



**PSAC Ontario Council  
Meeting Minutes  
November 7<sup>th</sup> & 8<sup>th</sup>, 2025  
Doubletree by Hilton, Toronto**

The meeting convened at 9:33 a.m. on Friday, November 7<sup>th</sup>, 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  
Emily Green, Region 1 (Northwestern)  
Anne Duval, Region 2 (Northeastern)  
Pierre Larocque, Region 2 (Northeastern)  
Chris Snooks, Region 3 (Eastern)  
Leslie Searl, Region 5 Greater Toronto Area (GTA)  
Doron Jacob, 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  
Peggy Jones, Directly Chartered Locals Representative  
Michelle Woods, Indigenous Members Representative  
Trisha Roach, Racialized 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  
Jawara Gairey, Director of Regional Offices Branch - National

**Regrets:** Missy Taylor, Regional Women’s Committee Representative, Sara Johnson, Region 4 (Southwestern), Don Chigede, Region 3 (Eastern), Mandy Forget, Region 4 (Southwestern).

**Observers:** Kevin Lundstrom – Union of National Employees Regional Vice-President, David Evans – London Area Council Treasurer/SW Racialized Members Alternate Secretary/Treasurer/CEIU local 00592 Shop Steward, Kirti Chauhan – Union of National Defence Employees local 00625, Lisa Morgan, Customs and Immigration Union Local President 00024, and Rubina Boucher – National President for CEIU.

The Chair acknowledged that the meeting was taking place on the traditional territory of the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples. The territory is covered by Treaty 13 with the Mississaugas of the Credit and is subject to the Dish With One Spoon Wampum Covenant, an agreement for sharing and protecting the land.

The Chair asked Pierre Larocque to read the PSAC Anti-Harassment Policy. Jawara Gairey, Regional Office Branch Director 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 Doron Jacob

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

A moment of silence was then held.

Moment of silence observed.

**AGENDA:**

1. Adoption of Agenda
2. Adoption of previous meeting minutes (July 18<sup>th</sup> - 19<sup>th</sup>, 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. Ontario Regional Council Meeting dates
11. Labour Day Celebrations
12. PSAC Ontario Regional Health and Safety Conference
13. Woodbine Casino DCL 533 Trusteeship
14. PSAC Ontario Regional Women's Conference
15. Work Force Adjustment (WFA)
16. Ontario Federation of Labour (OFL) Convention
17. OFL Black and Racialized Members Conference
18. PSAC Ontario Indigenous Gathering
19. PSAC National Health and Safety Conference
20. PSAC Ontario Region Fall School

21. Membership Cards
22. PSAC Ontario 10<sup>th</sup> Regional Convention
23. Convention Resolutions from Ontario Regional Council
24. Mobilization guest speaker – Jordon Forde
25. Federal Budget
26. Lobby Campaign

**Item 1. Adoption of Agenda**

Motion to adopt agenda items

m/s Chris Snooks and Doron Jacob

The Chair added the following items to the agenda:

Item 24 – Mobilization guest speaker – Jordon Forde

Item 25 – Federal Budget

Item 26 – Lobby Campaign

Motion to adopt amended agenda

Amended agenda Carried

**Item 2. Adoption of previous meeting minutes (July 18<sup>th</sup>–19<sup>th</sup>, 2025)**

1. Amendment of Ted Cabanes Ontario Regional Council title to 2SLGBTQIA+ (2-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual)
2. Correct the spelling of Brett Ballanger's last name

Motion to adopt previous meeting minutes

m/s/c Anne Duval and Michelle Woods

**Item 3. Business arising from previous minutes**

**Action Item: Chris Snooks inquired on how the seven PSAC Regional Managers positions were being funded.**

The Chair stated that the funding was approved in the 2024 PSAC National Convention budget that was passed. However, specific titles of positions were not named in the funding resolution passed.

**Item 4. Regional Executive Vice-President Report**

Thu Trinh assumed the Chair.

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

**Collective Bargaining**

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

*Ongoing Bargaining*

- Commercial Cleaning Services, Hastings County bargaining (UNDE 683) – Notice to bargain was served on June 26, 2023.

- The Stop Community Food Centre (DCL 903) – Bargaining took place on July 4, 28 and 30, and August 6, 2025. Additional dates have been scheduled for September 10 and 22 and October 15 and 28, 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) – The bargaining team met with the employer on June 3-5, 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.
- Windsor Airport (UCTE 00012) – PSAC served notice to bargain on May 28, 2025.
- City of Timmins Airport (UCTE 00075) – PSAC served notice to bargain on June 11, 2025.
- Weeneebayko Area Health Authority (DCL 603) - PSAC served notice to bargain on July 17, 2025.
- Casino Woodbine Table Games Department Supervisors - PSAC served notice to bargain on August 28, 2025.
- Western University Graduate Student Assistants (GSAs) – the bargaining team met with the Employer from August 20 to 22, 2025. The next scheduled meeting dates are scheduled for September 16 to 18, October 2, November 24 to 25, December 2 to 4, 16 to 18, 2025.

### *Renewal Agreements*

- Great Lakes Pilotage Authority (UCTE 00057) – members ratified their new agreement on August 13, 2025.

## **Organizing**

### Canada Mortgage Housing Corporation (2000 members)

Approved organizing drive in Ontario that has since been expanded to a national scope. Campaign launched in May and card signing continues.

### Six Nations of the Grand River (33 members)

On May 27, 2025, the Employer's application for judicial review concerning PSAC as the bargaining agent was officially withdrawn. This group is now certified and working on securing a first collective agreement.

### Casino Woodbine Supervisors (350 members)

130 Table Games Supervisors were certified by the OLRB on August 1, 2025. On September 17, 2025, the parties will meet with the OLRB to decide the procedure of litigating the remaining departments.

### Ahkwesahsne Mohawk Board of Education (40 members)

Campaign approved to expand this bargaining unit to include non-union workers. This campaign was on hold until new hires are offered contract in September 2025.

### 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 legal strategy to re-file this application with the Labour Board. Card signing for this campaign is on hold until October 2025, when RAs are offered new contracts.

### Dexterra Cleaners (80 members)

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

## **Provincial**

### Ontario Provincial Budget

On May 16, 2025, the government released the provincial budget. Uncertainty was the theme of the budget, due to the U.S. tariff threat. Billions of dollars in business supports will be provided, largely for the sectors the Ford government has championed, resource extraction, manufacturing and infrastructure.

Premier Doug Ford had already announced \$11 billion business-focused tariff relief package, including deferred tax payments, Workplace Safety and Insurance Board (WSIB) rebates and an increase to skills training.

The budget added up to \$5 billion for a new Protecting Ontario Account, which will provide "immediate liquidity relief" for tariff-hit businesses after they have exhausted all other government supports. Another \$5 billion will go into the province's infrastructure bank, the Building Ontario Fund, which was announced in the last budget. The government is putting \$600 million more into the Invest Ontario Fund, which aims to attract private sector investment in the province.

However, all these investments are coming at the cost of healthcare and education spending.

The government is planning to hold healthcare spending increases to less than the rate of inflation, along with education spending which is forecast to basically flatline for the next two years.

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

On June 4, 2025, the Ontario Progressive Conservative government passed Bill 5. Bill 5 gives the Ontario government the authority to make regulations designating “special economic zones”. These “special economic zones,” will exempt selected projects from requirements under any provincial law or regulation, including bylaws of municipalities and local boards, that would otherwise apply.

The Bill will therefore make changes to the Endangered Species Act, the Environmental Assessment Act, the Environmental Protection Act, the Mining Act, the Ontario Energy Board Act, the Ontario Heritage Act and the Species Conservation Act.

Essentially the Bill will speed up approvals for mining projects and end environmental assessments for controversial projects like the garbage dump expansion in Dresden, Ontario. It will replace Ontario’s Endangered Species Act with legislation that offers weaker protections and will exempt projects from archeological assessment requirements.

The Bill would enable the government to identify any location in Ontario as a special economic zone and then exempt any company or project in the zone from having to comply with whichever provincial laws, provincial regulations or municipal bylaws the government chooses.

Bill 5 gives the government full authority to dictate who is, and who is not, governed by law in Ontario. This is a direct attack on our democracy, on the environment, Indigenous sovereignty, community rights, workers' rights, and municipal bylaws.

## **Mobilization**

### **Hamilton/Niagara MDAC BBQ**

On July 15, 2025, the PSAC Hamilton/Niagara Members with Disabilities Committee held a BBQ for all members in the area. The BBQ helped to connect current members with retired PSAC members, such as Bob Black, Ken Boone, and Edith Dekryger — whose stories and wisdom continue to uplift our union.

### Kingston Area Equity Committees Present: “Party in the Park”

On August 9, 2025, all five PSAC equity committees in the Kingston area, as well as the Kingston Area Council held a “Party in the Park” for our members and their families at Skeleton Park (30 Alma St, Kingston, On). The public was also welcome, as there were information booths on community supports and programs the public can access on local resources if they need assistance. For the kids, there were games, cotton candy, and a bouncy castle.

### Shadow Summit, Car Cavalcade & Mass Rally outside Council of the Federation

From July 21-23, 2025, the Canadian Health Coalition, Ontario Health Coalition and the Ontario Federation of Labour held a Shadow Summit. The Summit was to protest the provincial and territorial leaders from across Canada who were gathered in Huntsville for the annual meeting of the premiers hosted by Doug Ford.

### DCL 901 Executive Meeting

On August 7, 2025, the Ontario REVP met with the new Local Executive of DCL 901 (Queen’s University) at the PSAC Kingston Regional Office. The new Executive was eager to learn how they could mobilize and best work together as they begin their term in office. The meeting went well, with 10 out of 12 executive officers attending. Topics of the meeting included: Servicing agreement, rules of orders for meetings and voting sessions, 901 By-laws, Rand campaigns and more.

### Academic Sector Training - Memberlink and CallHub

On August 23, 2025, training was delivered to the Executive members of our DCL Academic Sector Locals. The training focused on digital tools, including Memberlink and CallHub, as ways to mobilize members. A total of 15 participants from across three locals (555, 610, and 901) were present.

### PSAC DCL 533 (Casino Woodbine) is under Trusteeship

On August 26, 2025, the PSAC Ontario Regional Council met and voted to place Directly Chartered Local (DCL 533 – Casino Woodbine), under immediate trusteeship. This decision was made after it was shown that the

Local had not been meeting its obligations under the PSAC Constitution for quite some time. Marie Clarke Walker has been appointed the Trustee for this Local. Marie has extensive experience in the Labour Movement, including serving as Secretary-Treasurer and Executive Vice-President of the Canadian Labour Congress (CLC).

