

**MINUTES**

**EXECUTIVE BOARD MEETING**

**MARCH 7-8, 2007**

**DELTA AIRPORT WEST, HAWTHORNE D ROOM**

**MARCH 7-8, 2007**

The Executive Board was called to order at 9:30AM. President Leah Casselman was in the Chair. All members were present except Mary Ing. The reason was acceptable to the Chair. Marilou Martin, Executive Assistant to the President was also in attendance.

Moved by Lundy /O'Brien

**THAT** Sister Kathy Smith be allowed to address the next board meeting.

Moved by Eaton/Thomas - amendment

**THAT** she speak today.

**CARRIED**

The question was called on the motion as amended:

**THAT** Sister Kathy Smith be allowed to address the board meeting today.

**CARRIED**

**AGENDA**

The agenda was amended to add:

- Move notice of motion regarding bargaining priorities to the President's Report
- Under New Business add grievances

## **AGENDA (cont.)**

- Under new business add OPSEUdirect
- Under Business Arising add 1982 Gordon et al
- Move the notice of motion regarding the Leah Casselman award to the President's Report under convention
- Reconsideration of p.a. days appeal after the President's Report
- Move strike fund investment to the Treasurer's Report

President Casselman introduced the guests in the meeting room; Laurie Brown, Region 1 PYWC rep, Kyle Pearson, Region 7, Chair, PYWC, Christopher Cormier, Region 4 PYWC rep, Carl Mohan, Region 5 PYWC rep, Anne Jennings local 468, Kathy Smith local 468 and Fay Prior local 468.

## **MINUTES OF PREVIOUS MEETING**

Moved by Casselman/Jackson

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board adopt the Executive Board Minutes of January 24-25, 2007.</p>
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**CARRIED**

## **BUSINESS ARISING**

### **5757 Coopers Avenue - Report on cost of exterior building repairs**

At the December 13-14, 2006 Executive Board meeting this issue was referred to the Coopers Avenue Building Committee to bring back recommendations to the March 2007 Executive Board meeting.

Moved by Thomas/Almeida

<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**

## **BUSINESS ARISING**

### **5757 Coopers Avenue - Report on cost of exterior building repairs (cont.)**

Moved by Thomas/Pridham

**WHEREAS** 5757 Coopers is in need of exterior renovation and repair work, which work is to be completed in the spring of 2007;

**THEREFORE BE IT RESOLVED THAT** a capital expenditure of up to \$30,000 be approved for the exterior repairs needed to be completed on 5757 Coopers Avenue, which funds are to be drawn from the Strike Fund.

**CARRIED**

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

The First Vice-President/Treasure will bring forward to the 2007 April board meeting a constitutional amendment regarding the OPSEU budget year.

### **Audit Committee – Code of Conduct**

The Audit Committee reviewed OPSEU legal counsel and the constitutional advisor's joint letter and will bring this issue back to the board based on their recommendations.

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

Proposed language for this issue will be brought to the April Executive Board meeting.

### **Negotiations Debriefing**

This issue was referred by the January 2007 Board meeting to the First Vice-President/Treasurer's Office for a costing. Brother Thomas presented the board with a costing.

## **BUSINESS ARISING**

### **Negotiations Debriefing (cont.)**

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;

**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 Tocker/Maybury - amendment

In the 2<sup>nd</sup> resolve replace "local executive members" with "local president or their designee"

Moved by Eaton/Elliot - closure on the amendment - CARRIED

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

Moved by Pridham/Eaton – referral

Refer this issue back to the First Vice-President/Treasurer's office to review with the collective bargaining dept, MERC or divisions and staff involved in any central bargaining to ensure proper costing and validity of process.

Moved by Elliot/Thomas – closure – CARRIED

## **BUSINESS ARISING**

### **Negotiations Debriefing (cont.)**

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

Orders of the day.

## **PRESIDENT'S REPORT - INTERNAL ISSUES**

### **Successor rights update – timed presentation**

OPSEU General Counsel Roman Stoykewych and Supervisor Frank Rooney presented a report on the implications of the change in the law.

## **AFTERNOON**

## **BUSINESS ARISING**

### **Negotiations Debriefing (cont.)**

Moved by Tocker/Thomas - amendment

Delete “local president or their designee, divisional executive members (MERC)”
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Moved by Elliot/Almeida – closure - **CARRIED**

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

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

The question was called on the motion as amended:

<b>WHEREAS</b> the current OPSEU negotiation practice "does not" require a comprehensive debriefing, and;
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<b>WHEREAS</b> as such comprehensive debriefing has become a good measuring tool and an appropriate vehicle to learn from our successes and mistakes, and;
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## BUSINESS ARISING

### Negotiations Debriefing (cont.)

**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;

**BE IT FURTHER RESOLVED THAT** such a debriefing meeting include the participation from bargaining team members, mobilizers, and staff.

