

## MINUTES

### EXECUTIVE BOARD MEETING

JANUARY 24-25, 2007

DELTA AIRPORT WEST, HAWTHORNE A ROOM

#### JANUARY 24, 2007

The Executive Board was called to order at 9:30AM. President Leah Casselman was in the Chair. All members were present.

The following were also in attendance:

Marilou Martin, Executive Assistant to the President; Randy Robinson, Executive Assistant to the President; Catherine Barker, Administrator, Staff Relations Division; Paul Bilodeau, Administrator, Communications Division; Pam Doig, Administrator, Local Services Division; Heino Nielsen, Administrator, Policy, Planning and Program Division; Sandy Vander Werff, Administrator, Operational Services Division.

#### AGENDA

The agenda was amended to add:

- Move all 2006 Committee Reports after the First Vice-President/Treasurer's Report
- Staffing Issues - In-Camera
- Move Strategic Planning Vision and Mission Statement to Business Arising to precede the Audit Committee Report
- Move the Health Council presentation to Wednesday, 9:45 am
- Departmental Status Reports
- Add a motion to the Pension Liaison Committee Report
- Collective Bargaining report - In-Camera - before the Budget debate

The agenda as amended was adopted.

### **BPS MEMBER PRESENTATION**

Tony Morabito, President Local 636 and Sean Allan, President Local 477 made a presentation to the Executive Board. Also in attendance were the following members: Jill McIllwraith, Debbie MacDonald, Jamie Ramage and Lois Boggs.

Moved by Rout/Brown

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve in principle the creation of a new health care sector division as proposed. Such division will include bargaining units whose members are employed predominantly in the provision of collection, screening, laboratory or other diagnostic services in agencies or organizations other than public hospitals; and

**BE IT FURTHER RESOLVED THAT** the HCDC draft by-laws incorporating the principles described above and submit them to the President for approval before March 7, 2007; and

**BE IT FURTHER RESOLVED THAT** the approved draft by-laws be distributed to the bargaining units proposed for inclusion in the new division and presented to delegates for approval at a founding meeting to be held in conjunction with the BPS Conference.

**CARRIED**

Moved by Casselman/Thomas - In-Camera - CARRIED

**Rise and Report**

Moved by Casselman/Jackson

**THEREFORE BE IT RESOLVED THAT** the Executive Board ratify the tentative collective agreement with OPSSU.

**CARRIED UNANIMOUSLY**

## **BUDGET 2007**

Moved by Elliot/Almeida

Reconsideration of the November 8-10, 2006 motion to move deferral of the budget following the business of the December Executive Board Meeting.

**CARRIED**

Moved by Eaton/Thomas

Move deferral of the budget following the business of the December Executive Board Meeting.

Moved by Thomas/Maybury - Amendment

Deal with the budget and then the December business.

**CARRIED**

Moved by Rout/Pridham

**THEREFORE BE IT RESOLVED THAT** OPSEU contribute \$30,000 from the defense fund budget line towards a joint province-wide radio advertising campaign with CUPE and CAW in order to keep up the pressure on the Ontario government to amend Bill 140 to include minimum staffing levels in the province's long term care homes.

Moved by Thomas/Almeida - Closure - CARRIED

The question was called on the motion and it **CARRIED**.

Moved by Casselman/Elliot

**THEREFORE BE IT RESOLVED THAT** OPSEU budget for \$250,000 in a combined television and radio ad campaign, to take place over three weeks prior to the provincial budget, in support of coordinated bargaining in the developmental services sector.

First Vice-President/Treasurer Thomas in the Chair.

Moved by Almeida/Elliot - Closure - CARRIED

The question was called on the motion and it **CARRIED UNANIMOUSLY**

**BUDGET 2007(cont.)**

President Casselman in the Chair.

Moved by Rout/Almeida

Under General Fund Committees increase the MPAC line to \$35,000.

Moved by Almeida/Thomas - Closure - CARRIED

The question was called on the motion and it **CARRIED**.

Moved by Casselman/Almeida

**THEREFORE BE IT RESOLVED THAT** the 2007 OPSEU budget be amended to add \$92,000 to the staffing line of the Policy, Planning and Programs Division budget for the specific purpose of appointing a temporary staff to backfill for the employee leading the Systemic and Anti-Racism Organization Change Program (Initiatives) for the period February 1, 2007 up to and including December 31, 2007.

First Vice-President/Treasurer Thomas in the Chair.

The question was called on the motion and it **CARRIED**.

