

**MINUTES**  
**EXECUTIVE BOARD MEETING**  
**APRIL 18, 2007**  
**SHERATON CENTRE, CITY HALL ROOM**

**APRIL 18, 2007**

The Executive Board was called to order at 9:30AM. President Leah Casselman was in the Chair. All members were present. Marilou Martin and Randy Robinson, Executive Assistants to the President were also in attendance.

**AGENDA**

The agenda was amended to add:

- OPSEUdirect under President's Report
- Remove Audit Committee Code of Conduct from the agenda

**MINUTES OF PREVIOUS MEETING**

Moved by Casselman/Jackson

**THEREFORE BE IT RESOLVED THAT** the Executive Board adopt the Executive Board Minutes of March 7-8, 2007.

**CARRIED**

**TREASURER'S REPORT**

**Auditors Presentation to the Executive Board**

Frank DelZotto and Josefina Victoria Cantos, of BDO Dunwoody presented the Audited Financial Statements (Section C) to the Executive Board.

## **TREASURER'S REPORT**

Sandy Vander Werff, Administrator of Operational Services was in attendance during this presentation.

### **Auditors' Report and Financial Statements**

Moved by Thomas/Almeida

**THEREFORE BE IT RESOLVED THAT** in compliance with Article 26.2 of the Constitution, Section 97 of the Corporations Act and Statement of Financial Position, the Financial Statements for the 12-month period ending December 31, 2006, including the Balance Sheet, the Statements of Revenue and Expenditure and Fund Balances and the Statement of Cash Flows, together with the Auditors' report thereon, and all transactions reflected thereby be recommended for approval by the Executive Board.

**CARRIED**

### **Auditors Appointment and Remuneration**

Moved by Thomas/O'Brien

**THEREFORE BE IT RESOLVED THAT** in compliance with Articles 26.2 and 28.4 of the Constitution and Section 94 of the Corporations Act, BDO Dunwoody LLP, be the Auditors for OPSEU for the fiscal year January 1, 2007 through to December 31, 2007 and that the Executive Board fix the Auditor's remuneration.

**CARRIED**

President Casselman asked the members who were present in the room to introduce themselves.

## **BUSINESS ARISING**

### **Strategic Planning Committee – Vision, Mission and Value Statement**

At the January 2007 Executive Board meeting this issue was referred back to the Strategic Planning Committee to be brought back to the March meeting for a timed debate regarding establishing a vision, mission and statement of core values to be recommended to the 2007 Convention.

The revised statement was presented to the March Board.

The Committee made no further changes to the statement and it was again presented to the April Board as follows:

#### **Vision Statement**

The Vision of OPSEU is to be part of, and help create, a progressive labour environment which enhances social and economic justice in the fulfillment of our responsibility to society.

#### **Mission Statement**

Our Mission is to represent our members in the pursuit of human rights, equitable conditions and health and safety standards. Utilizing guiding union principles, OPSEU will be a leader in organizing, bargaining and enforcing strong collective agreements.

#### **Value Statement**

We give meaning and life to our Vision through our thoughts, actions and recognition of the historic development and role of the labour movement. We believe in the values set out in the 1948 United Nations Declaration of Human Rights, including the key values of justice, respect, honesty, truth, trust and diversity. In our work the implementation of values is observed through the Ontario Human Rights Code. We give form to our vision through the practice of the union principles of democracy, fairness, equity, compassion, inclusion, involvement and defending the right to strike.

Moved by Franche/Maybury

<p><b>THEREFORE BE IT RESOLVED THAT</b> the OPSEU Executive Board adopt the vision, mission and value statement as recommended by the Strategic Planning Committee.</p>
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## **BUSINESS ARISING**

### **Strategic Planning Committee – Vision, Mission and Value Statement (cont.)**

Moved by Elliot/Eaton – amendment

Under Vision Statement delete the word “society” and insert the words “our members”.

Moved by Franche/Almeida - amendment to amendment

After “members” add “and society”.

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

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

1<sup>st</sup> Vice-President/Treasurer Thomas in the Chair.

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

President Casselman in the Chair.

Moved by O’Brien/Eaton – amendment

**THAT** the Vision, Mission and Value Statement be presented to the 2007 Convention for approval.

President Casselman left the board meeting to attend a press conference.

1<sup>st</sup> Vice-President/Treasurer Thomas in the Chair.

The question was called to recommend the statement to 2007 Convention and it **CARRIED.**

Moved by Elliot/Almeida - amendment

Under Vision Statement – delete “be part, of and help”

Moved by Eaton/Elliot - amendment to amendment

After “create” add “and promote”

**CARRIED**

## **BUSINESS ARISING**

### **Strategic Planning Committee - Vision, Mission and Value Statement (cont.)**

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

The question was called on the amendment as amended:

Under Vision Statement - delete "be part, of and help" and after "create" add "and promote".

