



Minutes of the OPSEU Convention 2007

April 19-21, 2007
Sheraton Centre Hotel, Toronto

Thursday, April 19, 2007 – Morning Session

President, Leah Casselman, called the Convention to order at 9:05 a.m.

All participants joined in to sing O Canada.

Reverend Susan Eagle, a United Church of Canada Minister, who has dedicated her life to helping people with her deep commitment to social activism and social justice, delivered the invocation.

John Cartwright, President of the Toronto and York Region Labour Council addressed the Convention. He welcomed the delegates to Toronto – a proud Union city.

Soloman Assaha, and Habtom Ogbamichael, Representatives of UNITE HERE, addressed the Convention.

President Casselman introduced the head table:

- Frank DelZotto, BDO Dunwoody
 - Josefina Cantos, BDO Dunwoody
 - Sandy Vander Werff, Administrator of Operational Services
 - Warren (Smokey) Thomas, First Vice-President/Treasurer
 - Cameron Walker, Supervisor of Policy Planning and Programs division, Procedural Advisor
 - Grant MacGillivray, Constitution and Rules of Order Advisor
 - Tracy Danbrook, Recording Secretary
 - Kathryn Francis, Backup/Corporate Secretary
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President Casselman read the Harassment and Discrimination Policy and asked the Advisors and Investigators under the Harassment and Discrimination Policy to stand and be identified. She asked the Provincial Human Rights Committee and the Provincial

Women's Committee to stand. General announcements were made on events and services available at Convention 2007.

President Casselman announced that donations would be collected on Friday afternoon after lunch.

The President welcomed all solidarity guests, delegates, alternates, observers and guests to the 32nd Annual Convention, the highest decision-making body of OPSEU.

Section A – Convention Agenda

Moved: L. Casselman, President

Seconded: W. Thomas, 1st VP/Treasurer

➤ Adoption of the Convention Agenda as printed in Section A with the following amendments from the Executive Board:

Add to- Thursday, April 19, 2007 at 2:00 p.m. Timed resolution: Electoral Reform in Ontario; and

Add to - Saturday, April 21, 2007 at 11:00 a.m. Timed resolution: OPS Bargaining Procedures. ✧

Vote on Adoption of Agenda

CARRIED

Section B – Minutes of Last Convention 2006

Moved: L. Casselman, President

Seconded: W. Thomas, 1st VP/Treasurer

➤ Adoption of the Minutes of Convention 2006 as printed in Section B. ✧

Vote on Adoption of Minutes of Convention 2006

CARRIED

Presidents Address

Leah Casselman, OPSEU outgoing president delivered her final address to the members of the 2007 Annual Convention. She began by calling OPSEU “The greatest union in Ontario. The most diverse and the most active.” Of the new official logo presented at the convention, Leah explained that it represents the Ontario trillium, sheltered and protected by the lines representing the members and the public services they do for the people of Ontario.

She told the convention that OPSEU has come a long way. But to do the business of the members effectively, we need to do more. The union's continued mandate is to serve the

members in the best way possible, but there are other things that must be done. Leah said, “We can – and we must – do more. As public services workers, it’s inherent in the very work we do.”

Leah addressed many of the campaigns that made significant changes for the members during her tenure as the longest standing president of OPSEU. She outlined the issues and campaigns the union will continue to undertake such as *Ontario Can Do Better*, the minimum wage campaign and providing support to *Fair Vote Ontario*.

Leah welcomed all the new members that have jointed OPSEU and those members that voted to remain with the union when mergers and transfers took place.

Leah concluded her final address by emphasizing, “More than any other union, we are diverse, we are member-driven, we are democratic, and we are open. Our democratic process is second to none.”

“Now you are the ones who will be taking this union forward. When I look at the quality of leadership here today, I know I am leaving this union in good hands.”

Moment of Silence

A Minute of Silence was observed in memory of the victims of the April 17, 2007, Virginia Tech University shooting in Blacksburg, Virginia, U.S.

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

Leah Casselman introduced Frank DelZotto, our external auditor from BDO Dunwoody. Frank gave a brief overview of the financial statements.

Questions were entertained and a discussion ensued.

Moved : M. White, L.417
Closure

Seconded: W. Wilson, L.415
CARRIED

President Casselman thanked Frank DelZotto and Josefina Cantos on behalf of the Convention.

Credentials Committee Report

The members of the Committee are:

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

Credentials Committee Report

Moved: M. Smith, Cred.Cttee./L464 Seconded: A. Marinucci, Cred.Cttee./L.549

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

Delegates	775
Alternates	370
Observers	170
Retirees	7
EBMs	21
Committees	41
Solidarity Guests	10
Guests	11
Total	1,405 ✧

Total number of voting delegates: 844

Vote on Adoption of Credentials Report

CARRIED

Resolutions Committee

The members of the Committee are:

Region 1	-	Ross Langill, Local 137
Region 2	-	Bob Houston, Local 224
Region 3	-	Roxanne Barnes, Local 317
Region 4	-	Brian Lowry, Local 414
Region 5	-	Joe Healy, Local 571
Region 6	-	Craig Nesbitt, Local 636
Region 7	-	John Watson, Local 701
EBM	-	Jay Jackson, EBM Local 245
Staff Advisor	-	Pam Doig
Secretary	-	Gloria Marcos
Secretary	-	Andrea McCormack

Statutory Resolution A1 – Financial Statements

Submitted by: Executive Board

Resolutions Committee's Recommendation: FOR

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

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

➤ **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 31, 2006 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

Statutory Resolution A3 – Appointment of Auditors

Submitted by: Executive Board

Resolutions Committee's Recommendation: FOR

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

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

➤ **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, 2007 through to December 31, 2007 and the Executive Board fix the Auditors' remuneration. ✧

Vote on Statutory Resolution A3

CARRIED

Statutory Resolution A2 – Section E - Executive Board Report

Submitted by: Executive Board

Resolutions Committee's Recommendation: FOR

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

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

➤ **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 - Section E – Exec Brd Report

CARRIED

Resolutions Committee K1 - Equity- Section G

Submitted by: Local 154, Local 105, Local 108, Local 214, Niagara Area Council, Provincial Human Rights Committee, Provincial Women's Committee, Provincial Youth Workers Committee, London District Area Council
Resolutions Committee's Recommendation: FOR

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

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

WHEREAS psychological harassment (Bullying) is a problem in many Ontario workplaces; and

WHEREAS the cause of psychological harassment are complex; and

WHEREAS research has shown that psychological harassment in the workplace often results in increased absenteeism, depression, irritability, loss of sleep, anxiety, and other mental health issues as well as decreasing productivity; and

WHEREAS there is currently no legislated protection against psychological harassment in Ontario in the workplace;

➤ **THEREFORE BE IT RESOLVED THAT OPSEU** undertake to enact a policy against Psychological Harassment as a model employer; and

BE IT FURTHER RESOLVED THAT OPSEU create a "model policy" for use at local bargaining; and

BE IT FURTHER RESOLVED THAT OPSEU include psychological harassment as a prohibited ground in OPSEU personal Harassment Policy; and

BE IT FURTHER RESOLVED THAT OPSEU undertake to lobby the Government of Ontario to enact legislation similar to Quebec's "psychological harassment at work" ♪

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

Seconded: J. Fordyce, L.109

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

That OPSEU lobby the Ministry of Labour to extend the definition of violence to include psychological violence and psychological harassment. ✧

Vote on Referral of Resolution K1

CARRIED

(K1 – Equity continued on page 11)

Resolutions Committee
E1– Education - Section G

Thursday, April 19, 2007 – Afternoon Session

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

Section D – Budget 2007

Warren (Smokey) Thomas, 1st Vice-President/Treasurer, presented the budget on behalf of the Executive Board.

