

**MINUTES**  
**EXECUTIVE BOARD MEETING**  
**NOVEMBER 18-20, 2008**  
**DELTA TORONTO EAST, HERITAGE ROOM**

**NOVEMBER 18, 2008**

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 and Maurice Gabay, Accountant, were also in attendance.

**FIRST VICE-PRESIDENT'S REPORT - 2009 BUDGET PRESENTATION**

Bob Eaton, Administrator, Local Services Division – Regional Services, made a presentation to the Executive Board.

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

Eric O'Brien, A/General Counsel, made a presentation to the Executive Board.

**AFTERNOON**

The Executive Board meeting was called to order at 1:30 pm. First Vice-President/Treasurer Patty Rout in the Chair.

**FIRST VICE-PRESIDENT'S REPORT - 2009 BUDGET PRESENTATION**

Patty Rout, First Vice-President/Treasurer, made a presentation to the Executive Board.

President Smokey Thomas in the Chair.

Paul Bilodeau, Administrator, Communications Division and Randy Robinson, Senior Communications Officer, made a presentation to the Executive Board.

Heino Nielsen, Administrator, Policy Planning & Programs Division, Lisa McCaskell, Senior Health & Safety Officer, Marnie Niemi, Benefits Counsellor and Archana Mathew, A/Bilingual Equity Officer, made a presentation to the Executive Board.

First Vice-President/Treasurer Patty Rout in the Chair.

**RECESS**

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

## **NOVEMBER 19, 2008**

The Executive Board was called to order at 9:00 am. President Thomas in the Chair. All members were present. Peggy Maybury, Executive Assistant to the First Vice-President/Treasurer and Maurice Gabay, Accountant, were also in attendance.

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

### **Rise & Report**

Progress.

## **FIRST VICE-PRESIDENT'S REPORT - 2009 BUDGET PRESENTATION**

Jeanne Theriault, Administrator, Staff Relations Division, made a presentation to the Executive Board.

Moved by Rout/Dumais - closure on discussion - **DEFEATED.**

Moved by Rout/Dumais - closure on discussion - **CARRIED.**

## **AFTERNOON**

The Executive Board meeting was called to order at 1:20 pm. President Smokey Thomas in the Chair.

Moved by Almeida/Elliot - In camera - **CARRIED.**

### **Rise & Report**

Progress.

Heino Nielsen, Administrator, Policy Planning & Programs Division, and Marnie Niemi, Benefits Counsellor made a presentation to the Executive Board.

Moved by Wall/Dumais - closure on discussion - **CARRIED.**

Moved by Montgomery/Rapaport - In camera - **CARRIED.**

### **Rise and report**

Progress.

## **RECESS**

The Executive Board recessed at 4:00 pm. All members were present except Gino Franche and Doris Middleton who both left at 12:00 pm.

## **NOVEMBER 20, 2008**

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

### **FIRST VICE-PRESIDENT'S REPORT - 2009 BUDGET PRESENTATION**

Moved by Rout/Dumais

Move the 2009 budget.

Moved by Tocker/Wall

Delete the additional request of an ASU Assistant from the Staff Relations budget line.

**CARRIED**

Moved by Dumais/Snider

Delete the additional request of a support staff - Cooper's office from the Local Services budget line.

**CARRIED**

Moved by Snider/Dumais

Delete the additional request of one Grievance Officer from the Contract Enforcement Unit budget line.

Moved by Tocker/Almeida - amendment

Change "one" to "three".

**CARRIED**

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

The question was called on the motion as amended:

Delete the additional request of three Grievance Officers from the Contract Enforcement Unit budget line.

**CARRIED**

Moved by Grimaldi/Rowett

Delete the upgrade to Senior Translator from the Communication budget line.

**CARRIED**

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

---

**FIRST VICE-PRESIDENT'S REPORT - 2009 BUDGET PRESENTATION**

Moved by Almeida/Grimaldi

Increase executive board member budgets in regions 1-6 to \$104,000.

Moved by Rout/Almeida

Table this motion until after lunch.

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

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

First Vice-President/Treasurer Rout in the Chair.

Moved by Jackson/Grimaldi

Add \$35,000 to Other Members' Expenses - Grievance.

**CARRIED**

Moved by Nancekivell (Brown)/Rowett

Delete the additional request of one Staff Rep - Building Local Capacity from the Local Services budget line.

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

A motion was made and ruled out of order by the Chair.

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

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

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

A roll call vote was requested and it was decided that not enough hands were shown for agreement.

