



PSAC Ontario Council Meeting Minutes July 18th & 19th, 2025

Delta Hotels by Marriott Toronto

The meeting convened at 9:30 a.m. on Friday, July 18th, 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
Melissa Arsenault, Region 2 (Northeastern)
Anne Duval, Region 2 (Northeastern)
Chris Snooks, Region 3 (Eastern)
Tara Asselstine, Region 3 (Eastern)
Sara Johnson, Region 4 (Southwestern)
Mandy Forget, Region 4 (Southwestern)
Bernadette D'Souza, Alternate Region 5 Greater Toronto Area (GTA)
Michelle Spencer, Alternate Region 5 Greater Toronto Area (GTA)
Brett Ballanger, Region 6 (Hamilton/Niagara)
Stephanie Wu, Young Workers Representative
Justyna Szewczyk-El Jassem, DCL Academic Sector Representative
Chandra Buschold, Regionally Based Separate Employer Locals
Trisha Roach, Racialized Members Representative
Peggy Jones, Directly Chartered Locals Representative
Michelle Woods, Indigenous Members Representative
Ted Cabanes, 2SLGBTQIA+(2-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual)
Terri McGillivray, Members with Disability Representative Representative

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

Regrets: Leslie Searl, Region 5 Greater Toronto Area (GTA), Doron Jacob, Region 5 Greater Toronto Area (GTA), Don Chigede, Region 3 (Eastern), Missy Taylor, Regional Women's Committee Representative, Emily Green, Region 1 (Northwestern).

Observers: James Potts – UNDE Vice-President Ontario, Jodi Miller – Alternate Region 3 Representative, Chair – Southwestern Racialized Members Committee, David Evans – London Area Council Treasurer/SW Racialized Members Alternate Secretary/Treasurer/CEIU local 00592 Shop Steward.

Territory Acknowledgment

The Chair recognize that the meeting is taking place on 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.

Treaties were established to allow settlers to use the land, however, they were twisted into land surrender arrangements, leaving Indigenous Peoples without access.

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.

Anti-Harassment Statement

The Chair asked Justyna Szewczyk-El Jassem 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 Anne Duval and Chris Snooks

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

Moment of silence observed.

AGENDA:

1. Adoption of Agenda
2. Adoption of previous meeting minutes (February 7th - 8th, 2025)
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. Orbitz Insurance presentation
11. Ontario Regional Council Meeting dates
12. Provincial/Federal Elections
13. Labour Day Celebrations

- ~~14. PSAC Ontario Regional Health and Safety Conference~~
15. National Bargaining Conference
- ~~16. PSAC Ontario Regional Women's Conference~~
17. Organizing Skills Training
18. Work Force Adjustment (WFA)
19. Ontario Federation of Labour (OFL) Convention
20. OFL Black and Racialized Members Conference

Item 1. Adoption of Agenda

Motion to adopt agenda items

m/s/c Sara Johnson and Melissa Arsenault

The following agenda items were postponed for the next Ontario Council meeting in the fall:

Item 14 - PSAC Ontario Regional Health and Safety Conference

Item 16 - PSAC Ontario Regional Women's Conference

The Chair added to the Council agenda:

Item 18 – Work Force Adjustment (WFA)

Item 19 – Ontario Federation of Labour (OFL) Convention

Item 20 – OFL Black and Racialized Members Conference

Motion to adopt amended agenda

Amended agenda Carried

Item 2. Adoption of previous meeting minutes (February 7th – 8th, 2025)

The following amendments were made to the draft Ontario Council minutes:

- Page 2 - change UTE Local name from UTE Local 0048 to UTE Local 00048
- Change Land Acknowledgement to Territory Acknowledgement
- Change the wording from Via train policy to Via train practice for both National and Regional.

Motion to adopt previous meeting minutes

m/s/c Tara Asselstine and Michelle Spencer

Item 3. Business arising from previous minutes

No business arising from previous minutes

Item 4. Regional Executive Vice-President Report

Thu Trinh assumed the Chair.

The REVP presented his report:

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

- 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.
- The Stop Community Food Centre (DCL 903) – Bargaining took place on February 4, 6, 13 and 20 2025.
- University of Western Ontario - Graduate Student Assistants (DCL 610) – Notice to bargain was sent by PSAC on September 23, 2024.
- North Bay Jack Garland Airport (UCTE 00006) – notice to bargain was served on December 3, 2024.
- Dexterra Group Inc. (Cleaners – UNDE 639) – PSAC served notice to bargain on April 4, 2025.
- Wequedong Lodge of Thunder Bay Employees (DCL 0002) – On April 9, 2025, a letter of understanding was reached that would provide 2.5% wage raise retroactively to September 1, 2024.

Renewal Agreements

- Moosonee Family Resource Centre/ Hearst Kapuskasing Smooth Rock Falls Counselling Services (DCL 285) – members ratified a new collective agreement on March 17, 2025
- Thunder Bay International Airport Authority (UCTE Local 50505) – members ratified their new collective agreement on March 17, 2025.

- University of Ontario Institute of Technology (Ontario Tech University) – Postdoctoral Fellows (DCL 555) – members ratified a new collective agreement on April 28, 2025.
- Queen’s University (DCL 901 – Unit 1) – members ratified a new collective agreement on April 17, 2025.

Organizing

Canada Mortgage Housing Corporation (2000 members)

Approved organizing drive in Ontario that has since been expanded to a national scope. Campaign is expected to launch in May 2025.

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 CIRB certified PSAC as the bargaining agent on January 21, 2025. However, the Employer has filed an appeal of this decision and we expect court dates to settle the matter this summer.

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 Evoirpos.

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.

Provincial

Ontario Provincial Election

The Progressive Conservative government under Premier Doug Ford, called a snap election, and voting day was on February 27, 2025. The PC Party was elected for a third consecutive majority government. The Ontario NDP secured enough seats to remain the province's Official Opposition with Leader Marit Stiles. The PC's secured 80 seats, with the NDP holding 27, the Liberals 14, the Greens 2 and 1 independent.

Federal

Prime Minister Mark Carney triggered a federal election, with voting day taking place on April 28. The Liberals secured a minority government, with the Conservative forming the opposition. Pierre Poilievre lost his long time Ottawa seat as well as NDP Leader Jagmeet Singh, who has stepped down as Leader of the NDP.

In this federal election, Elections Canada ruled that internal communications to union members would be considered partisan if they took a position on a candidate, Party, or issue associated with a Party. This ruling required that communications of a political nature be reported to Elections Canada and that this would constitute part of our union's election spending limit. Under

the Elections Canada financial restrictions, there is a maximum spend of \$5,166 per electoral district and a maximum of \$602,700 total nationally.

PSAC Ontario focused on a “Get out the Vote” campaign, to encourage our members to cast their ballots in the election and to increase voter turnout with the general public. Our region used the PSAC National materials to educate our members on the different Party platforms, showcase campaign pledges during the writ period, and where the Party’s stand on key issues that affect our membership through the PSAC “ForYouCanada” website.

Leaders Debate

The English Leaders debate was held on April 17 at 7 p.m. The PSAC London Area Council and the Greater Toronto Area Council held debate viewing parties for our members at their respected PSAC Regional Offices.

Mobilization

Strike at Queen’s University

Over 2,000 graduate student workers at Queen’s University (PSAC DCL 901 – Unit 1), began strike action on March 10, 2025.

After holding strike votes during the week of Feb. 11 to 14, 2025, workers overwhelmingly voted “Yes” to taking strike action. The strike was the first in the Local’s history, and impacted approximately 26,000 undergraduate students enrolled at Queen’s University who rely on Teaching Assistants, Research Assistants and Teaching Fellows to deliver tutorials, research activities, and grading of papers and exams.

The strike lasted six weeks and received tremendous support from the Kingston Labour community, including from CUPW, CUPE, USW, OPSEU, OFL, CLC, Kingston District Labour Council and PSAC Regional Council members and rank and file members. In addition, a petition was launched to engage the student body, which received over 1500 signatures in support of striking workers.

On April 16, 2025, a tentative agreement was reached, and ratification votes were held on April 17, 2025. Graduate student workers voted to accept the new contract, which offers significant achievements and no concessions, ending the six-week long strike.

Stop the Cuts Rally at Western University

Western University is planning to undertake massive cuts to offset a projected budget deficit, while posting a \$219.5 million surplus in 2024 and holding millions more in assets and operating reserves. PSAC DCL 610 members, along with faculty and students held a “Rally to Stop the Cuts” at Western on April 3, 2025, with approximately 100 people joining the action.

Labour Movement Solidarity

Queen’s workers and community members rally ahead of CUPE strike deadline

Approximately 200 workers, union members, and local politicians gathered outside Richardson Hall at Queen’s University on January 30, 2025, to demand fair wages, improved staffing, and better treatment from the University. The rally took place ahead of the strike deadline for CUPE members, on February 3, 2025. PSAC 901 members joined the rally, as well as Kingston and The Islands Member of Parliament candidates, QUFA, USW, professors, and community members.

