



# Minutes of the OPSEU Convention 2005

April 14-16, 2005  
Sheraton Centre Hotel, Toronto

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## Thursday, April 14, 2005 – Morning Session

President, Leah Casselman, called the Convention to order at 9:10 a.m.

All participants joined in to sing O Canada.

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

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.

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

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President Casselman introduced the head table:

- Frank DelZotto, BDO Dunwoody
- Kevin Hearty, BDO Dunwoody
- Sandy Vander Werff, Administrator of Operational Services
- Smokey Thomas, First Vice-President/Treasurer
- Cameron Walker, Administrator, Policy Planning & Programs Division, Procedural Advisor
- Grant MacGillivray, Constitution and Rules of Order Advisor
- Andrea McCormack, Recording Secretary
- Heather Sinclair, Back up/Corporate Secretary

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President Casselman read the Harassment and Discrimination Policy and asked the Advisors 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 2005.

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The President welcomed all solidarity guests, delegates, alternates, observers and guests to the 30<sup>th</sup> Annual Convention, the highest decision-making body of OPSEU. She specifically welcomed representatives from the Ontario Liquor Board Employees Union, John Moffatt, Jo Ann Fisher, Mike Sullivan, Doug Elder, Denise Davis, Ron Kennedy, Eli Newfall, Tom Galli and Charlie More. They are members of the Board of Directors representing over 5000 LCBO employees across the province, who will be recommending to their May conference that OLBEU merge with OPSEU.

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## **Section A – Convention Agenda**

Moved: L. Casselman, President

Seconded: S. Thomas, 1<sup>st</sup> VP/Treasurer

Adoption of the Convention Agenda as printed in Section A.

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### **Vote on Adoption of Agenda**

**CARRIED**

## **Section B – Minutes of Last Convention 2004**

Moved: L. Casselman, President

Seconded: S. Thomas, 1<sup>st</sup> VP/Treasurer

Adoption of the Minutes of Convention 2004 as printed in Section B.

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### **Vote on Adoption of Minutes of Convention 2004**

**CARRIED**

## **President's Address**

President Casselman formally opened the 2005 Convention which marks the 30th anniversary of OPSEU as a full-fledged union. She thanked all the members for their dedication over the past year and their commitment to the labour movement. "It's not easy being a union activist," said Leah. "That's a good reason why we have this convention, not only to set the policies and direction for our union, but to meet new people, to network, share stories and compare notes."

At times members wonder why unions are needed anymore and they question the union leadership. Leah explained that OPSEU must be responsive to the needs of our members, and keep preparing for the challenges ahead. Activists were reminded why we continue the fight. Leah spoke about Wal-Mart's anti-labour practices. "The Wal-Mart story is all about what's happening to workers around the world today. The struggle at Wal-Mart is a fight for the whole labour movement." She explained that this shows the weakness of our labour laws, and the power of the employers we're up against.

This past year the OPSEU Executive Board adopted the "Withering Trillium Award" for bad management. Award winners include Management Board of Cabinet (for its plan to have managers visit Wal-Mart head office, as part of a training program) and Jim Watson, Minister of Consumer and Business Services, for the way his ministry treats contract staff at the registrar-general's operation in Thunder Bay.

Over the past 30 years, OPSEU has won some major victories. Leah spoke about the right to strike in the OPS; control over our pension funds; a workload formula in the colleges; tougher health and safety laws; and pay equity for women. Throughout this time, OPSEU had to evolve and adapt. “You don’t make progress without taking risks or investing in new ideas,” she said. “We strive to make changes that will make a better union.”

OPSEU’s slogan, “No More Cuts – Rebuild Public Services” is more than just the theme of this round of OPS bargaining. It also sums up what members are facing in every sector. Leah reminded convention that it is not the time to ease up on the Liberals. “Dalton McGuinty seems to forget who got him elected – the people of Ontario – and why they elected him.”

Leah highlighted some of the union’s collective work from the past year. “It takes resources to bargain and enforce contracts,” Leah said. “It takes resources to influence public policy, to organize new members, and to re-organize members who are divested without successor rights.”

Leah spoke on the tough decisions that OPSEU has had to make over the past year, including the launch of OPSEU Direct, a one year pilot project for Head Office and Region 5. She said it is the cooperative effort between our leadership, our members and our staff that moves this union forward. OPSEU has moved forward on righting one of the historic wrongs of Ontario law: The thousands of part-time workers in our community colleges who are legally barred from joining a union. “It may take years, but we are determined to win union rights for these workers.”

Leah stated that this year will be our busiest in our 30-year history. The Ontario Public Service is in negotiations right now, as well as both of our college divisions, the Municipal Property Assessment Corporation, Canadian Blood Services, our hospital professionals, plus more than 200 BPS contracts.

Leah thanked all of the delegates for their support and their dedication as union leaders. She closed with these words to the delegates: “It takes dedication and commitment from all of us to continue to transform our union into a responsive organization in all our sectors, divisions, at our central, regional and local levels, for all of our members.”

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## **Credentials Committee Report**

The members of the Committee are:

Region 1	-	Lloyd Moulton, Local 108
Region 2	-	Sue Walker, Local 249
Region 3	-	Kathleen Demareski, Local 340
Region 4	-	Mary Susan Smith, Local 464
Region 5	-	Anthony F. Marinucci, Local 549
Region 6	-	Curt Bishop, Local 678
Region 7	-	Anne Pycko, Local 715
EBM	-	Joe Catroppa, EBM Region 7
Staff Advisor	-	Agatha McPhee

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## 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 9:30 a.m.

Delegates	720
Alternates	314
Observers	119
Retirees	7
EBMs	21
Committees	33
Solidarity Guests	23
Guests	11
<b>Total</b>	<b>1,248</b>

Total # of Voting Delegates: 781

### 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 Kevin Hearty, our auditors from BDO Dunwoody. Frank DelZotto referred the delegates to Section C, and gave a brief overview of the financial statements. He noted an error on page 14, point #11, second paragraph which should read “The most recent actuarial valuation of the pension plan was prepared as at **January 1, 2004.**”

Questions were entertained and discussion ensued.

Moved: A. Robert, L 151

Seconded: D. Bragaglia, L.135

Closure

**CARRIED**

President Casselman thanked Frank DelZotto and Kevin Hearty on behalf of the Convention.

## 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. 317
Region 4	-	Anne Jennings, L. 468
Region 5	-	Janice Hagan, Local 561, Chair

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Region 6	-	Marnee Campbell, Local 617, Vice-Chair
Region 7	-	John Watson, Local 701
EBM	-	Gino Franche, Region 1
Staff Advisor	-	Heather Gavin
Secretary	-	Gloria Marcos

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## Resolutions Committee

### Statutory Resolution A1 – Financial Statements

First Report of the Resolutions Committee, Item #1

Submitted by: Executive Board

Resolutions Committee Recommendation: FOR

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

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

**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 2004, 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 1<sup>st</sup> Report Item #1, Statutory Resolution A1**

**CARRIED**

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## Resolutions Committee

### Statutory Resolution – A3 – Appointment of Auditors

First Report of the Resolutions Committee, Item #3

Resolutions Committee Recommendation: FOR

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

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

**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, 2005 through to December 31, 2005 and the Executive Board fix the Auditors' remuneration.

**Vote on 1<sup>st</sup> Report Item #3, Statutory Resolution A3**

**CARRIED**

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## Resolutions Committee

### Statutory Resolution – A2 – Section E – Executive Board Report

First Report of the Resolutions Committee, Item #2

Resolutions Committee Recommendation: FOR

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

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

**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.

Debate was suspended.

(Continued on page 12)

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Lunch Recess

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## Thursday, April 14, 2005 – Afternoon Session

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

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### Credentials Committee Report

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

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

Adoption of Credentials Committee Report as of 12:00 p.m.

Delegates	760
Alternates	343
Observers	140
Retirees	7
EBMs	21
Committees	34
Solidarity Guests	23
Guests	13
<b>Total</b>	<b>1,352</b>

Total # of Voting Delegates: 833

### Vote on Adoption of Credentials Report

**CARRIED**

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### Section D – Budget 2005

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

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

Seconded: L. Casselman, President

Adoption of the 2005 budget as presented in Section D.

Moved: J. Fordyce, L. 109

Seconded: A. Cummings, L. 109

Amendment Motion:

To amend the budget to strike the Promoting the Union Agenda item, \$80,000 from the 2005 budget.

Moved: W. Trayling, L. 626

Seconded: P. Giroux, L. 627

Closure

**CARRIED**

### Vote on Budget Amendment – to strike the Promoting the Union Agenda item

**DEFEATED**

Moved: D. Rapaport, L. 503

Seconded: N. Pridham, EBM Reg. 5

That the budget debate be postponed until after the Constitutional Amendment on the transfer of strike funds, and further, this should be done immediately.