**CARRIED**

Moved by Eaton/Maybury

Under Mission Statement delete "Be a leader" and replace "organizing, bargaining and enforcing" with "organize, bargain and enforce"

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

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

Moved by Elliot/Eaton - amendment

Under Mission Statement replace "equitable conditions" with "equity, environmental"

Moved by Brown/Pridham - closure - **CARRIED**

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

Moved by Lundy/Eaton

Under Value Statement after inclusion add "and an automatic dues check off"

**CARRIED**

Moved by Eaton/Lundy

Under Value Statement after "right to strike" add "and all other accepted trade union values, principles and practices.

**CARRIED**

## **BUSINESS ARISING**

### **Strategic Planning Committee – Vision, Mission and Value Statement (cont.)**

Moved by O'Brien/Elliot

Under Value Statement delete the sentence "In our work..."
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### **DEFEATED**

Moved by Elliot/Eaton - referral

Refer this issue back to the Strategic Planning Committee, to be brought back to the Board this afternoon.
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Moved by O'Brien/Pridham – closure – **CARRIED.**

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

This issue continues on page 8.

## **AFTERNOON**

President Casselman in the Chair.

### **PRESIDENT'S REPORT**

#### **INTERNAL ISSUES**

#### **Contract Enforcement Project report and proposal for renewal**

Heino Nielsen, Administrator and Cameron Walker, Supervisor, both from Policy, Planning and Program Division presented this issue to the board.

Based on the positive results from 2006, approval for a project extension was requested. The proposed extension would continue the project for another year with three (instead of four) temporary Grievance Officers and one temporary Secretary being employed. The project extension would run from May 1, 2007 to April 30, 2008.

## **PRESIDENT'S REPORT**

### **INTERNAL ISSUES**

#### **Contract Enforcement Project report and proposal for renewal (cont.)**

Moved by Casselman/Maybury

**WHEREAS** the local capacity-building efforts initiated under the Contract Enforcement Project need to continue and grow;

**THEREFORE BE IT RESOLVED THAT** the Contract Enforcement Project be continued from May 1, 2007 to April 30, 2008 in accordance with the principles set out in this report, and

**BE IT FURTHER RESOLVED THAT** reports be presented to the September, January and March Executive Board meetings, setting out the financial savings and local capacity-building measures achieved under this project, and

**BE IT FURTHER RESOLVED THAT** all funds for project staff and activities be derived from savings to the Grievance Legals budget line through the assignment of hearings to three temporary Grievance Officers instead of to outside legal counsel.

**CARRIED**

### **CONVENTION 2007**

#### **Resolutions from the Executive Board to Convention 2007**

##### **Proposal to amend the OPS bargaining procedures at Convention**

The OPSEU Constitution requires that bargaining procedures for all bargaining units be approved by Convention. In order to make sure members and (as also required by the Constitution) Executive Board Members have the opportunity to have input prior to any Convention debate, the committee e-mailed the proposed new procedures, on March 30, to all Executive Board Members, all MERC team members, and all OPS local presidents or highest-ranking OPS members.

Eric Morin, CERC Chair, made a presentation to the Executive Board.

## **PRESIDENT'S REPORT**

### **CONVENTION 2007**

#### **Resolutions from the Executive Board to Convention 2007**

##### **Convention resolution - OPS bargaining procedures**

Moved by Casselman/Elliot

**THEREFORE BE IT RESOLVED THAT** the revised OPS bargaining procedures be approved as presented.

1<sup>st</sup> Vice-President/Treasurer Thomas in the Chair.

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

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

A Minority Report was served by John O'Brien, Jamie Tocker and Peter Wall.

Moved by Casselman/Maybury

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve a change to the Convention agenda to allow a timed debate on the OPS bargaining procedures at 11:00 a.m. on Saturday, April 21, 2007.

**CARRIED**

President Casselman in the Chair.

## **BUSINESS ARISING**

### **Strategic Planning Committee - Vision, Mission and Value Statement (cont.)**

Moved by Rout/Franche - amendment

Under Value Statement change the word "observed" to "establish" and after "March 2006" add "through the".

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

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

## **BUSINESS ARISING**

### **Strategic Planning Committee – Vision, Mission and Value Statement (cont.)**

Moved by Elliot/O'Brien – amendment

Delete “In our work the implementation of values is observed through the Ontario Human Rights Code.
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### **CARRIED**

Moved by O'Brien/Elliot – closure – **CARRIED.**

Moved by Casselman/Franche

<p><b>WHEREAS</b> a Mission, Vision and Value statement is crucial to establishing organizational direction; and</p>
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<p><b>WHEREAS</b> a Mission, Vision and Value statement will help define OPSEU as a progressive labour union;</p>
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<p><b>THEREFORE BE IT RESOLVED THAT</b> the 2007 Convention adopt the Mission, Vision and Value statement below, as adopted by the Executive Board, as the Mission, Vision and Value statement of the Ontario Public Service Employees Union.</p>
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#### **Vision Statement**

The Vision of OPSEU is to create and promote a progressive labour environment which enhances social and economic justice in the fulfillment of our responsibility to our members and society.