2025 National Black Canadians Summit

The National Black Canadians Summit, organized by the Michaëlle Jean Foundation, took place in Montreal from January 31st to February 1, 2025. The Summit featured various speakers, sessions and plenary meetings designed to empower leaders and address various issues impacting the Black community in Canada. Two members attended on behalf of the PSAC Ontario Region: Trisha Roach and Maxime-Kalifa Sanou, in addition to the REVP for Ontario, Craig Reynolds.

Mayworks Festival of Working People and the Arts

Mayworks is an organization that supports artworks that demonstrate working class struggles, successes and the promotion of equality. They are Canada’s largest and longest running labour arts festival and offer three year-round programs for artists and a one-month long festival in May across

the Greater Toronto and Hamilton area. PSAC Ontario was a proud sponsor of this years' festival to celebrate Mayworks 40th year anniversary.

Education

Toronto

February 1-2 - Talking Union Basics
February 8-9 - Resolution Writing & Lobbying
February 28-March 1 - Talking Union Basics
March 21-22 –Grievance Handling for the Hamilton/Niagara area
April 12-13 - Grievance Handling

Kingston

February 8-9 – Talking Union Basics
March. 22-23 – Grievance Handling
April 5-6 - Our Communities, Our Union, Our Rights”: An Introduction to PSAC for Indigenous Members

London

March 23-24 – Talking Union Basics
April 18-19 – Grievance Handling
May 31-June 1- Politics for Everyone

Thunder Bay

January 18-19 – Talking Union Basics
February 1-2 – Introduction to Duty to Accommodate
February 22-23 – Politics for Everyone

Sudbury

February 21-22 – Politics for Everyone

PSAC Ontario Health and Safety Conference

The 2025 PSAC Ontario Health & Safety Conference took place from April 4 to 6, 2025, in Hamilton. The Conference theme was: “*Taking our Power – Healthy Communities, Healthy Workplaces*”. Participants held table discussions on hazards within their workplaces and got to hear from incredible panel speakers on issues with the WSIB and Workers Compensation, as well as legislative gaps when it comes to health and safety protections in Ontario.

Equity and Human Rights

Black History Month

The PSAC Toronto Racialized Committee held a Black History Month event on February 5, 2025 at the PSAC Toronto Regional office. This year’s theme was “*Black Resistance*”, celebrating the ways Black folks have resisted oppression, discrimination and prejudice throughout history. The event had a guest speaker, Karen Kennedy, a certified health inspector and nutritionist to speak on the impacts of accessing quality food for marginalized communities.

The PSAC Hamilton-Niagara Racialized Committee held a virtual panel discussion for Black History Month on February 12, 2025. The panel consisted of Marie Clarke Walker, former Vice President of the Canadian Labour Congress, Matthew Green, MP Hamilton Centre and Ontario REVP, Craig Reynolds. The discussion centred on why it is so important to be engaged and resist the oppression that all equity seeking groups face in the workplace, their community and the union.

The PSAC Southwest Racialized Committee held a virtual Black History Month panel discussion on February 26, 2025. The Panel discussion topic was on “*Black Legacy and Leadership: Celebrating Canadian History and Uplifting Future Generations*.” Panelists included: Tyler Downey, President of SEIU Healthcare Canada, Kurt Downes, Educator and Director of Founder Border City Athletics and Ontario REVP, Craig Reynolds.

The CIU Branch 24 held a Black History Month panel event on February 3, 2025 in Toronto.

Through personal narratives and historical data, the panelists spoke on the challenges involved in the professional lives of those who often experience exclusion. Topics included psychological safety, self-sabotage and impostor syndrome. The panelists were Dr. Joseph Smith, André-Marc Petit-Frère, Acting Manager and Craig Reynolds, REVP Ontario.

The PSAC Toronto Regional Women's Committee members attended and promoted a Black History Month brunch and fundraiser in Etobicoke on February 22, 2025. The hosting organization was the Jean Augustine Centre and the theme was "*Honouring the Legacy, Re-imagining the Future: Celebrating Black Achievements & Advancing Justice*". The Jean Augustine Centre is dedicated to empowering girls and young women (ages 7–17), especially Black and other racialized girls. The guest speakers were Dr. Jean Augustine and award-winning playwright Trey Anthony.

Autism and Neurodivergent Adaptations for Union Spaces

The PSAC Hamilton Members with Disabilities Committee held a presentation on Autism and Neurodivergent Adaptations for Union Spaces on April 15, 2025.

Transgender Day of Visibility Teach-in

On March 31, 2025, in recognition of Transgender Day of Visibility, the PSAC Southwestern Pride Committee held a teach-in to discuss the ongoing attacks on the Transgender community, particularly in sports.

Dalit History Month

Caste-based discrimination is a form of discrimination rooted in the caste system, a hierarchical social stratification system, particularly in India and its diaspora. It involves treating individuals differently based on their perceived caste or their perceived association with a specific caste. While caste is not a legally protected ground under Ontario's Human Rights Code, the [Ontario Human Rights Commission](#) (OHRC) recognizes caste-based discrimination as an intersectional form of discrimination that can be addressed through existing grounds like ancestry, race, or ethnic origin. On April 3, 2025, the PSAC Kingston Racialized Committee held a virtual Dalit History Month event with the theme being: "*On Caste and Race: Dalit Narratives Towards Solidarity Building*". The guest speaker was Vijay Puli, the founder and director of the South Asian Dalit Adivasi Network Canada.

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,

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

REVP Schedule for the period January 18, 2025, to April 25, 2025

Jan. 20-21, 2025 – Alliance Executive Committee meeting
Jan. 22, 2025 – PSAC Ontario Council Political Action Committee meeting
Jan. 23, 2025 – Casino Woodbine meeting
Jan. 23, 2025 – Queen’s University (DCL 901 – Unit 1) RSCC
Jan. 27, 2025 – Casino Woodbine meeting
Jan. 28, 2025 – SV votes in Petawawa
Jan. 29, 2025 – SV votes in Kingston
Jan. 30, 2025 – Meeting with Alternate REVP for Ontario
Jan. 30, 2025 – Canada Post NSCC
Jan. 30, 2025 – SV votes in Trenton
Jan. 30, 2025 – Ontario Federation of Labour Executive meeting
Jan. 31 – Feb. 2, 2025 – National Black Canadians Summit in Montreal
Feb. 3, 2025 – CIU Branch 24 Black History Month event
Feb. 5, 2025 – Ontario Council Finance Committee meeting
Feb. 6, 2025 – Ontario Council Committee meetings
Feb. 7-8, 2025 – PSAC Ontario Council meeting
Feb. 12, 2025 – Standing Disciplinary Committee meeting
Feb. 12, 2025 – PSAC Hamilton/Niagara Racialized Committee Black History Month event
Feb. 13, 2025 – PSAC Ontario Committee Chairs meeting
Feb. 18, 2025 – Queen’s University (PSAC DCL 901 – Unit 1) RSCC
Feb. 18, 2025 – NBOD meeting
Feb. 19, 2025 – PSAC Ontario Area Councils meeting
Feb. 19-23, 2025 – National Bargaining Conference
Feb. 24, 2025 – Alliance Executive Committee meeting
Feb. 25-28, 2025 – NBOD meeting
Feb. 26, 2025 – PSAC Southwestern Racialized Committee Black History Month event
Feb. 28, 2025 – PSAC National Education meeting
Mar. 3-4, 2025 – PSAC Racialized Members Leadership Forum
Mar. 4, 2025 – Canada Post NSCC
Mar. 6, 2025 – Casino Woodbine meeting
Mar. 6, 2025 – PSAC Ontario Indigenous Gathering Planning meeting
Mar. 7, 2025 – Queen’s University (PSAC DCL 901 – Unit 1) RSCC
Mar. 8, 2025 – International Women’s Day March in Toronto

Mar. 10, 2025 – Queen’s University (PSAC DCL 901 – Unit 1) strike picket line

Mar. 13, 2025 – Queen’s University (PSAC DCL 901 – Unit 1) strike picket line

Mar. 14, 2025 – Alliance Executive Committee meeting

Mar. 18, 2025 – Ontario Federation of Labour Executive meeting

Mar. 19, 2025 – Standing Discipline Committee meeting

Mar. 20, 2025 – Queen’s University (PSAC DCL 901 – Unit 1) strike picket line

Mar. 20, 2025 – Black Class Action Lawsuit meeting

Mar. 20, 2025 – PSAC Ontario Health and Safety Conference Organizing meeting

Mar. 24, 2025 – Regional and National Funding Finance meeting

Mar. 27, 2025 – Queen’s University (PSAC DCL 901 – Unit 1) strike picket line

Mar. 27, 2025 – Canada Post NSCC

Mar. 31-April 1, 2025 – Alliance Executive Committee meeting

Apr. 2, 2025 – Queen’s University (PSAC DCL 901 – Unit 1) RSCC

Apr. 4-6, 2025 – PSAC Ontario Health and Safety Conference

Apr. 7, 2025 – Area Council meeting

Apr. 8-10, 2025 – Treasury Board Caucus meeting for PA and TC

Apr. 9, 2025 – PSAC Ontario Area Councils meeting

Apr. 11, 2025 – Casino Woodbine meeting

Apr. 12-13, 2025 – UTE Regional Equal Opportunities Conference in Hamilton

Apr. 14, 2025 – Queen’s University (PSAC DCL 901 – Unit 1) bargaining meeting

Apr. 14, 2025 – Standing Disciplinary Committee meeting

Apr. 15, 2025 – Blue Water Bridge (DCL 501) servicing agreement meeting

Apr. 15, 2025 – PSAC Ontario Regional Women’s Conference organizing meeting

Apr. 16, 2025 – Queen’s University (PSAC DCL 901 – Unit 1) bargaining meeting

Apr. 17, 2025 – NBOD meeting

Apr. 22, 2025 – PSAC National Education meeting

Apr. 23, 2025 – Six Nations Firefighters general meeting

Motion to adopt REVP's report

m/s/c Craig Reynolds and Anne Duval

Craig Reynolds resumed the Chair.

