

MINUTES
EXECUTIVE BOARD MEETING
JUNE 17-18, 2009
KILLARNEY MOUNTAIN LODGE

JUNE 17, 2009

The Executive Board was called to order at 9:00 am. President Thomas in the Chair. All members were present except Sue Brown. 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:

- LEAF
- Mariposa Tickets
- AMAPCEO committee
- OPSEU Live and Let Live Fund
- PWC flags
- Board member/staff member relations

The Agenda was adopted as amended.

In Camera session

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

STAFFING ISSUES

Staff Bargaining - Demand Setting

Jeanne Theriault, Administrator, Staff Relations was present for this discussion.

PRESIDENT'S REPORT

CONVENTION 2009

Final Report of the Resolution committee

The Resolutions committee submitted their final report to the Executive Board.
First Vice-President/Treasurer Rout in the Chair.

PRESIDENT'S REPORT

CONVENTION 2009

Final Report of the Resolution Committee (cont.)

Resolution B3

WHEREAS the Live and Let Live Fund is broken up by 80% to Stephen Lewis Foundation and 15% Ontario Aids Network; and

WHEREAS the Stephen Lewis Foundation is a well functioning, well supported organization and the Ontario Aids Network is a struggling organization; and

WHEREAS incidences of HIV/ AIDS is on the rise in Ontario and we are suffering hard economic times;

THEREFORE BE IT RESOLVED THAT Convention recommends that the percentages distributed from the Live and Let Live Fund be changed to 60% to the Stephen Lewis Foundation and 35% Ontario Aids Network with the other 5% to administrative needs.

Moved by Elliot/Snider

Move Resolution B3 to AGAINST.

CARRIED

Resolution E3

WHEREAS throughout our OPSEU locals, our members dealing with temporary or long term mental illness have little or no support within the workplaces and generally don't seek support or help from the employer or co-workers in part due to the stigma associated with mental illness;

THEREFORE BE IT RESOLVED THAT OPSEU become more pro-active in reducing the level of stigma associated with mental illness within our workplaces by working with the government to develop programs to educate its workforce within all of its workplaces and to create the links between our BPS, OPS, CAAT-A, CAAT-S and LBED and Institutions to work together in reducing the stigma associated with mental illness within our workplaces.

Moved by Elliot/Almeida

Remove Resolution E3.

CARRIED

PRESIDENT'S REPORT

CONVENTION 2009

Final Report of the Resolution Committee (cont.)

Resolution B1

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 full-time plus one temporary staff to assist, represent and provide guidance for those 120,000 members;

THEREFORE BE IT RESOLVED THAT this Union will ensure one Health and Safety Officer staff position for every 30,000 members to provide that the service goes beyond crisis response and allow for the development of a precautionary approach to Health and Safety.

Moved by Orzel/Nancekivell

Move Resolution B1 to FOR.

DEFEATED

Resolution E2

WHEREAS people dealing with mental health issues face systemic injustice and OPSEU is committed to advancing social justice; and

WHEREAS OPSEU has a diverse membership base which includes people dealing with mental health issues working in all positions; and

WHEREAS OPSEU recognizes that healthier, safer, more respectful workplaces are in the interests of all;

THEREFORE BE IT RESOLVED THAT OPSEU acknowledge the mutual interests of people dealing with mental health issues on both ends of the service provision relationship; and

BE IT FURTHER RESOLVED THAT OPSEU recognize that a healthy service delivery environment is based on active collaboration between workers and those we serve, driven by our mutual interests; and

BE IT FURTHER RESOLVED THAT OPSEU commit itself to the development of peer-led Recovery Model based education materials and initiatives to promote more equitable communication and collaboration in and amongst our varied workplaces.

Moved by Franche/Grimaldi

Refer Resolution E2 to the President's Office for investigation and development to report back to the Board at the December 2009 meeting.