#### Roll call vote:

Almeida, Eddy	for
Brown, Sue	for
Casselman, Leah	against
Catroppa, Joe	for
Eaton, Bob	for
Elliot, Ron	for
Franché, Gino	against
Ing, Mary	absent
Jackson, Jay	for
Larcher, Richard	against
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

**CARRIED**

FOR – 16

AGAINST – 4

## BUSINESS ARISING

### Financial Settlements

This issue was referred to OPSEU In-house legal counsel for analysis and advice to the Executive Board. Counsel gave the board a document regarding his analysis and advice.

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 Almeida/Pridham – closure - CARRIED

Roll call vote:

Almeida, Eddy	against
Brown, Sue	against
Casselman, Leah	against
Catroppa, Joe	for
Eaton, Bob	for
Elliot, Ron	against
Franché, Gino	against
Ing, Mary	absent
Jackson, Jay	against

## **BUSINESS ARISING**

### **Financial Settlements (cont.)**

Larcher, Richard	against
Lundy, David	for
Maybury, Peggy	against
Middleton, Doris	against
O'Brien, John	for
Pridham, Nancy	against
Rapaport, David	against
Rout, Patty	against
Tapping, Pauline	against
Thomas, Smokey	for
Tocker, James	for
Wall, Peter	against

**DEFEATED**                      FOR – 6                      AGAINST – 14

A minority report was filed by Bob Eaton, David Lundy and Smokey Thomas.

### **Strategic Planning Committee**

At the January 24-25, 2007, Executive Board 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 and that the issue be presented to the 2007 Convention.

Following is a revised statement as proposed by the Strategic Planning Committee:

#### **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

## **BUSINESS ARISING**

### **Strategic Planning Committee (cont.)**

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 Elliot/Jackson

Move postponement of this issue to the May 16-17 board meeting.
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Moved by Franche/Pridham – amendment to postponement

Change the date to the June EBM/staff retreat
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### **CARRIED**

Moved by Brown/Elliot – closure - DEFEATED

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

Moved by Lundy/Eaton – amendment to postponement

Change the postponement to Thursday, March 8.
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### **CARRIED**

Moved by Pridham/Casselman – closure – CARRIED

The question was called on the postponement as amended:

Move postponement of this issue to Thursday, March 8.
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### **CARRIED**

## **BUSINESS ARISING**

### **Strategic Planning Committee (cont.)**

A minority report was served by Ron Elliot.

President Casselman in the Chair.

### **Committee Terms of Reference**

This issue was postponed at the January 2007 Board meeting, pending approval of the Committee's vision, mission and statement of core values.

Moved by Franche/Rout - postponement

<b>THAT</b> the Terms of Reference discussion be postponed to the June retreat.
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Moved by Almeida/Thomas - closure - CARRIED

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

### **Strategic Plan Final Report**

Brother Franche and Sister Rout withdrew this issue. The Executive Board did not object to this issue being withdrawn.

### **1982 Gordon et al**

Moved by Casselman/Eaton – In-camera - CARRIED

### **Rise and report**

Moved by Almeida/Thomas

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

## **BUSINESS ARISING**

### **1982 Gordon et al**

Moved by Almeida/Pridham

**THEREFORE BE IT RESOLVED THAT** funding be granted from the Contingency Fund in the amount of \$25,000 to cover the legal and related expenses of an Unfair Labour Practice Complaint to be filed by OPSEU on behalf of six members who have been subjected to allegations that their employer knew to be false; and that further funding be reviewed upon receipt of a report by the office of the president.

**CARRIED**

## **TREASURER'S REPORT**

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

### **Financial Report**

Bank Position – January 31, 2007

Executive Board/Officers Approvals – February 28, 2007

Financial Results/Projections – December 31, 2006

Balance Sheet Summary – December 31, 2006

### **Referrals to the First Vice-President's Office**

Fiscal year change

Negotiation debriefing – costing

OPSEU Convention 2011-2012

## **2007 Budget**

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<sup>th</sup>.

## **TREASURER'S REPORT**

### **Strike Fund Investment**

Moved by Rapaport/Thomas

<p><b>THEREFORE BE IT RESOLVED THAT</b> the OPSEU strike fund be invested using the following socially responsible investment principles; employee relations, environment and human rights.</p>
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Moved by Almeida/Elliot – closure - **CARRIED**

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

### **OPSEU Convention 2011-2012**

This issue was discussed.

