

Minutes of the Executive Board Meeting

September 15-16, 2010

Holiday Inn Markham, Beaufort Room

September 15, 2010

The Executive Board was called to order at 9:35 am. President Thomas in the Chair. All members were present except Laurie Nancekivell. The reason was acceptable to the Chair. Peggy Maybury, Executive Assistant to the President was also in attendance.

Agenda

The agenda was amended to add:

- ACGO presentation - Thursday at 11:00 am
- Translator position
- Bilingual Negotiator position
- NUPGE mental health conference
- Move strike fund issue from Committee Reports to Unfinished Business
- Report from Officers - budget dates
- Consent agenda add Minutes of August 10 and September 13
- Withdraw the Special Olympics request
- Local Education - UnionWare
- OMFRA meat inspection campaign
- College part timers
- Columbia Trip
- Bargaining teams and board relations

Consent Agenda

Minutes of Previous Meetings

The OPSEU Executive Board adopted the OPSEU Executive Board Minutes of June 10-11, 2010; July 6, 2010; July 22, 2010; August 10, 2010 and September 13, 2010.

Business Arising

Secret Ballot

Moved by Tungatt/Almeida

WHEREAS the members have a right to know how Board members vote on issues;
THEREFORE BE IT RESOLVED THAT no secret ballots take place at the Executive Board except for election purposes.

DEFEATED

A minority report was filed by: Eddy Almeida, Sue Brown, Ron Elliot, Jen Giroux, Mike Grimaldi, Nancy Pridham, Claire Rowett, Debbie Tungatt and Pete Wright.

Political Action and Area Councils

Brother Eddy Almeida withdrew this motion.

WHEREAS OPSEU encourages its members to be involved politically and;
WHEREAS having workers views/voices hear at all levels of government is important and;
WHEREAS area councils are made up of a diverse group of regional Locals/members;
THEREFORE BE IT RESOLVED THAT a fund of \$500.00 per area council be made available for access for political action, funds to be drawn from the Contingency Fund.

Internet Streaming of Board Meeting

At the June board meeting the following motion was referred to the IT Department for a costing. The issue will be brought to the October meeting.

Moved by Almeida/Tungatt

WHEREAS having a transparent process regarding the business of the union benefits us all and;
WHEREAS technology is making it easier to reach out to more and more members and;
WHEREAS this technology will assist in breaking down barriers for those members who cannot attend board meetings;
THEREFORE BE IT RESOLVED THAT at least one board meeting of the current board be live streamed onto the OPSEU web site or other site that can accommodate this technology.

Treasurer's Report

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

- Executive Board/Officers Approvals - Contingency Fund
- Executive Board/Officers Approvals - Defence Fund
- Executive Board/Officers Approvals - Donation Line
- Financials
- Buildings

Buildings

Moved by Montgomery/Pridham

Refer this issue to the First Vice-President/Treasurer's Office for further investigation on the options available.

CARRIED

President's Report

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

Internal Issues

- OPSEU Internal Pension Task Force Report
- 2011 Proposed Schedule of Meetings for Executive Committee and Executive Board
- 2011 Regional Meetings
- Status of Pay Equity
- MERC Composition Review Report
- CERC Proposal for Disposition of Residual DS Transition Funds
- Report from Organizing (under separate cover)
- NUPGE Campaign Proposal
- ASMP Training for Corrections
- Live and Let Live fund Legal Expenses
- Regional Office Reorganization
- Regional Mental Health Care - London Campaign Budget Proposal - Local 152
- Annual Tim Brown Award
- Campaign(s) Update
- Central Labour Updates (OFL/NUPGE/CLC)
 - NUPGE mental health conference
- Staffing Issues - In camera
 - Pension Data Reconciliation Project
 - Translator position
 - Bilingual Negotiator position

President's Report – Internal Issues

2011 Proposed Schedule of Meetings for Executive Committee and Executive Board

Executive Committee	Location
January 13	TBD
February 17	TBD
April 5 (prior to Convention) 1:00 pm start	Toronto Convention Centre
May 5	TBD
June 2	TBD
September 8	TBD
October 13	TBD
November 3 (budget discussion only)	TBD

Executive Board	Location
January 26-27	TBD
March 2-3	TBD
April 6 (prior to Convention) 9:00 am start	Toronto Convention Centre
May 18-19	TBD
June 14-17	TBD
September 21-22	TBD
October 26-27	TBD
November 16-18 (budget discussion only)	TBD
December 14-15	Delta Chelsea

Moved by Thomas/Wall

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve the 2011 committee and board meeting dates.

