



Report of the 2021 Ontario Region Annual Presidents Conference

November 17 – 21, 2021

TABLE OF CONTENTS

Contents

Message from the National Vice Presidents_____	1
Ontario Region Structure_____	2
Conference Agenda _____	4
Conference Summary _____	8
Report of the ORC Finance Committee _____	11
Report of the By Laws Committee _____	13
Report of the Structure and Orientation Committee _____	14
Report of the Communication and Education Committee_____	15
Reports of the Ontario Regional Council Members_____	15
Reports of the Standing Committees and National Union Representatives _____	16
Report of the Resolutions Committee _____	17
Q&A with CEIU National President Eddy Bourque and National Executive Vice President Crystal Warner _____	20
Accountability with the NVP's_____	22
Elections_____	24
Special Events_____	25
Closing Statements _____	26
Contact the Ontario Regional Council _____	26

Message from the National Vice Presidents

The Ontario Region NVPs and the Ontario Regional Council are pleased to share the report of the 2021 Annual Presidents Conference.

We, the Ontario Region NVPs were sworn into office on August 19th, 2021 at the CEIU National Triennial Convention (August 13-20, 2021). This gave us 3 months to plan and host the conference whilst learning the duties of a NVP, *and* working to meet the needs of the region at both the regional and national levels. Luckily, we are supported by a fantastic team of regional leaders on Ontario Regional Council (ORC); and while we may not have been able to include everything we wanted to as part of the conference, we were able to conduct the work of the region in a manner that was timely, respectful of pandemic restrictions and considerate of the personal concerns of delegates and observers.

Since November, ORC has been meeting regularly to wrap up the business of the conference, and implement what we heard from delegates. We anticipate a mid-year all Presidents Zoom call to discuss progress made, proposed changes and next steps.

We thank our delegates, observers, and special guests (including the CEIU National President, CEIU National Executive Vice President and the Assistant Deputy Minister, Service Canada Ontario Region) and CEIU Staff for contributing to the success of our conference. Hopefully our 2022 conference will be held in-person so we can really get to know each other.

Am Kuar Singh & Phil Matheson

National Vice-President Ontario Region
Canada Employment and Immigration Union/Syndicat de l'Emploi et de l'Immigration du Canada
275 Slater Street, Suite 1204, Ottawa, ON K1P 5H9

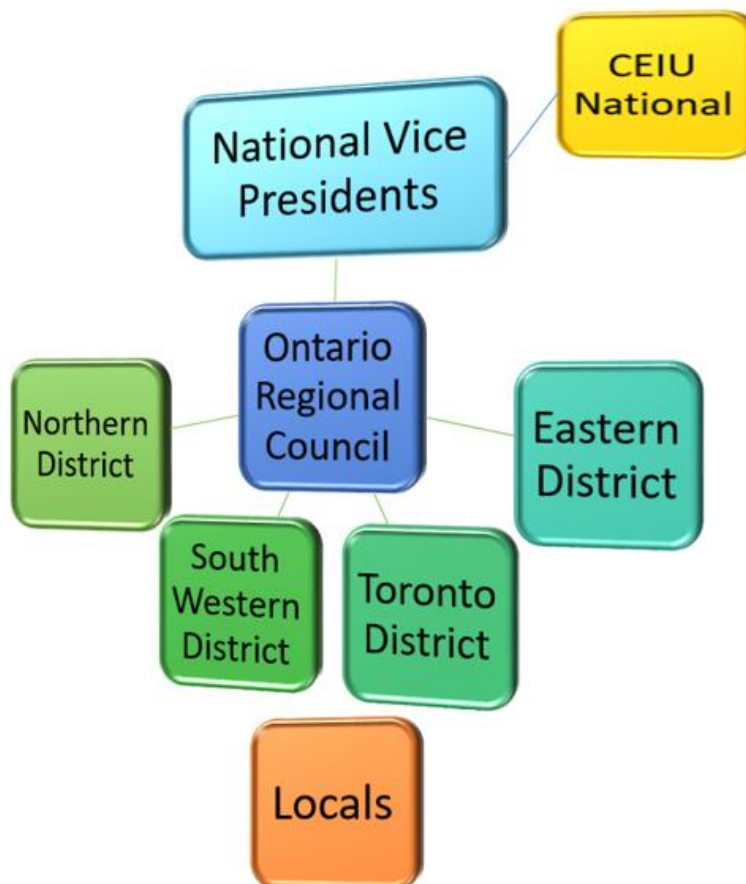


CEIU – ONTARIO REGION

Ontario Region Structure

The Canada Employment and Immigration Union was established with the merger of the Economic Security Employees' National Association (ESENA), and the Manpower and Immigration Union on November 6, 1977. CEIU currently represents members at Employment and Social Development Canada (ESDC), the Immigration and Refugee Board (IRB) and Immigration, Refugees and Citizenship Canada (IRCC).

The National Vice-Presidents, as per CEIU National Bylaw 14.5 (c) in conjunction with the National President, are responsible for the administration of union affairs in their Regions. In Ontario Region, this governance is supported by the Ontario Regional Council (ORC), comprised of District, Departmental and Equity representatives for our members.



CEIU – ONTARIO REGION

ORC AT A GLANCE

The ORC is responsible for determining the rules and regulations necessary for the administration of the affairs of the Region between Annual Presidents' Conferences. Council members serve as the voice and vote of their members, outside of the Presidents Conference where accredited delegates perform that duty.