## **RECESS**

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

## **MARCH 8, 2007**

The Executive Board was called to order at 9:30AM. President Leah Casselman was in the Chair. All members were present except Mary Ing. The reason was acceptable to the Chair. Marilou Martin, Executive Assistant to the President was also in attendance.

Sister Kathy Smith addressed the Executive Board.

## **TREASURER'S REPORT**

### **PWC breakfast**

Moved by Thomas/Almeida

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve the expenditure of up to \$10,000 for the PWC breakfast at the 2007 Convention, funds to be drawn from the Contingency Fund.

## **CARRIED**

### **2007 Budget**

Brother Thomas reported that staff would not be available today due to other commitments and therefore we would deal with the budget on April 18<sup>th</sup>, the day before convention.

## **PRESIDENT'S REPORT**

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

### **Internal Issues**

- Live and Let Live fund educational proposal
- Successor Rights (timed presentation 11:00 a.m., March 7)
- Local 278 trusteeship (timed presentation 11:00 a.m., March 8)
- Systemic and Anti-Racism Organizational Change in Corrections
- Ontario Can Do Better advertising launch
- Bell Walks for Kids Help Phone
- Ontario Conservation Officers Association/Ottawa Boys and Girls Club

## **PRESIDENT'S REPORT**

Convention 2007

Special needs

Fairly-traded coffee

Louise Arbour update

Resolutions from the Executive Board to Convention 2007

Central Labour Updates (OFL/NUPGE/CLC)

NUPGE elections

## **PRESIDENT'S REPORT - INTERNAL ISSUES**

### **Live and Let Live fund education proposal**

Throughout 2007, the Workers of Colour Caucus hopes to go beyond fundraising and provide more education so that OPSEU members and the community are truly looking and learning about the face of HIV and AIDS and the Live and Let Live Fund.

Moved by Casselman/Thomas

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Executive Board authorize the expenditure of \$5,000 to fund the proposal from the Workers of Colour Caucus to promote HIV/AIDS education and the Live and Let Live Fund, the amount to be drawn from the Contingency Fund.</p>
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First Vice-President/Treasurer Thomas in the Chair.

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

### **Local 278 trusteeship**

President Casselman withdrew this issue from the President's Agenda.

### **Systemic and Anti-Racism Organizational Change in Corrections**

The Executive Board of OPSEU received a full report on the Systemic Change Process in January 2007. The Board then endorsed a project team, reporting to the president and its officers and directors.

## **PRESIDENT'S REPORT - INTERNAL ISSUES**

### **Systemic and Anti-Racism Organizational Change in Corrections (cont.)**

Despite the orders of the Tribunal, the reality of racism and sexism has not diminished in corrections. This request to the Executive Board is to ensure that OPSEU, as a union, continue our important work in systemic and anti-racism change within corrections.

Moved by Casselman/Thomas

**THEREFORE BE IT RESOLVED THAT** the Executive Board waive the 30-day notice requirement for expenditures over \$20,000.

### **CARRIED**

Moved by Casselman/Thomas

**WHEREAS** the Executive Board of OPSEU has endorsed and supported the important work of Systemic and Anti-Racism Organizational Change in our Corrections locals and beyond; and

**WHEREAS** OPSEU is committed to developing, promoting and vigorously defending our members' human rights in the workplace; and

**WHEREAS** the Executive Board supports the work of the Corrections leadership in its efforts to build healthy, safe and just workplaces;

**THEREFORE BE IT RESOLVED THAT** \$115,000 be drawn from the Contingency Fund to ensure that the work of the union in Systemic and Anti-Racism Organizational Change efforts is properly carried out in 2007.

### 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	absent
Jackson, Jay	for
Larcher, Richard	for

## **PRESIDENT'S REPORT - INTERNAL ISSUES**

### **Systemic and Anti-Racism Organizational Change in Corrections (cont.)**

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 UNANIMOUSLY FOR – 20 AGAINST - 0**

### **“Ontario Can do Better” advertising launch**

President Casselman spoke on this issue. The Executive Board was given an update on the ad campaigns.

### **Bell Walks for Kids Help Phone – Local 515**

Sunday, May 6, 2007 is the date for this year's Bell Walk for Kids Help Phone. Kits with the contact names for the walks were distributed to Board members, and a link will be placed on the OPSEU website. Locals will also be notified via email.

### **Ontario Conservation Officers Association/Ottawa Boys and Girls Club donation request**

The OPSEU Executive Committee passed a motion to donate funds to this special project. OPSEU will match funds donated by OPSEU locals and regions to this project, to a maximum of \$3,000.