### **Labour Movement Solidarity**

#### London May Day Rally

The PSAC Southwestern Pride Committee members took part in the May Day Rally. The newly elected Treasurer, Jack Kausch, gave a great speech at the Rally about far-right attacks on our Transgender siblings and the unity of workers' struggle and queer liberation. Members from Western University (DCL 610) also took part in the event.

#### CUPE 1750 Strike Solidarity

On June 4, 2025, the PSAC London Area Council members joined striking CUPE 1750 workers on the picket line, who work for WSIB in London.

#### CUPW Solidarity

On June 6, 2025, the PSAC Hamilton Area Council showed their solidarity with CUPW members at a rally, as they escalated their efforts to ensure a strong contract for their members.

#### Repeal Bill 5 Rally to Defend Dresden

PSAC members joined a community protest in the fight to repeal Bill 5, and stop a landfill from being placed in Dresden, Ontario. The rally was held on July 3, 2025, at the Rotary Park in Dresden. Marit Stiles, NDP Leader spoke, along with Stefan Premdas of the Dresden Citizens Against Reckless Environmental Disposal, Dresden C.A.R.E.D.

On August 10, 2025, there was a human chain rally that was held at the Dresden and Walpole Island First Nations communities to show they are united against Bill 5. The PSAC Windsor Area Council supported the action and will continue to join upcoming events.

#### Anova Garden Project

On August 9, 2025, the PSAC London Area Council participated in an exciting project to assist the Anova Women's Shelter (<https://www.anovafuture.org/>) in London. Members helped to revitalize the Anova garden by planting bee and butterfly friendly perennials. This social and environmental project was a way for the Area Council to give back to the community and the Area Council provided the plants and people power to make this project a success.

### Labour Day

PSAC Area Councils across the province participated in their local Labour Day events. PSAC Ontario distributed frisbees and Labour Day t-shirts to our Area Councils for distribution to our members who took part in their community Labour Day events.

### Walk a Mile in Her Shoes

On September 6, 2025, the PSAC Barrie Regional Women's Committee members participated in the "Walk a Mile in her Shoes" event. The event helps to raise awareness and show survivors of domestic violence that they're not alone.

### College Full-time Support Staff Strike

More than 10,000 full-time college support staff, represented by OPSEU, went on strike on September 11, 2025. Workers are fighting for job security across Ontario's 24 public colleges, citing upcoming system-wide cuts that could result in the loss of 10,000 jobs. Members were encouraged to join a picket line in their community, as well as sign on to the email action by the Ontario Federation of Labour and to contact their MPP.

## **Education**

### PSAC Ontario Regional Women's Conference

The 2025 PSAC Ontario Regional Women's Conference took place from May 2 to 4, 2025, at the Hilton Markham Suites. The theme of the conference was: "*Women's Rights in 2025: Flourishing or Flatlining or Floundering*". Participants had the chance to review resolutions and discuss before debating and voting on whether to submit them to the PSAC National Women's Conference.

### PSAC Ontario Organizing Training

On May 29 to June 1, 2025, PSAC Ontario held its first-ever Organizing Training at the United Steel Workers Hall in Toronto. Participants got to learn and practice organizing skills that would allow them to contribute to organizing drives and map organizing opportunities in their own workplaces and communities.

### Virtual Information Session: Workforce Adjustment (CRA)

On May 6, 2025, PSAC Ontario held a virtual WFA information session for CRA/UTE members. This was in response to the cuts that had been announced and offered members the opportunity to ask questions and review the information and resources through the WFA process.

### Virtual Information Session: Workforce Adjustment (TB)

On May 7, 2025, PSAC Ontario held a virtual WFA information session for Treasury Board members. This was in response to the cuts that had been announced and offered members the opportunity to ask questions and review the information and resources through the WFA process.

### Virtual Information Session: Workforce Adjustment (CRA)

On May 10, 2025, PSAC Ontario held a second virtual WFA information session for CRA/UTE. This session was recorded and placed on the PSAC Ontario YouTube channel so that members could access it going forward.

### WFA Training for Representatives

Kingston - On June 10, 2025, the PSAC Kingston Regional Office held an in-person WFA training. A total of 13 participants representing USJE, UNDE, UVAE and CEIU joined the training. Participants stated that they found the training materials very helpful, and they felt more equipped to support the members who could be impacted by WFA.

### WFA Training

Kingston - On June 17, 2025, the PSAC Kingston Regional Office held a second in-person WFA training. There were seven participants representing USJE and UNDE. Participants were given more information about the pension waiver and the Voluntary Departure Program.

### Hamilton/Niagara MDAC Event on Psychological Health & Safety and the Stress of Precarious Employment

On May 13, 2025, the PSAC Hamilton/Niagara Members with Disabilities Access Committee held an event on Psychological Health and Safety and the Stress of Precarious employment.

The guest speaker was Sandra Goodick, the PSAC Ontario Health and Safety Officer who provided information on the legislative protections available for workers.

### Virtual Information Session: Workforce Adjustment (TB)

On May 14, 2025, PSAC Ontario held a virtual WFA information session for Treasury Board members across the province. Participants were asked to send in questions prior to the webinar, so that presenters could address them. There was also time for a Q&A for participants after the presentation.

### Racism and Our Labour Movement

London – On June 21 and 22, the PSAC London Regional Office held an in-person educational on “Racism and Our Labour Movement”. The two-day course showed participants key moments and often forgotten histories of racial exclusion in Canada’s Labour movement.

### PSAC Ontario Indigenous People’s Gathering

On September 12-14, 2025, PSAC Ontario held its first-ever Indigenous Peoples’ Gathering in Toronto. The Gathering was fully funded for participants who self-identify as Indigenous, with the theme being: “*Using Our Voices: Moving Forward in a Good Way.*” Objectives of the Gathering were for participants to discuss; how Indigenous People are represented within PSAC and how they are supported. As well as an update on the Truth and Reconciliation recommendations and to develop an information and communication plan for Indigenous PSAC members.

## **Equity and Human Rights**

### Black Women’s History Month

On April 30, 2025, the PSAC Toronto Regional Women’s Committee held a virtual Black Women’s History Month celebration. Black Women’s History Month is a time to honor the incredible contributions and achievements of Black women today and throughout history. It provides an opportunity to recognize their resilience, leadership, and impact on society, while also highlighting the ongoing struggles and challenges they face. The event also included a special poetry performance by Crystal Aisha Kerr — a dynamic speaker, writer, and poet.

#### PSAC Sudbury Regional Women’s Committee

The PSAC Sudbury Regional Women’s Committee has been reactivated. Elections were held on April 16, 2025, where all Committee Executive members were elected.

#### PSAC Thunder Bay Regional Women’s Committee

The Thunder Bay Regional Women’s Committee has been formed. A hybrid meeting was held on May 22, 2025, to elect the new Executive.

#### Self-Care with Luna Matatas

On May 5, 2025, the PSAC Kingston Regional Women’s Committee held a session on self-care with special guest Luna Matatas. Luna has been teaching workshops on self-care for over 10 years, and she focuses on helping individuals through their personal transformation.

#### Alzheimer’s Disease Information Workshop

On May 29, 2025, the PSAC Southwestern Members with Disabilities Access Committee held an information workshop on Alzheimer’s facilitated by the PSAC Ontario Council Representative for Members with Disabilities, Teresa McGillivray.

#### How to be an ally for Disabled Families

On September 16, 2025, the PSAC Hamilton Members with Disabilities Access Committee held an event titled “*How to be an ally for disabled families*”. The event was facilitated by the PSAC Ontario Council Representative for Members with Disabilities, Teresa McGillivray.

#### Mayworks Screening of ‘I’m Still Here’

On May 10, 2025, the PSAC Toronto Racialized Members Committee offered members seats to attend the Mayworks screening of the Academy Award winning film **'I'm Still Here' (2024)**. The screening was held at the Innis Town Hall in Toronto.

#### Asian Heritage Month Event

On May 22, 2025, the PSAC Toronto Racialized Members Committee held a virtual event commemorating Asian Heritage Month. The guest speaker was Patricia Chong from the Asian Canadian Labour Alliance.

#### Juneteenth Celebration

The PSAC Toronto Racialized Members Committee and the Toronto Regional Women's Committee held a celebration for Juneteenth on Thursday, June 19<sup>th</sup> at the PSAC Toronto Regional Office. The guest speakers were Randell Adjei, Ontario Poet Laureate 2021, famous author of *"I Am Not My Struggles"*, and Crystal Aisha Kerr, writer, poet, and community engagement specialist. While Juneteenth is a uniquely American holiday that celebrates the end of slavery in the US, its message of freedom and equality has inspired people around the world.

#### Pride

Pride is a political celebration of accepting diversity in sexual orientation and gender expression. PSAC members took part in Pride events across the province including Pride events in: Wortley, London, Windsor, Chatham, Toronto, Muskoka, Cornwall, Hamilton, Kingston, Sudbury, Thunder Bay and more.

#### Stonewall Riots: Commemorating Our History

On July 9, 2025, the PSAC Southwestern Pride Committee held an event titled *"Stonewall Riots: Commemorating Our History."* The event commemorated the anniversary of the Stonewall riots with an open discussion in a safe space. The committee executive took turns to share reflections on the legacy of stonewall, its connections to Canadian 2SLGBTQIA+ activism, and the landscape today.

#### Paint Night

On June 26, 2025, the PSAC Katarokwi (Kingston) Indigenous Action Circle held an Indigenous-led paint night at the PSAC Kingston Regional office.

The event drew a mix of Indigenous members and non-Indigenous allies. Mance Granberg shared teachings with participants and led in making Woodlands-style paintings.



#### Hamilton-Niagara 2SLGBTQIA+ Open House

On September 7, 2025, PSAC held an open house for PSAC members in the Hamilton-Niagara region who self-identify as 2SLGBTQIA+. The event was meant to garner engagement from members in anticipation of forming a new PSAC Hamilton-Niagara Pride Committee.