Debate was suspended.

(Budget continued on page 9)

Orders of the Day Electoral Reform

As per orders of the day a timed presentation of Electoral Reform commenced. A brief video was presented to the Convention.

Resolutions Committee

EB1 – Electoral Reform

Submitted by: Executive Board

Resolutions Committee's Recommendation: FOR

Moved: J. Healy, Res. Ctte/L.571

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

WHEREAS around the world, fair voting systems have help create societies that have, compared to Ontario, higher voter satisfaction and turnout, a higher percentage of women elected, better environmental protection, and less economic disparity between the rich and the poor; and

WHEREAS the OPSEU Executive Board has endorsed the use of a fair voting system for the election of Ontario MPPs; and

WHEREAS the Ontario Citizens' Assembly on Electoral Reform has proposed a fair voting system for Ontario, to be voted on in a referendum on October 10, 2007

WHEREAS the proposed model is, in general, in keeping with the principles endorsed by the OPSEU Executive Board at its meeting in September 2006.

➤ **THEREFORE BE IT RESOLVED THAT** the 2007 OPSEU Convention endorse the fair voting system for Ontario proposed by the Citizen's Assembly; and

BE IT FURTHER RESOLVED THAT OPSEU continue to press for the principles it proposed during public hearings into the Electoral System Referendum Act, namely, that the McGuinty government should support:

- a 50 per cent threshold for the referendum on electoral reform to pass;
- an impartial referendum question decided by the full legislature of Ontario; and
- a public education campaign financed by the provincial government (with at least \$2 per eligible voter) to explain to the people of Ontario what the referendum is all about and the importance of getting out to vote; and

BE IT FURTHER RESOLVED THAT OPSEU campaign, as part of the Ontario Can Do Better campaign, for a referendum result in favour of electoral change on Election Day, October 10, 2007. ✧

Moved: J. MacDonald, L.623
Closure

Seconded: L. Ferguson, L.629
CARRIED

Vote on EB1 - Electoral Reform Resolution

CARRIED

(Budget continued from page 8)

Section D – Budget 2007

Moved: S. Thomas, 1st Vice-President/Treasurer Seconded: L. Casselman, President
➤ Adoption of the 2007 Budget as printed in Section D. ✧

Moved: P. Musson, L.110
Amendment to budget:

Seconded: M. White, L.417

➤ That \$800,000 is added to the Legal Expenses Grievance to the 2007 budget. ♪

Moved: A. Ip, L.124
Closure

Seconded: M. Rae, L.109
CARRIED

Vote on Amendment to increase the grievance legal line budget

CARRIED

Moved: M. White L.417
Closure

Seconded: J. Molleson, L.418
CARRIED

Vote on Adoption of Budget, Section D, as Amended**CARRIED****Credentials Committee Report**

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

Seconded: M. Smith, Cred.Ctte./L464

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

Delegates	811
Alternates	416
Observers	205
Retirees	7
EBMs	21
Committees	42
Solidarity Guests	14
Guests	15
Total	1,531 ✧

Total number of voting delegates: 881

The Young Workers at the convention were asked to stand to be recognized.

Vote on Adoption of Credentials Report**CARRIED****Orders of the Day****Nominations for Office of President and First Vice-President/Treasurer**

As per orders of the day, the Nominations for Office of President and First Vice-President/Treasurer commenced.

The chair was turned over to Wayne Samuelson, President of the Ontario Federation of Labour (OFL) who explained the nomination procedures to be followed.

Nominations for the Office of President

Wayne Samuelson, President of the Ontario Federation of Labour (OFL), chaired the election process. Three written nominations properly signed by nominees and nominators were filed with the Chair of the Credentials Committee.

Nominees

Nancy Pridham
Warren (Smokey) Thomas
David Rapaport

Nominators

Ross Langill
 Jean Fordyce
 Peggy Maybury

Accepted Nomination
 Accepted Nomination
 Accepted Nomination

There being no further nominations, nominations for the Office of the President closed.

Nominators were given up to two minutes to introduce their nominees for the Office of President of OPSEU.

Nominations for the Office of First Vice-President/Treasurer

Nominees

Robert Eaton
Eduardo Almeida
Patty Rout

Nominators

Peggy MacDonald
 Donald Wright
 Ted Montgomery

Accepted Nomination
 Accepted Nomination
 Accepted Nomination

There being no further nominations, nominations for the Office of the First Vice-President/Treasurer closed.

Nominators were given up to two minutes to introduce their nominees for the Office of First Vice-President/Treasurer of OPSEU.

Leah Casselman, President back in chair

(K1 – Equity continued from page 6)

Resolutions Committee **K1 - Equity- Section G**

Referral Motion on the Floor:

Moved: P. Musson, L.110

Seconded: J. Fordyce, L.109

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

That OPSEU lobby the Ministry of Labour to extend the definition of violence to include psychological violence and psychological harassment.

Orders of the Day Bear Pit session

As per orders of the day, the Bear Pit session commenced.

Bear Pit Session

The Bear Pit Session took place. Wayne Samuelson, President of the Ontario Federation of Labour (OFL), chaired the proceedings.

Phillip Shearer, Provincial Human Rights Committee described the process of the Equity Bear Pit session.

At the conclusion of the Bear Pit Session, the chair was turned over to Leah Casselman, President.

The Convention recessed at 5:02 p.m.

R E C E S S

Friday, April 20, 2007 – Morning Session

President Casselman called the meeting to order at 9:10 a.m.

Credentials Committee Report

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

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

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

Delegates	818
Alternates	426
Observers	227
Retirees	7
EBMs	21
Committees	42
Solidarity Guests	15
Guests	26
Total	1,582 ✧

Total number of voting delegates: 888

Vote on Adoption of Credentials Report

CARRIED

Wayne Samuelson, President of the Ontario Federation of Labour (OFL), chaired the proceedings

Presidential Candidate Presentations

The speaking order drawn for the Presidential Candidates was:

1. **Warren (Smokey) Thomas**
2. **David Rapaport**
3. **Nancy Pridham**

Each Candidate addressed the Convention for a timed period of up to 15 minutes.

Election: President

Wayne Samuelson, President of the Ontario Federation of Labour (OFL), explained the election procedures.

Doors were tiled. Scrutineers were appointed by the candidates. Ballots were distributed and cast. Doors untiled.

Leah Casselman, President in the Chair commenced with the award presentations as votes were being counted.

