



April 15-17, 2004

Sheraton Centre Hotel, Toronto

Minutes of the OPSEU Convention 2004

Thursday, April 15, 2004 – Morning Session

President Leah Casselman, called the Convention to order at 9:14 a.m. All participants joined in to sing O Canada.

She welcomed Toronto Mayor David Miller to the Convention. Mayor Miller welcomed OPSEU delegates on behalf of the city of Toronto and brought greetings from the City Council.

President Casselman introduced Mary Clarke, employed at the Sheraton Centre and a shop steward with the Hotel Employees and Restaurant Employees International Union (H.E.R.E.). Mary Clarke welcomed the OPSEU delegates to the Sheraton Centre.

Reverend Susan Eagle, a United Church of Canada Minister and a sister with a deep commitment to social activism and social justice, delivered the invocation.

Two minutes of silence were observed to remember Cheryl Moore, of Local 649 of the Ministry of Labour, a member from Timmins killed in a car accident and OPSEU members lost in the past year. The Federation of Labour has lent OPSEU the Life Quilt. Each square represents a young worker killed on the job.

President Casselman introduced the head table:

- Frank DelZotto, Auditor, BDO Dunwoody
- Daphna Smuckler, Auditor, BDO Dunwoody
- Sandy Vander Werff, Administrator of Operational Services
- Smokey Thomas, First Vice-President/Treasurer
- Art Lane, Procedural Advisor
- Grant MacGillivray, Constitution and Rules of Order Advisor
- Janet Sauv , Recording Secretary
- Kathryn Francis, Corporate Secretary

President Casselman read the Harassment and Discrimination Policy and asked the Advisors and Investigators under the Harassment and Discrimination Policy to stand to be identified.

| | |
|-------------------|--------|
| Committees | 35 |
| Solidarity Guests | 5 |
| Guests | 14 |
| Total | 1207 ❖ |

Vote on Adoption of Credentials Report
CARRIED
Section B – Minutes of Last Convention 2003

Moved: L. Casselman, President

Seconded: S. Thomas, First VP/Treasurer

➤ Adoption of the Minutes of Convention 2003 as printed in Section B. ❖

Vote on Adoption of Minutes of Convention 2003
CARRIED
Presidents Address

OPSEU President Leah Casselman formally opened the 2004 Convention and gave her address.

The theme of this year's Convention is "Make change – Faites le changement," OPSEU President Leah Casselman said in her opening address to the 2004 Convention. "Making change is what we do, and we're going to keep doing it. We've made a lot of change this year."

"Last year at Convention we started something called the *Live and Let Live Fund*. The purpose of the fund is to help people living with HIV/AIDS, both in Africa and here at home.

"I'm proud to tell you that so far the Fund has donated \$10,000 to the cause in Africa, through the Stephen Lewis Foundation, and \$3,500 here in Ontario through the AIDS Network Emergency Assistance Fund.

"I want to congratulate every Local that has stepped up to the plate to be part of this, and I challenge every other Local to do so this year.

"At Convention last year, Ontario was right in the middle of the SARS crisis, which eventually killed 44 Ontarians. OPSEU members at many, many hospitals and other services were in the thick of the fight against SARS. Our members put themselves at risk to keep the public healthy, and when the crisis was over, it was their front-line knowledge that helped OPSEU members participate fully in the SARS inquiry. I want to say thank you to every member here who helped Ontario win the SARS battle.

"We have had breakthroughs or major victories in many areas in the past year. Our Hospital Professionals Division accomplished its goal last year of a central collective agreement covering 40 hospitals. OPSEU was part of a group of unions that won a \$414 million settlement for some of the lowest-paid women working in public sector jobs, including many OPSEU members. In Milton, a vigorous campaign by OPSEU beat back the planned privatization of services at the Allendale Long-Term Care Facility. In Penetanguishene, the OPSEU members at the private superjail stood up to their American bosses and bargained a great collective agreement. Their new contract positions them to catch up completely to their fellow correctional officers in the public service.

“In the Ontario Public Service, we have begun to see jobs coming back into the OPSEU bargaining unit for the first time in many, many years, thanks to excellent contract enforcement by members and staff. Among those who have come back into the public service, I feel especially proud to welcome 118 meat inspectors back into our union. They’ve been gone for eight long years.

“Brothers and sisters, political action is one of the keys to improving the quality of public services and jobs in this province. And if there is anything that defines the last 12 months for OPSEU, it is the huge role that we played in the provincial election last October. We made change last fall.

“Brothers and sisters, I can remember standing on picket lines in 1996, and telling everyone who would listen that Mike Harris and his Conservatives would be gone one day, and that when they were gone, OPSEU would still be here. Well, they are gone. And we are still here. Good riddance to bad rubbish.

“So now we are faced with a Liberal majority government, and a new reality. Let me give you my general impression of this government so far. First of all, they are not the Tories. They continue to say that they were elected to rebuild public services. But here’s the bad news: privatization has not gone away just because the Tories are out. I am extremely worried that our new government does not fully understand just what privatization means. We have every right to fear that they will go ahead with P3s and further privatization. We have to fight this.

“It’s time McGuinty had more pressure from the left. This means, first of all, that the province needs a stronger NDP. I don’t mean after the next election. I mean now.

“Our job now is to make sure that there is enough money to rebuild public services. Number one, for us is to fight as hard as ever to make progress at the bargaining table. Resist, resist, resist. Follow the example of our CAAT Support and CAAT Academic bargaining teams from the colleges. These bargaining teams knew what their bottom line was. Both had strong strike votes from their members. Both did what they had to do to move the employer.

“I’d like to take a minute to salute all of our bargaining units who went on strike in the past 12 months. Every strike involves taking a risk, every time. It’s important to recognize the people who have the guts to not only talk the talk, but also to walk the walk.

“We helped set the agenda for the 2003 election when we started talking about rebuilding public services. I believe we can set the agenda for the next one, two, and three years by talking about restoring tax levels to rebuild public services. We can afford public services, and we can definitely afford to pay public employees well. The services OPSEU members provide are among the most valuable services in Ontario. We have to insist that public services be rebuilt, and now. I believe we can make it happen.

“This is your union. This is your Convention. Let’s make change.”

Section C – Audited Financial Statements and Notes

Section F – Report on Remuneration

Frank DelZotto gave a brief overview of the financial statements.

A question and answer period followed.

President Casselman thanked Daphna Smuckler and Frank DelZotto on behalf of the Convention.

Resolutions Committee

The members of the Committee are:

| | | |
|---------------|---|-------------------------------------|
| Region 1 | - | Ross Langill, Local 137 |
| Region 2 | - | Robert Houston, Local 224 |
| Region 3 | - | Roxanne Barnes, Local 317 |
| Region 4 | - | Anne Jennings, Local 468 |
| Region 5 | - | Janice Hagan, Local 561, Vice Chair |
| Region 6 | - | Marnee Campbell, Local 617, Chair |
| Region 7 | - | John Watson, Local 701 |
| EBM | - | Gino Franche, Region 1 |
| Staff Advisor | - | Heather Gavin |
| Secretary | - | Andrea McCormack |

Statutory Resolution A1 – Financial Statements

First Report of the Resolutions Committee, Item #1

Submitted by: The Executive Board

Resolutions Committee's Recommendation: FOR

Moved: M. Campbell, Res. Cttee/L. 617

Seconded: J. Hagan, Res. Cttee/L. 561

➤ **BE IT RESOLVED THAT** in compliance with Article 26.2 of the Constitution and Section 97 of the *Corporations Act*, the Financial Statements for the 12-month period ending December 2003, including the Statement of Financial Position, the Statement 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 approved and that the President and First Vice-President/Treasurer be authorized to sign the financial statements on behalf of the Executive Board. ❖

No speakers.

Vote on 1st Report Item #1, Statutory Resolution A1

CARRIED

Statutory Resolution – A2 – Section E - Executive Board Report

First Report of the Resolutions Committee, Item #2

Resolutions Committee's Recommendation: FOR

Moved: M. Campbell, Res. Cttee/L. 617

Seconded: J. Hagan, Res. Cttee/L. 561

➤ **BE IT RESOLVED THAT** in compliance with Section 129 of the *Corporations Act*, the Convention endorse the actions of the Executive Board from the closing of the last Convention until the closing of this Convention. ❖

No speakers.

**Vote on 1st Report Item #2, Statutory Resolution A2 Section E
Executive Board Report**

CARRIED

Statutory Resolution – A3 – Appointment of Auditors

First Report of the Resolutions Committee, Item #3

Resolutions Committee's Recommendation: FOR

Moved: M. Campbell, Res. Cttee/L. 617

Seconded: J. Hagan, Res. Cttee/L. 561

➤ **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 Auditors of OPSEU for the fiscal year January 1, 2004 through to December 31, 2004 and the Executive Board fix the Auditors' remuneration.

❖

No further speakers.

Vote on 1st Report Item #3, Statutory Resolution A3

CARRIED

Smokey Thomas, First Vice-President/Treasurer in Chair.

Resolutions Committee

First Report of the Resolutions Committee, Item #4

M3, Section G

Submitted by: Local 634 and Local 224

Resolutions Committee's Recommendation: AGAINST

Moved: Robert Houston, Res. Cttee/L. 224

Seconded: R. Langill, Res. Cttee/L. 137

WHEREAS OPSEU prides itself in being a member driven union; and

WHEREAS Board Members have and continue to encourage member activism within the union; and

WHEREAS membership on the Executive Board is an extremely important but time consuming activity;

➤ **THEREFORE BE IT RESOLVED THAT** immediately upon successful election to the Executive Board of OPSEU those members-elect will step down from all positions held in OPSEU save and except membership on the Executive Board and Steward in their respective locals to dedicate their time to the position of Executive Board member and to foster and encourage as much union activism as possible; and

BE IT FURTHER RESOLVED THAT immediately following the Convention passing this resolution sitting Board members also step down from all positions held in OPSEU save and except membership on the Executive Board and Steward in their respective locals. ❖

Moved: C. Blaney, L. 536 Seconded: J. Cushing, L. 5105
 ➤ Referral back to the Resolutions Committee with instructions to report back immediately with recommendation that the two resolves be divided and debated separately and the second resolve be debated first. ❖

Vote on referral of M3 DEFEATED

Moved: L. Goldin, L. 559 Seconded: E. Burrows, L. 558
 Closure CARRIED

Vote on 1st Report Item #4, M3, Section G DEFEATED

Leah Casselman, President in Chair.

Resolutions Committee

First Report of the Resolutions Committee, Item #5
 H2, Section G
 Submitted by: Local 348
 Resolutions Committee's Recommendation: FOR

Moved: Robert Houston, Res. Cttee/L. 224 Seconded: R. Langill, Res. Cttee/L. 137
WHEREAS there are more than 70,000 injuries a year from needles and other devices in Canada; and

WHEREAS there are 22,000 needle sticks in Ontario alone; and

WHEREAS occupational health & safety legislation has not kept up;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU lobby the provincial government to introduce legislation mandating the use of engineered safety devices in all health care settings. ❖

Moved: M. Courchesne, L. 623 Seconded: J. MacDonald, L. 623
 Closure CARRIED

Vote on 1st Report Item #5, H2, Section G CARRIED UNANIMOUSLY

Resolutions Committee

First Report of the Resolutions Committee, Item #6
 K5, Section G
 Submitted by: Local 731
 Resolutions Committee's Recommendation: FOR

Moved: J. Watson, Res. Cttee/L. 701 Seconded: J. Hagan, Res. Cttee/L. 561
WHEREAS local executive committees and/or their members have been helped by accessing the local time-off fund, locals still require additional funding to help support their ability to deal with enforcement issues of their Collective Agreements;

➤ **THEREFORE BE IT RESOLVED THAT** the local time-off fund be increased to \$25.00 per member in good standing. ❖

Moved: E. Montgomery, L. 560

➤ Point of Order: This resolution should be part of the debate of the budget. ❖

The Chair concurred and ruled the motion out of order.

Moved: J. Fordyce, L. 109

Seconded: M. Rae, L. 109

➤ Challenge to the ruling of the Chair. ❖

Smokey Thomas, First Vice-President/Treasurer in Chair.

1st Vote on the ruling of the Chair:

2nd Vote on the ruling of the Chair:

Vote on the Ruling of the Chair

CHAIR UPHELD

Leah Casselman, President in Chair.

Resolutions Committee

First Report of the Resolutions Committee, Item #7

M12, Section G

Submitted by: Greater Toronto Area Council and Local 526

Resolutions Committee’s Recommendation: FOR

Moved: J. Watson, Res. Cttee/L. 701

Seconded: J. Hagan, Res. Cttee/L. 561

WHEREAS OPSEU’s mandate is to assist fellow workers to improve their economic, political and social conditions, to uphold the principles of democracy and fair play as stated in the oath of every OPSEU member and as per item 4.1 (g) of the OPSEU Constitution; and

WHEREAS OPSEU has entered into an agreement with the Bank of Montreal, which is both non-unionized and anti-union, to endorse a Bank of Montreal MasterCard credit card;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU Corporate and OPSEU Enterprises shall refrain from endorsing and/or promoting goods and services from non-unionized workplaces; and

BE IT FURTHER RESOLVED THAT OPSEU take steps to nullify the contract between OPSEU and the Bank of Montreal, or, failing that, that OPSEU not renew such a contract upon its expiry. ❖

(M12 Continued on Page 14)

Lunch Recess.

Thursday, April 15, 2004 – Afternoon Session

President Casselman called the Convention to order at 1:50 p.m.

Section D – Budget 2004

S. Thomas, First Vice-President/Treasurer, presented the budget on behalf of the Executive Board.

(Budget Continued Below)

Credentials Committee Report

Moved: A. Marinucci, Cred. Cttee/L. 549

Seconded: M.S. Smith, Cred. Cttee/L. 464

➤ Adoption of Credentials Committee Report as of 2:00 p.m.

| | |
|-------------------|-------------|
| Delegates | 729 |
| Alternates | 350 |
| Observers | 139 |
| Retirees | 7 |
| EBMs | 21 |
| Committees | 35 |
| Solidarity Guests | 8 |
| Guests | 16 |
| Total | 1305 |

Vote on Adoption of Credentials Report

CARRIED

(Budget Continued from Above)

Section D – Budget 2004

Moved: S. Thomas, First Vice-President/Treasurer

Seconded: L. Casselman, President

➤ Adoption of the 2004 Budget as printed in Section D. ❖

Leah Casselman, President in Chair.