Position	Name
National Vice President	AM KuarSingh Phil Matheson
Human Rights Race Relations Representative	Sarita Censoni
Women's Representative	Lesley Magee
ESDC Departmental Representative	Scott McIntosh
IRCC Departmental Representative (Interim)	Julie Nanquil
IRB Departmental Representative	Doreen Dixon
South-West District Representative	Lyle Gall
Northern District Representative	D'Arcy Gauthier
Eastern District Representative	Sean McNeill
Toronto Area District Representative	Mofizul Islam

Council members are elected by Ontario Region members in good standing, of their constituency for a three (3) year term. The next three-year term will commence January 1, 2024.

More information on the roles and responsibilities of the ORC membership can be found in our [Regional Bylaws](#).

If you would like to attend a meeting of the ORC as an observer, please contact oninfo@ceiu-seic.ca to be informed of upcoming meeting dates.



Some members of ORC. Pictured are Lyle Gall and Mofizul Islam in the back row. Seated in front are D'Arcy Gauthier, Sean McNeill and Lesley Magee.

CEIU – ONTARIO REGION

Conference Agenda

Day 1 – Wednesday November 17th, 2021

8:30 am – 9:45 am

- Indigenous opening by Dan Ducharme
- Reading of the CEIU Statements on Harassment and Unjust Profiling
- Welcome message by National Vice Presidents
- Credential Committee- introduction and report
- Adoption of the Agenda
- Introductions - Ontario Regional Council (ORC) & Special Guests

9:45 am – 10:00 am morning break

10:00 am – 11:30 am

- ESDC Regional Union Management Consultation Committee (RUMCC) meeting

11:30 am – 12:30 pm

- ORC Finance Committee introductions- 2020 Financial Statement presentation and adoption
- ORC Finance Committees' 2021 Financial Statement update
- ORC Finance Committees' 2022 Budget presentation and adoption

12:30pm – 1:30pm lunch break

- Credential Committees' report
- ORC Finance Committees' 2022 Budget presentation and adoption

2:45 pm – 3:00 pm afternoon break

- ORC reports; Northern District Rep D'Arcy Gauthier
- ORC reports; IRB Departmental Rep Doreen Dixon
- ORC reports; Women's District Rep Lesley Magee
- Door prize draws; 10 prizes of \$50 each
- Observer comments

4:00 pm end of day

CEIU – ONTARIO REGION

Day 2 – Thursday November 18th, 2021 8:30 am start

8:30 am – 9:45 am

- Credential Committee report
- ORC Bylaws Committee report and adoption

9:45 am – 10:00 am morning break

- CEIU National President Eddy Bourque & CEIU National Executive Vice President Crystal Warner- presentation and question/answers,
- HRRR NVP Sebastian Rodrigues – presentation and question/answer

12:00 pm – 1:00 pm lunch break

- Credential Committee report
- Resolutions Committee report

2:15 pm – 2:30 pm afternoon break

2:30 pm - 4:00 pm

- Resolutions Committee report continued
- ORC Reports- Eastern District Rep Sean McNeill
- ORC Reports- HRRR Rep Sarita Censori
- How to complete CEIU Expense claim form
- Door prize draws & Observer comments

4:00 pm end of day

Day 3 – Friday November 19th, 2021 8:30 am

8:30 am – 9:45 am

- Credential Committee report
- Resolutions Committee continued

9:45 am – 10:00 am morning break

- National Vice President's AM KuarSingh & Phil Matheson accountability session

12:00 pm – 1:00 pm lunch break

CEIU – ONTARIO REGION

- Credential Committee report
- NUR Presentation question/answer period
- ORC Communication/Education Committee report presentation and adoption

2:15 pm – 2:30 pm afternoon break

- ORC Structure and Orientation Committee report presentation and adoption
- NVP Woman's West Lynda MacLellan – presentation and question/answer
- Door prize draws & Observer comments

4:00 pm end of day

8:00 – 10:00pm - Virtual meet and greet

Day 4 – Saturday November 20th, 2021

8:30 am – 9:45 am

- Credential Committee- report
- **Elections Chairperson report and presentation**
- CEIU Ontario Women's Committee report presentation
- Election for Women's Committee

9:45 am – 10:00 am morning break

- CEIU Ontario Front End/Outreach Committee report presentation
- Election for Front End/Outreach
- Special presentation - Judy Phillips and Genie McDougall Recognition

12:00 pm – 1:00pm lunch break

- Credential Committee- report
- CEIU Ontario Collective Bargaining Committee report presentation
- Collective Bargaining Committee elections
- Racially Visible Action Committee report and elections
- LGBTQ2+ Committee report and elections

2:15 pm – 2:30 pm afternoon break

CEIU – ONTARIO REGION

- First Nation, Metis & Inuit Committee elections
- Differently Abled Committee report and elections
- Team Leader/Supervisor Committee elections
- Health Safety and Security Committee report and elections
- Door prize draws & Observer comments

4:00 pm end of day

Day 5 – Sunday November 21st, 2021

8:30 am – 9:45 am

- Credential Committee report
- Elections Chairperson election
- ORC report, IRCC Rep, Sarah Chung
- ORC reports, ESDC Departmental Rep, Scott McIntosh
- ORC reports, Southwest District Rep, Lyle Gall
- ORC reports, Toronto District Rep, Mofizul Islam

9:45 am – 10:00 am morning break

- Regional needs workshop- break out rooms, follow up in plenary
- Regional priorities determination

12:00 pm – 1:00pm lunch break

- Credential Committee report
- Bargaining update with Sargy Chima, PSAC Bargaining Team member- PA Table and Common issues table & D'Arcy Gauthier- PSAC Bargaining Team member- PA Table
- 2021 President Conference Evaluation Polls & Final Door prizes
- Closing comments from NVP's AM KuarSingh & Phil Matheson

3:00 pm – Closing by Dan Ducharme

CEIU – ONTARIO REGION

Conference Summary

Opening Highlights

The Conference was called to order by Phil Matheson at 8:34am. This was a hybrid conference with most of the Ontario Regional Council (ORC) attending in-person, respecting all safety guidelines and restrictions. All other participants and guests attended by videoconference.