Honorary Life Membership

Recipients: **Bob Reid**
Harry Plummer
Len Hupet

- **Bob Reid**

As a member of the Region 1 retirees group, Brother Bob had and continues to have a very distinguished career serving our union and working people.

His list of activities is impressive by anyone's standards.

He spent 14 years as an OPSEU Executive Board Member, and 15 years as President of Local 106 at the London Health Sciences Centre. Bob sat on five provincial bargaining teams, and was chair of the healthcare social contract bargaining team. He was also a Region 1 constitution committee member.

Bob spent three years as president of the Ontario and National Society of Respiratory Therapists, and also made enormous contributions to building the leadership of the Broader Public Service.

The award was presented to Brother Bob Reid.

- **Harry Plummer**

Harry Plummer was an activist with OPSEU's CAAT-Academic bargaining unit from the time the union won bargaining rights in the community colleges until his retirement last year at age 65.

Harry started work in 1969 at Confederation College in Thunder Bay, teaching mostly Accounting. He came home to Belleville in 1973 when he took a job at Loyalist College, eventually teaching Accounting, Computer Studies, and Income Tax.

Harry was elected to serve OPSEU Local 420 as Treasurer, President (for 16 years), and Chief Steward. He was also elected to the Executive Board of the union, serving one term from 1978 to 1980. Harry took a lifelong interest in benefit coverage for college faculty, and served for decades on the union-management Joint Benefits Committee for the CAAT-Academic bargaining unit. He also served on six bargaining teams between 1985 and 2006.

Harry Plummer was loved by the members of Local 420 and respected by his colleagues right across the province.

The award was presented to Brother Harry Plummer.

(Awards continued on page 17)
(Elections President from page 15)

Wayne Samuelson, President of the Ontario Federation of Labour (OFL) resumed the Chair.

Election: President, First Ballot

# of Ballots Cast	878
# of Invalid Ballots	4
# of Valid Ballots	874

Majority Required	440
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Results of First Ballot:

Nancy Pridham	291
David Rapaport	211 (dropped)
Warren (Smokey)Thomas	376

Doors Tiled. Second Ballot cast. Doors untiled.

Credentials Committee Report

A voting delegates Credentials Committee Report as of 10:30 a.m.

Delegates	820
Retirees	7
EBMs	21
<u>Committees</u>	<u>42</u>
Total number of voting delegates	890 ✧

(Elections President continued on page 19)

(Awards Presentation continued from page 16)

Leah Casselman, President in Chair continues award presentations as votes were being counted.

- **Len Hupet**

Len started at the Fort Francis Jail in 1969 when OPSEU was till the CSAO. Len first became active in the union when he suddenly noticed OPSEU dues coming off his pay cheque and wondered, "Where's my staff rep?"

Len's passion was the pension plan. From the very beginning, he wanted to see member control over their pensions, and his drive, tenacity and persistence helped that control become a reality.

Len was chair of the committee that originally negotiated with the government joint pension control, and he became the first chair of the newly-created OPSEU Pension Trust in 1994.

Len was elected to the OPSEU Executive Board in 1986, and served until 2001, with the last four years as OPSEU's 1st Vice-President/Treasurer. Len's hallmark during that time was to be a real partner to the President and Executive Board, bringing clarity and honesty to the budget process.

Social activism defined Len's union life. Whether it was assisting the family of Dudley George after the Ipperwash incident, organizing corporate donations for sleeping bags for the homeless, or promoting the Walk for Breast Cancer Len was always there to help those who were vulnerable or in need.

All of Len's accomplishments are far too numerous to mention. Len was a true unionist and labour leader for all of his working life.

The award was presented to Brother Len Hupet.

Human Rights Award - Individual

Recipient: **Carol McGregor (posthumously)**

Our first award today recognizes the work and dedication of an outstanding individual towards human rights.

The late Carol McGregor was known as a strong advocate for injured workers. In 1995, Carol became a member of OPSEU Local 525 when she started working with Injured Workers' Consultants (IWC), an independent community legal aid clinic in Toronto. Prior to working with IWC, Carol had a career in nursing and years of activism and advocacy in disability rights organizations. She was already known to the injured worker community through her efforts to make connections as an activist in the disability community.

Her work for the rights of those with disabilities was tireless. She was co-director of Disabled People for Employment Equity from 1990 to 1992, the Executive Director of People United for Self Help Ontario from 1992 to 1995, and an advisory group member to the National Transportation Committee.

Carol was also a member of the Premier's Council of Ontario under the Rae government, a member of the Council of Canadians with Disabilities and a member of the Native Circle and Aboriginal Council of Toronto. In the 1990s she also served as president of the Advocacy Resource Centre for the Handicapped (ARCH), a specialty legal aid clinic dedicated to defending and advancing the equality rights of persons with disabilities.

Undeterred by losing her sight, she quickly mastered and worked in one of the most complex, paper-intensive areas of law, often with few or no accommodations. Carol carried a very active caseload of highly-demanding cases. Many injured workers are grateful for her results at the highest level of appeal at the Ontario Workplace Safety and Insurance Appeals Tribunal.

Focus, discipline and commitment defined Carol's work as an advocate. She shared these skills as she helped prepare injured workers to speak to the media, to the Minister of Labour, to the Chair of the WSIB/WCB, and to audiences at injured worker events.

She knew the importance of the presence of injured workers in the process of decision making and law reform. She took great pride in the attendance of injured workers at the Supreme Court of Canada on the issue of equitable compensation for Chronic Pain Disability in December 2002.

Carol attended many OPSEU, NUPGE and CLC Conventions with her "spirited" and faithful canine companion, Xayla, and will be remembered for her passionate contribution to debates on disability rights, workers compensation issues and other equality and human rights issues.

The award was presented to the late Sister Carol McGregor's husband Wayne McGregor.

Health and Safety award – Individual

Recipient: **Frank Pezzutto**

Frank retired last spring from the North Bay General Hospital and remains a retiree with OPSEU from Local 662. Frank was instrumental in bringing OPSEU into the hospital in the 1970s when OPSEU was just starting out.

Frank was involved in health and safety issues from the very beginning. For more than a decade he was on the hospital's Joint Health and Safety Committee, and spent several terms as the union co-chair as well as being a certified member.

He encouraged others to take safety training and become active at these meetings. That allowed Frank to get involved in health and safety at the central level. He also managed the hazardous waste storage room at the hospital, ensuring that waste was stored and shipped out properly for many years. In the laboratory area he served as the safety officer, teaching and developing procedures for WHMIS and the transportation of dangerous goods.

At the provincial level, Frank served as the health and safety rep on the Hospital Professionals Division Executive until the elections two years ago, when he stepped down in anticipation of his retirement. He was known as "Mr. Health and Safety" and was involved in many campaigns including the campaign for safety-engineered sharps, which are now in use in the North Bay Hospital laboratory.

Although retired, Frank continues to give health and safety courses to the north through the Workers Safety Center in Sudbury. With over 30 years of union and safety activism, there can be no more deserving recipient of this award.

The award was presented to Frank Pezzutto.