**AFTERNOON**

President Casselman in the Chair.

Moved by Rout/Middleton

Re-establish the BPS Chairs line of \$60,000 at no additional cost.

Moved by Elliot/Almeida

Add "by adjusting the BPS sector budget accordingly."

**CARRIED**

The question was called on the motion as amended:

Re-establish the BPS Chairs line of \$60,000 at no additional cost, by adjusting the BPS sector budget accordingly.

**CARRIED**

**BUDGET 2007(cont.)**

Moved by Elliot/Franche

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve funding in the amount of \$9,000 for a Ministry of Children and Youth Services Health and Safety Committee as proposed by the MCYS MERC.

Moved by Almeida/Thomas - Closure - CARRIED

The question was called on the Motion and it **CARRIED**.

Moved by Franche/Casselman

**THEREFORE BE IT RESOLVED THAT** the Office of First Vice-President/Treasurer shall put aside 0.3% of total revenue specifically for the purpose of environmentally friendly green initiatives. Such initiatives will include, but not be limited to, physical office upgrades and campaigns.

4<sup>th</sup> Vice-President Brown in the Chair.

7<sup>th</sup> Vice-President Jackson in the Chair.

Moved by Brown/Pridham - Closure - CARRIED

Roll Call Vote:

Almeida, Eddy	Against
Brown, Sue	For
Casselman, Leah	For
Catroppa, Joe	Against
Eaton, Bob	Against
Elliot, Ron	Against
Franche, Gino	For
Ing, Mary	For
Jackson, Jay	For
Larcher, Richard	For
Lundy, David	Against
Maybury, Peggy	For
Middleton, Doris	Against
O'Brien, John	Against
Pridham, Nancy	For
Rapaport, David	For
Rout, Patty	For

**BUDGET 2007(cont.)**

Roll Call Vote (cont.):

Tapping, Pauline	For
Thomas, Smokey	Against
Tocker, James	Against
Wall, Peter	For

12 - FOR    9 - AGAINST    **CARRIED**

President Casselman in the Chair.

Moved by Franche/Almeida

<p><b>THEREFORE BE IT RESOLVED THAT</b> the Office of the First Vice-President/Treasurer shall set aside annually 0.3% of total revenue for the purpose of head office, regional office and membership centre upgrades or lease hold improvements specifically for the purpose of accessibility, disability and accommodation improvements.</p>
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Moved by Brown/Elliot - Closure - CARRIED

Roll Call Vote:

Almeida, Eddy	For
Brown, Sue	Against
Casselman, Leah	For
Catroppa, Joe	Against
Eaton, Bob	Against
Elliot, Ron	Against
Franche, Gino	For
Ing, Mary	Against
Jackson, Jay	For
Larcher, Richard	For
Lundy, David	Against
Maybury, Peggy	For
Middleton, Doris	Against
O'Brien, John	Against
Pridham, Nancy	For
Rapaport, David	For
Rout, Patty	For
Tapping, Pauline	For
Thomas, Smokey	Against
Tocker, James	Against

**BUDGET 2007(cont.)**

Roll Call Vote (cont.):

Wall, Peter For  
11 - FOR 10 - AGAINST **CARRIED**

A motion was proposed and ruled Out of Order by the Chair.

Moved by O'Brien/Maybury - Challenge the Chair

First Vice-President/Treasurer Thomas in the Chair.

The question was called and the Chair was upheld.

President Casselman in the Chair.

Moved by Elliot/Franche

<p><b>THAT</b> all overtime budgets be set at the same rate as the 2006 Local Services Division overtime budget which was 2%.</p>
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Moved by O'Brien/Casselma - Closure - CARRIED

Roll Call Vote:

Almeida, Eddy	Against
Brown, Sue	For
Casselma, Leah	For
Catroppa, Joe	For
Eaton, Bob	Against
Elliot, Ron	For
Franche, Gino	For
Ing, Mary	For
Jackson, Jay	For
Larcher, Richard	Against
Lundy, David	Against
Maybury, Peggy	For
Middleton, Doris	Against
O'Brien, John	For
Pridham, Nancy	For
Rapaport, David	For
Rout, Patty	For
Tapping, Pauline	For
Thomas, Smokey	Against

**BUDGET 2007(cont.)**

Roll Call Vote (cont.):

Tocker, James	For
Wall, Peter	For

15 - FOR    6 - AGAINST    **CARRIED**

Moved by O'Brien/Rout

Reduce reported number of members to OFL and the CLC to 70,000.