Moved: E. Montgomery, L. 560

Seconded: M. White, L. 417

Amendment Motion:

➤ To amend the Budget - by increasing Grievance Legals by \$1 Million. ❖

Moved: F. Begin, L. 470

Seconded: P. St. Gelais, L. 470

Closure

CARRIED

Vote on Budget Amendment – to increase Grievance Legals by \$1 Million

CARRIED

Moved: R. Belleau, L. 731

Seconded: J. Fordyce, L. 109

Amendment Motion:

➤ To amend the budget to increase the line item members expense page 14 Local Time Off from \$180,000 to what was budgeted the last two years, which was \$300,000, and that the policy allocation of the funds be done on the basis of increasing the Local Time Off Fund from \$12.50 per member in good standing to \$25.00 per member in good standing allocated as per the 80/20 formula under the policy. ❖

The motion was ruled out of order.

Moved: M. Martin-Benoit, L. 557

Seconded by R. Bemister, L. 561

➤ Challenge to the ruling of the Chair. ❖

S. Thomas, First Vice-President/Treasurer in Chair.

1st Vote on the ruling of the Chair:

2nd Vote on the ruling of the Chair:

3rd Vote on the ruling of the Chair:

Doors Tiled

A Standing Count Vote was taken: For: 373 Against: 213

Doors Untiled

Vote on the Ruling of the Chair

CHAIR UPHELD

Leah Casselman, President in Chair.

Moved: C. Bryan, L. 448

Seconded: G. Liverpool, L. 597

Amendment Motion:

➤ To amend the Budget – that the Workers of Colour Caucus budget be increased to \$12,000 the same as other caucuses and that the money be taken from the Contingency Fund. ❖

Moved: K. O’Shea, L. 428

Seconded: M. White, L. 417

Closure

CARRIED

Vote on Budget Amendment – to increase the Workers of Colour Caucus to \$12,000 CARRIED

Moved: M. White, L. 417

Seconded: F. Begin, L. 470

Amendment Motion:

➤ To amend the Budget – that the salary budget under general expenditures be increased by \$800,000 to ensure that position vacancies are filled within OPSEU. ❖

Moved: D. Pitfield, L. 618

Seconded: M. Belanger, L. 618

Closure

CARRIED

Vote on Budget Amendment – to increase the salary budget by \$800,000 DEFEATED

Moved: B. Suddaby, L. 249

Seconded: K. Bates, L. 241

Amendment Motion:

➤ To amend the Budget – Move \$25,000 from the Contingency Fund to be allocated for the Hamilton East by-election to support the NDP candidate. ❖

Moved: G. Riberdy, L. 602

Seconded: E. Anich, L. 601

Closure

CARRIED

Vote on Budget Amendment – to move \$25,000 for the Hamilton East by-election DEFEATED

(Budget Continued on Page 13)

S. Thomas, First Vice-President/Treasurer in Chair.

Timed Reports: Local Restructuring

Jay Jackson, EBM Region 2, Chair of the Restructuring Committee, presented the document: *Executive Board Restructuring Committee Report*.

Jay Jackson, Chair, introduced the members of the Restructuring Committee:

Ron Elliot (RVP, Region 1); Nancy Pridham (EBM, Region 5); and Linda Aho (EBM, Region 6). The committee was assisted by Frank Rooney, Social Services Sector Supervisor, and Communications Officer Katie FitzRandolph.

Constitution Committee

The members of the Committee are:

| | | |
|---------------|---|-------------------------------------|
| Region 1 | - | Mary Ing, Local 106 |
| Region 2 | - | Brock Suddaby, Local 249 |
| Region 3 | - | Dan Murphy, Local 341 |
| Region 4 | - | Harry Plummer, Local 420 |
| Region 5 | - | Edward Montgomery, Chair, Local 560 |
| Region 6 | - | Janice O’Leary, Local 659 |
| Region 7 | - | Carl Thibodeau, Local 737 |
| EBM | - | Pauline Tapping, Region 3 |
| Staff Advisor | - | Frank Rooney |
| Secretary | - | Sherry Bader |

Article 27.1 This Constitution may be amended only by a two-thirds vote of those delegates present and voting at any Convention.

Constitution Committee

First Report of the Constitution Committee

A.8, Article 9 and 12, C.2, Section H

Submitted by: The OPSEU Executive Board

Constitutional Committee's Recommendation: DEFEAT

Moved: E. Montgomery, Const. Cttee/L. 560

Seconded: D. Murphy, Const. Cttee/L. 341

➤ **Add a new Art. 9.4 as follows:**

9.4.1 Notwithstanding Articles 9.2 and 9.3, for the period beginning with the close of Convention 2004 up to and including November 30, 2004, the Executive Board shall have the authority to reorganize locals to better group members according to servicing needs and/or community of interest.

9.4.2 Any local or part thereof which has been reorganized under the authority of Article 9.4.1 and objects, may appeal the decision of the Executive Board to Convention 2005.

9.4.3 Article 9.4 ceases to form part of the Constitution as of the close of business of Convention 2005.

Amend Art. 12.4.2 as follows (change in bold):

12.4.2 Except as provided in Article 9.4, only the delegates in a Convention may revoke or suspend a charter. Suspension or revocation of a charter does not deprive individual Members of their rights under this Constitution but does deprive the Members of such collective rights as electing delegates, forming executive committees, and participating in Area Councils.❖

Moved: R. Elliot, EBM, L. 101

Seconded: N. Pridham, EBM, L. 500

➤ Referral back to the Constitution Committee with instructions to be brought back immediately and the instructions are that under the bold heading of 9.4.1 to replace the wording after the Executive Board shall have the authority to reorganize locals **of 50 signed members or less. ❖**

Moved: D. McCarl, L. 330

Seconded: S. Petersen, L. 330

Closure

CARRIED

Vote on referral of Const. Amendment A.8 of 50 signed members or less

DEFEATED

Moved: L. Aho, EBM, L. 668

Seconded: R. Elliot, EBM, L. 101

➤ Referral back to the Constitution Committee with instructions to be brought back immediately and the instructions are that under the bold heading of 9.4.1 to replace the wording after the Executive Board shall have the authority to reorganize locals **of 25 signed members or less. ❖**

Moved: D. Kerr, L. 115

Seconded: D. Johnson, L. 108

Closure

CARRIED

1st Vote on referral

2nd Vote on referral

Doors Tiled

A. Standing Count Vote was taken: For 366 Against 283

Vote on referral of Const. Amendment A.8 of 25 signed members or less

CARRIED

Doors Untiled

The Committee met on the referral and brought the Constitutional Amendment A.8 back with the following amendment to 9.4.1 to add the wording after reorganize locals **of 25 signed members or fewer**. The Committee has NO RECOMMENDATION.

Moved: P. Shearer, L. 112
Closure

Seconded: H. Weir, L. 112
DEFEATED

Moved: M. White, L. 417
Closure

Seconded: T. Fernie, L. 415
CARRIED

Vote on Const. Amendment A.8, Article 9 and 12, C.2, Section H as amended **DEFEATED**

(Budget Continued from Page 11)

Leah Casselman, President in Chair.

Section D – Budget 2004

Moved: P. Rout, L. 348
Amendment Motion:

Seconded: L. Fligg, L. 347

➤ To amend the Budget –the Local Time Off be amended to \$300,000. ❖

No further speakers.

1st Vote on Budget Amendment
2nd Vote on Budget Amendment

Vote on Budget Amendment – to increase the Local Time Off to \$300,000 **CARRIED**

Moved: B. Suddaby, L. 249
Amendment Motion:

Seconded: L. Boggs, L. 269

➤ To amend the Budget – increase the affiliated conventions line by \$30,000 so that 2 delegates per region would go to the NUPGE Convention. ❖

Moved: J. Healy, L. 571
Closure

Seconded: M. Alvarado-Fenn, L. 5103
CARRIED

Vote on Budget Amendment – to increase the affiliated budget by \$30,000 **DEFEATED**

Moved: D. Kerr, L. 115
Closure

Seconded: A. Robert, L. 151
CARRIED

Vote on the Budget as amended **CARRIED**

(M12 Continued from Page 8)

Resolutions Committee

First Report of the Resolutions Committee, Item #7, M12, Section G

Motion on the Floor:

Moved: J. Watson, Res. Cttee/L. 701

Seconded: J. Hagan, Res. Cttee/L. 561

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU Corporate and OPSEU Enterprises shall refrain from endorsing and/or promoting goods and services from non-unionized workplaces; and

BE IT FURTHER RESOLVED THAT OPSEU take steps to nullify the contract between OPSEU and the Bank of Montreal, or, failing that, that OPSEU not renew such a contract upon its expiry. ❖

Moved: P. Myers, L. 526

Seconded: D. Rapaport, L. 503

Closure

CARRIED

Vote on 1st Report Item #7, M12, Section G

CARRIED

Resolutions Committee

First Report of the Resolutions Committee, Item #8

EB2, EBM Resolution

O1, Section G

Permitting College Part-Timers to Unionize

Submitted by: The Executive Board and Local 109

Resolutions Committee's Recommendation: FOR

Moved: J. Hagan, Res. Cttee/L. 561

Seconded: R. Langill, Res. Cttee/L. 137

WHEREAS Community college labour relations are covered by a specific act, the Colleges Collective Bargaining Act, that completely excludes part-timers from being unionized; and

WHEREAS the Ontario Labour Relations Act and the Crown Employees Collective Bargaining Act include part-timers; and

WHEREAS there is no justification for the antiquated and discriminatory exclusion of part-timers in Colleges from collective bargaining;

➤ **THEREFORE BE IT RESOLVED THAT** the union call on the provincial Liberal government to treat College part-timers equally by giving them the right to unionize; and

BE IT FURTHER RESOLVED THAT OPSEU vigorously lobby for change to the Colleges' Collective Bargaining Act to allow part-time workers to unionize. ❖

Moved: K. Aicken, L. 247

Seconded: T. Denton, L. 220

Closure

CARRIED

**Vote on 1st Report Item #8, EB2, EBM Resolution, O1, Section G,
Permitting College Part-Timers to Unionize**

CARRIED UNANIMOUSLY

Resolutions Committee

First Report of the Resolutions Committee, Item #9

M2, Section G

Submitted by: Northeast Area Council

Resolutions Committee's Recommendation: AGAINST

Moved: J. Hagan, Res. Cttee/L. 561

Seconded: R. Houston, Res. Cttee/L. 224

WHEREAS the Broader Public Sector Conference is held biannually; and

WHEREAS more regular meetings of union activities with the BPS would benefit both leaders and members of locals; and

WHEREAS BPS sectors are being encouraged to bargain for better contracts;

➤ **THEREFORE BE IT RESOLVED THAT** BPS meetings be held regionally in the year when the BPS conference is not held. ❖

No further speakers.

Vote on 1st Report Item #9, M2, Section G

DEFEATED

Resolutions Committee

First Report of the Resolutions Committee, Item #10

H1, Section G

Submitted by: Local 348

Resolutions Committee's Recommendation: FOR

Moved: A. Jennings, Res. Cttee/L. 468

Seconded: J. Watson, Res. Cttee/L. 701

WHEREAS during SARS members of OPSEU became gravely ill; and

WHEREAS during SARS employers did not provide proper protection for employees;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU lobby the government and employers to provide overall protection for workers who may be adversely affected by "code orange" and "new normal initiatives." ❖

No speakers.

Vote on 1st Report Item #10, H1, Section G

CARRIED

Resolutions Committee

First Report of the Resolutions Committee, Item #11

K1, Section G

Submitted by: Local 241 and Southwest Area Council
Resolutions Committee's Recommendation: FOR

Moved: R. Houston, Res. Cttee/L. 224

Seconded: J. Hagan, Res. Cttee/L. 561

WHEREAS not all OPSEU members have credit cards; and

WHEREAS OPSEU encourages all members to take an active role in their union; and

WHEREAS hotels that OPSEU uses require a credit card to keep the room, and if you pay cash require a substantial deposit over and above the total room charge;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU will guarantee the hotel room of any OPSEU activist, for any and all meetings and educationals they might attend on behalf of their members, division, or union, as required by a member that may not be able to reserve a room or pay for that room with a credit card. It is also understood that the hotel will not ask the member for a deposit if they don't give a credit card imprint. ❖

President Casselman tested the house on finishing the debate on K1 before the afternoon recess and the house agreed.

Moved: K. O'Shea, L. 428
Closure

Seconded: R. Delaquis, L. 453
CARRIED

Vote on 1st Report Item #11, K1, Section G

DEFEATED

The Convention recessed at 5.05 p.m.

R E C E S S

Friday, April 16, 2004 – Morning Session

President Casselman called the Convention to order at 9:19 a.m.

Credentials Committee Report

Moved: A. Pycko, Cred. Cttee/L. 715

Seconded: M.S. Smith, Cred.Cttee/L. 464

➤ Adoption of Credentials Committee Report as of 9:00 a.m.

| | |
|-------------------|--------|
| Delegates | 733 |
| Alternates | 357 |
| Observers | 147 |
| Retirees | 7 |
| EBMs | 21 |
| Committees | 35 |
| Solidarity Guests | 11 |
| Guests | 19 |
| Total | 1330 ❖ |

Vote on Adoption of Credentials Report

CARRIED

Constitution Committee

First Report of the Constitution Committee

A.1, Article 29, C.13, Section H

Submitted by: Local 109

Constitutional Committee's Recommendation: ACCEPTANCE

Moved: E. Montgomery, Const. Cttee/L. 560

Seconded: D. Murphy, Const. Cttee/L. 341

➤ **Amend Art. 29.9.2 as follows (change in bold):**

The oath shall be administered at a general membership meeting or at a meeting of the LEC, **or by submitting a signed copy, to be read aloud at a general membership meeting:❖**

No speakers.