(Awards Presentation continued to page 22)

(Election President continued from page 17)

Wayne Samuelson, President of the Ontario Federation of Labour (OFL) in the Chair.

Election: President, Second Ballot

# of Ballots Cast	878
# of Invalid Ballots	4
# of Valid Ballots	874
Majority Required	438

Results of Second Ballot:

Nancy Pridham	382
Warren (Smokey)Thomas	492

Warren (Smokey) Thomas was declared the newly elected President of the Ontario Public Service Employees Union.

President Thomas addressed the Convention. Both Nancy Pridham and David Rapaport thanked their supporters and congratulated Smokey Thomas on his election.

Leah Casselman back in chair.

L u n c h R e c e s s

Friday, April 20, 2007 – Afternoon Session

Leah Casselman called the meeting to order at 1:40 p.m.

Moment of Silence

A minute of silence was observed in memory of Carol McGregor, remembered for her passionate contributions and as a tireless advocate of equality and human rights issues.

Provincial Young Workers Committee Election – Chair, Vice Chair

The results of the elections for the Chair and Vice-Chair of the Provincial Young Workers Committee was announced as follows:

Elizabeth Ha – Chair, PYWC
Amy Maas – Vice Chair, PYWC

Election of First Vice-President/Treasurer

Wayne Samuelson, President of the Ontario Federation of Labour (OFL) resumed the chair. He explained the election procedures.

The speaking order drawn for the First Vice-President/Treasurer Candidates was:

- 1. Robert Eaton**
- 2. Eduardo Almeida**
- 3. Patty Rout**

Each Candidate addressed the Convention for a timed period of up to 10 minutes.

Election: First Vice-President/Treasurer

Wayne Samuelson, President of the Ontario Federation of Labour (OFL), explained the election procedures.

Doors were tiled. Scrutineers were appointed by the candidates. Ballots were distributed and cast. Doors untilled.

(Elections 1st Vice-Pres/Treasurer continued on page 25)

(Awards Presentation continued from page 19)

Leah Casselman, President in Chair continues award presentations as votes were being counted.

Rainford Jackson Education and Development Fund Award

Recipient: **Native Women's Association of Canada**

The Rainford Jackson Education and Development Fund honours the late Rainford Jackson, a Region 1 activist with a strong interest in education and human rights.

This year's award goes to the Native Women's Association of Canada.

The Native Women's Association of Canada launched the National Sisters in Spirit Campaign in March 2004 to raise public awareness of the alarmingly high rates of violence against Aboriginal women in Canada.

The main objective of the Sisters in Spirit is to address violence against aboriginal women, particularly racialized and/or sexualized violence, that is violence against aboriginal women because of their gender and aboriginal identity. They are increasing public awareness and knowledge at a national level of the impact of racialized, sexualized violence that often leads to the disappearance and death of aboriginal women.

This nomination was sent to the Board by Local 736, in memory of sister Rena Fox, an aboriginal woman and member of that local who was murdered on February 28, 2003. Her murder is still unsolved.

On behalf of OPSEU, I am honoured to present the Rainford Jackson Education and Development Fund Award to the Native Women's Association of Canada. Please welcome Memee Harvard, the Ontario President, to accept the award.

The award was presented to Memee Harvard, Ontario President, Native Women's Association of Canada.

(Awards Presentation continued on page 23)

Donation –National Sisters in Spirit

The Provincial Women's Committee announced that at the PWC breakfast \$850.00 was raised for the Sisters in Spirits and requested that the Central Union match this donation.

President Casselman tested the house on the matching donation request and the house agreed that the Central Union will match the PWC donation of \$850.00 to the Sisters in Spirit Fund.

Health & Safety Award - Local

Recipient: **Local 154 – Windsor Court House**

On April 4, 2006, court workers refused to enter the courtrooms after an incident the previous day when a man, armed with a box cutter, slashed himself during his sentencing hearing. Court clerks, who stated that security at the Windsor Court House was laughable, staged the work refusal. All court cases that day had to be adjourned, and Windsor Police were brought in with metal detectors to search lawyers and clients.

Workers at the court house had long been calling for stricter security in the building. There are no permanent metal detectors in place, as there is in almost every other court house in the province.

And not just the court clerks were affected. Clerical staff in the court house faced the same security concerns from members of the public who may have a grudge against the legal system.

The actions taken by these members produced results. For two weeks, Windsor police used hand-held detectors to search those entering the building. Stationary metal detectors were installed a month later, and fully staffed. Video cameras and duress buttons have been upgraded and a full risk assessment has been completed by the local. The local also managed to get an agreement that all the changes implemented are mirrored in both the Ontario court house and Superior court building.

Since that day over a year ago, there have been no more incidents, no more work refusals, and a lot less fear from those working daily inside these court buildings.

While performing a work refusal is never an easy thing, it is even more difficult to exercise your rights in a court house, where often the judges see themselves as the law unto their own. To completely shut down an entire city's court proceedings takes a lot of strength, and a lot of solidarity.

This award was presented to Mary Anne Docherty and Janet Little of Local 154.

Stanley Knowles Humanitarian Award

Recipient: **Louise Arbour**

Each year, we present the Stanley H. Knowles Humanitarian Award to the person who embodies the spirit, dedication and ideals rooted in social justice that defined Stanley Knowles, one of Canada's most respected opposition MPs.

This year's winner is one of the most respected champions of human rights in the world today.

Born 60 years ago in Montreal, Ms. Arbour's rise through the legal community in Quebec and Ontario was nothing short of dazzling. After serving as vice-president of the Canadian Civil Liberties Union and associate dean of Osgoode Hall law school, Arbour joined the Supreme Court of Ontario and then the Ontario Court of Appeal.

In 1996 she was appointed chief prosecutor of war crimes for Rwanda and the former Yugoslavia before the International Criminal Tribunal in The Hague.

In 1999 she was appointed to the Supreme Court of Canada and in 2004 she accepted her current position as the United Nations High Commissioner for Human Rights.

In the spring of 1999, as war raged in Yugoslavia, Arbour investigated the rape camps, ethnic cleansing, and the mass killings that were tearing that country to shreds. Determined to act, Arbour issued a warrant for the arrest of Yugoslavian president Slobodan Milosevic, charging him with war crimes and crimes against humanity.

Currently, Ms. Arbour is using her position at the UN to stand up for human rights from Darfur to Uzbekistan, from Chechnya to Colombia, where 70 (seventy) – trade unionists were murdered for their activities in 2005.

Recognizing Ms. Arbour underscores not only our union's dedication to human rights (as traditionally defined), but also our broad commitment to social justice for all people.

Louise Arbour is a great Canadian who is known around the world for her intelligence, courage, tenacity, compassion, warmth, and humour. Ms. Arbour could not join us here today. Currently, she is in Africa doing what she does best: using her power to stop the spread of human rights abuses and bring justice to those who have none.

A video interview conducted by Larry Brown, National Secretary-Treasurer, NUPGE, of Ms. Arbour was presented to the Convention. Ms. Arbour accepted the Stanley Knowles Humanitarian Award.