Indigenous Opening: The Indigenous opening was done by Dan Ducharme, an Indigenous leader in his community and the federal public service. Dan is also a former CEIU member.

Anti-Harassment Statement and the Unjust Profiling Policy Statement: Reading of the CEIU Statements on Harassment by D'Arcy Gauthier, with the harassment coordinators identified as Lesley Magee & Lyle Gall. Reading of the CEIU Statements on Unjust Profiling by Sarita Censoni

Report of the credential committee: Activists Wendy-Ann Moulton and Lisa Prescott provided the Report of the credential committee - **39 delegates, 4 observers**. The motion to accept was **carried**.

Agenda Adoption: Moved by D'Arcy Gauthier and seconded by Chris Perruzza. The motion was **carried** after a minor adjustment that switched the allocated order for the reports of the Women's NVP West and the Women's committee (m/s Lynda MacLellan & Lesley Magee).

Ontario Regional Council (ORC) Introduction: The Ontario Regional Council (ORC) was introduced to delegates by NVP Phil Matheson.

Regional Union Management Consultation Committee (RUMCC)

The Regional Union Management Consultation Committee (RUMCC) for Service Canada Ontario Region was invited to hold their regular monthly meeting via our platform with our delegates as observers. Many of our members do not have the opportunity to see what happens at these joint Union-Management meetings, and it was a wonderful opportunity to share the experience. We thank co-chairs Mary Ann Triggs & Trisha Roach for working with us to facilitate this session.

Vaccination Update: Of the 7603 staff at Service Canada:

- 6988 completed the vaccination status attestation
- 6021 were fully vaccinated; 300 were partially vaccinated; 35 were unvaccinated,
- There were 150 accommodation requests; inclusive of medical, religious accommodations and charter rights.

Administrative Leave without Pay: There were three 3 leave without pay related communiqués, planned to be sent to employees

- 1st letter; Leave without pay for unvaccinated employee
- 2nd letter: Impact of leave without pay, and potential return to work options; and
- 3rd letter: Impact on pension, benefits. (to be sent 4-5 weeks after LWOP initiated)

CEIU – ONTARIO REGION

Update on 699 Leave: a brief update on eligibility, and policy changes messages was shared.

Rapid Antigen Testing: An overview of the Rapid Antigen Testing policy, in place since Nov 15th for members awaiting DTA decisions was provided. It was also shared that members on Administrative Leave without Pay had their system and onsite access taken away.

Vaccination Support Network (VSN): A high level introduction of the VSN, its members, the ticket and service system was shared. VSN completed 813 request/2 pending; and a 99.7% response rate.

In response to questions submitted by members prior to the conference, Mary Ann Triggs provided the following key points in regards to responses:

Question	ADM's Response
Why force members working remotely to be vaccinated when they do not pose a risk to others?	Telework is not substitution for vaccination
Will members on Administrative Leave without Pay be eligible for EI?	ROE and eligibility for EI are done on case-by-case basis
For pregnant members unable to receive the vaccine, what information is required to avoid being placed on leave without pay?	For Pregnant women, an affidavit and pertinent information are required,
If members are mandated to be vaccinated and become sick/experience side effects, will 699 leave be available to them?	Sick leave is to be used for illness related to vaccine side effects

Questions from the floor:

Question	ADM's Response
What of employees who were advised that their LWOP would begin on a certain date, were cut off from the system earlier, preventing them from attesting and throwing their pay status off track?	That member should call their manager ASAP, to be supported immediately. In addition, the Vaccination Support Network (VSN) also assist employees.
A member experienced severe side effects to the vaccine and unable to work was instructed by Labour Relations to apply to WSIB and not use 699. Is this that is the position of the department?	The local, the employee and the department should meet post conference to determine the follow up course of action together.

CEIU – ONTARIO REGION

Does vaccine related leave without pay LWOP lead to termination, and if so what is the process leading to termination?	No guidance on termination, but members on LWOP will receive an ROE, have their security/network access revoked, and must return all work equipment.
Are commissionaires are mandated to be vaccinated.	Commissionaires are required to verify vaccination and only vaccinated commissionaires are provided.
Unvaccinated clients are allowed in the office Is there any consideration of an appointment system to ensure clients are vaccinated.	The mandate does not apply to clients. Screenings are done. E-services have been improved to reduce in person traffic. Vulnerable people need access.
The use of Plexiglas as physical barriers was insufficient due to gaps. What is the status of proper Plexiglas shields?	Mary Ann Triggs answered that the Director General, Citizen Services Branch would follow up re Plexiglas issue and social distancing in lines.
Will there be changes to the number of clients allowed in offices? Will the union will be consulted? The vulnerable people are stuck in line with non-essentials Perhaps there could be 2 lines, separating types of services.	There were no plans to increase the occupancy capacity of Service Canada Centers at that time. Public health guidelines had been updated where there were changes, the Union (Nat'l) would have been consulted. Client triage was confirmed as meriting further discussion.
Clarification on 699 leave criteria – a member who became ill from the vaccine was instructed to use sick leave despite the illness being a result of the mandate.	The TB policy on 699 Leave provides 699 leave for the time required to obtain the vaccine but any illness must be covered by the negotiated leave for illness which is sick leave.
Could the ADM speak on the issue of a member who did not attest but requested doctor supported medical leave and was denied. The member was put on LWOP.	The ADM was not aware of the situation and could not speak to the situation. Labour Relations would look into the individual case.
Will the Employer be providing N95 masks as recommended by Public Health?	The ADM has not heard anything on it but they will follow guidelines if they change.
Why does it take so long for staffing concerns to be filled? (retired and parental backfills?)	Re Retirements /Parental leave: dates often change. The ADM gave an overview of staffing processes.
The policy on 699 leave keeps changing but the collective agreement is clear on when it applies. Members should be able to access.	Done on an individual basis. When negotiated, the pandemic was not a factor. Members can still apply, but management has to follow Treasury Board policy.
Racialized members do not have the same access to the talent management system and this is a visible gap in a top 100 Diversity employer. What is being done to address this?	There are steps in place to ensure access to opportunities but there are no statistics regarding racialized groups and the talent management system. The ADM is open to discussing further. Delegate from Local 638 shared that he feels the talent management system is well implemented in his local.

