

MINUTES
EXECUTIVE BOARD MEETING
JANUARY 24-25, 2007
DELTA AIRPORT WEST, HAWTHORNE A ROOM

JANUARY 24, 2007

The Executive Board was called to order at 9:30AM. President Leah Casselman was in the Chair. All members were present.

The following were also in attendance:

Marilou Martin, Executive Assistant to the President; Randy Robinson, Executive Assistant to the President; Catherine Barker, Administrator, Staff Relations Division; Paul Bilodeau, Administrator, Communications Division; Pam Doig, Administrator, Local Services Division; Heino Nielsen, Administrator, Policy, Planning and Program Division; Sandy Vander Werff, Administrator, Operational Services Division.

AGENDA

The agenda was amended to add:

- Move all 2006 Committee Reports after the First Vice-President/Treasurer's Report
- Staffing Issues - In-Camera
- Move Strategic Planning Vision and Mission Statement to Business Arising to precede the Audit Committee Report
- Move the Health Council presentation to Wednesday, 9:45 am
- Departmental Status Reports
- Add a motion to the Pension Liaison Committee Report
- Collective Bargaining report - In-Camera - before the Budget debate

The agenda as amended was adopted.

BPS MEMBER PRESENTATION

Tony Morabito, President Local 636 and Sean Allan, President Local 477 made a presentation to the Executive Board. Also in attendance were the following members: Jill McIllwraith, Debbie MacDonald, Jamie Ramage and Lois Boggs.

Moved by Rout/Brown

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve in principle the creation of a new health care sector division as proposed. Such division will include bargaining units whose members are employed predominantly in the provision of collection, screening, laboratory or other diagnostic services in agencies or organizations other than public hospitals; and

BE IT FURTHER RESOLVED THAT the HCDC draft by-laws incorporating the principles described above and submit them to the President for approval before March 7, 2007; and

BE IT FURTHER RESOLVED THAT the approved draft by-laws be distributed to the bargaining units proposed for inclusion in the new division and presented to delegates for approval at a founding meeting to be held in conjunction with the BPS Conference.

CARRIED

Moved by Casselman/Thomas - In-Camera - CARRIED

Rise and Report

Moved by Casselman/Jackson

THEREFORE BE IT RESOLVED THAT the Executive Board ratify the tentative collective agreement with OPSSU.

CARRIED UNANIMOUSLY

BUDGET 2007

Moved by Elliot/Almeida

Reconsideration of the November 8-10, 2006 motion to move deferral of the budget following the business of the December Executive Board Meeting.

CARRIED

Moved by Eaton/Thomas

Move deferral of the budget following the business of the December Executive Board Meeting.

Moved by Thomas/Maybury - Amendment

Deal with the budget and then the December business.

CARRIED

Moved by Rout/Pridham

THEREFORE BE IT RESOLVED THAT OPSEU contribute \$30,000 from the defense fund budget line towards a joint province-wide radio advertising campaign with CUPE and CAW in order to keep up the pressure on the Ontario government to amend Bill 140 to include minimum staffing levels in the province's long term care homes.

Moved by Thomas/Almeida - Closure - CARRIED

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

Moved by Casselman/Elliot

THEREFORE BE IT RESOLVED THAT OPSEU budget for \$250,000 in a combined television and radio ad campaign, to take place over three weeks prior to the provincial budget, in support of coordinated bargaining in the developmental services sector.

First Vice-President/Treasurer Thomas in the Chair.

Moved by Almeida/Elliot - Closure - CARRIED

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

BUDGET 2007(cont.)

President Casselman in the Chair.

Moved by Rout/Almeida

Under General Fund Committees increase the MPAC line to \$35,000.

Moved by Almeida/Thomas - Closure - CARRIED

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

Moved by Casselman/Almeida

THEREFORE BE IT RESOLVED THAT the 2007 OPSEU budget be amended to add \$92,000 to the staffing line of the Policy, Planning and Programs Division budget for the specific purpose of appointing a temporary staff to backfill for the employee leading the Systemic and Anti-Racism Organization Change Program (Initiatives) for the period February 1, 2007 up to and including December 31, 2007.

First Vice-President/Treasurer Thomas in the Chair.

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

AFTERNOON

President Casselman in the Chair.

Moved by Rout/Middleton

Re-establish the BPS Chairs line of \$60,000 at no additional cost.

Moved by Elliot/Almeida

Add "by adjusting the BPS sector budget accordingly."

CARRIED

The question was called on the motion as amended:

Re-establish the BPS Chairs line of \$60,000 at no additional cost, by adjusting the BPS sector budget accordingly.

CARRIED

BUDGET 2007(cont.)