CARRIED

PRESIDENT'S REPORT

CONVENTION 2009

Final Report of the Resolution Committee (cont.)

Resolution M7

WHEREAS healthy unions are built on solidarity and democratic decision making; and

WHEREAS minority reports are valuable tools to encourage full discussion within the union; and

WHEREAS there have been instances where minority reports have been distributed to the employer resulting in undermining solidarity;

THEREFORE BE IT RESOLVED THAT Board Minority Reports may only be distributed internally within the Union and to union members.

Moved by Montgomery/Orzel

Move Resolution M7 to *AGAINST*.

CARRIED

Move by Thomas/Almeida

Table the Emergency Resolutions to the September board meeting.

CARRIED

Moved by Thomas/Elliot

Closure on Resolutions.

CARRIED

Moved by Thomas/Elliot

THEREFORE BE IT RESOLVED THAT the Executive Board accept the Resolutions Committee Report as amended.

CARRIED

President Thomas in the Chair.

BUSINESS ARISING

Building Purchase Plan

This issue was presented to the Board at the May meeting, but due to time constraints there was no discussion. Maurice Gabay, Accountant, was present for this discussion

Moved by Rout/Elliot

THEREFORE BE IT RESOLVED THAT mortgage payments come from General fund and the buildings be held in the Strike Fund.

A motion was made and ruled out of order.

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

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

3rd Vice-President Pridham in the Chair.

Moved by Thomas/Almeida

Refer this issue to the First Vice-President/Treasurer's office to come back to the October Board with a proposal regarding the branding issue.

CARRIED

AFTERNOON

The Executive Board meeting was called to order at 1:30 pm. President Thomas in the Chair.

BUSINESS ARISING

Building Purchase Plan (cont.)

Moved by Almeida/Rowett

THEREFORE BE IT RESOLVED THAT the down payment for any property purchased may come from the Strike Fund and no more of 65% of the total property assets held by said fund.

DEFEATED

MINUTES OF PREVIOUS MEETING

Moved by Thomas/Snider

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board adopt the OPSEU Executive Board Minutes of May 13-14, 2009.

CARRIED

BUSINESS ARISING

E-Polls

Two recommendations regarding the e-poll process were presented to the Board.

Moved by Miller/Elliott

WHEREAS the use of Electronic Mail (E-Poll's) have been used in the past when making decisions of the Executive Board; and,

WHEREAS the use of E-Poll's is identified in the Constitution, Article 16.5, as a means for making emergency decisions of the union; and,

WHEREAS the Policy Manual is silent on the use of E-Poll's and how this process should be conducted;

THEREFORE BE IT RESOLVED THAT Option #2 E-Poll process be adopted by the Executive Board when making emergency decisions,

BE IT FURTHER RESOLVED THAT Section 16.3-3 of the OPSEU Policy manual be amended to include the use of E-Polls as a means for the Executive Board to make emergency decisions; and

BE IT FURTHER RESOLVED THAT this procedure take effect immediately following its adoption by the OPSEU Executive Board.

CARRIED

Following is the E-Poll policy:

E-Polls

Process:

The use of E-Polls will be conducted in the following manner:

- Prior to the President calling for any E-Poll vote the President shall schedule a conference call to discuss and debate the issue that gave rise to the need for the E-Poll.
- Notice of both the E-Poll and the conference call will be communicated to every EBM at least 24 hours in advance of the conference call. The notice may be by fax, e-mail and/or by voice mail if personal contact is not possible.
- The notice of the E-Poll and the conference call will contain the date and time of the conference call, the motion(s) that will be voted on by E-poll and sufficient background information.
- The conference call will be conducted as per Article 16.3-3 of the Policy Manual.
- The President shall not proceed to an E-Poll vote if the conference call does not have a quorum of the Executive Board members as per Article 16.6 of the Constitution.
- Executive Board Members must 'register' their votes through the use of electronic mail within 24hrs of the conclusion of the conference call.