#### **Mission Statement**

Our Mission is to represent our members in the pursuit of human rights, equity, environmental and health and safety standards. Utilizing guiding union principles, OPSEU will organize, bargain and enforce strong collective agreements.

## **BUSINESS ARISING**

### **Strategic Planning Committee – Vision, Mission and Value Statement (cont.)**

#### **Value Statement**

We give meaning and life to our Vision through our thoughts, actions and recognition of the historic development and role of the labour movement. We believe in the values set out in the 1948 United Nations Declaration of Human Rights, including the key values of justice, respect, honesty, truth, trust and diversity. We give form to our vision through the practice of the union principles of democracy, fairness, equity, compassion, inclusion, an automatic dues check off, and defending the right to strike and all other trade union values, principles, and practices.

#### **CARRIED**

### **Resolution Q2 – Encouraging participation of part-time employees**

At the December 2006 Executive Board meeting the Executive Board directed the collective bargaining department to develop proposed language covering time-off for non-full-time members of BPS bargaining teams that will oblige the employer to pay those members' wages for bargaining and other union time as if they were scheduled to work.

The Collective Bargaining Unit has developed the following language for tabling in bargaining:

#### **Union Business – Non-Full-Time Employees**

The employer agrees, as far as practicable, to schedule all meetings involving shop stewards and local union representatives during the shop stewards' or local union representatives' scheduled hours of work.

Further, the employer agrees that non-full-time employees who are shop stewards or local union representatives, and who attend meetings with the employer outside of their scheduled hours of work, shall be paid their regular straight-time rate of pay for all hours while attending said meetings, up to the normal daily hours of work.

## **BUSINESS ARISING**

### **Resolution Q2 - Encouraging participation of part-time employees (cont.)**

For clarity, "meetings" include but are not limited to grievance meetings, disciplinary meetings, labour-management meetings and collective bargaining negotiations.

#### Implementation

Local servicing representatives and negotiators will be notified by e-mail of the change in policy. They will be directed to request employers to reimburse non-full-time members for bargaining and caucus dates and Convention attendance if any, and to indicate on members' claim forms if that request has not been agreed to.

The Accounting Department will put into place the following additions to its current procedure:

1. Claims for lost wages must be accompanied by supporting documentation confirming the details of time off without pay.
2. Where non-full-time employed members do work for the union for collective bargaining purposes (bargaining, caucus, mobilization) or for Convention, the union will reimburse their wages for days off as if they had been scheduled to work on the day in question.

The department will develop a form entitled "Time Off Union Business" which will be attached to the claim for lost wages and used only by the members in question. The forms will be given to these members by the department organizing the meeting.

Moved by Casselman/Pridham

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board endorse the language for time-off for non-full-time BPS members.</p>
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**CARRIED**

## **BUSINESS ARISING**

### **Constitutional Amendment re: budget year**

At the March 2007 Executive Board meeting the First Vice-President/Treasurer was directed to bring forward to the 2007 April Board meeting a constitutional amendment regarding the OPSEU budget year.

A motion was brought forward to the Executive Board and the First Vice-President/Treasurer's recommendation was not to move forward on this issue. The Executive Board was in agreement.

## **TREASURER'S REPORT**

First Vice-President/Treasurer Smokey Thomas presented his report, which addressed the following topics:

Financial Report

Bank Position – March 31, 2007

Executive Board/Officers Approvals – March 31, 2007

Auditors' Report and Remuneration

Referrals to the First Vice-President's Office

### **Business arising 2007 Budget**

At the March 2007 Executive Board meeting the First Vice-President/Treasurer indicated to the Executive Board that the revenue may be overstated by \$200,000 and departmentals may be understated by up to \$800,000 but that both lines are manageable. The Board asked him to bring the budget back for discussion on March 8 but staff was not available so it was agreed upon to deal with the budget at the April Board meeting.

The First Vice-President/Treasurer gave the executive board an updated financial projection.

