

**MINUTES  
EXECUTIVE BOARD MEETING  
DECEMBER 5-6, 2007  
DELTA CHELSEA, BAKER ROOM**

**DECEMBER 5, 2007**

The Executive Board was called to order at 9:35 am. President Smokey Thomas was in the Chair. All members were present except Sue Brown with reasons acceptable to the Chair. Peggy Maybury, Executive Assistant to the First Vice-President/Treasurer was also in attendance.

Moved Montgomery/Dumais

**THEREFORE BE IT RESOLVED THAT** the First Vice-President/Treasurer's Executive Assistant be invited to attend the Executive Board meetings.

**CARRIED**

**AGENDA**

The agenda was amended to add:

- 2011-2012 Convention Proposal
- Delta Boycott
- OPSEU Joint Trustee Benefit Fund

The agenda as amended was carried.

**MINUTES OF PREVIOUS MEETING**

Moved by Thomas/Rout

**Enabling motion:**

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board adopt the OPSEU Executive Board Minutes of:

September 17-18, 2007

**CARRIED**

## **BUSINESS ARISING**

### **Past President's Severance**

Moved by Rout/Lundy

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board pay the severance to the past President based on the top-up of the Past President's salary only.</p>
--

President Thomas and First Vice-President/Treasurer Rout declared a conflict of interest.

Moved by Dumais/Lundy - **CLOSURE - DEFEATED**

Moved by Wall/Dumais - **CLOSURE - CARRIED**

Moved by Grimaldi/Pridham

The Chair is Challenged.

President Thomas in the Chair for the Challenge.

2<sup>nd</sup> VP Rapaport in the Chair.

The question was called on the Challenge and the Chair was not upheld.

The question was called on the motion and it **CARRIED**.

**BUSINESS ARISING**

**Past President's Severance**

**THEREFORE BE IT RESOLVED THAT** the Executive Board pay the severance to the past President based on the top-up of the Past President's salary only.

<b>Roll Call#1 Vote:</b> Almeida, Eddy	against
Brown, Laurie	for
Brown, Sue	absent
Clapp, Brenda	for
Dumais, Mandy	for
Elliot, Ron	for
Franche, Gino	for
Grimaldi, Mike	against
Jackson, Jay	against
Lundy, Dave	for
Middleton, Doris	against
Montgomery, Ted	for
Orzel, Lynn	for
Pridham, Nancy	against
Rapaport, David	for
Rout, Patty	--
Rowett, Claire	against
Snider, Sandra	for
Thomas, Warren	--
Tocker, James	for
Wall, Peter	for

**CARRIED            FOR - 12    AGAINST - 6**

A Notice of Minority Report was served by Eddy Almeida, Mike Grimaldi, Nancy Pridham, and Doris Middleton.

President Thomas in the Chair

**TREASURERS REPORT**

**Past President's Vacation**

Moved by Rout/Tocker

**THEREFORE BE IT RESOLVED THAT** the Executive Board pay the Past President four (4) weeks vacation for the 12.01 years at the rate of pay at the end of the past Presidents retirement with interest for six months.

Moved by Rapaport/Elliot - Amendment

**THAT** the amount of interest be based on bank rate of interest.

Moved by Elliot/Rout - **CLOSURE - CARRIED**

The question was called on the motion as amended - **CARRIED**

<b>Roll Call#2 Vote:</b>	Almeida, Eddy	for
	Brown, Laurie	for
	Brown, Sue	absent
	Clapp, Brenda	for
	Dumais, Mandy	against
	Elliot, Ron	for
	Franche, Gino	for
	Grimaldi, Mike	against
	Jackson, Jay	against
	Lundy, Dave	against
	Middleton, Doris	for
	Montgomery, Ted	against
	Orzel, Lynn	for
	Pridham, Nancy	for
	Rapaport, David	for
	Rout, Patty	--
	Rowett, Claire	for
	Snider, Sandra	for
	Thomas, Warren	--
	Tocker, James	against
	Wall, Peter	against

**CARRIED**

**FOR - 11    AGAINST - 7**

## **TREASURERS REPORT**

### **Past President's Vacation**

A Notice of Minority Report was served by Mike Grimaldi, David Lundy, Jay Jackson, and Mandy Dumais.

Moved by Montgomery/Wall

<p><b>THEREFORE BE IT RESOLVED THAT</b> any overpayment in severance should be deducted from the vacation pay payout.</p>
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Moved by Snider/Lundy - **CLOSURE - DEFEATED**

Moved by Grimaldi/Clapp - **CLOSURE - CARRIED**

The question was called on the motion - **CARRIED**

Moved by Grimaldi/Middleton

<p><b>THEREFORE BE IT RESOLVED THAT</b> the letter from the lawyer with the legal opinion be distributed to the Executive Board.</p>
--

The motion was ruled Out of Order by the Chair

Moved by Grimaldi/Pridham

Challenge to the Chair

President Thomas in the Chair for the Challenge.

First Vice-President/Treasurer Rout in the Chair

The question was called on the Challenge and the Chair was upheld.

