

MINUTES
EXECUTIVE BOARD MEETING
JUNE 11-12, 2008
BAYVIEW- WILDWOOD RESORT, CEDAR ROOM

JUNE 11, 2008

The Executive Board was called to order at 9:30 am. President Smokey Thomas was in the Chair. All members were present except Patty Rout. The reason was acceptable to the Chair. Peggy Maybury, Executive Assistant to the First Vice-President/Treasurer was also in attendance.

AGENDA

The agenda was amended to add:

- Local start up
- BPS conference
- New local - Northern Ontario School of Medicine Faculty
- Strategic planning
- Closure of 3 developmental service facilities, seniority, severance, layoffs
- Live and let live fund update
- Social justice fund update
- Reporting of new permanent hires
- ASU bargaining - in-camera

TILMA PRESENTATION

Larry Brown, Treasurer, NUPGE and Dave Lundy, RVP Region 4 made a presentation to the executive board.

Moved by Lundy/Middleton

In view of the serious threat to public services posed by the Trade Investment Labour Mobility Agreement, OPSEU will work with our allies in labour, in the legislative assembly, in progressive NGOs and in our communities to actively forestall the adoption of TILMA.

TILMA PRESENTATION (cont.)

OPSEU will educate and encourage its membership to oppose the adoption of any TILMA-like SPP, Atlantica, NAFTA agreement that undermines the legitimate authority of our provincial and municipal governments to legislate and enforce laws to promote the health and social well being of all residents, our public education system, our environment and the safety of all workers.

Moved by Montgomery/Thomas - amendment

Replace "and social well being of all residents" with ", social, and economic well being of all Ontario residents

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

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

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

The question was called on the motion as amended:

In view of the serious threat to public services posed by the Trade Investment Labour Mobility Agreement, OPSEU will work with our allies in labour, in the legislative assembly, in progressive NGOs and in our communities to actively forestall the adoption of TILMA.

OPSEU will educate and encourage its membership to oppose the adoption of any TILMA-like SPP, Atlantica, NAFTA agreement that undermines the legitimate authority of our provincial and municipal governments to legislate and enforce laws to promote the health, social, and economic well being of all Ontario residents, our public education system, our environment and the safety of all workers.

CARRIED UNANIMOUSLY

CLC issues

Larry Brown gave the executive board an update on CLC issues.

PRESENTATION - PAY EQUITY

Jeanne Theriault, Administrator, Staff Relations, M.E. Cassey, OPSSU 1st Vice-President gave a presentation to the executive board regarding Pay Equity.

2nd Vice-President Rapaport in the Chair.

PRESENTATION - PAY EQUITY (cont.)

Moved by Middleton/Pridham

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

CARRIED

Moved by Middleton/Pridham

WHEREAS the Parties (OPSEU/OPSSU) originally negotiated a Pay Equity Plan which was posted in the workplace on September 1, 1993, by using a gender-neutral comparison system (GNCS) which was developed for OPSEU and is unique to OPSEU; and

WHEREAS in 2000, the Parties (OPSEU/OPSSU) met and agreed to re-evaluate all jobs in the Bargaining Unit using a new mutually agreed upon GNCS, which was also developed internally and produced the 2003 Amended Plan; and

WHEREAS the 2003 Amended Plan resulted in several complaints from employees to the Pay Equity Commission alleging the Plan did not properly value the work of male and female job classes in the workplace. The Pay Equity Commission concluded the 2003 GNCS violated the *Pay Equity Act* and ruled the 2003 Amended Plan as null and void, which also resulted in ordering the parties to return to the original 1993 GNCS; and

WHEREAS the Parties (OPSEU/OPSSU) have been attempting to resolve several grievances filed since 2003 by using the original 1991 GNCS that have met with few positive results; and

WHEREAS the original GNCS was developed as a unique product for OPSEU in 1991, the workplace over the past 17 years has changed dramatically. Labour relations issues which continue to rise are not being successfully resolved by using the original GNCS; and

WHEREAS the parties are of the view that the use of a third party consultant will add integrity and credibility to the process and have jointly agreed to seek support from the Executive Board on purchasing a new GNCS product; and

THEREFORE BE IT RESOLVED that the Executive Board endorse OPSEU to move forward on the Request for Proposal to retain an experienced and independent Pay Equity consultant at a cost of approximately \$150,000 (\$75,000 from the 2008 contingency fund and \$75,000 from the 2009 budget).

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

PRESENTATION - PAY EQUITY (cont.)