Moved by Elliot - Challenge the Chair.

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

The question was asked and the Chair was upheld.

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

The question was called on the following motion:

Delete the additional request of one Staff Rep - Building Local Capacity from the Local Services budget line.

**CARRIED**

A Minority Report was filed by Dave Lundy, Patty Rout and Jamie Tocker.

First Vice-President/Treasurer Rout in the Chair.

**FIRST VICE-PRESIDENT'S REPORT - 2009 BUDGET PRESENTATION**

Moved by Pridham/Middleton

Add \$242,667 to the Legal Expenses - Grievance budget line.

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

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

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

First Vice-President/Treasurer Rout in the Chair.

Moved by Middleton/Dumais

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

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

First Vice-President/Treasurer Rout in the Chair.

Moved by Elliot/Almeida

Table this motion to the December board meeting, at which time the Office of President will bring a report regarding the Building Local Capacity program to the Board.

**CARRIED**

Moved by Wall/Dumais

Delete the additional request to upgrade the secretary in Staff Relations to an ASU Assistant.

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

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

Moved by Franche/Brown

Reduce the Operational Services (Head Office) tools line to \$5,000.

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

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

Moved by Montgomery/Rout

Move \$30,000 from the Mobilization Health line to the CAAT A Mobilization Health line.

**CARRIED**

Moved by Almeida/Grimaldi

Add \$60,000 to Head Office Operational Services for an electric generating windmill, solar or other alternative energy source.

**FIRST VICE-PRESIDENT'S REPORT - 2009 BUDGET PRESENTATION**

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

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

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

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

Moved by Elliot/Franche

Delete the additional request of one temporary Health and Safety Officer from the Policy, Planning & Programs budget line.

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

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

First Vice-President/Treasurer Rout in the Chair.

**AFTERNOON**

The Executive Board meeting was called to order at 1:15 pm. First Vice-President/Treasurer Patty Rout in the Chair.

Moved by Tocker/Rout

Delete the additional request of Education Officer from the Communications budget line.

**CARRIED**

Moved by Rapaport/Wall

Increase OPS dues projection to \$32,029,000.

Moved by Rapaport/Elliot

Table this motion to the December meeting.

**CARRIED**

Moved by Grimaldi/Pridham

Add one permanent Organizer under the Communications budget line.

Moved by Rout/Rapaport

Table this motion to the December meeting.

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

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

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

First Vice-President/Treasurer Rout in the Chair.

## **FIRST VICE-PRESIDENT'S REPORT - 2009 BUDGET PRESENTATION**

### **BPS pension discussion**

Moved by Rapaport/Pridham

**WHEREAS** approximately 30% of OPSEU members have no access to a defined benefit pension plan, if any, and

**WHEREAS** the Executive Board of OPSEU approved the establishment of a pension plan for members in the Broader Public Service in 1994, and

**WHEREAS** the BPS Pension Plan Committee has developed with expert legal and actuarial advice, the terms and conditions of a plan text and a trust agreement, a pension plan called The OPSEU Pension Plan System or "TOPPSfund", and

**WHEREAS** the Executive Board has today been presented with a detailed proposal for the establishment, administration and funding of the necessary trust fund and pension plan to give effect to The OPSEU Pension Plan System, and

**WHEREAS** OPSEU must appoint initial Trustees of TOPPSfund in order to give effect to this Proposal by establishing the trust fund, establishing and registering the pension plan and leading TOPPSfund through the start-up phase, and

**WHEREAS** the BPS Pension Committee has considered the options available and recommends OPSEU process immediately to establish and implement the TOPPS plan offering a 1% benefit, and

**WHEREAS** the total budget for the TOPPSfund project for 2009 is expected to be \$515,834;

**THEREFORE BE IT RESOLVED THAT** the presented Proposal be approved as requested, inclusive of the following:

1. Initial Trustees to be appointed and empowered to give full effect to this Proposal, and more particularly be directed to establish the trust fund and pension plan and to apply for registration with the appropriate federal and provincial regulators.
2. Agreement by OPSEU to be the Sponsor of The OPSEU Pension Plan System Fund/TOPPSfund on the terms and conditions set out in the trust agreement and pension plan in the Proposal.
3. Confirmation by OPSEU of its willingness and commitment to cover administrative expenses as set out in the Proposal to a maximum of \$515,834, as detailed in the budgetary information presented.

Moved by Montgomery/Rout - amendment

Under number 3 delete "Proposal to a ....presented." and replace it with "2009 OPSEU Budget".

