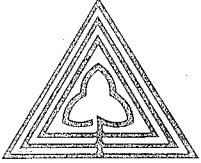


Ontario Public Service  
Employees Union

**OPSEU**



**SEFPO**

Syndicat des Employé-e-s  
de la Fonction Publique  
de l'Ontario

**MEMORANDUM**

**TO:** All Presidents with MERC members  
All Local Presidents and Stewards

**FROM:** Terry Baxter, OPS Supervisor/Negotiator

**DATE:** December 1, 2005

**SUBJECT:** **OPS Divisional Conference Plenary – January 22, 2005**

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Attached, for your information, are the minutes of the above captioned meeting.  
Please post or otherwise make them available to the members in your workplaces.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

Leah Casselman  
President

Terry Baxter  
OPS Supervisor/Negotiator

/cf  
att.

cc: MERC Chairs  
Ministry ERC

100 Lesmill Road,  
Toronto, Ontario  
M3B 3P8  
e-mail: [opseu@opseu.org](mailto:opseu@opseu.org)  
[www.opseu.org](http://www.opseu.org)  
100 chemin Lesmill,  
Toronto, Ontario  
M3B 3P8  
courrier électronique  
[opseu@opseu.org](mailto:opseu@opseu.org)  
[www.opseu.org](http://www.opseu.org)

Tel: (416) 443-8888  
Fax: (416) 443-9670  
Ontario:  
Toll free: 1-800-268-7376  
TDD:  
(416) 443-9898  
or  
1-800-663-1070

**OPS DIVISIONAL CONFERENCE  
PLENARY – SHERATON CENTRE, TORONTO  
SATURDAY, JANUARY 22, 2005**

**CALL TO ORDER**

President Leah Casselman called the 2005 OPS Divisional Conference to order at 9:10 a.m. and welcomed all participants.

President Casselman commented on Dalton McGuinty and the Liberal government's plan to cut public services and public sector jobs.

President Casselman introduced the head table as follows:

Marg Simmons, Chair, Central/Unified Bargaining Team  
Terry Baxter, OPS Supervisor and Chief Negotiator  
Barry Scanlon, Chair, Corrections Bargaining Team  
Jan Borowy, OPS Mobilizing Supervisor  
Juliet Feddoes, OPSEU Recording Secretary

OPSEU's Harassment and Discrimination Policy was reviewed. In addition, it was stated that OPSEU meetings are smoke-free and scent-free.

**PRESIDENT'S ADDRESS**

President Casselman introduced the video entitled "No More Cuts". The video was produced to assist local leaders with mobilizing. The video shows the impact from cuts to the public service caused by the Tory and Liberal governments. As well the video includes interviews from the November 27, 2004, rally in Toronto.

On privilege, Brother Joe Blake, Local 526, Ministry of the Attorney General, requested the conference participants support a noon hour rally for a 17 year unclassified court worker who was suspended December 17<sup>th</sup> for not wearing her "dickie". It was agreed to place donation containers at the entrances to the hall and to hold a short rally over the lunch hour.

The meeting recognized a minute of silence for members who have passed away. Following the minute of silence the "No More Cuts" video was screened.

President Casselman introduced Howard Hampton, Leader of the Ontario New Democratic Party since 1996. President Casselman said that he shares our passion with regard to the importance of providing quality services to the people of Ontario. During the last provincial election, Hampton based his campaign on rebuilding the public services.

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**Howard Hampton**

Brother Hampton extended his greetings. His speech centered on:

- The need to choose change
- Government's plan for public-private-partnership hospitals in Brampton and Ottawa
- McGuinty's failed promise to rebuild public services
- Impact on the people who depend on services
- \$5B provincial deficit
- Public contributions building public services in Europe vs. Ontario
- Government saying one thing and doing differently
- Privatization costs more and get less

In conclusion, Brother Hampton stated that during bargaining and mobilizing, the goals and objectives are similar to those of the people of Ontario, and that is rebuilding public services. He thanked the meeting body and wished them success in the days and weeks ahead.

President Casselman took the Chair and invited Sister Marg Simmons to address the meeting and introduce the CERC Report.