Item 5. PSAC Ontario Regional Office – Updates (Beth Bennett, PSAC Associate Director - Ontario)

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

Education

- Basic Education 2025/2026 fall/winter schedule planning in progress.
- 6 courses postponed or cancelled between February and June

Sudbury:

Local Officers Training (March due to weather)

Racism and our labour movement (May due to low registrations)

Talking Union Basics (June due to low registrations)

London:

Politics for Everyone (May due to low registration)

Thunder Bay:

Trans Rights and Inclusion at a Critical Moment (low registrations)

Kingston:

Our Communities, Our Union, Our Rights: An Introduction to the PSAC for Indigenous Members (OCOUOR) (April low registrations)

- Workforce Adjustment Sessions: ongoing

Regional Offices

Staffing

- The title 'Regional Coordinator' is updated to 'Regional Associate Director'
 - Final title is Associate Director
- New managerial position: Regional Manager
 - Poster closed mid June
- Vacancies
 - **Thunder Bay:** Fully staffed
 - **AA Thunder Bay – expression of interest**
 - **Kingston:** Fully staffed
 - **Toronto:** Secretary, Regional Representative
 - **Indeterminate AA position competition ongoing**
 - **Indeterminate RR position poster closed last Friday (July 11)**
 - **London:** Fully staffed
 - **Karuna accepted a Regional Rep position in the Atlantic which created an opening for Indeterminate AA position - competition ongoing – interviews are being scheduled**
 - **Sudbury:** Regional Representative
 - **Interviews ongoing**
- Building access in Kingston: The issue with member access has been resolved.
- Thunder Bay Regional office relocation complete, the office has relocated to 1113 Jade Court, Suite 301, Thunder Bay, Ontario P7B 6M7

Organizing

- **Ahkwesahsne Mohawk Board of Education:** Card signing ongoing – Paused until late August when workers return to school and receive new contracts
- **Wilfrid Laurier University:** Card signing ongoing – campaign closed without certification
- **FoodShare:** Application for certification pending. – campaign closed without certification
- **Community Housing Transformation Centre:** Bargaining certificate updated
- **Six Nations of the Grand River Fire Fighters:** Employer has withdrawn their Judicial Review, certification granted – working on first CA
- **Casino Woodbine Dual Rate Supervisors and Supervisors:** Certification dispute ongoing - Interim certificate received and are expecting a response from the OLRB before August. Continuing preparation to certify the remaining departments over the next few months. Also awaiting dates from the OLRB
- **Canada Mortgage and Housing Corporation:** Campaign launch May 20 (<https://www.unionizecmhc.ca/>)
- **Queen's University RAs:** OLRB declined to certify

Additional Work Supported by the Region

Strike

- Queen's University Teaching Assistants and Teaching Fellows (March 10 – April 17)

Conferences/Summits

- Ontario Health and Safety Conference: April 4 – 6 (Hamilton)
- Ontario Women's Conference: May 2 – 4 (Markham)
- Ontario Organizing Skills Training: May 31 – June 1 (Toronto)

Ratification Votes

- Hearst Kapuskasing Smooth Rock Falls Counselling Services for Moosonee Family Resource Centre (March)
- Thunder Bay International Airports Authority ratification (March)
- Queen's University Teaching Assistants and Teaching Fellows (April)
- DCL 555 University of Ontario Institute of Technology – Postdoctoral Fellows (April)
- Community Housing Transformation Centre (April)
- Negotiation and mobilization: UNDE 639
- UPCE bargaining townhall
- UVAE training
- Islamophobia workshop for UTE
- DCL and Component Local development initiatives

Sara Johnson requested if Ontario Regional Council Representatives and the Council Education Committee Chair could be updated when there are changes to regional courses. Also, if the region could move the deadlines for members to register for courses to two days prior to the course commencing.

Beth Bennett, the Associate Director stated that the Region cannot have the deadline that close to the start date of a course, as the admin working on the course must vet the registrants (i.e. MIGS status, self ID etc.), as well as other logistics necessary prior to a course's commencement. However, members are encouraged to sign up and withdraw themselves if they are unable to attend.

Melissa Arsenault served notice of motion.

Item 6. Ontario Council Committees Reports

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

Human Rights and Equity Committee Report (APPENDIX “A”)

Ted Cabanes presented on behalf of the Equity and Human Rights Committee.

Recommendations to Council:

1. That Ontario Council promotes members to attend or participate in a Pride event within their region.

Recommendation Carried

2. That Ontario Council promotes further education and to stay connected to the ongoing Grassy Narrows resistance.

Recommendation Carried

3. That Ontario Council spreads awareness of Emancipation Day and encourages members to attend/participate in events within their region.

Recommendation Carried

4. That Ontario Council continues to support the screening of “Sugar Cane” in collaboration with PSAC Regional Offices and our equity committees

Recommendation Carried

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

m/s/c Ted Cabanes and Trisha Roach

Health and Safety Committee Report (APPENDIX “B”)

Michelle Woods presented on behalf of the Health and Safety Committee.

Recommendations to Council:

1. The committee recommends council members promote the Education sessions offered by PSAC Ontario within their constituencies, workplace, and health and safety committees.

Recommendation carried

2. The committee recommends council members continue to promote the Town Hall when scheduled within their constituencies, workplace, and health and safety committees.

Recommendation carried

Motion to adopt the Health and Safety Committee's Report

m/s/c Michelle Woods and Trisha Roach

Political Action Committee (APPENDIX “C”)

Chris Snooks, the Committee Chair presented on behalf of the Committee.

Recommendations to Council:

1. PSAC Ontario Council members advertise the WFA sessions in their areas as they are released.

Recommendation carried

2. PSAC Ontario Council members advertise and support any rallies or events taking place in protest of Bill 5 and Bill 6.

Recommendation carried

Motion to adopt the Political Action Committee's Report

m/s/c Chris Snooks and Thu Trinh

Technological Change Committee Report (APPENDIX "D")

Trisha Roach 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

Motion to adopt the Technological Change Committee's Report

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

Education Committee Report (APPENDIX "E")

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

Recommendations to Council:

1. Ontario Council members recommend that their constituents reach out to their regional representative if a workforce adjustment workshop is of interest to their respective membership.

Recommendation carried

2. Ontario Council members should encourage their constituents to write resolutions calling for an increased budget for education programming and staffing, to better support education during members' work hours.

Recommendation carried

3. Ontario Council members should continue to promote the Talking Union Basics, Duty to Accommodate, and Grievance Handling courses to support union succession planning.

Recommendation carried

4. Ontario Council members should send out the Workforce Adjustment PDF and Workforce Adjustment websites to their constituents.

Recommendation carried

5. Ontario Council members should advocate, during their consultations, for regional offices to offer more basic education remotely as part of the education schedule.

Recommendation carried

Motion to adopt the Education Committee's Report

m/s/c Thu Trinh and Mandy Forget

Finance Committee Report (APPENDIX "F")

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

Recommendations to Council:

1. We recommend that 2 members of the committee be approved for education on Sage 50, which is the accounting software used by council.

Recommendation carried

2. We recommend that the committee investigate the possibility of using e-transfers and report back to council at our next meeting in order to address any future questions on the subject.

Recommendation carried

Motion to adopt the Finance Committee's Report

m/s/c Melissa Arsenault and Chandra Buschold

Item 7. Ontario Council Members Reports (APPENDIX "G")

The REVP thanked the Ontario Regional Council members for their dedication and hard work across the region.

Thu Trinh asked for clarity on what should be included on Council members reports.

The Chair stated that Ontario Regional Council members are to report on events and activities that they attend that fall under their respective portfolio. They should not include any events that they attended or participated in as Local Executive members, Committee or Area Council members or on behalf of their Component.

Melissa Arsenault attended Sudbury Pride and displayed the new PSAC union Pride flags. Melissa highlighted that PSAC was the only labour organization to march in the Pride parade this year.