Moved by Elliot/Franche

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve funding in the amount of \$9,000 for a Ministry of Children and Youth Services Health and Safety Committee as proposed by the MCYS MERC.

Moved by Almeida/Thomas - Closure - CARRIED

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

Moved by Franche/Casselman

THEREFORE BE IT RESOLVED THAT the Office of First Vice-President/Treasurer shall put aside 0.3% of total revenue specifically for the purpose of environmentally friendly green initiatives. Such initiatives will include, but not be limited to, physical office upgrades and campaigns.

4th Vice-President Brown in the Chair.

7th Vice-President Jackson in the Chair.

Moved by Brown/Pridham - Closure - CARRIED

Roll Call Vote:

| | |
|------------------|---------|
| Almeida, Eddy | Against |
| Brown, Sue | For |
| Casselman, Leah | For |
| Catroppa, Joe | Against |
| Eaton, Bob | Against |
| Elliot, Ron | Against |
| Franche, Gino | For |
| Ing, Mary | For |
| Jackson, Jay | For |
| Larcher, Richard | For |
| Lundy, David | Against |
| Maybury, Peggy | For |
| Middleton, Doris | Against |
| O'Brien, John | Against |
| Pridham, Nancy | For |
| Rapaport, David | For |
| Rout, Patty | For |

BUDGET 2007(cont.)

Roll Call Vote (cont.):

| | |
|------------------|---------|
| Tapping, Pauline | For |
| Thomas, Smokey | Against |
| Tocker, James | Against |
| Wall, Peter | For |

12 - FOR 9 - AGAINST **CARRIED**

President Casselman in the Chair.

Moved by Franche/Almeida

THEREFORE BE IT RESOLVED THAT the Office of the First Vice-President/Treasurer shall set aside annually 0.3% of total revenue for the purpose of head office, regional office and membership centre upgrades or lease hold improvements specifically for the purpose of accessibility, disability and accommodation improvements.

Moved by Brown/Elliot - Closure - CARRIED

Roll Call Vote:

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

BUDGET 2007(cont.)

Roll Call Vote (cont.):

| | |
|---------------|-----|
| Tocker, James | For |
| Wall, Peter | For |

15 - FOR 6 - AGAINST **CARRIED**

Moved by O'Brien/Rout

Reduce reported number of members to OFL and the CLC to 70,000.

Moved by Casselman/Pridham

Motion to divide.

CARRIED

First Vice-President/Treasurer Thomas in the Chair.

Reduce reported number of members to OFL to 70,000.

Moved by Brown/Almeida - Closure

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

Reduce reported number of members to CLC to 70,000.

DEFEATED

President Casselman in the Chair.

Moved by Rapaport/Almeida

Reduce Organizing Initiatives to \$500,000.

First Vice-President/Treasurer Thomas in the Chair.

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

Roll Call Vote:

| | |
|------------------|---------|
| Almeida, Eddy | For |
| Brown, Sue | Against |
| Casselmann, Leah | Against |
| Catroppa, Joe | Against |

BUDGET 2007(cont.)

Roll Call Vote (cont.):

| | |
|------------------|---------|
| Eaton, Bob | Against |
| Elliot, Ron | Against |
| Franché, Gino | Against |
| Ing, Mary | Against |
| Jackson, Jay | Against |
| Larcher, Richard | Against |
| Lundy, David | Against |
| Maybury, Peggy | Against |
| Middleton, Doris | Against |
| O'Brien, John | Against |
| Pridham, Nancy | Against |
| Rapaport, David | For |
| Rout, Patty | Against |
| Tapping, Pauline | Against |
| Thomas, Smokey | Against |
| Tocker, James | Against |
| Wall, Peter | For |

3 - FOR 18 - AGAINST **DEFEATED**

President Casselman in the Chair.

Moved by Elliot/Eaton

| |
|--|
| All place markers and the items identified for .03% allocation built into the 2007 budget be reduced by 50%. |
|--|

Moved by Almeida/Thomas - Closure - CARRIED

President Casselman in the Chair.

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

Moved by Tocker/Pridham - Closure on the budget

CARRIED

The question was called on the 2007 Budget as Amended:

BUDGET 2007(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 | For |
| Pridham, Nancy | For |
| Rapaport, David | Against |
| Rout, Patty | For |
| Tapping, Pauline | For |
| Thomas, Smokey | For |
| Tocker, James | For |
| Wall, Peter | For |

20 - FOR 1 - AGAINST **CARRIED**

President Casselman introduced Randy Robinson, her new Executive Assistant. Also introduced were members Mike Grimaldi, Mike McKinnon, Bob Gordon and Rob Sampson.

