

Minutes of the Executive Board Meeting

March 2-3, 2011

Delta Toronto East, Heritage Room

March 2, 2011

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 President was also in attendance.

A Moment of Silence was held for Ron Davis from Local 116 and Brent Larock from Local 441 who recently passed away.

Agenda

The agenda was amended to add:

- April 9th rally
- Central Labour Updates - Larry Brown - 9:30 - Thursday
- Central Labour Updates
- Resolutions to our convention
- Convention expenses
- LBED
- Coopers
- Hardship Committee
- Strike fund
- Auditors - 1:30 - Wednesday
- Budget
- Local 333 - Officers report
- Central website - new business
- March 31st rally
- New Business - Agent Orange
- President's Report -
- Equity Committee Issue

Guest - Rod Bemister, Local 561, in attendance.

Consent Agenda

Minutes of Previous Meetings

The OPSEU Executive Board adopted the OPSEU Executive Board Minutes of January 26-27, 2011 and February 9, 2011.

Treasurer's Report

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

- Convention Expenses
- LBED
- Coopers
- Hardship Committee
- Strike Fund
- Auditors - 1:30 wed
- 2011 Budget
- Local 333 Officers Report

Convention Expenses

This issue was discussed.

LBED

Moved by Rout/Thomas

WHEREAS the Merger Agreement between OPSEU and OLBEU created the Privatization Fight-Back Fund, and the amount of the Fund was determined by the market value of the Coopers building, and other OLBEU assets; and

WHEREAS the Privatization Fight-Back Fund is maintained as an interest-bearing fund in the OPSEU General Account; and

WHEREAS the Coopers building is held as a capital asset of the Strike Fund, in accordance with OPSEU Policy; and

WHEREAS the Transition Committee set the market value of the Coopers building at \$1.1 million following an assessment;

THEREFORE BE IT RESOLVED THAT OPSEU transfer the value of the Coopers building from the Strike Fund to the General Account in the amount of \$1.1 million plus accrued interest as shown in the most recent financial statement.

Moved by Elliot - rule the motion out of order.

First Vice-President/Treasurer in the Chair.

Treasurer's Report

LBED (cont.)

The question was called and the Chair was upheld, the motion was considered.

President Thomas in the Chair.

This issue continues on page 5.

Coopers

Moved by Pridham/Almeida

That Executive Board approve that the First Vice President/Treasurer Rout obtain three quotes for renovations at Coopers building.

CARRIED

Hardship Committee

First Vice-President/Treasurer Rout discussed results of the survey.

Strike fund revenue

Moved by Rout/Wall

THEREFORE BE IT RESOLVED THAT in 2011 OPSEU reallocates new revenue from the Strike Fund to the General Fund; and

THEREFORE BE IT RESOLVED THAT if the Strike Fund falls below \$60 million because of strike activity there will be an automatic assessment of .05 percent until the fund gets back to \$60 million; and

THEREFORE BE IT RESOLVED THAT \$3 million goes directly to debt reduction, specifically for vacation and severance purposes. The remaining will go to the Contingency Fund for campaigns and programs.

Moved by Elliot - Objection to consideration

First Vice-President/Treasurer Rout withdrew this motion.

President's Report

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

Internal Issues

Committing to the highest executive board standards

Campaign(s) Update

Multi-Sector Campaign

NDP Forward 2011

Central Labour Updates (OFL/NUPGE/CLC)

Staffing Issues - In Camera

Grievance Officer (Bilingual)

Internal Issues

Committing to the Highest Executive Board Standards

President Thomas gave a verbal update on this issue.

Eddy Almeida, Lynn Orzel, Ted Montgomery, Sandra Snider and Laurie Nancekivell will be on the committee.

Campaign Update(s)

Multi-Sector Campaign

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

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board allocate \$26,028 from the campaigns budget for an OPSEU joint mental health assessment report.

Almeida/Pridham - amendment

Under the Project Budget Proposal add "adult and youth corrections".

CARRIED

Moved by Rout/Almeida - amendment

Under the Project Budget Proposal add "OPS and BPS".

CARRIED

President's Report

Campaign Update(s)

Multi-Sector Campaign (cont.)

Moved by Grimaldi/Pridham - amendment

Under the Project Budget Proposal in the first line after "Mental Health" add "and addictions".

CARRIED

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

Central Labour Updates (OFL/NUPGE/CLC)

President Thomas updated the Board.

April 9th rally

President Thomas discussed this event.