The question was called on the motion and it **CARRIED UNANIMOUSLY**.
President Thomas in the Chair.

MINUTES OF THE PREVIOUS MEETING

Moved by Thomas/Snider

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| <p>THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board adopt the OPSEU Executive Board Minutes of May 14-15, 2008.</p> |
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Pg 18 - a motion made and ruled out of order was not recorded in the minutes. President Thomas ruled that the motion was not recognized so the actual motion does not get recorded.

Moved by Rowett - Challenge the Chair,
2nd Vice-President Rapaport in the Chair.

The question was called and the Chair was upheld.

President Thomas in the Chair.

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

AFTERNOON

The executive board was called to order at 1:15 pm. President Thomas in the Chair. All members were present.

PRESENTATION - BUDGET LIABILITIES

Maurice Gabay, Accountant, made a presentation to the executive board.

BUSINESS ARISING

Train the Trainer

At the May executive board meeting the Train the Trainer selection process and questionnaire was referred back to the Education Department Administrator to report back to the June executive board meeting following an opportunity for executive board members to forward recommendation for revisions and amendment to the selection criteria.

At the June meeting no further comments were made.

BUSINESS ARISING

Accommodation Policy

At the May executive board meeting reconsideration of the policy passed at the September 2007 executive board meeting carried.

THEREFORE BE IT RESOLVED THAT members/staff who are assigned to, elected to, or appointed to work on a temporary basis on union tasks that are expected to last longer than three consecutive months, and who relocate in accordance with the OPSEU policy to the location where that assignment is based shall be entitled to compensation as set out in the following:

- In Toronto, an allowance of \$1500 per month to cover costs of accommodation, accommodation-related expenses, including but not limited to rent, parking, utilities, communication services, meals and travel within the location of the assignment
- Outside of Toronto, an allowance as set out above, adjusted by an amount determined by OPSEU to reflect market rental costs in that location
- OPSEU staff will assist in finding appropriate accommodation
- Costs will be billed to the appropriate OPSEU budget
- Where staff collective agreements contain terms which impinge upon or are impinged upon by this policy, the terms of the respective collective agreements shall prevail
- The accommodation allowance shall continue in any calendar month in which the person is assigned to the task
- This policy shall be reviewed annually with regard to the rental costs in Toronto and other affected OPSEU locations

This issue was referred to the First Vice-President/Treasurer's Office to do further research on accommodation costs, including unfurnished apartments which was brought forward at the June meeting.

Moved by Tocker/Wall

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| Under the first bullet remove the words "meals" and "travel" |
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Moved by Franche/Almeida - closure - **CARRIED.**

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

1st Vice-President/Treasurer Rout in the Chair.

BUSINESS ARISING

Accommodation Policy (cont.)

Moved by Pridham/Almeida

Refer this issue back to the First Vice-President/Treasurer for a full review of the accommodation policy, to return to the September Board.

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

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

President Thomas in the Chair.

PRESENTATION - REGION 3 STAFFING

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

Bob Eaton, Administrator, Local Services Division - Regional Services made a presentation to the board regarding the current staffing issues around workload and distribution in the Region 3 offices.

Rise & Report

Progress.

RECESS

The Executive Board recessed at 4:40 pm. All members were present.

JUNE 12, 2008

The Executive Board was called to order at 9:10 am. First Vice-President/Treasurer Patty Rout was in the Chair. All members were present. Peggy Maybury, Executive Assistant to the First Vice-President/Treasurer was also in attendance.

BUSINESS ARISING

Notice of Motion - Temporary Positions at OPSEU

First Vice-President/Treasurer Patty Rout gave the board an update on this issue.

BUSINESS ARISING

Notice of Motion - Regional Hardship Committee

Moved by Almeida/Elliot

WHEREAS from time to time OPSEU members find themselves or family members in dire circumstances;

WHEREAS OPSEU is a member-led social democratic union;

WHEREAS OPSEU has regional leadership who are in direct contact with the members and understand member and family hardship;

THEREFORE BE IT RESOLVED THAT the 2009 Regional Meetings elect a Regional Hardship Committee, consisting of a chairperson, vice chairperson, secretary, and treasurer, each from different locals;

BE IT FURTHER RESOLVED THAT each Regional Committee be initially funded with \$1.00 per signed member as of December 31, 2008, and thereafter, December 31st of each following year.

President Thomas in the Chair.

Moved by Rout/Rapaport

Refer this issue back to the President's Office with instructions to clarify.