Moved: F. Zroback, L. 712  
Closure

Seconded: F. Richardson, L. 712  
CARRIED

**Vote on postponing the budget debate**

**DEFEATED**

Moved: S. Snider, PWC Reg. 7  
Amendment Motion:

Seconded: C. Bryant, PHRC Reg. 4

That the budget be amended to adjust the Equity Unit line to add the equivalent of the salary and benefits of one additional equity officer position, approximately \$115,000 annually, for a total of three equity officers and that recruitment begin immediately.

Moved: M Pearson, L. 735  
Closure

Seconded: T. Clifford, L. 702  
CARRIED

**Vote on Budget Amendment – to add one equity officer position to the Equity Unit line CARRIED**

Moved: D. Kerr, L. 115  
Closure

Seconded: A. Robert, L. 151  
CARRIED

**Vote on Adoption of the Budget, Section D, as amended**

**DEFEATED**

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(Continued below)

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## **Minutes of Silence**

Two Minutes of Silence were observed in memory of the brothers and sisters who passed away in the past year.

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(Continued from above)

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## **Section D – Budget 2005**

Moved: B. Thompson, L. 205  
Reconsideration of the budget as amended.

Seconded: L. Simpson, PWC Reg. 2

Point of Order:

Moved: E. Montgomery, L. 560

The previous reconsideration is out of order as the member spoke prior to moving his motion.

Chair ruled that the reconsideration motion is in order, as the member identified himself as someone who had previously voted on the prevailing side.

Moved: D. Kerr, L. 115  
Challenge to the Chair's Ruling.

S. Thomas, 1<sup>st</sup> Vice-President/Treasurer in the Chair.

**Vote on Ruling of the Chair**

**CHAIR UPHELD**

Leah Casselman, President in the Chair

Debate was suspended

(Continued on page 10)

As per orders of the day at 3:00 p.m., the Nominations for Office of President and First Vice-President/Treasurer commenced.

The chair was turned over to Larry Brown, Secretary-Treasurer of NUPGE who explained the nomination procedures to be followed.

**Nominations for the Office of President**

Larry Brown, Secretary-Treasurer NUPGE, chaired the election process. Three written nominations properly signed by nominees and nominators were filed with the Chair of the Credentials Committee.

<u>Nominees</u>	<u>Nominators</u>	
<b>Leah Casselman</b>	Nancy Pridham	Accepted Nomination
<b>Robert Eaton</b>	Bill Perkins	Accepted Nomination
<b>Richard Larcher</b>	Glen Jones	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**

<u>Nominees</u>	<u>Nominators</u>	
<b>Warren Thomas</b>	Jean Fordyce	Accepted Nomination
<b>John O'Brien</b>	Peggy Maybury	Accepted Nomination
<b>Ron Elliott</b>	Doris Middleton	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.

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## **Section D – Budget 2005**

Leah Casselman, President in the Chair.

Motion to reconsider the budget is on the floor.

Moved: F. Zroback, L. 712  
Closure

Seconded: A. Hymers, L. 727  
CARRIED

**Vote on reconsideration of the budget as amended.**

**DEFEATED**

Since the Budget has been defeated, President Casselman announced that there will be an OPSEU Executive Board Meeting held in the evening to bring forward a revised budget to the Convention.

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(Continued on page 32)

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## **Equity Bear Pit Session**

As per orders of the day for 3:30 p.m.-4:00 p.m., the Equity Bear Pit Session took place. Larry Brown, Secretary-Treasurer of NUPGE chaired the proceedings.

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## **Bear Pit Session**

Larry Brown, Secretary-Treasurer of NUPGE chaired the proceedings.

At the conclusion of the Bear Pit Session, Larry Brown thanked the candidates on behalf of all the delegates.

The Convention recessed at 5:00 p.m.

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**R E C E S S**

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## Friday, April 15, 2005 – 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.

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Larry Brown, Secretary-Treasurer NUPGE chaired the election process.

### Presidential Candidate Presentations

The speaking order drawn for the Presidential Candidates was:

1. Leah Casselman
2. Richard Larcher
3. Robert Eaton

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

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Leah Casselman, President in the Chair.

### Credentials Committee Report

Moved: M.S. Smith, Cred. Ctte./L. 464  
Adoption of Credentials Committee Report as of 9:30 a.m.

Seconded: A. Pycko, Cred. Ctte./L. 715

Delegates	765
Alternates	366
Observers	162
Retirees	7
EBMs	21
Committees	34
Solidarity Guests	31
Guests	16
Total	1,408

Total # of Voting Delegates: 827

**Vote on Adoption of Credentials Report**

**CARRIED**

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## Election: President

Larry Brown, Secretary-Treasurer NUPGE, explained the election procedures.

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

(Continued on page 16)

(Continued from page 6)

Leah Casselman, President in the Chair. Convention business continued as votes were being counted.

## Resolutions Committee

### Statutory Resolution – A2 – Section E – Executive Board Report

First Report of the Resolutions Committee, Item #2

Resolutions Committee Recommendation: FOR

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

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

**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.

Moved: J. O'Brien, EBM Reg. 7

Seconded: J. Tocker, EBM Reg. 7

Amendment Motion:

That the EBM report be amended as follows:

Under Record of Notice of Minority Reports, on page 32, EBM meeting of March 9-10, 2005, should be amended to read "Convention Resolution – Delegate entitlement to Convention and Regional Meetings."

### Vote on Executive Board Report Amendment – Notice of Minority Report

**CARRIED**

Moved: J. Gates, L. 331

Seconded M. Shearer, L. 331

Closure

**CARRIED**

### Vote on 1<sup>st</sup> Report Item #2 Statutory Resolution A2 Section E-Executive Board Report as amended

**CARRIED**

## Resolutions Committee

First Report of the Resolutions Committee, Item #4

K4, Section G

Submitted by: Local 432 also submitted by the Provincial Womens' Committee

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** OPSEU has increased the allowance paid for child care from \$5.00 to \$6.00 per hour to a maximum of 12 hours; and

**WHEREAS** the overnight fee was not adjusted accordingly;

**THEREFORE BE IT RESOLVED THAT** allowance for overnight fees remain at \$40.00, and increase the maximum per day to \$112.00 per 24 hour period.

**Vote on 1<sup>st</sup> Report Item #4, K4, Section G**

**CARRIED**

### **Resolutions Committee**

Executive Board Resolution #EB1

Consultation – NDP Affiliation

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** the views of OPSEU members must be heard prior to considering affiliation of OPSEU to any political party; and

**WHEREAS** OPSEU has supported the New Democratic Party, and the NDP has supported OPSEU and the Labour movement on many issues facing our membership;

**THEREFORE BE IT RESOLVED THAT** prior to the 2006 OPSEU Convention the Central Political Action Committee (CPAC) will develop and implement a plan for consultation with regards to affiliation with the NDP to be approved by the OPSEU Executive Board; and

**BE IT FURTHER RESOLVED THAT** the results of such consultation will be reported to Convention 2006.

**Vote on EB1 – Consultation – NDP Affiliation**

**CARRIED**

### **Resolutions Committee**

Executive Board Resolution #EB9

Local Health Integration Networks (LHINs)

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** part of the Liberal government's "transformation" agenda includes the decision to create 14 unaccountable Local Health Integration Networks (LHINs) without properly consulting either the people of Ontario, or the representatives of workers who will be affected by this decision; and

**WHEREAS** the Liberal government hospital funding policies have already led to layoffs of health care workers and closures of programs; and

**WHEREAS** the competitive bidding model in home care, which is driving down wages and driving skilled and experienced workers out of the home care field, will likely be the model used by the LHINs; and

**WHEREAS** the LHINs will lead to more chaos in health care, with forced mergers and integration of programs and agencies, and the inevitable loss of health care jobs; and

**WHEREAS** the health care system needs stability, not health care chaos;

**THEREFORE BE IT RESOLVED THAT** OPSEU continue to oppose and campaign against Local Health Integration Network and fight for the following principles as the government continues with its transformation agenda:

1. LHIN boards must be elected, not appointed, thus ensuring true accountability to our communities.
2. Private health care services and competitive bidding have no place in our health care system.
3. Health care workers deserve fair and consistent wages and benefits no matter where in the health care system they work.
4. Front line staff, their bargaining agents, and their collective agreements must follow the work in any restructuring or transfer of work in the health care system. Successor rights must be restored.
5. There must be a government mandated provincial human resource adjustment plan negotiated with the major health care unions and employer organizations.
6. There must be a moratorium on layoffs in the health care sector during the transition to LHINs.