BUSINESS ARISING

E-Polls (cont.)

- Executive Board Members will register their vote with the Corporate Secretary and copy the full Executive Board. If an Executive Board Member is unable to vote electronically due to technical difficulties their vote may be registered directly with the Corporate Secretary and followed up by written confirmation as soon as may be practical.
- Once votes have been received, the Corporate Secretary will announce via electronic mail, the vote results in roll-call format to the Executive Board.
- As per Article 16.5 of the Constitution: "Any decision so taken shall be placed on the agenda of the next Executive Board meeting and confirmation of the decision shall be necessary by roll-call vote on an appropriate and precise resolution."

Executive Board Committee Elections 2009-2011

Moved by Rout/Pridham

Delete from the Board Committee list: EAP, Pay Equity (after negotiations have ended), Hardship Committee, Teleconferencing, and reduce Environment to one (1).

CARRIED

The elections for the Executive Board Member Committees took place for the following positions:

Central Political Action Committee (three board members)

- Convention Committees:
 - Constitution (one board member)
 - Resolutions (one board member)
 - Credentials (one board member)
 - Convention Planning (one board member)
 - Board Report - Section E (three board members)
- Environmental (one board member)
- Health & Safety Liaison (one board member)
- Investment Committee (two board members)
- *In Solidarity* Board Liaison (one board member)
- OPSEU Resource Centre (OPSEUdirect)/OPSEU Enterprises (two board members)
- PHRC Board Liaison (one board member)
- PWC Board Liaison (one board member)
- PYWC Board Liaison (one board member)
- Retirees Board Liaison (one board member)
- Staff Pension Plan Trustee (one board member)

BUSINESS ARISING

Executive Board Committee Elections 2009-2011 (cont.)

Central Political Action Committee (CPAC)

The following Executive Board Members were nominated and indicated their willingness to stand for election; Eduardo Almeida, Jennifer Giroux, Dave Lundy, Sandra Snider, Pete Wright. Peter Wall declined the nomination.

Ballots were distributed, collected and counted. President Thomas announced the election of **Eduardo Almeida, Jennifer Giroux and Dave Lundy** to the CPAC Committee.

Convention Committees:

Constitutional

Carl Thibodeau was nominated and indicated his willingness to stand for election. Ted Montgomery declined the nomination.

Carl Thibodeau was acclaimed to the Constitution Committee.

Resolutions

Pete Wright was nominated and indicated his willingness to stand for election. Gino Franche declined the nomination.

Pete Wright was acclaimed to the Resolutions Committee.

Credentials

Laurie Nancekivell was nominated and indicated her willingness to stand for election. Debbie Tungatt declined the nomination.

Laurie Nancekivell was acclaimed to the Credentials Committee.

Planning

Lynn Orzel was nominated and indicated her willingness to stand for election. Mike Grimaldi, Dave Lundy, Derek Miller, Ted Montgomery, and Peter Wall declined the nomination.

Lynn Orzel was acclaimed to the Planning Committee.

Board Report

The following Executive Board Members were nominated and indicated their willingness to stand for election; Jennifer Giroux, Carl Thibodeau and Pete Wright, Eduardo Almeida, Derek Miller and Debbie Tungatt declined the nomination.

Jennifer Giroux, Carl Thibodeau and Pete Wright were acclaimed to the Board Report Committee.

BUSINESS ARISING

Executive Board Committee Elections 2009-2011 (cont.)

Environmental

Gino Franche was acclaimed to the Environmental Committee.

Health & Safety Liaison

Lynn Orzel was nominated and indicated her willingness to stand for election. Ron Elliot declined the nomination.

Lynn Orzel was acclaimed as the Health & Safety Liaison.

Investment Committee

The following Executive Board Members were nominated and indicated their willingness to stand for election; Ron Elliot, Dave Lundy and Ted Montgomery. Mike Grimaldi and Peter Wall declined the nomination.