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

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

Workers' Action Centre

Moved by Rout/Rapaport

WHEREAS the Workers' Action Centre is engaged in ongoing struggle to promote the rights of the contingent workforce on the front lines; and

WHEREAS the Centre does not receive any government funding and depends on union and community support for its work,

THEREFORE BE IT RESOLVED THAT OPSEU donate \$10,000 to the Workers' Action Centre as an annual standing donation.

Moved by Thomas/Almeida - amendment

Remove the 2nd WHEREAS.

First Vice-President/Treasurer Rout in the Chair.

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

BUSINESS ARISING

Workers' Action Centre (cont.)

Moved by Grimaldi/Elliot

Refer this issue to the First Vice-President/Treasurer's office to get further detailed info on revenue and expenses.

CARRIED

Retirees' issue

This will be brought to the September executive board meeting.

Notice of Motion - Law suits

WHEREAS the liability insurance for the OPSEU Board of Directors is to protect from third party law suits;

THEREFORE BE IT RESOLVED THAT any lawsuits for plaintiff or defendant between Board members not be funded through OPSEU dues or OPSEU liability insurance and;

BE IT FURTHER RESOLVED THAT the First Vice-President/Treasurer notify the Insurance Carrier of this change as soon as possible.

2nd Vice-President Rapaport in the Chair.

First Vice-President/Treasurer Rout made a motion which was ruled out of order.

Brother Grimaldi made motion for an amendment which was ruled out of order.

Moved by Grimaldi - Challenge the Chair.

3rd Vice-President Franche in the Chair.

The question was called and the Chair was upheld.

2nd Vice-President Rapaport in the Chair.

A roll call vote was requested.

Sister Patty Rout requested a secret ballot.

Ballots were distributed and tabulated.

DEFEATED FOR - 6 AGAINST - 15

A Minority Report was filed by Mike Grimaldi.

President Thomas in the Chair.

PRESIDENT'S REPORT

President Thomas presented the President's Report, which addressed the following items:

Internal Issues

CAAT Part-Timers Campaign update

Building Local Capacity Project, Backlog Project update

PYC request for members to attend International Youth Day event -
Climate Change: Time for Action

Education Framework

Convention 2008

Final Report of the Resolutions Committee

PRESIDENT'S REPORT

INTERNAL ISSUES

New Local - Northern Ontario School of Medicine Faculty

Moved by Brown S./Tocker

WHEREAS the merger between the Northern Ontario School of Medicine Faculty Association and OPSEU was completed on June 1, 2008;

THEREFORE BE IT RESOLVED THAT the members of the former Northern Ontario School of Medicine Faculty Association, now OPSEU by way of a Merger Agreement, and whose membership reside in both Regions 6 and 7, and in keeping with the Merger Agreement, be assigned Local 677 as a single local.

CARRIED

CAAT Part-Timers Campaign update

Moved by Montgomery/Rout

WHEREAS the Supreme Court of Canada has determined that all workers have a right to collective bargaining rights under the Charter of Rights and Freedoms; and

WHEREAS the proposed legislation in respect of the bargaining rights of part-time and sessional college workers also contains a series of provisions based on the report of Mr. Kevin Whitaker that removed existing protections for full-time college workers and for college students;

THEREFORE BE IT RESOLVED THAT OPSEU demand that the government of Ontario delete all the provisions of the proposed legislation which remove protections for students and college full-time employees.

PRESIDENT'S REPORT

INTERNAL ISSUES

CAAT Part-Timers Campaign update (cont.)

First Vice-President/Treasurer Rout in the Chair.

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

Building Local Capacity Project, Backlog Project update

An interim report was given to the executive board regarding the Building Local Capacity Project.

Grievance Backlog Project Update

An update was given to the executive board. A full report will be available to the Board in September.

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

PYC request for members to attend International Youth Day event - Climate Change: Time for Action

The Provincial Young Workers' Committee (PYC) is planning a provincial event that mobilizes and educates young workers around Climate Change and other labour issues.

Moved by Thomas/Rout

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

CARRIED

Moved by Thomas/Brown L.

WHEREAS the theme for this year's International Youth Day is Climate Change; and

WHEREAS the Provincial Young Workers' Committee, similar to many young workers, recognize that labour and governments have a critical role to play in reducing the harmful effects of climate change; and

THEREFORE BE IT RESOLVED THAT the Executive Board cover the costs of the event up to a total of \$24,000 with such funds to be drawn from the Contingency Fund.

Moved by Rapaport/Pridahm

Change the amount to \$27,385.