CEIU – ONTARIO REGION

Report of the ORC Finance Committee

Financial Statement for the Region

Lesley Magee spoke on behalf of the finance committee, and introduced its members:

- Lesley Magee (chair of finance committee)
- Mofizul Islam,
- Scott McIntosh,
- AM KuarSingh (NVP)
- Phil Matheson (NVP)

The Region's Financial Statement for the 12 months ending December 31 2020, was shared virtually on screen but it was also available on the CEIU Regional website for download. The committee chair reviewed each line of the CEIU ON financial statement for 2020 with delegates, providing explanations and details for revenue and expenditure.

The impact of the restrictive pandemic response measures saw a sharp decrease in expenditure as meetings and conferences were cancelled. At the same time membership increased as the employer had to expand to meet the increased need for services. This translated into above budget revenue from regional dues,

	Actual	Budget	Variance
Income	\$609,852.78	\$553,819.00	\$56,033.78
Expenditure	\$150,682.32	\$549,819.00	\$399,190.68

The largest expenditures for the region were the President's Conference and Regional Council expenses which were still 58% and 52% of their allocated budgets respectively.

Question from the floor: Why the bank fees were so high and could we lower?

Answer: Mofizul and Phil explained that all monies were managed by the national office and there were investment brokerage fees included in the charges. We were not able to change as it would impact all regions and that was a decision the Financial Director would have to take to the National Executive for review and adoption.

Valerie Fargey **motion** to adopt the CEIU ON financial statement for 2020, Chris Peruzza seconds. Motion **Carried**.

CEIU – ONTARIO REGION

Ontario Regional Budget 2022

The Finance Committee worked closely with the Director of Finance and Administration in reviewing the region's finances and in developing a one-year, unbalanced budget for the 2022, with no dues increase, that allowed for ongoing and one-time resolutions. The Committee considered all projected operating expenses, some which can be forecasted with accuracy, and others which have been estimated based upon historical data and future needs.

- The committee chose to work with a one year budget as opposed to the traditional three (3) year cycle in order to utilize monies from our surplus funds to address the urgent needs of the Region. Given these uncertain/volatile labour conditions the committee will reassess the budget cycle based on the needs of the Region in 2022.
- The carry-over of committee funds remaining from 2021 into 2022 was secured to help support the committees as they work to engage and support our membership as spending patterns shift with easing of restrictions tied to the pandemic.
- Given the increasing costs associated with operating a union in Ontario Region, the committee addressed the need for greater fiscal investment in our members while remaining cautious and fiscally conservative. The committee has invested increased funding with the intention of increasing member engagement and support.

2022 Budget Overview

Total Projected Income	\$1,065,035.00
Total Projected Expenses	\$1,466,116.00
Income Less Expenses	- \$401,081.00

Key allocations include:

- Membership Representation \$150,000.00
- Training \$250,000.00
- Stewards Network \$50,000.00

A **motion** to pass the budget was made by Sean McNeill and seconded by Val Fargey. The motion was **carried**.

Lesley Magee then presented the 2021 financial status update to delegates (information only). The Financial Committee Chair **motioned** to adopt the financial committee report. This was seconded by Mofizul Islam. The motion was **carried**.

For questions about the 2022 Budget, please email the finance committee at oninfo@ceiu-seic.ca.

Report of the By Laws Committee

Overview

The committee met under the leadership of 2 different administrations. Committee members were:

- Lyle Gall – (Chairperson)
- D'Arcy Gauthier – (Alternate Chairperson)
- Sarah Chung – IRCC Rep
- Doreen Dixon – IRB Rep
- Sarita Censoni – HRRR Rep
- AM KuarSingh - CEIU Ontario NVP
- Phil Matheson - CEIU Ontario NVP
- Travis Lahnalampi - CEIU Ontario NVP (early 2021)
- Paula Woodcock - CEIU Ontario NVP (early 2021)

For the 2021 CEIU Ontario Presidents Conference, there were mostly administrative amendments put forth to indicate the corrections or deletions to the By Laws. Each of the changes were presented individually for debate and acceptance. With the exception of the following amendments from the floor, they were voted on and passed.

- a. Item #6 which addressed the position titles in Section 1: ONTARIO COUNCIL COMPOSITION. Lynda MacLellan motioned to remove the word “issue” from the phrase “one representative for Womens Issues. This was seconded by Val Fargey. **Motion was carried.**
- Lynda Maclelan motioned to remove the word “issue” from the phrase, “one representative for Human Rights Issues”. Chris Peruzza, seconded. The **motion was carried.**

The Chair of the By-Laws Committee motioned that the report be accepted in its entirety and was seconded by Darcy Gauthier. The **motion was carried.**

The full Committee Report can be found on the CEIU Ontario Region website for your review.