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 April 26, 2025, to Sept. 16, 2025**

Apr. 17, 2025 – NBOD Special meeting  
Apr. 22, 2025 – National Education Committee meeting  
Apr. 23, 2025 – Six Nations Fire Fighters General meeting  
Apr. 24, 2025 – OFL Executive Board  
Apr. 28, 2025 – Federal Election

May 5-7, 2025 – AEC meeting  
May 9, 2025 – National Education Committee meeting  
May 12, 2025 – PSAC Barrie Area Council Executive meeting  
May 13, 2025 – Organizing Training meeting  
May 14, 2025 – Representation and Legal Services Branch meeting  
May 15, 2025 – Thunder Bay Area Council meeting  
May 27-29, 2025 – Treasury Board TC Caucus meeting  
May 30-June. 1, 2025 – PSAC Ontario Organizing Skills Training Conference  
May 30, 2025 – CUPE Ontario Convention  
May 31, 2025 – CEIU Front End Outreach Conference  
June 2, 2025 – AEC meeting  
June 3-6, 2025 – NBOD meeting  
June 7, 2025 – Agriculture Union Ontario Regional Conference  
June 11, 2025 – PSAC Finance Department meeting  
June 17, 2025 – Workers Health and Safety Centre Board of Directors meeting  
June 17, 2025 – Casino Woodbine meeting  
June 17, 2025 – Ontario Council Political Action Committee meeting  
June 18-19, 2025 – Treasure Board TC Group negotiations  
June 22, 2025 – PSAC Toronto Pride Committee meeting  
June 23, 2025 – Ontario Region Finance meeting  
June 24, 2025 – Ontario Organizing meeting  
June 25, 2025 – DCL 533 Casino Woodbine meeting  
June 27, 2025 – UNDE Ontario meeting  
June 29, 2025 – Toronto Pride Parade  
July 8, 2025 – National Education Committee meeting  
July 8, 2025 – PSAC Ontario Education meeting  
July 8, 2025 – Special NBOD meeting  
July 10, 2025 – National Education Committee meeting  
July 11, 2025 - Representation and Legal Services Branch meeting  
July 11, 2025 – Special AEC meeting  
July 14-15, 2025 – AEC meeting  
July 15, 2025 – PSAC Hamilton MDAC BBQ  
July 16, 2025 – PSAC Ontario Council Committees meeting  
July 17-18, 2025 – PSAC Ontario Council meeting  
July 20, 2025 – London Pride Parade

July 22, 2025 - Shadow Summit, Car Cavalcade & Mass Rally outside Council of the Federation  
July 24, 2025 – PSAC Windsor Area Council meeting  
July 29, 2025 – Local mobilization meeting  
July 30, 2025 – Special AEC meeting  
July 30, 2025 – Labour Day Proposals meeting  
Aug. 5, 2025 – DCL 901 Queen’s President meeting  
Aug. 7, 2025 – Special NBOD meeting  
Aug. 8, 2025 – DCL 901 Queen’s Local Executive meeting  
Aug. 9, 2025 – PSAC Kingston Party in the Park Committees event  
Aug. 13, 2025 – CEIU Ontario HRRR Conference  
Aug. 14, 2025 – PSAC GTA Area Council meeting  
Aug. 18, 2025 – CUPE Flight Attendants rally at Pearson Airport  
Aug. 19, 2025 – DCL 555 Ontario Tech University Local Development training  
Aug. 20, 2025 – Ontario Council emergency meeting  
Aug. 21, 2025 – Special AEC meeting  
Aug. 23, 2025 – Academic Sector Training  
Aug. 26, 2025 – Ontario Council emergency meeting  
Aug. 27, 2025 – Education meeting  
Aug. 28, 2025 – DCL 533 planning meeting  
Aug. 29, 2025 – Casino Woodbine Supervisors meetings  
Aug. 29, 2025 – RSCC SNPF Trenton  
Sept. 1, 2025 – Labour Day London and Waterloo  
Sept. 2-5, 2025 – AEC/Associate Directors Retreat  
Sept. 6, 2025 – UNDE Ontario Regional Conference  
Sept. 9, 2025 - Workers Health and Safety Centre Board of Directors meeting  
Sept. 9, 2025 – Ontario Council Alternate REVP meeting  
Sept. 9, 2025 – OFL Executive meeting  
Sept. 9, 2025 – National Young Workers meeting  
Sept. 10, 2025 – RSCC for Dexterra  
Sept. 11, 2025 – DCL 533 Trusteeship meeting  
Sept. 12, 2025 – PSAC Ontario Indigenous Gathering  
Sept. 15, 2025 – DCL 533 Trusteeship meeting  
Sept. 16, 2025 – Treasury Board TC unit bargaining  
Sept. 16, 2025 – Ontario Regional Convention planning meeting

Sept. 16, 2025 – WFA – TC bargaining session  
Sept. 16, 2025 – PSAC Ontario Organizing updates meeting  
Sept. 16, 2025 – Weeneebayko Area Health Authority Local Elections

Motion to adopt REVP's report

m/s/c Craig Reynolds and Emily Green

Doron Jacob asked about the supervisors being organized at Woodbine Casino. Craig Reynolds stated that this is a new PSAC unit, that will be forming a new Local at the site.

Thu Trinh asked if the Trustees that are currently overseeing the daily Local operations of Casino Woodbine (DCL 533), how they are being paid. Craig Reynolds stated the Trustees are paid through the national DCL fund.

Craig Reynolds resumed the Chair.

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

Jawara Gairey gave an update on the operational status of the Ontario Region, details below.

**Education**

**Education:**

- Basic Education 2026 Spring schedule planning in progress.
- 4 courses postponed or cancelled between July and October.
- Fall School

**Staffing:**

- Vacancies: (1) Term Regional Representative, Kingston

### **Organizing:**

- Labour Notes Training Participation
- Western University: Campaign closed
- Queen's University: Campaign on hold
- Canada Mortgage and Housing Corporation - Campaign ongoing.  
October phone blitz

### **Other Regional Events/Activities:**

- Indigenous People's Gathering
- Sugarcane Screenings
- WFA training to UHEW National Council
- UPCE Mobilization Events
- Local Development ongoing
- Woodbine Supervisor Elections (Bargaining Team)
- DCL Local development
- UNDE 00683 Ratification Vote
- UCTE 00057 Ratification Vote

Four courses canceled due to low registrations.

There were six members that helped with that organizing program at CMHC, Alissa Howe, Branch President CIU 18 Nick Lela, Branch President CIU Local 16 Jodie Miller, UTE 018 Peter Bach, Local 648 Kaila Levola, CEIU 581 Olu (Hajarat) Salami, UTE Hamilton.

### **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 applies an equity lens to support any discussions and/or action plans for our members pertaining to Workforce Adjustments and the upcoming budget cuts.

Recommendation Carried

2. That Ontario Council supports the fight against environmental racism related to the Ring of Fire and Indigenous Peoples.

Recommendation Carried

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

m/s/c Ted Cabanes and Michelle Woods

Justyna Szewczyk-El Jassem stated that DCL Local 901 included Caste protections as one of the Local’s bargaining demands, which was accepted by the employer.

The Chair stated that PSAC National is currently working to change the PSAC Anti-Harassment statement to include Caste as well.

## **Political Action Committee (APPENDIX “B”)**

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

**Recommendations to Council:**

1. PSAC Ontario Council members meet with their local MP to speak about Workforce Adjustment and job cuts within their area.

Recommendation carried

2. PSAC Ontario Council members speak about bargaining at meetings and events that they attend.

Recommendation carried

3. PSAC Ontario Council members speak about repealing Section 107 of the Canada Labour Code at meetings and events that they attend.

Recommendation carried

Motion to adopt the Political Action Committee's Report

m/s/c Chris Snooks and Doron Jacob

**Health and Safety Committee Report (APPENDIX "C")**

Leslie Searl presented on behalf of the Health and Safety Committee.

**Recommendations to Council:**

1. That Council members promote the Health and Safety Committee Toolkit among their constituencies and provide input on other hazards that members would like to see fact sheets on.

Recommendation carried

2. That Council members promote the Townhall once it's scheduled.

Recommendation carried

Motion to adopt the Health and Safety Committee's Report

m/s/c Leslie Searl and Chris Snooks

**Technological Change Committee Report (APPENDIX "D")**

Trisha Roach presented on behalf of the committee.

**Recommendations to Council:**

1. Council members speak with their constituents about how they feel about the use of A.I. in their workplaces.

Recommendation carried

Motion to adopt the Technological Change Committee's Report

m/s/c Don Chigede and Trisha Roach

Thu Trinh asked the Technological Transformation Committee if they sent their AI survey to the membership and if they have any updates to report. Justyna Szewczyk El Jassem stated that the survey was for Council members to complete based on the information they gather from their constituents. Unfortunately, there had not been many responses from Council members on the survey to date.

**Education Committee Report (APPENDIX "E")**

Michelle Woods, Chair of the Education Committee, presented on behalf of the committee.

**Recommendations to Council:**

1. Ontario Council members recommend that the Geographical Representatives are provided with a finalized educational schedule for each semester.

Recommendation carried

2. Ontario Council members should encourage their constituents to write National 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 and membership development.

Recommendation carried

4. Ontario Council members should promote the Resolution Writing course.

Recommendation carried

5. Ontario Council members should continue to send out the Workforce Adjustment PDF and Workforce Adjustment websites to their

constituents.

Recommendation carried

6. 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 Michelle Woods and Doron Jacob

Anne Duval stated there was no information on courses being offered in region 2 and it could be because the region has a staffing shortage.

The Chair updated Anne on the education schedule consultation process, as staff must first meet with the council geographic reps before they can distribute schedules.

### **Finance Committee Report (APPENDIX "F")**

Thu Trinh, Chair of the Finance committee, presented on behalf of the committee.

#### **Recommendations to Council:**

1. The Finance Committee recommends that PSAC Ontario Regional Council establish a designated line item titled "Ontario Federation of Labour (OFL) Convention" to send two (2) fully funded Ontario Council members to OFL Convention.

Recommendation carried

Motion to adopt the Finance Committee's Report

m/s/c Chandra Buschold and Peggy Jones

**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.

Terri McGillivray, Chair of the Hamilton Members with Disabilities Access Committee, stated the committee held a BBQ for members in Hamilton. The turnout was greater than expected.

Also, that the committee is working with the Ontario Health Coalition on a petition, calling on the provincial government to stop the privatization of our health care system. In addition, she informed Council members that the Canadian Centre for Occupational Health and Safety was a great resource for accommodation training.

Michelle Woods participated in the Indigenous Child and Family Service organization run event. It took place on September 30<sup>th</sup>, in Thunder Bay.

Thu Trinh stated that on September 30<sup>th</sup>, she visited a few strike lines with Ontario Council Southwestern geographic representative Sara Johnson, and that they were very grateful for PSAC's support.