## **PRESIDENT'S REPORT**

President Casselman presented the President's Report which addressed the following items:

### **Internal Issues**

- Contract Enforcement Project report and proposal for renewal
- "Ontario can do better" campaign update

- Report on implementation of the Board resolution re: the Joint Systems Sub-committee

- Report on union leaves of absence under the 750-member rule
- OFL 50<sup>th</sup> anniversary banner contest

### **Convention 2007**

- Resolutions from the Executive Board to Convention 2007

  - Proposal to amend the OPS bargaining procedures

  - Electoral reform in Ontario

  - Convention resolution - Provincial bargaining for full-time and part-time college workers

  - Trade, Investment and Labour Mobility Agreement (TILMA)

- Central Labour Updates (OFL/NUPGE/CLC)

  - Resolutions for debate at the 2007 NUPGE Convention

## **CONVENTION 2007**

### **Electoral reform in Ontario**

At its meeting in September 2006, the OPSEU Executive Board endorsed five principles for the reform of the way Ontario voters elect their MPPs.

At the beginning of April 2007, the Ontario Citizens' Assembly on Electoral Reform had its next-to-last meeting and decided that a Mixed Member Proportional voting system (MMP) is the best alternative for Ontario. This is the system the Citizens' Assembly will recommend to the provincial government.

This historic opportunity to make every vote count is entering the public campaign stage just as OPSEU holds its annual Convention. The Central Political Action Committee and the President ask the OPSEU Executive Board to endorse a motion to hold a timed debate at Convention 2007 of the resolution that follows:

## PRESIDENT'S REPORT

### CONVENTION 2007

#### Electoral reform in Ontario (cont.)

Moved by Casselman/Middleton

**THEREFORE BE IT RESOLVED THAT** the Executive Board amend the agenda of Convention 2007 to include a debate, at 2:00 p.m. on Thursday, April 19, of the following resolution:

#### **Convention Resolution - Electoral Reform**

**WHEREAS** around the world, fair voting systems have help create societies that have, compared to Ontario, higher voter satisfaction and turnout, a higher percentage of women elected, better environmental protection, and less economic disparity between the rich and the poor; and

**WHEREAS** the OPSEU Executive Board has endorsed the use of a fair voting system for the election of Ontario MPPs; and

**WHEREAS** the Ontario Citizens' Assembly on Electoral Reform has proposed a fair voting system for Ontario, to be voted on in a referendum on Oct. 10, 2007; and

**WHEREAS** the proposed model is, in general, in keeping with the principles endorsed by the OPSEU Executive Board at its meeting in September 2006;

**THEREFORE BE IT RESOLVED THAT** the 2007 OPSEU Convention endorse the fair voting system for Ontario proposed by the Citizens' Assembly; and

**BE IT FURTHER RESOLVED THAT** OPSEU continue to press for the principles it proposed during public hearings into the *Electoral System Referendum Act*, namely, that the McGuinty government should support:

- a 50 per cent threshold for the referendum on electoral reform to pass;
- an impartial referendum question decided by the full Legislature of Ontario; and

## PRESIDENT'S REPORT

### CONVENTION 2007

#### Electoral reform in Ontario (cont.)

- a public education campaign financed by the provincial government (with at least \$2 per eligible voter) to explain to the people of Ontario what the referendum is all about and the importance of getting out to vote.

**BE IT FURTHER RESOLVED THAT** OPSEU campaign, as part of the Ontario Can Do Better campaign, for a referendum result in favour of electoral change on Election Day, Oct. 10, 2007.

**CARRIED**

#### Convention resolution – Provincial bargaining for full-time and part-time college workers

Moved by Casselman/Franche

**WHEREAS** full-time community college faculty and support staff bargain provincial contracts with the Colleges Compensation and Appointments Council, and

**WHEREAS** part-time and sessional faculty and part-time support staff are currently organizing into an provincial association (OPSECAAT) as a first step towards unionization, and

**WHEREAS** OPSECAAT intends to negotiate provincially with the Colleges Compensation and Appointments Council on behalf of part-time and sessional workers at the colleges, and

**WHEREAS** there are intimations from the CCAC that, if the *Colleges Collective Bargaining Act* is opened to allow part-time college workers the right to unionize, college management may push for amendments that would have the union bargain on a college-by-college basis under the *Ontario Labour Relations Act*,

**THEREFORE BE IT RESOLVED THAT** OPSEU ensure that it maintains its current bargaining rights for full time employees and support the position of OPSECAAT in its demand to bargain provincially with the Colleges Compensation and Appointments Council, and

## PRESIDENT'S REPORT

### CONVENTION 2007

#### Convention resolution - Provincial bargaining for full-time and part-time college workers (cont.)

**BE IT FURTHER RESOLVED THAT** if college management and or the CCAC takes any initiative to change the *Colleges Collective Bargaining Act* to allow for college by college negotiations, OPSEU will immediately launch a province-wide campaign to maintain provincial bargaining for full time college workers.