President Thomas in the Chair.

Moved by Middleton/Pridham - **CLOSURE - CARRIED**

The question was called on the motion - **CARRIED**

## **PRESIDENT'S REPORT**

### **The Social Services Council proposes a Health and Safety Workplace Violence Campaign.**

Deborah Gordon, A/Negotiator gave a presentation on behalf of the Social Services Council.

Moved by L. Brown/Orzel

<p><b>THEREFORE BE IT RESOLVED THAT</b> OPSEU sponsor a workplace violence prevention campaign for members in sectors 15, 7, 6a, 6b, 5a, 2, at a cost of \$165,000 as outlined in the presentation to the Executive Board.</p>
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**CARRIED**

### **The Social Services Council proposes a Health and Safety Workplace Violence Campaign.**

#### **Referral Motion**

Moved by Grimaldi/Jackson

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board refer this motion back to the Administrator of Communications and Health &amp; Safety to consult with the Social Services Committee and Health Council and a campaign dealing with workplace violence in the health &amp; Social Services Sector as part of the budget process.</p>
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First Vice-President/Treasurer Rout in the Chair

The question was called on the referral motion - **DEFEATED**

Moved by Pridham/Franche - **CLOSURE - CARRIED**

The question was called on the motion - **CARRIED UNANIMOUSLY**

## **TREASURER'S REPORT**

### **2011-2012 Convention Proposal**

Moved by Tocker/Lundy

**THEREFORE BE IT RESOLVED THAT** the Executive Board move 2011 Convention to the Metro Convention Centre in Toronto and the 2012 Convention be held in Windsor.

Moved by Almeida/Rapaport

**THAT** the Executive Board extends the meeting until the business around the Convention proposal is complete.

**CARRIED**

### **Motion to Divide**

Moved by Elliot/Almeida

**THAT** we divide the 2011 and 2012 Convention motion.

**CARRIED**

### **2011 Convention**

**THEREFORE BE IT RESOLVED THAT** the Executive Board move the 2011 Convention to the Metro Convention Centre in Toronto.

Moved by Almedia/Tocker - **CLOSURE - CARRIED.**

The question was called on the motion - **CARRIED**

## **TREASURER'S REPORT**

### **2011-2012 Convention Proposals**

#### **2012 Convention**

Moved by Elliot/Grimaldi

**THEREFORE BE IT RESOLVED THAT** this is referred back for a complete costing and a report on the ramifications of having the convention at a casino.

2<sup>nd</sup> Vice-President Rapaport in the Chair

The question was called on the motion - **CARRIED**

## **AFTERNOON**

The Executive Board was called to order at 1:30 pm. First Vice-President/Treasurer Rout was in the Chair. All members were present except President Thomas and Sue Brown with reasons acceptable to the Chair. Peggy Maybury, Executive Assistant to the First Vice-President/Treasurer was also in attendance.

## **BUSINESS ARISING**

### **2007 Convention Resolution**

Moved Elliot/Middleton

#### **Resolution C2 -Joint Pension Plan**

**WHEREAS** OPSEU is developing a Joint Pension Plan and many of our members in the Broader Public Service and especially those in equity-seeking groups do not have any pension plan

**THEREFORE BE IT RESOLVED THAT** OPSEU move forward and bargain decent pension plans for all bargaining units that do not have one.

Remove the word decent.

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution C2 -Joint Pension Plan**

**WHEREAS** OPSEU is developing a Joint Pension Plan and many of our members in the Broader Public Service and especially those in equity-seeking groups do not have any pension plan

**THEREFORE BE IT RESOLVED THAT** OPSEU move forward and bargain pension plans for all bargaining units that do not have one.

The question was called on the resolution as amended - **CARRIED**

#### **Resolution I3 - Aids Walk-a-Thon**

**WHEREAS** Women account for more than ¼ of new HIV infections nationally; and

**WHEREAS** about 10.3 million people aged 15-24 live with HIV/ AIDS globally, and half of new infections were among young people; and

**WHEREAS** 11 million children have lost one or both parents to HIV/ AIDS, and predictions are this number will double by 2010; and

**WHEREAS** in the developed world, antiretroviral drugs have made HIV/ AIDS a manageable chronic condition. Only 30,000 Africans have access to necessary antiretroviral drugs;

**THEREFORE BE IT RESOLVED THAT** each region commit to raising funds for the 2007 HIV/ AIDS awareness Walk-A-Thon and commit to sending at least one representative to participate in the event.

Moved by Elliot/Franche

Delete the resolution, it is redundant and has already occurred.

**CARRIED**

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution J1 - Region 5 Delegate**

**WHEREAS** there is a practice of not allowing Region 5 delegates to stay overnight in hotels for Divisional and special sector conferences in Toronto; and

**WHEREAS** delegates in other regions living outside of Toronto do not have this restriction; and

**WHEREAS** this creates equity barriers for OPSEU members in different regions of the province from fully participating in union conferences;

**THEREFORE BE IT RESOLVED THAT** all delegates to Divisional and special sector conferences be permitted to stay in overnight hotels.