Moved by Casselman/Pridham

Motion to divide.

**CARRIED**

First Vice-President/Treasurer Thomas in the Chair.

Reduce reported number of members to OFL to 70,000.

Moved by Brown/Almeida - Closure

The question was called on the motion and it was **DEFEATED**.

Reduce reported number of members to CLC to 70,000.

**DEFEATED**

President Casselman in the Chair.

Moved by Rapaport/Almeida

Reduce Organizing Initiatives to \$500,000.

First Vice-President/Treasurer Thomas in the Chair.

Moved by Brown/Eaton - Closure - **CARRIED**

Roll Call Vote:

Almeida, Eddy	For
Brown, Sue	Against
Casselmann, Leah	Against
Catroppa, Joe	Against



**BUDGET 2007(cont.)**

Roll Call Vote (cont.):

Eaton, Bob	Against
Elliot, Ron	Against
Franché, Gino	Against
Ing, Mary	Against
Jackson, Jay	Against
Larcher, Richard	Against
Lundy, David	Against
Maybury, Peggy	Against
Middleton, Doris	Against
O'Brien, John	Against
Pridham, Nancy	Against
Rapaport, David	For
Rout, Patty	Against
Tapping, Pauline	Against
Thomas, Smokey	Against
Tocker, James	Against
Wall, Peter	For

3 - FOR                      18 - AGAINST                      **DEFEATED**

President Casselman in the Chair.

Moved by Elliot/Eaton

All place markers and the items identified for .03% allocation built into the 2007 budget be reduced by 50%.
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Moved by Almeida/Thomas - Closure - CARRIED

President Casselman in the Chair.

The question was called on the motion and it **CARRIED**.

Moved by Tocker/Pridham - Closure on the budget

CARRIED

The question was called on the 2007 Budget as Amended:

**BUDGET 2007(cont.)**

Roll Call Vote:

Almeida, Eddy	For
Brown, Sue	For
Casselman, Leah	For
Catroppa, Joe	For
Eaton, Bob	For
Elliot, Ron	For
Franché, Gino	For
Ing, Mary	For
Jackson, Jay	For
Larcher, Richard	For
Lundy, David	For
Maybury, Peggy	For
Middleton, Doris	For
O'Brien, John	For
Pridham, Nancy	For
Rapaport, David	Against
Rout, Patty	For
Tapping, Pauline	For
Thomas, Smokey	For
Tocker, James	For
Wall, Peter	For

20 - FOR                      1 - AGAINST                      **CARRIED**

President Casselman introduced Randy Robinson, her new Executive Assistant. Also introduced were members Mike Grimaldi, Mike McKinnon, Bob Gordon and Rob Sampson.

Moved by Franche/Elliot

**THEREFORE BE IT RESOLVED THAT** the Office of the First Vice-President/Treasurer bring forward to the March Executive Board Meeting motions as required including relevant Constitutional Amendments and Resolutions to change the OPSEU budget year from January 1-December 31 to May 1-April 30.

**BE IT FURTHER RESOLVED THAT** such motions will be made to have the new fiscal year period in place beginning May 1, 2008.

**CARRIED**

## **PRESIDENT'S REPORT**

### **The Delta Chelsea and the 2007 Region 5 Regional Meeting**

Moved by Casselman/Pridham

**THEREFORE BE IT RESOLVED THAT** the Executive Board pay the \$8,000 cancellation fee to the Delta Chelsea and confirm that the Region 5 regional meeting will take place at the Westin Harbour Castle.

**CARRIED UNANIMOUSLY**

## **BUSINESS ARISING**

### **Strategic Planning Committee**

Moved Franche/Rout

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board endorse the vision, mission and statement of core values and recommend acceptance to the 2007 Convention.

Moved by Rapaport/Maybury - Referral

Refer this document back to the Strategic Planning Committee to be brought back to the March meeting for a timed debate regarding establishing a vision, mission and statement of core values to be recommended to the 2007 Convention.

Moved by Middleton/Eaton - Closure - **CARRIED**

The question was called on the Referral and it **CARRIED**.

### **Audit Committee**

At the December 13-14, 2006, Executive Board Meeting the Audit Committee was directed to present a Code of Conduct for the Board of Directors to the January 2007 Board meeting.

Moved by Wall/Ing

As directed by the December Executive Board motion that the Audit Committee present a Code of Conduct for the Board of Directors the Audit Committee moves endorsement of the Board of Directors Code of Conduct.

