

Minutes of the Ottawa Area Council

April 13th 2022

Present

Name	Component & Local #	Position
Ruth Lau MacDonald	UNE 70501	Chair
Louise Sicard	UHEW 70008	Treasurer
Kerry Gervais	UHEW 70008	Director
Will Tait	GSU 70013	Director
Delegates		
Virginia Noble UNE, RVP		
Yves Cadieux President of Local 70028 with UHEW		
Chantal Dunn 70027 UNE		
Karen Kenniphaas CIU 70066		
June Dale UNE 70059		
Virginia Noble UNE, RVP		
Danielle Moffat Agriculture Union - Local President (70138)		
Diane Girouard UHEW RVP-NCR		
Hayley Millington UNE, Local 70263		

Staff

Fathiya Wais: Regional Representative

Alex Silas: REVP

Guests

N/A

Regrets

Name	Component & Local #	Position
Sinaa Agah	GSU Local 70013	Secretary
Jennifer Tattersall	UHEW 70018	Director

Agenda

6:00pm	Open Meeting <ul style="list-style-type: none">Agenda ApprovalRoundtable:<ul style="list-style-type: none">Name & Role on OAC	Chair Secretary to take attendance
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6:15pm	<p>Forward Agenda</p> <ul style="list-style-type: none"> • Meetings will continue to be held on the second Wednesday of each month. • Meetings will be held virtually until further notice <p>Discussion/Questions?</p>	Ruth
6:20pm	<p>Request for donation</p> <ul style="list-style-type: none"> • Human Rights Tribunal of Ontario decision regarding unionized employee's right to file claims. • See email request <p>Decision: Approve or Reject</p> <ul style="list-style-type: none"> • Amount? <p>Discussion/Questions?</p> <p><i>Note: The OAC does not have a finalized Budget at this time. Budget is in development but we can transfer funds.</i></p>	Haley Millington <i>PSAC Rep on the OFL's Workers of Colour committee</i>
6:40pm	<p>OAC Brainstorm</p> <ul style="list-style-type: none"> • Break-out groups • # of questions • Choose a speaker to share a summary once we return from break <p>Discussion/Questions?</p>	OAC Executives
7:00pm	Break!	Everyone
7:10pm	<p>OAC Brainstorm Review</p> <ul style="list-style-type: none"> • Question by Question • Speaker from each group to share highlights • The results will inform the OAC 3-year plan budget we will develop for the PSAC NCR Treasurer. • A final version of the 3-year plan will be presented at our May meeting <p>Discussion/Questions?</p>	<p>Ruth</p> <p>Group Speakers</p> <p>Louise</p>
7:30pm	<p>Open Floor</p> <ul style="list-style-type: none"> • Use the raise hand function • Please state your name at the beginning so our Secretary can take accurate meeting minutes 	Everyone

8:00pm	<ul style="list-style-type: none"> • End meeting <ul style="list-style-type: none"> • Action items • Roles and responsibilities • Timeline for meeting notes 	Thank you!
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1. Call to Order 6:05 PM
2. Unceded First Peoples Land Acknowledgement - Statement from the Chair on commitment to OAC objectives.

3. Forward Agenda 6:18 PM

At present meeting times to remain the same 6-8pm, executive meetings to be made transparent. Sister Dale recommended addressing time change for meetings - to be referred to the executive.

4. Information sharing session 6:21 PM

Sister Hayley Millington (PSAC Rep. Workers of color) provided information on Human Rights Tribunal of Ontario, proceedings to close the door to unionized employees to seek recourse through the tribunal. HRTTO is proposing that Union components and employer Labour Relations should deal with unionized employees in these cases. Decision of Tribunal refused intervention of racialized workers. Sister Hayley asked for OAC and PSAC to keep a close eye on the situation. This will impact equity seeking members recourse on human rights issues with the employer. Financial assistance is not being sought at this time. HRTTO refused CBTU request for intervenor status. If HRTTO is successful, backlog cases for unionized workers will be nulled. Brother Silas - PSAC is seeking the same intervenor status as CUPE holds. OAC to keep the issue on our agenda for possible action in the near future. Sister Noble requested clarification from sister Hayley on HRTTO refusal to CBTU. Sister Ruth voiced her support for future support.

5. OAC Brainstorm 6:35 PM

Meeting was separated into 3 breakout rooms (See annex 1)

6. Break

7:00 PM

7. OAC Brainstorm Review

7:10 PM

Sister Louise cited the following for keystone events, December 3 - International Day for Human Rights , Persons with disabilities days, May 29-Jun 4 National Accessibility Week and to support other committees on these issues. Sister Diane commented that human rights days leadership is under equity committees with possible OAC participation. Sister Ruth, Need to seek clarification if Pride is an OAC Keystone event or if we will follow the lead of the regional Pride Committee given comments by Sister Diane..

Sister Hayley, May Day plans - can brother Silas speak on the overall framework for this? Brother Alex spoke on plans for May day, to be in person this year with a rally based on a workers first agenda. OFL and community groups included in the planning - plans for a noon rally starting at the Provincial Court House in Ottawa tying into Provincial Election in Ontario. This will be connecting May Day to bargaining / wages / equity and cost of living. Alex spoke to the present stage in bargaining. Sister Hayley, follow up - mobilizing and engagement with members, what type of communications are being planned by PSAC? Brother Alex - Organizing Treasury board mobilization is a priority, once this is completed May Day communications will be implemented through newsletter blast, social media advertising. He suggested OAC contribute to communications ideas / videos.