Moved by Elliot/Franche

Resolution J1 - move to AGAINST.

**CARRIED**

#### **Resolution ER2 - Dairy Queen Advertisement**

**WHEREAS** "Dairy Queen" has produced a television advertisement depicting children hanging on a coat hook in the presence of their father; and

**WHEREAS** this ad glorifies bullying, and is insensitive to the memory of "Myles Neuts" who died as a result of a similar action depicted in this ad.

**BE IT RESOLVED THAT** OPSEU encourage a boycott of this company (Dairy Queen) until the ad (depicting children hanging on a coat hook...) is pulled off the air.

Moved Elliot/Franche

Resolution ER2 - FOR

**CARRIED**

## **UNFINISHED BUSINESS**

### **MMP Campaign**

Gary Shaul, Local 520 made a presentation on the result of the MMP Campaign.

President Smokey Thomas in the Chair.

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution F2 - NUPGE**

**WHEREAS** OPSEU quite properly takes the position that its members have an inalienable right to know where and how their dues are spent; and

**WHEREAS** OPSEU has successfully instituted an open and transparent system of reporting expenses of its Executive Board members, provincial committee members, bargaining team members and other elected representatives including its President and First Vice-President/Treasurer/Treasurer, and

**WHEREAS** the National Union, NUPGE, does not present any statement of expenses for its elected officers;

**THEREFORE BE IT RESOLVED THAT OPSEU**, as a condition of affiliation, insist that NUPGE produce and distribute to its affiliates, annually, a full statement of expenses and remuneration of its officers and representatives, and that OPSEU distribute this statement to its locals at the same time as the OPSEU statement of expenses.

Moved by Rapaport/Montgomery

Resolution F2 - move to FOR.

Moved by Almeida/Franche - **CLOSURE - CARRIED**

The question was called on motion FOR - **CARRIED**

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution C7 - Bargaining Team Members**

**WHEREAS** members of bargaining teams, Executive Board Members, and members of ERC's have been known to take sensitive senior management positions with the employers of OPSEU members, including positions in the sensitive Human Resources areas; and

**WHEREAS** persons who act in this way put the confidentiality of union information and negotiating strategy at risk; and

**WHEREAS** contract language can be used to discourage this currently unchecked abuse;

**THEREFORE BE IT RESOLVED THAT** all bargaining team members, Executive Board Members and ERC members be required to sign a contract with OPSEU when they are elected that sets out that they will not take a position in Human Resources management or a sensitive senior management position with an employer of OPSEU members within twelve months of serving on a bargaining team, as an EBM or in an ERC position; and

**BE IT FURTHER RESOLVED THAT** OPSEU will enforce violation of these contracts.

Moved by Montgomery/Rapaport

Resolution C7 - move to FOR.

#### **Referral Motion**

Moved by Grimaldi/Franche

**THAT** resolution C7 is referred to the President's Office for the legal opinion and to be brought back to the January Executive Board meeting.

Moved by Dumais/Almeida - **CLOSURE - CARRIED**

The question is called on the referral motion - **DEFEATED**

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution C7 - Bargaining Team Members**

Moved by Snider/Pridham - **CLOSURE - CARRIED**

The question was called on resolution C7 - move to FOR - **DEFEATED**

A Notice of Minority Report was served by Ted Montgomery.

## **TREASURER'S REPORT**

### **Financial Report**

First Vice-President/Treasurer Rout presented his report, which addressed the following topics:

#### **Financial Report**

Bank Position - October 31, 2007

Financial Results/Projections - October 31, 2007

Balance Sheet Summary - October 31, 2007

Executive Board/Officers Contingency Fund - Approvals as of  
November 19, 2007

Executive Board/Officers Defence Fund - Approvals as of  
November 19, 2007

### **2008 Budget**

#### **General Fund - Debt Repayment**

Moved by Tocker/Wall

<b>THAT</b> the Debt Repayment line be removed.
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**CARRIED**

First Vice-President/Treasurer Rout in the Chair

## **TREASURER'S REPORT**

### **2008 Budget**

#### **General Fund - Debt Repayment**

The motion as amended was ruled Out of Order by the Chair.

The question was called on the motion - **CARRIED**

President Smokey Thomas in the Chair

#### **Add Health & Safety Steering Committee**

Moved by Orzel/Lundy

<p><b>THEREFORE BE IT RESOLVED THAT</b> a line be added to the budget to allow for a steering committee to work on developing a Provincial Health &amp; Safety Committee that would represent all regions and sectors. (\$10,000).</p>
--

First Vice-President/Treasurer Rout in the Chair

#### **Referral Motion**

Moved by Middleton/Pridham

<p><b>THAT</b> the issue be referred to the Office of the President for further investigation.</p>
--

The question is called on the referral motion - **CARRIED**

President Smokey Thomas in the Chair.