Chris Snooks highlighted that the Kingston Area Council and Committees held a Kingston Community BBQ at McBurney Park (also known as Skeleton Park), on August 9th. Chris invited different organizations and the PSAC National Board of Directors (NBoD) to the event and is expecting it to be successful. Also, the Kingston area is helping members in Peterborough to start up a new Area Council.

Trisha Roach stated that the Racialized Members Conference is coming up in February 2026. The organizing team is taking a different approach for this Conference and is reaching out to the membership for suggestions.

Ted Cabanes thanked the PSAC Regional Offices for getting the Pride flags out in a timely manner.

Sarah Johnson stressed that Ontario Regional Council members should encourage their constituency to sign up for the free Coughlin \$10,000 insurance.

Stephanie Wu attended and led the Hamilton/Niagara Young Workers Committee meeting on June 3rd. The Committee is now active with a full executive.

Item 8. Collective Bargaining Updates

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

UTE

PSAC and the Union of Taxation Employees (UTE) has served notice to bargain with the Canada Revenue Agency (CRA) on behalf of 31,000 members across the country. The bargaining committee will be meeting at the end of July to review the demands that have been put forward by UTE Locals and members, and the bargaining team will be chosen. Once demands have been assembled, PSAC-UTE will then contact the employer to schedule dates.

CFIA

PSAC is getting ready for the next round of bargaining for over 4,180 members working at the Canadian Food Inspection Agency (CFIA). Proposals from the membership can be submitted online and the deadline is July 31, 2025.

Parks Canada

Nearly 30 Parks Canada members representing more than 4,000 workers across the country, gathered in Gatineau on May 7-9, to review bargaining input and elect a new bargaining team for the next round of negotiations

Treasury Board (TB)

EB

The EB bargaining team met with the employer June 18-19 to exchange bargaining proposals. The EB bargaining team will return to the table on September 10-11.

TC

The TC bargaining team met with the employer June 18-19 to exchange bargaining proposals. The TC bargaining team will return to the table September 17–18.

SV

The SV bargaining team met with the employer June 11-12 to exchange bargaining proposals. The SV bargaining team will return to the table September 17-18.

PA

The PA bargaining team met with the employer June 11–12 to exchange bargaining proposals. The PA bargaining team will return to the table September 10–11.

Mandy Forget stated that half of the employer bargaining team showed up in person and the other half attended the meeting virtually. The bargaining

team commented on how remote work does work, because the employer is using it to attend bargaining meetings.

RCMP

PSAC and USJE members working at the RCMP have voted in favour of ratifying their tentative agreement. A nationwide ratification vote took place May 20-29. Around 600 civilian members of the RCMP will now join the over 120,000 members under Treasury Board.

Canada Post

PSAC-UPCE bargaining team have agreed with the employer to defer negotiations until 2026. The bargaining team has agreed to a retroactive 5% increase as of September 1, 2024, without any concessions on other issues.

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 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.
- Queen's University Postdocs (DCL 901 – Unit 2) – a new collective agreement was ratified by the members on November 12, 2024.

Justyna Szewczyk-El Jassem stated DCL 901 has two units, the 1st unit has approximately 2000 members and the 2nd unit has 200 members.

The members are working on different types of research and many of them are working for minimum wage and are getting no respect from the employer for the very important work that they do. The employer has filed for conciliation, and bargaining has stalled.

The student workers have asked to meet with the employer, and yet to date, the employer has not responded to their request. All the different unions on campus are trying to take action against the employer together.

Justyna stated that the bargaining team took a different approach this bargaining round, and they were very transparent with the membership. Each time the bargaining team exchanged a package with the employer, they would share it with the membership. The team used a tracker on the progress being made, which got the membership engaged.

- Dexterra Group Inc. (Cleaners – UNDE 639) – The bargaining team met with the employer on June 3-5, 2025. Chandra Buschold stated that the bargaining team met twice with the employer, the meeting did not go well. The employer did not offer anything at the table. The team has a mobilization meeting on Monday.
- Commercial Cleaning Services, Hastings County bargaining (UNDE 683) – Notice to bargain was served on June 26, 2023.
- Great Lakes Pilotage Authority (UCTE 00057) – Bargaining took place on June 18-19 and July 21-22, 2025.
- 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) – Bargaining took place on May 14, 2025. Next bargaining dates are set for May 27 and 29, June 4, July 4, 28 and 30, and August 6, 2025.
- Wequedong Lodge of Thunder Bay Employees (DCL 0002) – On June 6, 2025, PSAC applied for Conciliation. Bargaining with the conciliator will take place on October 21 to 23, 2025.

- North Bay Jack Garland Airport (UCTE 00006) – notice to bargain was served on December 3, 2024.
- City of Timmins Airport (UCTE 00075) – PSAC served notice to bargain on June 11, 2025.

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.

The deadline for stories for the next Council newsletter is September 19th, 2025. Newly appointed Ontario Regional Council members are encouraged to send in a short bio.

Stories for the newsletter should be accompanied by lots of pictures; however, there will be a limit of two stories per Council member, per issue.

Item 10. Orbitz Insurance Presentation

For the PSAC Group Insurance Program, Kris Kauk, Director of Business Development Manager across Canada gave a presentation to Ontario Regional Council members.

Orbit Insurance Services is part of the Ontario Teachers Insurance Plan (OTIP) group of companies, acting as a nationwide insurance brokerage that serves individuals and employee groups across Canada. While not a subsidiary of a single external parent company, Orbit is affiliated with OTIP and is composed of various brokerages.

The economic and environmental impacts are causing insurance costs and rates to rise across Canada, due to different factors such as the inflation rate, interest rates, U.S.A tariffs and the rise in catastrophic weather events due to climate change.

One of the great features of Orbitz Insurance is they act as a broker and can shop around with different insurance companies and see if they are able get members a better deal on their insurance policies.

There are over 12,000 PSAC members from Ontario that are currently accessing the program and approximately 20,000 PSAC members across the country utilizing the program.

Members are encouraged to access the free \$10,000 life insurance policy that Orbit offers every PSAC member in good standing.

Motion: PSAC Ontario region to donate \$500 to the Northern Cancer Fund on behalf of Tony Crupi.

m/s Melissa Arsenault and Michelle Woods

Amended Motion: To increase the amount from \$500 to \$1000 donation to the Northern Cancer Fund.

m/s Peggy Jones and Chandra Buschold

carried unanimously

Item 11. Ontario Regional Council Meeting dates

The Ontario Regional Council's next meeting will be held in Toronto, Ontario from November 6th to 8th, 2025.

Item 12. Provincial and Federal Elections

The Conservatives were forecasted to win a majority in the federal election for months, until Prime Minister Justin Trudeau stepped down. Then the Liberal's gained ground and essentially won a minority government after electing Mark Carney as their leader.

This was a unique election, as much of what informed peoples decision was what was transpiring with the U.S. government under President Trump. Trump's threats of large tariffs on Canada and commenting on making Canada a 51st state, led many to look at the Liberals as a more stable choice for government.

Under the new interpretation by Elections Canada, internal union communications to our members that are political in nature, would now constitute election advertising. This brought along serious financial and reporting mechanisms with it, that severely limited PSAC's federal election work. The Chair stated that he has been vocal at the AEC and NBOD that PSAC needs to lead the way in a legal challenge to this change.

In Ontario, the Progressive Conservative government under Premier Doug Ford used this political moment to their advantage. Despite having a majority government, the Premier used what was happening with the Trump administration as a pretence to call an early provincial election. With so little time for the other Party's to get election ready, and with Premier Ford using tough on American messaging, the P.C.s won another majority government.

Item 13. Labour Day Celebrations

The Ontario Regional Council members chose the following three slogans for the labour day t-shirts.

- Solidarity is Strength!
- Power in Unity!
- Union Proud!

The Ontario Region also purchased frisbees that were given to our Area Council's to distribute during Labour Day events.

Lino Vieira encouraged Council members to work with their regional staff representatives to support Labour Day and to take lots of pictures of the events.

Item 14. PSAC Ontario Regional Health and Safety Conference

Postponed to the November Ontario Regional Council meeting.

Item 15. PSAC National Bargaining Conference

The PSAC National Bargaining Conference took place from February 19th – 23rd, 2025 in Montreal.

Thu Trinh stated that it appeared that decisions were made behind the scenes on which individuals would form part of the bargaining teams. In addition, she heard that many members felt they were being directed on how to vote. She said that the Conference overall felt more like another check box to be completed, as opposed to a democratic function of our union.

Michelle stated that she felt threatened and coerced as to where to put her vote. There was no space for Indigenous members at the table, which was disappointing. A lot of people were frustrated with the process.

The Chair stated that he would bring back this feedback to the AEC.

Item 16. PSAC Ontario Regional Women's Conference

Postponed to the November Ontario Regional Council meeting.

Item 17. Organizing Skills Training

The PSAC Organizing Skills Training was held on May 30th to June 1st, 2025, at the Steelworkers Hall in Toronto.

