

Synopsis – Executive Board Minutes

April 18, 2007

All the below motions have CARRIED unless otherwise noted.

1. Auditors' Report and Financial Statements

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.

2. Auditors Appointment and Remuneration

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.

3. Strategic Planning Committee – Vision, Mission and Value Statement – 2 motions

Motion #1:

Refer this issue back to the Strategic Planning Committee, to be brought back to the Board this afternoon.

Motion #2:

WHEREAS a Mission, Vision and Value statement is crucial to establishing organizational direction; and

WHEREAS a Mission, Vision and Value statement will help define OPSEU as a progressive labour union;

THEREFORE BE IT RESOLVED THAT 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.

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.

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.

4. Contract Enforcement Project report and proposal for renewal

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.

5. Resolutions to 2007 Convention from the Executive Board – OPS bargaining procedures (2 motions)

Motion #1:

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

Motion #2:

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.

6. Resolution Q2 from Convention 2006 – Encouraging participation of part-time employees

THEREFORE BE IT RESOLVED THAT the Executive Board endorse the language for time-off for non-full-time BPS members.

7. Constitutional Amendment re: 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.

8. 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 and departmentals may be understated but that both lines were 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.

9. Convention resolutions (3 in total)

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 #1 – 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
- 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.

Convention resolution #2 – Provincial bargaining for full-time and part-time college workers

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

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.

Convention resolution #3 – TILMA

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

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.

10. “Ontario can do better” campaign update

The official media launch of the Ontario Can Do Better campaign took place from March 27 – April 4. A summary of event participants and media outlets that covered the tour was given to the executive board.

11. 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. An update was given to the executive board.

12. Report on union leaves of absence under the 750-member rule

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

13. Ontario Federation of Labour 50th anniversary banner contest

To mark its 50th 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.

14. Resolutions for debate at the 2007 NUPGE Convention (3 in total)**Resolution #1: Essential and emergency services**

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

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.

Resolution #2: Protecting our rights at home and abroad

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

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.

Resolution #3: Meeting the environmental challenge

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

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.

15. Report on OPSEUdirect (2 motions)

1st motion:

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

2nd motion:

THEREFORE BE IT RESOLVED THAT 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.

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

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 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.

17. Audit Committee - Policy Manual Changes

This issue was referred to the May executive board meeting.

18. Constitutional amendments to 2007 Convention from the Executive Board: (2 amendments)**Amendment #1: Youth Delegate Credential:**

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.

DEFEATED

Amendment #2: Constitutional amendment to elect a 22nd Executive Board Member:

This constitutional amendment was referred to the May executive board meeting.

A third constitutional amendment was withdrawn by Brother Larcher.

19. Poll Confirmation Re: February by-election campaigning

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

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.

20. **Change in Strike Policy – Quarterly Rebate**

This issue was referred to the May executive board meeting.

Adjournment

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