## **TREASURER'S REPORT**

### **2008 Budget**

#### **Accessibility Budget Line**

Moved by Snider/L. Brown

**THEREFORE BE IT RESOLVED THAT**, the Executive Board restore the accessibility budget to \$115,000 - 3 per cent of the budget as per the previous policy, plus add an additional \$85,000 for 2008, only for a total of \$200,000 for 2008.

Moved Rout/Elliot - **CLOSURE - CARRIED**

The question was called on the motion - **DEFEATED**

### **Regional Education Budget**

Moved by Middleton/Rapaport

**THAT** the 2008 Regional Education budget be the following: Region One, \$132,772, Region two, \$200,217, Region three, \$181,463, Region Four, \$186,324, Region Five, \$299,771, Region Six, \$143,943 and Region Seven, \$128,518 based on regional member numbers and geographic issues.

Moved by Pridham/Rapaport - **CLOSURE - CARRIED**

**TREASURER'S REPORT**

**2008 Budget**

**Regional Education Budget**

<b>Roll Call#3 Vote:</b> Almeida, Eddy	absent
Brown, Laurie	for
Brown, Sue	absent
Clapp, Brenda	against
Dumais, Mandy	against
Elliot, Ron	for
Frache, Gino	for
Grimaldi, Mike	absent
Jackson, Jay	for
Lundy, Dave	against
Middleton, Doris	for
Montgomery, Ted	for
Orzel, Lynn	against
Pridham, Nancy	for
Rapaport, David	for
Rout, Patty	for
Rowett, Claire	for
Snider, Sandra	against
Thomas, Warren	against
Tocker, James	against
Wall, Peter	against

**CARRIED            FOR - 10    AGAINST - 8**

A Notice of Minority Report was served by Sandra Snider.

## **TREASURER'S REPORT**

### **2008 Budget**

#### **First Vice-President/Treasurer Budget Line**

Moved by Wall/Rout

<p><b>THAT</b> a new line is added to the First Vice-President/Treasurers budget line called "Other Member Expenses" and that \$5000 be added to that line.</p>
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First Vice-President/Treasurer Rout in the Chair

Question was called on the motion - **CARRIED**

### **RECESS**

The Executive Board recessed at 5:00 pm. All members were present except Sue Brown, Mike Grimaldi, and Eddy Almeida with reasons acceptable to the Chair.

**DECEMBER 6, 2007**

The Executive Board was called to order at 9:35 am. First Vice-President/Treasurer Rout was in the Chair. All members were present except President Thomas and Sue Brown with reasons acceptable to the Chair. Peggy Maybury, Executive Assistant to the First Vice-President/Treasurer was also in attendance.

**Privilege Motion**

Moved by Franche/Middleton

<p><b>THAT</b> the Executive Board moves the resolutions forward as the first item on the Agenda.</p>
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The question is called on the motion - **CARRIED**

Moved Grimaldi/Jackson

<p><b>THAT</b> the Executive Board members have the right to know where they are on the speakers list.</p>
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**CARRIED**

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution C4 - Strike Policy**

**WHEREAS** it is crucial that our members maintain solidarity during a strike; and

**WHEREAS** it is necessary for Local Strike Committees to have clear authority to take steps to support members' morale and sense of solidarity during a strike;

**THEREFORE BE IT RESOLVED THAT** OPSEU strike policy be amended so that the Local Strike Committee shall have the authority to assign strike duties in accordance with OPSEU policy including the authority to remove members from picket lines and from all other strike duties and in the event of such a decision to stop payment of strike pay.

Moved by Montgomery/Rapaport

Resolution C4 - move to FOR.

Moved by Franche/Rowett - Amendment

**THAT** following the word "authority" the phrase "where a member is involved in strike breaking activity" be placed.

Moved by Almeida/L. Brown - **CLOSURE** on amendment - **CARRIED**

The question was called on the amendment - **CARRIED**.

Dumais/L. Brown - **CLOSURE** on motion - **CARRIED**.

**BUSINESS ARISING**

**2007 Convention Resolution**

**Resolution C4 - Strike Policy**

**WHEREAS** it is crucial that our members maintain solidarity during a strike; and

**WHEREAS** it is necessary for Local Strike Committees to have clear authority to take steps to support members' morale and sense of solidarity during a strike;

**THEREFORE BE IT RESOLVED THAT** OPSEU strike policy be amended so that the Local Strike Committee shall have the authority to assign strike duties in accordance with OPSEU policy including the authority where a member is involved in strike breaking activity to remove members from picket lines and from all other strike duties and in the event of such a decision to stop payment of strike pay.

The question was call on the motion as amended - **CARRIED.**

**BUSINESS ARISING**

**2007 Convention Resolution**

**Resolution H3 & K3**

Moved by Rapaport/Montgomery

Resolution H3 & K3 - move to FOR.

Moved Grimaldi/Franche

**THAT** the resolutions be split.

**CARRIED**

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution H3 - Health and Safety Act**

**THEREFORE BE IT RESOLVED THAT** OPSEU advocate for the recognition of psychological and verbal abuse as violations under the Ontario Health and Safety Act.

