



Minutes of the OPSEU Convention 2006

April 20-22, 2006
Sheraton Centre Hotel, Toronto

Thursday, April 20, 2006 – Morning Session

President, Leah Casselman, called the Convention to order at 9:15 a.m.

All participants joined in to sing O Canada.

Reverend Susan Eagle a United Church of Canada Minister whose life has been dedicated to helping people welcomed OPSEU delegates to Convention and delivered the invocation.

President Casselman observed April 28, the Day of Mourning, and all workers who have been killed on the job. In particular John Stammers, a college professor from L.558, who died as the result of a picket line incident at Centennial College during the CAAT (A) strike. President Casselman dedicated the 2006 Convention in John's memory.

Eileen Burrows, President of Local 558 spoke to the Convention about John Stammers' personal life, his working life with the college, and his dedication to his students at Centennial College.

A moment of silence was observed for John Stammers and all workers who passed away in the past year.

John Cartwright, President of the Toronto and York Region Labour Council was introduced. John Cartwright welcomed the delegates to Toronto - a proud Union city.

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

President Casselman welcomed UNITE HERE, workers representing the hotel workers at the Sheraton Centre. Yosief Ogbasellasi and Karen Dublin addressed the convention regarding their work at the hotel and thanked OPSEU members for all their support.

President Casselman introduced the head table:

- Frank DelZotto, BDO Dunwoody
 - Melanie Joseph, BDO Dunwoody
 - Sandy Vander Werff, Administrator of Operational Services
 - Smokey Thomas, First Vice-President/Treasurer
 - Cameron Walker, Supervisor, Policy Planning & Programs Division, Procedural Advisor
 - Grant MacGillivray, Constitution and Rules of Order Advisor
 - Kathryn Francis, Recording Secretary
 - Sharon Beresford, Back up/A/Corporate Secretary
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President Casselman read the Harassment and Discrimination Policy. Advisors from the Provincial Human Rights Committee and the Provincial Women's Committee were asked to stand. General announcements were made on events and services available at Convention 2006.

President Casselman announced that donations would be collected on Friday afternoon following David Suzuki's speech.

The President welcomed all solidarity guests, delegates, alternates, observers and guests to the 31st Annual Convention, the highest decision-making body of OPSEU.

Section A – Convention Agenda

Moved: L. Casselman, President

Seconded: S. Thomas, 1st VP/Treasurer

Adoption of the Convention Agenda as printed in Section A.

Vote on Adoption of Agenda

CARRIED

Section B – Minutes of Convention 2005

Moved: L. Casselman, President

Seconded: S. Thomas, 1st VP/Treasurer

Adoption of the Minutes of Convention 2005 as printed in Section B.

Vote on Adoption of Minutes of Convention 2005

CARRIED

President's Address

President Casselman opened the 2006 Convention by welcoming the 1400 delegates, alternates and observers attending the largest convention in OPSEU history.

With over 6,000 new members being welcomed into our union, this translated to over 150 additional delegates and members attending Convention. Almost the entire floor of the Grand Ballroom was taken up by delegates with a small section for Alternates and Observers. An overflow room was added on another floor.

Leah spoke about the upcoming debate on the affiliation with the NDP. She said it should be a healthy debate that would show our maturity as a union and as people committed to progressive social change.

Leah paid tribute to the 9,100 members of the college academic division. "College faculty stood up to an employer that openly mused about bringing in scabs to do the work of faculty," said Leah. "Getting the key issue on quality education to arbitration was a major win for this union. I want to acknowledge all of OPSEU, and in particular, college support workers, for their solidarity during this strike. Thank you so much."

Her speech touched on the many battles that currently face our union such as the right to organize the college part-timers, strikes at Kennedy House in Ajax and Community Living Mississauga, LHIN's, P3s, Ontario Teachers' Pension Plan, the safe needles campaign and downsizing in the OPS.

"We helped to keep the pressure on the government to have an inquiry on the Dudley George travesty," Casselman said. "We spoke out against the Liberals' planned destruction of the Human Rights Commission. We spoke out for fully public non-profit health care, education and for public child care. For a justice system that works the way it should and is fully public. For quality education and for college part timers. For accountability in our public services. For a fairer and more just Ontario."

Credentials Committee Report

The members of the Committee are:

Region 1	-	Carlos Fermin, L.124
Region 2	-	Sue Walker, L.249
Region 3	-	William Playter, L.329
Region 4	-	Mary Sue Smith, L.464
Region 5	-	Anthony Marinucci, L.549
Region 6	-	Cheryl Rhodes, L.669
Region 7	-	Brenda Clapp, L.710
EBM	-	Pauline Tapping, L.310
Staff Advisor	-	Agatha McPhee

Credentials Committee Report

Moved: M.S. Smith, Cred. Ctte./L.464

Seconded: A. Marinucci, Cred. Ctte./L.549

Adoption of Credentials Committee Report as of 10:00 a.m.

Delegates	773
Alternates	334
Observers	137
Retirees	7
EBMs	20
Committees	47
Solidarity Guests	7
Guests	8
Total	1,333

Vote on Adoption of Credentials Report

CARRIED

Section C – Audited Financial Statements and Notes Section F – Report on Remuneration

Leah Casselman introduced Frank DelZotto and Melanie Joseph, our auditors from BDO Dunwoody. Frank DelZotto referred the delegates to Section C, and gave a brief overview of the financial statements.

Questions were entertained and discussion ensued.

Resolutions Committee

The members of the Committee are:

Region 1	-	Ross Langill, L.137
Region 2	-	Robert Houston, L.224
Region 3	-	Roxanne Barnes, L.308, Vice-Chair
Region 4	-	Brian Lowry, L.414
Region 5	-	Janice Hagan, L.561, Chair
Region 6	-	Craig Nesbitt, L.636
Region 7	-	John Watson, L.701
EBM	-	Jay Jackson, L.245
Staff Advisor	-	Jordan Berger
Secretary	-	Gloria Marcos

Resolutions Committee**Statutory Resolution A1 – Financial Statements**

Submitted by: Executive Board

Resolutions Committee Recommendation: FOR

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

Seconded: R. Barnes, Res. Ctte./L.308

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 2005, 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.

Vote on Statutory Resolution A1**CARRIED**

Resolutions Committee**Statutory Resolution A3 – Appointment of Auditors**

Submitted by: Executive Board

Resolutions Committee Recommendation: FOR

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

Seconded: R. Barnes, Res. Ctte./L.308

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, 2006 through to December 31, 2006 and the Executive Board fix the Auditors' remuneration.

Vote on Statutory Resolution A3**CARRIED**

LUNCH RECESS

Thursday, April 20, 2006 – Afternoon Session

President Casselman called the meeting to order at 1:45 p.m.

Resolutions Committee

Statutory Resolution A2 – Section E – Executive Board Report

Submitted by: Executive Board

Resolutions Committee Recommendation: FOR

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

Seconded: R. Barnes, Res. Ctte./L.308

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.

Vote on Statutory Resolution A2

CARRIED

Section D – Budget 2006

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

(Continued on page 7)

Credentials Committee Report

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

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

Adoption of Credentials Committee Report as of 1:00 p.m.

Delegates	811
Alternates	349
Observers	155
Retirees	7
EBMs	20
Committees	47
Solidarity Guests	8
Guests	<u>14</u>
Total	1,411

Vote on Adoption of Credentials Report

CARRIED

Section D – Budget 2006

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

Seconded: L. Casselman, President

Adoption of the 2006 budget as presented in Section D.

Moved: W. Playter, L.329

Seconded: G. Jones, L.310

REFER the budget back to the Executive Board with instructions that the Executive Board decide on one of the three options contained in the Treasurer's summary report, and bring the budget back to the Convention floor on Friday morning.

Moved by M.A. White, L.417

Seconded by J. Molleson, L.418

Closure

DEFEATED(Continued on page 8)

**Orders of the Day
Political Action Committee**

Members of the Political Action Committee; Doris Middleton, Eddy Almeida and Peter Wall, made a presentation to the Convention regarding affiliation with the NDP.

