the Southwest
- Contribute to the PSAC Ontario Council newsletter
- Promote the PSAC education program and events and committees in the Southwest via emails and social media
- Attend the PSAC Ontario Health and Safety Conference March 2025
- Attend PSAC National Women's Leadership Forum March 2025 in Ottawa

In Solidarity,

Sara Johnson
Region 4/ Southwest Representative

Stephanie Wu
PSAC Ontario Regional Council
Young Workers Representative Report
October 2024 - Feb 2025

Objectives:

- Continue connecting with young workers around the province
- Continue working towards creating YWCs in as many cities as possible
- Represent Young Workers at functions where applicable
- Promote Union Education as a Young Worker and as part of Education committee
- Facilitate the Toronto Young Workers and Hamilton/Niagara Young Workers Committees

Actions:

- Sept 21 - Held a BBQ in Kingston with the support of Kingston Area Council and Ontario Regional Council Pride Rep in support of forming a Young Workers Committee and got signatures from 3 local presidents in support of it
- Successfully obtained the support needed to form a Kingston Young Workers Committee
- Dec 6-8 - Attended PSAC Ontario Anti-Harassment Summit in Toronto and facilitated final breakout room discussion on what tools to bring back to inform constituents about harassment
- Dec 10 - Chaired the Kingston Young Workers Committee restart meeting and held successful elections for the new executive
- Promoted the upcoming TUB session at Kingston RO among networks

Plans:

- Continue promoting PSAC Education to members and how to apply through mailing lists
- Continue collaborating with fellow Council members on how to support members

- Continue attending Area Council/Racialized/Women's/Young Workers meetings across the province as a Council rep specifically
- Attend my local's Annual Meeting, promote my role as OC YW Rep, and promote local AC + equity committees

In Solidarity,

Stephanie Wu
Young Workers Representative

Ted Cabanes
PSAC Ontario Regional Council
2SLGBTQIA+ Representative Report
October 2024 – February 2024

Objectives:

- Work with existing PSAC Ontario structure and continue to establish dialogue and rapport that is responsive and inclusive to the needs and realities of the 2SLGBTQIA+ membership
- Promote, attend and represent the 2SLGBTQIA+ at events where required in the Ontario Region
- Bring an intersectional/transcultural lens within the Union Equity groups
- Integrate communication and report submissions to members of PSAC Ontario Council activities
- Uphold and promote the mandate and objectives of the PSAC Ontario Council

Actions:

- Region 4 (Southwest) Ontario Council Geo. Representative/2SLGBTQIA+ 2025 succession planning and meeting in London, ON (November 8th, 2024)
- PSAC ON Southwest Pride Committee Meeting (Virtual) (November 8th, 2024)
- Ontario Federation of Labour (OFL) – Solidarity & Pride Committee Meeting in Toronto, ON (December 5th, 2024)
- PSAC Ontario Region 1/Region 2 (Northwest/Northeast) - 2SLGBTQIA+ Pride Committee Start-up, establishing and solicitations (December 6th-8th, 2024)
- PSAC Ontario – Anti-Harassment Summit in Toronto, ON (December 6th-8th, 2024)
- Talking Union Basics – Basic Education Training (February 1st –2nd, 2025)

Plans:

- Continue to work with PSAC Regional Offices to connect with self-identifying 2SLGBTQIA+ members to communicate and unite with their regional representative and other members
- Promote, establish and maintain organized 2SLGBTQIA+ committees within the Ontario Region
- Identify the needs of 2SLGBTQIA+ membership and ensure the Union's (educational) programs and services meet the needs of the members as a whole
- Address political/workplace issues at the community and regional levels and increase awareness (Priorities this report includes Pride Parades and celebrations in various towns)
- PSAC National Human Rights Committee Meeting (February 14th, 2025)
- Pride season 2025 succession planning (with PSAC National Human Rights Committee, Ontario Federation of Labour, and corresponding PSAC Ontario Committees and staff)
- Internal calendar of events by next council meeting to share with council
- PSAC ON Eastern Region Pride Committee aid and participation

In Solidarity,
Ted Cabanes (2SLGBTQIA+ Representative)

Terri McGillivray
PSAC Ontario Regional Council
Members With Disabilities Representative Report
December 2024 – February 2025

Objectives:

- Continue and build a dialogue with the Regional Offices
- Work on Members With Disabilities email/contact list
- Keep the members informed on what PSAC Ontario Council is doing
- Represent Members With Disabilities at functions where required
- Promote Union Education

Actions:

