

Synopsis - Executive Board Meeting

December 5-6, 2007

The following motions have carried unless otherwise noted.

1. PAST PRESIDENT'S SEVERANCE

THEREFORE BE IT RESOLVED THAT the Executive Board pay the severance to the past President based on the top-up of the Past President's salary only.

2. PAST PRESIDENT'S VACATION

THEREFORE BE IT RESOLVED THAT the Executive Board pay the Past President four (4) weeks vacation for the 12.01 years at the rate of pay at the end of the past Presidents retirement with interest for six months.

THAT the amount of interest be based on bank rate of interest.

THEREFORE BE IT RESOLVED THAT any overpayment in severance should be deducted from the vacation pay payout.

3. LEGAL OPINION - PAST PRESIDENT'S SEVERANCE

THEREFORE BE IT RESOLVED THAT the letter from the lawyer with the legal opinion be distributed to the Executive Board.

4. THE SOCIAL SERVICES COUNCIL PROPOSES A HEALTH AND SAFETY WORKPLACE VIOLENCE CAMPAIGN.

THEREFORE BE IT RESOLVED THAT OPSEU sponsor a workplace violence prevention campaign for members in sectors 15, 7, 6a, 6b, 5a, 2, at a cost of \$165,000 as outlined in the presentation to the Executive Board.

5. THE SOCIAL SERVICES COUNCIL PROPOSES A HEALTH AND SAFETY WORKPLACE VIOLENCE CAMPAIGN.

THEREFORE BE IT RESOLVED THAT the Executive Board refer this motion back to the Administrator of Communications and Health & Safety to consult with the Social Services Committee and Health Council and a campaign dealing with workplace violence in the health & Social Services Sector as part of the budget process.

6. 2011 CONVENTION

THEREFORE BE IT RESOLVED THAT the Executive Board move the 2011 Convention to the Metro Convention Centre in Toronto.

7. 2012 CONVENTION

THEREFORE BE IT RESOLVED THAT this is referred back for a complete costing and a report on the ramifications of having the convention at a casino.

8. RESOLUTION C2 -JOINT PENSION PLAN

WHEREAS OPSEU is developing a Joint Pension Plan and many of our members in the Broader Public Service and especially those in equity-seeking groups do not have any pension plan

THEREFORE BE IT RESOLVED THAT OPSEU move forward and bargain decent pension plans for all bargaining units that do not have one.

Remove the word decent.

9. RESOLUTION I3 - AIDS WALK-A-THON

WHEREAS Women account for more than $\frac{1}{4}$ of new HIV infections nationally; and

WHEREAS about 10.3 million people aged 15-24 live with HIV/ AIDS globally, and half of new infections were among young people; and

WHEREAS 11 million children have lost one or both parents to HIV/ AIDS, and predictions are this number will double by 2010; and

WHEREAS in the developed world, antiretroviral drugs have made HIV/ AIDS a manageable chronic condition. Only 30,000 Africans have access to necessary antiretroviral drugs;

THEREFORE BE IT RESOLVED THAT each region commit to raising funds for the 2007 HIV/ AIDS awareness Walk-A-Thon and commit to sending at least one representative to participate in the event.

Delete the resolution, it is redundant and has already occurred.

10. RESOLUTION J1 - REGION 5 DELEGATE

WHEREAS there is a practice of not allowing Region 5 delegates to stay overnight in hotels for Divisional and special sector conferences in Toronto; and

WHEREAS delegates in other regions living outside of Toronto do not have this restriction; and

WHEREAS this creates equity barriers for OPSEU members in different regions of the province from fully participating in union conferences;

THEREFORE BE IT RESOLVED THAT all delegates to Divisional and special sector conferences be permitted to stay in overnight hotels.

Resolution J1 - move to AGAINST.

11. RESOLUTION ER2 - DAIRY QUEEN ADVERTISEMENT

WHEREAS "Dairy Queen" has produced a television advertisement depicting children hanging on a coat hook in the presence of their father; and

WHEREAS this ad glorifies bullying, and is insensitive to the memory of "Myles Neuts" who died as a result of a similar action depicted in this ad.