If you have questions about the By-Laws Committee, or how you can submit resolutions to effect changes to the CEIU Ontario Region By Laws, Policies and Regulations, please email the By Laws Committee at oninfo@ceiu-seic.ca .

Report of the Structure and Orientation Committee

The Structure & Orientation Committee engaged in 2 major undertakings in 2021: Local Administrative Review, and a review of the Roy Page Scholarship.

Serving as a coordinating subcommittee in support of the CEIU National local administrative review initiative, the committee provided advice and recommendation to CEIU National on how to effectively distribute the work in the region – the largest region in CEIU. The committee has been working with the local executive to ensure financial compliance, general membership meeting compliance, and leadership elections, including facilitating any necessary training to fulfill this work. This initiative will be ongoing in 2022.

The 2020 Roy Page Scholarship competition was paused due to limitations brought on by the pandemic response measures. The ORC, based on a recommendation of the Structure & Orientation Committee agreed to combine the 2020 and 2021 scholarships into a single offering of six scholarships, with a one-time allowance for first- and second-year students to accommodate the missed year.

The report was moved by the Chair, Sean McNeill, and seconded by Sarita Censoni. The **motion was carried**.

The Structure and Orientation Committee Report can be found on the CEIU Ontario Region website for your review.

If you have questions about the Structure and Orientation Committee, the Roy Page Scholarship, please email the By Laws Committee at oninfo@ceiu-seic.ca.

If you have questions about the administrative status of your Local, please check in with your Local Executive before reaching out to the Committee. If you are unable to reach your Local Executive or do not know how to contact them, the Committee is happy to assist you.

Report of the Communication and Education Committee

The Communication and Education Committee provided a summary of activities to date which included:

- Monthly All Member Engagement Calls (via Zoom)
- Website Review and Updates
- Winter Training Schedule

Ongoing/Upcoming Activities include planning for the 2022 Training cycles.

The Communication and Education Committee Report can be found on the CEIU Ontario Region website for your review.

If you have questions about the Communication and Education Committee, ongoing training opportunities, submitting content for the regional website or if you would like to add your name to the distribution lists for regional engagements, please email the committee at oninfo@ceiu-seic.ca.

Reports of the Ontario Regional Council Members

The members of ORC each provided a summary of activity report can be found on the CEIU Ontario Region website for your review. Delegates had the opportunity to ask members questions. ORC is comprised of the two NVPs and:

- Northern District Representative
- Toronto District Representative
- Eastern District Representative
- Southwest District Representative
- Regional Women's Representative
- Human Rights Race Relations Representative
- Immigration, Refugees and Citizenship (IRCC) Representative
- Immigration and Refugee Board (IRB) Representative
- Employment and Social Development Canada (ESDC) Representative

The Ontario Regional Council Members Reports can be found on the CEIU Ontario Region website for your review.

CEIU – ONTARIO REGION

Reports of the Standing Committees and National Union Representatives

There were seven standing committee reports presented to the delegates at the conference which detailed the activities and plans of the standing committee:

- Frontend Outreach Committee Report
- Racially Visible Action Committee (RVAC) Committee Report
- Health, Safety and Security Committee Report
- Women's Committee Report
- First Nations, Metis & Inuit Committee Report
- Differently Abled Committee
- LGBT2Q+ Committee

The **CEIU National Union Representatives for Ontario region** provided a report to delegate which highlighted the general trends and patterns identified in our region in 2021. The goal for 2022 is to

- streamline communications
- develop strength and capacity within the local executives and membership
- provide technical advice on collective agreement and policy interpretations
- provide duty to accommodate support

Amit Tandon, and Brad Stoodley Ontario NURs, presented the report on behalf of the Ontario Regional Union Office team.

Ontario Regional Union Office team.	
Jessie Reis-Huggins	National Union Representatives for Ontario
Amit Tandon	National Union Representatives for Ontario
Brad Stoodley	National Union Representatives for Ontario
Eric Mallet	Administrative Assistant

Each of these reports can be found on the CEIU Ontario Region website for your review

CEIU – ONTARIO REGION

Report of the Resolutions Committee

The members of the Resolutions Committee were Wendy-Ann Moulton (Chair), Doreen Dixon, Dina Reyes, Mofizul Islam, Lisa Prescott, Scott McIntosh, Thu Trinh, Rubina Boucher, and Lorenza St. Martin.

The Committee reviewed 11 resolutions - 7 General Resolutions, 1 Bylaw Resolutions, 3 Finance Resolution. They voted concurrence on 10 resolutions, and non-concurrence on 1 resolution

The Chair presented the Committee's recommendations. The Committee's recommendations were moved by Wendy-Ann Moulton and seconded by Doreen Dixon. Acceptance of the report was moved by the Chair and seconded by Paolo DiMarchi.

RESOLUTIONS – IN ORDER OF PRIORITY

(Please note that where there are financial implications, the resolutions were reviewed by the Finance Committee. Their comments can be found in the full report).