Moved by Franche/Elliot

THEREFORE BE IT RESOLVED THAT the Office of the First Vice-President/Treasurer bring forward to the March Executive Board Meeting motions as required including relevant Constitutional Amendments and Resolutions to change the OPSEU budget year from January 1-December 31 to May 1-April 30.

BE IT FURTHER RESOLVED THAT such motions will be made to have the new fiscal year period in place beginning May 1, 2008.

CARRIED

PRESIDENT'S REPORT

The Delta Chelsea and the 2007 Region 5 Regional Meeting

Moved by Casselman/Pridham

THEREFORE BE IT RESOLVED THAT the Executive Board pay the \$8,000 cancellation fee to the Delta Chelsea and confirm that the Region 5 regional meeting will take place at the Westin Harbour Castle.

CARRIED UNANIMOUSLY

BUSINESS ARISING

Strategic Planning Committee

Moved Franche/Rout

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board endorse the vision, mission and statement of core values and recommend acceptance to the 2007 Convention.

Moved by Rapaport/Maybury - Referral

Refer this document 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.

Moved by Middleton/Eaton - Closure - **CARRIED**

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

Audit Committee

At the December 13-14, 2006, Executive Board Meeting the Audit Committee was directed to present a Code of Conduct for the Board of Directors to the January 2007 Board meeting.

Moved by Wall/Ing

As directed by the December Executive Board motion that the Audit Committee present a Code of Conduct for the Board of Directors the Audit Committee moves endorsement of the Board of Directors Code of Conduct.

BUSINESS ARISING

Audit Committee (cont.)

Moved by Franche/Almeida - Referral

Refer this document back to the Audit Committee with instructions that the board members provide any comments to be taken into consideration to the Audit Committee by February 16 and return the document to the March Board for a timed presentation.

Moved by Eaton/Lundy - Amendment

THAT the comments be provided by February 8 and that this issue come to the February 15 Officers meeting.

CARRIED

Moved by Elliot/Eaton - Closure - CARRIED

The question was called on the referral as amended:

Refer this document back to the Audit Committee with instructions that the board members provide any comments to be taken into consideration to the Audit Committee by February 8 and return the document to the February Officers meeting. This document will be presented to the March Board in a timed presentation.

RECESS

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

JANUARY 25, 2007

MINUTES OF PREVIOUS MEETING

Moved by Casselman/Middleton

THEREFORE BE IT RESOLVED THAT the Executive Board adopt the Executive Board Minutes of December 13-14, 2006.

CARRIED

BUSINESS ARISING

Resolution Q2 - Encouraging participation of part-time employees

Material for this issue will be available at a future Executive Board Meeting.

MPAC

The following motion **CARRIED** at the December 13-14, 2006, Executive Board Meeting:

THAT the Supervisor of the Grievance Department review the grievance days assigned to MPAC and bring back recommendations to the January Board.

The Executive Board was given a document outlining the recommendations.

Metro East Detention Centre

The following motion **CARRIED** at the December 13-14, 2006, Executive Board Meeting:

Refer this motion to the January Executive Board Meeting pending a meeting between the Executive Board Member from the Ministry of Community Safety and Correctional Services, Ministry MERC Chair, a representative from the President of OPSEU's office and Member Representatives from the Metro East Detention Centre that are affected, OPSEU's General Counsel and External Counsel hired by OPSEU, and

BE IT FURTHER RESOLVED THAT the President's Office report to the January Board on the best course of action for the Board to endorse.

Eduardo Almeida presented a verbal report on this item.

UNFINISHED BUSINESS

Notice of Motion - Meeting Minutes

Moved by Almeida/Pridham

WHEREAS the ability to recall events becomes more difficult over time, and;

WHEREAS 16 months for the release of minutes is too long a period of time for release of any meeting minutes, and;

WHEREAS the leaders of many of these different units/components may come to be no longer employed in said units/components and these items do require signatures for release to finalize said minutes, and;

WHEREAS minutes of Divisions/Sectors/etc are not just a list of who was elected but many times are records of direction from said units activists to it's leaders on how best to move forward, and;

WHEREAS the direction and wishes of the activists many times are time sensitive and require planning commence as soon as possible, requiring minutes be posted/released so the entire membership has transparency on what their leaders are doing and expecting of them.

THEREFORE BE IT RESOLVED THAT any meeting minutes of union members be signed, released and posted no later than 90 days after the end of any such meeting.

Moved by Elliot/Franche - Closure - CARRIED

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

Notice of Motion - Teleconferencing Technology

Moved by Rapaport/Elliot

WHEREAS teleconferencing technologies on the Internet and the telephone have become less expensive and more elaborate, and;

WHEREAS OPSEU is always looking for ways to save money;

THEREFORE BE IT RESOLVED THAT the Board establish a task force to investigate teleconferencing technologies for OPSEU meetings;

UNFINISHED BUSINESS

Notice of Motion - Teleconferencing Technology (cont.)

