

**MINUTES**  
**EXECUTIVE BOARD MEETING**  
**MARCH 4-5, 2009**  
**DELTA TORONTO EAST, YORK ROOM**

**MARCH 4, 2009**

The Executive Board was called to order at 9:30 am. President Thomas 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:

- Trustee Benefits Fund
- Niagara Regional Office
- Policy for spouses at educationals
- Strike Committee Report
- Convention Agenda
- College Part-Time Vote Campaign
- Merger of Local 637 into Local 667
- BPS Pension
- CBS Negotiating Procedures
- Niagara Parks Campaign

**MINUTES OF PREVIOUS MEETING**

Moved by Thomas/Tocker

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board adopt the OPSEU Executive Board Minutes of January 21-22, 2009.

**CARRIED**

**BUSINESS ARISING**

**E-Polls**

This issue was referred to the April board meeting.

## **BUSINESS ARISING**

### **Regional Hardship Committee**

The following policy was submitted to the Board for their approval:

#### **Hardship Fund Policy**

##### **Purpose of the Fund**

Recognizing that OPSEU is a member-led social democratic union and has regional leadership who are in direct contact with the members and understand that some are facing financial hardship, the Executive Board has established a Hardship Fund to provide financial assistance for members in good standing who find themselves in dire circumstances.

##### **Regional Hardship Committee**

The Hardship Fund will be managed by seven (7) Regional Hardship Committees to be elected at the 2009 Regional Meetings. Each committee will consist of a Chairperson, Vice Chairperson., Secretary and Treasurer, each from different locals. The Regional Hardship Committee will be responsible to the Audit Committee of the Executive Board.

The Committees will be responsible for administering disbursement of the Fund based on member eligibility. The criteria for eligibility will be based on the reason for assistance.

Expenses for committee members will be charged to a separate budget line called "Regional Hardship Committee Expenses" and members should be economical when incurring expenses.

While maintaining confidentiality of member information, the Regional Hardship Committee will provide a financial report at the opening of each Regional meeting subsequent to the establishment of the Fund

##### **Regional Committee Funding**

Funding for assistance will be provided through OPSEU annual budget. Each Regional Hardship Committee will be initially funded with \$1.00 per signed member as of December 31, 2008 and thereafter December 31<sup>st</sup> of each following year. The committees will establish a bank account in the name of OPSEU Region X Hardship Committee. The Vice President/Treasurer will be a signatory on these accounts.

Notwithstanding the funding from Head Office, donations to the fund will be accepted from other areas.

## **BUSINESS ARISING**

### **Hardship Fund Policy (cont.)**

#### **Member Access to the Fund**

Access to the Fund will be through an application process. Written applications will be reviewed by the Regional Hardship Committee to determine eligibility for assistance under the stated criteria and the amount to be granted. Where necessary, receipts, invoices or proof of need should accompany the application. Confidentiality of member information will be maintained at all times during the process.

When a request does not fall within the criteria for assistance the Committee will notify the member in writing. If the member qualifies for assistance the Committee will next determine the amount to be given based on the need and budget. In making its decision the Committee will take into consideration the type of hardship and the duration of the hardship.

Applications may be submitted at any time during the current fiscal year and funding will be applied against the budget for that year.

Payments to eligible members will be made directly by the Regional Hardship Committee and an annual accounting will be provided to the Audit Committee of the how the amount was spent. Confidentiality will be maintained when providing this information.

Once the amount allocated to the region for a given year has been distributed no more payments will be processed for that year. Regions are not allowed to spend over their allotted budgets. Amounts not spent in a year may be carried over to the following year for distribution.

Moved by Rout/Nancekivell

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board adopt the Hardship Fund Policy as written.</p>
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Moved by Elliot/Almeida

<p>Under Regional Committee Funding delete last line "The Vice-President/Treasurer will be a signatory...."</p>
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Moved by Pridham/Snider - closure - **CARRIED.**

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

Moved by Nancekivell/Dumais

<p>Under Purpose of the Fund, delete "the 2009" and after "Regional Meetings" add ", commencing in 2009."</p>
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**CARRIED**

## **BUSINESS ARISING**

### **Hardship Fund Policy (cont.)**

Moved by Rout/Montgomery

After "The Vice-President/Treasurer will be a signatory...." add ", but not on cheques issued by the committee."

**CARRIED**

Moved by Grimaldi/Wall

Under Regional Hardship Committee remove "The Regional Hardship Committee will be responsible to the Audit Committee of the Executive Board."