CARRIED

2011 Regional Meetings

Moved by Thomas/Wall

THEREFORE BE IT RESOLVED THAT the 2011 Regional Meetings be convened on Saturday March 12, 2011;
BE IT FURTHER RESOLVED THAT the Local Services Supervisor contact the Regional Vice Presidents to find an appropriate location in each Region.

CARRIED

President's Report - Internal Issues

Status of Pay Equity

A report on the status of Pay Equity negotiations was given to the Executive Board. This issue will come back to the October Board Agenda.

MERC Composition Review Report

Moved by Thomas/Tocker

THEREFORE BE IT RESOLVED THAT the executive board approve the Meat Inspectors electing a two person subcommittee of the MERC at the Divisional Meeting to be held November 6 & 7, 2010.

Moved by Grimaldi/Almeida - amendment

Change "two" to "three".

CARRIED

The question was called on the motion as amended:

THEREFORE BE IT RESOLVED THAT the executive board approve the Meat Inspectors electing a three person subcommittee of the MERC at the Divisional Meeting to be held November 6 & 7, 2010.

CARRIED

This issue continues on page 7.

Afternoon

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

Presentation

OPSEU Internal Pension Task Force Report

Patty Rout; Ted Montgomery; Ron Elliot; Mike Grimaldi; Nancy Pridham; Hugh O'Reilly; and Jim Saunders made a presentation to the Executive Board. Also in attendance were Catherine Bowman; Isla Carmichael; Shirley McVittie; and Maurice Gabay.

Presentation

OPSEU Internal Pension Task Force Report (cont.)

Moved by Rout/Elliot

THEREFORE BE IT RESOLVED THAT the Executive Board agree to the deletions in Section 21 as proposed by the Internal Pension Task Force; and
BE IT FURTHER RESOLVED THAT the deleted portions in Section 21 that refer to the OPSEU Joint Trusteed Benefit Fund be moved to another section of the Policy Manual that deals with benefits; and
BE IT FURTHER RESOLVED THAT the Executive Board adopt the new pension policy as proposed by the Internal Pension Task Force.
BE IT FURTHER RESOLVED THAT the recommendations passed by Convention 2003 be incorporated into Section 21 of OPSEU's policy manual.

Moved by Montgomery/Miller - amendment

On page 5 under sponsor meeting strike" designate and the Pension Liaison Committee (PLC)" and replace it with "or OPSEU First Vice-President Treasurer and one representative of the Pension Liaison Committee"

Moved by Elliot/Montgomery - amendment to amendment

Add "If the President or First Vice-President is not available the President may appoint a designee."

CARRIED

The question was called on the motion as amended:

THEREFORE BE IT RESOLVED THAT the Executive Board agree to the deletions in Section 21 as proposed by the Internal Pension Task Force; and
BE IT FURTHER RESOLVED THAT the deleted portions in Section 21 that refer to the OPSEU Joint Trusteed Benefit Fund be moved to another section of the Policy Manual that deals with benefits; and
BE IT FURTHER RESOLVED THAT the Executive Board adopt the new pension policy as proposed by the Internal Pension Task Force with the following amendments: under sponsor meeting strike "designate and the Pension Liaison Committee (PLC)" and replace it with "or OPSEU First Vice-President/Treasurer and one representative of the Pension Liaison Committee. If the President or First Vice-President/Treasurer is not available the President may appoint a designee."
BE IT FURTHER RESOLVED THAT the recommendations passed by Convention 2003 be incorporated into Section 21 of OPSEU's policy manual.

CARRIED

President's Report - Internal Issues

MERC Composition Review Report (cont.)