Greening Committee Report

Brother Gino Franche, EMB Region 1, presented the Greening Committee report.

The members of the Greening Committee were introduced as follows:

Gino Franche, EMB Region 1
 Patty Rout, EMB Region 3
 Laurie Brown, Young Workers Committee Chair, Local 116
 Dave Fluri, OPSEU staff

(Green Committee continued on page 26)

(Election 1st Vice-Pres/Treasurer continued from page 22)

Wayne Samuelson, President of the Ontario Federation of Labour (OFL) in Chair.

Election: First Vice-President/Treasurer, First Ballot

# of Ballots Cast	863
# of Invalid Ballots	1
# of Valid Ballots	862

Majority Required	432
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Results of First Ballot:

Eduardo Almeida	277	
Robert Eaton	224	(dropped)
Patty Rout	361	

Election: First Vice-President/Treasurer, Second Ballot

Doors were tiled. Scrutineers were appointed by the candidates. Ballots were distributed and cast. Doors were untiled.

(Election 1st Vice-Pres/Treasurer continued on page 26)

Leah Casselman, President in the Chair asked the Greening Committee to resume their report as votes were being counted.

Greening Committee Report

Brother Gino Franche, RVP, Region 1, presented the Greening Committee report.

(Election 1st Vice-Pres/Treasurer continued from page 25)

Wayne Samuelson, President of the Ontario Federation of Labour (OFL) in Chair.

Election: First Vice-President/Treasurer, Second Ballot

# of Ballots Cast	842
# of Invalid Ballots	3
# of Valid Ballots	839

Majority Required	420
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Results of First Ballot:

Eduardo Almeida	305
Patty Rout	534

Patty Rout was declared the newly elected First Vice-President/Treasurer of the Ontario Public Service Employees Union.

First Vice-President/Treasurer Patty Rout addressed the Convention. Both Robert Eaton and Eduardo Almeida thanked their supporters and congratulated Patty Rout on her election.

Leah Casselman in the Chair.

President Casselman tested the house to see if they would allow a Region 3 meeting to elect their Regional Vice President at the end of today's Convention business, and then have the Ranking of the Regional Vice-President's take place tomorrow morning. The house agreed.

(Election of new Region 3 RVP continued on page 32)

Resolutions Committee**EB3 - Global Warming - Section G**

Submitted by: Executive Board

Resolutions Committee's Recommendation: FOR

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

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

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

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

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

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

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

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

Moved: J. Jackson, L.682

Seconded: J. MacDonald, L.623

Closure

CARRIED

Vote on EB3 – Global Warming**CARRIED**

Donation – Live and Let Live Fund

Region 3 raised \$317.00 in March, 2007 for the Live and Let Live Fund. They are requesting that the Central Union match these funds.

President Casselman tested the house on the matching donations request and the house agreed that the Central Union will match the Region 3 donation of \$317.00 to the Live and Let Live Fund.

Constitution Committee

The members of the Committee are:

Region 1	-	Paddy Musson, Local 110
Region 2	-	Paul Johnstone, Local 224
Region 3	-	Dan Murphy, Local 341
Region 4	-	Bernard Bélanger, Local 420
Region 5	-	Edward Montgomery, Local 560
Region 6	-	Eric Morin, Local 635
Region 7	-	Carl Thibodeau, Local 737
EBM	-	Gino Franche, EBM, Local 130
Staff Advisor	-	Frank Rooney
Secretary	-	Sherry Bader

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

Constitution Committee

A.1, Article 29, C.10, Section H

Submitted by: Local 108, 112, 137, 154, 214, Provincial Human Rights Committee, Provincial Women's Committee, London & District Area Council and Niagara Area Council.
Constitutional Committee's Recommendation: ACCEPTANCE

Moved: E. Montgomery, Const.Ctte./L.560 Seconded: D. Murphy, Const.Ctte./L.368

Amend as follows (change in bold):

29.7.2 The Order of Business at a general membership meeting shall be:

1. Call to order.
2. **Statement of Respect**
3. Adoption of agenda.
4. Minutes of previous meeting.
5. Business arising.
6. Treasurer's report.
7. Correspondence.
8. Initiation of new members.
9. Reports of Officers.
10. Reports of Committees.
11. Nominations and/or elections.
12. Unfinished business.
13. New business.
14. Adjournment.

In presenting an agenda based on the above Order of Business, the LEC should specify subjects under items 9, 10, 12, and 13. A Local may change the above Order of Business by by-law or for any given meeting by giving reasonable advance notice.

Vote on Const. Amendment A.1, Article 29, C.10

CARRIED

Constitution Committee

A.2, Article 12.7, C.4, Section H

Submitted by: Local 560

Constitutional Committee's Recommendation: ACCEPTANCE

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

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

Amend as follows (change in bold)

12.7 A local whose membership is more than **50** percent francophone shall be designated as requiring French Services and shall be serviced in the French language.¶

Moved: G. Franche, Const.Ctte.EBM Reg 1

Seconded: F. Begin, Const.Cttee/L.470

➤➤ Referral back to the Constitution Committee with instructions to report back immediately to convention with the following amendment:

On Constitutional amendment C4 (Local 560) strike the current wording of Article 12.7 as proposed and replace with the following:

12.7 Where the numbers justify, or upon the request of a local, French language service shall be provided and a local shall be serviced in French. ✧

Que cette proposition soit retournée au comité avec le mandat de la référer immédiatement au congrès. En regard de l'amendement constitutionnel C4 (section locale 560), biffer le présent libellé de l'article 12.7 tel que proposé et le substituer par le libellé suivant :

12.7 " Là où le nombre le justifie, ou sur demande de la section locale, les services en français devront être disponibles et la section locale elle-même devra recevoir du SEFPO les services en français. " ✧

Moved: F. Begin, L.470
Closure on Referral Motion

Seconded: M. White, L.417
CARRIED

Vote on Referral motion of A2, Article 12.7, C.4

CARRIED

Moved: J. Arbus, L.613
Closure

Seconded: D. Roy, L.664
CARRIED

Vote on Const. Amendment A.2, Article 12.7, C.4 as amended

CARRIED

The Convention recessed at 4:58 p.m.

R E C E S S

Saturday, April 21, 2006 – Morning Session

Leah Casselman called the Convention to order at 9:20 a.m.

Solidarity Guests

President Casselman welcomed all solidarity guests at the Convention.