**CARRIED**

Moved by Montgomery/Rapaport

Under Regional Hardship Committee delete "The criteria for eligibility will be based on the reason for assistance."

**CARRIED**

Moved by Grimaldi/Wall

Under Member Access to the Fund delete "an annual accounting will be provided to the Audit Committee of how the amount was spent."

**CARRIED**

Moved by Rout/Wall

Refer the documents to the First/Vice-President Treasurer's Office with instructions to bring back an amended proposal to the next board meeting.

Moved by Pridham/Montgomery - amendment

**THAT** the committee convene and bring back criteria for Thursday's board meeting.

**CARRIED**

Moved by Rapaport/Almeida - amendment

Include election procedures.

**CARRIED**

The question was called on the referral as amended and it **CARRIED**

**CARRIED**

This issue continues on page 17.

## **NEW BUSINESS**

### **Convention Agenda**

Moved by Franche/Elliot

Reconsideration of the convention agenda.

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

Moved by Almeida/Brown – closure – **CARRIED**.

The question was called on reconsideration of the convention agenda and it **CARRIED**.

Moved by Franche/Elliot

**THAT** the Office of the President will direct that the time of the Honourary Life Awards will be booked prior to Friday Noon.

**CARRIED**

## **TREASURER'S REPORT**

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

### Financial Report

Executive Board/Officers Approvals – General Fund to February 12, 2009

Executive Board/Officers Approvals – Defence Fund to January 22, 2009

Budget

President Thomas in the Chair.

### **Budget**

Maurice Gabay, Accountant, was present for this discussion.

Moved by Grimaldi/Almeida

Reconsideration of the budget.

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

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

A Minority Report was filed by Eddy Almeida and Mike Grimaldi.

## PRESIDENT'S REPORT

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

### Internal Issues

Negotiating Procedures: Ontario Agency for Health Protection and Promotion

Negotiation Procedures: CBS

Social Mapping Project

Harassment & Discrimination Prevention Policy

Cuban Workers' Central Union - Labour Delegation

New OPSEU Flag

Central Labour Updates (OFL/NUPGE/CLC)

Staffing Issues

In Camera Session

## INTERNAL ISSUES

### Negotiating Procedures: Ontario Agency for Health Protection and Promotion

Moved by Thomas/Middleton

**WHEREAS** the Ontario Agency for Health Protection and Promotion (OAHPP) is a new Agency, effective December 15, 2008, established from amongst our divested OPS Health Laboratory members, and;

**WHEREAS** this new Agency will have a Head Office in Toronto with several satellite laboratory operations around the province, and;

**THEREFORE BE IT RESOLVED THAT** the Executive Board propose adoption to the convention of the OAHPP Negotiation procedures which were adopted by member delegates at their first bargaining conference held in Toronto on February 6, 2009.

Moved by Tocker/Ted - amendment

Under 3.4 after "by" add "and amongst" and replace "delegates" with "bargaining team"

Moved by Elliot/Almeida

Refer this issue to first thing tomorrow morning.

**CARRIED**

## **PRESIDENT'S REPORT**

### **INTERNAL ISSUES**

#### **New OPSEU Flag**

Moved by Thomas/Dumais

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve Option #2.

Moved by Tocker/Wall - amendment

Remove the bottom line off the flag.

**CARRIED**

Moved by Almeida/Pridham - amendment

**THAT** other versions could be manufactured as well.

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

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

Moved by Snider/Elliot - amendment

**THAT** all OPSEU flags handed into OPSEU will be replaced by head office with a new flag.

Moved by Orzel/Nancekivell - amendment to amendment

Include the small blue flags.

**DEFEATED**

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

The question was called on the amendment:

**THAT** all OPSEU flags handed into OPSEU would be replaced by head office with a new flag.

**CARRIED**

The question was called on the motion as amended:

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve Option #2 as amended, and;

**BE IT FURTHER RESOLVED THAT** all OPSEU flags handed into OPSEU will be replaced by head office with a new flag.

**CARRIED**

## **PRESIDENT'S REPORT**

### **INTERNAL ISSUES**

#### **Labour's role in the campaign secure stable investment in Community Social Services**

Two years ago, the Toronto & York Region Labour Council and Labour Community Services helped initiate the Community Social Services Campaign, along with OPSEU, CUPE, SEIU and a number of progressive agencies in Toronto.

Only by creating a unified voice within the community services sector can we rebuild investment and protect future funding. To do so will require serious mobilization of front-line workers in the sector, combined with a patient approach to building alliances.

Moved by Thomas/Rapaport

**THEREFORE BE IT RESOLVED THAT** the Executive Board approves \$10,000 to assist with the Community Social Services Campaign with such funds to be drawn from the Contingency Fund.