## **BUSINESS ARISING**

### **Audit Committee (cont.)**

Moved by Franche/Almeida - Referral

Refer this document back to the Audit Committee with instructions that the board members provide any comments to be taken into consideration to the Audit Committee by February 16 and return the document to the March Board for a timed presentation.

Moved by Eaton/Lundy - Amendment

**THAT** the comments be provided by February 8 and that this issue come to the February 15 Officers meeting.

**CARRIED**

Moved by Elliot/Eaton - Closure - CARRIED

The question was called on the referral as amended:

Refer this document back to the Audit Committee with instructions that the board members provide any comments to be taken into consideration to the Audit Committee by February 8 and return the document to the February Officers meeting. This document will be presented to the March Board in a timed presentation.

## **RECESS**

The Executive Board recessed at 5:00 PM. All members were present.

**JANUARY 25, 2007**

**MINUTES OF PREVIOUS MEETING**

Moved by Casselman/Middleton

**THEREFORE BE IT RESOLVED THAT** the Executive Board adopt the Executive Board Minutes of December 13-14, 2006.

**CARRIED**

**BUSINESS ARISING**

**Resolution Q2 - Encouraging participation of part-time employees**

Material for this issue will be available at a future Executive Board Meeting.

**MPAC**

The following motion **CARRIED** at the December 13-14, 2006, Executive Board Meeting:

**THAT** the Supervisor of the Grievance Department review the grievance days assigned to MPAC and bring back recommendations to the January Board.

The Executive Board was given a document outlining the recommendations.

**Metro East Detention Centre**

The following motion **CARRIED** at the December 13-14, 2006, Executive Board Meeting:

Refer this motion to the January Executive Board Meeting pending a meeting between the Executive Board Member from the Ministry of Community Safety and Correctional Services, Ministry MERC Chair, a representative from the President of OPSEU's office and Member Representatives from the Metro East Detention Centre that are affected, OPSEU's General Counsel and External Counsel hired by OPSEU, and

**BE IT FURTHER RESOLVED THAT** the President's Office report to the January Board on the best course of action for the Board to endorse.

Eduardo Almeida presented a verbal report on this item.

## **UNFINISHED BUSINESS**

### **Notice of Motion - Meeting Minutes**

Moved by Almeida/Pridham

**WHEREAS** the ability to recall events becomes more difficult over time, and;

**WHEREAS** 16 months for the release of minutes is too long a period of time for release of any meeting minutes, and;

**WHEREAS** the leaders of many of these different units/components may come to be no longer employed in said units/components and these items do require signatures for release to finalize said minutes, and;

**WHEREAS** minutes of Divisions/Sectors/etc are not just a list of who was elected but many times are records of direction from said units activists to it's leaders on how best to move forward, and;

**WHEREAS** the direction and wishes of the activists many times are time sensitive and require planning commence as soon as possible, requiring minutes be posted/released so the entire membership has transparency on what their leaders are doing and expecting of them.

**THEREFORE BE IT RESOLVED THAT** any meeting minutes of union members be signed, released and posted no later than 90 days after the end of any such meeting.

Moved by Elliot/Franche - Closure - CARRIED

The question was called on the motion and it **CARRIED**.

### **Notice of Motion - Teleconferencing Technology**

Moved by Rapaport/Elliot

**WHEREAS** teleconferencing technologies on the Internet and the telephone have become less expensive and more elaborate, and;

**WHEREAS** OPSEU is always looking for ways to save money;

**THEREFORE BE IT RESOLVED THAT** the Board establish a task force to investigate teleconferencing technologies for OPSEU meetings;

## **UNFINISHED BUSINESS**

### **Notice of Motion - Teleconferencing Technology (cont.)**

**BE IT FURTHER RESOLVED THAT** this committee includes two EBMs and one staffer from our IT department and that it reports back to the March board meeting;

**BE IT FURTHER RESOLVED THAT** all meetings of this task force be conducted using teleconferencing technologies.

### **CARRIED**

The following Executive Board Members were nominated and indicated their willingness to stand for election; Dave Lundy, David Rapaport, Jamie Tocker. Ron Elliot declined the nomination.

Ballots were distributed, collected and counted. President Casselman announced the election of **David Rapaport and Jamie Tocker**.

Moved by O'Brien/Jackson

Destroy the ballots.