Moved: L. Brown, L. 116  
Closure

Seconded: K. Firby, L. 116  
CARRIED

**Vote on EB9 – Local Health Integration Networks (LHINs)**

**CARRIED UNANIMOUSLY**

### **Resolutions Committee**

Executive Board Resolution #E10

The Elimination of Managed Competition in Home Care

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** home care has been called the “next essential service”; and

**WHEREAS** managed competition in home care has created a destructive cycle of contract turnover in the sector; and

**WHEREAS** the loss of these contracts is frequently leading to the termination of workers at the incumbent home care agency and selective rehiring by the winning bidder, effectively a transfer minus their union, their contract, and their rights; and

**WHEREAS** these managed competitions are resulting in the driving down of wages and benefits in home care, a major factor that is driving out badly needed workers from the sector; and

**WHEREAS** managed competition makes it increasingly difficult for home care workers to seek representation and participate in collective bargaining;

**BE IT RESOLVED THAT** OPSEU continues to work with the Ontario Health Coalition and the Ontario Federation of Labour to pressure the McGuinty government to eliminate managed competition as a means of distributing home care contracts; and

**BE IT FURTHER RESOLVED THAT** OPSEU work with these partners to develop alternative proposals to the managed competition.

**Vote on EB10 – The Elimination of Managed Competition  
in Home Care**

**CARRIED UNANIMOUSLY**

### **Resolutions Committee**

First Report of the Resolutions Committee, Item #5

M7, Section G

Submitted by: Local 432 also submitted by the Kingston Area Council

Resolutions Committee Recommendation: AGAINST

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

Seconded: G. Franche, Res. Ctte./EBM Reg. 1

**WHEREAS** the Youth Committee elections are now governed by the Constitution; and

**WHEREAS** the youth of OPSEU are defined as members whose age is 30 years or under; and

**WHEREAS** the Leadership of the Union has acknowledged the importance of youth activity in Union Events; and

**WHEREAS** shadowing and mentoring has been demonstrated as the most effective method of promoting activism;

**THEREFORE BE IT RESOLVED THAT** the by-laws of each Division/Sector be amended to provide that in addition to its current entitlement to delegates at the Divisional meeting, each Local shall be entitled to one (1) additional youth delegate (age 30 years or under), with voice but without vote; and

**BE IT FURTHER RESOLVED THAT** the negotiations procedures for the OPS, CAAT (A), CAAT (S), Ambulance, Hospital Professionals, MPAC and CBS be amended to provide that in addition to its current entitlement to delegates at Demand-setting, each Local shall be entitled to one (1) additional youth delegate (age 30 years or under), with voice but without vote; and

**BE IT FURTHER RESOLVED THAT** the costs of these additional delegates be allocated to the appropriate head office budget line.

Moved: L. Orsini, L. 668  
 Closure

Seconded: B. Pitfield, L 618  
 CARRIED

**Vote on 1<sup>st</sup> Report Item #5, M7, Section G**

**DEFEATED**

(Continued from page 12)

Larry Brown, Secretary-Treasurer of NUPGE resumed the Chair.

**Election: President, First Ballot**

# of Ballots Cast	797
# of Invalid Ballots	4
# of Valid Ballots	793
Majority Required	398

Results of First Ballot:

Leah Casselman	371	
Robert Eaton	245	
Richard Larcher	177	(dropped)

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Leah Casselman, President in the Chair.

**Credentials Committee Report**

Moved: M.S. Smith, Cred. Ctte./L. 464  
 Adoption of Credentials Committee Report as of 11:00 a.m

Seconded: A. Pycko, Cred. Ctte./L. 715

Delegates	767
Alternates	367
Observers	168
Retirees	7
EBMs	21
Committees	34
Solidarity Guests	31
Guests	22
<b>Total</b>	<b>1,417</b>

Total # of Voting Delegates: 829

**Vote on Adoption of Credentials Report**

**CARRIED**

(continued from page 16)

### **Election: President, Second Ballot**

Larry Brown, Secretary-Treasurer of NUPGE resumed the Chair.

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

(Continued on page 19)

Leah Casselman, President in the Chair. Convention business continued as votes were being counted.

### **Resolutions Committee**

First Report of the Resolutions Committee, Item #6

M3, Section G

Submitted by: London and District Area Council

Resolutions Committee Recommendation: AGAINST

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

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

**WHEREAS** members and locals spend a fair amount of time and effort developing resolutions; and

**WHEREAS** all submitted resolutions do not make it to the convention floor; and

**WHEREAS** resolutions not making it to the floor are given to the OPSEU Executive Board for said board to determine the resolutions' fate;

**THEREFORE BE IT RESOLVED THAT** the Board will send its findings on each resolution to all Convention delegates prior to the next convention.

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

Seconded: S. Brown, EBM/Reg. 6

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

The Executive Board must decide the disposition of all resolutions not dealt with by Convention and prepare a report, including rationale, for those resolutions defeated. The report will be provided within four months and be included with the Convention minute mail out to all delegates that attended Convention.

**Vote on referral of Resolution M3, Section G**

**CARRIED**

Referral Motion on the Floor:

The Resolutions Committee brought back the motion with the following amendment and recommends the delegates vote : FOR

**THEREFORE BE IT RESOLVED THAT** the Executive Board must decide the disposition of all resolutions not dealt with by Convention and prepare a report, including rationale, for those resolutions

defeated. The report will be provided within four months and be included with the Convention minute mail out to all delegates that attended Convention.

**Vote on 1st Report Item #6, M3, Section G, as amended**

**CARRIED**

### **Resolutions Committee**

First Report of the Resolutions Committee, Item #7

L3, Section G

Submitted by: Local 560 and also submitted by Local 110

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** the Rae Report calls for the investment of a minimum of \$1.3 billion and up to \$2.2 billion in Ontario's post secondary system up until 2007; and

**WHEREAS** the Rae Report directs that this funding is "not to disappear into the administrative function of institutions"; and

**WHEREAS** the Rae Report demands "direct new investments towards teaching excellence and educational innovation so that students have increased opportunities for meaningful contact with faculty, and better facilities and equipment"; and

**WHEREAS** the Rae Report calls for an expenditure of \$700 million to hire new faculty in the Colleges and to develop the skills of existing faculty; and

**WHEREAS** the Rae Report confirms that the "availability and quality of student services has a significant impact on student experience and success at postsecondary institutions";

**THEREFORE BE IT RESOLVED THAT** OPSEU urge the government of Ontario to move forward with implementation of the Rae Report; and

**BE IT FURTHER RESOLVED THAT** OPSEU insist that the Rae Report's recommendations be instituted without job loss for any members of OPSEU.

Moved: D. Jordan, L. 101

Seconded: R. Anwyll, Retiree/L. 102

Closure

**CARRIED**

**Vote on 1<sup>st</sup> Report Item #7, L3, Section G**

**CARRIED UNANIMOUSLY**

Lunch Recess

## Friday, April 15, 2005 – Afternoon Session

Leah Casselman called the Convention to order at 1:45 p.m.

### Credentials Committee Report

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

Seconded: A. Pycko, Cred. Ctte./L. 715

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

Delegates	769
Alternates	369
Observers	170
Retirees	7
EBMs	21
Committees	34
Solidarity Guests	31
Guests	22
<b>Total</b>	<b>1,423</b>

Total # of Voting Delegates: 831

### Vote on Adoption of Credentials Report

**CARRIED**

(Continued from page 17)

Larry Brown, Secretary-Treasurer, NUPGE in the Chair.

### Election: President, Second Ballot

# of Ballots Cast	812
# of Invalid Ballots	9
# of Valid Ballots	803
Majority Required	403

Results of Second Ballot:

Leah Casselman	467
Robert Eaton	336

**Leah Casselman was declared the newly re-elected President of the Ontario Public Service Employees Union.**

President Casselman addressed the Convention. Both Robert Eaton and Richard Larcher thanked their supporters and congratulated Leah Casselman on her re-election.

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## **Election: First Vice-President/Treasurer**

Larry Brown, Secretary-Treasurer of NUPGE resumed the chair. He explained the election procedures.

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

1. John O'Brien
2. Ron Elliott
3. Smokey Thomas

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

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

(Continued on page 23)

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Leah Casselman resumed the Chair.