**CENTRAL ENFORCEMENT RENEWAL COMMITTEE (CERC)**

Sister Marg Simmons welcomed everyone and introduced the CERC team as follows:

Sandra Noad, Ministry of Health, MERC Chair

Kathleen Demareski, Ministry of Finance, MERC Chair

Sister Simmons thanked the following:

Judith Marion, Job Security Officer

Terry Baxter, OPS Supervisor and Chief Negotiator

Cameron Walker, Administrator, Policy, Planning & Programs Division

Grievance and Benefits/Pensions Departments

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Sister Simmons spoke about the activities of the last two years including:

- The big picture
- OPS wide initiatives
- Restructuring and reporting changes
- Results Based Planning
- Horizontal Organization
- Collaborative Service Delivery
- Public Infrastructure Renewal
- Security Checks
- Specific impacts in various ministries

Sister Simmons introduced Sister Marilyn Miller, JESS Chair.

**Joint Employment Stability Subcommittee (JESS)**

Sister Miller reported to the meeting and thanked everyone including JESS staff members Sandra Harper and Cameron Walker. She also thanked President Casselman for encouraging her to serve on the JESS. Sister Miller introduced the other member of the JESS team:

Sandra Noad

Sister Miller's report included:

- Employment stability
- Conversion of part-time unclassified employees (Appendix 25) and the pilot project

Sister Miller introduced the members of the Training and Development Committee:

Bob Houston  
Tony Morabito  
Sandra Noad  
Stephen George (Job Security Officer)

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**Appendix 24**

Brother Barry Scanlon, Corrections MERC Chair, and Chair of the Corrections Bargaining Team, reported to the meeting on the success of Appendix 24 within the Corrections Bargaining Unit.

**Bargaining Unit Integrity**

Sister Laurie Chapman, Inclusions Officer, reported to the meeting on the following:

- The Withering Trillium Award
- Return of the Meat Inspectors to the OPS
- AMAPCEO

**Joint System Subcommittee (JSSC)**

Brother Neil Fraser reported to meeting. He introduced the JSSC team:

Linda Ferguson  
Doug Peebles  
Janet Wright (Negotiator)  
Cynthia Mattai (Support)

**Joint Insurance Benefit Review Committee (JIBRC)**

Brother David Chew reported to the meeting. He thanked everyone and introduced other members of the JIBRC team and individual OPSEU staff members:

Marg Simmons  
James Roland (now divested out of the OPS)  
Diana Clarke (Benefits Officer)

Brother Chew touched upon:

- Mediation of appeals
- Meeting monthly re: health, hospital, dental, LTIP, group insurance
- Appeals awaiting arbitration

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- Medicine (prescription) chart not updated since 1992
- Coverage
- Delisting of services
- LTIP

**OPSEU Pension Trust (OPT)**

Brother David Rapaport, OPT Vice-Chair, reported to the meeting. He thanked everyone and introduced two other members of the OPT team and individual staff members:

Don Jordan  
Alicia Czekierda  
Heather Gavin (Administrator)  
Jordan Berger (Supervisor)

Brother Rapaport spoke about:

- Annual pension statement now on-line
- Pensions and CPP
- Premiums and benefits
- Joint trusteeship

President Casselman took the chair. She thanked all those who presented their reports.

**REPORT FROM THE OPS BARGAINING TABLES**

Brother Baxter and Sister Simmons reported to the meeting on the Central and Unified Bargaining Tables. The report entitled “Employer and Union Proposals Central/Unified Table dated January 19, 2005” is attached.

Brother Scanlon reported to the meeting with respect to the Corrections Bargaining Table. A full report is available in “The Source”.

LUNCH

**OPS DIVISIONAL CONFERENCE  
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President Casselman called the meeting back to order at 1:50 pm. She advised that Brother Ron Elliot, Regional Vice-President for Region 1, and Sister Sue Brown, Regional Vice-President for Region 6, OPS Provincial Coordinating Committee, would lead a discussion on political action strategy. President Casselman also indicated that Brother Elliot would be introducing the guest speaker.