Peggy Jones had been working with DCLs in Ontario. Peggy encouraged UNDE members to check in on the Commissionaires that were working in their location. She asked that they please come out and join in recognizing our Commissionaire members that served on November 11<sup>th</sup>. Peggy informed Council that she had also been working with the Kingston Health Coalition.

## **Item 8. Collective Bargaining Updates**

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

### NAV CANADA

After over 670 days without a contract, the PSAC-UCTE bargaining team declared an impasse and had filed for conciliation. Two virtual town halls have been scheduled for November 5 and 6 to update members.

### Union of National Employees Placed Under Trusteeship

The PSAC National Board of Directors voted to place the Union of National Employees (UNE) under trusteeship, effective October 24, 2025. During the period of trusteeship, the UNE Bylaws are suspended. This means that all elected officers of UNE – the National President, National Executive Vice-President, the National Executive members, Regional Teams, and Human Rights Committee - are vacated. However, Local Executives will remain in their positions. PSAC's NBoD has appointed a Trustee and an Administrator to oversee the operations of UNE, and they will report to PSAC's National President and to the NBoD.

### FB bargaining

PSAC is preparing for the next round of bargaining on behalf of 9,000 PSAC-CIU members at the Canada Border Services Agency. Members can submit proposals using the online form until December 5, 2025. Proposals will be reviewed and brought to the next FB bargaining conference that will be held on March 24–26, 2026, in Ottawa, where delegates will prioritize them for negotiations.

### CRA Bargaining

In negotiations with the Canada Revenue Agency (CRA) from October 20-22, 2025, the PSAC-UTE bargaining team brought forward their key issue for members, the introduction of artificial intelligence (AI) and its impact on members and their jobs. More rounds of bargaining will be set up to continue negotiations.

## Treasury Board (TB)

During negotiations with PA, EB, TC, and SV groups took place from September 10 to 18, Treasury Board proposed removing the Workforce Adjustment Appendix from the collective agreements of more than 155,000 PSAC members. If that happened, members would only be covered by the National Joint Council (NJC) Work Force Adjustment Directive. Unlike collective bargaining, the NJC process doesn't let members negotiate improvements or vote on job security language. Bargaining continued on October 22-23 for PA and SV, and October 29-30 for TC and EB.

## 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.

Mandy Forget stated that half of the employer's bargaining team showed up in person and the other half attended the meeting virtually. The bargaining team commented on how remote work clearly works, because the employer is using it to attend the bargaining meeting.

## Academic Sector

- Western University Graduate Student Assistants (GSAs) – the bargaining team met with the Employer from September 16 to 18, October 2 and 3<sup>rd</sup>. The next bargaining dates are November 24 to 25, December 2 to 4, 16 to 18, 2025.
- 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, 2026.

Justyna Szewczyk-El Jassem stated DCL Local 901 has two bargaining units, the 1<sup>st</sup> unit has approximately 2000 members and the 2<sup>nd</sup> 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 they do. The employer has filed for conciliation, which is going nowhere. Therefore, the Local is looking to go on strike in the next few weeks.

The student workers have asked to meet with the employer directly. However, to date the employer has not responded. All the different unions on campus are trying to take action against the employer together during the same time.

Justyna Szewczyk-El Jassem stated that the bargaining team took a different approach to bargaining this round. This time bargaining is being done in a more transparent manner with the membership, with regular communication updates. Each time the bargaining team exchanges packages with the employer, the team would share it with the membership. The bargaining team used a tracker on proposals, which got the membership engaged and in turn the members were asking specific question regarding the potential new agreement.

### *Ongoing Bargaining*

Chandra Buschold stated that the bargaining team met twice with the employer (Dexterra Group Inc.), but that the meetings did not go well. The employer did not offer anything new at the table.

- The Stop Community Food Centre (DCL 903) – Bargaining took place on October 28, 2025. The next bargaining date is scheduled for December 5, 2025.
- North Bay Jack Garland Airport (UCTE 00006) – bargaining took place from October 8 to 10, 2025. Next bargaining dates have been set for January 19 to 23, 2026.
- Casino Woodbine Table Games Department Supervisors – The bargaining team met with the employer on September 24, 2025, with the next meetings scheduled for November 3 to 7, December 15 to 19, January 12 to 16, and 19 to 23, 2026.

### *Renewal Agreements*

- Weeneebayko Area Health Authority (WAHA) (DCL 603) – a new collective agreement was ratified by the members on September 17, Commercial Cleaning Services, Hastings County bargaining (UNDE 683 – SNPF Trenton) – members ratified a new collective agreement on October 15, 2025.
- Wequedong Lodge of Thunder Bay Employees (DCL 0002) – Members have secured a tentative agreement and ratification meetings will be set up shortly.

### **Item 9. Ontario Council Newsletter**

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

Deadline for the next newsletter is February 9<sup>th</sup>, 2026. Newly appointed Ontario Regional Council members are encouraged to send in short bio for the newsletter.

Stories for the newsletter should be accompanied with pictures. Reminder there is only two stories per council member, per issue, and also there is space for rank-and-file members and retired members.

Chris Snooks suggested the newsletter should be sent out before the Ontario Regional Convention.

Lino Vieira confirmed that the newsletter will be distributed before the regional convention.

#### **Item 10. Ontario Regional Council Meeting dates**

The Ontario Regional Council's next meeting will be held in Toronto, from February 5<sup>th</sup> to 7<sup>th</sup>, 2025. The Finance Committee will be meeting on the February 4<sup>th</sup> to complete the Ontario Convention budget.

#### **Item 11. 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!

Chris Snooks stated that the Kingston area had the pleasure of having the PSAC National President celebrate with Kingston members for Labour Day. The Kingston Area Council gave \$750 worth of back to school supplies this year. All the labour unions worked together to make the event a success. Additional school supplies were purchased by another union.

Doron Jacob celebrated Labour Day in the Toronto. The PSAC Greater Toronto Area Council (GTAC) was able to have a float and provide snacks to members who participated in the parade. Members had an amazing time.

Chandra Buschold, stated that it was the first time in about five years that the Ottawa Valley held their own Labour Day celebration. There were approximately 100 members that came out with their families.

Thu Trinh stated that the Southwestern area had an amazing Labour Day celebration.

The REVP went to the London Labour Day celebration. Once that ended, he attended and celebrated with members at the Waterloo Labour Day celebration.

### **Item 12. PSAC Ontario Regional Health and Safety Conference**

The PSAC Ontario Regional Health and Safety Conference was held at the Sheraton hotel in Hamilton, on April 4<sup>th</sup> to 6<sup>th</sup>, 2025.

Brett Ballanger stated that it was an amazing conference and that the labour clinic was a great educational tool.

Ted Cabanes remarked that having the Ontario Regional Council members involved in active conversations with Conference participants was great.

### **Item 13. Casino Woodbine - DCL 533 Trusteeship**

The Casino Woodbine PSAC DCL 533 Local Trustee team consists of Marie Clarke Walker and Winnie Ng. The Chair informed Ontario Regional Council that this week another trustee was added to assist with the work. The new trustee is a retired PSAC member and past RVP for UCTE, Martin Mika. This Trustee team will continue to work with our outside legal counsel, as well as PSAC staff reps, to put new systems and structures together for this Local.

The Trustees submitted a report on the progress of the trusteeship, which was sent out to Council members for review prior to this Council meeting.

There has been significant progress in getting this Local back to functioning properly. The Local now has 20 trained stewards and is continuing with training sessions to expand the stewards' network.

The Trustees will be holding a Local membership meeting in the coming weeks, as well as hosting a holiday party for the Local membership.

The REVP's office has received overwhelmingly positive feedback from the Local membership. The Trustee report notes that some of the past Local executive members have also stated how dramatically things have improved in the Local. The REVP thanked Council for their leadership and will continue to deliver updates on the status of the Local as things progress with the Trusteeship.

#### **Item 14. PSAC Ontario Regional Women's Conference**

The PSAC Ontario Regional Women's Conference was held from May 2<sup>nd</sup> to 4<sup>th</sup>, 2025, at Hilton Toronto/Markham Suites Conference Centre & Spa.

Trisha Roach stated that the conference was great and that the speakers were inspiring and impactful.

Leslie Searl stated that the Women's Conference had a well-attended reception and that members were engaged and had a fun time playing games.

Thu stated that overall, the experience was positive. She was happy to be there on behalf of the REVP.

#### **Item 15. Work Force Adjustment (WFA)**

In the Ontario Region, we have held multiple Workforce Adjustment trainings, and we will continue to offer more. There is also a recording of the virtual townhall for UTE members on the PSAC Ontario Youtube channel.

Nationally, PSAC will be launching a multi-million-dollar plan to oppose cuts to public services, and to garner public support. We are using an agency that has just completed national polling on where Canadians stand on a variety of issues to create our key messaging for the campaign.

PSAC is also looking to use the federal budget announcement to build our fight-back strategy, based on the government's plans. Ontario Regional Council members have been quite vocal on this issue, and we must keep the spotlight on what the government is doing and keep them accountable.

Chris snooks encouraged all members that will be attending the OFL Convention to get to the mic and talk about the layoff within the federal public service.

**Motion: PSAC Ontario donate to Hamilton Jamaica Foundation \$300, donate to Niagara Health Coalition \$300, Inspire \$300.**

M/S            Brett and Chris

**Amended Motion: PSAC Ontario donate to Hamilton Jamaica Foundation \$300, donate to Ontario Health Coalition \$400, Inspire \$300.**

m/s/c           Brett and Michelle

**2<sup>nd</sup> Amended Motion: PSAC Ontario donate to Hamilton Jamaica Foundation \$300, donate to Niagara Health Coalition \$200, Ontario Health Coalition \$200, Inspire \$300.**

Motion not accepted

**Item 16.    Ontario Federation of Labour (OFL) Convention**

The OFL Convention will be taking place on November 17<sup>th</sup> to 21<sup>st</sup>, 2025, at the Sheraton Hotel in Toronto.

PSAC Ontario and NCR regions normally send a small contingency to the OFL Convention, with most of the delegates coming from a few Components who provide funding.

The Ontario Region will hold their Convention caucus meeting on Sunday, November 17<sup>th</sup>, where we will discuss resolutions and meet the candidates that will be running for office.

**Item 17. OFL Black and Racialized Members Conference**

The Black and Racialized Members OFL Conference was a one-day conference that was held on August 23<sup>rd</sup>, 2025, at the IBEW Hall in North York.