#### CARRIED

#### Convention resolution - TILMA

Moved by Casselman/Pridham

**WHEREAS** in April 2006 without public consultation or legislative debate, the premiers of Alberta and British Columbia signed an unprecedented inter-provincial free trade deal called TILMA, which undermines the authority of elected provincial governments; and

**WHEREAS** TILMA is an extremely broad agreement that covers "all measures by all governments" including, for example, measures designed to protect the environment and public health care, labour standards, minimum wages, workers compensation, occupational health and safety regulations; and

**WHEREAS** TILMA allows corporations and individuals to sue any government entity for any government measure they feel "restricts or impairs" trade, investment or labour mobility, with compensation penalties as high as 5 million dollars; and

**WHEREAS** TILMA will establish an unelected, third party board to regulate disputes between the provinces according to the terms of the agreement; and

**WHEREAS** it is possible that other provincial governments may sign on to TILMA without consulting their citizens, provincial legislatures, or municipal governments;

**THEREFORE BE IT RESOLVED THAT** OPSEU through NUPGE pressure the BC and Alberta governments to not implement the Trade, Investment and Labour Mobility Agreement (TILMA); and

## **PRESIDENT'S REPORT**

### **CONVENTION 2007**

#### **Convention Resolution - TILMA (cont.)**

**BE IT FURTHER RESOLVED THAT** OPSEU pressure the Ontario government to resist pressure to sign on to TILMA; and

**BE IT FURTHER RESOLVED THAT** OPSEU work with the labour movement and social justice movements to raise public awareness about the potentially disastrous consequences of TILMA.

Moved by Franche/O'Brien - closure - **CARRIED.**

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

## **INTERNAL ISSUES**

### **"Ontario can do better" campaign update**

The official media launch of the Ontario Can Do Better campaign took place from March 27 - April 4, with news conferences in Hamilton, Kitchener-Waterloo, London, Windsor, Ottawa, Kingston, Peterborough, Sudbury and Thunder Bay. The Toronto launch is set for April 16.

A summary of event participants and media outlets that covered the tour was given to the executive board.

### **Report on implementation of the Board resolution re: the Joint Systems Subcommittee**

The March 2007 Executive Board meeting approved to send letters to individual grievors and fund a series of information meetings for members around the province regarding classification grievances in the OPS. The letters are currently in process. The OPSEU members on the Joint Systems Subcommittee (JSSC) are halfway through their tour of the province to explain the current situation and to encourage members to join the campaign to change the *Crown Employees Collective Bargaining Act* (CECBA) to once again permit arbitrators to rule on classification grievances of Crown employees.

## **PRESIDENT'S REPORT**

### **INTERNAL ISSUES**

#### **Report on union leaves of absence under the 750-member rule**

The administration of this policy was moved to the Local Services Division in June 2006. The following locals have been approved for continued participation in the policy for April 2007 to April 2008, subject to quarterly review.

144, 152, 260, 273, 330, 329, 331, 436, 464, 468, 526, 542

#### **Ontario Federation of Labour 50<sup>th</sup> anniversary banner contest**

To mark its 50<sup>th</sup> anniversary, the Ontario Federation of Labour is sponsoring a union banner contest. OPSEU Executive Board Members were asked to encourage OPSEU members and locals with an artistic bent to take part in this banner contest.

### **CENTRAL LABOUR UPDATES (OFL/NUPGE/CLC)**

#### **Resolutions for debate at the 2007 NUPGE Convention**

The triennial Convention of the National Union of Public and General Employees will take place in Fredericton, New Brunswick from June 22-24, 2007. The following resolutions were submitted for the board's approval.

#### **Essential and emergency services**

Moved by Casselman/Thomas

**WHEREAS** a large number of bargaining units within NUPGE components are required by law to provide essential and/or emergency services in the event of a work stoppage; and

**WHEREAS** the requirement for essential and emergency services is a restriction on free collective bargaining that unfairly weakens workers' power; and

## **PRESIDENT'S REPORT**

### **CENTRAL LABOUR UPDATES (OFL/NUPGE/CLC)**

#### **Resolutions for debate at the 2007 NUPGE Convention**

##### **Essential and emergency services (cont.)**

**WHEREAS** NUPGE components have extensive experience and expertise in dealing with their own essential and emergency services regimes; and

**WHEREAS** sharing knowledge can only be beneficial in helping components develop their own policies, strategies, and tactics around essential and emergency services;

**THEREFORE BE IT RESOLVED** that the National Union convene a national conference on essential and emergency services in June 2008, with the agenda of this conference to be developed in co-operation with component representatives.

First Vice-President/Treasurer Thomas in the Chair.