Resolutions Committee**Affiliation to the New Democratic Party - EB1**

Submitted by: Executive Board, Local 310, Local 678, Local 205, Local 211, Southwest Area Council, Niagara Area Council, Orillia Service Area Council

Resolutions Committee Recommendation: FOR

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

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

WHEREAS OPSEU must continue to develop its political strengths to promote strong public services, better job security and a good quality of life for members' families; and

WHEREAS the Ontario New Democratic Party has shown strong solidarity with OPSEU members and the entire labour movement – in the legislature, at countless rallies and on our picket lines; and

WHEREAS The Ontario McGuinty Liberal government, like the Conservatives before them, remain on a path set by their corporate supporters including privatization schemes, closed programs and facilities, contracting out, freezing transfer payments to agencies and diminished trade union rights including serious barriers to organizing and no successor rights for the public service; and

WHEREAS OPSEU's core principles of social and economic justice, equality and human rights at home and around the world, are reflected in the policies and actions of the Ontario NDP; and

WHEREAS formal affiliation will provide OPSEU members with an ongoing, direct voice in NDP policy debates and leadership events;

THEREFORE BE IT RESOLVED THAT OPSEU formally affiliate with the Ontario New Democratic Party.

Moved by R. Howes, L.115
Closure

Seconded by M. Ing, L.106
CARRIED

Doors were tiled. Staff did a head count of members votes. Doors untilled.

Vote on EB1

DEFEATED

Section D – Budget 2006

Motion to refer the budget back to the Executive Board is on the floor.

Moved by J. Molleson, L.418
Closure

Seconded by M.A. White, L.417
CARRIED

Vote on Referral to Executive Board

CARRIED

(Continued on page 21)

Resolutions Committee

Violence Against Youth - EB4

Submitted by: Executive Board

Resolutions Committee Recommendation: FOR

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

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

WHEREAS there is a marked increase in gun-related violence in Ontario's largest cities even as general crime levels continue to decline; and

WHEREAS gun-related violence is on the rise, in part, because of the availability of illegal firearms smuggled across the US-Canada border; and

WHEREAS this situation has been greatly exacerbated by the previous government's savage cuts to programs for urban youth; and

WHEREAS the communities most affected by gun violence are able and willing to address the problems they face on a day-to-day basis;

THEREFORE BE IT RESOLVED THAT OPSEU calls on the Government of Ontario to: reinvest in social programs that target at-risk urban youth; provide financial and other supports to community-led initiatives that seek to address the causes and consequences of gun-related crimes in their neighbourhoods; and, work with other levels of government to secure our borders against the illegal smuggling of firearms into Canada.

Vote on EB4

CARRIED

Resolutions Committee

C1

Submitted by: Retired Members Division and Southwest Area Council
Resolutions Committee Recommendation: AGAINST

Moved: B. Houston, Res. Ctte./L.224

Seconded: Watson, Res. Ctte./L.701

WHEREAS all OPSEU retirees that contractually derive benefits are directly tied to the OPS contract; and

WHEREAS the retirees were negatively affected in the last round of bargaining; and

WHEREAS retirees have very limited input into demands and little to no representation at the table;

THEREFORE BE IT RESOLVED THAT a liaison between the retirees and the central negotiations committee be appointed by the Executive of the Retired Members Division;

BE IT FURTHER RESOLVED THAT the Executive of the Retired Members Division be kept abreast of negotiations at the central level;

BE IT FURTHER RESOLVED THAT the Retired Members Division be enabled to advise the negotiating team on changes that may affect the retirees.

Moved: B. Prus, L.141
Closure

Seconded: L.L. Talbot, L.141
CARRIED

Vote on C1

DEFEATED

Resolutions Committee**B7**

Submitted by: Local 137

Resolutions Committee Recommendation: AGAINST

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

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

WHEREAS the current OPSEU Budget Year is set for January to December each year; and

WHEREAS approval of each budget occurs at the annual OPSEU Convention; and

WHEREAS each budget is therefore not being approved until nearly one-quarter (1/4) of the way through each Budget Year; and

WHEREAS this approach to budgeting is not fiscally responsible;

THEREFORE BE IS RESOLVED THAT the budget presented to the OPSEU 2007 Convention be a fourteen (14) month budget set for January/07 to the end of February/08; and

BE IT FURTHER RESOLVED THAT commencing March 1/08 that all OPSEU Budget Years be set for March 1st of each year to the end of the following February.

Vote on B7

DEFEATED

Resolutions Committee**Protecting the Ontario Human Rights Commission - EB3**

Submitted by: Executive Board

Resolutions Committee Recommendation: FOR

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

Seconded: C. Nesbitt, Res. Ctte./L.636

WHEREAS the Ontario Human Rights Commission protects Ontarians, especially those with low incomes, from discrimination; and

WHEREAS the Commission is cost-effective, using its professional staff to resolve many disputes without having to resort to extended hearings; and

WHEREAS the Commission, through its rulings, sets standards regarding discrimination and equal treatment that benefit all Ontarians on an ongoing basis; and

WHEREAS the Government refuses to adequately fund the work of the Commission and is currently being lobbied by lawyers who would prefer that all disputes proceed directly to tribunal hearings;

THEREFORE BE IT RESOLVED THAT OPSEU condemns this obvious conflict of interest and reiterates its support for an independent Ontario Human Rights Commission, with

commissioners and tribunal members appointed by and reporting directly to the Legislature;
and

BE IT FURTHER RESOLVED THAT OPSEU calls on the Government to make its position clear regarding the future of the Ontario Human Rights Commission. In particular, we call on the Government to hold comprehensive public consultations on reforming the human rights system in Ontario, to definitively reject the lawyer-driven push for direct tribunal access, and to restore funding to the Commission so that it can continue to protect and enhance human rights protections for all Ontarians.

(Continued on page 12)

R E C E S S

Friday, April 21, 2006 – Morning Session

President Casselman called the Convention to order at 9:15 a.m. She indicated that the Credentials Committee would present their report as soon as it was available. President Casselman also indicated that when she was announcing strike activity in her opening speech she omitted Local 5102, Surrex Services.

Resolutions Committee

Protecting the Ontario Human Rights Commission - EB3

Submitted by: Executive Board

Resolutions Committee Recommendation: FOR

Moved: B. Pavlich, L.311

Closure

Seconded: C. Ferrara L.311

CARRIED

Vote on EB3

CARRIED UNANIMOUSLY

Resolutions Committee

Successor Rights - L3

Submitted by: Local 337, Local 703, Local 671, Local 601, Local 310, Local 212, Local 205, Local 453, Local 211, Local 504, Local 599, Local 154, Southwest Area Council

Resolutions Committee Recommendation: FOR

Moved: B. Houston, Res. Ctte./L.224

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

WHEREAS one of the first acts of the Harris government in 1995 was to strip successor rights from all Crown employees, including OPSEU members in the Ontario Public Service and the Liquor Board Employees Division;

WHEREAS successor rights are essential to protecting workers' jobs, union membership and collective agreement if their work is sold, divested, downloaded, privatized or contracted out;

WHEREAS Crown employees are the only major group of unionized workers in Ontario that do not enjoy this basic protection;

WHEREAS, Dalton McGuinty, pledged that a Liberal government would restore successor rights to crown employees; and

WHEREAS the McGuinty government has failed to live up to this promise, both passing Bill 144 and during OPS bargaining;

THEREFORE BE IT RESOLVED THAT OPSEU demand that Dalton McGuinty and his Liberal government introduce and pass legislation restoring successor rights for all Crown employees by the end of 2006;

BE IT FURTHER RESOLVED THAT OPSEU support a central campaign to maximize pressure on the McGuinty government to live up to its commitment to restore successor rights.