Ballots were distributed, collected and counted. President Thomas announced the election of **Ron Elliot and Dave Lundy** to the Investment Committee.

In Solidarity

Jamie Tocker was nominated and indicated his willingness to stand for election, Laurie Nancekivell declined the nomination.

Jamie Tocker was acclaimed as the *In Solidarity* Liaison.

OPSEU Resource Centre (OPSEUdirect)/OPSEU Enterprises

The following Executive Board Members were nominated and indicated their willingness to stand for election; Lynn Orzel, Claire Rowett, Sandra Snider. Eduardo Almeida and Derek Miller declined the nomination.

Ballots were distributed, collected and counted. President Thomas announced the election of **Lynn Orzel and Sandra Snider** to the OPSEU Resource Centre/OPSEU Enterprises Committee.

PHRC

Derek Miller was acclaimed as the PHRC Liaison.

BUSINESS ARISING

Executive Board Committee Elections 2009-2011 (cont.)

PWC

Debbie Tungatt was nominated and indicated her willingness to stand for election. Ron Elliot and Claire Rowett declined the nomination.

Debbie Tungatt was acclaimed as the PWC Liaison.

PYWC

Claire Rowett was nominated and indicated her willingness to stand for election. Jennifer Giroux, Laurie Nancekivell and Peter Wall declined the nomination.

Claire Rowett was acclaimed as the PYWC Liaison.

Retirees Liaison

Sandra Snider was nominated and indicated her willingness to stand for election. Ron Elliot, Jennifer Giroux and Peter Wall declined the nomination.

Sandra Snider was acclaimed as the Retirees Liaison.

Staff Pension Plan Trustee

Gino Franche was nominated and indicated his willingness to stand for election. Derek Miller, Lynn Orzel and Carl Thibodeau declined the nomination.

Gino Franche was acclaimed as a Staff Pension Plan Trustee.

Building/Lease Policy

At the May executive board meeting the Building/Lease Policy was discussed and it was decided that a final version would be presented to the June Board.

A final version was given to the Executive Board.

Moved by Rout/Tocker

<p>THEREFORE BE IT RESOLVED THAT the Executive Board approve and accept the Regional Office and Membership Centre Relocation Policy.</p>

CARRIED

TREASURER'S REPORT

First Vice-President/Treasurer Rout presented the Treasurer's Report, which addressed the following items:

- Executive Board/Officers Approvals - General Fund
- Executive Board/Officers Approvals - Defence Fund
- Financials
- New Policy Section 11.2 - Capital and Information Technology Management

Moved by Almeida/Pridham

THEREFORE BE IT RESOLVED THAT the First Vice-President/Treasurer's Office bring back recommendations around TARS and the TARS report.

CARRIED

Enterprise Car Rental

Moved by Franche/Elliot

THEREFORE BE IT RESOLVED THAT OPSEU remove any reference to Enterprise Car Rental from the OPSEU web site and literature;

BE IT FURTHER RESOLVED THAT OPSEU cease any endorsement to Enterprise Car Rental.

CARRIED

Capital and Info

This issue will come back to the September board meeting.

PRESIDENT'S REPORT

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

Internal Issues

- 2010 Proposed Schedule of Meetings for the Executive Committee/Board
- Assistant Supervisor - OPSEU Resource Centre (OPSEUdirect)
- Proposal to Amend Organization Chart - Transfer of Secretary Position
- Report on updating effectiveness of Contract Enforcements ability to resolve grievances
- Corrections Local Presidents' meeting
- Convention 2009
- Final Report of the Resolution Committee

PRESIDENT'S REPORT

Donations

Women's Legal Education and Action Fund (LEAF)

Staffing Issues

Staff Bargaining - Demand Setting (timed)

