

**MINUTES**  
**EXECUTIVE BOARD MEETING**  
**DECEMBER 10-11, 2008**  
**DELTA CHELSEA TORONTO, BAKER ROOM**

**DECEMBER 10, 2008**

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

**AGENDA**

The agenda was amended to add:

- Local time off fund
- Charter of Local 166 - timed for Thursday, 9:00 am
- Queen's Park Childcare Centre
- Vacation

Moved by Tocker/Snider

**THAT** the meeting on Thursday start at 8:30 am.

**CARRIED**

**MINUTES OF PREVIOUS MEETING**

Moved by Rout/Dumais

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board adopt the OPSEU Executive Board Minutes of October 15-16, 2008 and November 18-20, 2008.

**CARRIED**

President Thomas in the Chair.

**MEMBER PRESENTATION - L530**

Jeff Dvorak, President, Local 530 made a presentation to the Executive Board.

## **BUSINESS ARISING**

### **2008 Convention Resolutions**

#### **Resolution L24**

This issue will be brought back to the January 2009 board meeting.

#### **Resolution L23**

This issue will be brought back to the January 2009 board meeting.

#### **Resolution L30**

This issue will be brought back to the January 2009 board meeting.

### **E-Polls**

This issue will be brought back to the January 2009 board meeting.

### **Curt Bishop Health and Safety Scholarship Trust Fund**

This issue will be brought back to the January 2009 board meeting.

### **PYW Report**

A report was given to the Executive Board.

### **Building Local Capacity Project**

A report was given to the Executive Board.

## **PRESIDENT'S REPORT**

### **Internal Issues**

SAROC issue

Out of Country Travel Policy

Cornerstone ONDP Accessibility Fund

## **INTERNAL ISSUES**

### **SAROC Issue**

President Thomas reported on this issue.

## **PRESIDENT'S REPORT**

### **INTERNAL ISSUES**

#### **Out of Country Travel Policy**

This issue will be brought back to the January meeting.

#### **Cornerstone ONDP Building Accessibility Fund**

The building of the Ontario New Democratic Party (ONDP) is in need of some major renovations to make it accessible. Both the front entrance and a special washroom will be at the top of the list.

The building is owned by the ONDP and several Unions [USW, CUPE, SEIU, UFCW, CEP, OSSTF, and others] through a building corporation, for which they have received shares. OPSEU would receive shares for its contribution and also recognition for its contribution to the accessibility fund on a plaque placed in the front hall.

Moved by Thomas/Elliot

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board waive the thirty days notice for expenditures in excess of \$20,000.

**CARRIED**

Moved by Thomas/Grimaldi

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve a contribution of \$100,000 to the Cornerstone Accessibility Fund of the Ontario New Democratic Party and this sum be drawn from the contingency fund.

**CARRIED**

#### **Leadership NDP election**

Moved by Thomas/Elliot

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve a contribution to each candidate in the amount of \$3,000, to be taken from the Contingency Fund.

Moved by Dumais/Rout - amendment

Amend the amount to \$1,000.

Moved by Almeida/Dumais - closure - **CARRIED**.

The question was called on the amendment and it was **DEFEATED**.

Moved by Middleton/Dumais - closure - **DEFEATED**.

Moved by Grimaldi/Pridham - closure - **CARRIED**.

## **PRESIDENT'S REPORT**

### **INTERNAL ISSUES**

#### **Leadership NDP election (cont.)**

Sandra Snider declared a conflict of interest

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

**CARRIED                      FOR - 14                      AGAINST - 6**

#### **PRESENTATION - UNIONWARE**

Thierry Jaume, A/Supervisor, Information Services and Jim Perchaluk, President, Unionware, made a presentation to the Executive Board. Rob Kinnear, Supervisor OPSEUdirect and Stefka Yancheva, Tech-Trainer/Analyst, were also present.

Moved by Franche/Grimaldi - closure on question period - **DEFEATED.**

Moved by Grimaldi/Franche - closure on question period - **CARRIED.**

#### **LETTER TO PREMIERE REGARDING DEVELOPMENTAL SERVICES**

President Thomas updated the Executive Board on this issue.