Mary Kalliontzis, Assistant/Local Servs. Patrick (Sid) Ryan, President Sam Hammond, Vice-President	Administrative Staff Union, OPSEU Canadian Union of Public Employees Elementary Teachers Federation of Ontario
Peter Olfert, President	Manitoba Government Employees Association
Bob Dewar, Director of Operations	Manitoba Government Employees Association
Stephen Roznowsky, 2 nd Vice-President	Manitoba Government Employees Association
Larry Brown, National Secretary-Treasurer	National Union of Public and General Employees
Joan Jessome, President	Nova Scotia Government Employees Union
Donna Marie Kennedy, President	Ontario English Catholic Teachers Association.
Wayne Samuelson, President	Ontario Federation of Labour
Terry Downey, Exec. Vice-President	Ontario Federation of Labour
Twila Marston, President	Ontario Public Service Staff Union
Gord Hamilton, 1 st Vice-President	Ontario Public Service Staff Union
Ken Coran, President	Ontario Secondary School Teachers' Federation
Roger Couvrette, President	OPSECAAT
Candy Lindsay, Vice President	OPSECAAT
Sharleen Stewart, Int.Cdn Vice-President	Service Employees International Union
Manny Carvalho, Assistant to President	Service Employees International Union
Bill Hulme, Director of Organizing	Service Employees International Union
Marie Kelly, Assistant Director	United Steelworkers of America
Dave Killham, Executive Director	Workers Health & Safety Centre

Deceased OPSEU Staff

President Casselman paid tribute to staff members that we have lost this past year:

Serving staff member:

Sister Judy Krulicki

Retired staff members:

Sister Rose Lees
Brother Kevin Park

Brother Dalton Chapman
Brother Andy Sabourin

Retiring OPSEU Staff

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

Kay MacLeod
Gerry Boyko
Will Presley

Katie FitzRandolph
Dorothy Cooper
Betty Powers

Joan Lentz
Bibi Daligadu

Donation –Live and Let Live Fund

It was announced that \$320.35 was collected in the Region 6 hospitality room for the Live and Let Live fund and requested that the Central Union match this donation.

(Continued on page 33)

(Election of new Region 3 RVP continued from page 26)

Elected Regional Vice-President Region 3

President Casselman announced that by acclamation Doris Middleton was elected as the Regional Vice President of Region 3.

Donation –Lisa’s Beads

It was announced that \$2,300 was raised in sales of Lisa’s Beads and requested that the Central Union match this amount.

(Continued below)

Credentials Committee Report

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

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

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

Delegates	820
Alternates	434
Observers	235
Retirees	7
EBMs	21
Committees	42
Solidarity Guests	15
Guests	37
Total	1,611 ✧

Vote on Adoption of Credentials Report

CARRIED

Matching Donations – Live and Let Live Fund & Lisa’s Beads

James Tocker, RVP, Region 7, requested that the \$320.35 for the Live and Let Live Fund and the \$2,300 for Lisa’s Beads be matched by the Central Union.

Region 4’s Pink Ribbon Campaign raised \$445.70 for the Kingston Research Council for Cancer and requested that the Central Union match this donation.

President Casselman tested the house on the matching donations request and the house agreed that the Central Union will match the following donations:

The Central Union will match the Region 6 donation of \$325.00 (rounded up) for the Live and Let Live fund.

The Central Union will match the Lisa’s Beads sales of \$2,300.00.

The Central Union will match Region 4’s donation to Kingston Research Council for Cancer of \$445.70.

Election of the Ranking Order of Regional Vice Presidents

Wayne Samuelson, President of the Ontario Federation of Labour (OFL), in Chair. He explained the rules and procedures for casting the ballots. The Regional Vice-Presidents were introduced in order of their regions and each addressed the Convention for up to two minutes.

Region 1	Gino Franche
Region 2	Jay Jackson
Region 3	Doris Middleton
Region 4	Robert Eaton
Region 5	David Rapaport
Region 6	Sue Brown
Region 7	James Tocker

Doors were tiled. Scrutineers appointed. Ballots were distributed and cast. Doors untiled.

President Casselman back in the Chair.

GUEST SPEAKER

President Casselman welcomed Roger Couvrette, President of OPSECAAT who addressed the Convention. All OPSEUCAAT delegates in the alternate/observer section were asked to join Roger Couvrette on the stage.

Brother Couvrette, expressed his gratitude to the 2005 Convention delegates that voted to launch OPSEUCAAT and devote resources to fight for the rights of the 17,000 part-time workers. He pledged that he will return to the next Convention and announce "OPSEUCAAT Won".

Point of Privilege:

Moved: John O'Brien, EBM, L.706

➤ That the procedure in Section A, page 12, Rules of Procedure for Use of Microphones, #4, was not correctly followed. ✧

The Chair ruled that the proper procedure was followed.

Privilege Motion:

Moved: John O'Brien, EBM, L.706

Seconded: R. Lepage, L706

➤ Challenge the ruling of the Chair. ✧

Warren (Smokey) Thomas First Vice-President/Treasurer, President elect in the Chair.

Vote on Ruling of the Chair

CHAIR UPHELD

Leah Casselman, President resumes the Chair.

(Resolution L1 Continued from page 12)

Resolutions Committee

L1 - Lobby/Campaign- Section G

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU condemn any attempt by government or healthcare providers to limit critical care based on ability; and

BE IT FURTHER RESOLVED THAT OPSEU work with its affiliates to oppose this type of provision of healthcare. ✧

Moved: M. Pearson, L.735
Closure

Seconded: C. Moeller, L.702
CARRIED

Vote on L1 – Lobby/Campaign

CARRIED

Resolutions Committee

EB7- Mission, Vision and Value Statement

Submitted by: Executive Board

Resolution Committee Recommendation: AGAINST

Moved: B. Houston, Res. Ctte/L224

Seconded: C. Nesbitt, Res. Ctte/L636

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

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

➤ **THEREFORE BE IT RESOLVED THAT** the 2007 Convention adopt the Mission, Vision and Value statement below, as adopted by the Executive Board, as the Mission, Vision and Value statement of the Ontario Public Service Employees Union.

- Vision Statement

The Vision of OPSEU is to create and promote a progressive labour environment which enhances social and economic justice in the fulfillment of our responsibility to our members and society.

- Mission Statement

Our Mission is to represent our members in the pursuit of human rights, equity, environment and health and safety standards. Utilizing guiding union principles, OPSEU will organize, bargain and enforce strong collective agreements.

- Value Statement

We give meaning and life to our Vision through our thoughts, actions and recognition of the historic development and role of the labour movement. We believe in the values set out in the 1948 United Nations Declaration of Human Rights, including the key values of justice, respect, honesty, truth, trust and diversity. We give form to our vision through the practice of the union principles of democracy, fairness, equity, compassion, inclusion, an automatic dues check off, and defending the right to strike and all other trade union values, principles, and practices. ✧

Moved: W. Playter, Cred.Ctte./L.329
Closure

Seconded: M. McDonald, L.329
CARRIED

Vote on EB7 – Mission, Vision and Value Statement

DEFEATED

Resolutions Committee

L5, Section G

Submitted by: Local 105, Local 108, Local 154, Local 214, Niagara Area Council, London District Area Council, Provincial Human Rights Committee, Provincial Women's Committee, Provincial Youth Workers Committee
Resolutions Committee's Recommendation: FOR

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

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

WHEREAS the Harper Government has reneged on the child care agreements reached by the previous government with the provinces and territories; and

WHEREAS the \$100.00 per month for children under six is inadequate for low income families to access quality child care; and

WHEREAS the Harper government appointed a review committee comprised of right wing ultra conservative organizations such as Real Women whose mandate it is to get women back in the home taking care of children.