- Will hold education session on Autism and Neurodivergence in the Workplace April 15, 2025
- Will hold education session on being an Ally for those with disabilities, both visible and invisible
- Regularly update Members With Disabilities and Allies on events of importance
- Took part in several CCOHS virtual training sessions
- Attended a GTAC Members With Disabilities meeting.
- Attended Virtual OFL Members With Disabilities National session

Plans:

- Work with PSAC Ontario Council Representatives to connect with Young Workers through a new newsletter
- Working on an education session via my portfolio for the next two quarters: Autism and Neurodivergence in the Workplace and Trans Gender Awareness education session
- Work on Ontario Health Coalition campaign through demonstrations and worksite visits
- Increase Members With Disabilities knowledge of courses that are happening in PSAC Regional Offices and promote the education program

In Solidarity,
Terri McGillivray, Members With Disabilities Representative

Thu Trinh
PSAC Ontario Regional Council (ORC)
Region 4, Southwestern Representative Report
October 2024 – January 2025

Objectives:

- Stay connected with the London Regional Office, London Area Council, Committees, Components, and DCLs.
- Network with equity groups to elevate priorities for the Southwest Region.
- Ensure the membership remains informed about PSAC ORC's priorities through various platforms (e.g., social media).
- Engage in networking and represent the membership in the Southwest at various events by promoting the importance of union education and resources.

Actions:

- Staying in touch with Local Presidents via email.
- Flagged members' priorities to the London Regional Office and the REVP's office.
- Stayed in touch with other SW councils regarding feedback, ideas, issues, and concerns raised by the membership.
- Attended PSAC meetings in the SW, including Area Councils, Committees, and Events.
- Collaboration with the 2SLGBTQIA+ Rep to support the SW Pride Committee and Events.
- Collaboration with the Women's Committee Rep to support the London Regional Women's Committee.
- Attended the virtual PSAC National Bargaining Townhall.
- Attended the Postal Workers (CUPW) Strike Line.
- Attended the Hamilton – Niagara Racialized Committee – Human Rights Day Event.

Plans:

Continue collaborating with the regional office, councils, equity groups, components, and DCLs. Promote and highlight union priorities across different spaces and social media to raise awareness, engage, and encourage members to participate. Access the local presidents' list and reach out to the presidents for one-on-one conversations.

In Solidarity,

Thu Trinh

Region 4, Southwestern Representative Report

Tony Crupi
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
October 2024-February 2025

Objectives:

- To work with the regional office and local presidents in the area to further union goals and communicate any useful information to as many members as possible.
- Coordinate with Area Council and Regional Office to help facilitate any of their needs.
- Attend as many union demonstrations as possible to meet members and provide support
- Keep the members informed on what PSAC Ontario Council is doing

Actions:

- November 14, 2024 Attended Thunder Bay Area Council AGM
- December 1, 2025 Attended and supported Canada Post picket line on Alloy Dr.
- December 5, 2024 Attended PSAC Anti Harassment Summit

Plan:

- Promote union education as much as possible as well as union activism
- Meet monthly with regional office
- Attend the next Area Council meeting

In Solidarity,

Tony Crupi
Region 1, Northwestern Ontario Representative

Trisha Roach
PSAC Ontario Regional Council
Racialized Member Representative Report
November 2024 to February 2025

Objectives:

- Ensure that racialized members have access to safe spaces throughout the region.
- Establish a rapport with PSAC regional offices.
- Keep members informed and abreast of the work being undertaken by PSAC Ontario Regional Council.
- Represent Racialized Members at functions when required.
- To be the voice of Racialized Members in PSAC Ontario.
- Ensure that an equity lens is applied to union activities, policies and procedures.
- Promote diversity, equity and inclusion.

Actions:

- Attended Toronto Racialized Members Committee meeting.
- Attended Southwestern Racialized Members Committee meeting.
- Attended Hamilton Racialized Members Human Rights Day event.
- Attended Toronto Women's Committee meeting.
- Attended PSAC Ontario Anti-Racism Summit.
- Attended vigil in commemoration of the National Day of Remembrance and Action on Violence Against Women.
- Participated in national Racialized Members Working Group discussing the parameters of a Racialized Members Leadership Forum.

Plans:

- Attend the National Blacks Canadian Summit.
- Attend PSAC ON Health & Safety Conference.
- Attend Racialized Members Leadership Forum.

- Continue to work with PSAC regional representatives to support racialized members and establish Committees throughout Ontario.
- Continue to connect with racialized members by attending Racially Visible Members Committee meetings.

In Solidarity,

Trisha Roach
Racialized Members Representative