Moved by Thomas/Brown - In camera - **CARRIED.**

## **PRESIDENT'S REPORT**

### **STAFFING ISSUES**

#### **Rise & Report**

##### **Bilingual Communications officer**

Moved by Thomas/Elliot

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board approve the recruitment of outside candidates for the vacant position of Bilingual Communications Officer.</p>
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**CARRIED**

##### **OPSEU Lawyer Salary**

Moved by Thomas/Grimaldi

<p>Increase the budget line for the lawyers' salary by \$10,000.</p>
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**CARRIED**

#### **Staffing Update**

Material for the Executive Board was made available under separate cover.

### **RECESS**

The Executive Board recessed at 5:10 pm. All members were present.

## **DECEMBER 11, 2008**

The Executive Board was called to order at 8:30 am. First Vice-President/Treasurer Rout in the Chair. All members were present except President Smokey Thomas. The reason was acceptable to the Chair. Peggy Maybury, Executive Assistant to the First Vice-President/Treasurer and Maurice Gabay, Accountant, were also in attendance.

### **Transfer of units of Local 144 to Local 166**

Moved by Franche/Rout

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve the Community Living London, Middlesex Community Living, Anago, Craigwood, Kids Country Club and the Salvation Army Wycliffe Booth House and Rebekah House units of Local 144 be transferred to Local 166 and that the Executive Board approve the Charter of the new Local 166.

**CARRIED**

### **TREASURER'S REPORT**

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

#### **Financial Report**

Bank Position – as of October 2008

Executive Board/Officers Approvals – General Fund – November 2008

Executive Board/Officers Approvals – Defence Fund – November 2008

Financial Projections – October 2008

Balance Sheet Summary – October 2008

### **Strike Fund Investment Account**

The Executive Board was given an update on this issue.

### **Section 11**

Moved by Rout/Wall

**THEREFORE BE IT RESOLVED THAT** the Executive Board adopt Section 11.1 and 11.2 as presented.

**CARRIED**

## TREASURER'S REPORT

### Webcast Update

The Executive Board was given an update on this issue.

### 2009 Executive Board Meetings - Hotels

The Executive Board was given an update on this issue.

### Unionware Version 4

Moved by Tocker/Elliot

**THEREFORE BE IT RESOLVED THAT** a review of Unionware completed commencing immediately upon the completion of the 4 month upgrade by Unionware; and

**BE IF FURTHER RESOLVED THAT** this review not exclude the possibility of looking into the development of new software outside of Unionware that OPSEU would own upon completion.

Moved by Dumais/Elliot - closure - **CARRIED**.

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

### 2009 Budget (cont.)

Moved by Montgomery/Pridham - In Camera - **CARRIED**.

### Rise and Report

Progress.

### 2009 Budget (cont.)

Moved by Brown/Dumais

Under Local Services add one temporary staff rep for Region 6 for one year.

Moved by Elliot/Brown - amendment

Add "Region 1" as well

**CARRIED**

Moved by Montgomery/Grimaldi

Table this motion until the Administrator is present at the meeting for questions.

**CARRIED**

## **TREASURER'S REPORT**

### **2009 Budget (cont.)**

Moved by Grimaldi/Pridham

Add one permanent Organizer under the Communications budget line.

**CARRIED**

Moved by Middleton/Dumais

Extend the temporary Building Local Capacity staff rep position for one more year.

Moved by Tocker/Elliot

Table this motion until the Administrator is present at the meeting for questions.

**CARRIED**

Moved by Franche/Elliot

Return budget lines under Equity (PWC, Human Rights, Rainbow Alliance, Disability Caucus, Francophone Caucus, Young Workers Committee, Workers of Colour, Aboriginal Circle) to the 2008 budget amount and the Workers of Colour budget to \$26,523.

**DEFEATED**

Moved by Brown/Tocker

Add a special transportation allowance line in the amount of \$5,000.

Moved by Pridham/Grimaldi

Table this motion pending a review of the Northern Lights Policy by the Officers, with a recommendation to come back to the January board meeting.

**CARRIED**

Moved by Elliot/Almeida

Effective January 1, 2009 the meal allowance be changed as follows: breakfast \$12, lunch \$17 and dinner \$27.

**CARRIED**

## TREASURER'S REPORT

### 2009 Budget (cont.)

Moved by Rout/Wall

Reduce committees by \$168,932, reduce all pension appointees by \$18,665, reduce Pension Liaison Committee by \$50,000, increase local rebates increase to \$900,000, and increase Net Dues Revenue to \$1,209,700.

