

# **Minutes of the Executive Board Meeting**

**October 20-21, 2010**

**Holiday Inn Markham, Beaufort Room**

## **October 20, 2010**

The Executive Board was called to order at 9:35 am. President Thomas in the Chair. All members were present except Derek Miller. 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:

- OFL H&S WSB conference
- Diversity Value Statement
- Social Mapping Update
- Convention awards
- Aboriginal Circle presentation - cancelled
- Local 677 In Camera
- Local education UnionWare be removed new business
- Update on 2011 convention plans
- Move from Caleb Trust account from new business to the presidents report
- Fraternal report
- Investigation - In Camera

## **Consent Agenda**

### **Minutes of Previous Meetings**

The OPSEU Executive Board adopted the OPSEU Executive Board Minutes of September 15-16, 2010.

## **Business Arising**

### **Internet Streaming of Board 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;

## **Business Arising**

### **Internet Streaming of Board Meeting (cont.)**

**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.

Moved by Rout/Tocker

Refer this issue to the President's Office for further investigation as outlined by Legal Counsel.

Moved by Grimaldi/Almeida - amendment

To be brought back to the December meeting.

### **CARRIED**

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

## **Treasurer's Report**

First Vice-President/Treasure 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
- Notice of Motion - Budget
- Review of Executive Board Credit Card Policy
- Hotels - Executive Committee and Board Meetings
- Buildings: Coopers; Orillia

### **Budget**

Moved by Rout/Thomas

Reconsideration on the executive board schedule.

### **CARRIED**

Moved by Rout/Thomas

For Budget purposes, the first day of the Executive Board Meeting, November 16<sup>th</sup> will be an Officers Meeting only.

### **CARRIED**

## **Treasurer's Report**

### **Review of Executive Board Credit Card Policy**

The First Vice-President/Treasurer will review the policy with the Audit Committee and the issue will be brought back to the December board meeting.

### **Hotels - Executive Committee and Board Meetings**

Moved by Brown/Grimaldi

Defer this decision Thursday October 21<sup>st</sup> at which time the other 2 quotes will be received.

### **DEFEATED**

A Minority Report was filed by Mike Grimaldi.

Moved by Rout/Thomas

**THEREFORE BE IT RESOLVED THAT** the 2011 Board and Committee meetings be held at the Delta East.

### **CARRIED**

### **Buildings: Coopers and Orillia**

An update was given to the Board regarding the Coopers and Orillia buildings.

## **President's Report**

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

- Internal Issues
  - Pay Equity
  - Loan Guarantee to the NDP
  - Diversity Value Statement
  - Social Mapping Update
- Convention awards
- Campaign(s) Update
  - College Part Time
  - Meat Inspectors
  - Central Campaign
- Central Labour Updates (OFL/NUPGE/CLC)
  - OFL H&S WSB conference
- Staffing Issues - In camera

## **President's Report – Internal Issues**

### **Pay Equity**

Pay Equity was distributed to the Executive Board.

### **Loan Guarantee to the NDP**

Prior to the 2007 provincial election the Ontario NDP approached OPSEU to guarantee a \$500,000 loan to contest the provincial election. The Executive Board supported that request. The party has advised that OPSEU, along with other Union guarantors will be released from that encumbrance on a pro rata basis over the next several months and fully by June 2011, when the loan will be repaid in full. For the 2011 provincial election, the Ontario NDP, under leader Andrea Horwath, requested an extension of the guarantee period for financing the 2011 election campaign.

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/Rout

**WHEREAS** the OPSEU campaign against the McGuinty wage cuts calls for support of the NDP in at least all ridings where they finished second to a Liberal and;

**WHEREAS** it is in the interest of working people to raise the profile and support the efforts of Ontario's social democratic party and;

**WHEREAS** OPSEU has historically provided financial support to the NDP;

**THEREFORE BE IT RESOLVED THAT** OPSEU sign on as guarantor for the Ontario NDP for a \$500,000 loan to be used to contest the 2011 provincial election. That loan will be repaid in full by the Ontario NDP.

### **CARRIED**

## **Campaign Update(s)**

### **Meat Inspectors**

Moved by Thomas/Grimaldi

**THEREFORE BE IT RESOLVED THAT** \$11,000 from the Contingency Fund be allocated for the ongoing Save Ontario's Meat Inspectors Campaign.

Ron Elliot declared a conflict of interest and left the meeting room.

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

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

### **OFL H&S WCB conference**

Moved by Orzel/Rout

**THEREFORE BE IT RESOLVED THAT** OPSEU sends seven H&S 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 at cost of \$11,738 with the funds being drawn from the CLC fund.