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

#### **Protecting our rights at home and abroad**

Moved by Casselman/Eaton

**WHEREAS** NUPGE recognizes and supports the fundamental right of all workers to organize and bargain collectively, whether in Canada or abroad; and

**WHEREAS** Canadian governments, at both federal and provincial levels, continue to violate ILO standards, prompting NUPGE to submit 23 formal complaints to the ILO over the last two decades; and

**WHEREAS** NUPGE understands that the interests of Canadian workers are linked to the interests of workers overseas as: 1) global markets continue to develop and 2) corporate interests, international institutions, and national governments continue to develop governance structures and agreements to support these markets; and

## **PRESIDENT'S REPORT**

### **CENTRAL LABOUR UPDATES (OFL/NUPGE/CLC)**

#### **Resolutions for debate at the 2007 NUPGE Convention**

##### **Protecting our rights at home and abroad (cont.)**

**WHEREAS** NUPGE continues to highlight the development of anti-public sector policies in other countries and their possible or actual application in Canada;

**THEREFORE BE IT RESOLVED THAT** NUPGE work with the CLC to ensure that the federal government reconfirms its commitment to the Rand Formula and to respect and enforce, in federal and provincial jurisdictions and in its own bilateral agreements with other countries, the ILO Charter as is Canada's right and responsibility as a treaty signatory; and

**BE IT FURTHER RESOLVED THAT** NUPGE work with the labour movement, at home and abroad, to ensure that adherence to the ILO standards is recognized as the minimum standard for any nation or corporation seeking to participate in international institutions or agreements.

**CARRIED**

#### **Meeting the environmental challenge**

Moved by Casselman/Brown

**WHEREAS** NUPGE recognizes the absolute necessity of a collective approach to environmental stewardship; and

**WHEREAS** NUPGE asserts that the interests of Canadian workers are not, as some allege, opposed to environmental protections; and

**WHEREAS** NUPGE will continue to advocate for an approach to sustainable development that protects the interests of its members; and

**WHEREAS** environmental protection needs to be a priority for every workplace, during every collective bargaining cycle; and

## **PRESIDENT'S REPORT**

### **CENTRAL LABOUR UPDATES (OFL/NUPGE/CLC)**

#### **Resolutions for debate at the 2007 NUPGE Convention**

#### **Meeting the environmental challenge (cont.)**

**WHEREAS** trade unions from around the world held the first Trade Union Assembly on Labour and the Environment in Nairobi in January 2006, and at that meeting passed a resolution which “confirmed that unions were engaged in practical steps through their activities to advance sustainable development and that they are committed to extending that work as a priority”;

**THEREFORE BE IT RESOLVED THAT** NUPGE shall:

- Achieve the highest environmental standards in NUPGE's own facilities and operations;
- Support involvement in community-based environmental campaigns;
- Lead environmental campaigns connected with matters at issue during collective bargaining;
- Ensure that jointly trusted pension plans mitigate the impact of adverse environmental change;
- Work with members to help reduce their personal impact on the environment;

**BE IT FURTHER RESOLVED THAT** NUPGE, with its components and through the CLC, demand that Canada's federal political parties address environmental concerns so that Canadian workers share in the rewards associated with environmental sustainability; and

**BE IT FURTHER RESOLVED THAT** NUPGE's Executive Board develop, approve and implement a “Green Plan” to reduce the environmental impact of NUPGE's activities with a detailed assessment “report card” on steps taken and progress to date to be presented to the next NUPGE Convention.

**CARRIED**

## **PRESIDENT'S REPORT**

### **INTERNAL ISSUES**

#### **Report on OPSEUdirect**

Moved by Casselman/Ing

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

Moved by Casselman/Pridham

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board authorize the expenditure of \$74,000 to program and activate all OPSEU regional offices to provide direct telephone access for members using a common 1-800 number and four-digit extension dialing, the amount to be drawn from the Contingency Fund.</p>
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First Vice-President/Treasurer Thomas in the Chair.

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

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

President Casselman in the Chair.

## **COMMITTEE REPORTS**

### **Audit Committee Report with respect to Diners Club International credit cards used by OPSEU Executive Board Members**

The Board was informed of the use of Diners Club International corporate credit cards by OPSEU Executive Board members, specifically but not limited to the accounting of fuel purchased for travel in relation to kilometrage allowances claimed.

## COMMITTEE REPORTS

### **Audit Committee Report with respect to Diners Club International credit cards used by OPSEU Executive Board Members (cont.)**

Moved by Ing/Wall

**THEREFORE BE IT RESOLVED THAT** the Board policy be amended with respect to the use of corporate credit cards issued to Executive Board Members for the exclusive use of union business.

**BE IT FURTHER RESOLVED THAT** the use of the corporate card shall normally be for the purchase of airfare, hotel accommodation, car rental, and only if necessary long distance calls.

**BE IT FURTHER RESOLVED THAT** when the card is used for personal charge items such as vehicle fuel, meals, and other items of a personal nature, receipts for these items must be attached to the expense claim form and the expense form must clearly indicate that the purchase is of a personal charge item.

**BE IT FURTHER RESOLVED THAT** when items are purchased on the corporate card for the business of the union, and not a personal charge, these items must also be submitted with receipts attached to expense forms clearly indicating that the purchase is not a personal charge but rather a claim to be paid directly by the union.