Moved by Rapaport/Montgomery

Resolution H3 - move to FOR.

**CARRIED**

#### **Resolution K3 - Psychological Harassment Legislation**

**WHEREAS** the causes of psychological harassment are complex; and

**WHEREAS** research has shown the psychological harassment in the workplace often results in increased absenteeism, depression, irritability, loss of sleep, anxiety, and other mental health issues as well as decreased productivity; and

**WHEREAS** there is currently no legislated protection against psychological harassment in Ontario in the workplace;

**THEREFORE BE IT RESOLVED THAT** OPSEU undertake to enact a policy against Psychological and Physical Harassment as a model employer; and

**BE IT FURTHER RESOLVED THAT** OPSEU include Psychological and Physical Harassment as a prohibited ground in the OPSEU personal Harassment Policy; and

**BE IT FURTHER RESOLVED THAT** OPSEU undertake to lobby the Government of Ontario to enact legislation similar to Quebec's "Psychological Harassment at Work"; and

**BE IT FURTHER RESOLVED THAT** bargaining teams make Psychological and Physical Harassment a priority in bargaining.

Moved Grimaldi/Franche

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution K3 - Psychological Harassment Legislation**

**THAT** the last resolve which states “bargaining teams make Psychological and Physical Harassment a priority in bargaining” be removed.

#### **Resolution K3 - Psychological Harassment Legislation**

**WHEREAS** the causes of psychological harassment are complex; and

**WHEREAS** research has shown the psychological harassment in the workplace often results in increased absenteeism, depression, irritability, loss of sleep, anxiety, and other mental health issues as well as decreased productivity; and

**WHEREAS** there is currently no legislated protection against psychological harassment in Ontario in the workplace;

**THEREFORE BE IT RESOLVED THAT** OPSEU undertake to enact a policy against Psychological and Physical Harassment as a model employer; and

**BE IT FURTHER RESOLVED THAT** OPSEU include Psychological and Physical Harassment as a prohibited ground in the OPSEU personal Harassment Policy; and

**BE IT FURTHER RESOLVED THAT** OPSEU undertake to lobby the Government of Ontario to enact legislation similar to Quebec’s “Psychological Harassment at Work”.

The question was called on the resolution as amended - **CARRIED**

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution M7 - Trusteeship**

**WHEREAS** an OPSEU Local is occasionally put into receivership by Head Office; and

**WHEREAS** the Local membership is not always aware that the Local was put into receivership and why it has happened; and

**WHEREAS** since the Local Executive is often part of the problem and the membership has no where to turn for information;

**THEREFORE BE IT RESOLVED THAT** if a local is put into receivership a letter will be sent to the Local's membership informing them of the trusteeship, why it happened and whom they can contact for further information.

Moved by Franche/Grimaldi

**THAT** the word receivership be changed to trusteeship.

#### **Resolution M7 - Trusteeship**

**WHEREAS** an OPSEU Local is occasionally put into trusteeship by Head Office; and

**WHEREAS** the Local membership is not always aware that the Local was put into trusteeship and why it has happened; and

**WHEREAS** since the Local Executive is often part of the problem and the membership has no where to turn for information;

**THEREFORE BE IT RESOLVED THAT** if a local is put into trusteeship a letter will be sent to the Local's membership informing them of the trusteeship, why it happened and whom they can contact for further information.

The question was called on the resolution as amended - **CARRIED**

## **BUSINESS ARISING**

### **2007 Convention Resolution**

Moved by Snider/Dumais

**THAT** the Executive Board follows the recommendations of the Resolution's Committee for the remainder of the resolutions.

Moved by Almeida/Elliot - **CLOSURE - CARRIED**

The question was called on the motion - **DEFEATED**

### **2007 Convention Resolution**

#### **Resolution EB1 - Charities & Bargaining**

**WHEREAS** the international solidarity fund was founded at the OPSEU 2003 Convention; and

**WHEREAS** since that time this fund has been renamed the Social Justice Fund and is operating in cooperation with the Live and Let Live Fund; and

**WHEREAS** in the spirit of trade unionism many other unions have successfully bargained for employer contributions to similar funds;

**THEREFORE BE IT RESOLVED THAT** OPSEU include in their list of bargaining priorities employer contributions to the OPSEU registered charitable funds being Live and Let Live Fund and/or the Social Justice Fund at all OPSEU collective bargaining tables.

Moved by Middleton/L. Brown

Resolution EB1 - move to FOR.

**CARRIED**

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution M1 - Human Rights Conference**

**WHEREAS** OPSEU has strives to be an organization free of Racism and Discrimination;

**THEREFORE BE IT RESOLVED THAT** OPSEU hold a biennial Conference on Human Rights Issues with a similar process to that of the Women's Conference; and

**BE IT FURTHER RESOLVED THAT** this conference be held biennially in the year opposite to the Women's Conference, and that it be organized by the Equity Unit, Provincial Human Rights Committee in conjunction with the Provincial Young Workers Committee and the Equity Caucuses.