Moved: F. Richardson, L.702
Closure

Seconded: S. Pirkl, L.705
CARRIED

Vote on L3

CARRIED

Resolutions Committee

Ontarians with Disabilities - Q9

Submitted by: Provincial Human Rights Committee (PHRC)
Resolutions Committee Recommendation: FOR

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

Seconded: C. Nesbitt, Res. Ctte./L.636

WHEREAS The Ontario Government is considering changing how the Ontario Human Rights Commission processes complaints (OHRC); and

WHEREAS a "direct access" system will make it even more difficult for Ontario's most oppressed and disadvantaged citizens to file complaints with the Ontario Human Rights Commission (OHRC); and

WHEREAS a direct access system is unlikely to solve any of the shortcomings that have been identified by the community and will result in no access for justice for those who are poor;

THEREFORE BE IT RESOLVED THAT OPSEU lobby the Ontario Government to increase funding to the Ontario Human Rights Commission (OHRC); to reinstitute a Commissioner to focus on Race Relations; and

BE IT FURTHER RESOLVED THAT OPSEU appoint Commissioners with particular responsibility for large portions of the Ontario Human Rights Commission's (OHRC) caseload, such as disability and provide the necessary staff to support those persons requiring assistance in filing a claim.

Moved: K. Firby, L.116
Closure

Seconded: P. Urban, L.116
CARRIED

Vote on Q9

CARRIED

Resolutions Committee

L9

Submitted by: MCSS Division Developmental Services
Resolutions Committee Recommendation: FOR

Moved: R. Barnes, Res. Ctte./L.308

Seconded: B. Houston, Res. Ctte./L.224

WHEREAS Minister Papatello announced the plan to close the three remaining Developmental Services facilities by March 31, 2006;

WHEREAS the members along with the families of the residents have been fighting the closures;

THEREFORE BE IT RESOLVED THAT OPSEU continue to support the stop the closures of Huronia Regional Centre, Rideau Regional Centre, and Southwest Regional Centre;

BE IT FURTHER RESOLVED THAT OPSEU continue to support the Centres of Excellence Campaign with the required funding.

Moved: J. Molleson, L.418
Closure

Seconded: G. Aubert , L.417
CARRIED

Vote on L9

CARRIED

Credentials Committee Report

Moved: M.S. Smith, Cred. Ctte./L.464

Seconded: A. Marinucci, Cred. Ctte./L.549

Adoption of Credentials Committee Report as of 10:00 a.m.

Sister Smith noted a correction from the two reports on Thursday, April 21, 2006. The grand total for the report at 10:00 am should have been 1,326 and the grand total for the report at 1:00 pm should have been 1,404

Delegates	824
Alternates	361
Observers	168
Retirees	7
EBMs	20
Committees	40
Solidarity Guests	10
Guests	19
Total	1,449

Vote on Adoption of Credentials Report

CARRIED

Resolutions Committee**ER2**

Submitted by: Local 110

Resolutions Committee Recommendation: FOR

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

Seconded: B. Houston, Res. Ctte./L.224

WHEREAS the Ontario Government is moving forward with its plans to deinstitutionalize people with developmental disabilities; and

WHEREAS there will be a greater need for college graduates from the college programs such as the Developmental Service Worker (DSW) program to work in communities with those with disabilities; and

WHEREAS the government announced in the budget a commitment to provide an additional \$80 million to hire more staff to serve this population; and

WHEREAS this money will make a huge difference for Association for Community Living (ACL), Children's Psychiatric Research Institute (CPRI), Thistleton, and other related OPSEU workplaces, and

WHEREAS due to mismanagement, Fanshawe College has announced the suspension of the January intake of the DSW program which means fewer graduates available for this sector, and

WHEREAS this sector acknowledges the need for trained applicants to do this difficult work and that there is an existing shortage of graduates.

THEREFORE BE IT RESOLVED THAT OPSEU will call upon the provincial government to stop the suspension of the DSW program at Fanshawe College and further that the government instruct the Auditor General to conduct a value-for-money audit focusing on the mismanagement of community colleges as demonstrated in this particular case and, more broadly, as the underlying cause of the recent faculty strike in Ontario.

Moved: P. Perrault, L.662

Seconded: J. Arbus, L.613

Closure

CARRIED**Vote on ER2****CARRIED**

Resolutions Committee

ER3

Submitted by: Local 738 and Local 144

Resolutions Committee Recommendation: FOR

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

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

WHEREAS the Ontario Provincial Police (OPP) staged a pre-dawn raid to expel native protesters from the Six Nations Reserve in Caledonia from a construction site on disputed land.

THEREFORE BE IT RESOLVED that OPSEU strongly condemn the Government of Ontario and the OPP for these action; and

BE IT FURTHER RESOLVED that OPSEU demand the government negotiate a settlement rather than impose corporate wishes upon the First Nations People of Ontario.

Moved: C.E. Lightfoot, L.121
Referral

Seconded by N.M. Anderson, L.102

Refer this Resolution back to the Committee with the following instructions, to be brought back immediately.

In the first resolve delete the words "and the OPP".

Vote on Referral DEFEATED

Moved: K. Ouchas, L.340
Closure

Seconded by K. Demareski, L.340
CARRIED

Vote ER3

CARRIED

Resolutions Committee

M2

Submitted by: Greater Toronto Area Council (GTAC)

Resolutions Committee Recommendation: AGAINST

Moved: R. Barnes, Res. Ctte./L.308

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

WHEREAS Area Councils are constitutionally recognized bodies with specific tasks;

WHEREAS Area Councils are entirely dependent on dues paid by locals for membership;

WHEREAS Area Councils are often bypassed because the lack of stable funds prevents member activism;

WHEREAS the Executive Board capped rebates to locals for the area council dues;

THEREFORE BE IT RESOLVED THAT OPSEU create stable funding for area councils to supplement the present funding rebate to locals;

BE IT FURTHER RESOLVED THAT caps to local rebates be removed.

Vote on M2

DEFEATED

Resolutions Committee

B3

Submitted by: Local 669

Resolutions Committee Recommendation: FOR

Moved: R. Barnes, Res. Ctte./L.308

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

WHEREAS dues are 1.375% of basic salary;

WHEREAS basic salary includes overtime and allowances and wage income which would include lump sum payments, but does not include meal allowances and travel allowances;

WHEREAS dues are collected on all retroactive payments, including grievance awards and reclassification and pay equity settlements;

THEREFORE BE IT RESOLVED THAT dues continue to be collected from as above but exclude any Death Benefits and/or any termination payments made to an estate.

Moved: B. Pavlich, L.311
Referral Motion

Seconded: C. Ferrara, L.311

Refer this Resolution back to the Committee with the following instructions, to be brought back immediately.

Divide the debate on death benefits and termination payments.

Vote on Referral Motion DEFEATED

Moved: G. Liverpool, L.597
Closure

Seconded: M.T. Miller, L.545
CARRIED

Vote on B3

CARRIED

Resolutions Committee

B5

Submitted by: Local 271, Local 154, London and District Area Council, Provincial Human Rights Committee (PHRC)

Resolutions Committee Recommendation: FOR

Moved: B. Lowry, Res. Ctte./L.414

Seconded: B. Houston, Res. Ctte./L.224

WHEREAS OPSEU has historically shared and supported a struggle for rights and justice with the political prisoner Leonard Peltier; and

WHEREAS this struggle against illegal extradition by Canada and detention by the United States continues as Mr. Peltier endures into the 31st year of wrongful imprisonment; and

WHEREAS urgency due to health issues has also prompted action by both the United Nations and Amnesty International;

THEREFORE BE IT RESOLVED THAT OPSEU re-pledge our continuing solidarity and support by making an annual contribution of at least, \$5000 to the LPDF (Canada) until Mr. Peltier has regained freedom;