**BE IT FINALLY RESOLVED THAT** should a purchase be unclear if it is a personal charge or a purchase on behalf of the union, preauthorization by the 1st Vice President/Treasurer is required.

Moved by Elliot/Casselman - amendment

Delete the 3<sup>rd</sup> therefore be it resolved.

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

6<sup>th</sup> Vice-President Middleton in the Chair.

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

## COMMITTEE REPORTS

### **Audit Committee Report with respect to Diners Club International credit cards used by OPSEU Executive Board Members (cont.)**

Roll call vote:

Almeida, Eddy	for
Brown, Sue	for
Casselman, Leah	for
Catroppa, Joe	for
Eaton, Bob	for
Elliot, Ron	for
Franché, Gino	for
Ing, Mary	for
Jackson, Jay	for
Larcher, Richard	for
Lundy, David	for
Maybury, Peggy	for
Middleton, Doris	for
O'Brien, John	against
Pridham, Nancy	for
Rapaport, David	for
Rout, Patty	for
Tapping, Pauline	for
Thomas, Smokey	for
Tocker, James	for
Wall, Peter	against

**CARRIED**                      FOR - 19                      AGAINST - 2

Moved by Thomas/O'Brien - closure - **CARRIED.**

The question was called on the motion as amended:

**THEREFORE BE IT RESOLVED THAT** the Board policy be amended with respect to the use of corporate credit cards issued to Executive Board Members for the exclusive use of union business.

**BE IT FURTHER RESOLVED THAT** the use of the corporate card shall normally be for the purchase of airfare, hotel accommodation, car rental, and only if necessary long distance calls.

## COMMITTEE REPORTS

### Audit Committee Report with respect to Diners Club International credit cards used by OPSEU Executive Board Members (cont.)

**BE IT FURTHER RESOLVED THAT** when items are purchased on the corporate card for the business of the union, and not a personal charge, these items must also be submitted with receipts attached to expense forms clearly indicating that the purchase is not a personal charge but rather a claim to be paid directly by the union.

**BE IT FINALLY RESOLVED THAT** should a purchase be unclear if it is a personal charge or a purchase on behalf of the union, preauthorization by the 1st Vice President/Treasurer is required.

Roll call vote:

Almeida, Eddy	for
Brown, Sue	for
Casselman, Leah	for
Catroppa, Joe	for
Eaton, Bob	for
Elliot, Ron	against
Franché, Gino	for
Ing, Mary	for
Jackson, Jay	for
Larcher, Richard	for
Lundy, David	for
Maybury, Peggy	for
Middleton, Doris	for
O'Brien, John	for
Pridham, Nancy	for
Rapaport, David	for
Rout, Patty	for
Tapping, Pauline	for
Thomas, Smokey	for
Tocker, James	for
Wall, Peter	for

**CARRIED**

FOR - 20

AGAINST - 1

## COMMITTEE REPORTS

### **Audit Committee Report with respect to Diners Club International credit cards used by OPSEU Executive Board Members (cont.)**

A Minority Report was served by Ron Elliot.

President Casselman in the Chair.

### **Audit Committee - Policy Manual Changes**

The Audit Committee reviewed Section 9, 10 and 11 of the Policy Manual and the revisions were presented to the March 2007 executive board.

Moved by Wall/O'Brien

<p><b>WHEREAS</b> the financial policies have not been reviewed for many years and changes are required to modernize and implement technological changes,</p> <p><b>WHEREAS</b> OPSEU has adopted to move to greener practices,</p> <p><b>WHEREAS</b> an overall review will instill greater accountability,</p> <p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board adopt the proposed amendments to the financial policy Sections 9, 10 and 11, presented in the attached documents contained in Appendix A.</p>
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Moved by O'Brien/Elliot - referral

Refer this issue to next executive board meeting.
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**CARRIED**

## UNFINISHED BUSINESS

### Constitutional amendments to Convention from the Executive Board

#### Youth Delegate Credential:

Moved by Larcher/Almeida

**WHEREAS** OPSEU is continuously looking at ways to increase young workers membership participation in it's union activities (conferences, divisionals, and convention) at the local, regional, or provincial level,

**WHEREAS** OPSEU should create as many opportunities to facilitate young workers leadership renewal to assure succession planning

**WHEREAS** OPSEU should remove barriers to encourage and promote young workers membership participation, which would generate new leadership within its ranks and have a strong voice and a strong leadership within the union for the future.

**THEREFORE BE IT RESOLVED THAT** the OPSEU Constitution be amended to recognize Delegate (Alternate and Observer) credentials to the Youth at all OPSEU sanctioned Conventions, divisionals etc.