BE IT FURTHER RESOLVED THAT this committee includes two EBMs and one staffer from our IT department and that it reports back to the March board meeting;

BE IT FURTHER RESOLVED THAT all meetings of this task force be conducted using teleconferencing technologies.

CARRIED

The following Executive Board Members were nominated and indicated their willingness to stand for election; Dave Lundy, David Rapaport, Jamie Tocker. Ron Elliot declined the nomination.

Ballots were distributed, collected and counted. President Casselman announced the election of **David Rapaport and Jamie Tocker.**

Moved by O'Brien/Jackson

Destroy the ballots.

CARRIED

Notice of Motion - Local Staff Rep Assignments

Moved by Rapaport/Pridham

WHEREAS Locals and Local Executive Committees are the foundation of our union;

WHEREAS Local staff representation has been regionally based and periodically adjusted to meet the needs of the membership;

WHEREAS EBMs are mandated to participate in the governance of regions;

WHEREAS there is a communication deficiency between OPSEU Central, locals and EBMs;

THEREFORE BE IT RESOLVED THAT when assignments are changed that EBMs are consulted and that Local Presidents are advised.

CARRIED

UNFINISHED BUSINESS

Notice of Motion - Negotiation Debriefing

Moved by Larcher/Maybury

WHEREAS the current OPSEU negotiation practice "does not" require a comprehensive debriefing, and;

WHEREAS as such comprehensive debriefing has become a good measuring tool and an appropriate vehicle to learn from our successes and mistakes, and;

WHEREAS such a process allows for a more effective and comprehensive planning process;

THEREFORE BE IT RESOLVED THAT upon completion of any Central Bargaining (BPS, OPS, CAAT/Academic/Support, MPAC, LBED, HPD) and upon the ratification of a new collective agreement, that OPSEU organize a "debriefing meeting" within four (4) months of the ratification of the new collective agreement, and;

THEREFORE BE IT FURTHER RESOLVED THAT such a debriefing meeting include the participation from bargaining team members, local executive members, divisional executive members (MERC), mobilizers and staff.

Moved by O'Brien/Maybury

Refer this issue back to the First Vice-President/Treasurer's Office for a costing.

Moved by Middleton/Pridham - Closure - CARRIED

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

Poll Confirmation Re: OPS Divisional Conference Accommodations

WHEREAS at the December 2004 Executive Board meeting it was agreed to suspend the 60km rule for delegates attending the OPS Divisional Conference to stay at the hotel on the night prior to elections; and

WHEREAS delegates to this year's OPS divisional conference have not been afforded the same rights and entitlements.

UNFINISHED BUSINESS

Poll Confirmation Re: OPS Divisional Conference Accommodations

THEREFORE BE IT RESOLVED THAT delegates attending the OPS Divisional Conference be allowed to stay at the hotel and claim hotel accommodations and that OPSEU suspend the 60 km rule for the Friday night.

| | |
|------------------|---------|
| Almeida, Eddy | for |
| Brown, Sue | for |
| Casselman, Leah | for |
| Catroppa, Joe | for |
| Eaton, Bob | for |
| Elliot, Ron | against |
| Franche, Gino | against |
| Ing, Mary | against |
| 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 |

FOR - 18 AGAINST - 3 CARRIED

Moved by Casselman/Jackson

THEREFORE BE IT RESOLVED THAT the poll taken on October 11, 2006 regarding OPS Divisional Conference Accommodations be confirmed by the Executive Board.

CARRIED

UNFINISHED BUSINESS

Poll Confirmation Re: MOH MERC Joint Training

WHEREAS the CERC has met with the employer and have agreed to work on a framework to role out joint labour relations training in 2007; and

WHEREAS it would be beneficial to have the same training for all LERCs from various ministries together and regionally based; and

WHEREAS the Local Services Division will bring forward costings for this training at the November budget meeting and the employer has agreed to pay the majority of the costs in 2007.

THEREFORE BE IT RESOLVED THAT the request for the MOH MERC joint training proposal brought to the September Executive Board be put off for 2006 and joined with the rest of the ministries through the CERC proposal with a costing to come forward at the November Executive Board meeting.

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

FOR - 16 AGAINST - 0 **CARRIED**

UNFINISHED BUSINESS

Poll Confirmation Re: MOH MERC Joint Training (cont.)

Moved by Casselman/Jackson

THEREFORE BE IT RESOLVED THAT the poll taken on October 23, 2006 regarding MOH MERC Joint Training be confirmed by the Executive Board.