Moved by Montgomery/Lundy

OPSEU members of the OFL Executive Board encourage affiliates to remain in the OFL and non-affiliated unions to join.

CARRIED

Treasurer's Report

LBED (cont.)

Moved by Rout/Thomas - amendment

In the 3rd WHEREAS change "is" to "was", put a comma after Strike Fund and delete the rest; amend the resolve to read "the Coopers building be contained in the general account"

Moved by Almeida/Pridham - amendment

"the value of the coopers building to the amount \$1.1 million plus accrued interest as shown in the most recent financial statement will be allocated to Campaigns Department."

Moved by Rout/Thomas

Motion to extend the meeting until this issue is finished

CARRIED

Treasurer's Report

LBED (cont.)

The amendment was ruled out of order.

The question was called on the motion as amended:

WHEREAS the Merger Agreement between OPSEU and OLBEU created the Privatization Fight-Back Fund, and the amount of the Fund was determined by the market value of the Coopers building, and other OLBEU assets; and

WHEREAS the Privatization Fight-Back Fund is maintained as an interest-bearing fund in the OPSEU General Account; and

WHEREAS the Coopers building was held as a capital asset of the Strike Fund, and

WHEREAS the Transition Committee set the market value of the Coopers building at \$1.1 million following an assessment;

THEREFORE BE IT RESOLVED THAT the Coopers building be contained in the general account.

CARRIED

Afternoon

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

Auditors Presentation

Frank DelZotto and Bishara Rizek of BDO Canada made a presentation to the Executive Board. Maurice Gabay, Accountant, was also present for the presentation.

Moved by Thomas/Miller

THEREFORE BE IT RESOLVED THAT the Executive Board grant the authority to the Audit Committee to approve the financial statement for purposes of releasing the signed audited financial statement to the delegates of Convention.

President Thomas withdrew the motion.

Moved by Thomas/Grimaldi

THEREFORE BE IT RESOLVED THAT the Executive Board have a conference call when the audit is completed for purposes of approval.

CARRIED

President's Report

Central Labour Updates (OFL/NUPGE/CLC)

Town Hall meetings

President Thomas updated the Board

Treasurer's Report (con't)

Local 333 - Recommendation from the March 2, 2011 Officer's meeting

Moved by Rowett/Rout

WHEREAS some Local 333 members were moved from their home Ministry of Health and Long Term Care to the Ministry of Government Services; and

WHEREAS this now changes the status of the local from a single unit local to a composite local; and

THEREFORE BE IT RESOLVED THAT that the Local 333 charter be changed from a single unit local to a composite local; and

BE IT FURTHER RESOLVED THAT the difference be reimbursed to the local as of April 28, 2008 when this was implemented.

CARRIED

COMMITTEE REPORTS

Pension Liaison Committee

Moved Pridham/Grimaldi

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board reappoint Sister Patty Rout as a Union Trustee for the Hospital of Ontario Pension Plan (HOOPP) from January 1 until December 31, 2011, provided Sister Rout signs the OPSEU letter of understanding and further, that the Executive Board reappoint Brother James Sanders as a Union Trustee for HOOPP from January 1 until December 31, 2013, provided Brother Sanders signs the OPSEU letter of understanding.

First Vice President/Treasurer Rout declared a conflict.

CARRIED

Moved by Pridham/Grimaldi

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board appoint Sister Diana Clarke to the OMERS Sponsors Corporation for a three year term commencing March 1st until February 28, 2014, provided Sister Clarke signs the OPSEU Letter of understanding.

COMMITTEE REPORTS

Pension Liaison Committee (cont.)

Moved by Elliot/ Almeida - amendment

Amend the date to Feb 28, 2012, change three to one year term.

CARRIED

The question was called on the motion as amended:

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board appoint Sister Diana Clarke to the OMERS Sponsors Corporation for a one year term commencing March 1st until February 28, 2012, provided Sister Clarke signs the OPSEU Letter of understanding.

CARRIED

Moved Pridham/Grimaldi

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board reappoint Brothers Alec Ip, L. 124 and Donald Wright, L. 557 as Union Trustees to the CAAT Pension Plan Board of Trustees from April 1, 2011 to March 31, 2014, provided Brothers Ip and Wright sign the OPSEU Letter of understanding.

CARRIED

Moved by Pridham/Grimaldi

BE IT FURTHER RESOLVED THAT the OPSEU Executive Board reappoint Sister Marilou Martin, L. 557 to the CAAT Pension Sponsor Committee from April 1, 2011 to March 31, 2014, provided Sister Martin sign the OPSEU Letter of understanding.