**CARRIED**

#### **OFL Strategy and Implementation Plan**

Moved by Thomas/Rout

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve \$90,000 be paid to the OFL to fund the OFL action plan. Funds to be drawn from Contingency Fund.

**CARRIED**

### **AFTERNOON**

The Executive Board meeting was called to order at 1:35 pm. President Thomas in the Chair.

#### **PRESENTATION - Hospitality Suite and Host Liability**

Peter Engelmann, Lawyer, Sack Goldblatt Mitchell LLP, and Eric O'Brien, A/General Counsel made a presentation to the Executive Board.

#### **PRESENTATION - Social Mapping Project**

Catherine Bowman, Supervisor, Archana Mathew, Bilingual Equity Officer and Libby Zeleke, Human Rights Officer made a presentation to the Executive Board.

## **PRESENTATION - Social Mapping Project (cont.)**

Moved by Thomas/Rowett

**WHEREAS** the Social Mapping Project has been mandated by the 2008 Convention, and

**WHEREAS** funding has been provided to implement the project commencing in 2009;

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve the Governance Structures recommended in this report, and

**BE IT FURTHER RESOLVED THAT** these committees be required to operate in accordance with the authority and responsibility described in this report, and

**BE IT FURTHER RESOLVED THAT** the applicable committees, caucuses and bodies of the union immediately determine their representatives for the first Provincial Forum which shall take place as soon as possible after Convention, and

**BE IT FURTHER RESOLVED THAT** Board approval is required should there be a need to add to or amend the powers and responsibilities of project governance structures.

Moved by Grimaldi/Elliot

Amend the Provincial Forum to remove all OPS, BPS, CAAT (A) and CAAT (S) reps, only add 1 position per division if no representation, and reduce EBM from 2 to 1 and do the same with Membership Committee.

Moved by Orzel/Nancekivell - amendment

Division - separate the OPS etc. motion from the EBM motion.

**CARRIED**

The question was called on the following motion:

Amend the Provincial Forum to remove all OPS, BPS, CAAT (A) and CAAT (S) reps, only add 1 position per division if no representation.

**CARRIED**

The question was called on the following motion:

Reduce EBM from 2 to 1 and do the same with Membership Committee.

**CARRIED**

Moved by Elliot/Grimaldi

Remove regional bookoffs

Moved by Orzel/Elliot - Closure - **DEFEATED.**

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

Moved by Franche/Pridham - Closure - **DEFEATED.**

**PRESENTATION - Social Mapping Project (cont.)**

Moved by Brown/Rapaport - Closure - **CARRIED.**

The question was called on the following motion:

Remove regional bookoffs

**DEFEATED**

President Thomas in the Chair.

Moved by Snider/Pridham - Closure - **DEFEATED.**

The question was called on the motion as amended:

**WHEREAS** the Social Mapping Project has been mandated by the 2008 Convention, and

**WHEREAS** funding has been provided to implement the project commencing in 2009;

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve the Governance Structures recommended in this report as amended, and

**BE IT FURTHER RESOLVED THAT** these committees be required to operate in accordance with the authority and responsibility described in this report, and

**BE IT FURTHER RESOLVED THAT** the applicable committees, caucuses and bodies of the union immediately determine their representatives for the first Provincial Forum which shall take place as soon as possible after Convention, and

**BE IT FURTHER RESOLVED THAT** Board approval is required should there be a need to add to or amend the powers and responsibilities of project governance structures.

**CARRIED**

A Minority Report was filed by Gino Franche.

**PRESENTATION - Frank Rooney**

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

Frank Rooney, Administrator, Local Services Division - Head Office, made a presentation to the Executive Board.

Rise & Report - progress.

**PRESENTATION - Proposed Harassment and Discrimination Prevention Policy**

Catherine Bowman, Supervisor, Archana Mathew, Bilingual Equity Officer and Libby Zeleke, Human Rights Officer made a presentation to the Executive Board.

**PRESENTATION - Proposed Harassment and Discrimination Prevention Policy (cont.)**

Moved by Thomas/Snider

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve the new Harassment and Discrimination Prevention Policy as presented.

Moved by Grimaldi/Rout - amendment

Under 4.3 Replace "Regional Vice Presidents, the President and the Executive Board" with "The President, First Vice-President/Treasurer, Regional Vice-Presidents, and the Executive Board."

**CARRIED**

Moved by Montgomery/Pridham - a motion was made and withdrawn.