## **Constitution Committee**

The members of the Committee are:

Region 1	-	Mary Ing, Local 106
Region 2	-	Paul Johnstone, Local 224
Region 3	-	Dan Murphy, Local 341
Region 4	-	Harry Plummer, Local 420
Region 5	-	Edward Montgomery, Local 560
Region 6	-	Janice O'Leary, Local 659
Region 7	-	Carl Thibodeau, Local 737
EBM	-	Pauline Tapping, EBM Region 3
Staff Advisor	-	Frank Rooney
Secretary	-	Sherry Bader

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

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## **Constitution Committee**

First Report of the Constitution Committee

A.1, Article 6, C.2, Section H

Submitted by: London District Area Council

Constitutional Committee Recommendation: ACCEPTANCE

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

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

**Amend as follows (changes in bold):**

“Leave of absence” shall include sabbatical leave, long-term disability, maternity leave, parental leave, workers’ compensation, and any other form of extended leave of absence while remaining in the employ of the employer. Members on long-term disability, **and members on workers’ compensation who do not meet the requirements of (a)**, may seek and hold office in the Union or any of its subsidiary bodies, and may be delegates to Union meetings, provided they pay uniform monthly dues, not to exceed \$5.00, to be set by the Executive Board, and are both able and available to carry out their duties. Members on other leaves of absence may seek and hold office in the Union or any of its subsidiary bodies, and may be delegates to Union meetings, provided they pay full Union dues and are both able and available to carry out their duties. Any dispute as to ability or availability shall be decided by the President, with right of appeal to the Executive Board.

**Vote on Const. Amendment A.1, Article 6, C.2, Section H**

**CARRIED**

### **Constitution Committee**

First Report of the Constitution Committee

A.2, Article 13.3, C.3, Section H

Submitted by: Local 109

Constitutional Committee Recommendation: DEFEAT

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

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

**Amend Art. 13.3 as follows (changes in bold):**

**13.3** For purposes of calculating delegate entitlement, **all employees paying dues** shall be counted. Honorary Members shall not be counted. All calculations shall be based on membership records at Union Headquarters as of the last day of the month prior to the issuance of the Convention call. 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: M.A. White, L. 417

Seconded: J. Molleson, L. 418

Closure

**CARRIED**

**Vote on Const. Amendment A.2, Article 13.3, C.3, Section H**

**DEFEATED**

### **Constitution Committee**

First Report of the Constitution Committee

A.3, Article 4, C.1, Section H

Submitted by: Local 560

Constitutional Committee Recommendation: ACCEPTANCE

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

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

**Amend Art. 4.1 as follows (changes in bold):**

**4.1** The aims and purposes of the Union shall be: ...

(f) To promote full employment and an equitable distribution of wealth within Canadian **and international** society;

(g) To co-operate with labour unions and other organizations with similar objectives in strengthening the Canadian labour union movement as a means towards advancing the interests and improving the well-being of workers generally in Canada **and internationally**; ...

(i) To strengthen, by precept and example, democratic principles and practices both in the Canadian labour union movement and in all manner of institutions, organizations, and government in Canada **and internationally**.

**Vote on Const. Amendment A.3, Article 4, C.1, Section H**

**CARRIED**

### **Constitution Committee**

First Report of the Constitution Committee

A.4, Article 13, Executive Board Amendment #2

Submitted by: Executive Board

Constitutional Committee Recommendation: ACCEPTANCE

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

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

**Amend Art. 13.4 as follows (changes in bold):**

Delegate entitlement to Conventions shall be as follows:

(a) Locals:

Up to 150 Members	1 delegate
151 to 300 Members	2 delegates
301 to 500 Members	3 delegates
501 to 800 Members	4 delegates
801 to 1100 Members	5 delegates
1101 to <b>1500</b> Members	6 delegates
<b>1501 to 1900</b> Members	<b>7 delegates</b>
<b>1901 to 2300</b> Members	<b>8 delegates</b>
<b>2301 or more</b> Members	<b>9 delegates</b>

Moved: J. Gates, L. 331

Seconded: F. Upshaw, L. 331/Retiree

Closure

**CARRIED**

**Vote on Const. Amendment A.4, Article 13, EB #2**

**CARRIED**

(Continued from page 20)

Larry Brown, Secretary-Treasurer NUPGE in the Chair.

### **Election: First Vice-President/Treasurer, First Ballot**

# of Ballots Cast	792
# of Invalid Ballots	1
# of Valid Ballots	791

Majority Required	397
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Results of First Ballot:

Ron Elliott	298	
John O'Brien	98	(dropped)
Warren Thomas	395	

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### **Election: First Vice-President/Treasurer, Second Ballot**

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

(Continued on page 25)

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Leah Casselman resumed the Chair.

### **Constitution Committee**

First Report of the Constitution Committee

A.5, Article 13, C4 and C5, Section H

Submitted by: Local 432 and the Provincial Human Rights Committee

Constitutional Committee Recommendation: DEFEAT

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

Seconded: M. Ing, Const. Ctte./Local 106

**Amend Art. 13.9.3 as follows (change in bold):**

**13.9.3** The Executive Committee shall appoint one Member of the Executive Board to each Convention Committee. **The chairs of each of the Provincial Women's Committee, the Provincial Human Rights Committee, and the Provincial Youth Committee (or their designate) shall also be a member of each Convention Committee.** The President shall be an ex-officio member of each Committee, with voice but no vote. The Executive Committee shall also provide specific guidelines for the operations of the Committees and shall submit the names of the members to each Convention in the opening session for approval. The Convention Committees shall annually elect from among themselves their chairperson and vice-chairperson.

Moved: W. Shannon, L. 433  
Closure.

Seconded; K. O'Shea, L. 428  
CARRIED

**Vote on Const. Amendment A.5, Article 13, C4 & C5, Section H**

**DEFEATED**

### **Constitution Committee**

First Report of the Constitution Committee

A.6, Article 29, C12, Section H

Submitted by: London District Area Council

Constitutional Committee Recommendation: ACCEPTANCE

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

Seconded: M. Ing, Const. Ctte./Local 106

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

**29.2.1** The Officers of the Local, together with the remaining Shop Stewards (in a Single-Unit Local) or Unit Stewards (in a Multi-Unit or Composite Local) shall constitute the Local Executive Committee. Every Local shall have a **President 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.

**Vote on Const. Amendment A.6, Article 29, C12, Section H**

**CARRIED**

### **Constitution Committee**

First Report of the Constitution Committee

A.7, Article 29, C11, Section H

Submitted by: Provincial Womens' Committee

Constitutional Committee Recommendation: ACCEPTANCE

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

Seconded: C. Thibodeau, Const. Ctte./Local 737

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

**29.2.1** The Officers of the Local, together with the remaining Shop Stewards (in a Single-Unit Local) or Unit Stewards (in a Multi-Unit or Composite Local) shall constitute the Local Executive Committee. Every Local shall have at least three of the following Officers: President; Vice-President; Secretary; Treasurer or Secretary-Treasurer; such other Officer(s) as it may, by by-law, decide to have. In addition, a Single-Unit Local shall have a Chief Steward as an Officer of the Local Executive Committee. On the invitation of a Local, the immediate past President of the Local may serve on the LEC as an ex-officio Member with voice but no vote. **Each Local may designate one of its Local Executive Committee members as responsible for equity issues.**

Moved: C. Brown-Edmondson, L. 315

Seconded: A. Shirk, L. 362

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Closure CARRIED

**Vote on Const. Amendment A.7, Article 29, C11, Section H** CARRIED

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(continued from page 23)

Larry Brown, Secretary-Treasurer NUPGE in the Chair.

### **Election: First Vice-President/Treasurer, Second Ballot**

# of Ballots Cast	758
# of Invalid Ballots	1
# of Valid Ballots	757

Majority Required	380
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Results of First Ballot:

Ron Elliott	314
Warren Thomas	443

**Warren Thomas was declared the newly re-elected First Vice-President/Treasurer of the Ontario Public Service Employees Union.**

First Vice-President/Treasurer Warren Thomas addressed the Convention. Both Ron Elliott and John O'Brien congratulated Warren Thomas and Leah Casselman on their re-elections.

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### **Election of the Ranking Order of Regional Vice Presidents**

Larry Brown, NUPGE, in the 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 one minute.

Region 1	Ron Elliot
Region 2	Jay Jackson
Region 3	Doris Middleton
Region 4	Robert Eaton
Region 5	Terry Downey
Region 6	Sue Brown
Region 7	John O'Brien

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

(Continued on page 30)

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President Casselman in Chair.

Moved: E. Huitema, L. 221

Seconded: B. Toner, L. 204

Recess (4:50 p.m.)

CARRIED

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R E C E S S

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## Friday Evening, April 15, 2005 – Fourth Annual Awards Presentation Banquet

### Musical Interlude

The Common Thread Chorus, accompanied by Marnie Niemi, OPSEU benefits officer performed. This progressive chorus of up to 80 voices is now in its sixth year, and it is open to all people who like to sing. The theme of the chorus this year is “Our Working World.” Accordingly, the repertoire for the season features work related songs from around the world. Leah Casselman thanked them on behalf of OPSEU.