Moved by Lundy/Rapaport

Motion to divide.

**CARRIED**

Reduce committees by \$168,932.

**CARRIED**

Reduce all pension appointees by \$18,665.

**CARRIED**

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

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

Reduce Pension Liaison Committee by \$50,000.

**CARRIED**

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

Increase local rebates increase to \$900,000.

**CARRIED**

Increase Net Dues Revenue to \$1,209,700.

**CARRIED**

First Vice-President/Treasurer Rout in the Chair.

Moved by Rowett/Clapp

Change the PYC International Youth Day amount to 0.

**DEFEATED**

Moved by Rout/Rowett

Remove \$27,500 from the PYC line.

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

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

## TREASURER'S REPORT

### 2009 Budget (cont.)

First Vice-President/Treasurer Rout in the Chair.

Moved by Dumais/Wall

Reduce telephone, regular fax to \$50,000.

**CARRIED**

Moved by Almeida/Grimaldi

**THAT** \$464,100 be allocated to BPS wide mobilizing initiative over contingent and part-time workers.

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

Moved by Elliot/Pridham - amendment

after BPS add ", CAAT and OPS"

A motion was made and ruled out of order.

Moved by Pridham/Dumais - closure - **CARRIED**.

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

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

Moved by Rout/Pridham

Table this motion to January at which time a plan will be presented to the Executive Board.

Moved by Pridham/Almeida - closure - **CARRIED**

The question was called on tabling and it was **DEFEATED**.

Moved by Brown/Elliot

Add ", and no monies be spent until a detailed plan for all parties is created and approved by the Executive Board"

A motion was made and ruled out of order.

## **AFTERNOON**

The Executive Board meeting was called to order at 1:35 pm. First Vice-President/Treasurer Rout in the Chair.

## **COMMITTEE REPORTS**

### **Recommendation(s) from the December Special Executive Committee Meeting Queen's Park Childcare Centre**

Moved by Rout/Rapaport

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve the Queen's Park Childcare Centre be transferred from Local 502 to Local 588.

**CARRIED**

### **OPSEU Joint Trusteed Benefits Fund Trustee Appointments**

Moved by Pridham/Rapaport

**THEREFORE BE IT RESOLVED THAT THE** OPSEU Executive Board appoint Susan Blakely, to the position of Trustee at the OPSEU Joint Trusteed Benefits Fund, for a term to commence November 30, 2008 to November 30<sup>th</sup> 2010, provided the OPSEU Letter of Undertaking is signed.

**CARRIED**

Moved by Pridham/Rout

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board appoint Maureen Whyte to the position of Trustee at the OPSEU Pension Trust, for a period to commence January 1, 2009 to December 31, 2011, provided the OPSEU Letter of Undertaking is signed.

**CARRIED**

David Rapaport declared a conflict of interest and left the room.

Moved by Rout/Pridham - In Camera - **CARRIED.**

### **Rise and report**

Moved by Pridham/Rout

**THEREFORE BE IT RESOLVED THAT** OPSEU Executive Board extend the appointment of David Rapaport as a Trustee, to the OPSEU Pension Trust from January 1, 2009 to April 31st, 2009, provided the OPSEU Letter of Undertaking is signed.

**CARRIED**

A Minority Report was filed by Ron Elliot.

## PRESENTATION - SPONSORSHIP RESPONSIBILITIES

Murray Gold, from Koskie Minisky made a presentation to the Executive Board.

## COMMITTEE REPORTS

### CAAT (A) Trustee Appointments

Moved by Pridham/Rout

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve the appointment of Damian Wiechula to the CAAT Pension Sponsor Committee, for a period to commence January 1, 2010 to December 31, 2012, provided the OPSEU Letter of Undertaking is signed.

**BE IT FURTHER RESOLVED THAT** the OPSEU Executive Board approve the appointment of Ted Montgomery as an alternate to the CAAT Pension Sponsor Committee, for a period to commence January 1, 2010 to December 31, 2012, provided the OPSEU Letter of Undertaking is signed.

**CARRIED**

Moved by Pridham/Rout

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve the appointment of Bernard Belanger to the position of Trustee on the CAAT Pension Plan, for a period to commence January 1, 2010 to December 31, 2012, provided the OPSEU Letter of Undertaking is signed.