Vote on Const. Amendment A.1, Article 29, C.13, Section H, by 2/3 vote

CARRIED

Constitution Committee

First Report of the Constitution Committee

A.4, Article 16, C.6, Section H

Submitted by: Local 703

Constitutional Committee's Recommendation: DEFEAT

Moved: E. Montgomery, Const. Cttee/L. 560

Seconded: J. O'Leary, Const. Cttee/L. 659

➤ **Amend Art. 16.13.4 as follows (changes in bold):**

16.13.4 The budget as amended shall be published and forwarded to each delegate not less than 15 days prior to the impending Convention and shall be presented to the Convention by the First Vice-President/Treasurer. The Convention shall examine the contents of the proposed budget and may direct the Board to make alterations in its contents. **Any delegate proposing additional expenditures shall identify the source of the additional funds without creating a deficit. After consideration, the Convention shall adopt the budget.**❖

Moved: G. Snider, L. 714
Closure

Seconded: S. Snider, L. 736
CARRIED

Vote on Const. Amendment A.4, Article 16, C.6, Section H

DEFEATED

Constitution Committee

First Report of the Constitution Committee

A.2, Articles 6 and 21, C.1, Section H

Submitted by: Southwest Area Council

Constitutional Committee's Recommendation: DEFEAT

Moved: E. Montgomery, Const. Cttee/L. 560

Seconded: C.Thibodeau, Const. Cttee/L. 737

➤ **Amend Art. 6.3 as follows (change in bold):**

However, failure to meet the requirements of (a) or (b) above shall not disqualify **members of OPSEU's Retirees' Division or Members** who are absent from their regular place of employment on leave of absence, paid or unpaid....

Amend Art. 21.3.3 as follows (changes in bold):

The Retired Members' Division shall have all the rights, privileges and powers of an Occupational Division under Article 21, with the necessary changes being made, **except that no retired member may stand for election as a steward or as an officer of the Union where being a steward is a prerequisite, or as a member of the Executive Board** Notwithstanding the above....❖

Moved: R. Langill, L. 137
Closure

Seconded: I. Helinski, L. 137
CARRIED

Vote on Const. Amendment A.2, Articles 6 and 21, C.1, Section H

DEFEATED

Constitution Committee

First Report of the Constitution Committee

A.3, Articles 13, 14, and 19, C.7, C.8, and C.9 Section H

Submitted by: Local 241, Southwest Area Council, London Area Council, Local 109

Constitutional Committee's Recommendation: DEFEAT

Moved: E. Montgomery, Const. Cttee/L. 560

Seconded: B. Suddaby, Const. Cttee/L. 249

➤ **Amend Art. 13.4 as follows (change in bold)**

13.4 Delegate entitlement to Conventions shall be as follows...

(e) The Members of the Provincial Women’s Committee and the Provincial Human Rights Committee **and the Provincial Youth Committee** shall be entitled to be delegates.

Amend Art. 13.8 as follows (change in bold)

13.8 Resolutions and constitutional amendments may be submitted by any Local, Area Council or Division, by the Executive Board, by the Provincial Women’s Committee, by the Provincial Human Rights Committee, **by the Provincial Youth Committee**, and by the executive of the Retired Members’ Division.

Amend Art. 14.5.4 as follows (change in bold)

14.5.4 Delegates to Regional election meetings shall be provided with a financial statement showing the expenses incurred during the previous fiscal year by the regional Board Members, the Provincial Women’s Committee, the Provincial Human Rights Committee **and the Provincial Youth Committee**.

Add a new Art. 19.3

19.3 There shall be a Provincial Youth Committee, composed of one member from each region, to be elected at the regular biennial Regional election meetings. The function of the committee shall be to assist in establishing youth caucuses and committees within the regions, to develop and promote programs to encourage youth to participate in Union activities, and to increase the awareness and understanding of youth issues throughout the membership.

Retitle Art. 19 “Provincial Committees” ❖

Moved: F. Zroback, L. 712
 Closure

Seconded: T. Cavanagh, L. 724
 CARRIED

1st Vote
 2nd Vote

Doors Tiled

A Standing Vote Count was taken: For: 428 Against: 214

Doors Untiled

**Vote on Const. Amendment A.3, Articles 13, 14, and 19, C.7, C.8, C.9, Section H,
 by 2/3 vote**

CARRIED

Constitution Committee

First Report of the Constitution Committee

A.5, Article 29, C.12, Section H

Submitted by: The OPSEU Executive Board

Constitutional Committee’s Recommendation: REFERRAL WITH INSTRUCTIONS

Moved: E. Montgomery, Const. Cttee/L. 560

Seconded: M. Ing, Const. Cttee/L. 106

➤ **Amend Art. 29.10.2 by adding:**

Units in a composite local may establish their own chequing accounts, which must be accounted for to the local’s trustees. The Local shall ensure that appropriate funds for unit operation are

Amend Art. 22.2 as follows (change in bold):

22.2 The purpose of a Council shall be to co-ordinate Union activities on a regional basis in such matters as political action, community involvement, social issues, participation in or co-operation with labour councils, education, and public relations. **Funds for political action shall be used for non-partisan activities that promote members' interests and shall not be used in direct support of political parties or candidates.**

Amend Art. 23.3 as follows (change in bold):

23.3 The Union shall maintain a Defence Fund, whose assets shall be used only to defend OPSEU Members in situations that raise fundamental challenges to union principles, standards and practices, and that require the development of legal and/or lobbying and political campaigns. **Funds for political action shall be used for non-partisan activities that promote members' interests and shall not be used in direct support of political parties or candidates.**

Amend Art. 29.10.1 as follows (change in bold):

29.10.1 All funds of Locals shall be used only for legitimate trade union purposes. **Funds used for political action shall be used for non-partisan activities that promote members' interests and shall not be used in direct support of political parties or candidates.** Accounting for revenue and disbursements shall be done in a proper and business-like manner. Except for reasonable amounts in petty cash accounts, all expenditures shall be by cheque and shall be properly supported by vouchers. The signing officers of a Local shall be any two of the President, Vice-President, and Treasurer (or Secretary-Treasurer).❖

Moved: J. Mekitiak, L. 362
Closure

Seconded: A. Shirk, L. 362
CARRIED

Vote on Const. Amendment A.6, Articles 10, 22, 23 and 29, C.3, Section H

DEFEATED

Leah Casselman, President in Chair

Presentation: P3s Public Private Partnerships

Jordan Berger, Supervisor of Strategic Planning and Policy Development, made a presentation on *Public Private Partnerships in Ontario*, a document prepared by the Strategic Planning Committee at the request of the Executive Board for consideration at this Convention.

S. Thomas, First Vice-President/Treasurer in Chair. Smokey welcomed Peter Kormos, the NDP M.P.P. from Niagara Centre to the Convention.

Resolutions Committee

EB11

Exposing the Truth

Submitted by: The Executive Board

Resolutions Committee's Recommendation: FOR

Moved: M. Campbell, Res. Cttee/L. 617

Seconded: A. Jennings, Res. Cttee/L. 468

WHEREAS the biggest threat we face is the neo-conservative approach to public services which cuts taxes to starve the public sector of funding while transferring public service provision to the private sector; and

WHEREAS the gains promised by supporters of public-private partnerships – such as long-term cost efficiency and the sharing of private-sector innovation – continue to be undemonstrated; and

WHEREAS in every jurisdiction in which P3s have been introduced, the results include service reductions, higher costs, and deteriorated working conditions; and

WHEREAS the Government in Ontario currently supports P3s rather than restoring taxes as the preferred solution to the growing public infrastructure debt;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU will continue to work with our partners in the labour movement and the broader community to expose and oppose P3 projects that strip resources from the public sector; and

BE IT FURTHER RESOLVED THAT OPSEU, when faced with P3 projects, will make every effort possible to reduce or eliminate the adverse effects these projects may have on our members, the public sector, and working people in general. ❖

Moved: B. Belanger, L. 420

Seconded: L. Thompson, L. 420

Closure

CARRIED

Vote on EB11 P3s - Exposing the Truth

CARRIED UNANIMOUSLY

Resolutions Committee

EB12

Building the Alternative

Submitted by: The Executive Board

Resolutions Committee's Recommendation: FOR

Moved: M. Campbell, Res. Cttee/L. 617

Seconded: A. Jennings, Res. Cttee/L. 468

WHEREAS employer controlled pension funds are used to meet the employers needs rather than the needs of their workers; and

WHEREAS the pension funds of civil servants were traditionally used – without our approval – to support investments in public services; and

WHEREAS OPSEU fought for and won the right to jointly control and administer the pension investments of the majority of our members, and continues to struggle for full pension benefits, jointly-controlled and sponsored by the union, for all our members; and

WHEREAS the pension policy passed at the 2003 Convention directs OPSEU to work towards positive investment models that support public services while protecting our members' pension assets;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU will use its leverage – as sponsor of major pension plans and as a union – to obstruct proposals that may negatively affect our members, their pension, or the public interest; and

BE IT FURTHER RESOLVED THAT OPSEU will support the efforts of our pension trustees in opposing – within the constraints of the law – any pension investments that would undermine public services for private profit; and

BE IT FURTHER RESOLVED THAT OPSEU will proactively pursue opportunities that both support social-democratic principles through economically targeted investments in our communities and ensure the security of our members' pensions. ❖

Moved: A. Dumais, L. 639
Closure

Seconded: G. Riberdy, L. 602
CARRIED

Vote on EB12 P3s – Building the Alternative

CARRIED UNANIMOUSLY

Leah Casselman, President in Chair.

Resolutions Committee

First Report of the Resolutions Committee, Item #12

M10, Section G

Submitted by: The Provincial Women's Committee (PWC)

Resolutions Committee's Recommendation: FOR

Moved: R. Langill, Res. Cttee/L. 137

Seconded: A. Jennings, Res. Cttee/L. 468

WHEREAS OPSEU has agreed to have a 1-800 number for reporting harassment and discrimination issues for members in Corrections as per an arbitration decision; and

WHEREAS members in other workplaces are also experiencing harassment and discrimination;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU expand, promote and monitor a 1-800 line for all members of OPSEU experiencing harassment and discrimination in the work place and the Union. ❖

No speakers.

Vote on 1st Report Item #12, M10, Section G

CARRIED

S. Thomas, First Vice-President/Treasurer in Chair.

Resolutions Committee

First Report of the Resolutions Committee, Item #13

F1, Section G

Submitted by: Local 560

Resolutions Committee's Recommendation: FOR

Moved: R. Langill, Res. Cttee/L. 137

Seconded: J. Hagan, Res. Cttee/L. 561

WHEREAS OPSEU quite properly takes the position that its members have an inalienable right to know where and how their dues are spent; and

WHEREAS OPSEU has successfully instituted an open and transparent system of reporting expenses of its Executive Board Members, provincial committee members, bargaining team members and other elected representatives including its President and First Vice-President/Treasurer; and

WHEREAS the Ontario Federation of Labour at its 2001 Convention significantly increased its per capita assessment for its affiliated members; and

WHEREAS the Ontario Federation of Labour at its 2001 biennial Convention presented neither a budget for 2002 or 2003, nor any statement of expenses for its elected officers; and

WHEREAS the Ontario Federation of Labour again at its 2003 biennial Convention presented neither a budget for 2004 or 2005, nor any statement of expenses for its elected officers;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU insist that the Ontario Federation of Labour produce and distribute to its affiliates, no later than June 30, 2004, a full statement of the expenses and remuneration of its officers and representatives, and that OPSEU distribute this statement to its locals; and

BE IT FURTHER RESOLVED THAT OPSEU insist as a condition of affiliation that the Ontario Federation of Labour produce and distribute to all delegates at its next Convention, a full statement of all expenses and remuneration of its elected officers and representatives since its last Convention. ❖

Moved: A. Shirk, L. 362

Seconded: C. Brown-Edmondson, L. 315

➤ Referral back to the Resolutions Committee with instructions to return immediately to add further OPSEU is directed to hold in-trust membership fees pending production and distribution of the budget.
❖

Moved: A. Thibert, L. 101
Closure

Seconded: C. Flynn, L. 107
CARRIED

Vote on the referral of F1

DEFEATED

Moved: P. Musson, L. 110
Closure

Seconded: G. Fordyce, L. 110
CARRIED

Vote on 1st Report Item #13, F1, Section G

CARRIED

Leah Casselman, President in Chair.

Solidarity Guests

President Casselman welcomed all solidarity guests at the Convention.

Louise Rose, President
Ken Georgetti, President
Patrick (Sid) Ryan, President

Ruth Behnke, 1st Vice President
Wayne Marston, President
Joe Comartin, MP
John Cartwright, President
Robert Prouse, Board of Directors
Larry Brown, National Secretary-Treasurer
Jack Layton, Leader
Joan Jessome, President

Linda Power, Executive Director

Wayne Samuelson, President
Ethel Birkett-LaValley, Secretary Treasurer
Irene Harris, Executive Assistant
John Coones, President
Bill Robertson, Former Treasurer
Rob Field, President
Gord Hamilton, 1st Vice-President
Rhonda Kimberly Young, President
Dave Killham, Executive Director

Administrative Staff Union
Canadian Labour Congress
Canadian Union of Public Employees-Ontario
Division
Elementary Teachers' Federation of Ontario
Hamilton & District Labour Council
House of Commons
Labour Council of Metro Toronto & York Region
Manitoba Government Employees Union
National Union of Public & General Employees
New Democratic Party of Canada
Nova Scotia Government and General Employees
Union
Nova Scotia Government and General Employees
Union
Ontario Federation of Labour
Ontario Federation of Labour
Ontario Federation of Labour
Ontario Liquor Board Employees' Union
Ontario Liquor Board Employees' Union
Ontario Public Service Staff Union
Ontario Public Service Staff Union
Ontario Secondary School Teachers' Federation
Workers Health & Safety Centre

Lunch Recess.

Friday, April 16, 2004 – Afternoon Session

Leah Casselman called the Convention to order at 1:51 p.m.

Guest Speaker – Jack Layton, Federal Leader of the New Democrat Party

Guest Speaker Jack Layton, Federal Leader of the New Democrat Party addressed the Convention. He spoke on the public service, health care, privatization and the P3s, as well as the candidates running in the next election.