CARRIED

Solidarity Fund Board - Charitable Status

Moved by Snider/Pridham

WHEREAS OPSEU has centrally made the decision to pursue charitable status for the Live and Let Live Fund; and

WHEREAS OPSEU's Live and Let Live Fund has now received charitable status and is required to conduct itself accordingly under the prescribed legislation;

THEREFORE BE IT RESOLVED THAT the Board members of the OPSEU Live and Let Live Fund are requesting that the Executive Board of OPSEU commit the necessary funds to purchase the Sage Fundraising 50 software at the cost of \$15,000 for the program and training so that the Live and Let Live Fund can begin to function as a full-fledged Charity with the significant benefits to our members, our union and our donees.

COMMITTEE REPORTS

Solidarity Fund Board - Charitable Status (cont.)

Moved by Franche/Rowett - amendment

Funds to be drawn from the Charitable donation line.

Moved by Grimaldi/Almeida

Table the amendment.

CARRIED

Live and Let Live Fund

WHEREAS the 2007 OPSEU Convention passed a resolution directing the board to seek charitable status for the Solidarity Funds; and

WHEREAS the Live and let Live Fund has achieved charitable status; and

WHEREAS charitable status can only be maintained by meeting certain legal requirements, including detailed record keeping, issuing of receipts, a yearly report, and regular follow-up with projects that the Live and Let Live Fund support;

THEREFORE BE IT RESOLVED THAT the Executive Committee recommend to the Executive Board approval of a part-time Fundraising Coordinator position to be responsible for the administration of the Live and Let Live Fund and the Social Justice Fund.

President Thomas withdrew this motion.

Health & Safety

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

Recess

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

March 3, 2011

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

Guests: Marilou Martin from Local 557 and Rod Bemister from Local 561 were in attendance.

Presentation - Larry Brown

Larry Brown gave the Board a presentation on raiding.

Wisconsin Matter

Moved by Montgomery/Lundy

WHEREAS the attack on public sector workers by many state governments in the United States has accelerated rapidly since November 2010 and with the increasing influence of the right wing Tea Party, conservative "think tanks," corporately controlled media, and corporately funded lobby groups (Political Action Committees); and

WHEREAS one key focus of this attack is on the right of workers to form, to join, and to support a trade union; and

WHEREAS these anti-union and union-busting actions are motivated by the long-established combination of conservative political ideology and corporate greed; and

WHEREAS conservative politicians, and corporate decision-makers in Canada have frequently taken guidance and their direction from their counterparts in the United States; and

WHEREAS our fellow public sector workers deserve and need our support during this battle against the attacks against them;

THEREFORE BE IT RESOLVED THAT OPSEU will do what is necessary to protect public sector workers in the U.S., in Canada, and in Ontario. That includes:

- Providing persons to assist in organizing and rallying support
- Amending exiting campaigns to reflect the dangerous potential impact of the U.S. anti-union developments for our members and our communities
- Providing speakers and speakers notes for public meetings
- Monitoring the Ontario political environment, including, but not exclusive to the three main political parties, with respect to anti-public sector union initiatives, statements, and trends
- Responding to any proposals from any political body in Ontario which promote anti public sector union actions

Wisconsin Matter (cont.)

- Defending the Rand formula wherever it is under criticism or attack.

BE IT FURTHER RESOLVED THAT OPSEU will work jointly with other public sector and private sector unions, with social justice and community allies, and with provincial and national labour bodies to protect our membership and all public sector workers in Ontario and wherever public sector unions are under attack from the right-wing political-corporate elites.

OFL presentation

Moved by Thomas/Almeida

Extend the Board until the OFL Executive finishes their presentation

CARRIED

Afternoon

The Executive Board was called to order at 2:30 pm. President Thomas in the Chair.

Wisconsin Matter (con't)

Moved by Montgomery/Lundy

WHEREAS the attack on public sector workers by many state governments in the United States has accelerated rapidly since November 2010 and with the increasing influence of the right wing Tea Party, conservative "think tanks," corporately controlled media, and corporately funded lobby groups (Political Action Committees); and

WHEREAS one key focus of this attack is on the right of workers to form, to join, and to support a trade union; and

WHEREAS these anti-union and union-busting actions are motivated by the long-established combination of conservative political ideology and corporate greed; and

WHEREAS conservative politicians, and corporate decision-makers in Canada have frequently taken guidance and their direction from their counterparts in the United States; and

WHEREAS our fellow public sector workers deserve and need our support during this battle against the attacks against them;

THEREFORE BE IT RESOLVED THAT OPSEU will do what is necessary to protect public sector workers in the U.S., in Canada, and in Ontario. That includes:

- Providing persons to assist in organizing and rallying support

- Amending exiting campaigns to reflect the dangerous potential impact of the U.S. anti-union developments for our members and our communities
- Providing speakers and speakers notes for public meetings
- Monitoring the Ontario political environment, including, but not exclusive to the three main political parties, with respect to anti-public sector union initiatives, statements, and trends
- Responding to any proposals from any political body in Ontario which promote anti public sector union actions
- Defending the Rand formula wherever it is under criticism or attack.