PRIORITY	RESOLUTIONS	DECISION
PRIORITY 1: BY-LAW RESOLUTION #1 (Resolution #7) SUBJECT: Racially Visible Action Committee Name	BE IT RESOLVED THAT CEIU Ontario changes RVACs name to the 'Racialized Action Committee' and that this change is reflected in the Bylaws and all other relevant regulations and policies.	Passed
PRIORITY 2: Finance Resolution # 1 (Resolution #1) SUBJECT: Equity Designation for LGBTQ2+	BE IT RESOLVED THAT CEIU Ontario's LGBTQ2+ Standing Committee be allocated a campaign budget of \$10,000.00 to develop and produce a short video clip advocating for designated status for LGBTQ2+ citizens as an Equity Group. The video would consist of a series of short interviews with LGBTQ2+ leaders currently and/or formerly in various levels of government, edited together and shared on various social media platforms BE IT FURTHER RESOLVED THAT CEIU Ontario Region fund this amount from an appropriate provisional account.	Passed

CEIU – ONTARIO REGION

<p>PRIORITY 3: Finance Resolution #2 (Resolution #5)</p> <p>SUBJECT: Front End Audit Ad Hoc Committee</p>	<p>BE IT RESOLVED THAT Ontario Regional Council (ORC) establish an ad hoc audit committee of 4-6 members, to conduct an audit of front-facing offices across Ontario by the end of the 2022 calendar year, targeting a sample of offices from each district, with the intent of assessing health, safety and wellness concerns of impacted members;</p> <p>BE IT FURTHER RESOLVED THAT the ad hoc committee be funded through any unused budget from the Front-End Outreach Committee in the years 2020/2021, supplemented where required by the member representation line item;</p>	<p>Passed</p> <p><u>Recorded against:</u> #37 Valerie Fargey, #33 Milan Vukadinovic</p>
<p>PRIORITY 4: General Resolution #1 (Resolution # 2)</p> <p>Subject: Ontario Region Base of Operations</p>	<p>Be it resolved that the ON NVPs work with ORC and the National Office to secure office space within the GTA/SW area to serve as a base of operations for regional activity.</p>	<p>Passed Unanimously</p>
<p>PRIORITY 5: General Resolution 2 (RESOLUTION #3)</p> <p>Subject: Agile Membership Communications</p>	<p>Be it resolved that the NVPs and ORC implement a mobile solution to this issue by December 31st, 2022;</p> <p>And be it further resolved that the funds be accessed from within the existing budget.</p>	<p>Passed</p> <p>Recorded against: Dina Reyes</p>
<p>PRIORITY 6: General Resolution 3 (RESOLUTION #4)</p> <p>Subject: Signage in client serving areas</p>	<p>Be it resolved that the CEIU ON NVPs raise to the National Executive the need to lobby the employer for a zero-tolerance campaign against any abuse to client-facing members;</p> <p>And be it further resolved that any signage relating to the campaign be of significant size (11 x 17 inches minimum) and prominently placed to ensure maximum visibility.</p>	<p>Passed</p>

CEIU – ONTARIO REGION

Non-Concurrence:		
FINANCE RESOLUTION # 3 (Resolution #6) Subject: Dues reduction	<p>BE IT RESOLVED THAT the Ontario Regional Council will undertake a thorough review to determine the feasibility of recommending a dues reduction of 30% (from 0.1542% to 0.10794%) and to report the findings of this review to the 2022 Presidents Conference; and</p> <p>BE IT FURTHER RESOLVED that the Ontario Regional Council will make a recommendation by way of a resolution to the 2022 Presidents Conference in relation to an appropriate dues decrease</p>	<p>Sean McNeil explained the process for voting on a non-concurrence prior to debate.</p> <p>D’Arcy Gauthier & Sean McNeil spoke against the non-concurrence.</p> <p>Non-concurrence remains (2/3+ voted non-concurrence)</p>
<p>Late Resolutions: The remaining concurrence resolutions were received late, and as per the bylaws could only be dealt with after all other business had been concluded.</p> <p>Motion to have all late resolutions addressed by ORC: M: Wendy Ann Moulton S: Scott McIntosh. Passed</p>		
Emergency Resolutions:		
<p>Submitted by Ontario Regional Council</p> <p>Rationale for emergency resolution: On November 18, 2021, the RCMP has re-invaded Wet’suwet’en territory for the third time in the last year. Skyler Williams has been a tireless activist in Ontario and across the country, engaging the indigenous peoples collective struggle in defending their land rights. Last night, Skyler and other land defenders have been arrested and we believe this is the appropriate time to accept an emergency resolution.</p>	<p>BE IT RESOLVED the Ontario Regional Council craft, distribute and publish a statement in solidarity with the Wet’suwet’en hereditary chiefs and Land Defenders of 1492 Land Back Lane; and,</p> <p>BE IT FURTHER RESOLVED the Ontario Regional Council encourage all delegates to engage in the continuous struggle of indigenous peoples across Turtle Island; and,</p> <p>BE IT FURTHER RESOLVED the delegation to the 2021 CEIU Ontario Presidents Conference approve a \$10,000.00 donation to the 1492 Land Back Lane Legal Fund.</p> <p>Moved: D’Arcy Gauthier Seconded: Mofizul Islam</p>	<p>Passed</p>

Q&A with CEIU National President Eddy Bourque and National Executive Vice President Crystal Warner

National President Eddy Bourque joined the conference via videoconference from Vancouver. He opened with a land acknowledgement and gave a brief biography of his union work as many of the delegates were meeting him for the first time. This included his work experiences for Service Canada, his union resumé within the New Brunswick region and a summary of key accomplishments since becoming the CEIU National President.

President Bourque spoke to the many challenges faced by the union currently, such as the hardships the federal vaccine mandates have caused for members, local leadership and staff. While the union supports a pro-vaccine stance, the implementation of the attestation process was done without union input, and the damage done to federal workers will be felt for some time to come.