Leah Casselman named the OPSEU members running as NDP candidates. She presented Jack Layton with an *OPSEU Women Kick Ass* t-shirt and another shirt with the slogan *We Are Who We Stand With*.

Credentials Committee Report

Moved: L. Moulton, Cred. Cttee/L. 108

Seconded: M. S. Smith, Cred. Cttee/L. 464

➤ Adoption of Credentials Committee Report as of 2:40 p.m.

| | |
|-------------------|--------|
| Delegates | 738 |
| Alternates | 363 |
| Observers | 157 |
| Retirees | 7 |
| EBMs | 21 |
| Committees | 35 |
| Solidarity Guests | 18 |
| Guests | 23 |
| Total | 1362 ❖ |

Vote on Adoption of Credentials Report

CARRIED

Resolutions Committee

First Report of the Resolutions Committee, Item #19

EB9, EBM Resolution

Political Action

Submitted by: The Executive Board

Resolutions Committee's Recommendation: FOR

Moved: J. Hagan, Res. Cttee/L. 561

Seconded: M. Campbell, Res. Cttee/L. 617

WHEREAS OPSEU is committed to promoting labour and social-democratic principles throughout society, including an active role in the electoral process; and

WHEREAS the New Democratic Party shares this commitment and recognizes its historic and enduring relationship to the labour movement; and

WHEREAS the traditional relationship between the labour movement and the New Democratic Party is currently being examined and revised following the passage of Federal Bill C-24, legislation that effectively prevents unions and corporations from directly supporting any political party;

➤ **THEREFORE BE IT RESOLVED THAT** this Convention defers debate on a Political Action policy – including affiliation to the New Democratic Party – until such a time as the Party, in consultation with the labour movement, has developed and approved a viable mechanism to continue our historic relationship; and

BE IT FURTHER RESOLVED THAT OPSEU, in conjunction with the National Union, will participate in this process of consultation and debate within the New Democratic Party and the labour movement; and

BE IT FURTHER RESOLVED THAT OPSEU encourages its members to actively support the New Democratic Party of Canada in the upcoming federal election. ❖

No speakers.

Vote on 1st Report Item #19, EB9, EBM Resolution, Political Action

CARRIED

S. Thomas, First Vice-President/Treasurer in Chair.

Resolutions Committee

First Report of the Resolutions Committee, Item #14

K2, Section G

Submitted by: Local 109

Resolutions Committee's Recommendation: AGAINST

Moved: M. Campbell, Res. Cttee/L. 617

Seconded: A. Jennings, Res. Cttee/L. 468

WHEREAS the present policy is that advances paid to a member, which are not recovered will be deducted from the local's dues rebate; and

WHEREAS the local may not be able to financially afford this;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU ceases the practice of deducting outstanding member advances from local rebate entitlement;

BE IT FURTHER RESOLVED THAT they recover that money through legal means; and

BE IT FURTHER RESOLVED THAT members with outstanding advances more than 6 months in arrears are to be banned from receiving any other monies from OPSEU until the outstanding advance is paid. ❖

Moved: C. Frechette, L. 340
Closure

Seconded: B. Bryant, L. 340
CARRIED

Vote on 1st Report Item #14, K2, Section G

DEFEATED

Donations

Staff collected donations from the Floor. The Central Union will match the amount up to \$5,000.

(Donations Continued on Page 37)

Resolutions Committee

First Report of the Resolutions Committee, Item #15
F3, Section G

Submitted by: The Executive Board

Resolutions Committee's Recommendation: AGAINST

Moved: M. Campbell, Res. Cttee/L. 617

Seconded: A. Jennings, Res. Cttee/L. 468

WHEREAS the CAAT Academic Division has expressed an interest in building linkages with the Canadian Association of University Teachers (CAUT);

➤ **THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board recommend to the 2004 OPSEU Convention that OPSEU affiliate with (CAUT); and

BE IT FURTHER RESOLVED THAT such affiliation be based solely on those OPSEU members, from the CAAT (Academic) Division, who teach in University level degree granting programs. ❖

Moved: M. Courchesne, L. 623
Closure

Seconded: J. MacDonald, L. 623
CARRIED

Vote on 1st Report Item #15, F3, Section G

CARRIED

Resolutions Committee

First Report of the Resolutions Committee, Item #16
C8, Section G

Submitted by: The Provincial Women's Committee (PWC)

Resolutions Committee's Recommendation: FOR

Moved: R. Langill, Res. Cttee/L. 137

Seconded: J. Watson, Res. Cttee/L. 701

WHEREAS the Pay Equity Act of Ontario came into effect in 1988; and

WHEREAS some OPSEU workplaces have achieved Pay Equity; and

WHEREAS there is an ongoing obligation for employers and bargaining agents to maintain pay equity compensation practices; and

WHEREAS many OPSEU bargaining units are not maintaining pay equity practices in their bargaining units;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU ensure that each Staff Rep. responsible for negotiations, and each negotiating team in OPSEU receive the appropriate Pay Equity training for the purposes of maintaining pay equity, to ensure that pay equity compensation practices are maintained in each bargaining unit OPSEU represents. ❖

No further speakers.

Vote on 1st Report Item #16, C8, Section G

CARRIED UNANIMOUSLY

Resolutions Committee

First Report of the Resolutions Committee, Item #18
G1, Section G

Submitted by: Local 527

Resolutions Committee's Recommendation: FOR

Moved: R. Langill, Res. Cttee/L. 137

Seconded: A. Jennings, Res. Cttee/L. 468

WHEREAS Grievances and Labour Board hearings are an important part of OPSEU's work for its members;

WHEREAS customer service standards and performance targets are common practice for our members working for our Employers;

WHEREAS Local Executive Committee and members need to know the status of their grievances filed to OPSEU or about Labour Board disputes in a timely fashion to address customer service needs;

WHEREAS Local executive and members often do not hear from OPSEU or hear in a timely fashion from OPSEU about the status of grievances and Labour Board hearings;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU and its Grievance Department respond to customer service needs of Local Executive Committees and members and issue semi-annual (6 month) status updates to each Local on each Local's Grievances including each Local's Classification Grievances as well as any Labour Board Hearings, and endeavour to respond to inquiries on Grievances and Labour Board Hearings within three working days of receipt of these inquiries. ❖

No further speakers.

Vote on 1st Report Item #18, G1, Section G

CARRIED

Resolutions Committee

Second Report of the Resolutions Committee, Item #2
M7, Section G

Submitted by: Local 453

Resolutions Committee's Recommendation: AGAINST

Moved: R. Barnes, Res. Cttee/L. 317

Seconded: R. Houston, Res. Cttee/L. 224

WHEREAS Secretaries at Regional Offices do play a vital role in providing services to OPSEU members; and

WHEREAS Staff Representatives cannot efficiently carry out their work without support staff; and

WHEREAS every Regional Office should have a minimum number of support staff/secretaries to mind the office on a full-time basis;

➤ **THEREFORE BE IT RESOLVED THAT** all Regional Offices have a ratio of one secretary per two staff Representative; and

BE IT FURTHER RESOLVED THAT the Regional Offices should have a minimum of one full-time secretary at all times. ❖

Moved: M. White, L. 417

Seconded: J. Molleson, L. 418

Closure

CARRIED

1st Vote

2nd Vote

Vote on 2nd Report Item #2, M7, Section G

CARRIED

Resolutions Committee

Second Report of the Resolutions Committee, Item #3

M5, Section G

Submitted by: Local 109

Resolutions Committee's Recommendation: FOR

Moved: R. Langill, Res. Cttee/L. 137

Seconded: A. Jennings, Res. Cttee/L. 468

WHEREAS OPSEU policy is not well known to all members; and

WHEREAS they should be able to access the OPSEU policy; and

WHEREAS one issue with regard to submitting a resolution is to ensure that it is not presently OPSEU Policy and that is not feasible if the policy is not easily accessed; and

WHEREAS an electronic copy could be accessed by the website;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU Policy Manual is posted on the website and kept current so that members can access it as needed.❖

Moved: G. Shaul, L. 503

Seconded: D. Rapaport, L. 503

➤ Referral back to the Resolutions Committee with instructions to include the current Board Minutes as well. ❖

Vote on referral of M5 to include the current Board Minutes as well

CARRIED

The Committee met on the referral and returned with the motion as amended. The Committee recommends FOR.

Moved: S. Hooke, L. 352

Seconded: J. Nisbett, L. 351

Closure

CARRIED

Vote on 2nd Report Item #3, M5, Section G as amended

CARRIED

Resolutions Committee

Second Report of the Resolutions Committee, Item #4

E3, Section G

Submitted by: Local 337

Resolutions Committee’s Recommendation: AGAINST

Moved: R. Langill, Res. Cttee/L. 137

Seconded: R. Houston, Res. Cttee/L. 224

WHEREAS the union assigns OPSSU members to represent OPSEU members at compensation appeals: ARO, WSIAT; and

WHEREAS the number of OPSSU members assigned to appeals representation is disproportionate – 2 to 100,000 plus membership; and

WHEREAS many union members do not pursue their claim after a Board rejection;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU educate and assign activists by “sector” to provide representation to the membership for WSIB appeals as soon as possible.❖

Moved: D. Hogan, L. 340

Seconded: B. Bryant, L. 340

Closure

CARRIED

Vote on 2nd Report Item #4, E3, Section G

DEFEATED

Resolutions Committee

Second Report of the Resolutions Committee, Item #5

M1, Section G

Submitted by: Local 470

Le Comité recommande que les délégués votent: POUR

Resolutions Committee’s Recommendation: FOR

Proposé/Moved: M. Campbell, Res. Cttee/L. 617 Secondé/Seconded: J. Hagan, Res. Cttee/L. 561

ATTENDU QUE l'Ontario compte plus de 548 940 personnes qui ont comme langue maternelle le français, (5 % de la population ontarienne) et que cette population représente la plus importante communauté francophone canadienne vivant à l'extérieur du Québec (selon les statistiques du Recensement de 2001 de Statistique Canada);

ATTENDU QUE la francophonie ontarienne accueille, depuis de nombreuses années, des francophones de par le monde, notamment, de l'Europe, des Antilles, de l'Asie et de l'Afrique;

ATTENDU QUE le gouvernement de l'Ontario a reconnu l'apport du patrimoine culturel de la population francophone et a désiré le sauvegarder par la promulgation de diverses lois, notamment la Loi sur les services en français, la Loi sur l'éducation, la Loi sur les tribunaux judiciaires (le français et l'anglais étant les langues officielles du système judiciaire en Ontario);

ATTENDU QUE 12 conseils scolaires de langue française (4 publics et 8 catholiques) gèrent plusieurs centaines d'écoles primaires et secondaires dont le mandat est d'instruire des milliers d'élèves dont le français est la langue première;

ATTENDU QUE les trois collèges de langue française que sont le Collège de technologie agricole et alimentaire d'Alfred et les deux collèges d'arts appliqués et de technologie que sont La Cité collégiale d'Ottawa et le Collège Boréal dans le Nord de l'Ontario avec des campus à Nipissing, Hearst, Kapuskasing, New Liskeard, Sturgeon Falls, Sudbury, Timmins et à Toronto offrent des programmes d'études et des cours entièrement en français à des milliers d'étudiants;

ATTENDU QUE quatre universités et collèges universitaires de la province offrent des programmes d'études ou des cours enseignés entièrement ou partiellement en français à des milliers d'étudiants;

ATTENDU QUE environ 12 000 entreprises et sociétés ontariennes appartiennent à des francophones qui regroupent les entreprises agricoles de l'Est, du Sud-Ouest et du Nord-Est, les gens d'affaires francophones notamment ceux représentés par le Regroupement des gens d'affaires, la Chambre économique de l'Ontario, le Club canadien de Toronto, les cent quarante coopératives dont cinquante caisses populaires avec un actif d'environ trois milliards, ressources qui ont contribué à l'exploitation des richesses naturelles, notamment dans les secteurs forestier et minier de la province;

ATTENDU QUE les franco-ontariennes et franco-ontariens forment une masse ouvrière forte et dynamique, dont la main-d'œuvre recoupe, principalement mais non exclusivement les secteurs de l'éducation, de l'apprentissage et de la formation, les services socio-culturels, les services commerciaux et les services professionnels, sans oublier l'industrie manufacturière;

ATTENDU QUE le SEFPO est présent dans plusieurs de ces champs d'intervention de la main d'œuvre francophone et a en son sein un très grand nombre de ces travailleuses et travailleurs francophones;

ATTENDU QUE le SEFPO a parmi ses buts et objectifs ceux de défendre les intérêts communs de ses membres et de tous les employés et employées du secteur public sur le plan économique, social et politique, dans la mesure du possible par tous les moyens appropriés;

ATTENDU QUE le SEFPO a parmi ses buts et objectifs ceux de promouvoir la justice, l'égalité et l'efficacité dans les services publics;

ATTENDU QUE le SEFPO a aussi dans les énoncés de ses buts et objectifs ceux de renforcer par l'exemple le principe et la pratique de la démocratie au sein du mouvement syndical canadien et des institutions, organisations et gouvernements du Canada;

ATTENDU QUE le SEFPO a reconnu à la communauté francophone de la province son droit inaliénable d'être éduquée dans sa langue maternelle, en aidant, en revendiquant et militant pour la création de trois collèges francophones d'arts appliqués et de technologie en Ontario;

ATTENDU QUE le SEFPO a démontré son engagement dans la défense des droits de ses membres, certes, mais aussi dans la sauvegarde et la défense des droits de la minorité francophone en s'impliquant directement et en intervenant dans la cause de la Fermeture du Collège des Grands Lacs;

ATTENDU QUE le SEFPO a au sein de ses membres un grand nombre de travailleurs, confrères et consoeurs, qui peuvent maintenant exercer leur métier et leur profession dans leur langue maternelle, au sein d'institutions francophones et / ou dans des milieux francophones, majoritairement;

ATTENDU QUE teneur des revendications des confrères et consoeurs francophones, membres du SEFPO, qui ont assisté aux rencontres tenues par le Caucus francophone lors des trois derniers Congrès du SEFPO (2001, 2002 et 2003), quant à la difficulté de trouver des ressources bilingues et adéquatement bilingues pour desservir les sections syndicales locales francophones (et sections dites à caractère bilingue du SEFPO) oeuvrant dans des milieux à prédominance francophone, ou la langue prédominante est le français, ou regroupant un grand nombre de membres francophones du SEFPO;