BE IT RESOLVED THAT OPSEU encourage a boycott of this company (Dairy Queen) until the ad (depicting children hanging on a coat hook...) is pulled off the air.

Resolution ER2 - FOR

12. RESOLUTION F2 - NUPGE

WHEREAS OPSEU quite properly takes the position that its members have an inalienable right to know where and how their dues are spent; and

WHEREAS OPSEU has successfully instituted an open and transparent system of reporting expenses of its Executive Board members, provincial committee members, bargaining team members and other elected representatives including its President and First Vice-President/Treasurer/Treasurer, and

WHEREAS the National Union, NUPGE, does not present any statement of expenses for its elected officers;

THEREFORE BE IT RESOLVED THAT OPSEU, as a condition of affiliation, insist that NUPGE produce and distribute to its affiliates, annually, a full statement of expenses and remuneration of its officers and representatives, and that OPSEU distribute this statement to its locals at the same time as the OPSEU statement of expenses.

Resolution F2 - move to FOR.

13. RESOLUTION C7 - BARGAINING TEAM MEMBERS

WHEREAS members of bargaining teams, Executive Board Members, and members of ERC's have been known to take sensitive senior management positions with the employers of OPSEU members, including positions in the sensitive Human Resources areas; and

WHEREAS persons who act in this way put the confidentiality of union information and negotiating strategy at risk; and

WHEREAS contract language can be used to discourage this currently unchecked abuse;

THEREFORE BE IT RESOLVED THAT all bargaining team members, Executive Board Members and ERC members be required to sign a contract with OPSEU when they are elected that sets out that they will not take a position in Human Resources management or a sensitive senior management position with an employer of OPSEU members within twelve months of serving on a bargaining team, as an EBM or in an ERC position; and

BE IT FURTHER RESOLVED THAT OPSEU will enforce violation of these contracts.

Resolution C7 – move to FOR. - DEFEATED

14. 2008 BUDGET - GENERAL FUND - DEBT REPAYMENT

THAT the Debt Repayment line be removed.

15. ADD HEALTH & SAFETY STEERING COMMITTEE

THEREFORE BE IT RESOLVED THAT a line be added to the budget to allow for a steering committee to work on developing a Provincial Health & Safety Committee that would represent all regions and sectors. (\$10,000).

Referral Motion

THAT the issue be referred to the Office of the President for further investigation.

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18. ACCESSIBILITY BUDGET LINE

THEREFORE BE IT RESOLVED THAT, the Executive Board restore the accessibility budget to \$115,000 – 3 per cent of the budget as per the previous policy, plus add an additional \$85,000 for 2008, only for a total of \$200,000 for 2008. **DEFEATED**

19. REGIONAL EDUCATION BUDGET

THAT the 2008 Regional Education budget be the following; Region One, \$132,772, Region two, \$200,217, Region three, \$181,463, Region Four, \$186,324, Region Five, \$299,771, Region Six, \$143,943 and Region Seven, \$128,518 based on regional member numbers and geographic issues.

20. FIRST VICE-PRESIDENT/TREASURER BUDGET LINE

THAT a new line is added to the First Vice-President/Treasurers budget line called "Other Member Expenses" and that \$5000 be added to that line.

21. RESOLUTION C4 - STRIKE POLICY

WHEREAS it is crucial that our members maintain solidarity during a strike; and

WHEREAS it is necessary for Local Strike Committees to have clear authority to take steps to support members' morale and sense of solidarity during a strike;

THEREFORE BE IT RESOLVED THAT OPSEU strike policy be amended so that the Local Strike Committee shall have the authority to assign strike duties in accordance with OPSEU policy including the authority where a member is involved in strike breaking activity to remove members from picket lines and from all other strike duties and in the event of such a decision to stop payment of strike pay.

Resolution C4 - move to FOR.

22. RESOLUTION H3 - HEALTH AND SAFETY ACT

THEREFORE BE IT RESOLVED THAT OPSEU advocate for the recognition of psychological and verbal abuse as violations under the Ontario Health and Safety Act.

Resolution H3 - move to FOR.