## **PRESIDENT'S REPORT - CONVENTION 2007**

### **Special needs**

The Sheraton Centre no longer offers rooms with refrigerators. OPSEU will be renting a limited number of refrigerators from the hotel for delivery to the rooms of those with special needs. In order to ensure that refrigerators are available to all those who need them for medical reasons, Executive Board Members were asked to remind all members attending Convention to complete the "Personal Assistance Request Form."

### **Fairly-traded coffee**

Further to the resolution passed at Convention 2005, the Convention Planning Committee has arranged with the Sheraton Centre that only fairly-traded coffee will be served at meetings during Convention. OPSEU Administrators have been advised to insist on fairly-traded coffee in contracts with all hotels hosting OPSEU meetings.

### **Louise Arbour update**

President Casselman informed the executive board that Justice Arbour is unable to attend convention to receive the Stanley Knowles Award in person.

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

### **Constitutional Amendment – LBED retirees**

Moved by Casselman/Pridham

**WHEREAS** the constitution provides for retired OPSEU members to continue participating in the union; and

**WHEREAS** retired OLBEU members do not have access to this right;

**THEREFORE BE IT RESOLVED** that Article 6.11 of the constitution be amended to allow retirees from the former OLBEU to join the retirees of OPSEU; and

## **PRESIDENT'S REPORT - CONVENTION 2007**

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

#### **Constitutional Amendment – LBED retirees**

**BE IT FURTHER RESOLVED THAT** the Executive Board of OPSEU be given the powers in any future merger to include retirees' division membership.

**CARRIED**

#### **Constitutional Amendment – Ministry and Sector Division bylaws**

Moved by Casselman/Jackson

**WHEREAS** the OPSEU constitution does not currently contain a requirement that Ministry or Sector Divisions have bylaws; and

**WHEREAS** most Ministry or Sector Divisions have bylaws, but some have not been approved by the president, and others have not been updated for some time; and

**WHEREAS** the constitution does require other divisions to have bylaws,

**THEREFORE BE IT RESOLVED THAT** the constitution be amended to provide for a new article as follows:

A Ministry or Sector Division shall adopt by-laws similar in spirit to those found in this constitution to govern Locals. The by-laws shall not take effect until they have been approved by the President, which approval shall not be unreasonably withheld or unduly delayed.

Moved by Elliot/Almeida - amendment

Remove the word "president" and insert "OPSEU Executive Board".

Moved by Franche/Eaton – closure – **CARRIED**

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

## **PRESIDENT'S REPORT - CONVENTION 2007**

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

#### **Constitutional Amendment – Ministry and Sector Division bylaws (cont.)**

The question was called on the Constitution Amendment as amended

**WHEREAS** the OPSEU constitution does not currently contain a requirement that Ministry or Sector Divisions have bylaws; and

**WHEREAS** most Ministry or Sector Divisions have bylaws, but some have not been approved by the president, and others have not been updated for some time; and

**WHEREAS** the constitution does require other divisions to have bylaws,

**THEREFORE BE IT RESOLVED THAT** the constitution be amended to provide for a new article as follows:

A Ministry or Sector Division shall adopt by-laws similar in spirit to those found in this constitution to govern Locals. The by-laws shall not take effect until they have been approved by the OPSEU Executive Board, which approval shall not be unreasonably withheld or unduly delayed.

**CARRIED**

#### **Constitutional Amendment – Oaths**

Moved by Casselman/Jackson

**WHEREAS** eliminating harassment and discrimination in the workplace is central to the work of our union at every level,

**THEREFORE BE IT RESOLVED THAT** the stewards' oath contained in Article 29.9.2 of the Constitution be amended as follows:

“I, \_\_\_\_\_, promise that I will uphold and obey the Constitution and policies of the Ontario Public Service Employees Union and the by-laws of my Local, work with the Officers of the Local to represent the members, and work to ensure a workplace free of harassment and discrimination as well as fulfill the obligations and responsibilities of my elected position as Steward to the best of my ability.”

**CARRIED UNANIMOUSLY**

## **PRESIDENT'S REPORT - CONVENTION 2007**

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

#### **Resolution – \$10 Minimum Wage campaign**

Moved by Casselman/Tocker

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

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

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

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

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

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

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

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

**CARRIED UNANIMOUSLY**

#### **Resolution – Global Warming**

Moved by Casselman/Thomas

**WHEREAS** global warming is the observed increase in the average temperature of the Earth's atmosphere and oceans in recent decades and its projected continuation; and

## **PRESIDENT'S REPORT - CONVENTION 2007**

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

#### **Resolution – Global Warming (cont.)**

**WHEREAS** the Intergovernmental Panel on Climate Change predicts that global temperatures are likely to increase by 1.1 to 6.4 degrees Celsius between 1990 and 2100; and