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### Honorary Life Membership

Recipients:           Vic Williams (posthumously)  
                              Larry Sauer  
                              Bill Henry

- Vic Williams

Brother Williams was synonymous with OPSEU and the former CSAO in Region 7 for parts of six decades. From the late 1950s to this past year, Vic served the union and its predecessor organization with incredible dedication, as a member, as a steward, a Board Member, vice-president, and as a staff representative. Vic started out working for the old Department of Highways in 1958 on pre-engineering and construction survey crews. He left that department in 1962, but came back to the public service with the old Department of Lands and Forests. As a board member since 1970, Vic played a vital role in the creation of OPSEU. When OPSEU was formed, he served as regional vice president for Region 7. In 1983, Vic joined OPSEU staff and for over two decades serviced the locals in the Thunder Bay area. Vic retired from the union October 1, 2004. Sadly, Vic passed away of cancer on April 1, 2005. Vic was aware that he had been nominated for a life membership. He was an important part of this union for many years, he was a mentor to many members and he will be missed.

- Larry Sauer

As a trained electronic technologist with several years in the private sector, Larry started at Northern College in Kirkland Lake in the late 1960s when Ontario’s college system was just being developed. Larry was elected to some of the very first bargaining teams for CAAT Support, representing the technical group. Larry was a strike captain in OPSEU’s very first province-wide strike in 1979. As a long time president, Larry represented the membership of Region 6 at several OFL, CLC and NUPGE conventions, and he was the Region 6 representative on OPSEU’s Resolutions Convention Committee, where he served as Chair in his final year. He served on many CAAT Support committees, including the Employer/Employee Relations Committee which he chaired. As a retiree, Brother Sauer helped outside municipal workers of North Bruce become organized by OPSEU. Leaders motivate the concepts of consensus and controversy on a question. True leaders also drive for membership compromise. Larry did it all, and moved the worker’s agenda forward.

- Bill Henry

Brother Henry is a Region 3 activist and a huge asset to our union over some 28 years as a member. Bill made numerous contributions to our union since becoming a CSAO member in 1973. He became president of Local 322 in Barrie in 1975 and held that position for 26 years until his retirement in 2001. Bill's organization and communication skills helped the local and the union get through many difficult times including the 1996 OPS strike and the transition to OPAC, now known as MPAC. As well as serving for many years on the Ministry of Finance MERC team, Bill has served on both the Resolutions Committee and Constitution Committee at Convention. Currently, he sits on the Orillia Area Council, the Barrie Labour Council and he is the OPSEU Retirees Division representative for Region 3. Bill is a great resource person who could and can always be counted on for help and advice.

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### **Health & Safety Award - Individual**

Recipient: Violet Stringer, Local 448

This year the outstanding individual award for health and safety goes to Violet Stringer. Sister Stringer is a member of local 448 and was nominated by her local President Diana Woods, and by Sue Walker, Chair of the Developmental Services Sector. Sister Stringer is a long time health and Safety activist who has accomplished a great deal in her workplace, in her sector, across her Union and in her community.

She has worked hard to make her local and her employer, Pathways to Independence, leaders in health and safety in the developmental services sector. Through her leadership, the union and the employer have developed a program to ensure all new staff receive workplace health and safety training before they start working with clients. Violet has a mandate to rewrite the employer's health and safety policies to ensure they are relevant and updated.

Sister Stringer led the Developmental Services Sector health and safety committee in developing a Health and Safety course for developmental service workers. She has also provided health and safety training to employees in other workplaces, and had developed and delivered courses for schools. Sister Stringer has been a leader in her community, in her local and in her sector.

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### **Rainford Jackson Education and Development Fund**

Recipient: Sioux Lookout Anti-Racism Committee

The Rainford Jackson Education and Development Fund honours the late Rainford Jackson, a former OPSEU board member with a strong commitment to education and human rights.

This year's award goes to the Sioux Lookout Anti-Racism Committee. This Committee based in the small but dynamic community of Sioux Lookout in Region 7 has achieved a nation-wide reputation for its anti-racism activities. This Committee has developed a number of innovative strategies to make change possible. It does this through cooperation, education, personal example and timely input, focusing on systemic issues using an organized, strategic approach.

The Committee has helped to form the Sioux Lookout Multicultural youth Group, and a project called “Pis-ka-pii-win”: Empowerment and Healing Through Rediscovery. This project will create a cultural outdoor education camp in Sioux Lookout to help aboriginal youth gain traditional knowledge, make close connections to elders and the land, and learn cultural teachings.

The Committee works to increase understanding, and provide resources for education, advocacy, justice and equal opportunity.

The award was presented to committee members Terry Lynne Jewell and Barb Carpenter.

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### **Departing Board Members**

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

Evelyn Anger	Region 1
Chris Madill	Region 2
David Chew	Region 3
Gavin Anderson	Region 4
Peggy Maybury	Region 5
Linda Aho	Region 6

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### **Retiring OPSEU Staff**

President Casselman acknowledged the work of staff that have retired in 2004 and thanked them for their contribution to the Union:

Marianne Vincent	Bill Mathison
Teresa Kowalczyk	Kathy Hanley Jackson
Rosemary Liptay	Art Lane

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

Retired staff members:	Vic Williams, Nick Luczay, and Michael Kaye.
Serving staff member:	George Richards

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R E C E S S

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## Saturday, April 16, 2005 – Morning Session

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

### Credentials Committee Report

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

Seconded: A. Pycko, Cred. Ctte./L. 715

Adoption of Credentials Committee Report as of 8:30 a.m.

Delegates	769
Alternates	372
Observers	178
Retirees	7
EBMs	21
Committees	34
Solidarity Guests	32
Guests	28
<b>Total</b>	<b>1,441</b>

Total # of Voting Delegates 831

### Vote on Adoption of Credentials Report

**CARRIED**

Moved W. Thomas, 1<sup>st</sup> Vice-President/Treasurer

Seconded: L. Casselman, President

To amend the agenda to allow the budget debate. (2/3 majority required to carry this amendment.)

### Vote on Amendment to the Agenda

**CARRIED**

(Continued from page 25)

### Results of the Election of the Ranking Order of Regional Vice Presidents

Larry Brown, Secretary-Treasurer NUPGE in the chair. He announced the ranking order of the Regional Vice-Presidents.

Vice-President Rank	Vice-President	Region
2 <sup>nd</sup> V.P.	Bob Eaton	Region 4
3 <sup>rd</sup> V.P.	Ron Elliott	Region 1
4 <sup>th</sup> V.P.	Sue Brown, Highest Ranking Female	Region 6
5 <sup>th</sup> V.P.	Terry Downey	Region 5
6 <sup>th</sup> V.P.	John O'Brien	Region 7
7 <sup>th</sup> V.P.	Doris Middleton	Region 3
8 <sup>th</sup> V.P.	Jay Jackson	Region 2

## Oath of Office – Executive Board

Larry Brown, Secretary-Treasurer NUPGE administered the Oath of Office to the newly elected 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.”

Region 1	Ron Elliot	Gino Franche	Mary Ing
Region 2	Jay Jackson	Ed Almeida	Leah Casselman
Region 3	Doris Middleton	Pauline Tapping	Patty Rout
Region 4	Bob Eaton	David Lundy	Warren Thomas
Region 5	Terry Downey	Nancy Pridham	David Rapaport
Region 6	Sue Brown	Peter Wall	Richard Larcher
Region 7	John O'Brien	James Tocker	Joe Catroppa

The Chair was turned over to President Casselman.

## Solidarity Guests

President Casselman welcomed all solidarity guests at the Convention.

Kathryn Francis	Administrative Staff Union
Patrick (Sid) Ryan, President	Canadian Union of Public Employees
Elisabeth Ballerman, President	Health Sciences Association of Alberta
Peter Olfert, President	Manitoba Government Employees Union
Bonny Neal, Research Centre Coordinator	Manitoba Government Employees Union
Larry Brown, National Secretary-Treasurer	National Union of Public & General Employees
Ethel Birkett-LaValley, Secretary-Treasurer	Ontario Federation of Labour
Wayne Samuelson, President	Ontario Federation of Labour
Irene Harris, Executive Vice-President	Ontario Federation of Labour
Jim O'Leary, Honorary Life Member	OPSEU
John Coones, President	Ontario Liquor Board Employees Union
Denise Davis, Director of Warehousing	Ontario Liquor Board Employees Union
Ron Kennedy	Ontario Liquor Board Employees Union

Tom Galli	Ontario Liquor Board Employees Union
Charlie More	Ontario Liquor Board Employees Union
Doug Elder	Ontario Liquor Board Employees Union
Elie Naufal	Ontario Liquor Board Employees Union
Bill Kuehnbaum, Honorary Life Member	OPSEU
Len Hupet	OPSEU
Rob Field, President	Ontario Public Service Staff Union
Rob Kinnear, 2 <sup>nd</sup> 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
Dave Killam, Executive Director	Workers Health & Safety Centre

(continued from page 10)

The OPSEU Executive Board met on Thursday evening to bring forward a revised budget to the Convention.