ATTENDU QUE la résolution adoptée à l'unanimité des membres francophones présents à la réunion du Caucus francophone tenue lors du Congrès 2003 du SEFPO, à savoir: Que le SEFPO voit à la mise sur pied de postes stratégiques francophones (négociateur, délégué régional, etc.) dans les régions là où les besoins le nécessitent - [Serge Joly (section locale 426) / Jimmy Carbonneau (section locale 598)]; et

ATTENDU QUE nombre de milieux francophones qui va en augmentant en Ontario, suite aux mesures mises en place par les différents paliers gouvernementaux au cours des années 90 et depuis l'an 2000;

➤ **QU'IL SOIT RÉSOLU QUE** le SEFPO voit à la mise sur pied de postes stratégiques francophones (négociateur, délégué régional, etc.) et à l'embauche de personnels francophones dans les régions là où les besoins le nécessitent; ces embauches devront en premier lieu se faire dans la région de l'Est principalement, ainsi que dans la région du Nord de l'Ontario.❖

WHEREAS Ontario has more than 548,940 people whose mother tongue is French (5% of the Ontario population), and that they belong to the largest Canadian Francophone community living outside of Québec (according to *Statistics Canada's* 2001 Census);

WHEREAS the Ontario Francophone community has been receiving Francophones from around the world for many years, and in particular from Europe, the Antilles, Asia and Africa;

WHEREAS the Government of Ontario has recognized the contribution of the Francophone population to cultural heritage and has attempted to preserve it by passing various statutes, in particular the *French Language Services Act*, the *Education Act*, the *Courts of Justice Act* (since French and English are the official languages of the judicial system in Ontario);

WHEREAS 12 French-language conseils scolaires [school boards] (4 public and 8 Catholic) manage several hundreds of primary and secondary schools whose mandate is to provide instruction for thousands of students whose first language is French;

WHEREAS the three French-language colleges that make up **the Collège de technologie agricole et alimentaire d'Alfred** and the two colleges of applied arts and technology, **La Cité collégiale** in Ottawa and **Collège Boréal** in Northern Ontario with campuses in Nipissing, Hearst, Kapuskasing, New Liskeard, Sturgeon Falls, Sudbury, Timmins and Toronto provide programs and courses that are entirely in French to thousands of students;

WHEREAS four universities and university colleges in the province provide programs or courses that are taught entirely or partially in French to thousands of students;

WHEREAS approximately 12,000 Ontario businesses and companies belong to Francophones that bring together farming enterprises in the East, Southeast and Northwest of the Province, Francophone business people, and in particular people who are represented by the Regroupement des gens d'affaires [Francophone Business Persons' Association], the Chambre économique de l'Ontario [Francophone Chamber of Commerce], the Club canadien de Toronto [Francophone business persons' club], the one-hundred forty cooperatives, including fifty caisses populaires [Francophone credit unions] with assets of approximately three billion dollars, which are resources that have contributed to the development of natural resources, in particular in the province's forestry and mining industries;

WHEREAS Franco-Ontarians constitute a strong and dynamic labour force, whose work is principally but not exclusively involved in the sectors of education, training and apprenticeship, socio-cultural services, commercial services and professional services, not to mention the manufacturing industry;

WHEREAS OPSEU is present in several sectors with Francophone labour force and has a very large number of these Francophone workers in its ranks;

WHEREAS OPSEU has, among its goals and objectives, the objective of "defending the common interests of its members and of all public sector employees on the economic, social and political fronts, as far as possible and using all appropriate means";

WHEREAS OPSEU has, among its goals and objectives, the objective of "promoting justice, equality and efficiency in the public service";

WHEREAS OPSEU also has, in the statements of its goals and objectives, the objective of "reinforcing, for example, the principle and practice of democracy within the Canadian labour movement and institutions, organizations and governments of Canada";

WHEREAS OPSEU has acknowledged that the province's Francophone community has the indisputable right to receive education in its mother tongue, through helping with, demanding and fighting for the creation of three Francophone colleges of applied arts and technology in Ontario;

WHEREAS OPSEU has certainly demonstrated its commitment in defending the rights of its members, but also in preserving and defending the rights of the Francophone minority by becoming directly involved in the case of the closure of the Collège des Grands Lacs;

WHEREAS OPSEU has in its membership a large number of workers, sisters and brothers, who can now exercise their trades and professions in their mother tongue within Francophone institutions and/or in majority Francophone environments;

WHEREAS the essence of the claims of our Francophone sisters and brothers, members of OPSEU, who attended meetings held by the Francophone Caucus at the last three OPSEU Convention (2001, 2002 and 2003), concerning the difficulty in finding bilingual and "adequately bilingual" resources to serve the Francophone union locals (and OPSEU locals of a so-called "bilingual nature") that work in predominantly Francophone environments, or where the predominant language is French, or that include a large number of Francophone OPSEU members;

WHEREAS the resolution by Francophone members adopted unanimously at the Francophone Caucus held during the 2003 OPSEU Convention, namely: "That OPSEU ensure that strategic Francophone positions (negotiators, regional staff representatives, etc.) are created in regions where warranted by the need" – [Serge Joly (Local 426), Jimmy Carbonneau (Local 598)]; and

WHEREAS the number of Francophone environments has been increasing in Ontario following the measures set up by the various levels of government in the 1990s and since the year 2000;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU will ensure that strategic Francophone positions (negotiators, regional staff representatives, etc.) are created and that Francophone personnel are hired in the regions where warranted by the need; and the hiring of this personnel must be done first in the Eastern region in particular, as well as in the Northern Ontario region. ❖

Proposé/Moved: M. White, L. 417
Poser la question préalable/Closure

Secondé/Seconded: W. Cotton, L. 432
ADOPTÉ/CARRIED

Vote on 2nd Report Item #5, M1, Section G

ADOPTÉ/CARRIED

Leah Casselman, President in Chair.

Resolutions Committee

Second Report of the Resolutions Committee, Item #6
E1, Section G

Submitted by: Local 241 and the Southwest Area Council
Resolutions Committee's Recommendation: FOR

Moved: R. Houston, Res. Cttee/L. 224

Seconded: R. Barnes, Res. Cttee/L. 317

WHEREAS Labour Studies are important to OPSEU members; and

WHEREAS community colleges, such as Mohawk College, have a labour studies program; and

WHEREAS OPSEU’s past practice has ignored this cost saving method of education; and

WHEREAS it is the duty of every union to educate their members;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU make it policy to use the labour studies programs, where available, at the community colleges.❖

No speakers.

Vote on 2nd Report Item #6, E1, Section G

CARRIED UNANIMOUSLY

S. Thomas, First Vice-President/Treasurer in Chair.

Resolutions Committee

Second Report of the Resolutions Committee, Item #7

M14, Section G

Submitted by: Local 109

Resolutions Committee’s Recommendation: AGAINST

Moved: R. Houston, Res. Cttee/L. 224

Seconded: J. Watson, Res. Cttee/L. 701

WHEREAS conventions are held on Thursday, Friday and Saturday and this causes us costs for lost wages; and

WHEREAS the convention due to lost wages would be at a reduced cost should we change it to Friday, Saturday and Sunday;

➤ **THEREFORE BE IT RESOLVED THAT** Convention be held on Friday, Saturday and Sunday.❖

Moved: T. Kirkwood, L. 323

Seconded: P. McDonald, L. 323

Closure

CARRIED

Vote on 2nd Report Item #7, M14, Section G

DEFEATED

Smokey Thomas, First Vice-President/Treasurer agreed, in response to a challenge, that the Executive Board would match donations collected for the victims of SARS. The amount collected was \$660.

Leah Casselman, President in Chair.

Resolutions Committee

Second Report of the Resolutions Committee, Item #8

L8, Section G

Submitted by: The Provincial Human Rights Committee (PHRC) and the Provincial Women's Committee (PWC)

Resolutions Committee's Recommendation: FOR

Moved: J. Watson, Res. Cttee/L. 701

Seconded: A. Jennings, Res. Cttee/L. 468

WHEREAS Aboriginal people have a cultural mandate to protect the environment; and

WHEREAS environmental protection laws are not being enforced effectively; and

WHEREAS fines are levied against corporations, they are tax deductible and considered a cost of doing business; and

WHEREAS OPSEU considers environmental protection a priority;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU with our affiliates through the CLC, OFL and NUPGE lobby the governments of Ontario and Canada to change tax laws so that fines levied against corporations are not tax deductible; and

BE IT FURTHER RESOLVED THAT OPSEU with its affiliates pressure the governments to increase their enforcement of environmental laws. ❖

Moved: L. Brown, L. 116

Seconded: L. Easter-Froats, L. 116

Closure

CARRIED

Vote on 2nd Report Item #8, L8, Section G

CARRIED

(Donations Continued from Page 28)

Donations

The donation collected was \$5,117. The Chair stated that OPSEU Head Office will match the amount collected.

Resolutions Committee

Second Report of the Resolutions Committee, Item #9

E2, Section G

Submitted by: Local 241 and the Southwest Area Council

Resolutions Committee's Recommendation: AGAINST

Moved: J. Watson, Res. Cttee/L. 701

Seconded: R. Houston, Res. Cttee/L. 224

WHEREAS OPSEU is only as strong as its members; and

WHEREAS OPSEU does not appear to adhere to the practice of having weeklong educationals;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU reinstate the frequent use of weeklong schools to educate its members. ❖

Moved: K. Ouchas, L. 340
Closure

Seconded: R. Cox, L. 340
CARRIED

Vote on 2nd Report Item #9, E2, Section G

DEFEATED

Resolutions Committee

Second Report of the Resolutions Committee, Item #10
K3, Section G

Submitted by: Local 109

Resolutions Committee's Recommendation: AGAINST

Moved: J. Hagan, Res. Cttee/L. 561

Seconded: R. Barnes, Res. Cttee/L. 317

WHEREAS activists when doing union work in the workplace and traveling to such work increase their risk of injury; and

WHEREAS such work should be recognized and valued;

➤ **THEREFORE BE IT RESOLVED THAT** activists be assured of WSIB coverage while doing union business or traveling to do so. This will include OPSEU paying to continue the coverage and that in future all collective agreements include this coverage continues at the employer's expense. ❖

Moved: B. Prus, L. 141
Closure

Seconded: J. Agar, L. 158
CARRIED

Vote on 2nd Report Item #10, K3, Section G

DEFEATED

In a worthy cause, OPSEU President Leah Casselman agreed to have her hair painted in multi-coloured tones for the Provincial Women's Committee's *Colours of Hope* campaign to raise money toward the union's *Live and Let Live Fund*, to help people fighting the ravages of HIV/AIDS in Africa and in Canada.

Smokey Thomas, First Vice-President/Treasurer pledged that the Executive Board would match the donations collected, and in response to a query, agreed that amount was on top of what is already contributed. The amount collected was \$8,000.

The Convention recessed at 4:34 p.m. as per House approval.

R E C E S S

Friday Evening, April 16, 2004 – Third Annual Awards Presentation Banquet

Special Award

The first award is to all of our members who were affected by SARS – Severe Respiratory Syndrome. At last years convention, a number of delegates were unable to attend our convention because they were in quarantine. Others were working flat out in their hospitals to tend to the needs of patients. A new disease was spreading quickly through hospital wards. Between March 5 and June 12, 44 people in Toronto died. The disease put a global focus on Toronto, and throughout, many of our members struggled to provide patient care and to keep their families and communities safe. It was a huge challenge.

This year, we want to honour and recognize their work in giving doctors the information to diagnose a new disease, and their work in providing appropriate therapies and support to desperately ill patients. Our lab workers, hospital support workers and paramedics were in the eye of the storm.

The award was presented to Local 575 President Pat Collyer, and Local 581 President Rose Dawkins on behalf of the Health Care Divisional Council, which represents OPSEU health care workers.

Health & Safety Award - Individual

Recipient: John Lewis, Local 331

This year the award for an outstanding individual goes to John Lewis, who has had a passion for health and safety within this union for more than 20 years. He has been a member and a co-chair of his local Health and Safety committee and of the Ministry Health and Safety Team.

He has trained other workers in health and safety, and has a special interest in training for young workers, and has extended that to young workers with special needs. John's commitment to occupational health and safety has made a difference for the workers he represents at Local 331 and for many many thousands more through the people he has taught.

The award was presented to John Lewis of Local 331.

Health & Safety Award - Local

Recipient: Local 575 and Local 581

Local 575 represents members in the hospital professionals division at the Scarborough General and Scarborough Grace Hospitals, and Local 581 is hospital support staff at Scarborough General. These members spent last spring dealing with a deadly new virus. The locals had a huge responsibility to protect their members' rights under the Health and Safety Legislation during both phases of the SARS outbreak.

They demanded immediate Health and Safety meetings with the Employer. Protection for pregnant and immune-suppressed workers became a top priority in dealing with the unknown virus. There were work refusals in the Diagnostic Imaging departments when patients with known SARS were brought in for tests, with no precautions for the employees working there. Problems with the employer's implementation of directives over properly-fitting masks forced some members into quarantine.

Quarantines made it more difficult to staff shifts at the Hospitals. There was a dramatic increase in overtime. Isolation suits and new protocols meant special training and orientation. Quarantine created a whole series of problems in members' personal lives. They took this experience and worked with OPSEU and with the Nurses Union to make an outstanding submission to the SARS inquiry, so that others may learn and not have to relive it.

The award was presented to Pat Collyer, President of Local 575 and Rose Dawkins, President of Local 581.

Human Rights Award - Individual

Recipient: Mohar Budhram

This award recognizes the individual that has contributed most to the promotion of human rights. Mohar Budhram immigrated to Canada from Guyana in 1976. He joined the Ontario Public Service that year and became an OPSEU member. He is currently a Youth Worker at the Kinark Child and Family Services in Oakville, otherwise known as Syl Apps.