**WHEREAS** an increase in global temperatures can in turn cause other changes including rising sea levels, changes in the amount and patterns of precipitation, extreme weather events such as floods, droughts, heat waves, hurricanes and tornados;

**THEREFORE BE IT RESOLVED THAT** OPSEU call upon the Government of Canada to meet Canada's Kyoto targets for pollution reduction to reduce greenhouse gas emissions by 6 per cent below their 1990 level by 2012; and

**BE IT FURTHER RESOLVED THAT** OPSEU through NUPGE encourage other affiliates to ensure Canada meets its targets; and

**BE IT FURTHER RESOLVED THAT** our green stewards educate our membership about global warming and its dangers.

**CARRIED**

#### **Resolution – Chocolate, Child Labour and Fair Trade**

Moved by Casselman/Thomas

**WHEREAS** chocolate is synonymous with pleasures both simple and indulgent but in reality chocolate production is often far from sweet; and

**WHEREAS** a 2001 report from the International Labour Organization found thousands of children working on cocoa farms in Cote d'Ivoire (Ivory Coast), labouring with sharp instruments, heavy loads, agricultural chemicals, and fires; and

**WHEREAS** the International Institute of Tropical Agriculture states that currently, more than 600,000 children are employed on Ivorian cocoa farms and 200,000 of them are thought to be working under the worst forms of child labour, including as slaves; and

## **PRESIDENT'S REPORT - CONVENTION 2007**

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

#### **Resolution – Chocolate, Child Labour and Fair Trade (cont.)**

**WHEREAS** Save the Children Canada is calling for a tracking system which would allow Canadian consumers to trace where the beans in their chocolate bars originate and whether child labour was used in processing; and

**WHEREAS** “Fair Trade Certified” chocolate is more widely available all the time; and

**WHEREAS** “Fair Trade Certified” guarantees farmers and workers a fair price for their product, enabling them to feed their families and allow their children to go to school instead of working in the fields;

**THEREFORE BE IT RESOLVED THAT** OPSEU work with the National Union to call on the Government of Canada to propose legislation that would require all chocolate sold in Canada to be labelled with its country of origin and a “free from child labour” label; and

**BE IT FURTHER RESOLVED THAT** OPSEU will not participate in fundraising efforts of any kind that involve the sale or purchase of chocolate products that are not Fair Trade Certified.

**CARRIED UNANIMOUSLY**

#### **Notice of Motion - Bargaining priorities**

Moved by Middleton/Franche

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

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

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

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

## **PRESIDENT'S REPORT - CONVENTION 2007**

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

#### **Notice of Motion - Bargaining priorities (cont.)**

Moved by Tapping/Eaton – amendment

In the therefore be it resolved after “contributions to the” add “OPSEU registered charitable funds being the”.

#### **CARRIED**

The question was called on the resolution as amended:

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

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

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

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

#### **CARRIED**

#### **Notice of Motion – Leah Casselman Award**

President Casselman declared a conflict of interest and left the meeting room for this discussion.

Moved by Jackson/Almeida

**WHEREAS** Leah Casselman has been the President of OPSEU for 12 years; and

**WHEREAS** her leadership has taken us through some extremely difficult times; and

## **PRESIDENT'S REPORT**

### **Notice of Motion – Leah Casselman Award (cont.)**

**WHEREAS** we should recognize her contributions to this organization that have changed the course of history; and

**WHEREAS** one of the amazing changes to this union during her presidency has been the move toward mobilizing our members during negotiations and during campaigns;

**THEREFORE BE IT RESOLVED THAT** the Executive Board create an award in recognition of the contributions made by Leah Casselman; and

**BE IT FURTHER RESOLVED THAT** the award be named the Leah Casselman Award for Mobilization awarded to the Local or individual who exemplifies the spirit and intent of mobilizing to win; and

**BE IT FURTHER RESOLVED THAT** this annual award be given out commencing at the 2008 convention and additionally the recipients' names be displayed on a large plaque hung at OPSEU head office.

Moved by O'Brien/Tocker - amendment

In the 2<sup>nd</sup> resolve change the word "or" to "and".

**CARRIED**

The question was called on the motion as amended:

**WHEREAS** Leah Casselman has been the President of OPSEU for 12 years; and

**WHEREAS** her leadership has taken us through some extremely difficult times; and

**WHEREAS** we should recognize her contributions to this organization that have changed the course of history; and

**WHEREAS** one of the amazing changes to this union during her presidency has been the move toward mobilizing our members during negotiations and during campaigns;

## **PRESIDENT'S REPORT**

### **Notice of Motion – Leah Casselman Award (cont.)**

**THEREFORE BE IT RESOLVED THAT** the Executive Board create an award in recognition of the contributions made by Leah Casselman; and

**BE IT FURTHER RESOLVED THAT** the award be named the Leah Casselman Award for Mobilization awarded to the Local and individual who exemplifies the spirit and intent of mobilizing to win; and

**BE IT FURTHER RESOLVED THAT** this annual award be given out commencing at the 2008 convention and additionally the recipients' names be displayed on a large plaque hung at OPSEU head office.