Moved by Snider/Clapp - amendment

Add back in the document "political affiliation and physical characteristics".

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

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

Moved by Thomas/Rapaport

Extend the board meeting until this issue is finished.

**CARRIED**

Moved by Jackson/Rowett

Under 8.7 - delete "regional offices" and add "buildings".

**CARRIED**

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

Moved by Thomas/Rout

**THEREFORE BE IT RESOLVED** that the Executive Board approve the new Harassment and Discrimination Prevention Policy as amended.

**CARRIED UNANIMOUSLY**

**RECESS**

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

## **MARCH 5, 2009**

The Executive Board was called to order at 9:05 am. First Vice-President/Treasurer Rout in the Chair. All members were present except Brenda Clapp. The reason was acceptable to the Chair. Peggy Maybury, Executive Assistant to the First Vice-President/Treasurer was also present.

### **CENTRAL LABOUR UPDATES (OFL/NUPGE/CLC)**

#### **Black History Month February 2009**

President Thomas gave the Executive Board a verbal report.

President Thomas gave the Executive Board a verbal report on labour updates.

### **PRIVILEGE MOTION**

Moved by Pridham/Montgomery

Reconsider of the agenda, and add Strategic Planning Committee to the agenda.
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#### **CARRIED**

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

### **Rise and Report**

Progress.

A Minority Report regarding Kilarney Lodge was filed by Ron Elliot.

### **PRESIDENT'S REPORT**

#### **INTERNAL ISSUES**

#### **CBS and Diagnostics Negotiation Procedures**

Moved by Thomas/Rout

<b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board propose adoption of the CBS and Diagnostics Negotiation procedures as amended.
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These procedures will be brought back to April Board meeting.

### **TREASURER'S REPORT**

#### **Strike Committee Report**

Brother David Rapaport gave the Executive Board an update on this issue.

## **AFTERNOON**

The Executive Board meeting was called to order at 1:35 pm. President Thomas in the Chair.

## **TREASURER'S REPORT**

First Vice-President/Treasurer Rout continued her report.

## **PRESIDENT'S REPORT**

### **OAHPP Bargaining**

Moved by Thomas/Rout

**WHEREAS** the Ontario Agency for Health Protection and Promotion (OAHPP) is a new Agency, effective December 15, 2008, established from amongst our divested OPS Health Laboratory members, and;

**WHEREAS** this new Agency will have a Head Office in Toronto with several satellite laboratory operations around the province,

**THEREFORE BE IT RESOLVED THAT** the Executive Board propose adoption to the convention of the OAHPP Negotiation procedures which were adopted by member delegates at their first bargaining conference held in Toronto on February 6, 2009.

**CARRIED**

## **PRESENTATION - Audit Committee**

### **OPSEU Executive Board - Code of Conduct**

This CODE outlines the principles, values and standards of behavior that will guide the decisions of Executive Board Members in a way that:

- (a) contributes to the welfare of its membership, and
- (b) respects the rights of all members.

## **DEFINITIONS:**

- All references to the Union mean OPSEU.

## **PRESENTATION - Audit Committee**

### **OPSEU Executive Board - Code of Conduct (cont.)**

#### **A. PREAMBLE**

This Code of Conduct is for the use of Members of the Executive Board of OPSEU.

The Executive Board is the governing body of OPSEU with four primary responsibilities enumerated in Article 16 of the Constitution:

- (a) To uphold and enforce the provisions of the Constitution;
- (b) To implement the decisions of Conventions;
- (c) To formulate and implement policy in the absence of decisions by Conventions;
- (d) To oversee the activities of the Officers, staff and all subsidiary organizations of the Union.

The role of Executive Board Members is to give direction to OPSEU through the Constitutional provisions, by carrying out policy functions and by supervision of those executive functions which are the responsibility of the President. The Convention is the supreme body of OPSEU. The Executive Board always acts on behalf of the Convention, and as such it is accountable in all its actions to the Convention.

It is important to know that this accountability on the part of Executive Board Members is exercised not only jointly, but also individually. Decisions and actions taken by each Executive Board Member should be taken with integrity, objectivity and impartiality, and in the best interests of OPSEU. This applies to all Union situations, as well as to all other situations in which the Executive Board Members' status with OPSEU becomes relevant.

This Code of Conduct is based on universally accepted ethical principles. For guidance and clarity, some key principles have been expanded in the next section. An awareness of these principles is important because a Code of Conduct cannot anticipate every situation that may possibly arise. Executive Board Members, therefore, must always ensure that their conduct meets the standard of these ethical principles.

