
CEIU Local 621

2026 Spring General Meeting

Meeting Minutes

Date	Thursday, March 26, 2026
Time Called to Order	5:36 PM
Location	551 Campbell St, Cornwall, ON (in person) and Zoom (online)
Presiding Officer	Owen Allen, President
Minutes Recorded by	Kaiti Archambault, Secretary

Attendance

Category	In Person	Online
Members	19	6
Guests	1	1
Total Members	19	6
Executives Present	5	

Guests / Presenters: Missy Taylor (PSAC Bargaining Team, in person); Julie Nanquil (Ontario Regional Vice-President, online)

Regrets: Lisa Prescott (Ontario Regional Vice-President)

Agenda Items

Item 1 — Territorial Acknowledgement

Read by: Owen Allen

Item 2 — CEIU Statements

Statement on Harassment — Read by: Bret Reynolds

Statement Against Unjust Profiling — Read by: Bret Reynolds

Item 3 — Welcome & Opening Remarks

Owen Allen welcomed members in attendance and introduced the Executive.

Item 4 — Review of Rules of Order

Kaiti Archambault reviewed the rules of order with members. The meeting operates under PSAC Rules of Order; matters not covered therein fall under Bourinot's Rules of Order. Key rules covered included: obtaining the floor, stating one's name before speaking, speaking time limits (3 minutes per speaker, once per motion),

the distinction between questions and debate, motions procedure (mover and seconder required), voting by show of hands, and Points of Order.

Item 5 — Credentials Report & Establishment of Quorum

The credentials officer Betty Ann Villeneuve reported 25 members registered (19 in person, 6 online), plus 2 guests, and 5 executives present. The bylaws require a minimum of 11 members including at least 2 executives. Quorum was established.

Moved by	Seconded by	Result
Jessie Raymond	Zack Martin	Carried

Item 5a — Approval of Minutes — Fall 2025 AGM

A motion was brought forward to approve the minutes of the Fall 2025 Annual General Meeting.

Moved by	Seconded by	Result
Zack Martin	Josh Mesman	Carried

Item 6 — Approval of Agenda

No amendments or additions were proposed. The agenda was adopted as presented.

Moved by	Seconded by	Result
Josh Mesman	Betty Ann Villeneuve	Carried

Item 7 — Remarks from Ontario Regional Vice-Presidents

Julie Nanquil (online) brought greetings and updates from the regional level. Lisa Prescott sent regrets and was unable to attend.

Julie thanked the Executive for running a well-organized meeting. She spoke to the following themes:

- The employer has been using RTO4 and workforce adjustment (WFA) as tools to punish members following the strike. She challenged the logic of mandatory RTO, noting that remote work functioned effectively for years and that offices are in many cases unsafe.
- Senior management is watching to see whether members will push back. She encouraged members to stay engaged and to have those difficult conversations.
- On the subject of a potential strike: no one wants to go on strike, but the best way to avoid one is to be prepared for one. She urged members to signal to management that they are ready.
- There is no union without its members. Solidarity means showing up for one another.

Owen Allen echoed Julie's remarks on solidarity and the importance of open dialogue, and thanked her for her participation.

Item 8 — Review & Approval of 2025 Expense Report

Presented by: Zack Martin, Treasurer

Zack Martin presented the 2025 Expense Report. Total expenses came in at \$72,541.37 against a projected budget of \$95,000.

Discussion:

Jessie Spence: Asked what the 2SLGBTQIA+ committee spent their budget on.

Zack Martin: Provided a breakdown: \$500 sponsorship donation, \$160.08 in supplies, and mileage. For Pride, the Local operated a tent where members and other locals could gather, including a spot in the parade with custom buttons.

Owen Allen: Added that the tent served as a community engagement space and that the Local is open to funding any member-proposed activities. Members are encouraged to submit a proposal for any event or activity and the Executive will consider it.

Jessie Spence: Asked about Pride attendance.

Zack Martin: Noted strong participation, including from other locals and regional representatives.