Mohar pushed for the creation of the Provincial Human Rights Committee (of which he has been Chair and Vice-Chair) and has worked for 20 years in Provincial, Regional and Local human rights work. He has chaired the human rights committee of the Oakville and District Labour Council. He is an advisor under our human rights policy. He was on the Central Employment Equity negotiating team in the early 1990s, and served on the Employment Equity Advisory Review Committee, in the OPS.

The award was presented to Mohar Budhram, President of Local 213.

Human Rights Award – Local

Recipient: Local 274

Local 274 has about 175 OPSEU members who provide case management services to the Region of Hamilton through the Hamilton Community Care Access Centre.

As human rights activists, they educated all their stewards and officers in the Duty to Accommodate and the Ontario Human Rights Code. They designated a 'Return to Work' steward who knows current case law and trends, to assist employees who are off work, returning to work, or needing accommodation. They prevented the harassment of workers on sick leave through a policy grievance and fought employer violations of privacy around medical information and request for disclosure. Local 274 has used the work refusal clause of the Health and Safety Act to force the employer to provide safe accommodation.

They also got the employer to provide diversity training to all employees (management and union). This will occur this spring. Beyond its own boundaries, it has a representative on the Regional Human Rights Committee and sent two members to the CLC People of Colour Conference in 2002. Local 274 believes that prevention and education are the key to human rights and creating a culture where violations do not occur.

The award was presented to past President Sara Budworth, current President Julie Lenko and Vice President Bernadine Naburrs on behalf of Local 274.

Honorary Life Membership

Recipients: Paul Dunseith
 Bill Kuehnbaum
 Linda McDowell
 Jim O'Leary

- Paul Dunseith

Paul Dunseith has been a leader in the Ministry of Transportation as a PM Mechanic and a Transportation Enforcement Officer. He serviced as the President of Local 118 for many years. He was a key player on the Ministry of Transportations MERC team, eventually becoming the Chair of the team, and served on the CERC team and eventually became the Chair of this team as well. He has been a long-time delegate to the London Area Council. He has served on many OPS Wage Teams, Chaired one in 1992/93, sat on the Central Bargaining Team and was a member of the OPS Social Contract Bargaining Team.

- Bill Kuehnbaum

Bill Kuehnbaum was the longest serving Executive Board Member in OPSEU's history, and is the former First Vice-President/Treasurer. A mathematics teacher at Cambrian College in Sudbury, Bill has served OPSEU in many capacities. He was elected to the Executive Board in 1978 and served under four OPSEU Presidents. He led the CAAT (A) Bargaining Team in successful rounds of bargaining, including the 1984 strike. Bill became the Regional Vice-President for Region 6 in 1986, the same year he ran for President of OPSEU. Bill made an incredible contribution to OPSEU.

- Linda McDowell

Linda McDowell was an OPSEU member from the early 1970s until her retirement in 1999. When she retired, she was in her 15th year as President of Local 323, Huronia Regional Centre in Orillia and had been an Executive Board Member for Region 3 for one term. She has held every position on an executive except treasurer. She is a graduate of Labour College, and she's still President of the Orillia and Muskoka Labour Council, a labour representative on the EI Board of Referees and the labour representative on the Simcoe North NDP Riding Association Executive. Linda was a three-term member of the MCSS MERC and served as Chair of the Developmental Services Job Security Committee.

- Jim O’Leary

Jim O’Leary retired in 2002 after 31 years of activism in Local 106, the London Health Sciences Centre. He has a proud record of union service; 24 years as a steward, 14 years as local President, 10 years on the Medical Division (now the Hospital Professionals) Executive, a member of three central bargaining teams and Chair of his local bargaining team. He has served 16 years on our Constitution Committee, and for many years was a delegate to area and labour councils. He has served as an acting staff representative and taught at many union educationals. Over the years, he has taken part in nearly every union, local, area council, labour council, OFL and CLC campaign.

Live and Let Live Fund Award

Recipient: Local 594

Members of Local 594 staff the David Kelley HIV/AIDS Community Counseling Program which provides counseling and support to persons infected or affected by HIV/AIDS. The program is named after the late David Kelley – a social worker, activist, and advocate for gay men, lesbians, gay youth and people living with HIV/AIDS.

The Program is part of the Family Service Association of Toronto. It provides professional individual, couple and family counseling to anyone living with or affected by HIV/AIDS, along with group work, hospice or hospital visits.

Stephen Lewis, is a previous recipient of OPSEU’s Stanley Knowles Humanitarian Award and a Companion of the Order of Canada, our country’s highest honour for lifetime achievement. Currently, Stephen is the United Nations’ Secretary-General’s Special Envoy dealing with HIV/AIDS in Africa. Stephen Lewis outlined to Convention where money donated through OPSEU’s *Live and Let Live Fund* has gone to make life better for people dealing with this disease. He thanked OPSEU for its support in the battle.

Stephen Lewis presented the first OPSEU *Live and Let Live award* to Greg Garrison of Local 594 and Suzanne Kleimanis, President of Local 594, for a local that has made the greatest contribution to OPSEU’s efforts to fight the ravages of HIV/AIDS.

Musical Interlude

The Kanenhi:io singers from the Wahta Territory in Ontario, representing several nations within the First Nations’ people, performed. The name Kanenhi:io is a Mohawk word, meaning “the good seeds.” Leah Casselman thanked them on behalf of OPSEU.

Stanley Knowles Humanitarian Award

Recipient: Shirin Ebadi

Iranian lawyer and human rights activist Shirin Ebadi is known for promoting peaceful, democratic solutions to serious problems in her society. She won the 2003 Nobel Peace prize for her focus on human rights, especially on the struggle to improve the status of women and children. She is the first Iranian to receive the honor since it was first awarded in 1901.

She was one of Iran's first female judges before being forced to stand down after the Islamic revolution. She represents Reformed Islam, and argues for a new interpretation of Islamic law that is in harmony with vital human rights such as democracy, equality before the law, religious freedom and freedom of speech.

As a lawyer, Ms. Ebadi has been involved in a number of controversial political cases. She is the founder and leader of the Association for Support of Children's Rights in Iran. She was born in 1947. She received a law degree from the University of Tehran. From 1975-79, she served as President of the City Court of Tehran. After the Islamic revolution in 1979 she was forced to resign. She now works as a lawyer and also teaches at the University of Tehran.

Raha Shahidsalessm, Executive Director of the *International Coalition Against Torture*, a Toronto based Non-Government Organization (NGO), and project manager for *Lawyers Without Borders*, accepted the Stanley Knowles Humanitarian Award on behalf of Shirin Ebadi. The award carries a donation of \$2,000 which will be sent to Ms. Ebadi.

Rainford Jackson Education and Development Fund Award

Recipient: Council of Agencies Serving South Asians (CASSA)

The Rainford Jackson Fund honours the memory of a former OPSEU board member with a strong commitment to human rights.

This years winner is the Council of Agencies Serving South Asians (CASSA) which is a community-focused and community-driven organization that advocates for and supports existing and emerging agencies to ensure that the social service needs of the community are met. It plays an active role in eliminating all forms of discrimination in society.

Through advocacy and programs, CASSA has addressed many issues of concern to the South Asian community in particular and immigrant and refugee communities in general. It has taken on the growing incidence of racial profiling of Blacks and Muslims, as well as increasing hate crimes against the South Asian community.

CASSA has worked to build coalitions, partnerships and other relations to broaden its advocacy. It has created resources to combat racism and hate crime.

The Rainford Jackson Education and Development Fund Award was presented to Uzma Shakir, Executive Director of the Council of Agencies Serving South Asians. The award carries a donation of \$5,000.

Staff Retirees Recognition

President Casselman acknowledged the work of staff that have retired since the last Convention and thanked them for their contribution to the Union:

Brother Gerry Layden, Sister Sinda DeJesus, Brother Roy Storey, and Brother Bob DeMatteo

Saturday, April 17, 2004 – Morning Session

Leah Casselman called the Convention to order at 9:25 a.m.

Moved: D. Couture, L. 252 Seconded: B. Prince, L. 227
 ➤ Referral back to the Resolution Committee to be brought back immediately for reconsideration of Resolution M7. ❖

The Chair explained that the mover must have voted with the prevailing side in order to move a reconsideration of the motion.

Moved: B. Prus, L. 141 Seconded: J. Agar, L. 158
 Closure CARRIED

Vote on reconsideration of M7 CARRIED

The Committee met on the reconsideration of M7 and brought Resolution M7 back to the Floor. The Committees recommendation is that the delegates vote: AGAINST.

Motion M7 re-opened for Debate:

Moved: R. Barnes, Res. Cttee/L. 317 Seconded: R. Houston, Res. Cttee/L. 224
 ➤ **THEREFORE BE IT RESOLVED THAT** all Regional Offices have a ratio of one secretary per two staff Representative; and

BE IT FURTHER RESOLVED THAT the Regional Offices should have a minimum of one full-time secretary at all times. ❖

Moved: N. Pridham, EBM, L. 500 Seconded: B. Wagner, L. 569
 Closure CARRIED

Vote on Resolution M7 DEFEATED

Credentials Committee Report

Moved: K. Demareski, Cred. Cttee/L. 340 Seconded: M. S. Smith, Cred. Cttee/L. 464
 ➤ Adoption of Credentials Committee Report as of 9:00 a.m.

| | |
|-------------------|-----|
| Delegates | 738 |
| Alternates | 364 |
| Observers | 164 |
| Retirees | 7 |
| EBMs | 21 |
| Committees | 35 |
| Solidarity Guests | 19 |
| Guests | 25 |

Total 1373 ❖

Vote on Adoption of Credentials Report

CARRIED

Moved: R. Belleau, L. 731

Seconded: L. Sarmiento, L. 732

➤ Move to Suspend the Rules to deal with Resolution K5 of the 1st Report:

THEREFORE BE IT RESOLVED THAT the local time-off fund be increased to \$25.00 per member in good standing. ❖

President Casselman explained that a motion to suspend the rules requires a 2/3 vote, in which case the resolution would be back on the Floor for debate.

1st Vote to suspend the rules

2nd Vote to suspend the rules

Doors Tiled

Standing Count: For: 287 Against: 250

Doors Untiled

Vote on Suspension of the Rules

DEFEATED

EB10, EBM Resolution

Submitted by: The Executive Board

OPS Bargaining Procedures

Moved: R. Houston, Res. Cttee/L. 224

Seconded: R. Barnes, Res. Cttee/L. 317

WHEREAS the OPSEU Executive Board has the full authority to establish procedures for demand setting, selection or election of negotiating teams and the conduct of negotiations and ratification as per the OPSEU Constitution, subject to Conventions discussion and approval; and

WHEREAS the OPSEU Executive Board formed a committee consisting of Bargaining Team Members, Executive Board Members and Staff to review the OPS Bargaining Procedures, taking into consideration the results of the province wide OPS member debriefing and experience of the Bargaining Team members; and

WHEREAS the OPS Local Presidents have had the opportunity to meet and review the OPS Bargaining procedures on April 14, 2004;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU convention approve the OPS bargaining procedures as circulated. ❖

Moved: R. Delaquis, L. 453

Seconded: N. Bazinet, L. 555

➤ Referral back to the Committee to be brought back immediately with instructions to amend the resolution to add to the resolve that they be implemented after the 2004 – 2005 negotiations. ❖

Moved: D. Kerr, L. 115

Seconded: D. Bragaglia, L. 135

Closure

CARRIED

Vote on referral of EB10 – amend the resolve - OPS Bargaining Procedures **DEFEATED**

Moved: F. Blais, L. 447

Seconded: A. Visneskie, L. 447

➤ Referral back to the Committee to be brought back immediately with instructions to amend as follows:

WHEREAS it is important for the OPS to represent a unified front during negotiations; and

WHEREAS it is no longer necessary for the categories to be represented by two bargaining teams during contract negotiations;

BE IT RESOLVED THAT Article 2.3.1 be amended to read OPSEU members in the OPS are represented in the negotiation phase by one elected bargaining team known as the United Team and that subsequent language, referring to the Corrections Team be known as meaning the Central/Unified and Corrections (United) within the OPS Bargaining Procedures. ❖

Moved: P. Maybury, EBM, L. 536

Seconded: D. Rapaport, L. 503

Closure

CARRIED

Vote on referral of EB10 – amend 2.3.1 OPS Bargaining Procedures **DEFEATED**

Moved: L. Thibert, L. 107

Seconded: A. Thibert, L. 101

➤ Referral back to the Committee to be brought back immediately to refer back to the Board with instructions to amend the OPS Bargaining Procedure Section 4.3.1 to state “the OPSEU President and the elected bargaining teams, in co-operation with the Provincial Coordinating Group, *shall* call an OPS local presidents’ meeting.” ❖

Moved: A. Thibert, L. 101

Seconded: R. Elliot, EBM, L. 101

Closure

CARRIED

Vote on referral of EB10 – amend 4.3.1 OPS Bargaining Procedures **CARRIED**

The Committee met on the referral and brought it back with 4.3.1 as amended as well as 4.3.2 amended to read **When** called, this meeting shall be held in Toronto on a Saturday during the bargaining period and prior to a strike vote. The Committee presents the procedures as amended to the Floor.

Moved: P. Maybury-Gray, EBM, L. 536

Seconded: N. Pridham, EBM, L. 500

Closure

CARRIED

Vote on EB10, Executive Board Resolution, OPS Bargaining Procedures as amended **CARRIED****Guest Speaker – Larry Brown, Secretary-Treasurer of the National Union of Public and General Employees (NUPGE)**

Guest Speaker Larry Brown, Secretary-Treasurer of the National Union of Public and General Employees (NUPGE) addressed the Convention. He spoke on Globalization, Privatization and

Deregulation. He spoke on the World Bank, and the International Monetary Fund (IMF), and the World Trade Organization (WTO) and the North American Free Trade Agreement (NAFTA) and the Free Trade Area of the Americas (FTAA).

Leah Casselman thanked Larry Brown on behalf of OPSEU. She presented Larry with an OPSEU Youth Caucus T-shirt because the work that he does is having a major impact on our future.

Smokey Thomas, First Vice-President/Treasurer in Chair.