Cameron Walker and Roxanne Barnes gave a presentation to the Executive Board.

Moved by Thomas/Wall

Move the rest of the report MERC/CERC report as a whole.

Elliot/Grimaldi -amendment

Take out MOL proposal.

CARRIED

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

The question was called on all of the following motions:

THEREFORE BE IT RESOLVED THAT the executive board approve a four (4) member team with two (2) members elected from Culture and two members from Tourism.

THEREFORE BE IT RESOLVED THAT the executive board approve a fourth person be elected from Attorney General at the November 2010 Divisional.

THEREFORE BE IT RESOLVED THAT the executive board approve that all other three (3) member MERCs to remain status quo.

THEREFORE BE IT RESOLVED THAT the executive board approve Health & Long-Term Care, to have one (1) member elected from the Health Promotions ministry and the remaining three (3) from Health.

THEREFORE BE IT RESOLVED THAT the executive board approve Community & Social Services to elect one (1) of the four team members as a Health and Safety Representative and that one member would be elected to represent Health and Safety and that person shall be a certified Health & Safety Representative.

THEREFORE BE IT RESOLVED THAT the executive board approve Ministry of Transportation be reduced to three (3) members.

THEREFORE BE IT RESOLVED THAT the executive board approve that all other four member MERCs to remain status quo.

President's Report – Internal Issues

MERC Composition Review Report (cont.)

THEREFORE BE IT RESOLVED THAT the executive board approve that the MEDT MERC complement be reduced to four (4).

THEREFORE BE IT RESOLVED THAT the executive board approve a separate OPS response fund be established.

THEREFORE BE IT RESOLVED THAT the Executive Board endorse the proposed CERC action Plan.

The question was called on the motions and they **CARRIED**.

Report from Organizing

A report on Organizing was given to the Executive Board and discussed.

Part Time Campaign

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

Moved by Montgomery/Grimaldi

Move to rise & report

CARRIED

NUPGE – All Together Now Campaign Proposal – Conference for Training Our Campaign Champions

The Executive Committee recommends 15 members participate in the NUPGE conference training, September 29, 2010, September 30, 2010, and October 1, 2010, in Ottawa.

Moved by Thomas/Miller

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

CARRIED

President's Report - Internal Issues

NUPGE - All Together Now Campaign Proposal - Conference for Training Our Campaign Champions (cont.)

Moved by Thomas/Tocker

THEREFORE BE IT RESOLVED THAT \$45,000 be drawn from the Contingency Fund for the purpose of OPSEU's participation in the NUPGE national campaign training to Promote *Public Services, Defend Public Employees and Fight for Tax Fairness*; and **BE IT FURTHER RESOLVED THAT** the outcome of training and planning session be reported to the following Executive Board meeting along with any further requests for support for the National Union's campaign and OPSEU's role in it.

CARRIED

ASMP Training for Corrections: Attendance Support Management Programs

Both the Ministry of Community Safety and Correctional Services and the Youth Justice Service of the Ministry of Children and Youth Services have begun to vigorously enforce a new Attendance Support Management Program (ASMP) initiated by the Ministry of Government Services.

This training proposal is an immediate and direct response to the government's oppressive program and will help to build strength and capacity not only in the locals but across the divisions to defend our members' rights and entitlements in an effective and concerted manner.

Moved by Thomas/Almeida

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/Almeida

WHEREAS the OPS Attendance Support Management Office has been charged by the Ministry of Government Services to manage injury and illness; and **WHEREAS** this initiative has had immediate and significant detrimental impact on OPSEU members employed by the Ministry of Community Safety and Correctional Services and is also in process of being applied to members employed in Children and Youth Services; and **WHEREAS** this Ministry of Government Services attendance management initiative could have far reaching negative effects for the entire OPS;

President's Report – Internal Issues

ASMP Training for Corrections: Attendance Support Management Programs (cont.)