The PSAC Ontario and PSAC National Capital Region (NCR) donated \$3,000 total towards the conference.

Ted stated that the delegates were placed into three different workshops. The topics were engaging, and activists got to meet other labour activist from different union in Ontario.

**Item 18. PSAC Ontario Indigenous Gathering**

The inaugural PSAC Ontario Indigenous Gathering was held at the Delta Hotels by Marriott Toronto Airport & Conference Centre on September 12<sup>th</sup> to 14<sup>th</sup>, 2025. There were a total of 26 delegates and four guests that took part in the Gathering.

There was a lot of first-time delegates that attended the Gathering, and they had the opportunity to meet with the REVP, as he was invited into the space to be a part of the opening.

Participants stated it was an amazing event and that they hoped this space would continue in the Region.

**Item 19. PSAC National Health and Safety Conference**

The National Health and Safety Conference was held at the Sheraton Hotel on September 26<sup>th</sup> – 28<sup>th</sup>, 2025.

Thu Trinh stated that the feedback from participants was that the conference was more organized this time around. Thu believes that there should be a mechanism to track members participation at conferences.

**Item 20. PSAC Ontario Region Fall School**

Fall school was held at the Fallsview Hilton hotel in Niagara Falls, on October 29<sup>th</sup> to November 2<sup>nd</sup>, 2025.

Ted Cabanes stated that it was great to hear voices of different equity groups. It was also amazing to be able to connect with other activists within the Region.

Brett Ballanger dropped by the school to welcome the attendees to the Region 6 Niagara area.

Michelle Woods was able to drop in to the Unionism on Turtle Island course and hand out red dress pins to the participants.

Thu Trinh said there was an elder in attendance for the entire School. However, there were concerns from some participants on having a delay in receiving leave letters, although it all worked out in the end.

The Chair stated that all Ontario Region call-out letters for events, state the criteria on how delegates will be chosen to be a part of the event.

**Item 21. Membership Cards**

Leslie Searl spoke to this agenda item regarding getting members to sign union cards. Leslie stated that giving members the union card physically

helps stewards and local reps have a connection with the membership. However, when her Local reached out to the Regional Office, they were told that the cards would only be available electronically. Leslie believes that getting rid of paper signing cards completely is short sighted and limits interaction with members.

Pierre inquired if the electronic card could have a one step sign up process.

Jawara Gairy stated that the paper cards have not been discontinued. And that there is a legislative stipulation which requires the electronic cards to be signed in a two-step process.

Leslie stated that she was told by two PSAC staff reps that the paper cards have been discontinued.

Jawara Gairy said he would check with the Finance Director and report back to Ontario Regional Council on the use of the physical paper union cards.

**Action Item: Follow upon if cards were discontinued and if there can be a staff follow up on the 2<sup>nd</sup> step of the card signature.**

Jawara reported back that paper cards have not been discontinued and that the two-step process with the electronic cards is a stipulation. However, when a member signs an electronic card, it gives the member a message stating that the next step to complete the process is to sign the follow up email that is sent to them in approximately 15 minutes. Jawara suggested that council members or stewards should tell members at their initial meeting to always check in their email junk bin, as they should receive a follow up email to complete the process within that 15-to-30-minute window.

Brett Ballanger served notice of motion

## **Item 22. PSAC Ontario 10<sup>th</sup> Regional Convention**

The PSAC Ontario 10<sup>th</sup> Regional Triennial Convention will be held at the Hilton Toronto/Markham Suites Conference Centre & Spa on Friday, June 12<sup>th</sup> to Sunday, June 14<sup>th</sup>, 2026.

The convention is fully funded and the REVP's office is expecting to send out the Convention call-out in the coming weeks.

**Item 23. Convention Resolutions from Ontario Regional Council**

Ontario Regional Council should be looking to submit resolutions that focus on making the region stronger. Also, any resolutions passed at the regional convention, would have to go to the PSAC national convention to be passed before being enacted if funding is required, or would ask for changes to the PSAC Constitution.

Lino Vieira stated that PSAC national has virtual resolution writing courses that members can take anytime throughout the year on their own time. There is also an opportunity for members to register for one of the Convention Resolution writing courses that PSAC Ontario region is holding as part of our regional education program.

**Item 24. Mobilization guest speaker – Jordan Forde**

The Chair introduced Jordan Forde, a Regional Union Representative with the Canadian Union of Postal Workers (CUPW), in the Metro Toronto Region. He is also a member of the CUPW Urban Operations Negotiating Committee. He serves as the Vice-President for the Workers of Colour group of the Canadian Labour Congress, and the Under 40 Representative with the Coalition of Black Trade Unionists, Ontario.

Jordan spoke about the tough negotiations CUPW faced with Canada Post and how the federal government interfered with bargaining. However, one of the key strategies that helped the union with mobilizing members was the consistent communications and member mobilization tactics. The Union

used social media as a battlefield, not just to counter the employer but to connect with the public.

Thu Trinh wanted to know if the postal workers were still doing rotating strikes?

Jordan stated that rotating strikes are ongoing, and that they are done in collaboration with the national executive board. It's a tactic that is used to keep the mail moving for Canadians, while still putting pressure on the employer.

Justyna asked how did CUPW help keep up moral with the membership?

Jordan stated that most members knew that the employer was putting out misinformation to the public and that anger helped fuel the drive for action. Solidarity was built by understanding that the employer was the enemy in how they were depicting negotiations and disrespecting their workers.

Stephanie stated that in her elected position as the young workers representative on Ontario Council, that it has been difficult to get young workers involved and asked the speaker for any suggestions.

Jordan started that by using their Union's youth committee and then slowly incorporating union education within Committee events, that engagement increased. His union also had support from many different local presidents and the National President.

Chris Snooks inquired if Jordan had any ideas about what the future of Canada Post might be.

Jordan stated that the union is relentless in fighting against cutting any further services that Canada Post offers and that online deliveries and postal banking would be very lucrative to the corporation.

**Motion: PSAC Ontario Council will donate \$2000 from the special initiative line item to Jordon Forde cause for hurricane relief in Jamaica.**

m/s Anne Duval and Chris Snooks

carried unanimously

Item 25. **Federal Budget**

The Federal budget was read on November 4<sup>th</sup>, 2025.

Emily Green stated that the employer sent an email saying that they will be cutting approximately 40,000 members after the budget was announced. The employer also said they may not keep certain programs, which would negatively impact services to the public.

Chris Snooks asked if we have an actual number of how many people will be let go.

Lino Vieira stated that the employer said that 10,000 members were let go last year and approximately 30,000 jobs will be cut going forward.

Item. 26 **Lobbying Campaign**

PSAC held a Lobby Day on November 18, 2025, in Ottawa. Pierre Larocque stated that there needs to be more notice given to the membership to be able to participate in a lobbying event. PSAC National did not provide the information required in a timely fashion so that Pierre could take part in the lobbying event.

Michelle Woods stated that the event was a logistical nightmare and was very disorganized. She hopes it will be organized better next time.

Chandra Buschold was quite disappointed that the lobby date was held at the same time as the OFL Convention.

The Chair stated that he would not be attending the PSAC Lobby Day event as the OFL Convention was previously scheduled that week and he had committed to sitting on a Convention Resolutions Committee. National had originally scheduled the Lobby Day for October, but then moved it to November, which created the scheduling conflict.

The Chair stated that he would bring Ontario Regional Council's feedback to PSAC National to avoid another situation like this happening again.

### **Surprise Council Announcement**

The Ontario Regional Council presented the REVP with a sympathy card and donations towards disaster relief from Hurricane Melissa for the people of Jamaica. The REVP's family and friends were in the area most impacted by the Hurricane and Council wanted to help and show their support during this difficult time.

Business completed and meeting adjourned at 12:40pm

## **APPENDIX “A”**

### **PSAC Ontario Council Equity and Human Rights Committee Report November 2025**

Committee Chair:	Ted Cabanes
Committee Members:	Terri McGilivray Trisha Roach Michelle Woods
Regrets:	Missy Taylor
Staff Representative:	Joan-Ann Gravesande

#### **REVIEW & UPDATES:**

- **Upcoming Equity Dates (all subject to change):**
  - Treaties Recognition Week (November 2<sup>nd</sup> – 8<sup>th</sup>)
  - International Inuit Day (November 7<sup>th</sup>)
  - National Aboriginal Veterans Day (November 8<sup>th</sup>)
  - Intersex Day of Remembrance / Intersex Solidarity Day (November 8<sup>th</sup>)

- Transgender Day of Remembrance (November 20<sup>th</sup>)
- International Day for the Elimination for Violence against Women (November 24<sup>th</sup>)
- World AIDS Day (December 1<sup>st</sup>)
- International Day of the Abolition of Slavery (December 2<sup>nd</sup>)
- International Day of Persons with Disabilities (December 3<sup>rd</sup>)
- National Day of Remembrance and Action on Violence Against Women (December 6<sup>th</sup>)
- Pansexual Pride Day (December 8<sup>th</sup>)
- International Human Rights Day (December 10<sup>th</sup>)
- International Migrants Day (December 18<sup>th</sup>)
- National Ribbon Skirt Day (January 4<sup>th</sup>)
- World Braille Day (January 4<sup>th</sup>)
- Black History Month (February)
- International Epilepsy Day (February 8<sup>th</sup>)
- Pink Triangle Day (February 14<sup>th</sup>)
- World Day of Social Justice (February 20<sup>th</sup>)
- Pink Shirt Day (February 25<sup>th</sup>)

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

- PSAC ON Region Indigenous Gathering (Toronto, ON - September 12-14, 2025).
  - THEME: Using our Voices: Moving Forward in a Good Way
  - Refer to Michelle Woods' Council report and upcoming PSAC ON Newsletter
  - Event had active participation and was well received
- Sugar Cane Screenings
  - Kingston RO – September 24<sup>th</sup>
  - Toronto RO – September 29<sup>th</sup>
  - London RO – September 29<sup>th</sup>
  - Sudbury RO – September 30<sup>th</sup>
  - Thunder Bay RO – TBD
  - Screenings impactful events for the Region and well received
- National Human Rights Committee/NIPC (Oct 6-10, 2025).
  - Michelle Woods elected as Co-Chair for NIPC Committee.