Moved: S. Mainville, L.738
Closure

Seconded: M. Pearson, L.735
CARRIED

Vote on B5

CARRIED

Resolutions Committee

O1

Submitted by: Local 527

Resolutions Committee Recommendation: FOR

Moved: B. Lowry, Res. Ctte./L.414

Seconded: C. Nesbitt, Res. Ctte./L.636

WHEREAS the OPS Employer is actively creating many new AMAPCEO positions in comparison to OPSEU positions and is actively taking OPSEU administrative and office administrative work and services and reorganizing or assigning these to new or existing AMAPCEO positions thereby reducing OPSEU's presence, membership, dues, volunteer base and visibility in the OPS workplace and reducing OPSEU members job security; and

WHEREAS labour strength and united action is needed in the OPS workplace but the Employer's actions are creating a divided labour force in the OPS workplace; and

WHEREAS AMAPCEO does not cooperate in bargaining with OPSEU and has rebuffed OPSEU efforts for joint negotiations; uses OPSEU bargaining in a non-cooperative manner for its ends; does not often represent its members in grievances, and does not cooperate or participate with the house of labour locally, provincially or federally; and

WHEREAS AMAPCEO members will make a fine addition to OPSEU in the OPS and represent a welcome influx of volunteers to help OPSEU OPS locals; and

WHEREAS organization of AMAPCEO members into OPSEU can be done in a principled and respectful way towards AMAPCEO members and this action will greatly assist OPSEU members and labour in the OPS;

THEREFORE BE IT RESOLVED THAT OPSEU plan and implement the organization of OPS AMAPCEO members as part of OPSEU and implement this within two years of the 2006 Convention.

Moved: L. Bess, L.501
Closure

Seconded: G. David, L.542
CARRIED

Vote on O1

CARRIED

Solidarity Guests

President Casselman welcomed all solidarity guests at the Convention.

Marinela Gabat	Administrative Staff Union
Patrick (Sid) Ryan, President	Canadian Union of Public Employees, Ontario Division
Sam Hammond, Vice-President	Elementary Teachers Federation of Ontario
John Cartwright, President	Labour Council of Metro Toronto & York Region
Reg Pearson, Director, Management Services	Ministry of Labour
Larry Brown, National Secretary-Treasurer	National Union of Public & General Employees
Irene Harris, Secretary-Treasurer	Ontario Federation of Labour
Wayne Samuelson, President	Ontario Federation of Labour
Terry Downey, Executive Vice-President	Ontario Federation of Labour
Bill Kuehnbaum	OPSEU Retiree
Twila Marston, President	Ontario Public Service Staff Union
Gord Hamilton, 1 st Vice-President	Ontario Public Service Staff Union
Rhonda Kimberley-Young, President	Ontario Secondary School Teachers' Federation
Sharleen Stewart, International Canadian Vice-President	Service Employees International Union
Mannie Carvello, Assistant to the President	Service Employees International Union
Bill Holm, Director of Organizing	Service Employees International Union
Dave Killam, Executive Director	Workers Health & Safety Centre

Constitution Committee

The members of the Committee are:

Region 1	-	Paddy Musson, L.110
Region 2	-	Paul Johnstone, L.224
Region 3	-	Dan Murphy, L.341
Region 4	-	Harry Plummer, L.420
Region 5	-	Edward Montgomery, L.560 - Chair
Region 6	-	Eric Morin, L.635
Region 7	-	Carl Thibodeau, L.737
EBM	-	Gino Franche, L.130
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

Constitutional Amendment A.14 (C.15)

Submitted by: Executive Board

Constitutional Committee Recommendation: ACCEPTANCE

Moved: T. Montgomery, Const. Ctte./L.540 Seconded: H. Plummer, Const. Ctte./L.420

Delete Articles 20.1.3 (b) and 20.1.3 (c) and replace with the following:

Article 20.1.3 (b)

Five (5) per cent of the union's general dues revenue be allocated to the strike fund and transferred on a monthly basis

Re-number subsequent article

Amend Article 20.1.2 to read as follows:

Following a strike or lockout of a bargaining unit which causes the Strike Fund to fall below \$50 million, the union may levy a temporary supplementary dues assessment of 0.2 percentage points. The temporary assessment will be terminated when the Strike Fund reaches \$50 million. All money raised through the levy will be directed exclusively to the Strike Fund.

Moved: B. Eaton, L.440

Seconded: D. Lundy, L. 440

Closure

CARRIED

Vote on Const. Amendment C.15, Article 20.1.3 (b) 20.1.3 (c)

CARRIED

Section D – Budget 2006

Budget discussion continued.

(Continued on page 26)

LUNCH RECESS

Friday, April 21, 2006 – Afternoon Session

President Casselman called the Convention to order at 1:35 p.m.

Guest Speaker – Dr. David Suzuki

Guest speaker Dr. David Suzuki, spoke regarding individual effects on the environment and the critical state of our planet and eco-system.

Stanley Knowles Humanitarian Award

David Suzuki

Gladiatorial Geneticist

David Suzuki is Canada's preeminent science broadcaster. He also carries a global reputation as a geneticist, professor, public lecturer, and environmental and civil rights activist.

The dozens of TV and radio series and specials that Suzuki has hosted strike a layman's balance between education and entertainment. He is best known as the long-time moderator of the highly successful CBC TV science magazine show, *The Nature of Things*, which airs in more than 40 nations. His 1985 series, *A Planet for the Taking* averaged 1.8 million viewers per episode and earned him a United Nations Environment Program Medal (1988).

It is widely recognized that *The Nature of Things*, as with Suzuki's work in general, surveys the scientific landscape through a critical, humanistic lens. Such an approach has increasingly lent itself to investigations of controversial contemporary issues of social importance. Suzuki's outspoken views on the clear cutting of old growth forests on Canada's west coast, for example, has gained him many friends (and enemies) in logging and environmentalist circles. Whatever one's opinion of his views, however, it would be safe to say that Suzuki remains the voice of popular science on the Canadian airwaves.

Described as "one of the world's most effective popularizers of science, alongside Carl Sagan and Jacques Cousteau," Suzuki has considerable charm and intelligence. His social consciousness is as sharp as his piercing eyes. Jerry Bruckley observed in *International Wildlife*, "He's passionate, driven, irreverent, brilliant, charismatic, and controversial, and usually in the same sentence."

Suzuki is the author of 18 books, including, with A.F. Griffiths, *An Introduction to Genetic Analysis* (1976), one of the most-used genetics textbooks in the U.S. He has also penned children's books and countless regular columns for Canadian newspapers.

Suzuki's many honours include being named Outstanding Japanese-Canadian of the Year in 1972, winning a Canadian Human Rights Foundation Award in 1975 and a Governor General's

Award for Conservation in 1985. Named an Officer of the Order of Canada in 1976, Suzuki has claimed several Gemini and ACTRA awards for his broadcast works.

Donations

Staff collected donations in the amount of \$2,817.46 from the Floor. The Central Union will match the amount.

Timed Resolution Presentation - Working for a Healthier and Safer Environment

Members of the OPSEU Green Team; Patty Rout and Laurie Brown, made a presentation to the Convention.