The Executive Board is a self-regulating body under the broad guidance of Convention and as delineated in the Constitution. The Executive Board makes the rules to run itself efficiently in carrying out its responsibilities. This Code sets a standard of conduct in the Board's function of self regulation.

#### **B. ETHICAL PRINCIPLES**

The members of the Union generally rely on the Executive Board to make the right decisions on matters concerning the Union's affairs. In addition, the Union, being a representative of labour, is a public organization whose actions, decisions and pronouncements are subject to public attention.

## **PRESENTATION - Audit Committee**

### **OPSEU Executive Board - Code of Conduct (cont.)**

The members of the Executive Board are elected to these positions of trust by the membership. It is incumbent on Executive Board Members to justify this trust by making ethical decisions on Union matters. It is also imperative that Executive Board Members conduct themselves at all times at OPSEU functions as well as at any community and social events in a manner consistent with these principles.

The main principles are:

- HONESTY
- SINCERITY
- FAIRNESS
- CONFIDENTIALITY
- RESPONSIBILITY
- TRUST
- INTEGRITY

These principles have an effect on the way people communicate and the language they use. They also affect behaviour – the way people treat one another and expect to be treated. They should be adopted not for expediency, but because it is the right thing to do. They are the foundation for this Code of Conduct.

### **C. SAFEGUARDING UNION ASSETS**

The assets of the Union consist not only of real property which we can see and touch, but also of proprietary information relating to the Union.

Members of the Executive Board are entrusted with the use of various physical assets for the work of the Union. As per the Oath of Office sworn by all Executive Board Members at the beginning of their term on the board, this property must be protected, it must not be misused or misappropriated.

### **D. EXPENSES**

Expenses on travel and entertainment submitted for reimbursement should be legitimate and incurred only for use on the business of the Union.

### **E. COMMUNICATION**

In the normal course of their work, Members of the Executive Board need to communicate with the Union's membership, management and staff. Members of the Executive Board, have a duty to ensure that their communications with these groups do not cause an impairment in the relationship among these groups.

## **PRESENTATION - Audit Committee**

### **OPSEU Executive Board - Code of Conduct (cont.)**

#### **E.1 COMMUNICATING AT OPSEU FUNCTIONS**

In their participation at OPSEU functions, Executive Board Members represent the highest level of leadership in the Union and they should conduct themselves accordingly. Their words and actions should reflect the best interest of both the membership and the Union.

#### **E.2 COMMUNICATING THROUGH NEWSLETTERS**

Newsletters should be written in a dignified manner. This means that the content and style should be respectful and in keeping with OPSEU's policies.

#### **E.3 COMMUNICATING BOARD SOLIDARITY**

Once the Executive Board has voted and taken a decision, the decision belongs to the entire Executive Board. Every Executive Board Member must publicly support the decision, even if he or she voted against it.

There is one exception to this rule and that is, if the Executive Board Member has registered a minority vote on a motion.

#### **F. CONFLICT OF INTEREST**

A conflict of interest must be avoided at all times. Where an Executive Board Member perceives a conflict of interest involving him or herself, the Executive Board must be informed immediately.

#### **G. BOARD MEETINGS**

It is the responsibility of every Executive Board Member to conduct him or herself with decorum at Board Meetings. Differences of opinion and expressions of divergent interest should be offered in a non-aggressive way. The choice of words must be respectful.

Moved by Wall/Grimaldi

<b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board accept the Code of Conduct as presented.
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Moved by Montgomery/Dumais

Under E2 - add "and electronic communications" both in title and text.
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**CARRIED**

## **PRESENTATION - Audit Committee**

### **OPSEU Executive Board - Code of Conduct (cont.)**

Moved by Montgomery/Dumais

Under Expenses delete the words "on travel and entertainment".
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### **CARRIED**

The question was called on the Code of Conduct as amended and it **CARRIED**.

## **PRESIDENT'S REPORT**

### **Cuban Workers' Central Union - Labour delegation from Canada to Havana, Cuba**

This issue was discussed.

## **BUSINESS ARISING**

### **Hardship Fund Policy**

#### **Purpose of the Fund**

Recognizing that OPSEU is a member-led social democratic union and has regional leadership who are in direct contact with the members and understand that some are facing financial hardship, the Executive Board has established a Hardship Fund to provide financial assistance for members in good standing who find themselves in dire circumstances.

#### **Regional Hardship Committee**

The Hardship Fund will be managed by seven (7) Regional Hardship Committees to be elected at the Regional Meeting, commencing in 2009. Each committee will consist of a Chairperson, Secretary and Treasurer, each from different locals. It is suggested that interested Members consult their local prior to the Regional Meeting as to indicate their intention to stand for nomination to this committee. An alternate shall also be elected at the Regional Meeting. If an alternate member replaces a member of this committee, the members may adjust the positions of the committee.