CARRIED

PRESIDENT'S REPORT

INTERNAL ISSUES

PYC request for members to attend International Youth Day event - Climate Change: Time for Action (cont.)

The question was called on the motion as amended:

WHEREAS the theme for this year's International Youth Day is Climate Change; and

WHEREAS the Provincial Young Workers' Committee, similar to many young workers, recognize that labour and governments have a critical role to play in reducing the harmful effects of climate change; and

THEREFORE BE IT RESOLVED THAT the Executive Board cover the costs of the event up to a total of \$27,385 with such funds to be drawn from the Contingency Fund.

CARRIED

PRESENTATION - HEALTH CARE DIVISIONAL COUNCIL VIOLENCE PREVENTION CAMPAIGN

Jill McIllwraith, Acting Chair Health Division Council and Yves Shank, Secretary, Health Division Council made a presentation to the executive board.

Moved by Rout/Orzel

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

CARRIED

Moved by Rout/Orzel

THEREFORE BE IT RESOLVED THAT OPSEU sponsor a workplace violence prevention campaign for members in Sectors 1, 8, 10, 11, 17, 18, 19, at a cost of \$223,600. These funds are to be drawn from the Contingency Fund.

CARRIED

TREASURER'S REPORT

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

Financial Report

Bank Position – May 2008

Financial Results/Projections – April 2008

Balance Sheet Summary – April 2008

Contingency Fund Approvals – May 2008

Defence Fund Approvals – May 2008

Draft Policy on Expense Guidelines

Draft Policy on Expense Guidelines

First Vice-President/Treasurer Rout will send out the document that shows the strike out changes.

Moved by Rout/Elliot

Adjust the special assistance fund to \$1,000 in Section 15.1 of the Policy Manual.

CARRIED

This issue will be placed on the September board agenda.

Equity Issue – Delta Hotels

First Vice-President/Treasurer Rout reported to the board regarding this issue. A letter will be sent to the Equity Chairs and staff in the Equity Unit updating them on this issue.

PRESIDENT'S REPORT

Louise Arbour breakfast (LEAF)

Moved by Thomas/Grimaldi

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board purchase 2 tables to the LEAF Breakfast on October 16, 2008, in the amount of \$10,000, funds to be drawn from the contingency fund.

Moved by Almeida/Dumais - amendment

If available purchase the \$15,000 package, if not purchase the \$10,000 option.

CARRIED

PRESIDENT'S REPORT

Louise Arbour breakfast (LEAF) (cont.)

The question was called on the motion as amended:

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board purchase 2 tables to the LEAF Breakfast on October 16, 2008, in the amount of \$10,000. If available purchase the \$15,000 package. Funds to be drawn from the contingency fund.

CARRIED

Education Framework

President Thomas gave an update on a provincial framework agreement for support workers in elementary and secondary schools.

AFTERNOON

The executive board was called to order at 1:15 pm. President Thomas in the Chair.

First Vice-President/Treasurer Rout in the Chair.

TREASURER'S REPORT

BPS sector chairs proposal regarding the 2009 conference

Moved by Rowett/Snider

THEREFORE BE IT RESOLVED THAT the BPS Conference days be moved to Thursday, Friday, and Saturday beginning in 2009.

Moved by Elliot/Dumais - amendment

Delete the the word "beginning".

CARRIED

The question was called on the motion as amended:

THEREFORE BE IT RESOLVED THAT the BPS Conference days be moved to Thursday, Friday, and Saturday in 2009.

CARRIED

A Minority Report was served by David Rapaport and Ted Montgomery.

COMMITTEE REPORTS

Pension Liaison Committee

Sister Nancy Pridham and Brother David Rapaport gave a presentation to the executive board.

Moved by Rapaport/Pridham

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve a survey to the membership regarding the OPT pension surplus at a cost of \$50,000, funds to be taken from the Contingency Fund.

Moved by Franche/Elliot - closure on questions - **DEFEATED.**

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

Recommendations from June 2008 executive committee meeting

Proposal to approve tabling of a Central Hospital Professionals Division Benefits Review Committee

Moved by Rout/Lundy

THEREFORE BE IT RESOLVED THAT the HPD bargaining committee is authorized to propose a Joint Benefits Review Committee during Central Hospital bargaining, and that member costs shall be drawn from the annual sector budget.

CARRIED

Charter of New Local 118

Moved by Franche/Elliot

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve the Charter of the members of the Woodstock District Developmental Services as Local 118.

CARRIED

Strategic planning

This issue was discussed.