BE IT FURTHER RESOLVED THAT OPSEU will work jointly with other public sector and private sector unions, with social justice and community allies, and with provincial and national labour bodies to protect our membership and all public sector workers in Ontario and wherever public sector unions are under attack from the right-wing political-corporate elites.

Moved by Almeida/Elliott - amendment

BE IT FURTHER RESOLVED THAT any monies or costs association with this motion be first presented to the Executive Board for debate and vote.

Moved by Lundy/Miller - Closure - **DEFEATED.**

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

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

Moved by Orzel/Nancekivell

Period after "attack" strike out the rest.

Moved by Grimaldi /Montgomery - Amendment to the amendment

Delete "our membership and all public sectors", leave the word "workers" delete "in Ontario and wherever public sector unions are"

Moved by Almeida/Elliott - Closure - **DEFEATED**

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

Moved by Almeida/Elliott

BE IT FURTHER RESOLVED THAT any monies or costs over \$20,000 associated with this motion be first presented to the Executive Board for debate and vote.

DEFEATED

Moved by Grimaldi/Montgomery - amendment

After "that " add "but is not limited to"

CARRIED

Wisconsin Matter (con't)

Moved by Miller/Lundy - amendment

Third last word on the last line after "workers" add "retirees".

CARRIED

The question was called on the motion as amended:

WHEREAS the attack on public sector workers by many state governments in the United States has accelerated rapidly since November 2010 and with the increasing influence of the right wing Tea Party, conservative "think tanks," corporately controlled media, and corporately funded lobby groups (Political Action Committees); and

WHEREAS one key focus of this attack is on the right of workers to form, to join, and to support a trade union; and

WHEREAS these anti-union and union-busting actions are motivated by the long-established combination of conservative political ideology and corporate greed; and

WHEREAS conservative politicians, and corporate decision-makers in Canada have frequently taken guidance and their direction from their counterparts in the United States; and

WHEREAS our fellow public sector workers deserve and need our support during this battle against the attacks against them;

THEREFORE BE IT RESOLVED THAT OPSEU will do what is necessary to protect public sector workers in the U.S., in Canada, and in Ontario. That includes but is not limited to:

- Providing persons to assist in organizing and rallying support
- Amending exiting campaigns to reflect the dangerous potential impact of the U.S. anti-union developments for our members and our communities
- Providing speakers and speakers notes for public meetings
- Monitoring the Ontario political environment, including, but not exclusive to the three main political parties, with respect to anti-public sector union initiatives, statements, and trends
- Responding to any proposals from any political body in Ontario which promote anti public sector union actions
- Defending the Rand formula wherever it is under criticism or attack.

BE IT FURTHER RESOLVED THAT OPSEU will work jointly with other public sector and private sector unions, with social justice and community allies, and with provincial and national labour bodies to protect workers and retirees under attack.

CARRIED

A minority report was filed by Eduardo Almeida.

2011 Convention Resolutions

Moved by Thomas/Rout

Fair taxation

WHEREAS income inequality is growing in Ontario; and

Whereas public services are under-funded in Ontario; and

WHEREAS tax cuts for corporations and the under-taxation of high-income individuals are adding to income inequality and weakening public services; and

WHEREAS the Ontario Public Service Employees Union has already established itself as a leader in the campaign for tax fairness;

THEREFORE BE IT RESOLVED that the Ontario Public Service Employees Union support tax fairness by advocating higher taxes on profitable corporations and individuals, in line with their ability to pay;

AND BE IT FURTHER RESOLVED THAT OPSEU support the development and implementation of a Fairness Test to be published as part of all federal, provincial, and municipal budgets;

AND BE IT FURTHER RESOLVED THAT OPSEU continue to campaign for tax fairness both in the run-up to the 2011 provincial election and thereafter.