THEREFORE BE IT RESOLVED THAT the Executive Board of OPSEU approve funding in the amount of \$50,120 for a series of one day regionally based training events for activists from Corrections and Youth to be conducted between October 7, 2010 to October 28, 2010, the purpose of which will be to train local leaders in representing members targeted for discipline by this initiative. Funds to be drawn from the Contingency Fund.

Moved Thibodeau/Rout - Closure - **DEFEATED.**

Moved by Thomas/Miller

Extend the Board meeting until this item is finished.

CARRIED

Moved by Tocker/Wall - Closure - Carried

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

Recess

The Executive Board recessed at 5:00 pm. All members were present except Laurie Nancekivell and Sue Brown who left at 12:00 pm.

September 16, 2010

The Executive Board was called to order at 9:05 am. President Thomas in the Chair. All members were present except Laurie Nancekivell and Sue Brown. Peggy Maybury, Executive Assistant to the President was also in attendance.

President's Report - Internal Issues

Live and Let Live Fund Legal Expenses

Moved by Thomas/Lundy

WHEREAS OPSEU recently received an invoice for \$9,475.27 from Sack, Goldblatt and Mitchell(SGM) for legal expenses related to obtaining charitable status for the Live and Let Live Fund; and

WHEREAS the total amount of fees was \$27,483.00 and SGM reduced the amount because of their support for the aims of the Live and Let Live Fund; and

WHEREAS these fees are legitimate fees for the past three(3) years of solid work by Sack Goldblatt and Mitchell lawyers; and

WHEREAS even with this reduction in the total amount due, it is a significant amount to be taken out of the Live and Let live Fund in comparison to the yearly amount spent on administration (less than \$5,000); and

WHEREAS this payment would amount to approximately 20 percent of the funds raised by local unions to assist in combating HIV/ AIDS in Southern Africa and Ontario this year alone;

THEREFORE BE IT RESOLVED THAT the Executive Board of OPSEU agrees to cover this one-time legal fee of \$9,475.27. Funds to be drawn from the Contingency Fund; and

BE IT FURTHER RESOLVED THAT the Executive Board of OPSEU recommends that the Chair of the Live and Let Live Fund Board send a letter of thanks to Sack, Goldblatt and Mitchell for their show of solidarity in reducing the total fee.

CARRIED

Regional Mental Health Care - London Campaign Budget Proposal - Local 152

Moved by Thomas/Elliot

THEREFORE BE IT RESOLVED THAT OPSEU allocate \$6,300 from the Defense Fund to pay for Local book-off time to research and prepare a report on the impact of the loss of up to 80 mental health beds from the Southwest Region, and the loss of more than 200 beds from the immediate London area.

President's Report - Internal Issues

Regional Mental Health Care - London Campaign Budget Proposal - Local 152 (cont.)

Moved by Pridham/Miller - Closure - **CARRIED**.
The question was called on the motion and it **CARRIED**.

Annual Tim Brown Award

Tim Brown was a pioneer and one of the first aboriginal members of OPSEU to demand that the voice of aboriginal people be heard in the corridors of organized labour. In OPSEU, as Chair of the Aboriginal Circle, Tim articulated the wise voice of aboriginal members, their customs and traditions. Tim often fought for the inclusion of not just aboriginal people but all equity Committees and Caucuses in order to further OPSEU's organizational commitment to equity issues. As OFL Vice-President for Aboriginal Peoples, Tim used his passion and commitment to achieve a vibrant OFL standing committee that not only served to educate the OFL but also to provide leadership on major issues involving aboriginal people.

After a short but courageous battle with pancreatic cancer, OPSEU activist and aboriginal leader Tim Brown passed away in his sleep on April 25, 2010. Tim Brown deserves to be recognized for all his effort and passion for not only working toward the recognition of aboriginal rights but also his support for all the Equity Committees and Caucuses.

Moved by Thomas/Rout

THEREFORE BE IT RESOLVED THAT the Executive Board along side with the OPSEU Aboriginal Circle establish an annual award in honour of Tim Brown to recognize an Aboriginal, Metis or Inuit person who has made outstanding contributions to advancing the voice of Aboriginal people in OPSEU and the labour movement.