(Continued on page 24)

Credentials Committee Report

Moved: B. Playter, Cred. Ctte./L.329

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

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

Delegates	825
Alternates	368
Observers	170
Retirees	7
EBMs	20
Committees	40
Solidarity Guests	15
Guests	31
Total	1,476

Vote on Adoption of Credentials Report

CARRIED

Resolutions Committee**Environment Committee Resolution - EB7**

Submitted by: Executive Board

Resolutions Committee Recommendation: FOR

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

Seconded: B. Lowry, Res. Ctte./L.414

WHEREAS OPSEU is committed to working with its members to improve the quality of life in Ontario Communities; and

WHEREAS OPSEU recognizes that a good quality of life includes the right to healthy local and global environment; and

WHEREAS trade unions from around the world held the first ever meeting Trade Union Assembly on Labour and the Environment in Nairobi in 15–17 January 2006, and at that meeting passed a resolution which “confirmed that unions were engaged in practical steps through their activities to advance sustainable development and that they are committed to extending that work as a priority”; and

WHEREAS all OPSEU sectors have a critical role in environmental stewardship; and

WHEREAS OPSEU has a long history of campaigning on environmental issues, including:

- A community campaign on the Spillage of Spike on the CPR line in Sault Ste. Marie, resulting in a work refusal by sewage treatment plant workers (1990).
- A campaign against Ministry of Natural Resources plans to divest provincial parks to an agency (1993).
- A campaign against the divestment of the water and sewage treatment plants from the Ministry of the Environment to the Ontario Clean Water Agency (1994).
- A campaign against MNR cutbacks to the forestry resource technicians (1995).
- A campaign against the extensive cutbacks to the Ministry of the Environment during the reign of Mike Harris (1995-7).
- A campaign against closure of the Ministry of the Environment labs and layoff of scientists (1996) and the closure of the Ministry of Labour labs.
- A campaign against the offloading of public health inspection to municipalities.
- A campaign against the proposed privatization of the Ontario Clean Water Agency (1998 and 2006).
- A campaign on the poisoning of the citizens of Walkerton and its aftermath; direct participation in the Walkerton inquiry (2001-2);

THEREFORE BE IT RESOLVED THAT OPSEU shall;

- Continue to lead environment-related campaigns connected with workplace issues;
- Support members and local involvement in community based environmental campaigns;
- Implement a program of achieving the highest environmental standards in OPSEU's own facilities and operations;

- Work with OPSEU members to help them reduce their personal impact on the environment through measures such as the Suzuki Nature Challenge;
- Work with existing organized labour initiatives to protect the environment;
- Investigate ways to use our jointly trustee pension plans for environmental benefits, while maintaining pension security for our members;
- Investigate the opportunities for environmental advocacy within collective bargaining;
- Develop a network of “Environment Stewards” to build knowledge levels, interest and action in all OPSEU locals.

BE IT FURTHER RESOLVED THAT OPSEU’s Executive Board shall have the mandate to develop, approve and implement such “Green Programs” during the coming year, including any quick start measures set out in the Convention Report of the Environment Committee; and Environment Committee Resolution

BE IT FURTHER RESOLVED THAT all “Green Programs” implemented by OPSEU be listed, as they are rolled out, on the OPSEU Website, with a detailed assessment “report card” of such programs and actions to be presented to the 2007 OPSEU Convention.

Moved: J. Healy, L.571
Closure

Seconded: F. Inglis, L.565
CARRIED

Vote on EB7

CARRIED UNANIMOUSLY

Live and Let Live Fund - Fundraiser

President Casselman held the draw for the two hand knitted sweaters. She announced that a total of \$1,881 was raised, and would be given to the *Live and Let Live Fund*.

Moved by C. Bryan, L. 448

Seconded: B. Eaton, L. 440

THAT OPSEU match the \$1,881 that was raised for the *Live and Let Live Fund*.

Vote on OPSEU matching funds

CARRIED

Moved: Y. Bobb, L.520

Seconded: S. Snider, L.736

THAT the Executive Board match the PWC donation of \$411, to be given to school breakfast programs around the province.

Vote on OPSEU matching funds

CARRIED

Moved: P. Shearer, L.112

Seconded: D. Erskine, L152

THAT the Executive Board match the donation of \$3,005, from Lisa's Beads, to be given to the Durham Regional Cancer Centre.

Vote on OPSEU matching funds

CARRIED

Section D – Budget 2006

Moved: T. Montgomery, L.560

Seconded: M.A.White, L.417

Amend the budget by increasing the grievance legal expenses line by \$200,000.

Moved: P. Fry-Smith, L. 201

Seconded: J. Sheehan, L.278

Closure

CARRIED

Vote on Amending Grievance Legal Expenses Line DEFEATED

Moved: D.J. Wilson, L.101

Seconded: L. Elliott, L.101

Closure on budget debate

CARRIED

Vote on Budget 2006 as Amended

CARRIED

Constitution Committee

Constitutional Amendment A.1 (C.10)

Submitted by: London and District Area Council

Constitutional Committee Recommendation: ACCEPTANCE

Moved: T. Montgomery, Const. Ctte./L.540

Seconded: D. Murphy, Const. Ctte./L.368

Amend as follows (changes 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 **Young Workers** Committee shall be entitled to be delegates.

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 **Young Workers** Committee....

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 **Young Workers** Committee.

19.3 There shall be a Provincial **Young Workers** 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.

Moved by K. Pearson, L.740
Closure

Seconded by T. Henshall, L.323
CARRIED

Vote on Const. Amendment C.10, Article 13, 14 and 19

CARRIED

Constitution Committee

Constitutional Amendment A.2 (C.3)

Submitted by: Local 109

Constitutional Committee Recommendation: DEFEAT

Moved: T. Montgomery, Const. Ctte./L.540

Seconded: P. Johnstone, Const. Ctte./L .224

Add a new Article 13.4 (f) as follows:

In addition, each Region shall elect two youth delegates at the regular biennial Regional election meetings, who shall be entitled to be delegates for the following two (2) conventions.

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

Seconded: D. Ducette, L.429
CARRIED

Vote on Const. Amendment C.3, Article 13

DEFEATED

Constitution Committee

Constitutional Amendment A.3 (C.4)

Submitted by: Local 629

Constitutional Committee Recommendation: DEFEAT

Moved: T. Montgomery, Const. Ctte./L.540

Seconded: P. Musson, Const. Ctte./L .110

Add at the end of Art. 14.8.1

... except that, effective at the 2007 elections, no person shall be entitled to be a candidate for or elected to one of these two offices who has held the office for an immediately preceding period of four (4) consecutive terms.

Moved: J. Fordyce, L.109
Closure

Seconded: S. O'Neill, L.110
CARRIED

Vote on Const. Amendment C.4, Article 14

DEFEATED

Constitution Committee

Constitutional Amendment A.5 (C.6)

Submitted by: Local 271

Constitutional Committee Recommendation: DEFEAT

Moved: T. Montgomery, Const. Ctte./L.540

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

Add a new Article 14.5.1 as follows:

No member shall be eligible for nomination or election to the Executive Board who has served the immediately preceding two (2) consecutive terms on the Executive Board, unless he/she has been elected President or First-Vice President/Treasurer and remains eligible for re-election to that position.

Re-number subsequent articles.

Add at the end of Art. 14.8.1

... except that no person shall be entitled to be a candidate for or be elected to one of these two offices who has held the office for an immediately preceding period of two (2) consecutive terms.

Moved: M. Pearson, L.735

Seconded: G. Swire, L.718

Closure

CARRIED**Vote on Const. Amendment C.6, Article 14****DEFEATED****Constitution Committee**

Constitutional Amendment A.6 (C.11 and C.12)

Submitted by: Local 102 and Local 108

Constitutional Committee Recommendation: DEFEAT

Moved: T. Montgomery, Const. Ctte./L.540

Seconded: Johnstone, Const. Ctte./L.224

Re-number Art. 23.1 as Art. 23.1.1 and add Art. 23.1.2 as follows:

For greater clarity, the assets of the Strike Fund shall not be used to purchase real estate.

Moved: J. Gates, L.331

Seconded: D. Chew, L.323

Closure

CARRIED**Vote on Const. Amendment C.11 and C.12, Article 23****DEFEATED**

Constitution Committee

Constitutional Amendment A.7 (C.14)

Submitted by: Executive Board

Constitutional Committee Recommendation: ACCEPTANCE

Moved: T. Montgomery, Const. Ctte./L.540

Seconded: Thibodeau, Const. Ctte./L.737

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

29.9.2 All Shop and Unit Stewards shall take the following oath before being allowed to take office. 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:

"I, _____, promise that I will uphold and obey the Constitution **and** policies of the Ontario Public Service Employees Union and the by-laws of my Local, work with the Officers of the Local to represent the members, and fulfill the obligations and responsibilities of my elected position as Steward to the best of my ability."