Live and Let Live Fund

Sister Laurie brown gave an update on the *Live and Let Live Fund*.

Social Justice Fund

Sister Sandra Snider thanked everyone who donated items for the silent auction at Convention. The Annual Report will be sent to all board members.

COMMITTEE REPORTS

Pension Committee Liaison (cont.)

Brother Rapaport made a privilege motion regarding the waiver for the OPT pension survey.

Moved by Rapaport/Pridham

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| <p>THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board waive the 30-day notice for expenditures in excess of \$20,000.</p> |
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CARRIED

ASU bargaining

Moved by Montgomery/Pridham - in camera - **CARRIED.**

Rise & report

Progress.

NEW BUSINESS

Reporting of new permanent hires

First Vice-President/Treasurer Rout updated the executive board on new hires. In future e-mails will go out advising staff and board of new hires.

COMMITTEE REPORTS

Liaison Reports

Sister Claire Rowett gave an update on PYC.

Brother Jamie Tocker gave an update on *In Solidarity*.

NEW BUSINESS

Closure of 3 developmental service facilities, seniority, severance, layoffs

Brother Dave Lundy gave an update on this issue.

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

The Resolutions Committee prepared their final report to the Executive Board.

Resolution ER3

WHEREAS OPSEU is comprised of approximately 120,000 members; and

WHEREAS the diversity of this membership and its occupations are in some instances unique and varied and inherently dangerous; and

WHEREAS we are currently supported by two sisters to assist, represent and provide guidance for those 120,000 members;

THEREFORE BE IT RESOLVED THAT this Union hire one additional individual to assist and perform the responsibilities of OPSEU Health and Safety Officer.

Moved by Elliot/ Almeida

Move Resolution ER3 to Against.

CARRIED

Resolution B2

WHEREAS the labour movement must respond to the growth of precarious employment and the casualization of labour, as a significant number of jobs are part time or temporary, shown by the fact one in five jobs in Canada is now part time; and

WHEREAS the lower standards and non union status of these sectors weakens the bargaining position of all workers;

THEREFORE BE IT RESOLVED THAT OPSEU support the work of Worker's Action Centres in our communities by providing ongoing funding to the Toronto based Worker's Action Centre of \$5,000.00 per year on the basis that this is an important location for this work; and actively support promotion of similar funding for centres where they exist, from the broader labour movement.

Moved by Montgomery/Elliot

Move to Resolution B2 to Against.

CARRIED

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

Resolution B3

WHEREAS Area Councils are constitutionally created bodies with a wide and varied range of duties that require significant resources; and

WHEREAS the same Area Councils depend entirely on dues from locals and the goodwill of the board; and

WHEREAS the same Area Councils require a degree of independence to properly fulfill their mandate under the Constitution that is impossible under the current funding formula;

THEREFORE BE IT RESOLVED THAT the Executive Board create the necessary processes so that Area Councils be considered in the 2009 budget for stable funding with the consideration of the range of duties and responsibilities assigned by the Constitution.

Moved by Elliot/Franche

Move to Resolution B3 to Redundant.

CARRIED

Resolution B6

WHEREAS OPSEU is an inclusive union and dedicated to removing barriers that stop members from participating in union functions; and

WHEREAS eldercare is an increasing barrier for members;

THEREFORE BE IT RESOLVED THAT OPSEU create a separate fund for eldercare expenses and provide reimbursements that reflect the actual high cost of such care.

Moved by Montgomery/Franche

Refer Resolution B6 to the Office of the First Vice-President/Treasurer for further information.

CARRIED

Resolution C3

WHEREAS the Whitaker Review of the Colleges Collective Bargaining Act (CCBA) promotes drastic changes to the CCBA which seriously undermine the ability of college workers to effectively fight for their interests while claiming that the Review is for the purpose of recognizing collective bargaining rights of College Part-Timers;

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

Resolution C3 (cont.)

THEREFORE BE IT RESOLVED THAT OPSEU demand the immediate recognition of collective bargaining rights of College Part-Timers by simply deleting the prohibition contained in the appendices of the CCBA and that OPSEU vigorously oppose Whitaker's other recommendations to amend the CCBA.

Moved by Montgomery/Almeida

Move Resolution C3 to Against.

CARRIED

Resolution E2

WHEREAS OPSEU members in the Ontario Public Service and in the Broader Public Service agencies of government need to be informed about the new Public Services Act by OPSEU;

THEREFORE BE IT RESOLVED THAT OPSEU will research and then provide educational information on the new Public Services Act and how it affects OPSEU members, to OPSEU members, within three months of the 2008 Convention.