Moved by Elliot/Almeida - amendment

After "one per region" add "to be chosen by the respective regional vice-president"

**CARRIED**

Moved by Montgomery/Elliot - amendment

**BE IT FURTHER RESOLVED THAT** the seven OPSEU members selected will oppose any recommendations from the panel which threaten union jobs.

**CARRIED**

Moved by Elliot/Pridham

After "(one per region)" add ", and the three member MOL MERC team will be automatic delegates"

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

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

Moved by Montgomery/Pridham - amendment

After H&S add "/WSIB"

**CARRIED**

### **Afternoon**

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

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

### **OFL H&S WCB conference (cont.)**

The question was called on the motion as amended:

**THEREFORE BE IT RESOLVED THAT** OPSEU sends seven H&S/WSIB Activists (one per region to be chosen by the respective regional vice-president), and the three member MOL MERC team will be automatic delegates 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 cost of \$11,738 with the funds being drawn from the CLC fund; and

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

### OFL H&S WCB conference (cont.)

**BE IT FURTHER RESOLVED THAT** the seven OPSEU members selected will oppose any recommendations from the panel which threaten union jobs.

**CARRIED**

## Internal Issues

### Government Restraint Consultations

Moved by Grimaldi/Tungatt

**THEREFORE BE IT RESOLVED THAT** OPSEU does not agree to further consultations with the Government and that the OPSEU President send a strongly worded letter indicating that consultations were a sham and that the employers who were there didn't have a mandate.

Moved by Elliot - Objection to Consideration

The motion was considered.

Moved by Elliot/Nancekivell - closure - **DEFEATED.**

Moved by Snider/Grimaldi - amendment

Change "sham" to "were not done in good faith by the employer"

**CARRIED**

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

The question was called on the motion.

Roll call vote:

Almeida, Eddy	for
Brown, Sue	for
Elliot, Ron	against
Frache, Gino	for
Giroux, Jennifer	for
Grimaldi, Mike	for
Lundy, Dave	against
Miller, Derek	absent
Montgomery, Ted	against
Nancekivell, Laurie	against
Orzel, Lynn	against
Pridham, Nancy	for
Rout, Patty	against
Rowett, Claire	for
Snider, Sandra	against

## President's Report - Internal Issues

### Government Restraint Consultations

Thibodeau, Carl	against
Thomas, Smokey	against
Tocker, James	against
Tungatt, Debbie	for
Wall, Peter	against
Wright, Pete	for

**DEFEATED 9 - FOR 11 - AGAINST**

A Minority Report was filed by: Eddy Almeida; Sue Brown; Gino Franche; Jennifer Giroux; Mike Grimaldi; Nancy Pridham; Claire Rowett; Debbie Tungatt; Pete Wright.

Moved by Franche/Pridham

**THEREFORE BE IT RESOLVED THAT** the President call the Premier and advise unless the Government is prepared to offer in a minimum the OPPA deal that we will not be returning to the table.

Moved by Elliot - Objection to Consideration

The motion was considered.

Moved by Elliot/ Almeida - amendment

After Premier add "and discuss the Government's request" and delete the rest of the line.

**CARRIED**

Moved by Grimaldi/Pridham - amendment

And that if there is no response regarding an increase in the offer from the Government that we terminate consultations.

**DEFEATED**

The question was called on the motion as amended:

**THEREFORE BE IT RESOLVED THAT** the President call the Premier and discuss the Government's request.

**CARRIED**

### Presentation - Rabble

A presentation was made by Duncan Cameron and Kim Elliot, both from Rabble, to the Executive Board.

## **Presentation – Rabble (Cont.)**

Moved by Almeida/Giroux

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

**CARRIED**

Moved by Lundy/Rout

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve a donation of \$25,000 to Rabble.ca to support their daily operations. Funds to be drawn from the contingency fund.

Moved by Franche/Brown

Table this issue to the budget process and debate whether it should be a standing donation.

**DEFEATED**

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

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

## **President’s Report – Internal Issues**

### **Diversity Value Statement**

Moved by Thomas/Snider

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board adopt the Diversity Value Statement as presented.

Moved by Montgomery/Rout

Refer the issue back to Presidents Office.

**CARRIED**

### **Convention awards**

This issue will be brought back to the December board meeting.