- 2SLGBTQIA+ Working Group updating materials and resources to be distributed to regions
  - Racialized working group working on workshops (Casteism and where it falls into human rights obligations/recognition as a distinct form of racism)
  - Access working group developing ideas, goals and objectives for future action plans
- PSAC National Women’s Conference (November 21<sup>st</sup>-23<sup>rd</sup>, 2025).
  - THEME: Women United: Breaking Barriers and Building Futures
  - Further discussion upon completion of event
- PSAC ON Region Racialized Members Conference (Toronto, ON - February 20<sup>th</sup> – 22<sup>nd</sup>, 2026).
  - THEME: Village: Rooted in Strength, Rising Together
  - Delegate applications and resolutions submissions closed on October 31<sup>st</sup>, 2025
  - More to come upon completion of event
- PSAC ON Region 2SLGBTQIA+ Pride Conference (Toronto, ON – April 10<sup>th</sup>-12<sup>th</sup>,2026)
  - THEME: Pride in our Struggle, Power in our Resilience
  - Call-out and further planning to be completed within the coming months
  - Emphasis on intersectionality within the Pride community
- National Equity Conference (May 3-7, 2026)
  - Resolutions submission deadline is November 14<sup>th</sup>, 2025
  - Delegate registration deadline has passed
  - Members of the Equity and Human Rights Council committee are in process of being assigned to our designated roles to support conference committees
- Discussion on workshops with regional equity related conferences from our respective portfolios: Intersectionality continues to be a focus, and open communication with our respective PSAC staff members is relevant.
- Ongoing support to create and support new equity committees within all regions:
  - The Equity & Human Rights Committee recognizes that highlighting and supporting our groups is the key to membership engagement and growth.

- Discussions and planning with geographic reps and respective PSAC Regional offices to address gaps.
- Within our working group we have supported the following committee events below:
- PSAC Racialized Committees Events:
  - GTA Committee – Diwali, Latin Heritage Month
  - Southwestern Committee – Latin Heritage Month, Farm Workers Advocacy and Recognition Event
  - Eastern Region Committee - Election and new executive
- PSAC Members with Disabilities Committees:
  - Hamilton/Niagara Events: Power of No with Union Activists/Session on Allyship (Both events co-ordinated with Toronto Region)
  - International Persons with Disabilities Day Event (Toronto – December 3<sup>rd</sup>, Hamilton - December 9<sup>th</sup>)
- PSAC Indigenous Action Circles:
  - Kingston Circle meeting (November 6<sup>th</sup>, 2025)
  - Meeting to engage members in Southwest region taking place on November 12<sup>th</sup>, 2025
  - Thunder Bay Region engagement in open house (December 9<sup>th</sup>)
- PSAC 2SLGBTQIA+ Committees:
  - Summer Pride Season 2025
  - Southwestern Pride Meetings
  - Winter Pride Season 2026 planning
- Discussion of Provincial Issues pertaining to Environmental Racism
  - How can we support and fight for environmental issues with an equity lens? (Grassy Narrows/Ring of Fire Erosion)
  
- Discussion of WFA and 2025 Budget
  - How does this affect our Equity-Seeking Groups?
  - How can we incorporate our action plans and support with a human rights and equity lens?
  - How do we be proactive as a working group as opposed to being reactive?

- 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 and human rights lens is 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:**

3. That Ontario Council applies an equity lens to support any discussions and/or action plans for our members pertaining to Workforce Adjustments and the upcoming budget cuts.
4. That Ontario Council supports the fight against environmental racism related to the Ring of Fire and Indigenous Peoples.

Moved by Ted Cabanes  
Seconded by Michelle Woods

## **APPENDIX “B”**

### **PSAC Ontario Regional Council Political Action Committee Report August 2025 to November 2025**

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

Staff: Lino Vieira and Beth Bennett

Regrets: Emily Green

Virtual Meeting on October 15, 2025, at 6:00 p.m.

**Agenda:**

- WFA
- Treasury Board Bargaining
- Section 107 of the Canada Labour Code

**WFA**

Job cuts within the federal public service have already begun. Training sessions for members on their rights under WFA have been delivered in the Ontario Region and will continue to be offered. PSAC National is also working on training modules for our members that will be delivered shortly.

On October 8, 2025, PSAC launched a new alternation platform for Treasury Board, CRA, Parks and CFIA members. This platform connects opting or surplus members who want to remain employed in the public service with non-affected members who are ready to leave voluntarily. Once a match is identified, members bring the proposal to management for approval.

**Treasury Board Bargaining**

Treasury Board bargaining is ongoing while the federal government moves ahead with their plans to cut tens of thousands of jobs. During negotiations with PA, EB, TC, and SV groups from September 10 to 18, 2025, Treasury Board proposed removing the Workforce Adjustment Appendix from the collective agreements of more than 155,000 PSAC members. If that happens, members would only be covered by the National Joint Council (NJC) Work Force Adjustment Directive. Unlike collective bargaining, the NJC process doesn't let members negotiate improvements directly or vote on job security language. PSAC negotiated WFA to protect our members in 1998 and has strengthened this language in every round since.

## **Section 107 of the Canada Labour Code**

Section 107 of the Canada Labour Code grants the Minister of Labour broad authority to intervene in labour disputes, allowing them to refer questions to the Canada Industrial Relations Board (CIRB) or direct the CIRB to take actions like ending strikes and imposing arbitration. This obscure and controversial provision has seen increased use recently, leading to concerns from unions that it undermines free collective bargaining and the right to strike, with some unions such as PSAC, challenging its constitutionality and advocating for its repeal.

### **Recommendations:**

1. PSAC Ontario Council members meet with their local MP to speak about Workforce Adjustment and job cuts within their area.
2. PSAC Ontario Council members speak about bargaining at meetings and events that they attend.
3. PSAC Ontario Council members speak about repealing Section 107 of the Canada Labour Code at meetings and events that they attend.

Moved by: Chris Snooks

Seconded by: Doron Jacob

## **APPENDIX “C”**

### **PSAC Ontario Council Health and Safety Committee Report**

**November 6, 2025**

**Committee Chair:** Leslie Searl

**Committee Members:** Chris Snooks, Anne Duval, Pierre Larocque,  
Terri McGillivray

**Regrets:** Sara Johnson, Don Chigede, Trisha Roach

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

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

The Report has been finalized.

**Discussion item:** Ontario Region Health and Safety Plan

Education for the Fall/Winter offering is WSIB Level 1 December 13<sup>th</sup> and  
14<sup>th</sup>, to be held virtually. Registration closes November 28<sup>th</sup> and is almost  
full.

Fall School was held Oct 29<sup>th</sup>-Nov 2<sup>nd</sup>, 2025, and included Advanced Duty  
to Accommodate as a Health and Safety Related course.

There has been 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. Sandra is  
currently working on revamping an existing course to meet this need in  
Ontario.

**Discussion Item:** National Health and Safety Conference

The National Health and Safety Conference was held in Toronto September  
26-28<sup>th</sup>, 2025. The theme was “Health and Safety for you, your work, and  
our planet”. 3 workshops were offered: Best practices in addressing

emerging hazards, climate change and OHS, and Empower your Health and Safety committee. There was also a self-care focus group.

Regional caucuses were held Sunday morning and provided ideas as to members priorities going forward.

The feedback received was generally positive.

**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. Locals can also request additional sessions not listed. Council representatives are encouraged to promote these sessions within their constituencies among Treasury Board members.

**Discussion item:** Future Town Hall

The committee discussed topics that could be the subject for the next Town Hall to be held in the early Winter 2025. In light of the proposed federal budget, we will be focusing on mental injuries inflicted by the employer and how to deal with them. We are hoping to have this set up before the holiday period. The information will be shared with Council for dissemination to our constituencies.

**Discussion item:** PSAC Ontario Health and Safety Webpage

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

**Discussion item:** National Health and Safety Committee Toolkit

The Toolkit is now online and can be found here:

<https://psacunion.ca/health-and-safety-committee-toolkit>

**Recommendation:**

1. That Council members promote the Health and Safety Committee Toolkit among their constituencies and provide input on other hazards that members would like to see fact sheets on.
2. That Council members promote the Townhall once it's scheduled.

Report Moved by: Leslie Searl  
Seconded by: Chris Snooks

## **APPENDIX “D”**

### **PSAC Ontario Regional Council Technological Transformation Committee Report August 2025 to November 2025**

Attended: Trisha Roach and Don Chigede

Regrets: Justyna Szewczyk El Jassem

Staff: Lino Vieira

Virtual Meeting on October 21, 2025, at 6:06 PM

#### **Agenda:**

- Artificial Intelligence (A.I.) and Job Losses

#### **Artificial Intelligence (A.I.) and Job Losses**

The federal government is looking to cut tens of thousands of jobs and has already begun in some departments. However, the work from job losses remains, which could mean that some of these job losses will be due to the introduction of A.I.

PSAC is in bargaining for our large national units and protections against job losses from A.I. and technological change is one of our top bargaining priorities. As companies and governments continue to make announcements on the further use and expansion of integrating A.I. into their workplaces, the labour movement will need to look at ways to minimize the negative impacts on workers.

#### **Recommendations:**

1. Council members speak with their constituents about how they feel about the use of A.I. in their workplaces.

Moved by: Don Chigede

Seconded by: Trisha Roach

## APPENDIX “E”

### PSAC Ontario Education Committee DoubleTree by Hilton

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

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The Committee discussed the Fall Advanced School, and Justin provided an overview of comments, which have been well received to date.

Committee feedback from members who were in attendance included:

- the opening panel could have had more time and allowed for more time for Q&A.
- Some people were not selected to attend the course they would have preferred.
- Stewardship course offered some practical training, but additional ‘hands-on’ learning would have been beneficial.
- Speakers were well received.
- Opportunity to extend the course timelines to allow more time for learning and less compressed-time (budget is a factor).
- Discussion on selection and involvement of Elder /Knowledge Keeper at PSAC events, ensuring community and territory is represented in a good way.
- Constructive feedback informs our process, schedules and content.
- The member feedback surveys were generally positive, and some forms are still being submitted.
- Logistics: some members had difficulty with some of the food offered

- (allergies, labels/access to food with dietary restrictions, clarity on offerings); PSAC staff were very active in trying to mitigate issues.
- Clarity on agendas (i.e.: not using acronyms)

The Committee discussed the Winter Schedule course offerings. Region 5 provided feedback and there was a recommendation to add Resolution.

Writing, which is being offered on November 26<sup>th</sup> virtually; WFA information sessions have been very well received; courses are offered to the best of the ability of the staff; if attendance is low then value for dollar needs to be considered.