**Section D – Budget 2005**

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

Moved: W. Thomas, 1<sup>st</sup>. Vice-President/Treasurer  
Adoption of the 2005 budget as revised. Seconded: L. Casselman, President

Moved: M. White, L. 417 Seconded: E. Montgomery, Const. Ctte./L. 560  
Amendment Motion:  
That \$300,000 be added to the grievance legal line.

Moved: J. Gates, L. 331 Seconded: M. Shearer, L. 331  
Closure CARRIED

**Vote on Budget Amendment – to add \$300,000 to grievance legal line CARRIED**

Moved: S. Snider, PWC, Region 7 Seconded: C. Bryan, PHRC Region 4  
Amendment Motion:  
Adjustment to the Equity Unit Line to add the equivalent of the salary and benefits of one additional Equity Officer, approximately \$30,000 for this year, being that the position be in place for the fall of 2005.

Moved: F. Zroback, L. 712 Seconded: A. Hymers, L. 727  
Closure DEFEATED

Moved: M. White, L. 417 Seconded: J. Molleson, L. 418

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Closure CARRIED

**Vote on Budget Amendment – to add one Equity Officer CARRIED**

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

Seconded: L. Thompson, L. 420

Amendment Motion:

That the local rebates be reduced to \$4,350,000.

Moved: K. Ouchas, L. 340

Seconded: E. Bagnall, PWC Region 3

Closure

CARRIED

**Vote on Budget Amendment – to reduce local rebates DEFEATED**

Moved: M. White, L. 417

Seconded: J. Molleson, L. 418

Closure

CARRIED

**Vote on Budget as Amended CARRIED**

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### **Constitution Committee**

First Report of the Constitution Committee

A.8, Article 13, C6, Section H

Submitted by: Provincial Human Rights Committee

Constitutional Committee Recommendation: DEFEAT

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

Seconded: J. O’Leary, Const. Ctte./L. 659

**Re-number the existing Art. 13.6 as 13.6.1 and add a new Art. 13.6.2 as follows:**

**Elected delegates and alternates will be seated only where the Local has submitted minutes of the election meeting that demonstrate compliance with Art. 13.5.1. Except where permitted under Art. 13.3.1, such minutes must be forwarded so as to reach the Union’s Headquarters not later than 30 days prior to the opening of the Convention.**

Moved: A. Shirk, L. 362

Seconded: C. Brown-Edmondson, L. 315

Closure

CARRIED

**Vote on Const. Amendment A.8, Article 13, C6, Section H DEFEATED**

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### **Constitution Committee**

First Report of the Constitution Committee

A.9, Article 20, Executive Board Amendment #1 and C10, Section H



- establish an ongoing consultative process with the labour movement with respect to the ratification of ILO Conventions that Canada has voted for at the ILO's Annual Conferences.

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**Vote on EB11 – Canadian Ratification of ILO Conventions**
**CARRIED UNANIMOUSLY**


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**Resolutions Committee**

Executive Board Resolution EB12

ILO Complaints against Canadian and Provincial Governments

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** since 1982, Canada's record with respect to the number of complaints against restrictive labour legislation submitted to the ILO's Freedom of Association Committee is the worst of any of the ILO's 177 member States with unions in Canada filing more complaints than the national labour movements of any other country; and

**WHEREAS** the federal a provincial governments' complete disregard towards the rulings of the ILO Governing Body; and

**WHEREAS** this disregard towards the ILO Governing Body's rulings has led the ILO to request the Canadian Government to consider allowing an ILO Study and Information Mission to come to Canada and investigate the large number of complaints from Canadian unions and the lack of responsiveness by the federal and provincial governments to the ILO Governing Body's ruling.

**THEREFORE BE IT RESOLVED THAT** OPSEU work with the Ontario Federation of Labour and Local Labour Councils to lobby the Ontario government to implement all current and outstanding ILO recommendations with respect to Ontario labour laws found not to be in conformity with ILO's freedom of association principles.

**Vote on 1<sup>st</sup> Report EB12 – ILO Complaints against Canadian and Provincial Governments**
**CARRIED UNANIMOUSLY**


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**Resolutions Committee**

First Report of the Resolutions Committee, Item #8

F5, Section G

Submitted by: Local 560, Local 110 and by the London &amp; District Area Council

Resolutions Committee Recommendation: FOR

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

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

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

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

**WHEREAS** OPSEU has a policy that affiliation with the Ontario Federation of Labour requires that it provide OPSEU with an accounting of the expenses of its officers; and

**WHEREAS** the National Union of Public and General Employees (NUPGE) at its 2004 Triennial Convention presented neither a budget for 2006 or 2007, nor any statement of expenses for its elected officers; and

**WHEREAS** OPSEU members contributed \$1,213,319 to the National Union of Public and General Employees in 2003, which is more than 16% of the OPSEU's total budget for Members' Activities; and

**WHEREAS** OPSEU is the largest component of the National Union of Public and General Employees;

**THEREFORE BE IT RESOLVED THAT** OPSEU insist that the National Union of Public and General Employees produce and distribute to its affiliates, no later than June 30, 2005, a full statement of the expenses and remuneration of its officers and representatives, and that OPSEU distribute this statement to its locals; and

**BE IT FURTHER RESOLVED THAT** OPSEU insist as a condition of affiliation that the National Union of Public and General Employees produce and distribute to all delegates at its next Convention, a full statement of expenses and remuneration of its elected officers and representatives since its last Convention.

Moved: P. Sparks, L. 130  
Closure

Seconded: D. Barnier, L. 130  
CARRIED

**Vote on 1<sup>st</sup> Report, Item #8, F5, Section G**

**CARRIED**

### **Resolutions Committee**

Executive Board Resolution EB5

Children's Mental Health

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** funding for core children's mental health services was cut significantly by the provincial government between 1995 and 2003, and

**WHEREAS** there has been a sharp increase in the number of children needing mental health services, and

**WHEREAS** only \$13 million of the \$25 million announced by the government in 2004 for children's mental health services was put towards crumbling core services, and

**WHEREAS** stable funding for core programs means better quality services, lower staff turn-over and help children and their families can count on,

**THEREFORE BE IT RESOLVED** THAT OPSEU continue to push the government of Ontario to increase and stabilize funding for core children's mental health services.

**Vote on EB5 - Children's Mental Health**

**CARRIED**

**Resolutions Committee**

Executive Board Resolution EB16

Wal-Mart

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS**, Wal-Mart is the one of the largest corporation and private sector employers in the world, employing 1.4 million workers worldwide and over 60,000 in Canada; and

**WHEREAS** Wal-Mart has been repeatedly fined for ignoring health and safety regulations, breaking child labour laws and exploiting illegal immigrants in jurisdictions around the world; and

**WHEREAS** Wal-Mart is infamous for its anti-union tactics and its continuous assault on the rights, wages and livelihoods of workers across Canada and around the world; and

**WHEREAS** Wal-Mart has used harassment and intimidation to stymie organizing efforts in Canada, including closing its Jonquiere store after it was certified by the United Food and Commercial Workers – Canada (UFCW); and

**WHEREAS** the National Union has signed a protocol with the UFCW pledging to support and cooperate in the UFCW's national drive to organize workers at Wal-Mart stores across Canada; and

**WHEREAS** the Canadian Labour Congress (CLC) has scheduled a day of action in 43 communities across Canada, including ten cities in Ontario, for Saturday, May 7<sup>th</sup>, to raise awareness locally and nationally for the right of Wal-Mart workers to join a trade union without threat of reprisals;

**THEREFORE BE IT RESOLVED** that OPSEU will encourage our members, locals and area councils to work through their district labour councils to help coordinate and to participate in the CLC-sponsored "Mal-Wart" day of Action on May 7<sup>th</sup>;

**BE IT FURTHER RESOLVED** that OPSEU members, locals and area councils continue to support the CLC and the UFCW in the ongoing campaign to unionize Wal-Mart, including a coordinated boycott of Wal-Mart stores should that be a request from the UFCW.