### **Caleb Trust Account**

Moved by Tungatt/Grimaldi

**WHEREAS** Sister Adrienne Roberts, a paramedic from Local 231 lost her life to domestic violence on Wednesday October 6th, 2010, leaving behind an 8 month old son, Caleb; and  
**WHEREAS** the Local has established a trust account in his name;

## **President's Report - Internal Issues**

### **Caleb Trust Account (cont.)**

**THEREFORE BE IT RESOLVED THAT** OPSEU make a donation in the amount of \$10,000 to the trust account.

Moved by Rout/Tocker - amendment

Take the amount from the Children's Fund.

### **CARRIED**

The question was called on the motion as amended:

**WHEREAS** Sister Adrienne Roberts, a paramedic from Local 231 lost her life to domestic violence on Wednesday October 6th, 2010, leaving behind an 8 month old son, Caleb; and

**WHEREAS** the Local has established a trust account in his name;

**THEREFORE BE IT RESOLVED THAT** OPSEU make a donation in the amount of \$10,000 to the trust account. Funds to be drawn from the Children's Fund.

### **CARRIED**

A moment of silence was held for Sister Adrienne Roberts.

## **Committee Reports**

### **Health & Safety**

Sister Orzel gave the executive board a verbal report on this issue.

### **Policy Manual**

Moved by Elliot/Almeida

On page 19-1 of Section 19 remove the word "will" to "recognized".

### **DEFEATED**

Moved by Grimaldi/Montgomery

Refer this issue to the December board meeting.

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

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

## **Recess**

The Executive Board recessed at 5:00 pm. All members were present except Derek Miller and Dave Lundy who left at 4:10 pm.

## **October 21, 2010**

The Executive Board was called to order at 9:00 am. President Thomas in the Chair. All members were present except Derek Miller. The reason was acceptable to the Chair. Peggy Maybury, Executive Assistant to the President was also in attendance.

### **President's Report – Internal Issues**

#### **Social Mapping Update**

An update was given to the executive board.

#### **2011 Convention update**

Moved by Wall/Elliot – closure – **DEFEATED.**

Moved by Franche/Grimaldi

**THEREFORE BE IT RESOLVED THAT** OPSEU will not host a smoking room at 2011 Convention and that all hospitality suites will stop serving alcohol at 1:00 am.

Moved by Orzel/Montgomery

Refer this issue to the next board meeting.

**CARRIED**

### **Staffing Issues**

Moved by Thomas/Rout – in camera – **CARRIED.**

Moved by Thomas/Wall

#### **Rise & Report**

Progress.

### **Campaign Update(s)**

#### **Central Campaign**

Tim Little, Administrator, Communications and Pam Doig, Supervisor, gave the executive board an update on the central campaign.

Moved by Thomas/Orzel

**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 - Campaign Update(s)**

### **Central Campaign (cont.)**

Moved by Thomas/Grimaldi

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board endorse the 2<sup>nd</sup> phase of the NUPGE/OPSEU campaign at a cost of \$40,000; and  
**BE IT FURTHER RESOLVED THAT** the OPSEU Executive Board authorize expenditures of up to \$40,000 to continue the campaign. Such funds to be drawn from the Contingency Fund.

Pete Wright declared a conflict of interest and left the meeting room.

Moved by Franche/Nancekivell - amendment

Increase the budget by \$750.

**CARRIED**

Moved by Montgomery/Elliot - amendment

Change the amount from \$40,000 to \$30,000.

**CARRIED**

The question was called on the motion as amended:

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board endorse the 2<sup>nd</sup> phase of the NUPGE/OPSEU campaign at a cost of \$30,000; and  
**BE IT FURTHER RESOLVED THAT** the OPSEU Executive Board authorize expenditures of up to \$30,000 to continue the campaign. Such funds to be drawn from the Contingency Fund.

**CARRIED**

## **Unfinished Business**

### **Social Justice Gala Fundraiser**

Moved by Snider/ Pridham

**THEREFORE BE IT RESOLVED THAT** 2011 Convention include a fundraising social event "100 years of Social Justice." Responsibility for the event will be shared by the convention committee and the Social Justice Fund. All funds raised will go to the Social Justice Fund. The convention committee will provide a date and space that we can do a beer tasting/wine tasting event working with our LCBO members, our college culinary sector members and arts sector members

## **Unfinished Business**

### **Social Justice Gala Fundraiser (cont.)**

Moved by Franche/Grimaldi - amendment

Delete "beer tasting/wine tasting" and replace it with "for a culinary event" after "LCBO members" add ", our college culinary sector members and arts sector members."