CARRIED

Poll Confirmation Re: OPSEU BPS Pension Plan

Waiver Motion:

Moved by Casselman/Rapaport

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

| | |
|------------------|---------|
| Almeida, Eddy | for |
| Brown, Sue | for |
| Casselmann, Leah | for |
| Catroppa, Joe | for |
| Eaton, Bob | against |
| Elliot, Ron | against |
| Franché, Gino | for |
| Ing, Mary | ---- |
| Jackson, Jay | for |
| Larcher, Richard | for |
| Lundy, David | ---- |
| 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 - 17 AGAINST - 2

UNFINISHED BUSINESS

Poll Confirmation Re: OPSEU BPS Pension Plan (cont.)

Moved by Casselman/Pridham

WHEREAS the need for an OPSEU sponsored BPS Pension Plan has been well established in the Broader Public Sector leadership in OPSEU as well as within the Executive Board;

WHEREAS the BPS Pension Plan Working Group has been meeting and working hard to establish this pension plan for the past eight months and has been making progress;

WHEREAS Sector 2 has been targeted as having the greatest need for such a pension plan;

WHEREAS Sector 2 identified participation in a pension as a priority at their pre-bargaining conference on September 28th and Sector 2 will be engaged in coordinated bargaining with notices to bargain being sent in January 2007;

WHEREAS the BPS Pension Working Group is at the plan design phase which also requires establishing threshold salaries and plan size to ensure the plan's viability and value to our BPS members;

WHEREAS this work now requires outside actuarial work to be completed in 2006 in order to be ready for Sector 2 bargaining in 2007;

WHEREAS this work also requires outside legal work to be completed in 2006;

THEREFORE BE IT RESOLVED THAT \$48,000 be allocated from the contingency fund for acquiring professional actuarial and legal services to assist in the design of the OPSEU BPS Pension Plan.

| | |
|------------------|---------|
| Almeida, Eddy | for |
| Brown, Sue | for |
| Casselmann, Leah | for |
| Catroppa, Joe | for |
| Eaton, Bob | against |
| Elliot, Ron | --- |
| Franche, Gino | for |
| Ing, Mary | ---- |

UNFINISHED BUSINESS

Poll Confirmation Re: OPSEU BPS Pension Plan (cont.)

| | |
|------------------|-----|
| Jackson, Jay | for |
| Larcher, Richard | for |
| Lundy, David | --- |
| 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 |

FOR - 17 AGAINST - 1 **CARRIED**

THEREFORE BE IT RESOLVED THAT the polls taken on November 16, 2006 regarding the BPS Pension Plan be confirmed by the Executive Board.

Moved by Almeida/Casselman - Closure - **CARRIED**

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

Notice of Motion - PAC 2007 Provincial Election Strategy

Moved by Eaton/Lundy

WHEREAS the Executive Board of OPSEU has identified the 2007 Ontario Provincial Election as a priority;

WHEREAS substantial members' dues (approximately \$600,000) will be allocated to this campaign;

WHEREAS the Constitution indicates that standing and ad hoc committees such as the Political Action Committee should report plans to the Executive Committee prior to reporting to the Executive Board;

WHEREAS Convention should have the opportunity to comment and address these plans;

UNFINISHED BUSINESS

Notice of Motion - PAC 2007 Provincial Election Strategy (cont.)

THEREFORE BE IT RESOLVED THAT the PAC present their 2007 provincial election strategy to the Executive Committee at the February 2007 meeting to be discussed at the subsequent Executive Board meeting and presented to Convention 2007 for discussion and debate.

Moved by Elliot/Pridham - Closure - CARRIED

Roll Call Vote:

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

6 - FOR 15 - AGAINST **DEFEATED**

A Minority Report was filed by: John O'Brien, Bob Eaton, Dave Lundy, Smokey Thomas, Pauline Tapping and Richard Larcher.

UNFINISHED BUSINESS

Notice of Motion - Financial Settlements

Moved by Eaton/Lundy

WHEREAS the Executive Board has knowledge of various financial settlements entered into by OPSEU since April 1, 1995, and;

WHEREAS some of these settlements were not approved by the Executive Committee or the Executive Board;

THEREFORE BE IT RESOLVED THAT the Executive Board Audit Committee examine all financial settlements and legal costs entered into by OPSEU resulting from grievances, litigation, mediation, human rights complaints or any other court, board or tribunal award from April 1, 1995 to the present.

BE IT FURTHER RESOLVED THAT the Executive Board Audit committee prepare a full report on these expenses for the April, 2007 Executive Board meeting;

BE IT FURTHER RESOLVED THAT the First Vice-President Treasurer provide full assistance to the Audit Committee in completing this report;

BE IT FURTHER RESOLVED THAT in accordance with accepted Corporate Board practices that all future similar expenses be examined, debated and approved by the Executive Board prior to disbursement.