**CARRIED**

Privilege - The OPSEU staff's hard work regarding the Kennedy House strike was recognized. The strike was settled as of February 27, 2007.

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

### **CLC Anti-scab legislation**

This issue was discussed.

### **NUPGE elections**

2<sup>nd</sup> Vice-President Eaton in the Chair.

Moved by Thomas/Lundy

Postpone this discussion to the May Executive Board meeting.

**CARRIED**

## **AFTERNOON**

President Casselman in the Chair.

## **COMMITTEE REPORTS - AUDIT COMMITTEE**

The Audit committee provided a report to the Executive Board.

Moved by Casselman/Thomas

**THEREFORE BE IT RESOLVED THAT** the Audit Committee be directed to report to the Executive Board in the same fashion as they deal with the management letter from our external auditors regarding comments and recommendations from our internal auditor.

Moved by Franche/Elliot – closure – CARRIED

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

Moved by Wall/Jackson

**WHEREAS** numerous projects and Internal Audit activities continue as outlined in the Audit Plan,

**WHEREAS** the professional skills provided are imperative to support the Audit Committee,

**THEREFORE BE IT RESOLVED THAT** the Executive Board extend the Internal Auditor position until September 2007 as approved in the 2007 Budget.

Moved by Eaton/Elliot – closure - CARRIED

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

### **Management letter from BDO Dunwoody**

The Audit Committee distributed the management letter from BDO Dunwoody to the Executive Board.

Moved by Rapaport/Thomas

**THEREFORE BE IT RESOLVED THAT** the Executive Board receive the report from the Audit Committee and management letter dated December 31, 2005.

**CARRIED**

## **P.A. DAYS APPEAL**

Moved by Lundy/Eaton

**THEREFORE BE IT RESOLVED THAT** the Executive Board reverse the president's decision to cancel my pa days on December 18, 19, 22 and January 16.

Moved by Franche/Maybury - amendment

After "decision" insert "without precedent".

## **DEFEATED**

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

Moved by Almeida/Pridham – closure - CARRIED

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

A minority report was served by Eduardo Almeida, Leah Casselman, Ron Elliot, Jay Jackson, Nancy Pridham and David Rapaport.

President Casselman in the Chair.

## **COMMITTEE REPORTS - EXECUTIVE COMMITTEE RECOMMENDATIONS**

### **Joint Systems Sub-committee (JSSC)**

The Communications Division presented to the Executive Board a revised campaign plan and funding proposal on the JSSC/CECBA issue.

First Vice-President/Treasurer Thomas in the Chair.

Moved by Casselman/Jackson

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

**CARRIED**

## **COMMITTEE REPORTS - EXECUTIVE COMMITTEE RECOMMENDATIONS**

### **Joint Systems Sub-committee (JSSC) (cont.)**

Moved by Casselman/Elliot

**THEREFORE BE IT RESOLVED THAT** the Executive Board adopt the proposal for a campaign to change CECBA as per the Officers' recommendation of Feb. 15, 2007; and

**BE IT FURTHER RESOLVED THAT** the Executive Board authorize an expenditure of \$45,200, to be drawn from the Contingency Fund.

**CARRIED UNANIMOUSLY**

President Casselman in the Chair.

## **COMMITTEE REPORTS - PENSION LIAISON COMMITTEE**

### **BPS Pension Plan**

Moved by Rapaport/Pridham

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

**CARRIED**

Moved by Pridham/Rapaport

**WHEREAS** the BPS Pension Plan Working Group is making progress on the development of a plan;

**WHEREAS** the primary target, Sector 2, is progressing on its coordinated bargaining and pensions have been identified as a priority;

**WHEREAS** the BPS Pension Plan Working Group requires legal and actuarial assistance to develop the plan;

**WHEREAS** the Working Group has established the need of \$125,000 for 2007 and the budget allocated only \$62,500;

## **COMMITTEE REPORTS - PENSION LIAISON COMMITTEE**

### **BPS Pension Plan (cont.)**

**THEREFORE BE IT RESOLVED THAT** the BPS Pension Working Group be allocated an additional \$62,500 from the Contingency Fund for the development of the BPS Pension Plan.