Moved by Almeida/Elliot

**THAT** this be brought to the next Executive Board meeting with a costing.

**CARRIED**

#### **Reconsideration Motion - EB1**

Moved by Dumais/Snider

Resolution EB1 - be reconsider from FOR to AGAINST.

Moved by Almeida/Thomas - **CLOSURE - CARRIED**

The question was called on the reconsideration motion - **DEFEATED**

President Smokey Thomas in the Chair.

**BUSINESS ARISING**

**2007 Convention Resolution**

**Resolution I2 - OPSEU Social Justice Fund**

**WHEREAS** The International Monetary Fund is forcing third world countries to rid themselves of debt by eliminating provision of public services; and

**WHEREAS** violations of Human Rights globally are increasing at an alarming rate, the murders of union activists in Columbia. The repression of workers in the Philippines; and

**WHEREAS** Health Care systems are being dismantled and privatized world wide resulting in understaffing, a lack of basic supplies and the reduction of treatment opportunities; and

**WHEREAS** the HIV/ AIDS epidemic in Africa has resulted in a lost generation aged 24-39 leaving infected and orphaned children in the care of grandparents and neighbours;

**THEREFORE BE IT RESOLVED THAT** OPSEU make a difference in the International Labour world by providing an additional \$1.00 per member per year to the OPSEU Social Justice Fund to promote education and enable outreach opportunities for activists.

Moved by Franche/Grimaldi

Resolution I2 - move to AGAINST.

Moved by Elliot/ Almeida - **CLOSURE - CARRIED**

The question was called on the motion - **CARRIED**.

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution L7 - Training Colleges and Universities**

**WHEREAS** the McGuinty government has started the process of properly funding PS education in Ontario; and

**WHEREAS** the college administrators have spent little or none of this money to address the problem of student/teacher ratios;

**THEREFORE BE IT RESOLVED THAT** OPSEU call on the Ministry of Training, Colleges and Universities to require the Auditor General to investigate colleges that are not showing improvement in student teacher ratios to reflect the additional funds provided to the colleges.

Moved by Montgomery/Almeida

**THAT** the Executive Board change the word Auditor General to Provincial Auditor.

#### **Resolution L7 - Training Colleges and Universities**

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**WHEREAS** the college administrators have spent little or none of this money to address the problem of student/teacher ratios;

**THEREFORE BE IT RESOLVED THAT** OPSEU call on the Ministry of Training, Colleges and Universities to require the Provincial Auditor to investigate colleges that are not showing improvement in student teacher ratios to reflect the additional funds provided to the colleges.

The question was called on the resolution as amended - **CARRIED**

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution EB4 - Recommendation FOR**

##### **\$10 Minimum Wage campaign**

**WHEREAS** over one million people in Ontario earn less than \$10 per hour, working in jobs where they are underpaid and undervalued; and

**WHEREAS** if minimum wage had kept up with inflation, it would be \$10 per hour today; and

**WHEREAS** the single most effective step to improve incomes would be for the Government of Ontario to raise the minimum wage; and

**WHEREAS** only 29 per cent of low-wage jobs are in small businesses and most low-wage jobs are with fast food chains, retail giants and or temp agencies; and

**WHEREAS** corporate profits in Canada skyrocketed to \$200 billion in 2006, and are at the highest share of the economy ever in Canada's history; and

**WHEREAS** the average top CEO earned as much by the afternoon of January 2 as a full-time minimum wage worker will earn in the entire year (\$16,640);

**THEREFORE BE IT RESOLVED THAT** OPSEU support the \$10 minimum wage bill; and

**BE IT FURTHER RESOLVED THAT** OPSEU encourage other unions through the Ontario Federation of Labour to support the campaign and to organize the unorganized.

Moved by Grimaldi/Franche

**THAT** OPSEU support the \$10.00 minimum and change the word from wage "bill" to wage "now".

Moved by Rapaport/Almeida - **CLOSURE - CARRIED**

## **BUSINESS ARISING**

### **2007 Convention Resolution**

#### **Resolution EB4 - Recommendation FOR**

##### **\$10 Minimum Wage campaign**

**WHEREAS** over one million people in Ontario earn less than \$10 per hour, working in jobs where they are underpaid and undervalued; and

**WHEREAS** if minimum wage had kept up with inflation, it would be \$10 per hour today; and

**WHEREAS** the single most effective step to improve incomes would be for the Government of Ontario to raise the minimum wage; and

**WHEREAS** only 29 per cent of low-wage jobs are in small businesses and most low-wage jobs are with fast food chains, retail giants and or temp agencies; and

**WHEREAS** corporate profits in Canada skyrocketed to \$200 billion in 2006, and are at the highest share of the economy ever in Canada's history; and

**WHEREAS** the average top CEO earned as much by the afternoon of January 2 as a full-time minimum wage worker will earn in the entire year (\$16,640);

**THEREFORE BE IT RESOLVED THAT** OPSEU support the \$10 minimum wage now; and

**BE IT FURTHER RESOLVED THAT** OPSEU encourage other unions through the Ontario Federation of Labour to support the campaign and to organize the unorganized.