➤ **THEREFORE BE IT RESOLVED THAT** OPSEU continue to contribute to the Ontario Coalition for Better Child Care; and

BE IT FURTHER RESOLVED THAT OPSEU continue to lobby for a not-for-profit child care program based on the principles of quality, universality, accessibility, and early childhood development. ✧

Moved: K. Aicken, L247
 Closure

Seconded: D. Crossley, L.221
 CARRIED

Vote on L5, Section G

CARRIED UNANIMOUSLY

Results of Election of the Ranking Order of Regional Vice-Presidents:

Wayne Samuelson, President of the Ontario Federation of Labour (OFL), in Chair, announced the ranking of the Regional Vice-Presidents.

# of Ballots Cast	728
# of Invalid Ballots	1
# of Valid Ballots	727

<u>Vice President Rank</u>	<u>Vice-President</u>	<u>Region</u>
2 nd V.P.	David Rapaport	Region 5
3 rd V.P.	Robert Eaton	Region 4
4 th V.P.	Gino Franche	Region 1
5 th V.P.	Jay Jackson	Region 2
6 th V.P.	Doris Middleton	Region 3
7 th V.P.	Susan Brown	Region 6
8 th V.P.	James Tocker	Region 7

The Chair was turned over to President Casselman.
 President Casselman thanked Wayne Samuelson and congratulated the Officers.

Oath of Office – Executive Board

Constitution 14.7.2

The Member-elect shall take the following oath during the Convention immediately following his/her election:

“I, _____, promise that I will uphold and obey the Constitution and duly-authorized policies of the Ontario Public Service Employees Union, fulfill the obligations and responsibilities of my office to the best of my ability, and promptly deliver to my successor all monies, records, and other property of the Union in my possession at the close of my term in office.”

Leah Casselman administered the Oath of Office to the newly elected Executive Board.

Region 1	Gino Franche	Ron Elliot	Mary Ing
Region 2	Jay Jackson	Eduardo Almeida	Mike Grimaldi
Region 3	Doris Middleton	Patty Rout	Claire Rowett
Region 4	Bob Eaton	Warren Thomas	David Lundy
Region 5	David Rapaport	Ted Montgomery	Nancy Pridham
Region 6	Sue Brown (absent)	Mandy Dumais	Peter Wall
Region 7	James Tocker	Brenda Clapp	Sandra Snider

Orders of the Day

Revised OPS Bargaining Procedures

As per orders of the day the Revised OPS Bargaining Procedures resolution commenced.

Objection to Consideration:

Moved by: G. Fordyce, L110

➤ Objection to consideration of the OPS Revised Bargaining Procedures. ✧

President Casselman explained that in order for the debate to proceed one-third of the voting delegates must agree to consider the Revised OPS Bargaining Procedures.

Vote on Objection to Consideration of OPS Revised Bargaining Procedures

DEFEATED

Resolutions Committee

OPS – Revised OPS Bargaining Procedures – Document C

Submitted by: Executive Board (Addendum to 2007 Annual Convention Minutes)

Resolution Committee Recommendation: NO RECOMMENDATION

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

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

➤ **BE IT RESOLVED THAT** the revised OPS Bargaining Procedures be approved as presented. ✧

Moved: E. Anich, L.601

Seconded: E. Bagnall, L.362

➤Amend revised OPS Bargaining Procedures as follows:

That section 2.3.5, “one of whom is to be elected from Region 5” and the subsequent sections that affect this are struck from the revised OPS Bargaining Procedures. ✧

Moved: A. Mikkelsen, L.356
Closure

Seconded: A. Shirk, L.362
CARRIED

Vote on Amendment to 2.3.5 Revised OPS Bargaining Procedure CARRIED

Moved: J. Tocker, EBM

Seconded: L. Tibert, L.107

➤Amend the revised OPS Bargaining Procedures as follows:

2.3.5

The Central team shall consist of 9 members, elected as follows:

- one member elected to represent each OPSEU region
- one member elected by and from the CERC
- one member elected to represent unclassified members.

The Unified team shall consist of 7 OPS members

- one member elected to represent each of these categories: Administration; Corrections; Institutional and Health Care; and Technical/Operational and Maintenance.
- two members elected to represent the Office Administration category
- one member elected to represent flexible part-time workers.

2.3.8

The Central team will elect, from among its members, a chair and a vice-chair. The Unified team will elect, from among its members a chair and a vice-chair. The Corrections team will elect, from among its members a chair and a vice-chair.

2.3.9

The Central, Unified and the Corrections team chair shall; ✧

Moved: D. Firlotte, L.649
Closure

Seconded: J. Finnigan, L.649
CARRIED

Vote on Amendments to 2.3.5, 2.3.8, 2.3.9 Revised OPS Bargaining Procedure DEFEATED

Moved: G. Caldwell, L.302

Seconded: K. King, L.302

Closure

CARRIED

Vote on Revised OPS Bargaining Procedures as Amended

DEFEATED

LUNCH RECESS

Saturday, April 21, 2007 – Afternoon Session

Leah Casselman, President starts the afternoon session with announcements to allow more time for the delegates to return to the Convention floor and ensure a quorum.

Live and Let Live Fund - Fundraiser

President Casselman held the draw for the two hand-knit sweaters. She announced that a total of \$882.28 was raised and would be given to the Live and Let Live Fund.

Credentials Committee Report

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

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

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

Delegates	820
Alternates	434
Observers	236
Retirees	7
EBMs	21
Committees	42
Solidarity Guests	15
Guests	37
Total	1,612 ✧

Quorum 890

Vote on Adoption of Credentials Report

CARRIED

President Casselman thanked Sister Mary Sue Smith, Credential Committee Chair, for her leadership and commitment and her 16 years on the Credential Committee.

Retiring Executive Board Members

President Casselman presented plaques to the previous Executive Board Members honouring their service:

Pauline Tapping
John O'Brien

Peggy Maybury
Joe Catroppa

Richard Larcher

Each Retiring Executive Board Member gave a brief address to the Convention.

President Casselman called the meeting to order at 2:30 p.m.

Motion to Reconsider

Moved: N. Anderson, L.102

Seconded: Clark, L.212

➤ To reconsider the Revised OPS Bargaining Procedures. ✧

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

Seconded: M. White, L.417
CARRIED

Vote on Reconsideration of the Revised OPS Bargaining Procedures DEFEATED

Constitution Committee

A.3, Article 29, C16. Section H

Submitted by: Executive Board

Constitutional Committee's Recommendation: REFERRAL WITH INSTRUCTIONS

Moved: E. Montgomery, Const.Ctte./L.560 Seconded: P. Johnston, Const.Ctte./L.224

Amend as follows (additional wording in bold):

29.9.2.1 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 **work to ensure a workplace free of harassment and discrimination as well as**

fulfill the obligations and responsibilities of my elected position as Steward to the best of my ability.” ✧

Moved: M. Perry, L.454

Seconded: K. O’Shea, L.428

➤➤ Referral back to the Constitution Committee with the following instructions:

To change the amendment so that it amends Article 4.1 by adding a new purpose between 4.1(d) and 4.1(e) as follows: **To work for and defend workplaces that are safe and free from harassment and discrimination.** ✧

No Speakers

Vote on Referral of Const. Amendment A3, Article 29, C16,

CARRIED

The Constitution Committee met on the referral and now recommends ACCEPTANCE.