**BE IT FURTHER RESOLVED THAT** the OPSEU Executive Board approve the appointment of Sherri Rosen to the position of Trustee on the CAAT Pension Plan, for a period to commence January 1, 2010 to December 31, 2012, provided the OPSEU Letter of Undertaking is signed.

**CARRIED**

Moved by Pridham/Rout

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve the appointment of Darryl Bedford as the 1<sup>st</sup> alternate Trustee, on the CAAT Pension Plan, for a period to commence January 1, 2010 to December 31, 2012, provided the OPSEU Letter of Undertaking is signed.

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve the appointment of Jean-Pierre Belanger as the 2<sup>nd</sup> alternate Trustee, on the CAAT Pension Plan, for a period to commence January 1, 2010 to December 31, 2012, provided the OPSEU Letter of Undertaking is signed.

**CARRIED**

Ted Montgomery declared a conflict of interest.

## COMMITTEE REPORTS

### Liaison Reports

A report was submitted from Claire Rowett.

### PRIVILEGE MOTION - 2009 BUDGET

Moved by Tocker/Wall

Move reconsideration of the following motion:  
Extend the temporary Building Local Capacity staff rep position for one more year.

### CARRIED

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

## NEW BUSINESS

### Vacation

First Vice-President/Treasurer Rout declared a conflict of interest and left the room.

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

Jamie Tocker updated the Executive Board on this issue.

Moved by Montgomery/Dumais

**THEREFORE BE IT RESOLVED THAT** the two (2) full time officers of the union be credited with service relative to vacation entitlement based on their service with the employer immediately preceding taking the position at OPSEU subject to the practices of the union in respect of ASU vacations.

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

Moved by Wall/Dumais - amendment

Delete "service relative to"

Moved by Montgomery/Dumais - amendment to amendment

Amend "service" to "entitlement"

Moved by Snider/Pridham - closure - **CARRIED**.

The question was called on the amendment to the amendment:

**THEREFORE BE IT RESOLVED THAT** the two (2) full time officers of the union be credited with vacation entitlement based on their entitlement with the employer immediately preceding taking the position at OPSEU subject to the practices of the union in respect of ASU vacations.

### CARRIED

## NEW BUSINESS

### Vacation (cont)

Moved by Elliot / Almeida

Table this motion to the January 2009 meeting, and instruct the Supervisor of Accounting to provide two motions to the Board, one with vacation with full continuous service and one with service beginning with their respective election to their full time position.

**CARRIED**

First Vice-President/Treasurer Rout returned to the meeting room.

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

## UNFINISHED BUSINESS

### Expense Guidelines - Policy Manual Section 10.1

Moved by Snider/Nancekivell (Brown)

**THEREFORE BE IT RESOLVED THAT** Section 10.1 of the Policy Manual be amended where necessary and when requested, members of the Provincial Women's Committee, the Provincial Human Rights Committee and the Provincial Young Workers Committee shall be accorded single accommodations for the purpose of committee meetings.

**CARRIED**

First Vice-President/Treasurer Rout in the Chair.

### Email Poll Confirmation - Extension of Local 411 Trusteeship

Moved by Rout /Nancekivell

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board confirm the decision of the Trusteeship of Local 411 which was carried by email poll:

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve a further extension of the Trusteeship of Local 411 to September 18, 2008, as recommended by Sister Kathy Smith.

Almeida, Eddy	for
Brown, Laurie	for
Brown, Sue	for
Clapp, Brenda	for
Dumais, Mandy	---
Elliot, Ron	---
Franche, Gino	for

## UNFINISHED BUSINESS

### Email Poll Confirmation - Extension of Local 411 Trusteeship (cont)

Grimaldi, Mike	---
Jackson, Jay	for
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 - 18                      AGAINST - 0**

### 2nd International Conference on LGBT Human Rights Copenhagen, Denmark - July 27-29, 2009

This year, as a result of their innovative and groundbreaking work, the Rainbow Alliance is ready to take the stage at the 2nd International Conference that is being held in Copenhagen, Denmark. They are currently planning to submit a workshop proposal to the Conference entitled: "Bending the Binary - Practicing Gender Expression in the Workplace."