**THEREFORE BE IT RESOLVED THAT** the members of the Provincial young workers Committee shall be entitled to be (automatic) delegates and Furthermore each local be entitled to one young workers delegate, as per delegate entitlement to Convention.

**THEREFORE BE IT RESOLVED THAT** this constitutional amendment take affect upon completion of the 2007 Annual Convention including all other affected articles of the Constitution be amended to reflect these changes.

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

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

## UNFINISHED BUSINESS

### Constitutional amendments to Convention from the Executive Board

#### Constitutional amendment to elect a 22nd Executive Board Member:

Moved by Larcher/Tapping

**WHEREAS** the current Executive Board consists of 21 members, who are elected at the regular biennial Regional election meetings, for a two-year term; and

**WHEREAS** there is no elected Executive Board position dedicated to the equity groups;

**THEREFORE BE IT RESOLVED THAT** a 22nd Executive Board Member be elected by the Chairs of the equity groups every second regular Convention. This election will take place at a caucus of the equity chairs at Convention; and

**BE IT FURTHER RESOLVED THAT** this constitutional amendment take effect at the second regular Convention in 2009 and thereafter.

Moved by O'Brien/Casselmann - closure - **DEFEATED.**

Moved by Maybury/Middleton - referral

Refer this constitutional amendment to the next board meeting.

Moved by Thomas/Eaton- closure - **CARRIED.**

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

#### Constitutional amendment Article 14:

This constitutional amendment was withdrawn by Brother Larcher.

## UNFINISHED BUSINESS

### Poll Confirmation Re: February by-election campaigning (cont.)

Moved by Casselman/Jackson

**THEREFORE BE IT RESOLVED THAT** the Executive Board confirm the following poll taken on January 18, 2007, regarding February by-election:

### CARRIED

**THEREFORE BE IT RESOLVED THAT** \$10,000 be allocated from the Contingency Fund to cover the cost of OPSEU campaigning during the February 8 by-elections.

Almeida, Eddy	for
Brown, Sue	--
Casselmann, Leah	for
Catroppa, Joe	against
Eaton, Bob	against
Elliot, Ron	for
Franché, Gino	for
Ing, Mary	for
Jackson, Jay	for
Larcher, Richard	against
Lundy, David	against
Maybury, Peggy	--
Middleton, Doris	for
O'Brien, John	--
Pridham, Nancy	for
Rapaport, David	for
Rout, Patty	for
Tapping, Pauline	for
Thomas, Smokey	against - objection to consideration
Tocker, James	against
Wall, Peter	--

**CARRIED** FOR - 11                      AGAINST - 6

## NEW BUSINESS

### Change in Strike Policy - Quarterly Rebate

Section 25.2 deals with various strike policy issues. Specifically, 25.2-5.1.3 states:

*Locals that have submitted an up-to-date Trustee's Audit Report to Accounting shall receive an extra quarterly rebate cheque at the start of the strike. This money may be used for strike expenses not covered under 5.2.1*

While this policy has been in place for some time, it has only recently been implemented with various strikes. The CAAT A locals were the first to access this policy.

Recently, a bargaining unit within a local went on strike. A request was made by this unit to access the above noted section with the interpretation that a unit could access the quarterly rebate that their local would normally receive. Assertions were made that a bargaining unit is equal to a local since it is not otherwise clarified. Accordingly, that bargaining unit would be entitled to a quarterly rebate well beyond the amount that it would otherwise receive if this bargaining unit had been a stand alone local.

However, bargaining units and locals are separate and distinct entities within OPSEU. Another potential interpretation of the above noted section is that the quarterly rebate is only to be paid to a local as defined by OPSEU. Since the bargaining unit in question is not a local as determined by OPSEU it would not be entitled to any rebate at all.

Based on the language as provided, and to take a relatively equitable position, the First Vice-President made the determination that the bargaining unit would be entitled to a rebate equal to that which an appropriately sized stand alone local would receive. To avoid potential future uncertainty regarding this particular section, a clarification is herein warranted.

## NEW BUSINESS

### Change in Strike Policy - Quarterly Rebate (cont.)

Moved by Thomas/Eaton

**THEREFORE BE IT RESOLVED THAT** Section 25.2 - 5.1.3 of the Strike Policy be amended to read as follows:

*Locals that have submitted an up-to-date Trustee's Audit Report to Accounting shall receive an extra quarterly rebate cheque at the start of the strike. **In multi-unit locals this rebate cheque shall be calculated to only include members in the unit(s) that is (are) on strike.** This money may be used for strike expenses not covered under 5.2.1*

Moved by Elliot/Franche

Refer this issue to the next executive board meeting.

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

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

## ADJOURNMENT

The Executive Board adjourned at 5:00 PM. All members were present.

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Leah Casselman, President

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Kathryn Francis, Corporate Secretary

/kf