**CARRIED**

### **CAAT Trustee Appointments**

Moved by Pridham/Rapaport

**THEREFORE BE IT RESOLVED** the OPSEU Executive Board appoint Brother Phil Cunnington, Local 558, to serve as a Trustee for the CAAT Pension Plan, for a term beginning January 1, 2007 to December 31, 2009 provided Brother Cunnington signs the Trustee Letter of Commitment, as per the OPSEU Policy.

**CARRIED**

Moved by Rapaport/Pridham

**THEREFORE BE IT RESOLVED** the OPSEU Executive Board appoint Sister Sherri Rosen, Local 242, to serve as a Trustee for the CAAT Pension Plan, for a term beginning January 1, 2007 to December 31, 2009, provided Sister Rosen sign the Trustee Letter of Commitment, as per the OPSEU Policy.

**CARRIED**

Moved by Pridham/Rapaport

**THEREFORE BE IT RESOLVED** the OPSEU Executive Board appoint Brother Ted Montgomery, Local 560, as the first alternate Trustee for the CAAT Pension Plan, for a term beginning January 1, 2007 to December 31, 2009, provided Brother Montgomery sign the Trustee Letter of Commitment, as per the OPSEU Policy.

**CARRIED**

## **COMMITTEE REPORTS - PENSION LIAISON COMMITTEE**

### **CAAT Trustee Appointments (cont.)**

Moved by Rapaport/Pridham

**THEREFORE BE IT RESOLVED** the OPSEU Executive Board appoint Brother Bernard Belanger, Local 420, as the second alternate Trustee to the CAAT Pension Plan, for a term beginning January 1, 2007 to December 31, 2009, provided Brother Belanger sign the Trustee Letter of Commitment, as per the OPSEU Policy.

**CARRIED**

Moved by Pridham/Rapaport

**THEREFORE BE IT RESOLVED** the OPSEU Executive Board appoint Brother Fred Deys, Local 240, to the CAAT Sponsors committee of the CAAT Pension Plan, for a term beginning January 1, 2007 to December 31, 2009, provided Brother Deys sign the OPSEU Pension Appointees Letter, as per OPSEU Policy.

**CARRIED**

Moved by Rapaport/Pridham

**THEREFORE BE IT RESOLVED** the OPSEU Executive Board appoint Sister Shirley McVittie, Staff representative to the CAAT Sponsors committee of the CAAT Pension Plan for a term beginning January 1, 2007 to December 31, 2009, provided Sister McVittie sign the OPSEU Pension Appointees Letter, as per OPSEU Policy.

**CARRIED**

Moved by Pridham/Rapaport

**THEREFORE BE IT RESOLVED** the OPSEU Executive Board appoint Brother Damien Wiechula, Local 556, as the alternate member to the CAAT Sponsors committee of the CAAT Pension Plan for a term beginning January 1, 2007 to December 31, 2009, provided Brother Wiechula sign the OPSEU Appointees Letter, as per OPSEU Policy.

**CARRIED**

## **COMMITTEE REPORTS - PENSION LIAISON COMMITTEE**

### **HOOPP Trustee Appointment**

Moved by Pridham/Rapaport

**THEREFORE BE IT RESOLVED** the OPSEU Executive Board appoint Brother James Sanders, Local 142, as the Trustee for the HOOPP Pension Plan for a term beginning January 1, 2007 to December 31, 2009, provided Brother Sanders signs the Trustee Letter of Commitment, as per the OPSEU Policy.

**CARRIED**

### **OPSEU Pension Appointee Letter of Agreement**

Moved by Pridham/Rapaport

**WHEREAS** the OPSEU Pension Trustees and Sponsors Committee members must undertake to sign either an OPSEU Trustee Letter of Understanding or an OPSEU Pension Appointee Letter of Understanding, and

**WHEREAS** the OPSEU Executive Board had initial approval of these letters,

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve the changes made to the *OPSEU Pension Appointee Letter of Agreement*.

**CARRIED**

## **COMMITTEE REPORTS - EXECUTIVE COMMITTEE RECOMMENDATIONS**

### **New Local 422**

Moved by Casselman/Eaton

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve the creation of a new local, Local 422, Lennox & Addington for the members in the newly organized ambulance service; and

## **COMMITTEE REPORTS - EXECUTIVE COMMITTEE RECOMMENDATIONS**

### **New Local 422 (cont.)**

**BE IT FURTHER RESOLVED THAT** the OPSEU Executive Board approve the release of the members from the ambulance unit of Local 457 and that the members be amalgamated with the newly unionized ambulance services; Local 422, Lennox & Addington.