CARRIED

Continuing our campaign in turbulent times

Moved by Thomas/Rout

WHEREAS the 100th year of collective action by our union takes place at a critical point in the history of working people; and

WHEREAS the struggle of OPSEU members is part of a larger struggle by working people everywhere who face different challenges but share common dreams;

THEREFORE BE IT RESOLVED THAT OPSEU continue to lead by example; and

BE IT FURTHER RESOLVED THAT the Executive Board debate, develop, and approve a campaign plan for the 2011 provincial election and beyond;

AND BE IT FURTHER RESOLVED THAT this campaign plan be guided by our support for fair taxation, good jobs, quality public services, equity, and democracy for all Ontarians;

AND BE IT FURTHER RESOLVED THAT OPSEU make every effort to join forces with allies in other unions, progressive organizations, and the public at large;

AND BE IT FURTHER RESOLVED THAT the Executive Board budget for this campaign in accordance with its importance to the union and its members.

CARRIED

2011 Convention Resolutions

Building bargaining power in our diverse Sectors

Moved by Thomas/Rout

WHEREAS OPSEU has worked with several sectors (8,10,17,18) to lobby government/agencies for change; Health Force Ontario/OHA to assist in instituting central bargaining in Hospital Support and Mental Health'

WHEREAS OPSEU has worked with Sector 2 DIVEX group, MCSS/ OASIS/CLO and CUPE to institute alternative bargaining model for a central bargaining table in Developmental Services, which is currently underway;

WHEREAS OPSEU has worked with Sector 4 DIVEX group, MCYS/OACAS/CUPE/CEP, to institute alternative bargaining model for a central bargaining table in Children's Aid Societies, which is currently underway;

WHEREAS OPSEU has worked with OACCAC and our DIVEX to establish a central bargaining table for CCAC's, and the work is still in progress;

WHEREAS OPSEU has worked with Sector 15 DIVEX and CMHO to lobby government on Children's Mental Health issues as well as through a Coalition, and along with *Kids Matter* campaign and relevant events across the province, we continue to lobby for increased service funding as well as a central bargaining table for children's mental health groups;

WHEREAS OPSEU has consolidated its various bargaining units into sectors where there was a better community of interest in order to increase active participation;

WHEREAS OPSEU has further consolidated several sectors into the new Community Services sector and are pursuing leadership development leading up to 2011 BPS conference to ensure a new DIVEX leadership group steps forward;

WHEREAS OPSEU has worked with CBS Sector 19 DIVEX group and Local Presidents who already have provincial bargaining covering support and technical employees in an effort to consolidate a total of 5 collective agreements to one central agreement to strengthen their bargaining position;

WHEREAS OPSEU has developed a new training manual for staff representatives and training program to enhance skills of staff members negotiating and maintaining Pay Equity plans across the province;

WHEREAS OPSEU has completed major central pay equity plans with CBS, MPAC, and The Royal Ottawa Hospital and continues to work with Sector 10 HPD/OHA and The Ottawa Hospital;

THEREFORE BE IT RESOLVED THAT our efforts continue in several areas to reach out for new opportunities to coordinate bargaining efforts amongst sectors that do not yet have sufficient numbers for a central bargaining approach; and

2011 Convention Resolutions

Building bargaining power in our diverse Sectors (con't)

BE IT FURTHER RESOLVED THAT we continue looking to establish opportunities to engage employers and employer federations to discuss shared interests, alternative bargaining approaches, and build the necessary relationships to enhance the opportunities that might lead to bargaining successes.

CARRIED

CAAT Part-time workers and organizing rights

Moved by Thomas/Rout

WHEREAS in 2008, the provincial government amended the Colleges Collective Bargaining Act (CCBA) to permit part-time community college staff to unionize;

WHEREAS despite the fact that OPSEU has successfully signed up more than 9000 part-timers and filed certification applications, the ballot boxes remain sealed;

WHEREAS the colleges have used every tool at their disposal to block the counting of the ballots;

WHEREAS in November 2010, the International Labour Organization (ILO) urged the province to open consultation with OPSEU to find a way to restore the democratic right of workers to organize and participate in collective bargaining;

WHEREAS pursuant to authority granted to the Minister of Training, Colleges, and Universities under Section 4 (1) and Section 5 (1) of the Ontario Colleges of Applied Arts and Technology Act (2002), the Minister may intervene into the affairs of colleges to ensure that the public interest is met;

THEREFORE BE IT RESOLVED THAT OPSEU vigorously lobby the government, and the Minister of Training, Colleges and Universities to order the Colleges to withdraw their objections to counting the ballots under Section 31 of the CCBA to the two certifications applications filed by OPSEU on behalf of part-time community college workers.