Temporary Assignment Project

INTERNAL ISSUES

2010 Proposed Schedule of Meetings for the Executive Committee/Executive Board

Moved by Thomas/Rout

<p>THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve the 2010 meeting dates as amended.</p>
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CARRIED

Assistant Supervisor - OPSEU Resource Centre (OPSEUdirect)

Moved by Thomas/Miller

<p>THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve to convert the current vacant complement of the OPSEU Resource Centre (OPSEUdirect) Representative (OPSSU) to the Assistant Supervisor (OPSSU) as committed in the <u>OPSEU/ASU</u> Letter of Understanding dated December 6, 2007. This increase would be a total of \$12,477 per annum.</p>
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CARRIED

Proposal to Amend Organizational Chart - Transfer of Secretary Position

A proposal to amend the Staff Organizational Chart, to shift a secretary position from the Contract Enforcement Unit to the Research Unit was brought forward.

Moved by Thomas/Miller

<p>THEREFORE BE IT RESOLVED THAT the Executive Board approve the transfer of one Secretary Position from the Contract Enforcement Unit to the Research Unit.</p>

CARRIED

Report on updating effectiveness of Contract Enforcements ability to resolve grievances.

This issue was referred to the Grievance Committee.

PRESIDENT'S REPORT

Corrections Local Presidents' meeting

The local presidents have asked for a further meeting in September, to evaluate their progress and discuss future action.

Moved by Thomas/Almeida

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

CARRIED

Moved by Almeida/Miller

THEREFORE BE IT RESOLVED THAT the Executive Board approve the correctional facilities local presidents' request for a further meeting to be held in September, at a cost not to exceed \$75,000, to be drawn from the contingency fund.

CARRIED

Organizing Department

Moved by Thomas/Grimaldi

THEREFORE BE IT RESOLVED THAT the Executive Board approve that the Organizing Department be moved from Communication back to Local Services Division - Local Services.

CARRIED

STAFFING ISSUES

Temporary Assignment Report

The Executive Board was given a copy of this report.

Mariposa Tickets

This issue was discussed.

Live and let live/International solidarity fund

President Thomas gave an update on this issue.

RECESS

The Executive Board recessed at 5:00 pm. All members were present.

JUNE 18, 2009

The Executive Board was called to order at 9:00 am. President Thomas in the Chair. All members were present except Sue Brown. The reason was acceptable to the Chair. Peggy Maybury, Executive Assistant to the First Vice-President/Treasurer was also in attendance.

BUSINESS ARISING

1185 Eglinton

At the May board meeting the following motion carried:

WHEREAS the current OPSEU head office 100 Lesmill and 5757 Coopers are no longer sufficient to meet OPSEU's needs; and

WHEREAS owned buildings are a valuable and important component of OPSEU's strike fund; and

WHEREAS an improved facility which will appreciate in value and meets our physical plant needs and strengthens our strike fund;

THEREFORE BE IT RESOLVED THAT OPSEU shall proceed with Option 3 as outlined in the Vice-President/Treasurer's Report including:

1. Exploring all costs and financial options involved in purchase and moving from 100 Lesmill and Coopers, including full inspections of 1185 Eglinton;
2. Preparing a Letter of Intent for 1185 Eglinton;
3. Report to the Board in June to finalize an official offer and establish parameters for negotiation of the potential transportation should the board decide to proceed.

Moved by Thomas/Wall

<p>THEREFORE BE IT RESOLVED THAT the Executive Board of OPSEU directs the First Vice-President/Treasurer to enter into negotiations and to bring back to the Executive Board a conditional offer for the purchase of 1185 Eglinton Avenue for consideration.</p>

CARRIED

First Vice-President/Treasurer Rout in the Chair.

PRESIDENT'S REPORT

DONATIONS

LEAF

Moved by Rout/Snider

THEREFORE BE IT RESOLVED THAT the Executive Board approve the purchase of Patron Sponsorship to the LEAF breakfast at a cost of \$5,500. These funds to be drawn from the Contingency Fund.