Moved by Thomas/Eaton - In-Camera - DEFEATED

Moved by Franche/O'Brien- Amendment

THAT the Audit Committee report be kept confidential and distributed to only the 21 board members and that it be debated In-Camera.

CARRIED

Moved by Elliot/Pridham - Referral

Refer this motion to the OPSEU In-house Legal Counsel for analysis and advice to the Executive Board.

UNFINISHED BUSINESS

Notice of Motion - Financial Settlements (cont.)

Moved by O'Brien/Maybury - Amendment

THAT this issue come back to the March Board meeting.

CARRIED

Moved by Brown/Almeida - Closure - CARRIED

The question was called on the motion/referral as amended:

THAT the Audit Committee report be kept confidential and distributed to only the 21 board members and that it be debated In-Camera; and,

Refer this motion to the OPSEU In-house Legal Counsel for analysis and advice to the Executive Board, to be brought back to the March Board meeting.

CARRIED

Notice of Motion - OPSEU Pension Trust

Moved by Eaton/Lundy

WHEREAS the Executive Board passed a motion to pay in excess of fifty thousand dollars on behalf of a member to the OPSEU Pension Trust, and;

WHEREAS the Board, contrary to policy did not pass a waiver motion first, and;

THEREFORE BE IT RESOLVED THAT the First Vice President Treasurer be directed by this Executive Board to seek a legal opinion as to the consequence of the motion and report that opinion to the Board as soon as possible.

Moved by Elliot - Object to Consideration - **CARRIED**

The motion was not considered.

UNFINISHED BUSINESS

Notice of Motion - Child Care Hours at OPSEU Events

Moved by Pridham/Almeida

WHEREAS OPSEU has long been providing safe and professionally run day-care services at central divisional and sector meetings including the BPS conference, and

WHEREAS OPSEU promotes equity, opportunity and participation in events, and

WHEREAS member teams meet in the evenings at OPSEU events,

THEREFORE BE IT RESOLVED THAT OPSEU maximize membership participation, by increasing the hours of child care from 7:00 pm-11:00 pm at all central divisional and sector meetings including the BPS conference, when members are staying at the hotel.

Moved by Rapaport/O'Brien - Closure - CARRIED

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

TREASURER'S REPORT

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

Financial Reports

Bank Position - December 31, 2006

Executive Board/Officers Approvals - December 31, 2006

Financial Results/Projections - November 30, 2006

Balance Sheet Summary - November 30, 2006

Moved by Thomas/O'Brien

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve the 2007 Executive Board Meetings be held at the Delta Airport West.

CARRIED

BUSINESS ARISING

Strike fund Investments

Moved by Rapaport/Thomas

THEREFORE BE IT RESOLVED THAT the Executive Board approve the reallocation of the strike fund investments to the following allocations:

5% T bills
80% bonds
15 % equity

Moved by Elliot/Pridham – Closure - CARRIED

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

AFTERNOON

PRESIDENT'S OFFICE

INTERNAL ISSUES

New logo proposal

Emily Visser, Graphic Artist in the Communications Division made a presentation to the Executive Board.

Moved by Casselman/Eaton

THEREFORE BE IT RESOLVED THAT the Executive Board adopt the new OPSEU logo as proposed, for launch at the 2007 OPSEU convention.

2nd Vice-President Eaton in the Chair.

A motion was made and withdrawn.

Moved by Brown/Pridham – Closure - CARRIED

Roll Call Vote:

| | |
|------------------|---------|
| Almeida, Eddy | For |
| Brown, Sue | For |
| Casselmann, Leah | For |
| Catroppa, Joe | Against |
| Eaton, Bob | For |

PRESIDENT'S OFFICE

INTERNAL ISSUES

New logo proposal (cont.)

| | |
|------------------|---------|
| 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 | For |
| Pridham, Nancy | For |
| Rapaport, David | For |
| Rout, Patty | For |
| Tapping, Pauline | For |
| Thomas, Smokey | Against |
| Tocker, James | For |
| Wall, Peter | Against |

18 - FOR 3 - AGAINST **CARRIED**

President Casselman in the Chair.

COMMITTEE REPORTS

AMAPCEO, OPSEU and Bargaining Unit Integrity

David Rapaport and Peggy Maybury gave a verbal update to the Executive Board.

Merger of Local 509 and Local 541

Moved by Casselman/Pridham

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve the merger of Local 541 into Local 509 and that the Charter for Local 541 be dissolved.

First Vice-President/Treasurer Thomas in the Chair.

CARRIED

COMMITTEE REPORTS

Merger of Local 301 and 302

Moved by Casselman/Middleton

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve the remaining members from Local 301 be transferred to Local 302, and that Local 301 be dissolved.