**23. RESOLUTION K3 - PSYCHOLOGICAL HARASSMENT
LEGISLATION**

WHEREAS the causes of psychological harassment are complex; and

WHEREAS research has shown the psychological harassment in the workplace often results in increased absenteeism, depression, irritability, loss of sleep, anxiety, and other mental health issues as well as decreased productivity; and

WHEREAS there is currently no legislated protection against psychological harassment in Ontario in the workplace;

THEREFORE BE IT RESOLVED THAT OPSEU undertake to enact a policy against Psychological and Physical Harassment as a model employer; and

BE IT FURTHER RESOLVED THAT OPSEU include Psychological and Physical Harassment as a prohibited ground in the OPSEU personal Harassment Policy; and

BE IT FURTHER RESOLVED THAT OPSEU undertake to lobby the Government of Ontario to enact legislation similar to Quebec's "Psychological Harassment at Work".

24. RESOLUTION M7 - TRUSTEESHIP

WHEREAS an OPSEU Local is occasionally put into receivership by Head Office; and

WHEREAS the Local membership is not always aware that the Local was put into receivership and why it has happened; and

WHEREAS since the Local Executive is often part of the problem and the membership has no where to turn for information;

THEREFORE BE IT RESOLVED THAT if a local is put into receivership a letter will be sent to the Local's membership informing them of the trusteeship, why it happened and whom they can contact for further information.

THAT the word receivership be changed to trusteeship.

25. RESOLUTION EB1 - CHARITIES & BARGAINING

WHEREAS the international solidarity fund was founded at the OPSEU 2003 Convention; and

WHEREAS since that time this fund has been renamed the Social Justice Fund and is operating in cooperation with the Live and Let Live Fund; and

WHEREAS in the spirit of trade unionism many other unions have successfully bargained for employer contributions to similar funds;

THEREFORE BE IT RESOLVED THAT OPSEU include in their list of bargaining priorities employer contributions to the OPSEU registered charitable funds being Live and Let Live Fund and/or the Social Justice Fund at all OPSEU collective bargaining tables.

Resolution EB1 - move to FOR.

26. RESOLUTION M1 - HUMAN RIGHTS CONFERENCE

WHEREAS OPSEU has strives to be an organization free of Racism and Discrimination;

THEREFORE BE IT RESOLVED THAT OPSEU hold a biennial Conference on Human Rights Issues with a similar process to that of the Women's Conference; and

BE IT FURTHER RESOLVED THAT this conference be held biennially in the year opposite to the Women's Conference, and that it be organized by the Equity Unit, Provincial Human Rights Committee in conjunction with the Provincial Young Workers Committee and the Equity Caucuses.

THAT this be brought to the next Executive Board meeting with a costing.

27. RECONSIDERATION MOTION - EB1

Resolution EB1 - be reconsider from FOR to AGAINST. - **DEFEATED**

28. RESOLUTION I2 - OPSEU SOCIAL JUSTICE FUND

WHEREAS The International Monetary Fund is forcing third world countries to rid themselves of debt by eliminating provision of public services; and

WHEREAS violations of Human Rights globally are increasing at an alarming rate, the murders of union activists in Columbia. The repression of workers in the Philippines; and

WHEREAS Health Care systems are being dismantled and privatized world wide resulting in understaffing, a lack of basic supplies and the reduction of treatment opportunities; and

WHEREAS the HIV/AIDS epidemic in Africa has resulted in a lost generation aged 24-39 leaving infected and orphaned children in the care of grandparents and neighbours;

THEREFORE BE IT RESOLVED THAT OPSEU make a difference in the International Labour world by providing an additional \$1.00 per member per year to the OPSEU Social Justice Fund to promote education and enable outreach opportunities for activists.

Resolution I2 - move to AGAINST.

29. RESOLUTION L7 - TRAINING COLLEGES AND UNIVERSITIES

WHEREAS the McGuinty government has started the process of properly funding PS education in Ontario; and

WHEREAS the college administrators have spent little or none of this money to address the problem of student/teacher ratios;

THEREFORE BE IT RESOLVED THAT OPSEU call on the Ministry of Training, Colleges and Universities to require the Auditor General to investigate colleges that are not showing improvement in student teacher ratios to reflect the additional funds provided to the colleges.

THAT the Executive Board change the word Auditor General to Provincial Auditor.