Moved by Miller/Lundy

Change "lobby" to "challenge".

CARRIED

Moved by Montgomery/Tocker - amendment

After "order the Colleges" add "and the Counsel".

CARRIED

2011 Convention Resolutions

CAAT Part-time workers and organizing rights (con't)

The question was called on the motion as amended:

WHEREAS in 2008, the provincial government amended the Colleges Collective Bargaining Act (CCBA) to permit part-time community college staff to unionize;

WHEREAS despite the fact that OPSEU has successfully signed up more than 9000 part-timers and filed certification applications, the ballot boxes remain sealed;

WHEREAS the colleges have used every tool at their disposal to block the counting of the ballots;

WHEREAS in November 2010, the International Labour Organization (ILO) urged the province to open consultation with OPSEU to find a way to restore the democratic right of workers to organize and participate in collective bargaining;

WHEREAS pursuant to authority granted to the Minister of Training, Colleges, and Universities under Section 4 (1) and Section 5 (1) of the Ontario Colleges of Applied Arts and Technology Act (2002), the Minister may intervene into the affairs of colleges to ensure that the public interest is met;

THEREFORE BE IT RESOLVED THAT OPSEU vigorously challenge the government, and the Minister of Training, Colleges and Universities to order the Colleges and the Counsel to withdraw their objections to counting the ballots under Section 31 of the CCBA to the two certifications applications filed by OPSEU on behalf of part-time community college workers.

CARRIED

Eliminating Poverty

Moved by Thomas/Rout

WHEREAS the current global economic and financial crisis has increased extreme poverty and the numbers of workers engaged in vulnerable employment; and

WHEREAS nearly one in six Canadian children live in poverty, and the 17.7% child poverty rate is likely to increase; and

WHEREAS women earn 68 cents for every dollar men earn and two-thirds of minimum wage earners are women; and

WHEREAS one in four children in First Nations communities lives in poverty; and

WHEREAS one in five recent immigrants of working-age live in poverty despite having attained higher educational levels on average compared to fewer than one in ten for other Canadians; and

2011 Convention Resolutions

Eliminating Poverty (con't)

WHEREAS in Ontario, the unemployment rate for racialized workers was 8.7% compared to 5.8% for the rest of Ontarians and racialized women had an unemployment rate that was 75% higher than non-racialized men; and

THEREFORE BE IT RESOLVED THAT OPSEU endorses the principles of poverty reduction contained in the United Nations Millennium Development Goals which includes the eradication of extreme poverty and hunger; and

AND BE IT FURTHER RESOLVED THAT OPSEU promotes universal education, gender equality, children's and maternal health, combating HIV and AIDS, environmental sustainability, and global partnership; and

BE IT FURTHER RESOLVED THAT OPSEU supports the Campaign, Make Poverty History; and

BE IT FURTHER RESOLVED THAT OPSEU develops strategies and campaigns to eradicate poverty in our own province - Ontario - by ensuring fair pay and increased minimum wage incomes, sustainable employment to increase living standards above poverty levels and liveable incomes for all, including those unable to work; and

BE IT FURTHER RESOLVED THAT OPSEU advocate community capacity-building, including support and funding for affordable housing, early learning programs and childcare, public education; and

BE IT FURTHER RESOLVED THAT OPSEU work with anti-poverty organizations and low-income communities, including women's groups, aboriginal communities, racialized, immigrant, and disabled communities in developing campaigns to reduce poverty in Ontario.

Moved by Tungatt/Almeida - amendment

Fourth WHEREAS change "first nations" to "aboriginal"

CARRIED

The question was called on the motion as amended:

WHEREAS the current global economic and financial crisis has increased extreme poverty and the numbers of workers engaged in vulnerable employment; and

WHEREAS nearly one in six Canadian children live in poverty, and the 17.7% child poverty rate is likely to increase; and

WHEREAS women earn 68 cents for every dollar men earn and two-thirds of minimum wage earners are women; and

WHEREAS one in four children in aboriginal communities lives in poverty; and

WHEREAS one in five recent immigrants of working-age live in poverty despite having attained higher educational levels on average compared to fewer than one in ten for other Canadians; and

2011 Convention Resolutions

Eliminating Poverty (con't)

WHEREAS in Ontario, the unemployment rate for racialized workers was 8.7% compared to 5.8% for the rest of Ontarians and racialized women had an unemployment rate that was 75% higher than non-racialized men; and