The question was called on the resolution as amended - **CARRIED**

## **BUSINESS ARISING**

### **2007 Convention Resolution**

A motion was proposed and ruled Out of Order by the Chair.

Moved by L. Brown/Grimaldi

The Chair is Challenged.

President Thomas in the Chair for the Challenge.

First Vice-President/Treasurer Rout in the Chair.

The question was called on the Challenge and the Chair was upheld.

## **PRESIDENT'S REPORT**

### **MNR Summer Project Presentation**

Fern Blais, Local 649, made a presentation to the board on the project.

## **UNFINISHED BUSINESS**

### **OPSEUdirect Presentation**

Filomena Lofranco, Supervisor, OPSEUdirect made a presentation on OPSEUdirect.

**DECEMBER 6, 2007**

**AFTERNOON**

The Executive Board was called to order at 12:53 pm. First Vice-President/Treasurer Rout was in the Chair. All members were present except Sue Brown with reasons acceptable to the Chair. Peggy Maybury, Executive Assistant to the First Vice-President/Treasurer was also in attendance.

**BUSINESS ARISING**

**2007 Convention Resolution**

**Resolution G1 - BPS Grievances**

**WHEREAS** it takes years to arbitrate grievances;

**THEREFORE BE IT RESOLVED THAT** immediately following convention the grievance department will meet with all chairs to resolve the back log of grievances in the BPS.

Moved Montgomery/Pridham

Resolution G1 - be deleted.

The question was called on the motion - **CARRIED**

Moved by Rapaport/Dumais

**THEREFORE BE IT RESOLVED THAT** the Executive Board move the remainder of the resolutions to the Resolutions Committee and the report be approved with the changes made.

**CARRIED**

## **TREASURER'S REPORT**

### **2008 Budget**

#### **Overtime Departmental Budget Line**

Moved by L. Brown/Rout

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board increase the overtime budget to an average of 4% and include the breakdown of overtime on the report provided.</p>
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Moved by Wall/Dumais - **CLOSURE- CARRIED**

The question was called on the motion - **CARRIED**

### **CPAC Presentation**

Randy Robinson, Communications Officer gave a presentation.

President Smokey Thomas in the Chair.

## **TREASURER'S REPORT**

### **2008 Budget**

#### **Region Three - Staff Representative Compliment**

Moved by Rowett/Middleton

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board increase the staff compliment by one staff representative in region three.</p>
--

Moved by Franche/Elliot - **CLOSURE - DEFEATED**

Moved by Elliot/Dumais - **CLOSURE - DEFEATED**

Moved to Montgomery/Elliot - **CLOSURE - CARRIED**

## **TREASURER'S REPORT**

### **2008 Budget**

#### **Region Three - Staff Representative Compliment**

<b>Roll Call#4 Vote:</b>	Almeida, Eddy	against
	Brown, Laurie	for
	Brown, Sue	absent
	Clapp, Brenda	against
	Dumais, Mandy	against
	Elliot, Ron	against
	Franche, Gino	against
	Grimaldi, Mike	against
	Jackson, Jay	for
	Lundy, Dave	against
	Middleton, Doris	for
	Montgomery, Ted	against
	Orzel, Lynn	against
	Pridham, Nancy	for
	Rapaport, David	against
	Rout, Patty	for
	Rowett, Claire	for
	Snider, Sandra	for
	Thomas, Warren	for
	Tocker, James	absent
	Wall, Peter	absent

**DEFEATED FOR - 8 AGAINST - 10**

### **Organizing Unit**

Moved by Jackson/Clapp

<b>THAT the Organizing Unit compliment be increased by one Organizer.</b>
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Moved by Dumais/Clapp - **CLOSURE - CARRIED**

Question was called on the motion - **DEFEATED**

## **TREASURER'S REPORT**

### **2008 Budget**

#### **Local Services - Negotiators**

Moved by Elliot/Franche - Amendment

**THAT** the four permanent negotiators be reduced to two permanent negotiators.

Moved by Dumais/Lundy - **CLOSURE - DEFEATED**

Moved by Grimaldi/Franche - Amendment to the Amendment

**THAT** the Executive Board approve, two (2) permanent negotiators, upgrade one negotiator to senior negotiator and hire two temporary negotiators for one year.

Moved by Dumais/Wall - **CLOSURE** on amendment to the amendment - **CARRIED**

The question is called on the amendment to the amendment - **CARRIED**

Moved by Pridham/Almeida - **CLOSURE** on the amendment as amended - **CARRIED**

The question was called on the amendment as amended - **CARRIED**

Moved by Dumais/Wall - **CLOSURE** on the main motion as amended - **CARRIED**

Question was called on the main motion as amended - **CARRIED**

## **TREASURER'S REPORT**

### **2008 Budget**

Moved by Dumas/Montgomery

Closure on the 2008 budget.
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**DEFEATED**

## **BUSINESS ARISING**

### **Remuneration of President and First Vice-President/Treasurer's Salary**

President Thomas and First Vice-President/Treasurer Rout declared a conflict of interest.