Michelle Woods stated that there were no expectations for her for the training, as this would be her first time attending something like this. However, she felt it was great to see many newer activists participating and felt fortunate in being able to listen to them share their experiences. She stated that it was an overall amazing experience for herself and she learned so much.

As a result of Michelle's participation, she was invited to accompanied Sylvie Laird and Liz Walker, both PSAC Regional Staff Representatives, to visit the Weeneebayko Area Health Authority (WAHA) (DCL 603) in the north. A Local meeting was held in Moose Factory, and the team met with the local membership in that area.

Some of the concerns and complaints that the members had revolved around management being inconsistent. Members shared that management often doesn't approve leave on time, and that employees have to buy their own tools and equipment for their jobs. The workplace cook had to work 62 days straight, because there was no backup to relieve him. Sylvie will be going back in August to hold their first union management meeting.

Beth Bennett stated that she was happy to hear Michelle's feedback. The training was very intentional to bring out a different way of mobilizing and getting members to step outside of their comfort zone. The Region needs the support of this body to continue bringing these types of training forward as this was a historic event that was a new initiative.

Item 18. Workforce Adjustment (WFA)

The Chair took a moment to acknowledge the very real impact the government of Canada's cost saving plan is having on PSAC members and other workers across the country. The Chair encouraged folks to speak more openly and support one another as we go through this difficult period.

Michelle Spencer stated that the CRA has decided to shut down the CRA office located 5001 Yonge St, North York, ON. This is the worksite for approximately 1100 PSAC members and will result in the Local being dissolved. The members will be relocated to other locations across the region, leading to their families uprooting. The employer is moving very fast on this decision.

Melissa Arsenault stated a lot of the WFA cuts are in the National Capital Region (NCR), with 17 members affected that work in the Sudbury area but that are assigned to the NCR.

Terri McGillivray's worksite has a handful of terms left, as most of the terms the employer had ended their contracts early.

Stephanie Wu highlighted that it is really the terms that are being affected at her worksite and most of the terms are young workers. Therefore, union engagement is slowly tied to job stability.

Brett Ballanger stated CIU has not seen any positions in their Component eliminated but that the Component is still watching to see if their members will be impacted.

The Chair stated that PSAC National is looking to roll out some WFA training sessions in the fall. The Chair has been pushing National to provide more support to members, including mental health supports, for those members who are being affected and the members who help represent them. The Chair is currently holding conversations with the Ontario Associate Director, Beth Bennett, on what can be done within the Ontario Region for our members.

Bernadette D'Souza stated that this will be the 3rd WFA cuts she's been through since working in the federal public service. The employer is re-branding what WFA looks like, but the union needs to focus on the loss of services to the public.

Chris Snooks wanted to know if the OFL is doing anything to support the public servants that are being attacked. Also, when will PSAC make their position known, along with their plan on dealing with the situation at hand?

The Chair stated that until PSAC as an organization figures out what our strategy is to fight these cuts, we cannot expect the OFL to do anything just yet. Once we know our plan, we can ask the OFL and CLC to support us.

Melissa Arsenault stated that the accommodation requests to work from home that were previously approved are now being reviewed again.

Michelle Spencer highlighted that 111 members from the CRA contact center were told that their employment was ending.

Item 19. Ontario Federation of Labour (OFL) Convention

The OFL Convention will be taking place on November 17th to 21st, 2025, at the Sheraton hotel in Toronto.

PSAC Ontario and the NCR Region normally send a small contingency to the Convention, with most of the delegates coming from Components.

Item 20. Ontario Federation of Labour (OFL) Black and Racialized Members Conference

The Black and Racialized Members Conference is a one-day conference that will be held on August 23rd, 2025, at the IBEW Hall in North York.

Registration for the conference was opened on July 18th, 2025. PSAC Ontario and the National Capital Region (NCR) have donated \$3000 towards the conference.

The Chair encouraged Council members to tell their constituency about the conference.

Business completed and meeting adjourned at 12:00pm

APPENDIX “A”

PSAC Ontario Council Equity and Human Rights Committee Report July 17, 2025

Committee Chair: Ted Cabanes

Committee Members: Terri McGillivray
Trisha Roach
Michelle Woods

Regrets: Missy Taylor

Staff Representative: Sylvie Liard

REVIEW & UPDATES:

- **Upcoming Equity Dates (all subject to change):**
 - Summer Pride Season (June – September)
 - International Non-Binary People’s Day (July 14th)
 - Emancipation Day (August 1st)
 - International Day of the World’s Indigenous Peoples (August 9th)
 - World Humanitarian Day (August 19th)
 - International World Overdose Day (August 19th)
 - International Day for the Remembrance of the Slave Trade and its Abolition (August 23rd)
 - World Alzheimer's Month (September)
 - Suicide Prevention Month (September)
 - International Day of Democracy (September 15th)
 - World Patient Safety Day (September 17th)
 - Bisexual Awareness Week (Week of September 23rd)
 - National Day for Truth and Reconciliation (September 30th)

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

- National Human Rights Committee/NIPC Meeting (February 10-14).
 - NIPC and the 2SLGBTQIA+ working group collaborated and created/approved a new flag which has been distributed nationally to all regions.
- PSAC Treasury Board National Bargaining Conference (February 19-23).
 - Missy Taylor has been elected as bargaining team member for the PA Group.
- PSAC ON Regional Women's Conference (May 2nd-4th).
 - Event was well received. Theme: *Women's Rights in 2025: Flourishing, or Flatlining or Floundering*
 - Workshop included: Women's Rights in 2025
 - Further discussion and takeaways to be continued when Women's Representative (Missy Taylor) is present
- Toronto Racialized Member's Committee hosted Juneteenth event.
 - Event was well received
- PSAC ON Region Indigenous Gathering planning continues (Event September 12-14, 2025). Delegate selection underway. Equity committee involvement TBD.
- "How to be an Ally Training" hosted by MDAC Hamilton and Ontario Regional Council (September 16th)
- PSAC ON Region Racialized Members Conference (Event February 2026). Callout to racialized committees for feedback on topics and workshops. More to come.
- PSAC ON Region 2SLGBTQIA+ (Pride) Conference (Event April 2026). Planning underway with PSAC ON Regional Staff. More to come.
- Discussion on workshops with regional equity related conferences from our respective portfolios: Intersectionality is a focus, and open communication with our respective PSAC staff members is relevant.
- General Interest with membership in region 1 (Northwest) to reinvigorate and create new equity committees. PSAC Ontario Council Equity Committee continues to invest time to support with starting said committees.
 - Women's Committee created since last update
- General Interest with continuing to create and support new equity committees within all regions

- Discussions and planning with geographic reps and respective PSAC Regional offices to address gaps
- Discussion of upcoming OFL conferences and Biennial convention (November 17-21st)
 - How can our equity committee who represents PSAC Ontario in multiple OFL committees (Black and Racialized Workers/Pride & Solidarity, First Nations, Metis and Inuit committees, Disability Working Group) participate in the biennial? More to come.
 - “Reclaiming Power Conference” hosted by the OFL Black and Racialized Worker’s Committee (August 23rd).
 - PSAC donated \$5000 towards the execution of the Summit - \$1500 from PSAC ON and \$1500 from PSAC NCR.
 - OFL Human Rights: Anti Racism/Anti-Hate Summit (November 15th)
- Building the committees 3-year action plan.
 - Plan continues to be reviewed and ongoing and further discussions to occur when all members present.

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 promotes members to attend or participate in a pride event within their region.
2. That Ontario Council promotes further education and to stay connected to the ongoing Grassy Narrows resistance.
3. That Ontario Council spreads awareness of Emancipation Day and encourages members to attend/participate in events within their region.
4. That Ontario Council continues to support the screening of “Sugar Cane” in collaboration with PSAC Regional Offices and our equity committees

Moved by Ted Cabanes

Seconded by Trisha Roach

APPENDIX “B”

PSAC Ontario Council Health and Safety Committee Report July 17, 2025

Committee Chair: Michelle Woods

Committee Members: Chris Snooks, Trisha Roach, Anne Duval,
Sara Johnson, Terri McGillivray

Regrets: Leslie Searl, Don Chigede

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

Discussion item: DRAFT Report from the 2025 PSAC Health and Safety Conference which was held April 4-6, 2025

Sandra provided committee members with a copy of the DRAFT report and provided an overview. Conference feedback was positive, and delegates enjoyed the event overall. There were three times as many applicants compared to the last conference in 2022, which reflects the positive impact of the work of the committee and the Town Halls. 57 delegates attended. Feedback included a request for more Education training; additional networking/social events in the evening; and that the speakers were knowledgeable and informative.

Discussion item: Ontario Region Health and Safety Plan

Education proposal for the Fall/Winter is pending and offerings proposed are WSIB Level 1 and PSAC Violence Prevention; PSAC Respectful Workplace Anti-Harassment courses are being considered.

Fall School is schedule for Oct 29th-Nov 2nd, 2025 and should include a Health and Safety Related course.

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. This is still ongoing.

Discussion Item: National Health and Safety Conference

The National Health and Safety Conference will be held in Toronto September 26-28th, 2025. Delegate selection is complete.