THEREFORE BE IT RESOLVED THAT OPSEU endorses the principles of poverty reduction contained in the United Nations Millennium Development Goals which includes the eradication of extreme poverty and hunger; and

AND BE IT FURTHER RESOLVED THAT OPSEU promotes universal education, gender equality, children's and maternal health, combating HIV and AIDS, environmental sustainability, and global partnership; and

BE IT FURTHER RESOLVED THAT OPSEU supports the Campaign, Make Poverty History; and

BE IT FURTHER RESOLVED THAT OPSEU develops strategies and campaigns to eradicate poverty in our own province - Ontario - by ensuring fair pay and increased minimum wage incomes, sustainable employment to increase living standards above poverty levels and liveable incomes for all, including those unable to work; and

BE IT FURTHER RESOLVED THAT OPSEU advocate community capacity-building, including support and funding for affordable housing, early learning programs and childcare, public education; and

BE IT FURTHER RESOLVED THAT OPSEU work with anti-poverty organizations and low-income communities, including women's groups, aboriginal communities, racialized, immigrant, and disabled communities in developing campaigns to reduce poverty in Ontario.

CARRIED

Violence Against Women

Moved by Thomas/Rout

WHEREAS half of Canadian women (51%) have experienced at least one incident of physical or sexual violence since the age of 16;

WHEREAS every minute of every day, a Canadian woman or child is being sexually assaulted;

WHEREAS one to two women are murdered by a current or former partner each week in Canada;

WHEREAS 17% of all self-reported incidents of violent victimization, including sexual assault, robbery and physical assault, occurred at the victim's place of work and there were an estimated 356,000 violent workplace incidents across Canada;

2011 Convention Resolutions

Violence Against Women (con't)

WHEREAS violence against women occurs across all ethnic, racial, religious, age, social and economic groups; but women with disabilities, geographically-isolated women, young women and Aboriginal women are most likely to be affected by violence.

THEREFORE BE IT RESOLVED THAT OPSEU reaffirm its commitments to global, national and community campaigns that pressure all levels of government to provide resources to women's shelters, rape crisis centers, sexual assault centers, while developing substantive policies which support such community efforts by women;

AND BE IT FURTHER RESOLVED THAT OPSEU strengthens alliances with community groups, government agencies, district labour councils, and social coalitions to raise public awareness of violence against women;

AND BE IT FURTHER RESOLVED THAT OPSEU continues support of legislative changes, such as Bill 168, to ensure that members are not exposed to violent attacks and that such legislative changes encompass all forms of violence against women including psychological bullying and harassment;

AND BE IT FURTHER RESOLVED THAT OPSEU shall prioritize the issue of violence against women and workplace violence in its negotiations and collective agreements;

AND BE IT FURTHER RESOLVED THAT OPSEU negotiate effective "no discrimination"; anti-violence and anti-harassment and bullying language in its collective agreements that are enforceable and contain penalties and/or compensation, with effective mechanisms of redress with time limits for response and resolution stipulated, and the right to refuse work if a member is harassed or bullied;

AND BE IT FURTHER RESOLVED THAT OPSEU develop training and educational resources for stewards and local executives that addresses the range of issues encompassed by violence against women including violence, harassment, discrimination, racism, sexism and homophobia;

AND BE IT FURTHER RESOLVED THAT OPSEU reaffirms its commitment to its internal harassment and discrimination prevention policies, and the implementation and monitoring of its complaint mechanisms.

CARRIED

2011 Convention Resolutions

Agent Orange

Moved by Giroux/Brown

WHEREAS recent information has come to light indicating the use of "Agent Orange" along Ontario highways by the Ministry of Natural Resources, the Ministry of Transportation of Ontario, and other government employees; many of whom are OPSEU members or retirees; and

WHEREAS the use of Agent Orange is conclusively linked to a number of different types of cancers; and

WHEREAS in the process of completing their jobs, these members were also exposed to a number of other substances, including but not limited to herbicides and pesticides; and

WHEREAS some of these individuals and their families have suffered through illness or death due to exposure to these chemicals; and

THEREFORE BE IT RESOLVED THAT OPSEU immediately issue a public statement demanding a public inquiry into this tragedy; and

BE IT FURTHER RESOLVED THAT OPSEU also demand that the province set up a specialized clinic of the office of the workers' advisor to assist those workers and retirees who were exposed to the chemicals; and

BE IT FURTHER RESOLVED THAT OPSEU ask Occupational Health Centres for Ontario Workers (OHCOW) be contracted to immediately begin cataloguing the experiences and related illnesses of current and former affected ministry employees; and

BE IT FURTHER RESOLVED THAT OPSEU make attempts to contract all OPSEU members, retirees or families of deceased members via consultations with locals and through public media releases for the purpose of informing them of OPSEU's plan of action and to also provide ongoing support throughout this process.