Moved by M. Ing, EBM Region 1

Seconded: A. Czekierda, L.104

➤➤ Referral back to the Constitution Committee with instructions to be brought back immediately with the following change:

To work for and defend members to ensure our workplaces are safe and free from harassment and discrimination. ✧

Vote on Referral of Const. Amendment A.3, Article 29, C16

CARRIED

The Constitution Committee met on the referral and now recommends ACCEPTANCE.

No Speakers

Vote on Const. Amendment A.3, Article 29, C.16, Section H as Amended **CARRIED**

Constitution Committee

A.4, Article 29, C. 12, Section H

Submitted by: Local 105, Local 112, Local 137, Local 154, Local 214, Provincial Women’s Committee, Provincial Youth Workers Committee, Provincial Human Rights Committee, London & District Area Council and Niagara Area Council

Constitutional Committee’s Recommendation: DEFEAT

Moved: E. Montgomery, Const.Ctte./L560

Seconded: P. Johnston, Const.Ctte./L224

Amend Article 29.2.1 as follows (**additions in bold**, ~~deleted provision struck through~~):

29.2.1.1 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 a President, **an Equity Liaison Officer** and at least two of the following officers: 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. ~~Each Local may designate one of its Local Executive Committee members as responsible for equity issues.~~

Add a new Article 29.5.6 as follows:

29.5.6 The Equity Liaison Officer shall increase the awareness and understanding of workplace and community Human Rights issues. The Equity Liaison Officer shall liaise with regional equity committee members and shall provide a report at each local meeting. ✧

Moved: A. Mikkelsen, L.356
Closure

Seconded: A. Shirk, L.362
CARRIED

Vote on Const. Amendment A.4, Article 29, C.12, Section H
DEFEATED

Constitution Committee

A.5, Article 29, C. 15, Section H

Submitted by: Local 105, Local 112, Local 137, Local 154, Local 154, Local 214, Provincial Women's Committee, Provincial Youth Workers Committee, Provincial Human Rights Committee, London & District Area Council and Niagara Area Council
Constitutional Committee's Recommendation: ACCEPTANCE

Moved: E. Montgomery, Const.Ctte./L.560 Seconded: C. Thibodeau, Const.Ctte./L.737

Amend as follows (change in bold):

29.7.5 Attendance and participation at Local meetings shall be exclusive to the members of that Local, except that others may attend at the invitation of the **President or** Executive of that Local or by assignment by the President of OPSEU. ✧

Moved by: M. Garsch, L.482 called for Quorum count.

Leah Casselman, President in Chair asked that the doors be tiled for a quorum count. There being no quorum, President Casselman declared the Convention adjourned at 3:00 p.m.

Doors Untitled.

In Solidarity

Adjourned

Donations

Staff collected donations in the amount of \$3,491.98 from the floor. The practice is that the Central Union matches the amount up to \$5,000.00.

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 ended the Convention by saying “It doesn’t get any better in the labour movement than the Ontario Public Service Employees Union. You’ve been part of this great union and moving it forward and I know that you will continue to do that.” She thanked everyone for 23 great years including her 12 years as president.

Warren (Smokey) Thomas, President
Ontario Public Service Employees Union

Tracy Danbrook, Recording Secretary
Ontario Public Service Employees Union



Vote on Adoption of Agenda	CARRIED	<u>2</u>
Vote on Adoption of Minutes of Convention 2006	CARRIED	<u>2</u>
Vote on Adoption of Credentials Report	CARRIED	<u>4</u>
Vote on Statutory Resolution A1	CARRIED	<u>5</u>
Vote on Statutory Resolution A3	CARRIED	<u>5</u>
Vote on Statutory Resolution A2 - Section E – Exec Brd Report	CARRIED	<u>5</u>
Vote on Referral of Resolution K1	CARRIED	<u>6</u>
Vote on E1 – Education	DEFEATED	<u>7</u>
Vote on EB1 - Electoral Reform Resolution	CARRIED	<u>9</u>
Vote on Amendment to increase the grievance legal line budget	CARRIED	<u>9</u>
Vote on Adoption of Budget, Section D, as Amended	CARRIED	<u>10</u>
Vote on Adoption of Credentials Report	CARRIED	<u>10</u>
Vote on K1 – Equity as Amended	CARRIED	<u>12</u>
Vote on Adoption of Credentials Report	CARRIED	<u>14</u>
Vote on EB3 – Global Warming	CARRIED	<u>27</u>
Vote on Const. Amendment A.1, Article 29, C.10	CARRIED	<u>29</u>
Vote on Referral motion of A2, Article 12.7, C.4	CARRIED	<u>29</u>
Vote on Const. Amendment A.2, Article 12.7, C.4 as amended	CARRIED	<u>30</u>
Vote on Adoption of Credentials Report	CARRIED	<u>33</u>
<i>The Central Union will match the Region 6 donation of \$325.00 (rounded up) for the Live and Let Live fund.</i>		<u>33</u>
<i>The Central Union will match the Lisa’s Beads sales of \$2,300.00.</i>		<u>33</u>
<i>The Central Union will match Region 4’s donation to Kingston Research Council for Cancer of \$445.70.</i>		<u>33</u>
Vote on Ruling of the Chair	CHAIR UPHELD	<u>35</u>
Vote on L1 – Lobby/Campaign	CARRIED	<u>35</u>
Vote on EB7 – Mission, Vision and Value Statement	DEFEATED	<u>36</u>
Vote on L5, Section G	CARRIED UNANIMOUSLY	<u>37</u>
Vote on Objection to Consideration of OPS Revised Bargaining Procedures		<u>38</u>
DEFEATED		<u>38</u>
Vote on Amendment to 2.3.5 Revised OPS Bargaining Procedure	CARRIED	<u>39</u>
Vote on Amendments to 2.3.5, 2.3.8, 2.3.9 Revised OPS Bargaining Procedure		<u>39</u>
DEFEATED		<u>39</u>
Vote on Revised OPS Bargaining Procedures as Amended	DEFEATED	<u>40</u>
<i>a total of \$882.28 was raised and would be given to the Live and Let Live Fund.</i>		<u>41</u>

<i>Vote on Adoption of Credentials Report</i>	CARRIED	_____	41
<i>Vote on Reconsideration of the Revised OPS Bargaining Procedures</i>	DEFEATED	_____	42
<i>Vote on Referral of Const. Amendment A3, Article 29, C16,</i>	CARRIED	_____	43
<i>Vote on Referral of Const. Amendment A.3, Article 29, C16</i>	CARRIED	_____	43
<i>Vote on Const. Amendment A.3, Article 29, C.16, Section H as Amended</i>	CARRIED	_____	43
<i>Vote on Const. Amendment A.4, Article 29, C.12, Section H</i>	DEFEATED	_____	44
<i>Staff collected donations in the amount of \$3,491.98 from the floor.</i>		_____	45