Vote on Const. Amendment C.14, Article 29**CARRIED UNANIMOUSLY****Constitution Committee**

Constitutional Amendment A.8 (C.2)

Submitted by: Local 453

Constitutional Committee Recommendation: DEFEAT

Moved: T. Montgomery, Const. Ctte./L.540

Seconded: D. Murphy, Const. Ctte./L.368

Amend Art. 13.3 as follows (change in bold):

13.3 For purposes of calculating delegate entitlement, only Members in good standing shall be counted. Honorary Members and employees paying dues, but not having joined the Union, shall not be counted. All calculations shall be based on membership records at Union Headquarters as of the **highest quarterly report in the year between the most recent Convention call and the previous Convention**. However, if a discrepancy arises between Headquarters and Local records which would affect the delegate entitlement of a Local, upon providing sufficient proof a Local shall be entitled to any extra delegate to which its Local records may entitle it.

Moved: P. Perreault, L.672

Seconded: J.P. Belanger, L.673

Closure

CARRIED**Vote on Const. Amendment C.2, Article 13****DEFEATED**

Constitution Committee

Constitutional Amendment A.9 (C.7)

Submitted by: Local 629

Constitutional Committee Recommendation: DEFEAT

Moved: T. Montgomery, Const. Ctte./L.540

Seconded: Morin, Const. Ctte./L.635

Amend Art. 14.1.1 as follows (change in bold):

14.1.1 Regionally-elected members of the Executive Board shall be elected by majority vote of all delegates casting valid ballots at Regional meetings held prior to every second regular Convention, with the first such meetings to be held in 1976.

Add a new Art. 14.1.2 as follows:

One member of the Executive Board shall be elected by and from a meeting of the chairs of the Provincial Women's Committee, the Provincial Human Rights Committee, the Provincial Youth Committee, the Rainbow Alliance, the Native Circle, the Workers of Colour Caucus, Disability Rights Caucus, and the Francophone Caucus.

Re-number Art. 14.1.2 and amend as follows (change in bold):

14.1.2 A Regional Member of the Board may be removed from the Board only by a properly convened meeting of the delegates in his/her Region. **The additional member of the board may be removed from the Board only by a properly convened meeting of his/her electors.**

Re-number subsequent articles.

Amend Art. 14.8.1 as follows (change in bold):

14.8.1 On the second last day of the Convention in an election year the President and First Vice-President/Treasurer shall be elected separately, and in the order stated, by the delegates from among the **22** Members-elect of the Board.

Re-number Art. 15.4 as Art. 15.4.1 and amend it as follows (change in bold):

15.4 If any **regionally-elected member** should cease to be a Member of the Executive Board for any reason, the alternate elected from their region shall take their place....

Add a new Art. 15.4.2 as follows:

If the additional member of the Board should cease to be a member of the Board for any reason, the President shall convene a meeting of his/her electors as far as possible in accordance with Article 14 for the purpose of electing another member of the Board. However, the President shall not be obliged to convene such a meeting if the vacancy occurs within the four months prior to the scheduled start of a Convention, in which case such meeting shall be held in conjunction with the Convention, as far as possible in accordance with Article 14.

Amend Art. 16.1 as follows (change in bold):

16.1 The Members of the Board shall be the President, First Vice-President/Treasurer, seven Regional Vice-Presidents and **13** Members-at-large.

(Continued on page 38)

R E C E S S

Friday Evening, April 21, 2006 – Sixth Annual Awards Presentation Banquet

Musical Interlude

Anne Feeney is an activist, organizer, songwriter, folksinger from Pittsburgh, PA. Her formative years were shaped by the Vietnam war and the Civil Rights Movement. She has worked as a trial attorney and served as President of the Pittsburgh Musicians' Union.

Ann performs all over the US and Canada, and more recently, Sweden and Denmark. You will find her anywhere there is a strike, a union organizing drive, or any group that is doing community organizing or women's rights, the environment, human rights, anti-poverty or anti-racist work.

Honorary Life Membership

Recipients: **Stephanie Blake**
Edna Bowes
Ethel Birkett-LaValley

- **Stephanie Blake, Local 596 (Retired)**

Sister Stephanie Blake retired in March 2005 and was the Local President of Local 596, which represents support staff at Ryerson University, for 15 years. Ryerson University was one of the first universities organized with OPSEU and Stephanie played a key role in this organizing initiative, where over 600 members chose OPSEU as its union. Local 596 under Stephanie's leadership was very active and remains a healthy local with over 30 stewards and has general membership meetings that achieve over 300 members regularly in attendance.

Stephanie was a vigilant, opinionated and thought-provoking member of the OPSEU Executive Board from 1999 to 2001. She was also the Region 5 member of the OPSEU Provincial Women's Committee from 1997 to 1999. Stephanie received recognition from the PWC for her achievements and promotion of women's issues in Region 5 at the 2004 Convention.

- **Ethel Birkett-LaValley**

Ethel Birkett-LaValley was active in OPSEU and the Ontario labour movement for more than 30 years. She has been a leader in community and human rights issues. As Secretary-Treasurer of the Ontario Federation of Labour for the past 10 years, she was Canada's highest-ranking aboriginal unionist.

In her tenure at OPSEU, she chaired the Ministry of Natural Resources ERC team where she was successful in negotiating to convert 2,300 unclassified employees to classified

status. She was elected Executive Board Member for Region 3 in 1980, and became Regional Vice-President Region 3 in 1990. Ethel also served on the NUPGE executive board as an OPSEU representative.

Ethel was elected Secretary-Treasurer of the Ontario Federation of Labour in 1995, a position she held until her retirement in 2005.

- **Edna Bowes, Region 5 (Retired)**

Sister Edna Bowes was a long time activist within OPSEU until her retirement in 2001. Edna began her work experience in the Ministry of Government Services in 1972 and soon became active within the Union. She has held various local leadership positions within three separate locals of Region 5.

In 1986, Edna became a member of the OPS Bargaining Team representing the OAG group. Edna was elected to the Executive Board of OPSEU in 1990 and served until 1993. While a member of the Executive Board, she was active in board committees. Edna felt passionate about Pensions and education. She sat on the Pension committee from 1991 until 1994 and promoted education for stewards throughout her region.

Edna retired in 2001 and is now a devoted attendee at the Region 5 retirees' meetings.

Human Rights Award - Individual

Recipient: **Peggy MacDonald, Local 433**

Peggy MacDonald is the Local President of OPSEU 433, Ongwanada Hospital in Kingston.

As Local President, Peggy was instrumental first in filing a group grievance on behalf of an assembly of harassed sisters and subsequently winning a significant award at arbitration that required the employer to pay to have all their managers receive ½ day training from the Human Rights commission. Management was also ordered to provide the same training to the Sisters and Brothers in Peggy's local. Peggy had the employer include an article in the hospital newsletter about workplace harassment. And, with extensive union input, Peggy forced the employer to re-write their harassment policy. Then, a joint statement was developed and posted in all worksites declaring the employer's commitment to a harassment-free workplace.

Peggy and her local now have full voice at all Modified Work Committee meetings. She also got "violence in the workplace" language into the collective agreement.

Human Rights Award – Local

Recipient: **Local 506**

This Local took a lead role in tackling some very important equity issues confronting employees.

OPSEU Local 506 mainly consists of MTO enforcement officers. This local has currently 160 members and encompasses an area from Bowmanville to Hamilton and Aurora. Despite the geographical challenges, Local 506 set up a network that involves e-mail correspondence among members on a regular basis.

Local 506 took on the task of representing individual members who have been subjected to harassment and discrimination at the workplace by managers. Two of the female members were on the brink of quitting their jobs as a result of this on-going harassment. These issues had far reaching implications for the Ministry province-wide.

Management finally recognized that the evidence in the grievances was overwhelmingly in favour of the grievors. The end result was that management ultimately made a settlement on these grievances during mediation instead of arbitration. Both of these grievance settlements have far reaching implications to the Ministry province-wide, in that the Ministry of Transportation was required to change its policy when accommodating pregnant employees who wear uniforms during the course of their employment as well as modifications of uniform equipment. The second grievance dealt with disability issues and how employees should be treated during accommodation. The outcome was that all managers are forced to retrain in their responsibilities under the Human Rights Code, and the way accommodation is provided at the workplace.