Core Courses are TUB; Grievance Handling, Local Officer Training, and Duty to Accommodate.

The Committee discussed the dated structure of the PSAC Ontario website and the nature of the way the information is presented to users. Perhaps including more filter options for searching events, courses, conferences and conventions (i.e.: by regions, cities, topics)

The Committee discussed the Spring/Summer schedule and ongoing communications with the Regional Representatives. January 1<sup>st</sup> to end of June is the period covered.

The Committee discussed that, given the current workforce adjustment climate, there is a growing need and demand for workforce adjustment education based on Budget 2025 and the workforce reductions.

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

The Committee discussed the draft PDF FAQ on PSAC Ontario Education. This is a work in progress and once finalized, it will be shared with Council members for distribution to their constituents.

The Committee discussed course offerings, including WSIB III which will be deferred to the Health and Safety Committee; Building Solidarity with Indigenous Communities, which is a three day course, is planned to be offered in Ontario Region for the end of next year.

**Recommendations:**

1. Ontario Council members recommend that the Geographical Representatives are provided with a finalized educational schedule for each semester.
2. Ontario Council members should encourage their constituents to write National 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 and membership development.
4. Ontario Council members should promote the Resolution Writing course.
5. Ontario Council members should continue to send out the Workforce Adjustment PDF and Workforce Adjustment websites to their constituents.
6. 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: Michelle Woods

Seconded by: Doron Jacob

**APPENDIX “F”**

**PSAC Ontario Council  
Finance Committee Report  
November 6, 2025**

**Committee Chair:** Thu Trinh  
**Committee Members:** Peggy Jones  
Chandra Buschold

**REVP:** Craig Reynolds

**Staff:** Cleo Reid

**Agenda:**

- Finance Committee member’s update
- Council Members Expenses
- Financial Statements
- Portfolio Expenses
- Recommendations

**Finance Committee member’s update**

We bid farewell to Melissa Arsenault, we extend our warmest wishes as she embarks on an exciting new chapter as a PSAC Staff. Her dedication and contributions to the Finance Committee have left a lasting mark, and while we’ll miss her insight and energy, we’re proud to see her take this next step. At the same time, we share in deep sorrow over the loss of Tony Crupi. Tony was not just a colleague but a true friend; his kindness, analytic mind and quick wit will never be forgotten. Rest in peace, our good friend.

We would like to note that Thu Trinh is our newest member on the committee, and with this being her first time serving as chair on this committee, we kindly ask for your patience and understanding as she becomes more familiar with the role.

We are happy to report that e-transfers will be set up by next meeting and council members will have payment options of their choice.

### **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 pm on the afternoon of the Committee meeting day. 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](mailto: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**

The 2027-2029 Budget for Convention will be presented at the February meeting, the actuals for 2023-2025, and the first quarter of 2026 will be presented at the February meeting.

The financial statement that was distributed at the July meeting has been accurately updated and will be presented at the February meeting.

## **Portfolio Expenses**

Portfolio Expenses must include receipts (electronic is preferred) 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.

Please note, all financials pertaining to 2025 are to be submitted by Friday, January 9, 2026 by 5 pm. Any expenses for 2025 that are submitted after January 9<sup>th</sup>, will be part of the 2026 portfolio.

## **Recommendations**

1. The Finance Committee recommends that PSAC Ontario Regional Council establish a designated line item titled "Ontario Federation of Labour (OFL) Convention" to send two (2) fully funded Ontario Council members to OFL Convention.

Moved by Chandra Buschold  
Seconded by Peggy Jones

## **APPENDIX “G”**

**Anne Duval  
PSAC Ontario Regional Council  
Region 2, Northeastern Ontario Representative Report  
July 2025 – October 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
- Created a WhatsApp group and invited all of the presidents in Region 2 to join to keep them up to date on conventions, conferences, education and to give them an easy way to inform us of potential issues in their area that they would like brought up at council meetings.
- Participated in Fall School
- Attended Area Council Meeting
- Promoted education and committees
- 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
- 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

**Brett Ballanger**  
**PSAC Ontario Regional Council**  
**Region 6, Hamilton/Niagara Representative Report**  
**August 2025 to November 2025**

**Objectives:**

As we enter convention season my hope is that Region 6 is able to send a strong representation of the work and values of our diverse membership. A group that upholds the strong values of Social unionism with the skills and focus of representing our members interests as workers. I also wish to help foster and grow the capacity of our equity groups by engaging folks in meaningful and fun activities of Allyship.

**Actions:**

Attended Labour Day Events in St Catharines and Hamilton  
Hamilton/Niagara Members with Disabilities Action Committee “Supporting disabled families”.

October 6<sup>th</sup> – October 10<sup>th</sup> – JLP Facilitator Training. Building the lines of connection between members and their union while promoting Alliance interests.

(Various Dates) Ongoing grassroots organizing within the union and communities with groups such as Labour 4 Palestine, Niagara Health Coalition, Niagara Labour Council, promoting solidarity pickets online and in groups.

**Goals:**

In support of ongoing committee work, I wish to have further conversations with chairs on how I can be an ally and participant in various events. I also want to build our organizational capacity through chat groups, shared calendars, and maybe a region specific webspace (linktree or other model) so resources might be shared.

Region 6 has much to be proud of and I do not wish to take credit as it is the collective work of everyone involved. We have enjoyed a significant level of support in building our equity committees and the work that they do. Hamilton Area Council has gone through some transitions in executive but is

now well on its' way to more regular activity. There remain challenges with workforce adjustment that I am hoping we will overcome especially as it affects Young Workers. Good work must be rewarded.

It remains a challenge to motivate folks out to attend in-person meetings or actions. Niagara Area Council is facing challenges as members have retired or moved on. My hope is to restore regular meetings with newly engaged members inspired by community and bargaining issues. I will do this by engaging existing executives while encouraging new members to join and hopefully hosting a bargaining event.

In Solidarity,

Brett Ballanger  
Region 6, Hamilton/Niagara Representative

**Chandra Buschold**  
**PSAC Ontario Regional Council**  
**Regionally Based Separate Employer's Representative Report**  
**August 2025 – November 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
- Planned and attended Party in the Park in Kingston through the Area Council and equity committees
- Worked with Renfrew County Health Coalition
- Worked towards contracting in of former Treasury Board jobs
- Planned and executed Labour Day bbq in Petawawa
- Met with CLC rep to discuss reinvigorating District Labour Council

**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
- Contact and coordinate with other local PSAC components
- Continue working to revive District Labour Council

In solidarity,

Chandra Buschold, Regionally Based Separate Employer's Representative

**CHRIS SNOOKS**  
**PSAC Ontario Regional Council Report**  
**Region 3, Eastern Ontario Representative**  
**July 2025 to December 2025**

**OBJECTIVES:**

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

**ACTIONS:**

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

**MEETING**

- Support all PSAC Education
- POSTAL SUPPORT ON PICKLINE
- Pride Bingham ont
- Party in the park
- Labour day food and back to school sup
- Spread awareness to members about upcoming opportunities
- KINGSTON & DISTRICT LABOUR COUNCIL MEETING
- political action
- HEALTH AND SAFTY
- School picket 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 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**  
**June 2025 – October 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:**

- Liaison with Region 5 alternate reps regarding roles and responsibilities while attending as delegates to July OC meeting
- Attended emergency meeting virtually on Aug 20<sup>th</sup>
- Attended emergency meeting virtually on Aug 26<sup>th</sup>
- Attended the PSAC Ontario TUB course on Sep 22<sup>nd</sup> virtually
- Attended the PSAC Ontario Resolution Writing course on Oct 3<sup>rd</sup> at the Toronto Regional Office
- Attended the PSAC Ontario Grievance Handling course on Oct 4<sup>th</sup> at the Toronto Regional Office
- Attended the membership event for UTE/Local 00048 on Oct 8<sup>th</sup> at the Novotel hotel in North York
- 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

**Emily Green**  
**PSAC Ontario Regional Council**  
**Region 1, Northwestern (NW) Representative Report**  
**July 2025 - November 2025**

**Objectives:**

- Build and maintain a dialogue with the PSAC Thunder Bay Regional Office.
- Build a relationship with Northwestern local presidents and members.
- Keep members informed on what PSAC Ontario Council is doing.
- Represent Region 1 at functions where required.
- Promote Union Education and events (in particular those hosted by Thunder Bay RO).

**Actions:**

- Attended July ORC political action committee meeting.
- Attended two (2) emergency meetings of the ORC.
- Attended Labour Day Picnic in Thunder Bay in coordination with Thunder Bay Area Council and Thunder Bay District Labour Council.
- Visited 3/3 CIU worksites located in Northwestern Ontario at remote locations to introduce myself and offer assistance.
- Attended OPSEU “Black and Blue but not Broken” strike rally outside MPP Kevin Holland’s office.
- Attended “Draw the Line” protest and rally outside MP Patty Hajdu’s coordinated by Climate Justice Thunder Bay and other organizations.
- Attended PSAC Thunder Bay Regional Women’s Committee meetings.

**Plans:**

- Attend PSAC Fall School at the end of October.

- Support Area Council with Pride event rescheduled for October.
- Help coordinate AC holiday dinner.
- Continue to promote PSAC education opportunities through on-site/In-person visits, drafting posters and sending emails to members.
- Conduct more on-site visits to introduce myself to members in the Northwestern region.
- Represent PSAC ORC at local events, rallies and strikes as they arise.
- Attend PSAC ORC quarterly meetings (next November 2025).
- Attend Dec. 6th Vigil coordinated by OPSEU and PSAC Thunder Bay Regional Women's Committee.

In Solidarity,  
Emily Green  
Region 1 Northwestern (NW) Representative  
Member PSAC Education Committee  
Member PSAC Political Action Committee

**Justyna Szewczyk El Jassem**  
**Academic Directly Charter Local Representative**  
**Ontario Regional Council Report**  
**August 2025 to November 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.
- Organized sectoral in-person training for Academic DCLs in Oshawa on using Memberlink and digital tools for member engagement and mobilization (August 23, 2025).
- Carried out consultations with the academic locals (group and individual) regarding National DCL Committee's mandate to propose DCL representation to the NBoD.
- Attended National DC Committee meeting in October 2025 and reported back to the academic Locals.

**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.
- Organize sectoral resolution-writing training coupled with a resolution writing session to address the needs of the sector.