CARRIED

New Local 423

Moved by Casselman/Eaton

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board approve the creation of Local 423, the Ottawa Carlton Catholic School Board English as a Second Language, Outreach Program.

CARRIED

Pension Liaison Committee Report

Moved by Casselman/Pridham

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board agree to the proposed amendment to Section 8.06 of OPSEU Pension Trust Agreement, to recognize the use of insurance for those persons who have authority to receive, handle, deal with, and draw upon monies in the fund.

CARRIED

Strategic Planning Committee - Notice of Motion - Committee Terms of Reference

Moved by Franche/ Rout

WHEREAS OPSEU is moving towards long term planning; and
WHEREAS it is important that there be transparency to the membership;
and

COMMITTEE REPORTS

Strategic Planning Committee - Notice of Motion - Committee Terms of Reference (cont.)

WHEREAS terms of reference will make our work more focused and assist the organization in being accountable; and

WHEREAS terms of reference will assist the board in allocation of resources and finances;

THEREFORE BE IT RESOLVED THAT all OPSEU committees, caucuses and groups who receive funding through the OPSEU budget, except for donations, shall have a terms of reference; and

BE IT FURTHER RESOLVED THAT these committees, caucuses and groups who do not currently have a terms of reference shall develop one at their next scheduled meeting; and,

BE IT FURTHER RESOLVED THAT this work be completed and sent into the office of the President no later than May 1, 2007; and,

BE IT FURTHER RESOLVED THAT all received terms of reference be brought back to the Executive Board at its June scheduled meeting by the Strategic Planning committee with recommendations; and

BE IT FURTHER RESOLVED THAT any committee, caucus or group who refuses to or does not provide terms of reference by May 1, 2007 shall have their funding frozen.

2nd Vice-President Eaton in the Chair.

Moved by Eaton/Thomas

Postponement of this motion until the Board has their vision, mission and statement of core values.

CARRIED

First Vice-President/Treasurer Thomas in the Chair.

COMMITTEE REPORTS

Notice of Motion - Greening OPSEU

Moved by Rout/Franche

WHEREAS the Executive Board directed that the Board staff retreat focus on some key areas; and

WHEREAS the strategic planning committee has analyzed the information from the workshops and determined that change needs to occur.

THEREFORE BE IT RESOLVED THAT the Executive Board approve the following priorities and recommendations:

1. OPSEU make "Greening" a priority by endorsing the action plans contained in the Options Paper and the "Green Team's" June 2006 recommendations.
2. The LBED transition committee be charged with the continuation of merging LBED into the OPSEU organization while remaining vigilant for operational efficiencies that may not be hampered by the merger agreement.
3. Once the vision and mission statements are established the Executive Board reassess the functions and priorities of the organizing department.
4. OPSEU as an employer should continue to invest in its employees and its members through a comprehensive training and development plan and succession planning.
5. OPSEU should be seen as a union that considers equity an essential component of who we are as a union by determining the appropriate structures or restructuring that must occur to meet this goal.
6. OPSEU will continue to be a financially sound, responsible, and accountable organization through the ongoing evaluation of existing operational expenditures by utilizing the vision and mission statements and the priorities of the organization to determine the budget not the budget determining the priorities.

COMMITTEE REPORTS

Notice of Motion - Greening OPSEU (cont.)

Moved by Eaton/Elliot

Postponement of this issue until the vision, mission and statement of core values has been approved.

CARRIED

President Casselman in the Chair.

PRESIDENT'S REPORT

OPSEU CONVENTION 2007

Convention 2007 Agenda

THEREFORE BE IT RESOLVED THAT the Executive Board adopt the 2007 convention agenda as proposed.

CARRIED

INTERNAL ISSUES

CAAT-Academic retiree trustee

THEREFORE BE IT RESOLVED THAT the OPSEU Executive Board appoint Ron Golemba as the CAAT Academic Retiree Trustee for the period January 1, 2007 - December 31, 2009, and that Bill Kuehnbaum be appointed as the alternate.

CARRIED

Staff Pension Plan

John O'Brien gave the Executive Board a verbal report regarding the staff pension plan.