Currently Local 506 is in the forefront in representing a member's right for religious observance when the employee's spouse or partner is of a different faith. Thus far, there has not been a precedent setting case on this issue. However, this local may be able to advance the cause of this issue and how religious holidays can be accessed in the near future.

Health & Safety Award - Individual

Recipient: **Brian Wilson, Local 317**

Brian Wilson is a Probation and Parole Officer out of Huntsville and is the president of OPSEU Local 317. He has been an OPSEU member for 25 years and an activist in many capacities over those years. Since 1996 he has been the Community Corrections Health and Safety Representative on the Ministry of Community Safety and Correctional Services Provincial Health and Safety Committee.

His resolve to hold the employer accountable for health and safety issues has been very successful in moving the employer on a number of very significant H&S fronts. He has been an invaluable resource for his membership, providing guidance and informing them of their rights.

As with many classifications, the work in community corrections has seen dramatic change in the past decade. Technology has crept insidiously into every workplace. Community corrections staff were working with 21st century technology at 19th century desks. Repetitive strain injury was becoming commonplace in the probation offices across the province. With Brian Wilson at the lead, members launched a massive campaign of Ministry of Labour complaints and grievances in 2003 and 2004. That effort convinced the employer to work with the union and provide \$1.6 million for ergonomic upgrades in every P&P office in the province.

Health & Safety Award - Local

Recipient: **Local 581 and Local 561**

This award is for the work of many in the locals for getting the college to install AED's -- defibrillators.

Through the work of Chief Steward Josef Stavroff, Health and Safety Vice-Presidents Malcolm Archer and Muriel McKenna, Secretary Patricia Clark, and President of Local 560, Ted Montgomery, along with leaders of Local 561 -- they finally got the employer to agree to install AED's and to provide training in their use. It is a life-saving achievement of which they are rightly proud.

The two locals worked together through their Occupational Health and Safety committees, with petitions, newsletters and Convention resolutions to achieve this resolve.

They fought the employer, their Hicks Morley advisors, and a general lack of awareness and understanding to achieve this victory. The tragic irony of Josef's death in the classroom before the victory had been reached serves to drive home the point.

Rainford Jackson Education and Development Fund

Recipient: **The Coalition of African Canadian Organizations**

The Coalition of African Canadian Organizations is an ad-hoc group of community organizations that have come together to respond to issues of concern to the African Canadian community as a whole and more specifically the current issue of youth (gun) violence. To date the Coalition is made up of 30 organizations serving the Black Caribbean and Continental African communities. The JCA, BBPA, ACLC and BADC are playing leadership roles with representatives being spokespersons of the Coalition.

They have met with the Prime Minister, Premier and Mayor and discussed their Action Plan. All three leaders have agreed to attend a High Level Summit which will most likely be held in March/April 2006. At the Summit, participants will agree on the mid and long-term strategies to be employed to provide sustainable, lasting solutions. They are also engaging the community

across the GTA and will be having additional meetings over the months of December and January to discuss the strategies they are proposing.

To date, the number of deaths of young Black men by gun-violence is now up to 47 this year, alone.

The Coalition is attempting to move very quickly to develop and implement an aggressive anti-gang and anti-gun intervention and prevention strategy to stop the killing.

Presentation to the OPSEU Joint Trusteed Benefit Fund

Ten years ago, the OPSEU joint Trusteed Benefit Fund was established to get the best benefits possible for our members.

The fund is owned by those in the plan, and it is a not-for-profit fund. By offering huge savings to employers, the plan has been able to insure employees who might not have otherwise gotten access to benefits. That is, in itself, one of the Plan's biggest triumphs.

Nancy Pridham and Gavin Anderson accepted a plaque of recognition that was given to the Plan on its 10th Anniversary.

Departing Board Members

President Casselman presented a plaque to Terry Downey, honouring her service as a Region 5 Executive Board Member and Regional Vice-President. Terry is now the Executive Vice-President of the Ontario Federation of Labour.

Retiring OPSEU Staff

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

Isla Carmichael

Stephen Daynes

Beverley Johnson

Angela Martino

Donald Stewart

Jim Tait

Johanna Thompson

Deceased OPSEU Staff

President Casselman paid tribute to staff that OPSEU has lost this past year:

Retired staff members:

Huguette Dodge, Secretary, Sudbury Regional Office

James Spalding, Staff Representative, Dryden Regional Office

Serving staff member:

Muriel Ethier, Staff Representative, Sudbury Regional Office

R E C E S S

Saturday, April 22, 2006 – Morning Session

President Casselman called the Convention to order at 9:15 a.m.

A Moment of Silence was held for the four Canadian soldiers who were killed in Afghanistan.

President Casselman announced that lunch would be at 11:30 am due to the UNITE HERE March at City Hall.

Constitution Committee

Constitutional Amendment A.9 (C.7)

Submitted by: Local 629

Constitutional Committee Recommendation: DEFEAT

Moved: T. Montgomery, Const. Ctte./L.540

Seconded: Morin, Const. Ctte./L.635

Amend Art. 14.1.1 as follows (change in bold):

14.1.1 Regionally-elected members of the Executive Board shall be elected by majority vote of all delegates casting valid ballots at Regional meetings held prior to every second regular Convention, with the first such meetings to be held in 1976.

Add a new Art. 14.1.2 as follows:

One member of the Executive Board shall be elected by and from a meeting of the chairs of the Provincial Women's Committee, the Provincial Human Rights Committee, the Provincial Youth Committee, the Rainbow Alliance, the Native Circle, the Workers of Colour Caucus, Disability Rights Caucus, and the Francophone Caucus.

Re-number Art. 14.1.2 and amend as follows (change in bold):

14.1.2 A Regional Member of the Board may be removed from the Board only by a properly convened meeting of the delegates in his/her Region. **The additional member of the board may be removed from the Board only by a properly convened meeting of his/her electors.**

Re-number subsequent articles.

Amend Art. 14.8.1 as follows (change in bold):

14.8.1 On the second last day of the Convention in an election year the President and First Vice-President/Treasurer shall be elected separately, and in the order stated, by the delegates from among the **22** Members-elect of the Board.

Re-number Art. 15.4 as Art. 15.4.1 and amend it as follows (change in bold):

15.4 If any **regionally-elected member** should cease to be a Member of the Executive Board for any reason, the alternate elected from their region shall take their place....

Add a new Art. 15.4.2 as follows:

If the additional member of the Board should cease to be a member of the Board for any reason, the President shall convene a meeting of his/her electors as far as possible in accordance with Article 14 for the purpose of electing another member of the Board. However, the President shall not be obliged to convene such a meeting if the vacancy occurs within the four months prior to the scheduled start of a Convention, in which case such meeting shall be held in conjunction with the Convention, as far as possible in accordance with Article 14.

Amend Art. 16.1 as follows (change in bold):

16.2 The Members of the Board shall be the President, First Vice-President/Treasurer, seven Regional Vice-Presidents and **13** Members-at-large.

Moved by G. Snider, L.714

Seconded by P. Shearer, L.112

Refer this motion back to the committee with the following instructions, to be brought back immediately.

One additional seat to be created on the Executive Board to address the issue of representation of equity-seeking groups.

The position will be elected by members of the existing OPSEU Provincial Committees and Caucuses from among their ranks as follows:

The seven members of each Constitutional Provincial Committee, that is: the Provincial Women's Committee, The Provincial Human Rights Committee and the Provincial Young Workers Committee, shall each cast one vote;

The five chairs of the equity-seeking caucuses (Aboriginal Circle; Disability Rights Caucus; Francophone Caucus; Rainbow Alliance and Workers of Colour Caucus) shall each exercise one vote, for a total of 26 votes.

The position shall be elected at the Annual Convention starting in 2007 for a mandate of two years.