He pointed out that the current negotiations happening between our PSAC Bargaining team and Treasury Board were not going as smoothly as we would like and urged delegates to seek ways to show solidarity and support to our bargaining team. A strong show of support sends a message to the employer that we will not settle for less. President Bourque congratulated delegate D'Arcy Gauthier, the Northern District Representative on his election to the national bargaining team and thanked him for his work on our behalf.

Other updates provided included Phoenix damages updates for retirees, 2022 pay equity project, JD revisions, DTA – Vaccine exemption requests, the end of by-law related timeline suspensions and ongoing discussions on telework. He also strongly encouraged Local executives to verify their membership list and to ensure membership cards are signed as there is a significant increase in RAND and unallocated members.

He added a special congratulatory message for the retirement of Judy Phillips and Genie McDougall who raised the bar on leadership and gave selflessly to the union and their members for most of their career in the public service.

Finally, the National President wished delegates well, congratulated Ontario Region for all the work done, especially the surge in training happening in the region, for passing the budget and then opened the floor to questions and/or concerns from participants. Questions included specific scenarios related to vaccine related DTA requests, the Pay equity project structure, staffing issues, changes to 699 leave, PSAC's role in resolving the RAND situation, and the plans for a dedicated union space within the GTA and surrounding areas.

CEIU – ONTARIO REGION

Q&A with CEIU National President Eddy Bourque and National Executive Vice President Crystal Warner (continued...)

National Executive Vice President Crystal Warner, also via videoconference, provided a short resume highlighting her work experience, her history as an activist prior to joining the union, as well as her various roles in CEIU that led her to the position of NEVP. As NEVP, she has learnt that many members are unsure of the duties/responsibilities for her position, so she shared some of the key portfolios she manages, the national committees for all three departments that she co-chairs, and the many ways she supports the operations of CEIU.

She rounded out the updates provided by President Bourque Provided from a practical perspective. For the vaccine-related updates, she added information about the work done on a reference tool to assist local stewards which was to distributed via Ontario's Administrative Support. This was something she personally spent many hours putting together with staff.

For the employers telework agreements and potential changes, she indicated that at the national table, CEIU was assured they would be consulted.

NEVP Warner provided an update on the PA conversion, noting that both her and the President were meeting with the employer on this matter. On the Health and Safety (H&S) front, the topic of ventilations issues on sites, and the concern of airborne transmission was discussed. The NEVP advised that this be brought up to every H&S table in the region.

Work was almost completed on the electronic bulletin board for unions on the employer site. Our Membership Engagement Officer, Ashley Petrin had been working closely with ESDC and it was to be launched shortly.

She shared some information regarding the hiring of staff for the Service Canada Ottawa call centre. These are new CEIU members, and she thanked the Eastern District Representative for his work with the local president in ensuring union orientation for these new hires.

The Immigration, Refugees and Citizenship Canada (IRCC) report on workplace racism was discussed. An internal audit and report, completed in May 2021, was published in the media in September 2021. CEIU issued a call for answers and action. More updates will follow.

The NEVP provided CEIU staffing updates, congratulated 2 retiring members, Judy Phillips and Genie McDougal; highlighted the work from the ON-NURs and Administrative assistant. Special mention was given to Suzanne Sorensen's 20 years of service for the CEIU as a BC administrative assistant.

Finally questions from the floor included queries on members who are moving locals, appointment on in-person services and local compliance initiatives and unadvertised hiring.

CEIU – ONTARIO REGION

Accountability with the NVP's

The NVP report was uploaded to the regional website and delegates were encouraged to view it. There was a single joint report for the NVPs as both Phil and AM subscribe to the maxim "One Region, One Voice". Led by Phil, they presented a PowerPoint presentation that highlighted the work done in the region since they were sworn in, as well as a high level view of their plans for the rest of their term.

They began by thanking their predecessors, their National leadership and colleagues, ORC, and CEIU staff for their collaborative efforts to date. Topics covered included:

- Bargaining activities and regional support
- The Vaccination policy and its impact on members
- Ongoing Phoenix issues
- Grievance backlog resolution
- Regional Union-Management Consultation Committee (RUMCC)
- Outreach to IRCC & IRB
- Annual General Meetings (AGMs)/Membership & Executive Meetings
- ORC and Standing Committees
- Their work on the CEIU National Executive
- The success of the Fall Education Schedule

The NVPs also talked about the future of the Region and our need to reconnect as people who are communities of strength. The driver for the remainder of the term will be to empower all members by providing access to the tools, resources and supports needed to stand up for ourselves and each other. Below is a high level plan of activities in the coming year:

Category	Activity
Education	<ul style="list-style-type: none">• Increased Training Opportunities (lectures, workshops, conference, external partners)• Increased access to resources (documentation, virtual networks)• Joint District opportunities/
Engagement	<ul style="list-style-type: none">• Increased interactive communications (forms, surveys, micro-missions)• Boost Standing Committee membership and activity• Lobbying/Rallying• Social Connections (Barbeques, Kids activities, social media)• Increased leadership/solidarity presence at worksites
Efficiency	<ul style="list-style-type: none">• Improved online tools (online registration, library, moderated discussion forums)

The NVPs then took questions from the floor.

CEIU – ONTARIO REGION

Questions from the delegates and Observers:

Can anything could be done to increase stewards' engagement? Ontario region will be investing heavily in a steward's network and training program that will hopefully contain incentives for participation. Ultimately, the long term goal is that each member is engaged and empowered to be their own steward.