Resolutions Committee

Second Report of the Resolutions Committee, Item #16

EB4, EBM Resolution

Resolutions Relating to GATS – (In support of NUPGE Action) GATS Resolution #1

Submitted by: The Executive Board

Resolutions Committee's Recommendation: FOR

Moved: R. Barnes, Res. Cttee/L. 317

Seconded: R. Langill, Res. Cttee/L. 137

WHEREAS the General Agreement on Trade in Services, an international trade agreement, seeks to remove virtually all barriers to trade and services, including the public provision of health care, social services, education, and food inspection; and

WHEREAS, contrary to the Canadian government assurances, the GATS will have a profoundly negative impact on Canada's social system; and

WHEREAS GATS negotiations are ongoing and must be used to strengthen our ability to deliver quality public services; and

WHEREAS the federal government has primary responsibility in the GATS talks there is a considerable role that provincial, municipal and First Nations governments can play;

THEREFORE BE IT RESOLVED that OPSEU support the National Union of Public and General Employees in a national campaign to pressure the federal government through lobbying of federal, provincial and municipal politicians, on the effect that the GATS will have on their ability to make decisions in the best interest of the public; and

THEREFORE BE IT ALSO RESOLVED that OPSEU ensure that the National Union of Public and General Employees continues to endorse the principle of excluding all health care, education and public services from General Agreement on Trade in Services talks; and

THEREFORE BE IT FINALLY RESOLVED that OPSEU through the National Union, in collaboration with our Components' Provincial Federations of Labour and the Canadian Labour Congress, demand that provincial and federal governments reject the inclusion of all health care, education and public services in the GATS discussions.

Moved: E. Montgomery, L. 560

Seconded: P. Clark, L. 560

➤ Referral back to the Committee to be brought back immediately to amend the third resolve to add municipal to the list of governments. ❖

No further speakers.

Vote on referral of EB4 – amend GATS Resolution #1 to add municipal

CARRIED

The Committee met on the referral and returned with EB4 as amended. The Committee recommends the delegates vote FOR.

No further speakers.

Vote on 2nd Report #16, EB4, EBM Res. – GATS#1 as amended

CARRIED UNANIMOUSLY

Moved: C. Bishop, L. 678

Seconded: J. Rousselle, L. 666

➤ Privilege Motion: To have the Constitution Committee back on the Floor. ❖

Smokey Thomas, First Vice-President/Treasurer granted the request, and asked the Constitution Committee to come forward and asked the Resolutions Committee to stand down.

Constitution Committee

First Report of the Constitution Committee

A.7, Article 31 New, C.15, Section H

Submitted by: Local 560

Constitutional Committee's Recommendation: ACCEPTANCE

Moved: E. Montgomery, Const. Cttee/L. 560

Seconded: B. Suddaby, Const. Cttee/L. 249

➤ **Add a new Art. 31 as follows:**

Except where required by law or under an Emergency/Essential Services Agreement, an OPSEU member shall not violate the picket lines and shall not perform the bargaining unit work of other OPSEU members who are on strike or locked out. ❖

Moved: A. Dumais, L. 639

Seconded: L. Alary, L. 638

Closure

CARRIED

Vote on Const. Amendment A.7, Article 31, C.15, Section H, by 2/3 vote

CARRIED

Constitution Committee

First Report of the Constitution Committee

A.9, Article 13, C.4, Section H

Submitted by: Northeast Area Council

Constitutional Committee's Recommendation: DEFEAT

Moved: E. Montgomery, Const. Cttee/L. 560

Seconded: H. Plummer, Const. Cttee/L. 420

➤ **Add a new Art. 13.4 (f) as follows:**

The Chair of each Area Council shall be entitled to be a delegate. ❖

Moved: E. Bagnall, L. 362

Seconded: S. Petersen, L. 330

Closure

CARRIED

Vote on Const. Amendment A.9, Article 13, C.4, Section H

DEFEATED

Constitution Committee

First Report of the Constitution Committee

A.10, Article 13, C.5, Section H

Submitted by: Developmental Services Sector

Constitutional Committee's Recommendation: DEFEAT

Moved: E. Montgomery, Const. Cttee/L. 560

Seconded: H. Plummer, Const. Cttee/L. 420

➤ **Amend Art. 13.8 as follows (changes in bold):**

13.8 Resolutions and constitutional amendments may be submitted by any Local, Area Council or Division, by the Executive Board, by the Provincial Women's Committee, by the Provincial Human Rights Committee, and by the executive of a Division. They shall be attested to by two officers of the Local, Council, Division, Board or Committee and, except for resolutions and amendments from the Board, shall be forwarded so as to reach Union Headquarters not later than 45 calendar days prior to the opening of the Convention. Resolutions and constitutional amendments submitted contrary to this procedure may be dealt with by the Convention only with the consent of the majority of the delegates and only after all regularly submitted resolutions and constitutional amendments have been dealt with, except that the delegates may accept a resolution but not a constitutional amendment, as an emergency and deal with it immediately.❖

Moved: F. Zroback, L. 712

Seconded: E. Evens, L. 703

Closure

CARRIED

Vote on Const. Amendment A.10, Article 13, C.5, Section H

DEFEATED

Constitution Committee

First Report of the Constitution Committee

A.11, Articles 13, 14 and 19, C.10, Section H

Submitted by: Local 678

Constitutional Committee's Recommendation: DEFEAT

Moved: E. Montgomery, Const. Cttee/L. 560

Seconded: M. Ing, Const. Cttee/L. 106

➤ **Amend Art. 13.4 as follows (change in bold)**

13.4 Delegate entitlement to Conventions shall be as follows...

(e) The Members of the Provincial Women's Committee and the Provincial Human Rights Committee **and the Provincial Unclassified Committee** shall be entitled to be delegates.

Amend Art. 13.8 as follows (change in bold)

13.8 Resolutions and constitutional amendments may be submitted by any Local, Area Council or Division, by the Executive Board, by the Provincial Women's Committee, by the Provincial Human Rights Committee, **by the Provincial Unclassified Committee**, and by the executive of the Retired Members' Division.

Amend Art. 14.5.4 as follows (change in bold)

14.5.4 Delegates to Regional election meetings shall be provided with a financial statement showing the expenses incurred during the previous fiscal year by the regional Board Members, the Provincial Women's Committee, the Provincial Human Rights Committee **and the Provincial Unclassified Committee**.

Add a new Art. 19.3

19.3 There shall be a Provincial Unclassified Committee, composed of one member from each region who is an unclassified worker, to be elected at the regular biennial Regional election meetings. The function of the committee shall be to promote positive change for unclassified working conditions, awareness and equality throughout the membership.

Retitle Art. 19 "Provincial Committees"❖

Moved: M. Courchesne, L. 623
Closure

Seconded: J. MacDonald, L. 623
CARRIED

1st Vote
2nd Vote

Vote on Const. Amendment A.11, Article 13, 14, and 19, C.10, Section H, by 2/3 vote CARRIED

Constitution Committee

First Report of the Constitution Committee
A.11, Articles 13, 14 and 19, C.10, Section H

Ron Elliot, EBM, L. 101 requested a ruling on the interpretation of the meaning of unclassified from the Chair.

Smokey Thomas, First Vice-President/Treasurer stepped down as Chair, to allow the President to provide an interpretation. President Casselman in Chair. President Casselman ruled that the specific wording of unclassified applies to the OPS.

Smokey Thomas, First Vice-President/Treasurer in Chair.

A proposed motion was ruled out of order.

Moved: D. Kerr, L. 115

Seconded: R. Elliot, EBM, L. 101

➤ Move reconsideration of A.11. ❖

No speakers.

Vote on reconsideration of A.11

CARRIED

Moved: P. Musson, L. 110

Seconded: D. Kerr, L. 115

➤ Referral back to the Committee with instructions to return immediately with the following changes: who shall represent unclassified workers, and any other non full-time, non-permanent workers in all divisions and sectors of the union, and change the title to the Provincial Non Full-Time/Non-Permanent Workers Committee. ❖

(Reconsideration of A11 Continued on Page 53)

Lunch Recess.

Saturday, April 17, 2004 – Afternoon Session

Smokey Thomas, First Vice-President/Treasurer called the Convention to order at 1:50 p.m.

Credentials Committee Report

Moved: Y. Constantineau, Cred. Cttee/L. 618

Seconded: M. S. Smith, Cred. Cttee/L. 464

➤ Adoption of Credentials Committee Report as of 1:30 p.m.

| | |
|-------------------|-----------|
| Delegates | 738 |
| Alternates | 366 |
| Observers | 165 |
| Retirees | 7 |
| EBMs | 21 |
| Committees | 35 |
| Solidarity Guests | 19 |
| <u>Guests</u> | <u>25</u> |
| Total | 1376 ❖ |

Vote on Adoption of Credentials Report

CARRIED

(Reconsideration of A11 Continued from Page 52)

Constitution Committee

First Report of the Constitution Committee

A.11, Articles 13, 14 and 19, C.10, Section H

Motion on the Floor:

Moved: P. Musson, L. 110

Seconded: D. Kerr, L. 115

➤ Referral back to the Committee with instructions to return immediately with the following changes: who shall represent unclassified workers, and any other non full-time, non-permanent workers in all divisions and sectors of the union, and change the title to the Provincial Non Full-Time/Non-Permanent Workers Committee. ❖

Moved: K. Bates, L. 241

Seconded: J. Pooler, L. 241

➤ Privilege motion that all Regional Hospitality rooms be smoke free for next Convention. ❖

Smokey Thomas, First Vice-President/Treasurer, ruled that the motion is not an urgent privilege and ruled it out of order.

K. Bates, L. 241 challenged the Chairs ruling.

Leah Casselman, President in Chair.

Vote on the Ruling of the Chair

CHAIR UPHELD

Smokey Thomas, First Vice-President/Treasurer in Chair.

Moved: A. Shirk, L. 362
Closure

Seconded: C. Brown-Edmondson, L. 315
CARRIED

Vote on the referral of A11

DEFEATED

Motion re-opened for Debate:

Moved: E. Montgomery, Const. Cttee/L. 560
Constitutional Amendment A11.

Seconded: M. Ing, Const. Cttee/L. 106

➤ **Amend Art. 13.4 as follows (change in bold)**

13.4 Delegate entitlement to Conventions shall be as follows...

(e) The Members of the Provincial Women's Committee and the Provincial Human Rights Committee **and the Provincial Unclassified Committee** shall be entitled to be delegates.

Amend Art. 13.8 as follows (change in bold)

13.8 Resolutions and constitutional amendments may be submitted by any Local, Area Council or Division, by the Executive Board, by the Provincial Women's Committee, by the Provincial Human Rights Committee, **by the Provincial Unclassified Committee**, and by the executive of the Retired Members' Division.

Amend Art. 14.5.4 as follows (change in bold)

14.5.4 Delegates to Regional election meetings shall be provided with a financial statement showing the expenses incurred during the previous fiscal year by the regional Board Members, the Provincial Women's Committee, the Provincial Human Rights Committee **and the Provincial Unclassified Committee**.

Add a new Art. 19.3

19.3 There shall be a Provincial Unclassified Committee, composed of one member from each region who is an unclassified worker, to be elected at the regular biennial Regional election meetings. The function of the committee shall be to promote positive change for unclassified working conditions, awareness and equality throughout the membership.

Retitle Art. 19 "Provincial Committees"❖

Moved: P. Rout, L. 348
Closure

Seconded: L. Sanders, L. 348
CARRIED

Vote on Const. Amendment A.11, Article 13, 14, and 19, C.10, Section H

DEFEATED

Constitution Committee

First Report of the Constitution Committee

A.12, Articles 13, 14 and 19, C.11, Section H

Submitted by: Local 729

Constitutional Committee's Recommendation: DEFEAT

Moved: E. Montgomery, Const. Cttee/L. 560

Seconded: M. Ing, Const. Cttee/L. 106

➤ **Amend Art. 13.4 as follows (change in bold)**

13.4 Delegate entitlement to Conventions shall be as follows...

(e) The Members of the Provincial **Equity** Committee shall be entitled to be delegates.

Amend Art. 13.8 as follows (change in bold)

13.8 Resolutions and constitutional amendments may be submitted by any Local, Area Council or Division, by the Executive Board, by the Provincial **Equity** Committee, and by the executive of the Retired Members' Division.

Amend Art. 14.5.4 as follows (change in bold)

14.5.4 Delegates to Regional election meetings shall be provided with a financial statement showing the expenses incurred during the previous fiscal year by the regional Board Members, the Provincial **Equity** Committee.

Delete Art. 19 and replace with:

19.1 There shall be a Provincial Equity Committee, composed of one Member from each Region, to be elected at the regular biennial Regional election meetings. The function of the Committee shall be to assist in equity caucuses and committees within the Regions, to develop and promote programs to encourage all members to participate in Union activities, and to increase the awareness and understanding of equity issues throughout the membership.

Retitle Art. 19 "Provincial Equity Committee"❖

Moved: L. Wagner, L. 500
Closure

Seconded: A. Nelson, L. 500
CARRIED

Vote on Const. Amendment A.12, Articles 13, 14 and 19, C.11, Section H

DEFEATED

Leah Casselman, President in Chair.

Constitution Committee

First Report of the Constitution Committee

A.13, Article 29, C.14, Section H

Submitted by: The Provincial Women's Committee

Constitutional Committee's Recommendation: DEFEAT

Moved: E. Montgomery, Const. Cttee/L. 560

Seconded: C. Thibodeau, Const. Cttee/L. 737

➤ **Amend Art. 29.2.1 as follows (changes in bold):**

29.2.1 The Officers of the Local, together with the remaining Shop Stewards (in a Single-Unit Local) or Unit Stewards (in a Multi-Unit or Composite Local) shall constitute the Local Executive Committee. Every Local shall have **an Equity Officer and** at least three of the following Officers: President; Vice-President; Secretary; Treasurer or Secretary-Treasurer; such other Officer(s) as it may, by by-law, decide to have. In addition, a Single-Unit Local shall have a Chief Steward as an Officer of the Local

Executive Committee. On the invitation of a Local, the immediate past President of the Local may serve on the LEC as an ex-officio Member with voice but no vote.