Discussion item: Joint Learning Program (JLP)

JLP sessions for Health and Safety will continue to be offered at the Regional Offices. See the PSAC Ontario Education and JLP website page for dates. Council representatives are encouraged to promote these sessions within their constituencies.

Discussion item: Future Town Hall

The committee discussed topics that could be the format for the next Town Hall to be held in the early Winter 2025. Suggestions included-Keeping Your Mental Health in a Stressful Workplace; Climate Change and How it Affects YOU; Health and Safety Impact of Resource Development and Expansion

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.psic.com/health-and-safety-resources/>

Recommendation:

1. The committee recommends council members promote the Education sessions offered by PSAC Ontario within their constituencies, workplace, and health and safety committees.

2. The committee recommends council members continue to promote the Town Hall when scheduled within their constituencies, workplace, and health and safety committees.

Moved by: Michelle Woods
Seconded by: Trisha Roach

APPENDIX “C”

PSAC Ontario Regional Council Political Action Committee Report February 2025 to July 2025

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

Staff: Lino Vieira and Beth Bennett

Regrets: Doron Jacob

Virtual Meeting on June 17, 2025, at 6:06 p.m.

Agenda:

- Federal Election
- WFA Job Cuts
- Bill 5, Protect Ontario by Unleashing our Economy Act, 2025
- Bill 6, Safer Municipalities Act, 2025

Federal Election

Although projected to win a clear majority in the months leading up to the election, the Conservative Party lost due to the uncertainty created by the threat of Trump’s tariffs and his comments of making Canada the 51st state.

The results of the election were that the Liberals won a minority government with 169 seats, the Conservatives won 144 seats, the Bloc with 22 seats and the NDP with 7 seats. The NDP has lost official party status and Jagmeet Singh has stepped down as Party leader.

WFA Job Cuts

Job cuts within the federal public service have already begun within UTE, UNE, Agriculture and CEIU. Approximately this has meant the loss of 10,000 jobs to date. PSAC Ontario has delivered 5 WFA training sessions so far,

with several sessions being planned for later in the year. Members can also access the PSAC Ontario Youtube Channel, where they can view a recording of one of the sessions (<https://youtu.be/nc3H8bFHct8?si=IUMFeByTMeuOI7bY>). PSAC National is also planning to deliver a more comprehensive WFA training across the country later this year.

Some departments are not following the WFA process correctly and are circumventing the protocol by using tactics to try and push workers out, such as forced relocations. The Ontario REVP has been advocating at the PSAC Alliance Executive Committee about the need for greater supports for Local members who are supporting affected members during this difficult process.

Bill 5, Protect Ontario by Unleashing our Economy Act, 2025

Bill 5 allows the Ontario government to create special economic zones that allow projects and/or employers to not need to abide by any labour, environmental, municipal or zoning laws. This places workers at risk, along with the environment and undermines Indigenous sovereignty. Indigenous leaders have already begun protesting, as the Ring of Fire is an identified area for expedited mining that is on Indigenous lands.

Bill 6, Safer Municipalities Act, 2025

Bill 6, the Safer Municipalities Act, 2025, will have a negative impact on vulnerable people and does nothing to address the systemic issues that lead to people becoming unhoused. The Bill allows police to dismantle encampments and would grant police the power to confront, arrest and fine anyone they suspect of using drugs in public. Fines of up to \$10,000 can be issued to people who are found to have broken trespassing or public-consumption laws, along with a six-month jail sentence. This Bill essentially criminalizes the poor and vulnerable, while in conjunction with the closing of supervised consumption sites, will lead to more deaths. The Canadian Civil Liberties Association has issued a Charter challenge to overturn this Bill.

Recommendations:

1. PSAC Ontario Council members advertise the WFA sessions in their areas as they are released.
2. PSAC Ontario Council members advertise and support any rallies or events taking place in protest of Bill 5 and Bill 6.

Moved by: Chris Snooks

Seconded by: Thu Trinh

APPENDIX “D”

PSAC Ontario Regional Council Technological Transformation Committee Report February 2025 to July 2025

Attended: Trisha Roach, Don Chigede and Justyna Szewczyk
El Jassem

Staff: Lino Vieira

Virtual Meeting on June 18, 2025, at 6:11 PM

Agenda:

- Artificial Intelligence (A.I.) and the impact on marginalized groups
- Negotiating A.I. protections in Collective Agreements

Artificial Intelligence (A.I.) and the Impact on Marginalized Groups

A.I. will start by replacing jobs at the lower classification levels of the federal government and administrative jobs, which will disproportionately impact women, racialized, and Indigenous members.

In addition, to the greater impact this will have on marginalized groups and our membership overall, this will also impact the public. As people try to access programs and services, marginalized communities could face barriers from this technology, that are reinforced discriminatory practices by how the algorithms have been set up.

Negotiating A.I. Protections in Collective Agreements

On June 15, 2025, the federal government announced it has partnered with Cohere, a Canadian AI firm, to accelerate the adoption of artificial intelligence in the public service. (<https://ottawacitizen.com/news/artificial-intelligence-public-service-cohere>).

PSAC's Negotiations department will be ensuring that this round of bargaining with Treasury Board has protections for our members on the use of A.I.

The Ontario Federation of Labour Research Committee is also gathering examples of collective agreement language that addresses the use of A.I. in the workplace. The REVPs office will be working with them and affiliates on this project.

Recommendations:

2. 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.

Moved by:	Justyna Szewczyk El Jassem
Seconded by:	Trisha Roach

APPENDIX “E”

PSAC Ontario Education Committee Delta Hotels Toronto Airport & Conference Centre July 18, 2025

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

The Committee reviewed feedback from the different geographic regions regarding the Spring/Summer education schedule and noted that, due to insufficient registration numbers, some courses were cancelled.

The Committee discussed that, given the current workforce adjustment climate, there is a growing need and demand for workforce adjustment education.

The Committee discussed the upcoming convention season and emphasized the importance of resolution writing. It was highlighted that members should not simply share resolutions but instead share the ideas behind them so that resolutions with similar intentions - but different wording and perspectives - can reach the floor.

The Committee briefly addressed the Advanced Fall School, which is scheduled for October 29 to November 2. The call-out will be issued in August.

The Committee reiterated the importance of encouraging members to take available basic education courses. These courses are valuable for succession planning and for spreading union knowledge.

The Committee reviewed the draft PDF FAQ on PSAC Ontario Education. Once finalized, it will be shared with Council members for distribution to their constituents.

Recommendations:

1. Ontario Council members recommend that their constituents reach out to their regional representative if a workforce adjustment workshop is of interest to their respective membership.
2. Ontario Council members should encourage their constituents to write resolutions calling for an increased budget for education programming and staffing, to better support education during members' work hours.
3. Ontario Council members should continue to promote the Talking Union Basics, Duty to Accommodate, and Grievance Handling courses to support union succession planning.
4. Ontario Council members should send out the Workforce Adjustment PDF and Workforce Adjustment websites to their constituents.
5. Ontario Council members should advocate, during their consultations, for regional offices to offer more basic education remotely as part of the education schedule.

Moved by: Thu Trinh

Seconded by: Mandy Forget

APPENDIX “F”

PSAC Ontario Council Finance Committee Report July 17, 2025

Committee Chair: Melissa Arsenault

Committee Members: Peggy Jones
Chandra Buschold

REVP: Craig Reynolds

Staff: Cleo Reid

Agenda:

- Finance Committee personal change
- Council Members Expenses
- Financial Statements
- Portfolio Expenses
- Recommendations

Finance Committee personal change

We want to wish Tony Crupi a quick recovery and all the best in the future. We will miss his analytic mind and his quick wit on the committee and will keep him in our thoughts for the rest of our mandate.

We also want to welcome our newest member, Chandra Buschold. We know that she will do great in this position and we are looking forward to working with her.

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 changed and were updated on the form before we sent it out.

Thank you to everyone who sent their expense forms in a separate email as requested. We appreciate your support in this.

Financial Statements

2023 and 2024 draft statements have been distributed.

The error that was discovered last council meeting has been addressed with national and the invoices have been isolated, and approvals have been received for the correction.

A review of the Ontario Council expenses found that hotel costs have risen by 6.7%, which accounts for the slight overage for that line item.

Portfolio Expenses

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

1. We recommend that 2 members of the committee be approved for education on Sage 50, which is the accounting software used by council.

The rationale is that it would save money on the bookkeeping line item by reducing our reliance on them.

2. We recommend that the committee investigate the possibility of using e-transfers and report back to council at our next meeting in order to address any future questions on the subject.

Moved by Melissa Arsenault
Seconded by Chandra Buschold

APPENDIX “G”

**Anne Duval
PSAC Ontario Regional Council
Region 2, Northeastern Ontario Representative Report
February 2025 – June 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
- Attended and assisted with the PSAC Health and Safety Conference
- Attended Area Council Meeting
- Promoted education and committees
- Attended WSIB picket line
- Discussed with Sudbury Regional staff the upcoming education courses being offered.