Moved by Almeida/Tocker

Move Resolution E2 to Redundant.

CARRIED

Resolution G1

WHEREAS Locals and their Local Executive Committee, Area Councils and other OPSEU organizations and members need to know the status of Policy Grievances filed by OPSEU on their behalf or at their request in a timely fashion and in sufficient detail to address customer service needs but currently often do not hear from OPSEU or hear in a timely or sufficient manner from OPSEU, about the status of Policy Grievances and any related Labour Board hearings; and

WHEREAS OPSEU Convention 2004 passed a resolution that OPSEU implemented, providing Locals with a Semi-Annual Local Grievance Report that can be amended to include Policy Grievances for Locals or other OPSEU organizations submitting requests to OPSEU to file Policy Grievances;

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

Resolution G1 (cont.)

THEREFORE BE IT RESOLVED THAT OPSEU and its Grievance Department respond to customer service needs and track and add Policy Grievance updates to its Semi-Annual Local Grievance Report for each Policy Grievance requesting or initiating Local or OPSEU organization. This should include sufficient information so that the requesting and initiating Locals or OPSEU organizations understand the status of Policy Grievances. To complement this reporting, OPSEU should target a three day turnaround, for its responses to inquiries on Policy Grievances and related Labour Board Hearings.

Moved by Montgomery/Almeida

Refer Resolution G1 to the President's Office for further explanation.

CARRIED

Resolution II

WHEREAS we are a Healthcare Professional Division concerned with the health and welfare of our future generations; and

WHEREAS we are in support of prevention, education and services to all humanity and to benefit in the reduction of the epidemic of HIV proliferation;

THEREFORE BE IT RESOLVED THAT monetary support be given from all Divisions of OPSEU, support equal to one dollar per member per year over the next five years to aid in the destruction of the HIV epidemic, to support and boost Dr. Anne Marie Zadjlick's Clinic. This Program runs in conjunction with Africans and Canadians alike.

Moved by Elliot/Franche

Move Resolution I1 to Against.

CARRIED

Resolution L2

WHEREAS the Supreme Court of Canada determined in June 2007 that all workers have a right to collective bargaining rights under the Charter of Rights and Freedoms; and

WHEREAS the Ontario Government announced on August 30, 2007 its intention to change the Colleges Collective Bargaining Act to extend collective bargaining right to Part-Time and Sessional College Workers; and

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

Resolution L2 (cont.)

WHEREAS the Ontario Government had appointed Kevin Whitaker of the Ontario Labour Relations Board to conduct a review to this end;

THEREFORE BE IT RESOLVED THAT it is the position of OPSEU that the part-time workers join the existing OPSEU Support and Academic Bargaining Units; and

BE IT FURTHER RESOLVED THAT OPSEU reject the decision by Kevin Whitaker to remove the provisions that provide protections to students.

Moved by Montgomery/Rapaport

Divide the two resolves into two separate motions.

CARRIED

1st resolve

THEREFORE BE IT RESOLVED THAT it is the position of OPSEU that the part-time workers join the existing OPSEU Support and Academic Bargaining Units

Moved by Montgomery/Jackson

Move to Against.

CARRIED

2nd resolve

BE IT FURTHER RESOLVED THAT OPSEU reject the decision by Kevin Whitaker to remove the provisions that provide protections to students.

Moved by Montgomery/Jackson

Move to Redundant.

CARRIED

Resolution L4

WHEREAS the Liberal Government provided significant additional funding to the colleges following the release of the Rae Report; and

WHEREAS Premier McGuinty recommended that the new funding be spent to address the problems of student contact; and

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

Resolution L4 (cont.)

WHEREAS no improvements have been made in student teacher contact and that most of the money has been spent in increased numbers of administrators and an increased use of consultants;

THEREFORE BE IT RESOLVED THAT OPSEU thank the Government for their investment in post-secondary education and call on the Government to have the Auditor General do a value for dollar audit of the increased funds in light of the recommendations of the Rae Report that were adopted and acknowledged by the Premier.

Moved by Montgomery/Jackson

Delete "thank the Government for their investment in post-secondary education and"

CARRIED

The question was called on the Resolution as amended:

WHEREAS the Liberal Government provided significant additional funding to the colleges following the release of the Rae Report; and

WHEREAS Premier McGuinty recommended that the new funding be spent to address the problems of student contact; and

WHEREAS no improvements have been made in student teacher contact and that most of the money has been spent in increased numbers of administrators and an increased use of consultants;

THEREFORE BE IT RESOLVED THAT OPSEU call on the Government to have the Auditor General do a value for dollar audit of the increased funds in light of the recommendations of the Rae Report that were adopted and acknowledged by the Premier.