Moved: J. Campbell, L. 340

Seconded: E. Bagnall, PWC/Local 362

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Closure

CARRIED

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**Vote on EB16 – Wal-Mart**

**CARRIED**

**Resolutions Committee**

First Report of the Resolutions Committee, Item #9

H2, Section G

Submitted by: Local 110, also submitted by London & District Area Council

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** OPSEU members have suffered fatal heart attacks while in workplaces without defibrillators; and

**WHEREAS** evidence shows that defibrillators improve the chance of survival from heart attacks; and

**WHEREAS** employers have resisted the purchase of defibrillators even in the face of evidence that shows defibrillators improve the chance of survival from a heart attack;

**THEREFORE BE IT RESOLVED THAT** OPSEU demand the installation of defibrillators in all OPSEU worksites and the appropriate provision of training and education for the staff.

(Continued on page 39)

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Lunch Recess

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## Saturday, April 16, 2005 – Afternoon Session

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

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(Continued from page 38)

### Resolutions Committee

First Report of the Resolutions Committee, Item #9

H2, Section G

Submitted by: Local 110, also submitted by London & District Area Council

Resolutions Committee Recommendation: FOR

**THEREFORE BE IT RESOLVED THAT** OPSEU demand the installation of defibrillators in all OPSEU worksites and the appropriate provision of training and education for the staff.

Moved: J. Gates, L. 331

Closure

Seconded: J. Leung, L. 331

CARRIED

**Vote on 1<sup>st</sup> Report Item #9, H2, Section G**

**CARRIED**

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### Donations

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

The total collected was \$4,497.50.

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Warren Thomas, First Vice-President/Treasurer in the Chair.

### Resolutions Committee

Emergency Resolution

ER #1

Submitted by: Local 568 also submitted by Local 211

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** OPSEU has a strong record of fighting to promote equity within the Union in our workplaces and in the community; and

**WHEREAS** homophobia and the oppression of lesbians, gays, bisexuals and transgendered people weakens the union and the fight for social justice; and

**WHEREAS** the recognition of full and equal marriage rights for same sex couples is long overdue and is legally required under the Canadian Charter of Rights and Freedom; and

**WHEREAS** recent developments at the Gomery Inquiry make it likely that federal election will be called prior to the passage of same sex marriage legislation; and

**WHEREAS** the Conservative Party's commitment to campaign against same sex marriage, and its willingness to use the notwithstanding clause to override the Charter Rights of same sex couples will increase the level of homophobia in society and cause material harm to lesbians, gays, bisexual and transgendered people.

**THEREFORE BE IT RESOLVED THAT OPSEU** take immediate steps to communicate our support for same sex marriage rights to our members and the public and build support for that position; and

**BE IT FURTHER RESOLVED THAT OPSEU** incorporate member education on and mobilization in support of same sex marriage rights, together with other social justice issues, into our province wide political action strategy.

Moved: N. Wrightly, L. 436  
Closure

Seconded: T. Brovold, L. 458  
CARRIED

**Vote on Emergency Resolution #1**

**CARRIED**

Leah Casselman, President in the Chair.

**Resolutions Committee**

First Report of the Resolutions Committee, Item #10

B1, Section G

Submitted by: Orillia Service Area – Area Council and also submitted by Greater Toronto Area Council

Resolutions Committee Recommendation: AGAINST

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

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

**WHEREAS** head office has been rebating 90% on Area Council dues; and

**WHEREAS** the Executive Board has put a cap on this rebate (15 cents per member per quarter); and

**WHEREAS** every Area Council has a different dues structure (i.e. a flat rate per member or a lump sum per Local) and a different dues rate; and

**WHEREAS** Area Councils were not even consulted prior to this decision;

**THEREFORE BE IT RESOLVED THAT** the Head Office continue rebating Area Councils at 90% of local dues based on dues up to 10 cents per member per month.

Moved: M. Cicekci, L. 599

Seconded: R. King, L. 599

Referral Motion back to the Committee with instructions as follows:

Therefore be it resolved that resolution B1 be amended as follows with instruction for immediate return: Change “Rebate Area Councils” to “Rebate Locals” and to add “to fully consult with area councils to create a funding structure that allows area councils to carry out their mandate under the Constitution and to be ready before the next Convention”.

Moved: A. Nelson, L. 500  
Closure

Seconded D. Barnes, L. 500  
CARRIED

**Vote on 1<sup>st</sup> Report Item #10, B1, Section G**

**DEFEATED**

### **Resolutions Committee**

Executive Board Resolution EB14

Referral of Bargaining Procedures to Convention CAAT (S)

Resolutions Committee Recommendation: FOR

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

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

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve the amendments to the CAAT Support Bargaining Procedures (Section 18.4 of the OPSEU Policy Manual) as set out in the procedures approved by the CAAT Support Division; and

**BE IT FURTHER RESOLVED THAT** the OPSEU Policy Manual be amended to incorporate such approved changes.

In accordance with 24.1.1 of the OPSEU Constitution the following resolution is presented by the Executive Board to Convention.

**Vote on EB14 – Referral of Bargaining Procedures to Convention CAAT(S)**

**CARRIED**

### **Resolutions Committee**

Emergency Resolution

ER #2

Submitted by: Local 205 also submitted by Local 245

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** a member of PSAC was suspended for two weeks recently for speaking out against his employer’s policy of tendering out services for the unemployed at his union meeting; and

**WHEREAS** such draconian measures are an outrage to trade unionists and all free peoples;

**THEREFORE BE IT RESOLVED** that this convention stand in solidarity with PSAC and this brother in defending a workers right to free speech; and

**BE IT FURTHER RESOLVED THAT** this convention urge our Executive Board to discuss forming a common front with PSAC and other organizations to challenge the policies of “Common Counter”, “One Stop”, Service Canada etc. that are currently structured to discriminate against the most vulnerable in our society.

Moved: P. Myers, L. 526  
Closure

Seconded: J. Jurens, L. 526  
CARRIED

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**Vote on Emergency Resolution #2**

**CARRIED**

**Resolutions Committee**

First Report of the Resolutions Committee, Item #11  
C3, Section G  
Submitted by: Local 453  
Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** the negotiations of the OPS collective agreement also requires the bargaining team to negotiate Essential Services pursuant to CECBA; and

**WHEREAS** the negotiations of Essential Services delays the negotiations of issue bargaining; and

**WHEREAS** the negotiations of Essential Services is part of the Enforcement, Renewal cycle; and

**WHEREAS** the 2004/05 OPS negotiations has changed the negotiations of ES from category negotiations to site (Ministry) negotiations; and

**WHEREAS** the negotiations of ES always require the assistance, for both the Union and Management Negotiating Teams, of resources from the line ministries; and

**WHEREAS** the MERCs are part of the Enforcement Renewal cycle;

**THEREFORE BE IT RESOLVED THAT** OPSEU will establish a committee to review Policy 18.6 with the mandate of exploring how MERCs can be part of the ES negotiations before Issue bargaining commences.

Moved: J. Gates, L 331  
Closure

Seconded: J. Leung, L. 331  
CARRIED

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**Vote on 1<sup>st</sup> Report Item #11, C3, Section G**

**DEFEATED**

**Resolutions Committee**

Executive Board Resolution EB3  
Bargaining Rights for Part Time College Workers

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** the right to join a union and engage in free collective bargaining is recognized by the United Nations, through its International Labour Organization, as a fundamental human right; and

**WHEREAS** the Colleges Collective Bargaining Act denies part-time workers at Ontario's colleges this right to bargain collectively – leaving Ontario the only province in Canada where these rights are not acknowledged; and

**WHEREAS** UFCW and CUPW, faced with comparable situations, have mobilized part-time workers to demand – and win – the right to bargain collectively; and

**WHEREAS** this part-time work is done without comparable rights and remuneration, including protection from discriminatory treatment by the employer; and

**WHEREAS** the steady increase in the proportion of part-time work in the College system is having a negative impact on the quality of education Ontario's college students receive;

**THEREFORE BE IT RESOLVED THAT** OPSEU urges the Province of Ontario to repeal this discriminatory and arbitrary exclusion and extend full bargaining rights to part-time college workers; and

**BE IT FURTHER RESOLVED THAT** OPSEU will devote the necessary resources to a long-term organizing campaign. This campaign will have as its goal to bring these workers into OPSEU and the labour movement and to extend to part-time college workers the bargaining rights enjoyed by all other workers.