Plans:

- Continue to promote PSAC education opportunities
- Take part in as many education opportunities as possible
- Attend the next Area Council meeting
- Create a Facebook page for Region 2 so that we can share all future activities and education to everyone since we have such a large geographic area
- Support the Area Council as required and run for a position on the council
- Support committees with anything they may require

In Solidarity,
Anne Duval, Region 2, Northeastern Ontario Representative

Chandra Buschold
PSAC Ontario Regional Council
Regionally Based Separate Employer's Report
February 2025 – July 2025

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
February 2025 to July 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
- QUEEN PICK LINE
- Spread awareness to members about upcoming opportunities
- KINGSTON & DISTRICT LABOUR COUNCIL MEETING
- political action Kingston
- HEALTH AND SAFTY ONT
- WSIB pick line

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
January 2025 – June 2025

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 Southwest Racialized Committee Black History Month Event on Feb 26th virtually
- Attended the PSAC Ontario TUB course on Feb 28th virtually
- Attended the PSAC Ontario Politics for Everyone course on Mar 28th virtually
- 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

**Justyna Szewczyk El Jassem
PSAC Ontario Regional Council
Academic Directly Chartered Local Representative Report
March 2025 to July 2025**

Objectives

- To establish robust relationships among academic locals that promote peer-learning and the exchange of experiences.
- To develop capacity for coordinated efforts on resolutions.
- To facilitate and foster direct relationships among academic locals.

Actions

- Conducted regular meetings with academic DCL executive members to facilitate sectoral exchange of knowledge and practices.
- Attended National DC Committee meeting in June 2025. The mandate of the committee is to deliberate on and propose a formula for representation of DCLs at the NBoD.
- Consulted with academic DCL executive members prior to attending the National DCL Committee.
- Re-Submitted a request for sectoral Memberlink and digital tools for member engagement and organizing training to the REVP office.

Plans

- Continue regular meetings.
- Continue working with the Ontario academic locals on their vision for the mandate of the National DCL Committee.
- Initiate thematic meetings to facilitate targeted knowledge sharing.

In Solidarity,
Justyna Szewczyk El Jassem
Academic Directly Chartered Local Representative

Mandy Forgét
PSAC Ontario Regional Council
Region 4, Southwestern Representative Report
January 2025 – July 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:

- Supported local committees and promoted events/training opportunities.
- Attended London Area Council Meeting, 24 Feb 25
- Attended CEIU Women's Committee "Sisters in Strength" Meet & Greet as Regional Rep 25Apr25
- Attended PSAC ON Women's Conference, 29Apr-4 May 25.
- Attend the PSAC ON Council Education Committee, 17 Jul 25
- Attend the PSAC ON Council meeting, 18-19 Jul 25

Goals:

- 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.
- Continue to support local committees and promote events/training opportunities.
- Attend PSAC National Women's Conference, 20-23Nov25

In Solidarity,
Mandy Forgét, Region 4, Southwestern Representative

Melissa Arsenault
PSAC Ontario Regional Council Report
Region 2, Northeastern Representative
March 2025 - July 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 February are:

- Represented the Region at the Day of Mourning Ceremony in Sudbury.
- Encourage participation in the Indigenous Peoples Conference
- Encouraged participation in National Health and Safety Conference
- Met with President of largest CEIU local to discuss any issues they wanted to bring forward:
 - All accommodations for working from home are being reviewed and then denied. They're facing major health and safety issues with managers ignoring or testing allergies, etc.
 - Several members were demoted after filing grievances.
 - They know it's not a region issue, but they wanted the region to know in case this is going on anywhere else.
 - Invited to march in Sudbury Pride event and they will attend
- Met with UVAE president to discuss issues they wanted to bring forward:
 - Transportation to events (training and conferences) is a big issue for any members north of Sudbury and North Bay. The weather doesn't always cooperate and requests for changes due to this do not always get honored.
 - Lack of courses this season has set some of her representatives behind in their training. I asked which courses they currently need and will pass the information onto the Regional Office next time we meet.
- Met with UTE president to discuss any issues they wanted to bring forward:

- All working from home accommodations are being reviewed as well.
- Looking forward to meeting with new Regional Representative when they're hired.
- Invited to march in Sudbury Pride event. Will pass on to the executive.
- Discussed Fall Courses with Regional Representative and Region 2 counterpart. Agreed on courses for this session with suggestions and understanding that they're shorthanded at the moment.
- All committee planning has been put on hold so we don't overwhelm the remaining representative.
- Area Council is planning their Labour Day Booth again. Will serve notice for election of treasurer and secretary in up-coming communication before September meeting
- Women's committee has created a budget for their new committee.

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
- Support the Women's Committee 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 - 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
February 2025 - June 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)

➤ **February 2025**- Attended the National Bargaining Conference in Montreal

➤ **February/March**-Reached out to the various components and equity committee reps to attempt to coordinate a network in order to discuss and address the various issues, concerns and events that take place across the region in the various departments and workplaces. This is still ongoing, as the process is slow.

➤ **March 1, 2025**-Attended the CLC Political Action Conference in Thunder Bay

➤ **March 24, 2025**- Participated in the OFL FNIM Meeting via Zoom

➤ **April 2025**- Attended the PSAC Ontario Health and Safety Conference; introduced knowledge keeper and had discussions with Indigenous members in attendance

➡➡**May 2025**-drafted statement in recognition of Red Dress Day, May 5th which was posted on Facebook and the PSAC Ontario website.

➡➡**May 2025**-selected as participant for the PSAC Ontario Organizing Skills Training which was held on the 29th-31st in Toronto. It was an opportunity for members to come together to engage in discussion and develop skills to assist with organizing and mobilization. There I was able to network with Lenora Maracle, Indigenous Members Rep for UNE and work with Craig's office in addressing some of her concerns and outstanding items to better support her local and her members.

➡➡**June 2025**-drafted statement in recognition of National Indigenous History Month, and National Indigenous Peoples Day which was posted on Facebook and the PSAC Ontario website.

➡➡**June 2025**-participated in the bi-election for the Male rep for NIPC Ontario to fill the vacancy when Adam moved regions. James (JD) Marchand was nominated, seconded and acclaimed. I look forward to working with JD on the important issues at the NIPC table.

➡➡**June 2025**-travelled with Liz Walker and Sylvie Liard, PSAC Regional Representatives and Pauline Rickard, President of DCL Local 603 to the communities of Attawapiskat, Fort Albany and Moosonee/Moose Factory to meet with members employed by the Weeneebayko Area Health Authority (WAHA). We spent 4.5 days engaged in important discussions with the members about the issues they are facing in their workplace, grievance issues, and health and safety concerns. We were able to get some members to apply to the Indigenous Gathering to be considered as delegates.

➡➡**Ongoing**- planning meetings and discussions with the committee for the Indigenous Members Gathering that will be held on September 12-14th, 2025 in Toronto. I have been networking with locals and Area Councils and members to raise awareness of the event and encourage registration to be considered as a delegate.

➡➡**Ongoing** - Working with Thunder Bay Regional Office and the office of the REVP to support the organizing and screening events of the

Sugarcane documentary in Thunder Bay and the Ontario Region. Events are being planned for the Fall of 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
March 2025 – July 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
- Various calls for strategizing and collaborating with PSAC Women's Working Group (March 20, April 22)
- Various planning calls/emails for PSAC Ontario Regional Women's Conference
- National Human Rights Committee, Ottawa, Feb 11-13
- National Women's Centered Leadership Forum, Ottawa, March 1-2
- PSAC Ontario Women's Conference, Markham, May 2-4
- CEIU National IRCC Conference, Guest Speaker, Toronto, May
- CEIU National Women's Conference, Guest Speaker, Montreal, May 25-27
- CEIU Ontario Front End Conference, Guest Speaker, Markham, May 30-June 1

Upcoming Activity/Events:

- PSAC National Women's Conference Resolution committee meeting, Ottawa, September 2025
- PSAC National Women's Conference, Toronto, November 2025

Plans / Goals:

1. Action plan in progress for the continued implementation of the Gender Equity Taskforce recommendations
- Work with PSAC Regional Reps to formulate a plan of better engagement for the RWCs.
- Attend education workshops 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
February 2025 to July 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:

- Supporting the DCLs and help with solutions on going issues;
- Attended Area Council meetings, share information to DCL in all regions;
- Chair MDAC committee meetings, share information to DCL in all regions ;
- Chaired Women's committee meeting, share information to DCL in all regions;
- 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;
- Organizing to meet with the DCLs in Ontario, working on the next DCL conference.

- Working supporting members in poverty and getting people qualified for the Federal Dental Plan, which have no computer or internet services.
- 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;
- 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 members 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 share with all members.
- Make sure the DCL members know to keep their membership in good standing as this affects the PSAC insurance. Going on any leave

weather its medical or maternity leave that there is form that need to be filed with PSAC to make sure the members are in good standing.

- Working with members on understanding the collective agreement and constitution.