**OPS MOBILIZING: POLITICAL ACTION TO SUPPORT THE TEAM**

Brother Elliot referenced “Build our Power for a Better Contract” and spoke about:

- Political action strategy
- Phase 2 of the mobilization campaign
- Pressure on political activists to get a better agreement
- March 4 & 5 OPSEU’s next days of action

Brother Elliot introduced Sean Meagher, President of Public Interest Strategy and Communications.

**Sean Meagher**

Brother Meagher stressed the following:

- Difference in political style between Eves/Harris and McGuinty
- Systemic structural lobbying
- Lobbying starts in workplace
- Post card campaigns
- Lobbying MPPs
- Warm lobbying
- Informing backbenchers
- Need MPP to push points in caucus
- Keep following up on important issues
- Encourage MPPs to visit areas of concern
- Moving the government to where you want it

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Sister Brown addressed the meeting and discussed:

- Lobbying your agenda
- Getting members on board for political action

Brother Elliott entertained questions. He advised that a billboard campaign was to be launched. Discussion ensued. Brother Elliot thanked Sean Meagher and the meeting body.

President Casselman took the chair. She also thanked Brother Meagher for his involvement in the political scene and thanked Brother Elliot and Sister Brown for their presentation.

President Casselman declared the rally for the sister a good show of solidarity and support and reminded everyone that boxes are placed at the entrances for donations to help the sister. The meeting body dispersed for regional planning sessions.

President Casselman called the meeting back to order at 4:45 pm. She asked the Regional Vice-Presidents join the head table and welcomed back the delegates. The reports from the planning meetings were as follows:

**Region 1 (Ron Elliot)**

Region 1's postcard target is 3,593.

**Region 2 (Chris Madill)**

Region 2 has 5,740 post cards which will be sent out by February 20<sup>th</sup>.

**Region 3 (Pauline Tapping)**

Region 3 plans to have as many of their 7,305 members sign postcards as possible.

**Region 4 (Gavin Anderson)**

Region 4 plans to have all 5,122 members sign postcards.

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**Region 5 (Terry Downey)**

Region 5 committed to hand-delivering 13,090 cards to the cabinet office.

**Region 6 (Sue Brown)**

Region 6 has 4,424 cards to be signed.

**Region 7 (John O'Brien)**

Region 7 expects to have 2,000 postcards signed by February 11<sup>th</sup>.

President Casselman took the chair and stated that the art of persuasion is necessary to get action completed. President Casselman referred to a petition that is being circulating by a small group of people in the workplace to call for a return to arbitration. President Casselman continued by saying that the ability to strike is necessary. It is our most powerful tool at the bargaining table and a strong strike vote by the membership provides the ultimate power to the bargaining team. She stated that arbitration does not look to break new ground. It is geared toward the status quo and in the end replicate freely negotiated contracts for our members. She stressed that as a Union we will not surrender the control of our collective agreement to an arbitrator.

President Casselman said that the Tories changed the rules on what an arbitrator can award and how the decision is applied. She warned that a petition would undercut our mobilization strategies. She reminded us that the Union does not want to go on strike. However, it may be necessary to force the employer to bargain a good deal for our members. We must be ready to get the job done. We want a good collective agreement to protect our members and their jobs. The bargaining team is ready to go back to the table knowing that the members are one hundred percent behind them.

President Casselman acknowledged the hard work of the people who put the OPS Divisional Conference together.

In closing, she wished the participants well in their respective meetings to follow and in their upcoming mobilizing efforts.

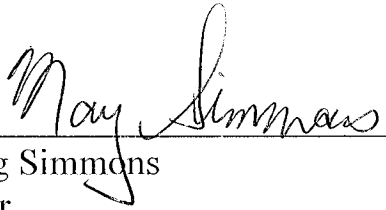
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Brother Joe Blake announced that \$2,324 was collected on behalf of the unclassified court worker. President Casselman agreed to match the amount. Sister Ramona Solevilla, Local 526 President, thanked the members and mentioned that Local 526 will also donate \$500 to the sister.

**ADJOURNMENT**

The meeting adjourned at 5:10 pm.

AUTHORIZED FOR DISTRIBUTION:



Marg Simmons  
Chair  
CERC



Leah Casselman  
President  
OPSEU

jf

Attachment (1)