Sister June, commented on keeping the OAC within its bounds - and keeping out of the jurisdictions of other committees under sub-section 7 Area Councils of PSAC constitution mentioning that OAC is mandated by constitution. Sister Ruth, commented that OAC can provide assistance and resources to other committees. Sister Ruth, posted link to OFL May Day postcard / information campaign for members. Brother Alex provided link to FTQ site. <https://vlfs8a.typeform.com/OFL-order-form?typeform-source=oFl.ca>

<https://ftq.qc.ca/1er-mai-2021/>

Sister Kerry asked Brother Alex about the theme for this year's May day Campaign. Brother Alex said a main theme has not been decided yet. Sister Ruth suggested a to do list - list of volunteers for May Day events, Ruth asked for a future vote on OAC contributions to OFL and community groups (to be reviewed). Also, how do we get non-delegates involved in OAC?

8. Open Floor

7:30 PM

Sister Noble voiced concerns over TB plans for 4 year CA and how this is being communicated. Brother Alex commented that he will bring this point back to communications and bargaining team. Sister June, commented that CRA attempted the same tactic as TB previously. Sister Danielle, noted that TB tried to implement a 4 year contract in the last CA negotiations, the bargaining team is not willing to give in on this. Sister Chantal, commented on the disconnect between members and PSAC - engagement problems since covid, onboarding new employees and the issues with Locals under trusteeship in communicating with members. Brother Alex, commented that lists are paramount, personal cell phones / email, if locals are under trusteeship Components are responsible to communicate with members.

Brother Alex congratulated the OAC on its new approach.

9. Meeting Adjourned

8:00 PM

Instructions

- 20 minutes for Break-out: 5 minutes per question
 - On the left side of your screen there is a vertical toolbar - select the sticky-note icon to create a new note (or use Ctrl+Shift+P).
 - When sharing in your group, please make sure everyone has an opportunity to speak.
 - To move on to the next slide/question, use the horizontal toolbar at top of your screen - click left or right to move through the Brainstorm jamboard.
-
- 20 minutes pour les discussions en petits groupes : 5 minutes par question
 - Sur le côté gauche de votre écran se trouve une barre d'outils verticale - sélectionnez l'icône de la note autocollante pour créer une nouvelle note (ou utilisez Ctrl+Shift+P).
 - Lorsque vous partagez avec votre groupe, veillez à ce que chacun ait la possibilité de s'exprimer.
 - Pour passer à la diapositive/question suivante, utilisez la barre d'outils horizontale en haut de votre écran - cliquez à gauche ou à droite pour vous déplacer dans le tableau de Brainstorm.

Question 1: Keystone Events for the OAC.

Question 1 : Événements clés pour le CRO.

Who, What, Where, When, Why...

Qui, Quoi, Où, Quand, Pourquoi...

**Labour
Day
Parade**

**General
Election**

**talking
with
MPs**

**Day of
Remembrance for
Workers who have
fallen**

**Finding what
the PSAC
convention
has as
priorities**

**December
6 - VAW
Day**

**Pride
Parade**

Remembrance Day

**National Day
for Truth and
Reconciliation**

Events the group wants to see
the OAC participating at

Question 2: May Day OAC's Role and how we can contribute to events already being organized

Question 2 : rôle du CRO lors de la Journée internationale des travailleurs et des travailleuses et comment nous pouvons contribuer aux événements déjà organisés.

Question 3: Events and Activities (outside of keystone events)

Who, What, Where, When, Why...

Question 3 : Événements et activités (en dehors des événements clés)

Qui, quoi, où, quand, pourquoi...

Question 4: Member Capacity and Interest

Question 4 : Capacité et intérêt des membres

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Visibility - Flags, communications essential - push OAC webpage communication - Bring action points back from OAC meetings to Locals

Hayley - feed into PSAC planning for May Day - Workers of Colour - TRC - FBEC - intersectionality -

Chantal - Indigenous Circle PSAC news Letters to inform members

OAC thinking piggy backing with a Community Group in Ottawa with May Day Block Party - support, what does it look like

be for membership - important to be used voice our issues (Union) Engaging our own membership should be paramount especially in light of current bargaining. Planning from PSAC - Alex what is the grand plan from PSAC and

Chantal - Pandemic has hampered engagement with members - communications essential - May Day front and center on PSAC website - Recorded message?

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**International Day for
Persons with
Disabilities - Dec 3,
2022 -- possible tie
in with Human
Rights Day, Dec 10,
2022**

**National
Access Ability
Week - May 29
to June 4 --**

**Education: Info
sessions on what
disability is and the
Accessibility Act**

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**Return to
the
workforce
--**

**TB Bargaining
Mobilization --
Lunch & Learn,
mobilization
activities**

**May 1 --OLC -
rally outside
the provincial
courthouse on
Elgin - start
time: noon**

**Volunteers/Attendanc
e at May Day! ie:
Attendance, Donation**

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**Solidarity
Ottawa
???**

Local community
drives / campaigns
(Food Bank, Soup
Kitchen, Homeless
Shelters, Mission)

Question 4: Member Capacity and Interest

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Support in
Campaigns --
Karen

Treasurer
-- support
in any
way I can

Undecided -
Danielle

As President of my
local - MUST attend
OAC meetings every
month as pr our
Bylaws