### **CARRIED**

The question was called on the motion as amended:

**THEREFORE BE IT RESOLVED THAT** 2011 Convention include a fundraising social event "100 years of Social Justice." Responsibility for the event will be shared by the convention committee and the Social Justice Fund. All funds raised will go to the Social Justice Fund. The convention committee will provide a date and space for a culinary event working with our LCBO members, our college culinary sector members and arts sector members.

### **CARRIED**

## **Afternoon**

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

## **President's Report - Campaign Update(s)**

### **CAAT Part-Time Campaign**

Don Eady, Paliare Roland and David Wright, Ryder, Wright, Blair and Holmes (RWBH), made a presentation to the Executive Board. Bob Eaton, Administrator, Local Services Division - Regional Services and Ed Ogibowski, Supervisor, Organzing, were also present.

First Vice-President/Treasurer Rout in the Chair.

## **Staffing Issues**

Moved by Tocker/Rowett - In Camera - **CARRIED.**

## **Rise & Report**

Progress.

## Unfinished Business

### Workers Voice

This issue was discussed.

Moved by Montgomery/Tocker - In Camera - **CARRIED**.

President Thomas in the Chair.

### Notice of Motion - New/Temporary Hire Email Announcement

Moved by Tungatt/ Grimaldi

**WHEREAS** it demonstrates respect to formally announce and welcome all new hires or people filling temporary positions; and  
**WHEREAS** knowing who is in which position within OPSEU is of benefit to the Executive Board;  
**THEREFORE BE IT RESOLVED THAT** an email announcement be sent to the Executive Board when a position is filled (either permanently or temporarily); and  
**BE IT FURTHER RESOLVED THAT** the announcement include which Local the successful applicant comes from.

**CARRIED**

### Notice of Motion - Temp Agencies

Moved by Tungatt/Almeida

**WHEREAS** using temp agencies undermines the strength of unions; and  
**WHEREAS** OPSEU challenges employers on the use of temp agencies; and  
**WHEREAS** OPSEU as an employer has engaged in the use of temporary workers from outside agencies;  
**THEREFORE BE IT RESOLVED THAT** OPSEU discontinue its use of temp agencies.

Moved by Snider/Tocker - amendment

Except under extenuating circumstances when it is brought to the Executive Committee for approval.

**CARRIED**

The question was called on the motion as amended:

**WHEREAS** using temp agencies undermines the strength of unions; and  
**WHEREAS** OPSEU challenges employers on the use of temp agencies; and  
**WHEREAS** OPSEU as an employer has engaged in the use of temporary workers from outside agencies;

## Unfinished Business

### Notice of Motion - Temp Agencies (cont.)

**THEREFORE BE IT RESOLVED THAT** OPSEU discontinue its use of temp agencies, except under extenuating circumstances when it is brought to the Executive Committee for approval.

**CARRIED**

### Notice of Motion - OPSEU Presidents Photo Wall

Moved by Tungatt/Almeida

**WHEREAS** OPSEU leaders have made significant contributions and deserve recognition for their years of service; and

**THEREFORE BE IT RESOLVED THAT** a photo wall be created in the main lobby of head office featuring all past OPSEU Presidents, how long they served and what Local they came from; and

**BE IT FURTHER RESOLVED THAT** said wall be established within 6 months.

Moved by Orzel/Grimaldi - amendment

After "OPSEU" add "and CSAO"

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

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

The question was called on the motion as amended:

**WHEREAS** OPSEU leaders have made significant contributions and deserve recognition for their years of service; and

**THEREFORE BE IT RESOLVED THAT** a photo wall be created in the main lobby of head office featuring all past OPSEU and CSAO Presidents, how long they served and what Local they came from; and

**BE IT FURTHER RESOLVED THAT** said wall be established within 6 months.

**CARRIED**

### Columbia trip

This issue was discussed.

## New Business

### MERC Composition Review Report - MTO

Moved by Almeida/Grimaldi

Reconsideration of the following motion:

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

**CARRIED**

Moved by Almeida/Grimaldi

**THAT** the MTO MERC remain at 4 members.

**CARRIED**

### Notice of Motion - Advances for lost wages

Moved by Tungatt/ Grimaldi

**WHEREAS** OPSEU encourages and benefits from members participation in Union activities; and  
**WHEREAS** many members especially in the BPS do not have bill back language in their Collective Agreements; and  
**WHEREAS** taking time off for Union activities and waiting to be reimbursed for wages may cause hardship and create barriers to member's participation;  
**THEREFORE BE IT RESOLVED THAT** members are permitted to access advances for lost wages.

Moved by Grimaldi/Franche - closure - **DEFEATED.**

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

Moved by Tocker/Thibodeau

Refer this issue back to First Vice-President/Treasurer's Office to return with implications and different options on how this would be done.