Add a new Art. 29.5.6 as follows:

The Equity Officer shall be a liaison to the Provincial Women's Committee and the Provincial Human Rights Committee and other bodies specifically established to address equity issues.❖

Moved: P. Musson, L. 110
Closure

Seconded: T. Grimes, L. 140
CARRIED

Vote on Const. Amendment A.13, Article 29, C.14, Section H

DEFEATED

Leah Casselman informed the Floor about a noon May 1 rally being held at Copps Coliseum in Hamilton, by the United Steelworkers of America (USWA), which is fighting to protect its members' pensions and jobs as Stelco goes through bankruptcy proceedings.

Resolutions Committee

Second Report of the Resolutions Committee, Item #11
L2, Section G

Submitted by: The Provincial Human Rights Committee
Resolutions Committee's Recommendation: FOR

Moved: J. Hagan, Res. Cttee/L. 561

Seconded: A. Jennings, Res. Cttee/L. 468

WHEREAS the Ontarians with Disabilities Act lacks the wording needed to make Ontario workplaces accessible; and

WHEREAS Ontarians with Disabilities encounter barriers in all daily activities within their communities;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU, in co-operation with like minded organizations, lobby the Ontario Government to ensure that the ODA is strengthened to include the Municipal and Private sectors; and

BE IT FURTHER RESOLVED THAT OPSEU in co-operation with other like minded organizations lobby the Federal Government to develop and enact an effective Canadians with Disabilities Act. ❖

No speakers.

Vote on 2nd Report Item #11, L2, Section G

CARRIED

Resolutions Committee

Second Report of the Resolutions Committee, Item #12
C7, Section G

Submitted by: The Provincial Human Rights Committee

Resolutions Committee's Recommendation: NO RECOMMENDATION

Moved: J. Watson, Res. Cttee/L. 701

Seconded: R. Houston, Res. Cttee/L. 224

WHEREAS the PWC, PHRC and equity caucuses are not specifically listed in time off language; and

WHEREAS employers frequently use this to deny time off to these elected members; and

WHEREAS this interferes with the running of the Union;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU encourage bargaining teams and provide bargaining language to make equity representation a priority for this union and enshrined in policy and collective agreement language. ❖

Moved: M. White, L. 417

Seconded: F. Begin, L. 470

Closure

CARRIED

Vote on 2nd Report Item #12, C7, Section G

DEFEATED

Smokey Thomas, First Vice-President/Treasurer in Chair.

Resolutions Committee

Second Report of the Resolutions Committee, Item #13

F2, Section G

Submitted by: Local 5103

Resolutions Committee's Recommendation: FOR

Moved: J. Watson, Res. Cttee/L. 701

Seconded: J. Hagan, Res. Cttee/L. 561

WHEREAS solidarity has great importance in the life of our union; and

WHEREAS the employees of Canadian Blood Services in Ontario represented by OPSEU; and

WHEREAS other CBS Centres across the country represented by other unions unite against the employer for their awful labour practices; and

WHEREAS public service employees across the country are facing cuts and restructuring;

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU in partnership with other unions including NUPGE, explore the creation of a Solidarity Network among the CBS Centres; and

THEREFORE BE IT RESOLVED THAT OPSEU adopts the initiative proposed by CUPE to meet in 2004 to unite against our employer in their anti-union practices. ❖

Moved: L. Casselman, President, EBM, L. 213

Seconded: J. Jackson, EBM, L. 245

➤ Referral back to the Committee to have this issue referred to the National Union of Public and General Employees Executive Board to ensure there is national coordination on the strategy. ❖

No speakers.

Vote on referral of F2

CARRIED

Resolutions Committee

Second Report of the Resolutions Committee, Item #14
E8, Section G
Submitted by: The Provincial Women's Committee
Resolutions Committee's Recommendation: FOR

Moved: A. Jennings, Res. Cttee/L. 468

Seconded: J. Hagan, Res. Cttee/L. 561

WHEREAS the OPSEU Policy states that every member has the right "to be treated with dignity and respect...(and) be free from discrimination, interference, restriction, coercion, harassment, intimidation, or disciplinary action exercised or practiced by a member with respect to another member, both within the union and the workplace"; and

WHEREAS all members and employees of OPSEU are responsible for maintaining and promoting an environment that is free from discrimination and harassment; and

WHEREAS a person who has authority to prevent or discourage discrimination and harassment and fails to do so will be considered to be in breach of the Policy and the OPSEU Constitution;

➤ **THEREFORE BE IT RESOLVED THAT** local presidents, vice presidents and stewards have mandatory training re. harassment and discrimination training within 3 months of their election through the resources of the regional education budget. ❖

Moved: B. Suddaby, L. 249 called for Quorum count.

Leah Casselmam, President in Chair.

Doors Tiled

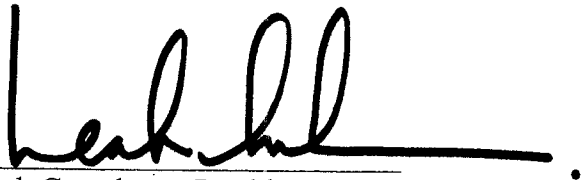
A Standing Count is taken. 402 required; 363 on Floor

Quorum is Lost.

Doors Untiled

As per OPSEU policy, in the event there are resolutions outstanding from Convention, the Resolutions Committee shall be reconvened to make recommendations on the disposition of these; and the Chair of the Committee shall present these to the Executive Board for action at the second meeting of the Board following Convention.

President Casselman declared the Convention adjourned at 3:30 p.m. She thanked the Convention and Committees for their hard work and bid them a safe and happy summer. She said "Remember to Lobby, Lobby, Lobby, Work, Work, Work, Play Play Play!"



Leah Casselman, President
Ontario Public Service Employees Union



Janet Sauvé, Recording Secretary
Ontario Public Service Employees Union

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| <i>Vote on Adoption of Agenda as amended CARRIED</i> | 2 |
| <i>Vote on Adoption of Credentials Report CARRIED</i> | 3 |
| <i>Vote on Adoption of Minutes of Convention 2003 CARRIED</i> | 3 |
| <i>Vote on 1st Report Item #1, Statutory Resolution A1 CARRIED</i> | 5 |
| <i>Vote on 1st Report Item #2, Statutory Resolution A2 Section E – Executive Board Report CARRIED</i> | 6 |
| <i>Vote on 1st Report Item #3, Statutory Resolution A3 CARRIED</i> | 6 |
| <i>Vote on referral of M3 DEFEATED</i> | 7 |
| <i>Vote on 1st Report Item #4, M3, Section G DEFEATED</i> | 7 |
| <i>Vote on 1st Report Item #5, H2, Section G CARRIED UNANIMOUSLY</i> | 7 |
| <i>Vote on the Ruling of the Chair CHAIR UPHELD</i> | 8 |
| <i>Vote on Adoption of Credentials Report CARRIED</i> | 9 |
| <i>Vote on Budget Amendment – to increase Grievance Legals by \$1 Million CARRIED</i> | 9 |
| <i>Vote on the Ruling of the Chair CHAIR UPHELD</i> | 10 |
| <i>Vote on Budget Amendment – to increase the Workers of Colour Caucus to \$12,000 CARRIED</i> | 10 |
| <i>Vote on Budget Amendment – to increase the salary budget by \$800,000 DEFEATED</i> | 10 |
| <i>Vote on Budget Amendment – to move \$25,000 for the Hamilton East by-election DEFEATED</i> | 11 |
| <i>Vote on referral of Const. Amendment A.8 of 50 signed members or less DEFEATED</i> | 12 |
| <i>Vote on referral of Const. Amendment A.8 of 25 signed members or less CARRIED</i> | 12 |
| <i>Vote on Const. Amendment A.8, Article 9 and 12, C.2, Section H as amended DEFEATED</i> | 13 |
| <i>Vote on Budget Amendment – to increase the Local Time Off to \$300,000 CARRIED</i> | 13 |
| <i>Vote on Budget Amendment – to increase the affiliated budget by \$30,000 DEFEATED</i> | 13 |
| <i>Vote on the Budget as amended CARRIED</i> | 13 |
| <i>Vote on 1st Report Item #7, M12, Section G CARRIED</i> | 14 |
| <i>Vote on 1st Report Item #8, EB2, EBM Resolution, 01, Section G, Permitting College Part-Timers to Unionize CARRIED UNANIMOUSLY</i> | 15 |
| <i>Vote on 1st Report Item #9, M2, Section G DEFEATED</i> | 15 |
| <i>Vote on 1st Report Item #10, H1, Section G CARRIED</i> | 15 |
| <i>Vote on 1st Report Item #11, K1, Section G DEFEATED</i> | 16 |
| <i>Vote on Adoption of Credentials Report CARRIED</i> | 17 |
| <i>Vote on Const. Amendment A.1, Article 29, C.13, Section H, by 2/3 vote CARRIED</i> | 17 |
| <i>Vote on Const. Amendment A.4, Article 16, C.6, Section H DEFEATED</i> | 18 |
| <i>Vote on Const. Amendment A.2, Articles 6 and 21, C.1, Section H DEFEATED</i> | 18 |

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| <i>Vote on Const. Amendment A.3, Articles 13, 14, and 19, C.7, C.8, C.9, Section H, by 2/3 vote CARRIED</i> | 19 |
| <i>Vote on referral of Const. Amendment A.5 CARRIED</i> | 20 |
| <i>Vote on Const. Amendment A.5, Article 29, C.12, Section H as amended by 2/3 vote CARRIED</i> | 20 |
| <i>Vote on Const. Amendment A.6, Articles 10, 22, 23 and 29, C.3, Section H DEFEATED</i> | 21 |
| <i>Vote on EB11 P3s - Exposing the Truth CARRIED UNANIMOUSLY</i> | 22 |
| <i>Vote on EB12 P3s – Building the Alternative CARRIED UNANIMOUSLY</i> | 23 |
| <i>Vote on 1st Report Item #12, M10, Section G CARRIED</i> | 23 |
| <i>Vote on the referral of F1 DEFEATED</i> | 24 |
| <i>Vote on 1st Report Item #13, F1, Section G CARRIED</i> | 24 |
| <i>Vote on Adoption of Credentials Report CARRIED</i> | 26 |
| <i>Vote on 1st Report Item #19, EB9, EBM Resolution, Political Action CARRIED</i> | 27 |
| <i>Vote on 1st Report Item #14, K2, Section G DEFEATED</i> | 28 |
| <i>Vote on 1st Report Item #15, F3, Section G CARRIED</i> | 28 |
| <i>Vote on 1st Report Item #16, C8, Section G CARRIED UNANIMOUSLY</i> | 29 |
| <i>Vote on 1st Report Item #18, G1, Section G CARRIED</i> | 29 |
| <i>Vote on 2nd Report Item #2, M7, Section G CARRIED</i> | 30 |
| <i>Vote on referral of M5 to include the current Board Minutes as well CARRIED</i> | 31 |
| <i>Vote on 2nd Report Item #3, M5, Section G as amended CARRIED</i> | 31 |
| <i>Vote on 2nd Report Item #4, E3, Section G DEFEATED</i> | 31 |
| <i>Vote on 2nd Report Item #5, M1, Section G ADOPTÉ/CARRIED</i> | 35 |
| <i>Vote on 2nd Report Item #6, E1, Section G CARRIED UNANIMOUSLY</i> | 36 |
| <i>Vote on 2nd Report Item #7, M14, Section G DEFEATED</i> | 36 |
| <i>Vote on 2nd Report Item #8, L8, Section G CARRIED</i> | 37 |
| <i>Vote on 2nd Report Item #9, E2, Section G DEFEATED</i> | 38 |
| <i>Vote on 2nd Report Item #10, K3, Section G DEFEATED</i> | 38 |
| <i>Vote on reconsideration of M7 CARRIED</i> | 45 |
| <i>Vote on Resolution M7 DEFEATED</i> | 45 |
| <i>Vote on Adoption of Credentials Report CARRIED</i> | 46 |
| <i>Vote on Suspension of the Rules DEFEATED</i> | 46 |
| <i>Vote on referral of EB10 – amend the resolve - OPS Bargaining Procedures DEFEATED</i> | 47 |
| <i>Vote on referral of EB10 – amend 2.3.1 OPS Bargaining Procedures DEFEATED</i> | 47 |
| <i>Vote on referral of EB10 – amend 4.3.1 OPS Bargaining Procedures CARRIED</i> | 47 |

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| <i>Vote on EB10, Executive Board Resolution, OPS Bargaining Procedures as amended CARRIED</i> | <i>47</i> |
| <i>Vote on referral of EB4 – amend GATS Resolution #1 CARRIED</i> | <i>49</i> |
| <i>Vote on 2nd Report #16, EB4, EBM Res. – GATS#1 as amended CARRIED UNANIMOUSLY</i> | <i>49</i> |
| <i>Vote on Const. Amendment A.7, Article 31, C.15, Section H, by 2/3 vote CARRIED</i> | <i>49</i> |
| <i>Vote on Const. Amendment A.9, Article 13, C.4, Section H DEFEATED</i> | <i>50</i> |
| <i>Vote on Const. Amendment A.10, Article 13, C.5, Section H DEFEATED</i> | <i>50</i> |
| <i>Vote on Const. Amendment A.11, Article 13, 14, and 19, C.10, Section H, by 2/3 vote CARRIED</i> | <i>51</i> |
| <i>Vote on reconsideration of A.11 CARRIED</i> | <i>52</i> |
| <i>Vote on Adoption of Credentials Report CARRIED</i> | <i>53</i> |
| <i>Vote on the Ruling of the Chair CHAIR UPHELD</i> | <i>53</i> |
| <i>Vote on the referral of A11 DEFEATED</i> | <i>54</i> |
| <i>Vote on Const. Amendment A.11, Article 13, 14, and 19, C.10, Section H DEFEATED</i> | <i>54</i> |
| <i>Vote on Const. Amendment A.12, Articles 13, 14 and 19, C.11, Section H DEFEATED</i> | <i>55</i> |
| <i>Vote on Const. Amendment A.13, Article 29, C.14, Section H DEFEATED</i> | <i>56</i> |
| <i>Vote on 2nd Report Item #11, L2, Section G CARRIED</i> | <i>56</i> |
| <i>Vote on 2nd Report Item #12, C7, Section G DEFEATED</i> | <i>57</i> |
| <i>Vote on referral of F2 CARRIED</i> | <i>58</i> |