Jessica Zitman: Asked about the Education line item showing \$0, and whether there are plans to use it this year.

Zack Martin: Explained that no education funding requests had come in. The line item is kept as a standing placeholder in case it is needed.

Josh Mesman: Clarified that most education and training available to members has been fully covered by the Kingston Regional Office, including travel, accommodation, and meals. Members are encouraged to watch the website and email for opportunities.

Owen Allen: Added that the education line could be used if a member wanted to propose an education-related event.

No further questions. Motion to approve:

Moved by	Seconded by	Result
Betty Ann Villeneuve	Kris Foran	Carried

Item 9 — PSAC Bargaining Update

Presented by: Missy Taylor, PSAC Bargaining Team (PA Group)

Missy Taylor provided an update on the status of bargaining for the PA Group. Key points from the presentation:

- PSAC has requested to skip the Public Interest Commission (PIC) process, as the PIC took nine months just to establish its three-person committee last round, and its findings are non-binding. A mediator is now being introduced during bargaining instead.
- The impasse declaration was driven in part by RTO4, but also by a pattern of unilateral employer changes during an active bargaining period, which is legally prohibited. PSAC has filed labour complaints accordingly.
- The employer's position has been largely status quo: no movement on remote work, refusal to negotiate on issues already covered by policy, and a push to eliminate the WFA appendix entirely. PSAC is one of the only unions with WFA language in its collective agreement, and the employer wants it gone.
- A library of Parliament court decision established that remote work is a bargainable issue. PSAC is pushing to enshrine remote work language in the collective agreement.
- Key issues at the table: remote work, artificial intelligence protections, fair wages, and call centre-specific working conditions (training, psychological and mental health measures, micro breaks).

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- There is currently no language in the collective agreement to protect members against the use of AI. Missy stressed the urgency of securing that language now.
 - The employer's proposal package includes items such as split shifts and extending core hours to begin at 6:00 AM. The package was described as heavily focused on austerity and management control, with little regard for members as people.
 - The employer has raised early retirement incentives (ERI) during bargaining. PSAC is not opposed in principle but noted the ERI has not even passed yet, and that it should not be discussed at the bargaining table without full information.
 - Half of the employer's bargaining team participates remotely, while PSAC's team attends in person. Missy noted the irony, which their negotiator raises at every session.
 - Calls to action: members are encouraged to display the 'Support My Bargaining Team' poster and use the Teams background. Engagement outside the table is where the real pressure comes from.
 - The union is working to learn from what went wrong during the last strike, including the challenge of scab labour enabled by remote work. Building a more informed and prepared membership is a priority.

Q&A:

Kris Foran: Asked whether the employer's illegal actions during bargaining are handled like a grievance, in the sense of comply-then-grieve.

Missy Taylor: Confirmed that is generally the approach, and that PSAC's legal team is actively working on the filed complaints.

Sierra Martell: Asked what happens if mediation is unsuccessful.

Missy Taylor: Mediation can continue in multiple rounds. There is no set timeline. The PA Group is the largest group, and every round of bargaining is different.

Sean Butcher: Raised the disconnect between the way members are required to account for every dollar of union spending versus the lack of accountability for government spending decisions.

Missy Taylor: Acknowledged the frustration. She noted that PSAC cannot speculate on government decisions, only push for what members need. She also pointed out the contradiction of departments sitting on unused real estate worth millions while claiming there is no space issue.

Jessie Spence: Asked whether we are on a path toward another strike, and whether the process can be expedited given the dissatisfying outcome last time.

Missy Taylor: Explained that negotiations require both sides to have power in the room. When one side chooses status quo and can drag things out, they will. PSAC has to follow the process and challenge stall tactics as they arise. The goal is not a fast process but a good one. Conceding quickly would mean signing a bad agreement.

Jessica Zitman: Described working conditions at her previous Ottawa office: approximately 16 desks for 200-300 employees, cockroaches, and frequent notifications to stay home due to building conditions. Noted the Cornwall office is significantly better by comparison.