Re: investing regional funds on a physical space, why isn't it a national responsibility? It's not a national responsibility *YET*. The NVPs have been working to establish the need for an office centrally located where there is the highest density of members in the region. Discussions are ongoing at the National Executive meeting and the goal of the regional office space is to be able to provide actual data on usage and demand. The NVPs hope to have national pick up the cost for the short term office space but they're still working on it,

Could there be Collective Agreement language change to include members as opposed to Representatives only accessing leave for representation related meetings? AM indicated that denials have been successfully dealt with on a case by case basis and we can continue this while negotiations are ongoing. Special guest Sargy Chima, BC NVP and member of the common issues bargaining team, provided details and suggestion about bargaining related to potential language change in the CA regarding union leave.

How does union activism tie into social justice? AM spoke on human and workers right and the importance of working together as a union to address all injustices. It was highlighted that social justice is not only a organisational responsibility, but a community responsibility and a personal responsibility. There is power in the collective. This is why the region is moving back into community activities, to ensure that the causes that are important to members are important to the region and that members feel supported. If the region is there for the communities we live in, the communities will be there for us when we need public support. All participants were invited to bring their ideas and events to ORC and to share their voice with us.

At the end of the accountability session, the NVP report was moved by AM KuarSingh and seconded by Phil Matheson. The motion was **carried**.

CEIU – ONTARIO REGION

Elections

AM KuarSingh served as the interim Elections Chair and provided the election procedures prior to the start of the official elections.

Election for Women's Committee

Julie Nanquil - 45
Susannah Johnny - 32
Celestina Martins-King - 30
Sarah Lynn Rylett – 29

Collective Bargaining Committee elections

Sarah Walraven - 38
Barry Lamont - 37
Dina Reyes - 31
Chris Perruzza - 26

LGBTQ2+ Committee elections

Not enough candidate to conduct an election (4 positions)
Sydney Lovell acclaimed
William Catanguai acclaimed
Garry King acclaimed

Differently Abled Committee elections

Not enough candidate to conduct an election (3 positions)
Lisa Canning acclaimed
Chris Perruzza acclaimed
Val Fargey acclaimed

Health Safety and Security Committee elections (4 positions)

Kavita Rao - 44
Thu Trinh - 35 (Later confirmed her choice for RAC, position offered to next candidate)
Danielle Lozon - 34
Cathy Suklje - 27

Election for Front End/Outreach

Not enough candidate to conduct an election (3 positions)
Wendy-Ann Moulton acclaimed
Bonnie Clark acclaimed

Racially Action Committee elections

Lorenza St Martin - 39
Mohamed Moinuddin - 36
Thu Trinh - 30
Leslie Pamphile – 27

First Nation, Metis & Inuit Committee elections

Not enough candidate to conduct an election (3 positions)
Jennifer Bankley acclaimed

Team Leader/Supervisor Committee elections

Not enough candidate to conduct an election (6 positions)
Kathryn Bunyan-McClendon acclaimed
Leslie Pamphile acclaimed
Miklos Mattyasovszky-Zsolnay acclaimed

Elections Chairperson election (1 position)

Paula Woodcock - 22
Lisa Canning - 11
Val Fargey - 10

CEIU – ONTARIO REGION

Special Events

Retirement of Activists Genie McDougall and Judy Phillips.

After decades of serving CEIU members at the Local level as presidents, Regional level on regional standing committees and at the National level as part of the National Human Rights committee, Genie McDougall and Judy Phillips began the next phase of their life as retirees. CEIU ON celebrated the two women of power, acknowledging their contributions and expressing our gratitude with small tokens of appreciations. Their departure has left a significant gap in our regions.



Genie McDougall receiving her token of appreciation from former ESDC Representative Bruce Flannigan



Judy Phillips receiving her token of appreciation from ORC Women's Representative Lesley Magee

Many delegates shared some of their experiences with these seasoned activists, speaking to the many ways these ladies went above and beyond in service. One member wrote a poem in their honour. There was a slide show of memories showcasing these special guests.

CEIU – ONTARIO REGION

Closing Statements

The conference closed on November 21st, 2021 with final remarks from CEIU President, Eddy Bourque and from both NVPs. A general overview of the conference activities was shared and delegates were invited to participate virtually in an evaluation exercise conducted via polls.

Dan Ducharme, who provided the Indigenous Opening, returned to close off the conference with another well received spiritual message.

The meeting was adjourned at 3:00 pm

Contact the Ontario Regional Council

Ontario Region GD Mailbox

oninfo@ceiu-seic.ca

Regional Council Members

Name	Position	Email
Doreen Dixon	IRB Departmental Representative	doreendixon1948@gmail.com
Ilanit Abramov	IRCC Departmental Representative	ilanit_i@yahoo.ca
Radmila Kondic	<i>Alternate Representative</i>	rkondic6@gmail.com
Scott McIntosh	ESDC Departmental Representative	mcintoshs@ceiu-seic.ca
Lyle Gall	South-West District Representative	galll@ceiu-seic.ca
D'Arcy Gauthier	Northern District Representative	gauthierd@ceiu-seic.ca
Sean McNeill	Eastern District Representative	mcneills@ceiu-seic.ca
Mofizul Islam	Greater Toronto Area District Representative	islamm@ceiu-seic.ca
Lisa Prescott	<i>Alternate Representative</i>	le_pree@hotmail.com
Lesley Magee	Women's Representative	mageel@ceiu-seic.ca
Sarita Censoni	Human Rights Race Relations Representative	censonis@ceiu-seic.ca

CEIU Ontario National Vice Presidents

Phil Matheson
mathesonp@ceiu-seic.ca

AM KuarSingh
kuarsingham@ceiu-seic.ca