Roll call vote:

Almeida, Eddy	against
Brown, Sue	against
Elliot, Ron	against
Franche, Gino	against
Giroux, Jennifer	against
Grimaldi, Mike	against
Lundy, Dave	for
Miller, Derek	absent
Montgomery, Ted	for
Nancekivell, Laurie	for

## New Business

### Notice of Motion - Advances for lost wages

Orzel, Lynn	for
Pridham, Nancy	against
Rout, Patty	for
Rowett, Claire	against
Snider, Sandra	against
Thibodeau, Carl	for
Thomas, Smokey	for
Tocker, James	for
Tungatt, Debbie	against
Wall, Peter	for
Wright, Pete	against

**DEFEATED 9 - FOR 11 - AGAINST**

The question was called on the motion:

**WHEREAS** OPSEU encourages and benefits from members participation in Union activities; and

**WHEREAS** many members especially in the BPS do not have bill back language in their Collective Agreements; and

**WHEREAS** taking time off for Union activities and waiting to be reimbursed for wages may cause hardship and create barriers to member's participation;

**THEREFORE BE IT RESOLVED THAT** members are permitted to access advances for lost wages.

Roll call vote:

Almeida, Eddy	for
Brown, Sue	for
Elliot, Ron	for
Franché, Gino	for
Giroux, Jennifer	for
Grimaldi, Mike	for
Lundy, Dave	against
Miller, Derek	absent
Montgomery, Ted	for
Nancekivell, Laurie	for
Orzel, Lynn	for
Pridham, Nancy	for
Rout, Patty	for
Rowett, Claire	for
Snider, Sandra	against
Thibodeau, Carl	against
Thomas, Smokey	for

## New Business

### Notice of Motion - Advances for lost wages (cont.)

Tocker, James	for
Tungatt, Debbie	for
Wall, Peter	against
Wright, Pete	for

**CARRIED** 16 - FOR 4 - AGAINST

### Notice of Motion - Canadian/Union made merchandise

Moved by Tungatt/Almeida

**WHEREAS** supporting Union organizations and businesses is a fundamental principle of trade unionism; and  
**WHEREAS** the Tait shop currently carries products made in non-unionized environments;  
**THEREFORE BE IT RESOLVED THAT** all merchandise sold in the Tait shop be Canadian/Union made.

Moved by Orzel/Snider - amendment

After "made" insert "wherever possible"

**CARRIED**

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

Moved by Thomas/Wall - amendment

In the following ordering of preference, Canadian union made; American union made; union made

Moved by Snider/Almeida - amendment to the amendment

Add "or by social artisian groups"

**CARRIED**

Moved by Montgomery/Lundy

Motion to extend the board meeting to complete the business of the agenda

Roll call vote:

Almeida, Eddy	for
Brown, Sue	for
Elliot, Ron	against
Franché, Gino	for
Giroux, Jennifer	for
Grimaldi, Mike	for
Lundy, Dave	for

## New Business

### Notice of Motion - Canadian/Union made merchandise (cont.)

Miller, Derek	absent
Montgomery, Ted	for
Nancekivell, Laurie	for
Orzel, Lynn	for
Pridham, Nancy	for
Rout, Patty	for
Rowett, Claire	for
Snider, Sandra	for
Thibodeau, Carl	for
Thomas, Smokey	against
Tocker, James	for
Tungatt, Debbie	for
Wall, Peter	for
Wright, Pete	for

**CARRIED** 18 - FOR 2 - AGAINST

Moved by Rout/Lundy - amendment to amendment

after "shop" add "excluding all Baka, CG&B and Vision 2000"

**CARRIED**

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

The question was called on the motion as amended:

**WHEREAS** supporting Union organizations and businesses is a fundamental principle of trade unionism; and  
**WHEREAS** the Tait shop currently carries products made in non-unionized environments;  
**THEREFORE BE IT RESOLVED THAT** all merchandise sold in the Tait shop be Canadian/Union made or by social artisan groups wherever possible in the following ordering of preference: Canadian union made; American union made; union made, excluding; Baka; CG&B; and Vision 2000.

**CARRIED**

Moved by Grimaldi/Franche

Move adjournment


**DEFEATED**

## **Fraternal**

Brother Ted Montgomery handed out details regarding the New Brunswick fraternal.

## **Adjournment**

The Executive Board adjourned at 4:50 pm. All members were present except Derek Miller.



Warren (Smokey) Thomas, President

  
Kathryn Kaminski, Corporate Secretary

/kk