CARRIED

President's Report - Central Labour Updates (OFL/NUPGE/CLC)

Moved by Thomas/Tocker - in camera - **CARRIED**.

President's Report - Central Labour Updates (OFL/NUPGE/CLC)

Rise & Report

Moved by Thomas/Rout

WHEREAS a strong and unified labour movement is critical to the advancement of workers rights and working conditions for Ontarians, and
WHEREAS unity in the Ontario Federation of Labour [OFL] is central to the strength of the labour movement in Ontario, and
WHEREAS leadership within the Ontario Federation of Labour must itself be unified and respected in order for the Federation to succeed in its endeavours, and
WHEREAS OPSEU has the responsibility as a leader within the Ontario labour movement and the OFL itself to exercise what influences it can bring to bear to rectify the current difficulties within the OFL which are having a damaging impact on the entire labour movement in Ontario,
THEREFORE BE IT RESOLVED THAT OPSEU use its membership and financial resources to bring about the changes within the OFL leadership which will restore the Federation to be the strong and unified body within the labour movement, wherein all bona fide union leaders are treated with respect and dignity, and
BE IT FURTHER RESOLVED THAT OPSEU communicate its decisions and actions to achieve the goals stated in this motion to its members and to union activists throughout Ontario.

CARRIED UNANIMOUSLY

Presentation - AGCO L565

Linda McKinnon, Chief Steward and Lyn Sandiland, Steward made a presentation to the Executive Board.

Moved by Thomas/Wall

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/Pridham

WHEREAS leadership of Local 565 wish to undertake a province-wide mobilizing campaign to support bargaining;

Presentation - AGCO L565 (cont.)

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve \$28,000 for Local 565 Alcohol & Gaming Commission of Ontario (AGCO) for the purpose of a province-wide mobilizing tour to be drawn from the mobilizing activity line.

CARRIED UNANIMOUSLY

President's Report - Campaign Updates

Tim Little, Administrator, Communications Division; Pam Doig, Supervisor Region 6&7; and Randy Robinson, A/Political Economist gave the board an update on the central campaign.

Moved by Thomas/Miller

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/Rout

THEREFORE BE IT RESOLVED THAT up to \$1,260,000 be drawn from the Contingency Fund to support OPSEU's central campaign to support public sector services and jobs and combat the provincial government's policy on wage cuts.

Afternoon

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

President's Report - Campaign Updates (cont.)

Moved by Pridham/Rowett - amendment

Amend mobilizer book offs to 21, 3 per region.

Moved by Elliot/Franche - amendment to amendment

Change mobilizer book offs to 16 - 2 per region 4 for region 5.

DEFEATED

President's Report - Campaign Updates (cont.)

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

The question was called on the amendment:

Amend mobilizer book offs to 21, 3 per region.

CARRIED

A Minority Report was filed by Mike Grimaldi.

Moved by Montgomery/Elliot - amendment

Reduce the subtotal on the media campaign to \$500,000.

CARRIED

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

The question was called on the motion as amended:

THEREFORE BE IT RESOLVED THAT up to \$900,000 be drawn from the Contingency Fund to support OPSEU's central campaign to support public sector services and jobs and combat the provincial government's policy on wage cuts; and **BE IT FURTHER RESOLVED THAT** mobilizer book offs be amended to 21, 3 per region; and **BE IT FURTHER RESOLVED THAT** the sub-total on the media campaign be reduced to \$500,000.

CARRIED UNANIMOUSLY

Presentation: Harassment and Discrimination Policy

Catherine Bowman, Supervisor, Benefits Unit; and Keith Jeffers of Employment Matters made a presentation to the Executive Board. Eric O'Brien, General Counsel was also present.

President's Report - Staffing Issues

Pension Data Reconciliation Project

Moved by Thomas/miller

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

CARRIED

President's Report – Staffing Issues

Moved by Thomas/Wall

THEREFORE BE IT RESOLVED THAT to ensure that OPSEU meets their legal obligations under the Pension Benefits Act that \$58,614 be approved to support the completion of this work.