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

**Leslie Searl**  
**PSAC Ontario Regional Council**  
**Region 5, Greater Toronto Area (GTA) Representative Report**  
**July 2025 - October 2025**

**Objectives:**

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

**Actions:**

- Sept 25-28 - attended National Health and Safety Conference, Toronto
- was a member of the Resolutions Committee
- more active posting on the Ontario Regional H&S Facebook page
- Nov 6-8 - Ontario Regional Council meeting

**Plans:**

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

In Health, Safety, and Solidarity,

Leslie Searl  
Region 5, Greater Toronto Area (GTA) Representative

**Mandy Forgét**  
**PSAC Ontario Regional Council**  
**Region 4, Southwestern Representative Report**  
**July 2025 – November 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
- Continued political actions at in-person rallies and through social media
- Admin for the PSAC Southwest Facebook group
- Encouraged participation in PSAC training and committees
- Attend the PSAC ON Council Education Committee, 6Nov25
- Attend the PSAC ON Council meeting, 7-8Nov25

**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 OFL Convention Conference, 17-21Nov25

In Solidarity,

Mandy Forgét  
Region 4 Southwestern Representative

**Michelle Woods**  
**PSAC Ontario Regional Council**  
**Indigenous Workers Representative Report**  
**July 2025 - October 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)
- **July 2025**- Attended Ontario Region Council Meetings July 17<sup>th</sup>-19<sup>th</sup>, in Toronto
- **July/August/September**-discussions around planning and logistics in preparation for the Indigenous Gathering.
- **August 2025**-participated in the Emergency Meetings and Discussions around Casino Woodbine local.
- **September 12-14, 2025**- **Chaired and** participated in the Ontario Region's 1<sup>st</sup> Indigenous Gathering, which was held in Toronto.
- **September 30, 2025**- Statement of solidarity written and published in recognition of National Day for Truth and Reconciliation.

➔➔**September 30 2025**-attended the Honouring Our Children Run in Thunder Bay, which took place at Boulevard Lake.

➔➔brought lunch and visited the strike line of CUPW Local 620 to meet with the members, engage in discussion and learn of the issues they faced.

➔➔**October 2025**-drafted statement in recognition of Sisters in Spirit Day which was posted on Facebook and the PSAC Ontario website.

➔➔**October 2025**-met with members from Wequedong Lodge to listen to their concerns, needs, and to provide information on the Indigenous circle and to gain their support.

➔➔**October 2025**-attended the National Human Rights Committee Meetings in my role as the Ontario rep, in Ottawa

➔➔**Ongoing**-sharing events, training opportunities and messages of interest to the PSAC Ontario Indigenous Members Facebook page which has been reactivated and is current.

➔➔**Ongoing**- Working with Regional Offices to engage membership and garner interest in the creation of the Indigenous Circles. Actively working on one in Thunder Bay and the Southwest Region.

➔➔**Ongoing** - Working with Thunder Bay Regional Office and the office of the REVP to support the organizing and screening event of the Sugarcane documentary in Thunder Bay Region. The Event is being planned for the Fall/Winter of 2025. Completed screenings include Sudbury, London, Kingston and Hamilton/Niagara/Toronto.

## **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, Thunder Bay District Labour Council, and Indigenous Peoples Circles/Committees on shared issues or projects by attending committee meetings

- To continue collaborating and working with Ontario Council Equity Committee on the commonly shared issues relating to 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.

In Solidarity,  
Michelle Woods  
Indigenous Members Representative

**Peggy Jones**  
**PSAC Ontario Regional Council**  
**Directly Chartered Locals Representative Report**  
**August 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;
- DCLs national Committee.

**Actions:**

- Supporting the DCLs and help with solutions on going issues;
- DCLs National Committee gathering information;
- Attended Area Council meetings;
- Chair MDAC committee meetings;
- Chaired Women's committee meeting;
- Plan and did Party in the Park to bring members together;
- Plan Labour Day and participate;
- 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 taxpayers' dime and having a two-tiered health care in Ontario. The battle just got bigger as you see in the news that members and others do not have doctors. We need to fight this battle through Canadians and the

Unions to win this fight. Please that all attend the health coalition in members area to change the minds of our MPP's in Ontario;

- Contact MPP's and MP's on articles such as health care and federal dental and persons with disabilities getting more so not living in poverty;
- 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. Community organizations need help with this fighting for the rights of each human being and cannot do it alone;
- Working on social media platforms;
- Organizing to meet with the DCLs in Ontario;
- DCL round table – getting new ideals that DCLs are together as union members as one union;
- Working with Equity Committees and area council so support other committees in the Region.

### **Plans:**

- Work with PSAC Regional Offices to contact DCLs, need, 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 handbooks 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 parental leave that there is form that need to be filed with PSAC to make sure the members are in good standing;
- 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/ Southwest (SW) Representative Report**  
**June 2025 to October 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:**

***June/ July/August***

- Participated in gardening event at Anova (women's shelter), organized by London area council
- Attended PSAC Ontario Council meeting
- Attended/marched in Pride parades in the SW - London and Windsor with Pride rep on PSAC Ontario Council and chair of PSAC SW Pride Committee and other Pride committee members etc.

***September/October***

- Participated in United Against Genocide rally - London
- Participated in Draw the Line community event/ rally and march (Global Event - London, ON location)
- Attended PSAC National Health & Safety Conference Assisted with backpack drive collab with area council, organized by United Way
- Attended PSAC London Area Council meeting
- Strike line support CUPE/ OPSEU - Fanshawe and Canada Post Highbury location- London
- Attended National Truth and Reconciliation event -Sugar Cane Film Screening/speaker elder Michael from N'Amarind Friendship Centre >organized by area council - London
- Contributed to the PSAC Ontario Council newsletter
- Checked in with PSAC Ontario Council Indigenous representative/area council and PSAC staff to collaborate in getting PSAC Southwest Indigenous Circle off the ground

***Plans:***

- Attend PSAC Ontario Council meeting November 2025
- 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/ Southwest Representative

**Stephanie Wu**  
**PSAC Ontario Regional Council**  
**Young Workers Representative Report**  
**February 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:**

- July 29: Worked with PSAC staff to start developing the Jan 2026 Young Workers Conference
- Aug 5: Attended Kingston Area Council as Young Workers rep, asking for attendees to share my contact info with young workers in their locals
- Aug 9: Attended Kingston Area BBQ to support the geographic membership
- Aug 21: Informal group discussion with GTA YWC on ideas for Jan 2026 Young Workers Conference
- Sept 1: Attended Labour Day event in Kingston
- Sept 2: Continued working with PSAC staff for Jan 2026 YW Conference
- Sept 23: Attended Hamilton Area Young Workers Committee meeting and assisted with their elections
- Oct 9: Officially opened registration for the Special Presentation on Pensions 101 for Young Workers in Ontario

**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**  
**July 2025 – October 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 GTA Area Council Meeting, Labour Day preparation (July 10<sup>th</sup>, 2025)
- Sudbury Pride Parade (Sudbury, ON, July 12<sup>th</sup>, 2025)
- Diversity Cornwall (Virtual Support, July 18<sup>th</sup>, 2025)
- Pride London Parade (In Solidarity with USW and the Southwest Pride Committee, July 20<sup>th</sup>, 2025)
- Muskoka Pride Parade (In Solidarity with the North Simcoe and Muskoka District Council, July 27<sup>th</sup>, 2025)
- Windsor/Essex Pride Parade (In Solidarity with USW and the Southwest Pride Committee August 10<sup>th</sup>, 2025)
- Minden Pride – River Parade (In solidarity with OPSEU Rainbow Alliance, August 24<sup>th</sup>, 2025)

- PSAC GTA Pride Committee Meeting, speaker updates (August 26<sup>th</sup>, 2025)
- Labour Day Parade (September 1<sup>st</sup>, 2025)
- PSAC Hamilton/Niagara 2SLGBTQIA+ Committee – Interest Meeting (Hamilton ON, Sept 7<sup>th</sup>, 2025)
- Peterborough Pride (In solidarity with the Peterborough District Labour Council, September 27<sup>th</sup>, 2025)
- PSAC ON – Staff Representative – 2SLGBTQIA+ Conference Planning (Oct 6<sup>th</sup>, 2025)
- PSAC National – Human Rights & Equity Committee Meeting (Ottawa, ON, Oct 8-9, 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: ON 2SLGBTQIA+ Conference Planning)
- 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 (April 10<sup>th</sup>-12<sup>th</sup>, 2026)
- PSAC National Equity Conference (Winnipeg MB, May 3<sup>rd</sup> – 7<sup>th</sup>, 2026)

In Solidarity,

Ted Cabanes  
(2SLGBTQIA+ Representative)

**Terri McGillivray**  
**PSAC Ontario Regional Council**  
**Members With Disabilities Representative Report**  
**July 2025 to November 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:**

- Held an 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 at CEIU Human Rights Conference
- Attended Virtual OFL Members With Disabilities National session
- Attended National Disabilities Working Group in Ottawa
- Attended Health and Safety Conference with a lens on Members with Disabilities.
- Attending Ontario Health Coalition meetings with a lens on disabled communities

**Plans:**

- Will hold education session on being an Ally for those with disabilities, both visible and invisible

- MDAC meeting October 2, 2025 at 5.30
- MDAC meeting Thursday November 6, 2025
- Working on an education session via my portfolio for the next two quarters: first session will be on how to take care of your eyes and what the importance of eye care is.
- 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**  
**July 2025 to November 2025**

**Objectives:**

- Continue sharing information/resources through social media, email, and networking
- Continue to promote regional and national education/committee meetings/events
- Uphold and promote the mandate and goals of the PSAC Ontario Council

**Actions:**

- Promote education/committee meetings/events on social media, and sharing information/resources/toolkits with different components, DCLs, committees/leaders/locals/members
- Touch base meetings with the Regional Executive Vice President
- Attended PSAC Area Council meetings
- Attended PSAC Southwestern Racialized Members Committee meetings
- Attended PSAC London Regional Women's Committee meeting
- Attended OPSEU and CUPW strike lines
- Attended Political Action Committee meeting
- Attended PSAC – Ontario Fall School
- Chaired Finance Committee meeting

**Plans:**

- Support the REVP role as needed
- Support the goals of the PSAC Ontario Council

In solidarity,  
Thu Trinh

Alternate Regional Executive Vice-President  
Chair, Finance Committee Member, Political Action Committee

**Trisha Roach**

**PSAC Ontario Regional Council  
Racialized Member Representative Report  
August 2025 - November 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 two National Human Rights and Equity Committee meetings.
- Started planning for the 2026 Ontario Racialized Members Conference.

**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