CARRIED

Resolution L8

WHEREAS the Harris Ontario Government de-listed costs for surgery for trans-gendered members of our workplaces; and

WHEREAS Ontario legislation needs to reflect a more diverse community;

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

Resolution L8 (cont.)

THEREFORE BE IT RESOLVED THAT OPSEU lobby the Ontario Government to re-list medical expenses for trans-gendered members of Ontario; and

BE IT FURTHER RESOLVED THAT OPSEU lobby its affiliates and the Canadian and Ontario Governments to include Gender Identity in the Ontario Human Rights Code and the Canadian Human Rights Code.

Moved by Montgomery/Almeida

Refer Resolution L8 to the Office of the First Vice-President/Treasurer with regard to the 1st resolve.

CARRIED

Resolution L9

WHEREAS there has been a void in the provision of elder care for the Gay, Lesbian, Bisexual and Transgendered (GLBT) community in the Province of Ontario; and

WHEREAS OPSEU is committed to eradicating homophobia; and

WHEREAS denying service specific to the needs of the GLBT community is both cruel and contrary to the Human Rights Code of Ontario;

THEREFORE BE IT RESOLVED THAT OPSEU lobby the Ministry of Health & Long Term Care to develop and publish a plan to attend to the forecasted need for GLBT elder care in the Province of Ontario; and

BE IT FURTHER RESOLVED THAT OPSEU lobby the Ministry of Health & Long Term Care for more "couple" suites in long term care facilities in Ontario.

Moved by Montgomery/Tocker

Refer Resolution L9 to Office of the First Vice-President/Treasurer for information regarding couple suites.

CARRIED

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

Resolution L19

WHEREAS denying Gay, Lesbian, Bisexual and Transgendered (GLBT) specific elder care fails to attend to the rights and dignity of that community; and

WHEREAS elder care is in ever increasing demand in the Province of Ontario; and

WHEREAS today in the Province of Ontario there is no provision for GLBT elder care;

THEREFORE BE IT RESOLVED THAT OPSEU endeavour to lobby the Provincial Government to develop and implement a plan to address the forecasted need of that community.

Moved by Montgomery/Rowett

Move Resolution L19 to Redundant.

CARRIED

Resolution L23

WHEREAS the current Workplace Safety and Insurance Act and the former Workers' Compensation Act do not pay survivor benefits to dependent spouses and children of deceased workers who were injured prior to 1990 and were awarded Permanent Partial Disability benefits; and

WHEREAS Permanent Partial Disability benefits are the only life awards in Ontario that do not continue as a survivor pension to a dependent spouse and other dependents of injured workers;

THEREFORE BE IT RESOLVED THAT OPSEU vigorously lobby the Ontario Government to act now by introducing amendments to the Workplace Safety and Insurance Act, retroactive to January 1, 2005 which will pay a survivor's pension to dependent spouses and children of injured workers who were receiving lifetime Permanent Partial Disability benefits for the workplace injuries sustained before 1990 and were paid under the jurisdiction of the former Workers' Compensation Act.

Moved by Montgomery/Tocker

Table this Resolution to the September board meeting.

CARRIED

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

Resolution L24

WHEREAS the people of Darfur have suffered intolerable atrocities such as rape and genocide; and

WHEREAS a majority of countries support the use of United Nations (U.N.) troops to end the violence there;

THEREFORE BE IT RESOLVED THAT OPSEU encourage the Canadian Federal Government to put pressure on the U.N. to get involved in stemming the humanitarian crisis in Darfur; and

BE IT FURTHER RESOLVED THAT this resolution be sent to the National Union of Public and General Employees to be circulated to all affiliates.

Moved by Wall/Dumais

Refer Resolution L24 to the Office of the President for further information.

CARRIED

Resolution L29

WHEREAS OPSEU is a strong supporter of fairness, equity and encourages improvements in the standard of living for all members and the community; and

WHEREAS there is a National Childcare Act that governs the ratio of child per caregiver and the incidents of neglect;

THEREFORE BE IT RESOLVED THAT OPSEU petition the Government to mandate a National Elder Care Act which would replicate most of the mandates set out in the National Childcare Act; and

BE IT FURTHER RESOLVED THAT a job evaluation be completed as evidence from each elder care facility and that OPSEU provide whatever necessary to keep homes for the elderly not presently unionized to become unionized.