The Committees will be responsible for administering disbursement of the Fund based on member eligibility. The initial seven (7) committee chairs will meet with the current board committee to develop the hardship criteria. Prior to this criteria being developed, all Regional Hardship Committee members will attend in house training on Union Counseling. This training will continue to be offered to all future Committees. When an alternate is filling a vacancy on the Committee, union counseling will be made available to her/him.

Decisions made by the committee shall be by consensus.

## **BUSINESS ARISING**

### **Hardship Fund Policy (cont.)**

Expenses for committee members will be charged to a separate budget line called "Regional Hardship Committee Expenses" and members should be economical when incurring expenses (i.e. emails, teleconferencing, web conferencing, etc.).

While maintaining confidentiality of member information, the Regional Hardship Committee will provide a financial report at the opening of each Regional meeting subsequent to the establishment of the Fund

### **Regional Committee Funding**

Funding for assistance will be provided through OPSEU annual budget. Each Regional Hardship Committee will be initially funded with \$1.00 per signed member as of December 31, 2008 and thereafter December 31<sup>st</sup> of each following year. The committees will establish a bank account in the name of OPSEU Region X Hardship Committee. The Vice-President/Treasurer will be a signatory on these accounts, but not on cheques issued by the committee.

Notwithstanding the funding from Head Office, donations to the fund will be accepted from other areas.

### **Member Access to the Fund**

Access to the Fund will be through an application process. Written applications will be reviewed by the Regional Hardship Committee to determine eligibility for assistance under the stated criteria and the amount to be granted. Where necessary, receipts, invoices or proof of need should accompany the application. Confidentiality of member information will be maintained at all times during the process.

When a request does not fall within the criteria for assistance the Committee will notify the member in writing. If the member qualifies for assistance the Committee will next determine the amount to be given based on the need and budget. In making its decision the Committee will take into consideration the type of hardship and the duration of the hardship.

Applications may be submitted at any time during the current fiscal year and funding will be applied against the budget for that year.

Once the amount allocated to the region for a given year has been distributed no more payments will be processed for that year. Regions are not allowed to spend over their allotted budgets. Amounts not spent in a year may be carried over to the following year for distribution.

Moved by Nancekivell/Rout

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board accept the Hardship Fund Policy as presented.</p>
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## **BUSINESS ARISING**

### **Hardship Fund Policy (cont.)**

Moved by Montgomery/Lundy -amendment

Under Regional Hardship Committee after "different locals" add "and selected by and from the Regional Hardship Committee."

**CARRIED**

Moved by Elliot/Almeida

Under Regional Hardship Committee after "Chairperson" add "Vice-Chair".

**CARRIED**

Moved by Middleton/Pridham

Under Regional Hardship Committee replace "an alternate" with "Up to four (4) alternates".

**CARRIED**

Moved by Rowett/Jackson

Under Regional Hardship Committee after "...elected at the Regional Meeting." Add "An alternate can only replace an elected member when the elected member vacates the position permanently."

**CARRIED**

Moved by Elliot/Almeida

Delete the last paragraph "Once the amount...for distribution" and add "Regional Hardship Committee shall not go into deficit."

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

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

Moved by Grimaldi/Nancekivell

Under Member Access to the Fund after "for that year." add "Amounts not spent in a year may be carried over to the following year for distribution."

**CARRIED**

The question was called on the policy as amended and it **CARRIED.**

## **COMMITTEE REPORTS**

### **Recommendations from February 2009 Executive Committee Meeting**

#### **Transfer of MPAC members of Local 219 into Local 254**

Moved by Jackson/Thomas

**WHEREAS**, the MPAC members currently belonging to Local 219, located in Brantford have requested to join their other MPAC sisters and brothers located in Kitchener, local 254; and

**WHEREAS**, both locals 219 and 254 have general membership meetings to approve of such a move of members, and said meetings have been minuted and with quorum;

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve that the MPAC members located at local 219 from Brantford, be assigned to Local 254 in Kitchener, with those MPAC members.

**CARRIED**

#### **Transfer of HPD members of Local 627 into Local 659**

Moved by Brown/Thomas

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve that 14 HPD members of Local 627 be transferred to Local 659 - HPD Sudbury Regional Hospital.