**CARRIED**

### **Transfer of Local 305 into Local 366 and creation of Local 380**

Moved by Casselman/Middleton

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve the members of Local 305 from the Muskoka-Algonquin Health Care office and clerical and paramedical units be transferred into Local 366, and

**BE IT FURTHER RESOLVED THAT** all members of Local 366 be transferred to a new Local 380; and that Local 366 be dissolved.

**CARRIED**

### **Division of Local 597 – New Local 573**

Moved by Casselman/Pridham

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve the separation of Muki Baum Association from Montage Support Services, and

**BE IT FURTHER RESOLVED THAT** the OPSEU Executive Board approve the division of funding for both units, in accordance with the Policy of OPSEU, and

**BE IT FURTHER RESOLVED THAT** the OPSEU Executive Board approve a new local, Local 573 for Muki Baum Association, in accordance with the OPSEU policy.

**CARRIED**

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## COMMITTEE REPORTS - EXECUTIVE COMMITTEE RECOMMENDATIONS

### Regional Education Budgets

Moved by Casselman/Elliot

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve that the respective regional education budgets be adjusted down to reflect any overage that occurred in the previous year beginning in 2008.

Moved by Thomas/Rapaport – closure - CARRIED

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

Roll call vote:

Almeida, Eddy	for
Brown, Sue	for
Casselma n, Leah	for
Catroppa, Joe	against
Eaton, Bob	for
Elliot, Ron	for
Franch e, Gino	for
Ing, Mary	absent
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	against
Tapping, Pauline	against
Thomas, Smokey	against
Tocker, James	against
Wall, Peter	against

**CARRIED**

FOR – 13

AGAINST – 7

President Casselman in the Chair.

## **COMMITTEE REPORTS - TELECONFERENCING TECHNOLOGY**

The Teleconferencing Technology Committee (David Rapaport, Jamie Tocker and Peter Hammond, Supervisor, Information Services Unit) provided a written report to the Executive Board.

Moved by Rapaport/Tocker - referral

Move referral of the teleconferencing technology report to next elected executive board of OPSEU.
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**CARRIED**

## **COMMITTEE REPORTS - SUPPORTING WOMEN IN THIRD WORLD COUNTRIES**

The theme of the 2007 OPSEU women's conference will have an international flavour, dealing with issues that face women in other countries.

OPSEU policy ensures all products purchased by OPSEU must go through the bidding process and be "Union made in Canada." The OPSEU Executive Board was asked to consider an exception to this policy for items purchased for and distributed at the 2007 OPSEU Women's Conference.

Moved by Tapping/Eaton

<b>THEREFORE BE IT RESOLVED THAT</b> that the OPSEU Executive Board show support for an international theme for the 2007 provincial women's conference by allowing the OPSEU women's committee to approve, within the guidelines of the existing budget for the conference, the purchase of materials from organizations supporting the work of women in Third World countries.
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Moved by Casselman/Maybury - amendment

After the words "to approve" insert "on a one-time only basis"
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**CARRIED**

## **COMMITTEE REPORTS - SUPPORTING WOMEN IN THIRD WORLD COUNTRIES**

The question was called on the motion as amended:

**THEREFORE BE IT RESOLVED THAT** that the OPSEU Executive Board show support for an international theme for the 2007 provincial women's conference by allowing the OPSEU women's committee to approve, on a one-time only basis within the guidelines of the existing budget for the conference, the purchase of materials from organizations supporting the work of women in Third World countries.

**CARRIED**

## **EQUITY SCAN OF 2007 CONVENTION CONSTITUTIONAL AMENDMENTS AND RESOLUTIONS**

The Equity Unit performed a scan of constitutional amendments and resolutions being submitted to the 2007 Convention. None required the boards consideration.

## **UNFINISHED BUSINESS**

### **Youth Activism in OPSEU**

Moved by Brown/Pridham

**THEREFORE BE IT RESOLVED THAT** each region offer one "youth only" educational course at their regional educational by the end of 2007.

**DEFEATED**

## NEW BUSINESS

Moved by Brown/Pridham

**THEREFORE BE IT RESOLVED THAT** Section 16.4 of the OPSEU Policy Manual under the title “Elections: List of Regional Delegates” be amended as follows: after “nominated to the Board” add “the Provincial Women’s Committee, the Provincial Human Rights Committee and the Provincial Young Workers Committee and in the title after “Regional Delegates” add “and Alternates”.

## CARRIED

The policy will read as follows:

Elections: List of Regional Delegates and Alternates

The list of regional delegates and alternates, for his/her own region, will be made available to any member nominated to the Board, the Provincial Women’s Committee, the Provincial Human Rights Committee and the Provincial Young Workers Committee.

## ADJOURNMENT

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

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Leah Casselman, President

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Kathryn Francis, Corporate Secretary

/kf