Moved by Rout/Snider

**WHEREAS** one of the themes for the 2nd International Conference on LGBT Human Rights is "Workers Out," which focuses on strengthening specific rights of LGBT people in the workplace; and

**WHEREAS** the Rainbow Alliance has knowledge they can share about OPSEU's leading role in providing strategies and innovative practices to promote equality and diversity related to gender expression in the workplace;

**THEREFORE BE IT RESOLVED THAT** the Executive Board cover the costs of Judy Robertson (Chair of the Rainbow Alliance) and Wade Stevenson (member) to attend and present at the Conference up to a total of \$ 7,250. Funds to be drawn from the Contingency Fund.

Moved by Almeida/Pridham - closure - **CARRIED.**

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

## NEW BUSINESS

### Email Poll Confirmation - OPSEU Joint Trusteed Benefit Fund Trustees

Moved by Rout / Almeida

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board confirm the decision of the trustee appointments which was carried by email poll:

**WHEREAS**, the OPSEU Joint Trusteed Benefit Fund's Trustee Recruitment and Orientation Committee, consisting of Bernard King (Chair, OJTBF Board of Trustees), Ron Lavigne (Vice-Chair, OJTBF Board of Trustees) and Nancy Pridham (OJTBF Board of Trustees member), is requesting the appointment of the following trustees for the period delineated below:

Ron Lavigne - term currently expires October 17, 2008 - extended until December 31, 2009

Jeanne Theriault - term currently expires October 17, 2008 - extended until December 31, 2010

Nancy Pridham - term currently expires October 17, 2008 - extended until December 31, 2009

Janice Gordon - term currently expires October 17, 2008 - extended until December 31, 2010

Joan Marshall - new Employer trustee from Central Toronto Youth Services - appointed until December 31, 2010

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve extension of the above appointments to the OPSEU Joint Trusteed Benefit Fund.

Almeida, Eddy	for
Brown, Laurie	for
Brown, Sue	for
Clapp, Brenda	for
Dumais, Mandy	for
Elliot, Ron	for
Franche, Gino	for
Grimaldi, Mike	for
Jackson, Jay	for
Lundy, Dave	for
Middleton, Doris	for
Montgomery, Ted	for
Orzel, Lynn	for
Pridham, Nancy	absent
Rapaport, David	for
Rout, Patty	for
Rowett, Claire	for
Snider, Sandra	for

## NEW BUSINESS

### Email Poll Confirmation – OPSEU Joint Trusteed Benefit Fund Trustees (cont.)

Thomas, Warren	for
Tocker, James	for
Wall, Peter	for

**CARRIED FOR - 20 AGAINST - 0**

## COMMITTEE REPORTS

### Pension Liaison Report

#### OPT Sponsorship Body

Moved by Rapaport/Pridham

**WHEREAS** the Executive Board acts as the sponsorship body for the OPSEU Pension Trust;

**WHEREAS** other pension plans where OPSEU is a sponsor, such as the CAAT pension plan, there is a distinct sponsorship body in OPSEU;

**WHEREAS** it is time to examine and determine the best practice for the mechanics of the relationship between OPSEU and the OPT;

**THEREFORE BE IT RESOLVED THAT** the Pension Liaison Committee is mandated to examine the mechanics of the sponsorship function that OPSEU exercises with the OPT;

**BE IT FURTHER RESOLVED THAT** the PLC mandate includes recommendations for alternative sponsorship mechanics and approaches to the OPT;

**BE IT FURTHER RESOLVED THAT** this project has a legal budget of \$10,000 to be drawn from the contingency fund;

**BE IT FURTHER RESOLVED THAT** the PLC reports back to the Executive Board at the March Board meeting.

**CARRIED**

## PRIVILEGE MOTION

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

Moved by Elliot/Franche

**THEREFORE BE IT RESOLVED THAT** the First Vice-President/Treasurer bring a written report to the January Executive Board meeting explaining why the Ministry of Transportation Provincial Occupational Health & Safety Committee signed an agreement with the employer on a change to the committee.

**CARRIED**

First Vice-President/Treasurer Rout in the Chair

## **ADJOURNMENT**

The Executive Board adjourned at 4:00 pm. All members were present with the exception of Doris Middleton who left at 2:55 pm and President Smokey Thomas. The reason was acceptable to the Chair.

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Smokey Thomas, President

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Kathryn Francis, Corporate Secretary

/kf