30. RESOLUTION EB4 – \$10 MINIMUM WAGE CAMPAIGN

\$10 Minimum Wage campaign

WHEREAS over one million people in Ontario earn less than \$10 per hour, working in jobs where they are underpaid and undervalued; and

WHEREAS if minimum wage had kept up with inflation, it would be \$10 per hour today; and

WHEREAS the single most effective step to improve incomes would be for the Government of Ontario to raise the minimum wage; and

WHEREAS only 29 per cent of low-wage jobs are in small businesses and most low-wage jobs are with fast food chains, retail giants and or temp agencies; and

WHEREAS corporate profits in Canada skyrocketed to \$200 billion in 2006, and are at the highest share of the economy ever in Canada's history; and

WHEREAS the average top CEO earned as much by the afternoon of January 2 as a full-time minimum wage worker will earn in the entire year (\$16,640);

THEREFORE BE IT RESOLVED THAT OPSEU support the \$10 minimum wage bill; and

BE IT FURTHER RESOLVED THAT OPSEU encourage other unions through the Ontario Federation of Labour to support the campaign and to organize the unorganized.

THAT OPSEU support the \$10.00 minimum and change the word from wage "bill" to wage "now".

31. RESOLUTION G1 - BPS GRIEVANCES

WHEREAS it takes years to arbitrate grievances;

THEREFORE BE IT RESOLVED THAT immediately following convention the grievance department will meet with all chairs to resolve the back log of grievances in the BPS.

Resolution G1 - be deleted.

32. RESOLUTIONS 2007

THEREFORE BE IT RESOLVED THAT the Executive Board move the remainder of the resolutions to the Resolutions Committee and the report be approved with the changes made.

33. BUDGET - OVERTIME DEPARTMENTAL BUDGET LINE

THEREFORE BE IT RESOLVED THAT the Executive Board increase the overtime budget to an average of 4% and include the breakdown of overtime on the report provided.

34. REGION THREE - STAFF REPRESENTATIVE COMPLIMENT

THEREFORE BE IT RESOLVED THAT the Executive Board increase the staff compliment by one staff representative in region three. - **DEFEATED**

35. ORGANIZING UNIT

THAT the Organizing Unit compliment be increased by one Organizer. - **DEFEATED**

36. LOCAL SERVICES - NEGOTIATORS

THAT the Executive Board approve, two (2) permanent negotiators, upgrade one negotiator to senior negotiator and hire two temporary negotiators for one year.

37. REMUNERATION OF PRESIDENT AND FIRST VICE-PRESIDENT/TREASURER'S SALARY

THEREFORE BE IT RESOLVED THAT the remuneration of the top two Officers' be brought into line as per policy.

38. 2008 BUDGET

Closure on the 2008 budget. - **DEFEATED**

39. PENSION LIAISON COMMITTEE

THAT First Vice-President/Treasurer Rout is appointed for two years as trustee to the HOOP Pension Plan during the recruitment phase and upon signing of the Letter of Undertaking.

40. OPSEU STAFF PENSION PLAN TRUSTEE

THAT Laurie Brown is appointed to the Staff Pension Plan as a trustee for a two year term.

41. ONTARIO PENSION TRUST

THAT David Rapaport is appointed for a one year term to the Ontario Pension Trust (OPT) as a trustee.

42. OPSEU JOINT TRUSTEE BENEFIT FUND

THAT Bernard King is appointed to the OPSEU Joint Trustee Benefit Fund for 2 years.

43. OPS BARGAINING PROCEDURES

WHEREAS an early completion to the bargaining of the renewal of the OPS Collective Agreement has always been a goal of the membership, and

WHEREAS a major obstacle to achieving that goal is the negotiation schedule of the essential services, and

WHEREAS the real work of the Union is bargaining the collective agreement, not essential services agreements. and

WHEREAS the Employer has indicated an unprecedented interest in achieving an early completion of bargaining the renewal collective agreement.

THEREFORE BE IT RESOLVED that within the OPS negotiating procedures (Article 18.6 Appendix 1 of OPSEU policy and procedures) timelines for the 2008 round recognize that issues bargaining will commence prior to, rather than after essential services bargaining and that Appendix 1 reflect this change.

/cf