Moved: L. Brown, L. 116  
Closure

Seconded: A. Green, L. 116  
CARRIED

**Vote on EB3 – Bargaining Rights for Part Time College Workers**

**CARRIED**

## **Resolutions Committee**

Executive Board Resolution EB4

Working for a Healthier and Safer Environment

Resolutions Committee Recommendation: FOR

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

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

**WHEREAS** humankind is experiencing catastrophic and immediate personal, societal and economic setbacks as the result of a changing environment, and

**WHEREAS** past and current industrial, financial, and societal actions are a direct cause of these adverse environmental changes, and

**WHEREAS** Canada and Ontario are bound by the benchmark provisions of the Kyoto Accord on Greenhouse Gasses, including the implementation requirements set out in this accord, and

**WHEREAS** to confront global environmental challenges every member of Ontario society including institutions, corporations, community agencies, unions and associations must all provide resources and leadership;

**THEREFORE BE IT RESOLVED THAT** OPSEU assume an active role in this global effort by developing a specific program designed to ensure that all OPSEU members recognize the importance of environmental change caused by the actions of the present on future generations; including a series of realistic and attainable actions and targets for OPSEU that will improve the health and quality of life of our members, their communities and the environment, and

**BE IT ALSO RESOLVED THAT** this program be designed to include OPSEU members; internal union policies, programs and operations including the organizations, agencies and employers with whom we interact, and

**BE IT ALSO RESOLVED THAT** to formulate such a program and gain perspective, experience and understanding of how best to meet these environmental challenges, consultations take place with OPSEU members who have a specific role in monitoring health and environmental matters, the Youth Committee and community agencies and organizations, including representatives from the David Suzuki Foundation, and

**BE IT ALSO RESOLVED THAT** the OPSEU Executive Board be specifically assigned the responsibility to implement this resolution by completing this specific union wide action program which shall be presented at the 2006 OPSEU Convention.

**Vote on EB4 – Working for a Healthier & Safer Environment**

**CARRIED**

## **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 1:30 p.m.

Delegates	770
Alternates	375
Observers	182
Retirees	7
EBMs	21
Committees	34
Solidarity Guests	33
Guests	28
<b>Total</b>	<b>1,450</b>

Total # of Voting Delegates 832

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**Vote on Adoption of Credentials Report**

**CARRIED**

Call for Quorum

Leah Casselman asked that the doors be tiled for a quorum count. 417 voting delegates are required for quorum.

There being no quorum, President Casselman declared the Convention adjourned at 3:15 p.m.

President Casselman thanked the delegates for their work and their commitment, not only at Convention but back at their homes and communities. She bid them a safe trip home – In Solidarity.

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**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.**

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Leah Casselman, President  
Ontario Public Service Employees Union

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Andrea McCormack, Recording Secretary  
Ontario Public Service Employees Union

<i>Vote on Adoption of Agenda</i>	<b>CARRIED</b>	2
<i>Vote on Adoption of Minutes of Convention 2004</i>	<b>CARRIED</b>	2
<i>Vote on Adoption of Credentials Report</i>	<b>CARRIED</b>	4
<i>Vote on 1<sup>st</sup> Report Item #1, Statutory Resolution A1</i>	<b>CARRIED</b>	5
<i>Vote on 1<sup>st</sup> Report Item #3, Statutory Resolution A3</i>	<b>CARRIED</b>	5
<i>Vote on Adoption of Credentials Report</i>	<b>CARRIED</b>	7
<i>Vote on Budget Amendment – to strike the Promoting the Union Agenda item</i>	<b>DEFEATED</b>	7
<i>Vote on postponing the budget debate</i>	<b>DEFEATED</b>	8
<i>Vote on Budget Amendment – to add one equity officer position to the Equity Unit line</i>	<b>CARRIED</b>	8
<i>Vote on Adoption of the Budget, Section D, as amended</i>	<b>DEFEATED</b>	8
<i>Vote on Ruling of the Chair</i>	<b>CHAIR UPHELD</b>	9
<i>Vote on reconsideration of the budget as amended.</i>	<b>DEFEATED</b>	10
<i>Vote on Adoption of Credentials Report</i>	<b>CARRIED</b>	11
<i>Vote on Executive Board Report Amendment – Notice of Minority Report</i>	<b>CARRIED</b>	12
<i>Vote on 1<sup>st</sup> Report Item #2 Statutory Resolution A2 Section E-Executive Board Report</i>		12
<i>as amended</i>	<b>CARRIED</b>	12
<i>Vote on 1<sup>st</sup> Report Item #4, K4, Section G</i>	<b>CARRIED</b>	13
<i>Vote on EB1 – Consultation – NDP Affiliation</i>	<b>CARRIED</b>	13
<i>Vote on EB9 – Local Health Integration Networks (LHINs)</i>	<b>CARRIED UNANIMOUSLY</b>	14
<i>Vote on EB10 – The Elimination of Managed Competition in Home Care</i>	<b>CARRIED UNANIMOUSLY</b>	15
<i>Vote on 1<sup>st</sup> Report Item #5, M7, Section G</i>	<b>DEFEATED</b>	16
<i>Vote on Adoption of Credentials Report</i>	<b>CARRIED</b>	16
<i>Vote on referral of Resolution M3, Section G</i>	<b>CARRIED</b>	17
<i>Vote on 1st Report Item #6, M3, Section G, as amended</i>	<b>CARRIED</b>	18
<i>Vote on 1<sup>st</sup> Report Item #7, L3, Section G</i>	<b>CARRIED UNANIMOUSLY</b>	18
<i>Vote on Adoption of Credentials Report</i>	<b>CARRIED</b>	19
<i>Vote on Const. Amendment A.1, Article 6, C.2, Section H</i>	<b>CARRIED</b>	21
<i>Vote on Const. Amendment A.2, Article 13.3, C.3, Section H</i>	<b>DEFEATED</b>	21
<i>Vote on Const. Amendment A.3, Article 4, C.1, Section H</i>	<b>CARRIED</b>	22
<i>Vote on Const. Amendment A.4, Article 13, EB #2</i>	<b>CARRIED</b>	22
<i>Vote on Const. Amendment A.5, Article 13, C4 &amp; C5, Section H</i>	<b>DEFEATED</b>	24

<i>Vote on Const. Amendment A.6, Article 29, C12, Section H</i>	<b>CARRIED</b>	_____	24
<i>Vote on Const. Amendment A.7, Article 29, C11, Section H</i>	<b>CARRIED</b>	_____	25
<i>Vote on Adoption of Credentials Report</i>	<b>CARRIED</b>	_____	30
<i>Vote on Amendment to the Agenda</i>	<b>CARRIED</b>	_____	30
<i>Vote on Budget Amendment – to add \$300,000 to grievance legal line</i>	<b>CARRIED</b>	_____	32
<i>Vote on Budget Amendment – to add one Equity Officer</i>	<b>CARRIED</b>	_____	33
<i>Vote on Budget Amendment – to reduce local rebates</i>	<b>DEFEATED</b>	_____	33
<i>Vote on Budget as Amended</i>	<b>CARRIED</b>	_____	33
<i>Vote on Const. Amendment A.8, Article 13, C6, Section H</i>	<b>DEFEATED</b>	_____	33
<i>Vote on Const. Amendment A.9, Article 20, EBM #1 and C6, Section H</i>	<b>DEFEATED</b>	_____	34
<i>Vote on EB11 – Canadian Ratification of ILO Conventions</i>	<b>CARRIED UNANIMOUSLY</b>	_____	35
<i>Vote on 1<sup>st</sup> Report EB12 – ILO Complaints against Canadian and Provincial Governments</i>	<b>CARRIED UNANIMOUSLY</b>		35
<i>Vote on 1<sup>st</sup> Report, Item #8, F5, Section G</i>	<b>CARRIED</b>	_____	36
<i>Vote on EB5 - Children’s Mental Health</i>	<b>CARRIED</b>	_____	37
<i>Vote on EB16 – Wal-Mart</i>	<b>CARRIED</b>	_____	38
<i>Vote on 1<sup>st</sup> Report Item #9, H2, Section G</i>	<b>CARRIED</b>	_____	39
<i>Vote on Emergency Resolution #1</i>	<b>CARRIED</b>	_____	40
<i>Vote on 1<sup>st</sup> Report Item #10, B1, Section G</i>	<b>DEFEATED</b>	_____	41
<i>Vote on EB14 – Referral of Bargaining Procedures to Convention CAAT(S)</i>	<b>CARRIED</b>	_____	41
<i>Vote on Emergency Resolution #2</i>	<b>CARRIED</b>	_____	42
<i>Vote on 1<sup>st</sup> Report Item #11, C3, Section G</i>	<b>DEFEATED</b>	_____	42
<i>Vote on EB3 – Bargaining Rights for Part Time College Workers</i>	<b>CARRIED</b>	_____	43
<i>Vote on EB4 – Working for a Healthier &amp; Safer Environment</i>	<b>CARRIED</b>	_____	44
<i>Vote on Adoption of Credentials Report</i>	<b>CARRIED</b>	_____	45