**CARRIED**

#### **Merger of Local 637 into Local 667**

Moved by Brown/Thomas

**THEREFORE BE IT RESOLVED THAT** the Executive board approve the merger of local 637 into Local 667.

**CARRIED**

#### **Mariposa Folk Festival**

Moved by Thomas/Pridham

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

**CARRIED**

## COMMITTEE REPORTS

### Recommendations from February 2009 Executive Committee Meeting

#### Mariposa Folk Festival (cont.)

Moved by Middleton/Tocker

**THEREFORE BE IT RESOLVED THAT** the Executive Board sponsor the Mariposa Folk Festival for 2009 at a cost of \$30,000. Funds to be drawn from the Contingency Fund.

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

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

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

President Thomas in the Chair.

#### Pension Liaison Committee – OPSEU Pension Trust Sponsorship

As the OPSEU Pension Trust (OPT) matures, regular review of its policies, procedures and governance are necessary. That is simply good pension management practice. The same applies to OPSEU. As we win more pension victories and as we become more mature as a pension sponsor, we need to review our policies and procedures to ensure effective, responsible plan governance. We do this to protect the interests and achieve the best possible long term benefits for our members in the OPS. This report reviews OPSEU's sponsorship roles and the mechanisms by which sponsorship is carried out and proposes a new model for OPSEU sponsorship of the OPT.

As the PLC has come to realize that OPSEU needs to review the organization of the OPT sponsor, it has also come to believe that a review of all of OPSEU's sponsorship roles is advisable. Such a review might contribute to an even better level of pension governance and the PLC looks forward to working with existing OPSEU sponsoring bodies on this work in upcoming years. The PLC is therefore recommending to the Board that it undertake this work in the upcoming year.

The PLC is also recommending that retirees have representation, in line with OPSEU policy and the recommendations of the Arthurs Commission.

While the Pension Liaison Committee is outlining three possible options for a sponsorship committee of the OPSEU Pension Trust, it is recommending the first option, as follows:

#### Option #1: Establish an OPT Sponsor Committee

This option proposes that the OPT Sponsor Committee be essentially a sub-committee of the PLC and that it be a committee who's work is specialized in that its work is only related to the sponsorship of the OPT. The committee would be assisted by

## COMMITTEE REPORTS

### **Pension Liaison Committee – OPSEU Pension Trust Sponsorship (cont.)**

the Membership Benefits Unit, have representation from the President's Office and be made up of:

- three OPSEU members: one appointed by the Central Enforcement and Renewal Committee; one appointed by the PLC; and one appointed by the PLC in consultation with the LBED DivEx.
- one OPT retiree: to be appointed by the PLC in consultation with the Retirees' Division.
- one staff person.

The committee appointments would be reviewed by the Pension Liaison Committee on an annual basis. The sponsor committee would file reports annually with the Executive Board.

### Option #2: Expand the current Pension Liaison Committee

Since its inception, the PLC, as a standing committee of the Executive Board, has provided oversight of OPSEU's pension world and ensured that we have well-trained and competent trustees among other duties. In some ways, the committee has already been performing some of the functions of a sponsor committee although limited to the OPT; this would formalize its role. In the event that a review of all OPSEU sponsorships takes place, and if this option is chosen, the Board may wish to change the composition of the PLC to reflect its broader mandate.

Again, this re-constituted PLC would file reports on an annual basis with the Executive Board. It would have the present composition of two elected members of the Executive Board. In addition, it would have representation from the President's Office, be assisted by the Membership Benefits Unit and have:

- three OPSEU members: one appointed by the Central Enforcement and Renewal Committee; one appointed by the PLC; and one appointed by the PLC in consultation with the LBED DivEx.
- one OPT retiree: to be appointed by the PLC in consultation with the Retirees' Division.
- one staff person.

### Option #3: Maintain status quo

As this report has pointed out, sponsorship roles are spread throughout a number of leadership bodies in OPSEU. So keeping the status quo does not mean that we do nothing. OPSEU would need to ensure that all those with a sponsorship role would have access to comprehensive and intensive training in pensions, as outlined earlier.

## COMMITTEE REPORTS

### Pension Liaison Committee – OPSEU Pension Trust Sponsorship (cont.)

Moved by Rapaport/Pridham

**THEREFORE BE IT RESOLVED THAT** the Executive Board endorse the recommendation of the Pension Liaison Committee that the following option (#1) be implemented as the model for the OPT Sponsorship Committee as follows:

#### Option #1: Establish an OPT Sponsor Committee

This option proposes that the OPT Sponsor Committee be essentially a sub-committee of the PLC and that it be a committee who's work is specialized in that its work is only related to the sponsorship of the OPT. The committee would be assisted by the Membership Benefits Unit, have representation from the President's Office and be made up of:

- three OPSEU members: one appointed by the Central Enforcement and Renewal Committee; one appointed by the PLC; and one appointed by the PLC in consultation with the LBED DivEx.
- one OPT retiree: to be appointed by the PLC in consultation with the Retirees' Division.
- one staff person.