CARRIED

Translator position

Moved by Thomas/Rout

WHEREAS Staff Relations has posted 2 Translator positions to OPSSU and the OPSEU membership, received one internal applicant and no applicants from the OPSEU membership;

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve the Translator position to be posted to the public.

CARRIED

Bilingual Negotiator position

Moved by Thomas/Rout

WHEREAS Staff Relations has posted the Bilingual Negotiator position to OPSSU and the OPSEU membership, received one internal applicant who was offered the position and declined and had 2 applicants from the OPSEU membership who did not meet the criteria of the position;

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve the Bilingual Negotiator position to be posted to the public.

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

Rise & Report

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

NUPGE Mental Health Conference

This issue was discussed.

Committee Reports

Recommendation(s) from August Officers Meeting

Constitutional Interpretation - Convention Delegates

A member has raised an issue requiring an interpretation of the Constitution. A local has a practice of electing delegates to Convention for a two-year "term". A member has asked if this is permitted under the Constitution.

Moved by Thomas/Pridham

THEREFORE IT BE RESOLVED THAT the Executive Officers recommend that the September Executive Board to propose a Constitutional amendment to the 2011 convention , which limits the number of Conventions one can attend under one election as follows:

Article 13.5.1:

All delegates and alternate delegates from Locals shall be elected *for each Convention* at a general membership meeting on the principle of winning a clear majority, with run-off ballots if necessary, except that the Local President shall be the first delegate automatically.

The Executive Board was in agreement. A constitutional amendment to be submitted to the 2011 Convention will be brought back to the January Board.

Strike fund information

A template was given out to the Executive Board.

Strategic Planning Committee

Moved by Lundy/Montgomery

THEREFORE BE IT RESOLVED THAT the Strategic Planning Committee, in consultation with communication staff, will develop a request for proposal for a firm to conduct surveys of OPSEU members, no less frequently than annually, using an effective sample; and

THEREFORE BE IT FURTHER RESOLVED THAT the results of the OPSEU Social Mapping Project will be made available to the firm selected to conduct the surveys.

Moved by Grimaldi/Elliot - amendment

Place a period after "sample" and delete the rest of the motion.

DEFEATED

Committee Reports

Strategic Planning Committee (cont.)

Moved by Almeida/Grimaldi - amendment

Add "BE IT FURTHER RESOLVED THAT if and once the Executive Board selects a firm from the bids; and"

CARRIED

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

The question was called on the motion as amended:

THEREFORE BE IT RESOLVED THAT the Strategic Planning Committee, in consultation with communication staff, will develop a request for proposal for a firm to conduct surveys of OPSEU members, no less frequently than annually, using an effective sample; and
BE IT FURTHER RESOLVED THAT if and once the Executive Board selects a firm from the bids; and
BE IT FURTHER RESOLVED THAT the results of the OPSEU Social Mapping Project will be made available to the firm selected to conduct the surveys.

CARRIED

Report to the OPSEU Executive Board re TOPPS

A report regarding TOPPS was given to the Executive Board.

Health & Safety

Moved by Orzel/Rout

THEREFORE BE IT RESOLVED THAT OPSEU send seven (7) health and safety activists (one per region) to the Joint Ontario Federation of Labour and Ontario Network of Injured Workers Health & Safety and WCB Conference being held in Toronto November 25-27, 2010 at a cost of \$11,738 with the funds being drawn from the CLC Education line.

Moved by Tocker/Wall

Refer this issue back to the President's Office to seek further information.

CARRIED

Enterprise Committee

Sister Orzel gave the Executive Board a verbal report on this issue.

Moved by Lundy/Miller - closure on discussion - **DEFEATED.**


Moved by Almeida/Thomas

Extend the board meeting until the Committee Reports are completed.

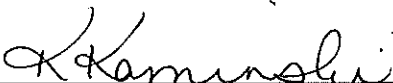
DEFEATED

ADJOURNMENT

The Executive Board adjourned at 4:30 pm. All members were present except Sue Brown, Laurie Nancekivell, and Ted Montgomery who left at 4:00 pm.



Warren (Smokey) Thomas, President



Kathryn Kaminski, Corporate Secretary

/kk