Missy Taylor: Acknowledged this as a common experience, particularly in front-line offices without strong local management advocacy.

Josh Mesman: Raised concerns about the outcome of the last round of bargaining, specifically the addition of an extra year and the real-terms wage cut relative to inflation.

Missy Taylor: Declined to comment on the previous team's decisions, noting the complexity of the work. For this round, PSAC is pursuing both a percentage wage increase and a labour market index increase. The decision-making involves a much larger team than the 11 at the table: officers, legal counsel, contract negotiators, and others all play a role. She clarified that the extra year was a restructuring of increases, not an extension, and was related to avoiding compounded back pay.

Nicole: Raised a concern about the Cornwall building's capacity and the absence of employer responsibility for parking under RTO4, which takes effect in July.

Missy Taylor: Noted that parking is not a bargaining issue; the employer is not required to provide it. Health and safety requirements set the floor for occupancy. Members with specific building or capacity concerns should raise them through the appropriate local and health and safety channels.

Kris Foran: Asked whether the call centre-specific language being sought will cover remote work.

Missy Taylor: Clarified that the call centre proposals cover working conditions such as micro breaks. Remote work language will be addressed separately as a broader provision, as a blanket approach does not apply to most of the PA Group.

Julie Nanquil: Expressed appreciation for the passion in the room. She noted that the majority of members are not yet comfortable with the prospect of a strike, and emphasized the importance of educating and preparing the broader membership before reaching that point.

Sierra Martell: Asked whether there is a way to engage the public and build broader support.

Missy Taylor: Encouraged members to reach out to their communities and contact the bargaining team with ideas. Engagement with people outside the membership is important.

Owen Allen: Echoed the point, noting that government workers are often mischaracterized as privileged and that members have a role to play in correcting that narrative through everyday conversations. Unions fought for rights that all workers now take for granted, and that history belongs in the public conversation.

Item 10 — State of the Union

Executive members presented updates on the following items:

- Executive scope and expectations for contacting the Executive were reviewed by Bret Reynolds.
- CEIU National Convention: Owen Allen outlined the nomination process. Because of the size of the Cornwall region, the Local is entitled to 3 delegates. All members in the Cornwall region are eligible.
- Swag orders will be opening soon.
- Bowling day: a social committee email went out regarding an event the following day, we are absolutely willing to continue with ours if interest is there.
- Event proposals: members are encouraged to bring forward proposals with full details including cost, who, what, where, when, and why. The holiday party was a great success; the 2026 holiday party is scheduled for December 5, 2026.
- The renovations at the Civic complex are ongoing, is expected to be ready before summer.
- Pride 2025: highly successful. Hot day, great turnout.
- RTO4 letter writing campaign: 115 letters sent to date. Members are reminded there is still time to participate.
- CURAM survey will be going out. It is a standing item in the LUMCC.
- Members are encouraged to bring any issues requiring management attention to the Executive.
- Union board: members are reminded to check it regularly for updates, social media links, the shared drive, and the website.

Round Table Discussion:

Jessie Spence: Asked for the Local's position on a potential strike.

Owen Allen: Noted that this is a personal decision for each member and that the Local cannot advise members whether to strike.

Zack Martin: Echoed that the Local cannot tell members what to do.

Josh Mesman: Noted that most members in this bargaining unit would be designated essential and would continue to be paid during a strike.

Julie Nanquil: Reminded members that a strike requires a full PSAC PA Group vote, and emphasized that the union is still a long way from that point. She noted that low voter turnout during the last strike vote contributed to members feeling unprepared on the picket line. The priority now is education and preparation, so that when the time comes, every member feels informed and engaged.

Julie Nanquil thanked the Local for an excellent AGM and shared her email in the Zoom chat for members wishing to follow up with her directly.

Adjournment

A motion to adjourn was brought forward.

Moved by	Seconded by	Result
Zack Martin	Kris Foran	Carried

Time of Adjournment: 8:00 PM

Minutes Recorded by
Kaiti Archambault, Secretary

Approved by
Owen Allen, President