In Solidarity,

Peggy Jones, Directly Chartered Locals Representative

Sara B. Johnson
PSAC Ontario Regional Council
Region 4, Southwestern (SW) Representative Report
February 2025 – June 2025

Objectives:

- Keep in touch with the London Regional Office
- Continue 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 members informed about what PSAC Ontario Council is doing
- Represent region 4 at union events
- Promote Union Education and events
- Assist with building and maintaining regional committees
- Use social media to share information on current social justice issues

Actions:

February/March

- Attended PSAC Ontario Council meeting
- Attended PSAC London Area Council Meeting
- Assisted PSAC SW Pride committee members with concerns
- Drafted collaborative statement and event info to PSAC SW members from PSAC Ontario Council SW reps, PSAC London Regional Women's Committee and PSAC London Area council for International Women's Day (IWD)
- Attended IWD event organized by London District Labour Council
- Attended PSAC National Women's Leadership Forum
- Shared information and supported striking PSAC 901 members at Queen's
- Became one of the admins of PSAC Southwest Facebook group
- Contacted PSAC Ontario Indigenous representative etc. to collaborate in getting PSAC Southwest Indigenous Circle off the ground

April

- Attended PSAC SW Pride Committee event – Transgender Day of Visibility Teach-In
- Attended the PSAC Ontario Health & Safety Conference, moderated one of the panels
- Widely shared information about Ontario election and distributed Vote buttons in workplace and community
- Attended (provincial) election debate watch party event by PSAC London Area Council
- Attended PSAC London Area Council meeting

May/June

- Checked in with PSAC SW local union leaders about layoffs
- Attended Mayday- International Worker's Day in London along with PSAC SW Pride members, and numerous other union and community activists/ groups
- Attended PSAC London Area Council meeting
- Shared information & contacted politicians regarding serious concerns with Ontario's Bill 5
- Attended Halluci Nation concert in London with PSAC London area council (supporting Indigenous artists)
- Supported CUPE (WSIB workers) line
- Shared information about CUPW (Canada Post workers) ongoing bargaining challenges
- Attended PSAC SW Racialized Committee Event about justice for migrant workers

Plans:

- Attend Pride events in the SW
- PSAC course Racism in our Labour Movement June 2025
- PSAC Ontario Council meeting July 2025
- Contribute to the PSAC Ontario Council newsletter
- Attend PSAC National Health & Safety Conference
- Continue to share and support union and social justice initiatives
- Work on making touch base calls to local presidents in SW

In Solidarity,

Sara Johnson, Region 4, Southwestern Representative

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

Objectives:

- Continue connecting with young workers around the province
- Continue working towards creating YWCs
- Represent Young Workers at functions where applicable
- Promote Union Education as a Young Worker and as part of Education committee

Actions:

- Feb 6-8: Attended Council
- March 5: Published a survey for all Ontario young workers, to better understand what my constituents need the most
- March 9: Attended a PSAC 901 strike info event, recorded videos of solidarity together, and helped put pressure on the employer's bargaining team when they arrived for the final day of bargaining
- March 10-14, 17, 19-21, and April 15: Attended 901 strike line, provided snacks and water, brought mittens, and walked the strike line in solidarity
- March 13: Started conversation with Toronto RO on brainstorming how to get the YWCs for Hamilton/Niagara and Toronto back up
- March 14: Reached out to Veterans Affairs Youth Network champion on collaborative efforts to build up the VYN
- At the following events, I spoke about my role on Council, promoted local action and equity Committees by naming upcoming events, promoted PSAC education by naming upcoming courses, asking anyone to redirect Young Workers my way, and to check out the PSAC Ontario Website for further info.
 - Jan 29: UVAE 00013 AGM
 - Feb 9: members attending TUB at the Kingston RO
 - Feb 26: CEIU Local 581 AGM

- Mar 12: UVAE Local 00043 AGM
- Mar 13: UVAE Local 00017 AGM
- Mar 23: Grievance Handling at the Kingston RO
- Apr 29: Attended the Hamilton/Niagara YWC Relaunch Meeting for a new elective
- May 15: Led the Toronto YWC relaunch meeting, helped guide the new members, and assisted with the election for executives

Plans:

- To develop and present webinars for Young Workers on the topics that matter to them the most
- 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
March 2025 – June 2025

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:

- PSAC National Human Rights Committee (Pride Working Group and NIPC) - Pride Flag Design Review Meeting (Virtual, March 12th, 2025)
- Ontario Federation of Labour (OFL) – Solidarity & Pride Committee Meeting (Toronto, ON April 7th, 2025)
- PSAC Ontario Region – Health & Safety Conference (Toronto, ON, April 4th–6th, 2025)
- PSAC National – Human Rights Committee Meeting (Virtual, April 23rd, 2025)
- Ontario Federation of Labour (OFL) – Solidarity & Pride Committee Meeting (Virtual, June 9th, 2025)
- Pride Touch Base with PSAC ON Southwest – 2SLGBTQIA+ Committee (Virtual, June 2025)
- Thunder Bay Pride Planning (Virtual, June 2025)
- Inter-Regional communication, pride succession planning and touch base with counterpart PSAC Pride Representatives (BC/PQ) (June 10th, 2025)

- “All Out Rally” for 2SLGBTQIA+ Rights – Hosted by Ontario Federation of Labour (OFL), Pride Toronto and the 519 Community Centre (June 18th, 2025)
- “Pride Social” - Hosted by PSAC ON GTA Pride Committee (June 22nd, 2025)
- Pride Toronto Trans Rally and March in collaboration with CUPE ON, USW (OFL Affiliates), (Toronto ON, June 27th, 2025)
- Pride Toronto Parade (Toronto, ON, June 29th, 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 (PRIORITY: Summer Pride season education, visibility and awareness)
- Summer Pride Season 2025:
 - Thunder Bay Pride (Virtual Support only, July 5th, 2025)
 - Sudbury Pride Parade and Festival (July 12th, 2025)
 - Diversity Cornwall (Virtual Support only, co-ordination with PSAC NCR region, July 18th, 2025)
 - Pride London Parade (July 19th, 2025)
 - Muskoka Pride Parade (July 27th, 2025)
 - Windsor/Essex Pride Parade (August 10th, 2025)
 - Chatham/Kent Pride Parade (August 16th, 2025)
 - Minden Pride – River Parade (August 24th)
 - North Bay Pride (TBD, September)
 - Peterborough Pride (TBD, September)
- PSAC ON Eastern Region Pride Committee start up aid and participation

- PSAC ON Hamilton/Niagara Region Pride Committee start up aid and participation
- PSAC ON 2SLGBTQIA+ Conference Organizing/Planning (TBD, April 2026)
- PSAC National Equity Conference (Winnipeg MB, Mat 3rd – 7th, 2026)

In Solidarity,
Ted Cabanes (2SLGBTQIA+ Representative)

Terri McGillivray
PSAC Ontario Regional Council
Members With Disabilities Representative Report
December 2024 – July 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 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
- Was guest speaker at Southwest Ontario MDAC meeting
- Attended Virtual OFL Members With Disabilities National session
- Attended National Disabilities Working Group
- Attended Women's Conference to highlight Members with Disabilities issues
- Attended Health and Safety Conference with a lens on Members with Disabilities.

Plans:

- Held an education session on Autism and Neurodivergence in the Workplace April 15, 2025
- Holding MDAC Barbecue July 15, 2025 (special guest)
- Working on an education session via my portfolio for the next two quarters: Allyship for those with Disabilities 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 Report
Alternate Regional Executive Vice-President
February 2025 to July 2025

Objectives:

- Continue to share information via social media, email, networking and at applicable events
- Continue to promote PSAC Ontario Education to members in applicable spaces
- Revisit the Education Committee Mandate

Actions:

- Promotes PSAC Ontario Education on social media, and sharing the information with different groups/leaders/locals/members
- Met with the Regional Executive Vice President (REVP)
 - Provided input/feedback on the Education Committee Mandate
- Met with Regional Education Officer (REO)
- Chaired Education Committee meeting
- Consult and collaborate with councils for input on the PDF FAQ for Education Committee
- Attended PSAC Ontario Regional Women's Conference
- Attended Political Action Committee meeting

Plans:

- Liaise with REO on the Regional Fall Education schedule
- Liaise with Geographic (GEO) Reps on the needs of their membership for education
- Chair the Education Committee meeting
- Support the REVP role as needed

In solidarity,
Thu Trinh
Alternate Regional Executive Vice-President
Chair, Education Committee
Member, Political Action Committee

Tony Crupi
PSAC Ontario Regional Council
Region 1, Northwestern Ontario Representative Report
March 2025 - June 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:

- Since my last report I have been off on extended leave due to health issues and at the time of preparing this report I do not have any actions to report.

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
March 2025 - July 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 Racialized Members Leadership Forum.
- Attended Regional Women's Conference.
- Attended 2026 National Equity Conference Steering Committee meeting.
- Attended Toronto Racialized Committee Juneteenth commemoration event.

Plans:

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

In Solidarity,
Trisha Roach
Racialized Members Representative