The committee appointments would be reviewed by the Pension Liaison Committee on an annual basis. The sponsor committee would file reports annually with the Executive Board.

Moved by Grimaldi/Franche - amendment

Change the recommendation from Option 1 to Option 3.

Moved by Dumais/Wall – amendment to amendment

In Option 3 change “would need to” to “shall”.

#### **CARRIED**

The question was called on the amendment to change to Option 3 and it **CARRIED**.

The question was called on the motion as amended:

**THEREFORE BE IT RESOLVED THAT** the Executive Board adopt the Committee Report with Option 3, as amended.

#### **CARRIED**

### CBS Pension Plan

Moved by Pridham/Rapaport

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve that Shirley McVittie be re-appointed to the CBS pension plan commencing April 1, 2009 for a period of three years, provided that the Letter of Undertaking is signed.

## COMMITTEE REPORTS

### Pension Liaison Committee – CBS Pension Plan (cont.)

Moved by Elliot/Grimaldi - amendment

Change “three” to “one”.

#### CARRIED

The question was called on the motion as amended:

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve that Shirley McVittie be re-appointed to the CBS pension plan commencing April 1, 2009 for a period of one year, provided that the Letter of Undertaking is signed.

#### CARRIED

### Pension Liaison Committee – OMERS Admin Committee

Moved by Rapaport/Pridham

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve that Laurie Nancekivell be appointed to the OMERS Admin Committee for a period of four years.

Laurie Nancekivell declared a conflict and left the room.

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

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

## NEW BUSINESS

### Notice of Motion: Constitutional Amendment to Convention 2009

Moved by Rapaport/Montgomery

Because fairness and justice, including “representation by population” are a foundational principles of democratic representation, and

Because OPSEU is and strives to be a truly democratic organization, and

Because “representation by population,” even when balanced against the also important democratic principles of regional representation and protection of minorities, has to make every reasonable effort to ensure that the number of elected representatives acknowledges and reflects meaningful and long-lasting membership variations, and

Because the number of OPSEU members in Region 5 has consistently been significantly higher than in all other regions, and

Because the seat of provincial government and therefore more OPSEU-represented positions are in the city of Toronto and must reasonably be expected to continue to be in Toronto,

Therefore Amend Articles 14.6.1 and 14.8.1 as follows:

## NEW BUSINESS

### Notice of Motion: Constitutional Amendment to Convention 2009 (cont.)

**14.6.1** At Regional election meetings in Regions 1, 2, 3, 4, 6, and 7 in an election year, the delegates shall elect three persons to be Members of the Executive Board and one person to be their alternate. At the Regional election meeting in Region 5, the delegates shall elect four persons to be Members of the Executive Board and one person as their alternate. Following the election of the three or four Board Members, there will be a subsequent election, in which the delegates will nominate from among the three or four elected Board Members a Regional Vice-President. Following election of the Regional Vice-President, there will be a subsequent election, in which the delegates will elect from among the remaining two or three Board Members an alternate Regional Vice-President. No person may hold more than one office on the Executive Board.

**14.8.1** On the second last day of the Convention in an election year the President and First Vice-President/Treasurer shall be elected separately, and in the order stated, by the delegates from among the 22 Members-elect of the Board.

**DEFEATED**

### Trusteed Benefits Fund

Sister Pridham gave the Executive Board a verbal report.

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

### Rise and report

Progress.

## NEW BUSINESS

### Niagara Regional Office

Moved by Grimaldi/Almeida

**THEREFORE BE IT RESOLVED THAT** the membership centre in the Niagara Regional Office be renamed the Jim Tait room.

**CARRIED**

### Policy for Spouses at Educationals

This issue was discussed.

**NEW BUSINESS**

**Niagara Parks Commission Campaign**

Moved by Almeida/Thomas

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board approve that \$10,000 be made available for a campaign for the Niagara Parks Commission. Funds to be drawn from the Contingency Fund.</p>
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**CARRIED**

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

**ADJOURNMENT**

The Executive Board adjourned at 4:30 pm. All members were present with the exception of Brenda Clapp. The reason was acceptable to the Chair.

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Smokey Thomas, President

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Kathryn Kaminski, Corporate Secretary

/kk