Moved by Montgomery/Lundy

Table Resolution L29.

CARRIED

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

Resolution L30

WHEREAS stress is a recognized health hazard; and

WHEREAS many of our members face unreasonable amounts of stress within their work sites; and

WHEREAS the Workplace Safety and Insurance Act (WSIA) does not recognize stress as a compensable work related cause to injury;

THEREFORE BE IT RESOLVED THAT OPSEU take reasonable steps to bring about legislative changes to the WSIA to recognize and compensate workers who become injured as a result of workplace related stress.

Moved by Montgomery/Dumais

Table Resolution L30.

CARRIED

Resolution P1

WHEREAS the people of Myanmar (Burma) have been attempting to have peaceful demonstrations since August of 2007 against many injustices like violence against ethnic minorities, forced labour, child labour and conscription; and

WHEREAS the military junta has responded with violence;

THEREFORE BE IT RESOLVED THAT OPSEU suggest to the boards of any pension plans where OPSEU members are involved not to have any investments in Myanmar (Burma) due to the exploitation of children's rights; and

THEREFORE BE IT RESOLVED THAT this resolution be sent to the National Union of Public and General Employees to be circulated to all affiliates.

Moved by Montgomery/Wall

Move Resolution P1 to Against.

CARRIED

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

Resolution B7

WHEREAS the Gay-Straight Alliances within our schools struggle against homophobia; and

WHEREAS these efforts seek to unite our children in solidarity against this and other forms of hatred; and

WHEREAS OPSEU is committed to the ending of homophobia and other forms of discrimination;

THEREFORE BE IT RESOLVED THAT OPSEU establish a fund in the amount of \$5000.00 annually to aid, support and encourage these efforts by our children for our children; and

BE IT FURTHER RESOLVED THAT OPSEU appoint a member of the Executive Board to chair a committee that would administer requests made to the fund.

Moved by Snider/Brown L.

Move to Resolution B7 to FOR.

DEFEATED

Resolution M1

WHEREAS in the last Provincial election OPSEU provided support (moral and financial) to candidates who were not labour friendly;

THEREFORE BE IT RESOLVED THAT in future the appropriate Area Council (if one is in place) be consulted and approve endorsement of political candidates before OPSEU provides support.

Moved by Elliot/Franche

Move Resolution M1 to FOR.

Moved by Franche/Snider - amendment

Strike out "and approve endorsement of" and replace with "regarding"

CARRIED

The question was called on moving Resolution M1 to FOR as amended:

WHEREAS in the last Provincial election OPSEU provided support (moral and financial) to candidates who were not labour friendly;

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

Resolution M1 (cont.)

THEREFORE BE IT RESOLVED THAT in future the appropriate Area Council (if one is in place) be consulted regarding political candidates before OPSEU provides support.

CARRIED

Resolution L10

WHEREAS OPSEU is on record as an advocate against violence in all forms; and

WHEREAS the current laws criminalizing sex work reinforce prejudice against sex workers and forces them into unsafe working conditions that expose them to a greater degree of violence;

THEREFORE BE IT RESOLVED THAT OPSEU vigorously lobby the Federal Government, in conjunction with NUPGE and other affiliates, to decriminalize the sex trade.

Moved by Montgomery/Lundy

Refer Resolution L10 to the President's Office for further information.

CARRIED

Resolution L28

WHEREAS staff in nursing homes and community agencies are not all organized and face lower salaries, no benefits and workplace hardship; and

WHEREAS the Government has no laws in place to offer protection;

THEREFORE BE IT RESOLVED THAT OPSEU write to the ministry responsible for nursing homes and community agencies; and

BE IT FURTHER RESOLVED THAT OPSEU lobby the Government to provide laws to protect these workers.

Moved by Almeida/Wall

Refer to Resolution L28 to the President's Office.

CARRIED

PRESIDENT'S REPORT

CONVENTION 2008 - Final Report of the Resolutions Committee

Moved by Rout/Rowett

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| Move the Resolution Committee Report as amended. |
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CARRIED

ADJOURNMENT

The Executive Board adjourned at 4:00 pm. All members were present with the exception of Sue Brown who left at 12:00 pm, Mike Grimaldi who left at 12:00 pm, and Smokey Thomas who left at 12:00 pm. The reasons were acceptable to the Chair.

Smokey Thomas, President

Kathryn Francis, Corporate Secretary

/kf