**CARRIED**

## FIRST VICE-PRESIDENT'S REPORT - 2009 BUDGET PRESENTATION

### BPS pension discussion

Moved by Grimaldi/Franche

Table this issue to the December board meeting.

#### DEFEATED

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

The question was called on the motion as amended:

**WHEREAS** approximately 30% of OPSEU members have no access to a defined benefit pension plan, if any, and

**WHEREAS** the Executive Board of OPSEU approved the establishment of a pension plan for members in the Broader Public Service in 1994, and

**WHEREAS** the BPS Pension Plan Committee has developed with expert legal and actuarial advice, the terms and conditions of a plan text and a trust agreement, a pension plan called The OPSEU Pension Plan System or "TOPPSfund", and

**WHEREAS** the Executive Board has today been presented with a detailed proposal for the establishment, administration and funding of the necessary trust fund and pension plan to give effect to The OPSEU Pension Plan System, and

**WHEREAS** OPSEU must appoint initial Trustees of TOPPSfund in order to give effect to this Proposal by establishing the trust fund, establishing and registering the pension plan and leading TOPPSfund through the start-up phase, and

**WHEREAS** the BPS Pension Committee has considered the options available and recommends OPSEU process immediately to establish and implement the TOPPS plan offering a 1% benefit, and

**WHEREAS** the total budget for the TOPPSfund project for 2009 is expected to be \$515,834;

**THEREFORE BE IT RESOLVED THAT** the presented Proposal be approved as requested, inclusive of the following:

1. Initial Trustees to be appointed and empowered to give full effect to this Proposal, and more particularly be directed to establish the trust fund and pension plan and to apply for registration with the appropriate federal and provincial regulators.
2. Agreement by OPSEU to be the Sponsor of The OPSEU Pension Plan System Fund/TOPPSfund on the terms and conditions set out in the trust agreement and pension plan in the Proposal.
3. Confirmation by OPSEU of its willingness and commitment to cover administrative expenses as set out in the 2009 OPSEU Budget.

#### CARRIED

First Vice-President/Treasurer Rout in the Chair.

## FIRST VICE-PRESIDENT'S REPORT - 2009 BUDGET PRESENTATION

Moved by Rapaport/Dumais - In camera - **CARRIED.**

### **Rise & Report**

Progress.

Moved by Snider/Montgomery

Reduce the entertainment lines as follows: Communications to \$1,000; Legal to \$500; Operations to \$500; Staff Relations to \$1,000; Policy & Planning to \$1,000; Local Services to \$2,000.

Moved by Rapaport/Snider

**THAT** the Communications line remain at \$3,000.

**CARRIED**

Moved by Dumais/Wall

**THAT** the Local Services line remain at \$5,000.

**CARRIED**

Moved by Middleton/Brown

Increase the entertainment budgets by 50%, except for Communications.

**DEFEATED**

The question was called on the main motion as amended:

Reduce the entertainment lines as follows: Legal to \$500; Operations to \$500; Staff Relations to \$1,000; Policy & Planning to \$1,000.

**CARRIED**

Moved by Dumais/Snider

Reduce the Organizing Initiatives line from \$950,000 to \$750,000.

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

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

A Minority Report was filed by Ted Montgomery and Patty Rout.

Moved by Pridham/Elliot

Delete the request of General Counsel upgrade to ASU.

**CARRIED**

Moved by Montgomery/Almeida

Delete \$464,100 from the Mobilizing LBED budget line.

## FIRST VICE-PRESIDENT'S REPORT - 2009 BUDGET PRESENTATION

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

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

Moved by Clapp/Snider

Move \$300,000 into campaigns for equal pay for equal work.

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

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

A motion was made by Brother Tocker.

Moved by Tocker/Middleton - In camera - **CARRIED.**

### **Rise and report**

The motion was withdrawn with the support of the Executive Board.

Moved by Franche/Elliot

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

Moved by Rowett/Pridham

Table this motion to the December meeting.

**CARRIED**

Moved by Elliot/Pridham

Delete the request of ASU Assistant under Operational Services budget line.

**CARRIED**

Moved by Brown/Dumais

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

## ADJOURNMENT

The Executive Board adjourned at 4:30 pm. All members were present except President Smokey Thomas and Mike Grimaldi who left at 2:30 pm.

\_\_\_\_\_  
Smokey Thomas, President

\_\_\_\_\_  
Kathryn Francis, Corporate Secretary

/kf