2<sup>nd</sup> Vice-President Rapaport in the Chair.

Moved by Tocker/Wall

<b>THEREFORE BE IT RESOLVED THAT</b> the remuneration of the top two Officers' be brought into line as per policy.
--

Moved by Grimaldi/Jackson - amendment

An amended motion moved by Grimaldi, seconded by Jackson was ruled out of order by the Chair.

Moved by Grimaldi/Elliot

The Chair is Challenged.

2<sup>nd</sup> Vice-President Rapaport in the Chair for the Challenge.

3<sup>rd</sup> Vice-President Franche in the Chair.

Motion as amended was proposed and ruled in Order by the Chair.

## **BUSINESS ARISING**

### **Remuneration of President and First Vice-President/Treasurer's Salary**

Moved by Montgomery/Dumais

The Chair is Challenged.

3<sup>rd</sup> Vice-President Franche in the Chair for the Challenge

4<sup>th</sup> Vice-President Middleton in the Chair.

The question was called on the Challenge and the Chair was not upheld.

3<sup>rd</sup> Vice-President Franche in the Chair.

The question was called on the motion - **CARRIED**

A notice of Minority Report was served by Jay Jackson, Gino Franche, Mike Grimaldi, Ron Elliot, Eddy Almeida, Nancy Pridham, Doris Middleton and Claire Rowett.

## **PRESIDENT'S REPORT**

Moved by Thomas/Rout - In-Camera - **CARRIED**

### **Rise and Report**

The following issues were discussed In-Camera

### **OPSEU Joint Trustee Benefit Fund - President's Report**

### **Ontario Pension Trust**

### **STAFFING ISSUES - Staffing Update**

## **COMMITTEE REPORTS**

### **Pension Liaison Committee**

Moved by Rapaport/Tocker

**THAT** First Vice-President/Treasurer Rout is appointed for two years as trustee to the HOOP Pension Plan during the recruitment phase and upon signing of the Letter of Undertaking.

**CARRIED**

### **OPSEU Staff Pension Plan Trustee**

Moved by Rapaport/Tocker

**THAT** Laurie Brown is appointed to the Staff Pension Plan as a trustee for a two year term.

**CARRIED**

### **Ontario Pension Trust**

Moved by Rout/Thomas

**THAT** David Rapaport is appointed for a one year term to the Ontario Pension Trust (OPT) as a trustee.

**CARRIED**

### **OPSEU Joint Trustee Benefit Fund**

Moved by Rout/Thomas

**THAT** Bernard King is appointed to the OPSEU Joint Trustee Benefit Fund for 2 years.

**CARRIED**

**NEW BUSINESS**

Moved by Rout/Wall

**THAT** the Executive Board meeting be extended until to complete the OPSEU Bargaining Procedure motion is complete.

**CARRIED**

**OPS Bargaining Procedures**

**Reconsideration motion:**

Moved by Thomas/Wall

**WHEREAS** an early completion to the bargaining of the renewal of the OPS Collective Agreement has always been a goal of the membership, and

**WHEREAS** a major obstacle to achieving that goal is the negotiation schedule of the essential services, and

**WHEREAS** the real work of the Union is bargaining the collective agreement, not essential services agreements. and

**WHEREAS** the Employer has indicated an unprecedented interest in achieving an early completion of bargaining the renewal collective agreement.

**THEREFORE BE IT RESOLVED** that within the OPS negotiating procedures (Article 18.6 Appendix 1 of OPSEU policy and procedures) timelines for the 2008 round recognize that issues bargaining will commence prior to, rather than after essential services bargaining and that Appendix 1 reflect this change.

Moved by Rapaport/Montgomery

A motion was proposed and ruled Out of Order by the Chair.

## NEW BUSINESS

### OPS Bargaining Procedures

#### Reconsideration motion:

<b>Roll Call#5 Vote:</b>	Almeida, Eddy	absent
	Brown, Laurie	for
	Brown, Sue	absent
	Clapp, Brenda	for
	Dumais, Mandy	for
	Elliot, Ron	absent
	Franche, Gino	absent
	Grimaldi, Mike	absent
	Jackson, Jay	absent
	Lundy, Dave	for
	Middleton, Doris	for
	Montgomery, Ted	for
	Orzel, Lynn	for
	Pridham, Nancy	for
	Rapaport, David	for
	Rout, Patty	for
	Rowett, Claire	for
	Snider, Sandra	for
	Thomas, Warren	for
	Tocker, James	for
	Wall, Peter	for

**CARRIED FOR - 15 AGAINST -**

### ADJOURNMENT

The Executive Board adjourned at 4:40 pm. All members were present with the exception of Sue Brown, Eddy Almeida, Ron Elliot, Mike Grimaldi and Jay Jackson who left at 4:30 pm.

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Smokey Thomas, President

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Cynthia Forsyth, A/Corporate Secretary

/cf