Moved: D. Mann, L.320
Closure on Referral Motion

Seconded: T. Kirkwood, L.323
CARRIED

Vote on Referral Motion DEFEATED

Moved: B.J. Stewart, L.411
Closure

Seconded: M.R. LaRocque, L.411
CARRIED

Vote on Const. Amendment C.7, Article 14, 15, 16

DEFEATED

Credentials Committee Report

Moved: M.S. Smith, Cred. Ctte./L. 464

Seconded: A. Marinucci, Cred. Ctte./L.549

Adoption of Credentials Committee Report as of 9:30 a.m.

Delegates	825
Alternates	368
Observers	180
Retirees	7
EBMs	20
Committees	40
Solidarity Guests	16
Guests	47
Total	1,503

Vote on Adoption of Credentials Report

CARRIED

Constitution Committee

Constitutional Amendment A.10 (C.9)

Submitted by: Niagara Area Council, Provincial Human Rights Committee

Constitutional Committee Recommendation: DEFEAT

Moved: T. Montgomery, Const. Ctte./L.540

Seconded: E. Morin, Const. Ctte./L.635

Moved: D.A. Kerr, L.115

Objection to Consideration of Constitutional Amendment A.10 (C.9)

President Casselman explained that objection to consideration does not require a seconder and is not debatable and she explained to the house that if a third of the members wished to consider the constitutional amendment, it would be considered.

Constitutional Amendment C9 will not be considered.

Constitution Committee

Constitutional Amendment A.11 (C.8)

Submitted by: Local 629

Constitutional Committee Recommendation: DEFEAT

Moved: T. Montgomery, Const. Ctte./L.540

Seconded: Plummer, Const. Ctte./L.420

Amend Art. 14.8.1 by removing the words “from among the 21 Members-elect of the Board.”

Add a new Art. 14.8.2 as follows:

Any delegate attending the Convention may be nominated by one other delegate. The nomination may be in writing, signed by the candidate, or it may be oral, in which case the candidate will rise and signify acceptance of the nomination.

Re-number subsequent articles.

Amend Art. 16.1 as follows (change in bold):

16.1 The Members of the Board shall be the President, First Vice-President/Treasurer, seven Regional Vice-Presidents and Members-at-large **elected at Regional Meetings in accordance with Article 14 or Article 15.**

Moved: R. Larcher, L.629

Seconded: L. Ferguson, L.629

Referral to Committee with instructions to include Alternates as well as Delegates, to be brought back immediately

Vote on Referral DEFEATED

Moved: Watson, L.701
Closure

Seconded: Tocker, L.706
CARRIED

Vote on Const. Amendment C.8, Article 14, 16

DEFEATED

Constitution Committee

Constitutional Amendment A.12 (C.13)

Submitted by: Local 526 and Greater Toronto Area Council

Constitutional Committee Recommendation: DEFEAT

Moved: T. Montgomery, Const. Ctte./L.540

Seconded: G. Franche, Const. Ctte./L.130

Amend Art. 24.1.1 as follows (additions in bold, deletions struck out):

24.1.1 Except as provided in Art. 24.1.2, for purposes of negotiating any collective agreement, the Executive Board shall have full authority to establish procedures for demand setting, selection or election of negotiating teams, conduct of negotiations, and ratification. Any such procedures may be established as regulations under this Article and may be altered by the Board when required, ~~except that categories in the Ontario Public Service bargaining unit must vote separately on tentative wage offers.~~ Regulations in effect at the time of a Convention shall be submitted to the Convention for discussion and approval. Any regulation not approved shall be withdrawn by the Executive Board at its next regular meeting and replaced by new regulations based on discussion at, or guidance given by, the Convention. All Locals shall be notified promptly by mail of any additions to or changes in regulations enacted by the Board between Conventions.

Add a new Art. 24.1.2 as follows:

Changes to procedures for demand setting, selection or election of negotiating teams, conduct of negotiations, and ratification for the Ontario Public Service bargaining units shall be submitted to a meeting of Convention delegates from those bargaining units, to

be held immediately prior to Convention. There shall be no requirement for the said changes to be submitted to Convention.

Re-number subsequent articles.

Moved: J. Mekitiak, L.362
Closure

Seconded: E. Bagnall, L.362
CARRIED

Vote on Const. Amendment C.13, Article 24

DEFEATED

Constitution Committee

Constitutional Amendment A.13 (C.1)

Submitted by: Local 703 and Local 712

Constitutional Committee Recommendation: DEFEAT

Moved: T. Montgomery, Const. Ctte./L.540

Seconded: Franche, Const. Ctte./L.130

Add a new Art. 10.4 as follows:

Affiliation dues or fees paid by the Union or by any subsidiary body 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. 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 by P. Perriault, L.672
Closure

Seconded: Hillard, L.576
CARRIED

Vote on Const. Amendment C.1, Article 10, 22, 23 and 29

DEFEATED

Resolutions Committee

B1

Submitted by: Local 731
Resolutions Committee Recommendation: FOR

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

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

WHEREAS local executive committees and/or local members have been helped by accessing the Local Time-Off Fund, locals still require additional help to support their ability to police and enforce issues relating to their collective agreement;

THEREFORE BE IT RESOLVED THAT the local time-off policy be amended so that the funding level is determined by the following calculations: "A maximum of \$25.00 per member in good standing. OPSEU head office will contribute \$20.00 per member with the local to contribute the remaining \$5.00 per member."

Moved: R. Belleau, L.731 - Challenge the Chair.

The member wants to speak on this issue, Chair ruled that the member has already spoke as the submitting body and must wait until all other members have spoken.

First Vice-President/Treasurer Thomas in the Chair.

The question was asked if the ruling of the Chair would be upheld.

The ruling of the Chair was upheld.

President Casselman in the Chair.

Moved: J. Gates, L.331
Closure

Seconded: D. Chew, L.323
CARRIED

Vote on B1

DEFEATED

LUNCH RECESS

Saturday, April 22, 2006 – Afternoon Session

President Casselman called the meeting to order at 1:45 p.m.

Credentials Committee Report

Moved: M.S. Smith, Cred. Ctte./L. 464

Seconded: A. Marinucci, Cred. Ctte./L.549

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

Delegates	825
Alternates	369
Observers	181
Retirees	7
EBMs	20
Committees	40
Solidarity Guests	16
Guests	48
Total	1,506

Vote on Adoption of Credentials Report

CARRIED

Resolutions Committee

J1

Submitted by: Local 271, Local 137, Local 154, London and District Area Council, and
Provincial Human Rights Committee (PHRC)

Resolutions Committee Recommendation: FOR

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

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

WHEREAS the Canadian Nuclear Association (CNA) has begun a publicity campaign to convince Canadians of the benefits of nuclear power and Ontario's power generation companies are continuing plans to store nuclear waste in unused mine shafts in Northern and Northwest Ontario; and

WHEREAS an opportunity now stands before us to help ensure future generations of Ontario children live in a province that has clean air and water, and will be free of a pollution source that is for any realistic considerations, forever; and

WHEREAS the area is not as geologically stable as the Canadian Nuclear Association (CNA) would have us believe;

THEREFORE BE IT RESOLVED THAT OPSEU commit, and take actions, to educate the public and oppose nuclear waste storage in any area of the Canadian Shield;

BE IT FURTHER RESOLVED THAT OPSEU lobby the provincial government, its labour affiliates, and other allies to halt plans to store nuclear waste underground in Ontario.

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

Seconded : D.Ducette, L.429
CARRIED

Doors were tiled. Staff did a head count of members votes. Doors untiled.

There being no quorum, President Casselman declared the Convention adjourned at 2:20 p.m.

President Casselman thanked the delegates for their hard work during this Convention. She bid them a safe trip home and reminded them to follow up on their commitment to the environment. She also wanted them to build the union as they have in the past year and to enjoy quality time with their families.

In Solidarity.

Adjourned

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.



Leah Casselman, President
Ontario Public Service Employees Union



Kathryn Francis, Recording Secretary
Ontario Public Service Employees Union

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