Moved by Snider/Wall - amendment

After "Agent Orange" add "and other hazardous chemicals on Ontario forests by the Ministry of Natural Resources along Ontario highways by the Ministry of Transportation along power lines by Ontario Hydro and other government employees"

CARRIED

Moved by Miller/Lundy - amendment

After "a public inquiry and" add "an independent investigation"

Moved by Brown/Elliot - Closure - **CARRIED**

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

2011 Convention Resolutions

Agent Orange (con't)

Moved by Rout/Tocker

This motion shall be presented at convention as an Executive Board resolution

CARRIED

Moved by Montgomery/Tocker

After "but not limited to" add "harmful"

CARRIED

Moved by Wall/Snider - amendment

Last **THEREFORE BE IT RESOLVED THAT** delete "make attempts" replace with "encourage" - after releases add "or OPSEU's website"

CARRIED

The question was called on the motion as amended:

WHEREAS recent information has come to light indicating the use of "Agent Orange" and other hazardous chemicals on Ontario forests by the Ministry of Natural Resources, along Ontario highways by the Ministry of Transportation of Ontario, and other government employees; many of whom are OPSEU members or retirees; and

WHEREAS the use of Agent Orange is conclusively linked to a number of different types of cancers; and

WHEREAS in the process of completing their jobs, these members were also exposed to a number of other substances, including but not limited to harmful herbicides and pesticides; and

WHEREAS some of these individuals and their families have suffered through illness or death due to exposure to these chemicals;

THEREFORE BE IT RESOLVED THAT OPSEU immediately issue a public statement demanding a public inquiry and an independent investigation into this tragedy; and

BE IT FURTHER RESOLVED THAT OPSEU also demand that the province set up a specialized clinic of the office of the workers' advisor to assist those workers and retirees who were exposed to the chemicals; and

BE IT FURTHER RESOLVED THAT OPSEU ask Occupational Health Centres for Ontario Workers (OHCOW) be contracted to immediately begin cataloguing the experiences and related illnesses of current and former affected ministry employees; and

2011 Convention Resolutions

Agent Orange (con't)

BE IT FURTHER RESOLVED THAT OPSEU encourage to contract all OPSEU members, retirees or families of deceased members via consultations with locals and through public media releases or OPSEU's website for the purpose of informing them of OPSEU's plan of action and to also provide ongoing support throughout this process.

CARRIED

Treasurer's Report (con't)

2011 Budget (cont.)

Discussion regarding the 2011 budget continued.

Moved by Rout/Wall

BE IT RESOLVED THAT to transfer the interest and dividend income earned on the strike fund portfolio to the general fund, approximately \$1,500,000 annually. \$500,000 to be used to fund unfunded liabilities, remainder to go into "contingency" to fund core programs & campaigns;

BE IT FURTHER RESOLVED THAT the June retreat plan developed to deal with deficit and brought to 2012 convention.

Moved by Elliot - challenge the Chair.

2nd Vice-President Franche in the Chair.

The question was called and the Chair was upheld, the motion was considered.

President Thomas in the Chair.

Roll call vote:

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

Treasurer's Report

2011 Budget (cont.)

Thibodeau, Carl	for
Thomas, Warren	for
Tocker, James	for
Tungatt, Debbie	against
Wall, Peter	for
Wright, Pete	against
CARRIED	11 - FOR 10 - AGAINST

Moved by Franche/Pridham

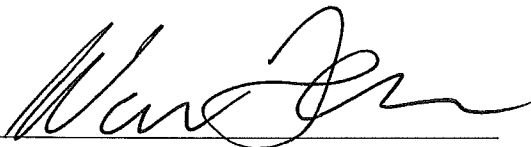
Table this motion to the Convention

CARRIED

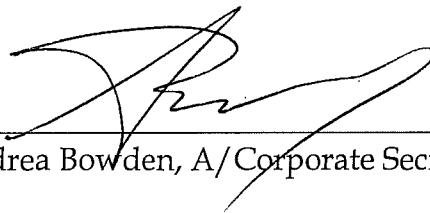
Orders of the day

Adjournment

The Executive Board adjourned at 4:30 pm. All members were present.



Warren (Smokey) Thomas, President



Andrea Bowden, A/Corporate Secretary

/ab