PRESIDENT'S REPORT

OPSEU CONVENTION 2007 - Convention 2007 Awards

Individual Health and Safety Award

Ten nominations were received for this award:

| Members Nominated | Nominated by |
|--------------------------------|--|
| Frank Pezzuto, L.662 | Peggy Burke, President, Local 662 |
| Verla Dobson & Eva Hill, L.479 | Fay Tucker, L.479 |
| F.A. Duykers, L. 248 | David Sindall, L.248 and Donna Johnston, L.248 |
| Michael Speers, L.277 | Tim Szumlanski, L.277 |
| Lynn Orzel, L.454 | EBMs, Region 4 |
| Andy Wiercinski, L.715 | Jamie Tocker, EBM, Region 7 |
| Sheryl Thompson, L241 | OPSEU Local 241 |
| Heather Leclerc, L.366 | Barb Barry, President, L.366 |
| Jackie McKenzie, L.500 | Linda Wagner, President, and Thomas Andersson, Chief Steward both from L.500 |
| Linda Nelson, L.245 | Jay Jackson, RVP, Region 2 |

Ballots were distributed, votes were cast and tabulated. **Frank Pezzuto, Local 662**, will be the recipient of the Individual Health and Safety Award.

Local Health and Safety Award

| Local Nominated | Nominated by |
|------------------------|--------------------------------|
| Local 154 | Pauline Tapping, EBM, Region 3 |

One nomination was received. Ron Elliot declared a conflict of interest.

PRESIDENT'S REPORT

OPSEU CONVENTION 2007 - Convention 2007 Awards (cont.)

Local Health and Safety Award

A ballot was cast, **Local 154 Windsor Court House (Ministry of Attorney General)**, will be the recipient of the Local Health and Safety Award.

Human Rights Award - Individual

Three nominations were received for this award.

| Nominated | Nominated By |
|-----------------------------|-------------------------------------|
| Carol McGregor, Local 525 | Greg Snider, L.714 |
| Philip Shearer, Local 112 | Naz Binck, A/President, Local 137 |
| Michael McKinnon, Local 582 | Don Stockwood, President, Local 582 |

Ballots were distributed, votes were cast and tabulated. **Carol McGregor, Local 525** (posthumously) will be the recipient of the Individual Human Rights Award.

Honourary Life Membership

Three nominations were received for this award.

| Nominated | Nominated by |
|--------------------------|---|
| Bob Reid, Local 106 | Ron Elliot, RVP, Region 1 |
| Harry Plummer, Local 420 | Leah Casselman, OPSEU, President and Nancy Pridham, RVP, Region 5 |
| Len Hupet, Local | John O'Brien, RVP, Region 7 |

Bob Reid, Local 106, Harry Plummer, Local 420 and Len Hupet, Local 718 will be the recipients of the Honourary Life Membership awards.

Local Human Rights Award

No nomination was received for this award.

PRESIDENT'S REPORT

OPSEU CONVENTION 2007 - Convention 2007 Awards (cont.)

Rainford Jackson Education and Development Fund Award

Nominated

Native Women's Association of Canada

Nominated by

Sandra Snider, L.736

One nomination was received for this award. A ballot was cast, **Native Women's Association of Canada** will be the recipient of the Rainford Jackson Education and Development Fund Award.

Stanley Knowles Humanitarian Award

Two nominations were received for this award.

Nominated

Dr. Philip B. Berger

Louise Arbour

Nominated by

David Rapaport, EBM, Region 5

Leah Casselman, President

Ballots were distributed, votes were cast and tabulated. **Louise Arbour** will be the recipient of the Stanley Knowles Humanitarian Award.

Moved by Casselman/Jackson

| |
|----------------------|
| Destroy the ballots. |
|----------------------|

CARRIED

INTERNAL ISSUES

Job Security Report

This information was made available to the Executive Board under separate cover.

CAAT part-timers campaign

The Executive Board was given an update on this issue.

PRESIDENT'S REPORT

INTERNAL ISSUES

Electoral Reform

The Executive Board was given an update on this issue.

Developmental services

The Executive Board was given an update on this issue.

2007 Ontario pre-budget consultation

President Casselman provided a verbal report on this meeting.

CENTRAL LABOUR UPDATES (OFL/NUPGE/CLC)

President Casselman gave a verbal report on this issue. President Casselman thanked Lisa McCaskell for all her work on SARS.

The Executive Board agreed with President Casselman to proceed with recovering the \$100,000 loan to NUPGE from OLBEU.

DONATIONS/APPEALS

Moved by Casselman/Thomas

Waiver Motion:

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

CARRIED

2nd Vice-President Eaton in the Chair.

The question was call on the waiver motion and it **CARRIED**.

DONATIONS/APPEALS

Moved by Casselman/Thomas

THEREFORE BE IT RESOLVED THAT funding be granted from the Contingency Fund in the amount of \$20,000, payable to the member's counsel upon his presentation of invoices, for payment of legal fees he incurred as a result of the OHRC's and OPSEU's intervention in his complaint at the Human Rights Tribunal of Ontario to assist him in advancing his human rights complaint.

CARRIED UNANIMOUSLY

ADJOURNMENT

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

Leah Casselman, President

Kathryn Francis, Corporate Secretary

/kf