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

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

COMMITTEE REPORTS

Sister Claire Rowett gave an update on the PYWC.

OPT Amendments

Moved by Grimaldi/Pridham

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board, sponsor of the OPT, agree to the amendments in Agreement No. 14.

CARRIED

Moved by Grimaldi/Pridham

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board, sponsor of the OPT, agree to the amendments in Agreement No. 15.

CARRIED

Moved by Grimaldi/Pridham

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board, sponsor of the OPT, agree to the amendments in Agreement No. 17.

CARRIED

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

Sister Lynn Orzel gave an update on health & safety issues.

Sister Debbie Tungatt gave an update on the Social Mapping Project.

COMMITTEE REPORTS

Moved by Tungatt/Almeida

THEREFORE BE IT RESOLVED THAT the Executive Board agrees to vary the language in the approved Social Mapping proposal in order to permit alternates to attend meetings in place of the designated committee member who is unable to attend but has not resigned from the committee.

Moved by Miller/Franche – Closure – **CARRIED.**

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

A Minority Report was filed by Eduardo Almeida, Jennifer Giroux, Mike Grimaldi, Laurie Nancekivell, Nancy Pridham, Smokey Thomas and Debbie Tungatt.

Charter of CMHA Lampton

Brother Gino Franche withdrew this item from the agenda.

Out of the Country Travel Report

Brother Gino Franche handed out a report regarding his attendance at the Western Regional Labour Meeting, and gave a brief synopsis.

Sri Lanka Conflict

Moved by Montgomery/Thomas

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board work with labour and community allies to pressure the Canadian Government to take urgent action for a just negotiated settlement to the Sri Lanka conflict, and to call on the Government of Canada to:

1. Ensure immediate access to the conflict zone and the mass civilian detention camps by the UN, international aid agencies, human rights organizations and the media;
2. Support internationally mediated negotiations to achieve a just and lasting political solution to the conflict;
3. Support a UN-supervised investigation into war crimes and crimes against humanity committed by any party during the conflict, and
4. Expedite immigration and refugee applications from Sri Lankans who have been displaced by the war and/or who have family in Canada

CARRIED

Moved by Rout/Nancekivell

Extend the executive board meeting.

CARRIED

COMMITTEE REPORTS

Pension Liaison Committee

Moved by Pridham/Grimaldi

WHEREAS the OPSEU Executive Board recently reappointed Sister Marnie Niemi to the OMERS Sponsors Corporation; and

WHEREAS this term was for two years only; and

WHEREAS the OMERS Board carries terms for a fixed, non negotiable period time; and

WHEREAS the reappointment should be for a three year term;

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Committee recommend to the OPSEU Executive Board that Sister Marnie Niemi be reappointed to the OMERS Sponsors Corporation for a term to commence June 30th, 2009 to June 30th, 2012, provided the letter of undertaking is signed by Sister Niemi.

Moved by Almeida/Nancekivell - Closure - **CARRIED**.

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

SAROC

Brother Eduardo Almeida gave the Board an update on SAROC.

Labour College 2010

Information regarding Labour College was given to the Executive Board.

NEW BUSINESS

PWC Flags

Moved by Nancekivell/Orzel

THEREFORE BE IT RESOLVED THAT OPSEU Purchase 7 flags with OPSEU's new logo and provide them to the PWC.

Moved by Elliot/Almeida - Closure - **CARRIED**.

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

NEW BUSINESS

OPSEU *Live and Let Live* Fund

President Thomas gave an update on this issue.

Board Member/Staff Member Relations

This issue was deferred to September meeting.

AMAPCEO Committee

President Thomas will bring an action plan to the September board meeting.

ADJOURNMENT

The Executive Board adjourned at 12:10 pm. All members were present except Sue Brown.

Warren (Smokey) Thomas, President

Kathryn Kaminski, Corporate Secretary

/kk