### **CARRIED**

### **Notice of Motion - Local Staff Rep Assignments**

Moved by Rapaport/Pridham

**WHEREAS** Locals and Local Executive Committees are the foundation of our union;

**WHEREAS** Local staff representation has been regionally based and periodically adjusted to meet the needs of the membership;

**WHEREAS** EBMs are mandated to participate in the governance of regions;

**WHEREAS** there is a communication deficiency between OPSEU Central, locals and EBMs;

**THEREFORE BE IT RESOLVED THAT** when assignments are changed that EBMs are consulted and that Local Presidents are advised.

### **CARRIED**

## **UNFINISHED BUSINESS**

### **Notice of Motion - Negotiation Debriefing**

Moved by Larcher/Maybury

**WHEREAS** the current OPSEU negotiation practice "does not" require a comprehensive debriefing, and;

**WHEREAS** as such comprehensive debriefing has become a good measuring tool and an appropriate vehicle to learn from our successes and mistakes, and;

**WHEREAS** such a process allows for a more effective and comprehensive planning process;

**THEREFORE BE IT RESOLVED THAT** upon completion of any Central Bargaining (BPS, OPS, CAAT/Academic/Support, MPAC, LBED, HPD) and upon the ratification of a new collective agreement, that OPSEU organize a "debriefing meeting" within four (4) months of the ratification of the new collective agreement, and;

**THEREFORE BE IT FURTHER RESOLVED THAT** such a debriefing meeting include the participation from bargaining team members, local executive members, divisional executive members (MERC), mobilizers and staff.

Moved by O'Brien/Maybury

Refer this issue back to the First Vice-President/Treasurer's Office for a costing.

Moved by Middleton/Pridham - Closure - CARRIED

The question was called on the Referral and it **CARRIED**.

### **Poll Confirmation Re: OPS Divisional Conference Accommodations**

**WHEREAS** at the December 2004 Executive Board meeting it was agreed to suspend the 60km rule for delegates attending the OPS Divisional Conference to stay at the hotel on the night prior to elections; and

**WHEREAS** delegates to this year's OPS divisional conference have not been afforded the same rights and entitlements.



**UNFINISHED BUSINESS**

**Poll Confirmation Re: OPS Divisional Conference Accommodations**

**THEREFORE BE IT RESOLVED THAT** delegates attending the OPS Divisional Conference be allowed to stay at the hotel and claim hotel accommodations and that OPSEU suspend the 60 km rule for the Friday night.

Almeida, Eddy	for
Brown, Sue	for
Casselman, Leah	for
Catroppa, Joe	for
Eaton, Bob	for
Elliot, Ron	against
Franche, Gino	against
Ing, Mary	against
Jackson, Jay	for
Larcher, Richard	for
Lundy, David	for
Maybury, Peggy	for
Middleton, Doris	for
O'Brien, John	for
Pridham, Nancy	for
Rapaport, David	for
Rout, Patty	for
Tapping, Pauline	for
Thomas, Smokey	for
Tocker, James	for
Wall, Peter	for

**FOR - 18      AGAINST - 3      CARRIED**

Moved by Casselman/Jackson

**THEREFORE BE IT RESOLVED THAT** the poll taken on October 11, 2006 regarding OPS Divisional Conference Accommodations be confirmed by the Executive Board.

**CARRIED**

## UNFINISHED BUSINESS

### **Poll Confirmation Re: MOH MERC Joint Training**

**WHEREAS** the CERC has met with the employer and have agreed to work on a framework to role out joint labour relations training in 2007; and

**WHEREAS** it would be beneficial to have the same training for all LERCs from various ministries together and regionally based; and

**WHEREAS** the Local Services Division will bring forward costings for this training at the November budget meeting and the employer has agreed to pay the majority of the costs in 2007.

**THEREFORE BE IT RESOLVED THAT** the request for the MOH MERC joint training proposal brought to the September Executive Board be put off for 2006 and joined with the rest of the ministries through the CERC proposal with a costing to come forward at the November Executive Board meeting.

Almeida, Eddy	for
Brown, Sue	for
Casselman, Leah	for
Catroppa, Joe	---
Eaton, Bob	---
Elliot, Ron	for
Franché, Gino	for
Ing, Mary	for
Jackson, Jay	for
Larcher, Richard	---
Lundy, David	---
Maybury, Peggy	for
Middleton, Doris	for
O'Brien, John	for
Pridham, Nancy	for
Rapaport, David	for
Rout, Patty	for
Tapping, Pauline	for
Thomas, Smokey	---
Tocker, James	for
Wall, Peter	for

FOR - 16      AGAINST - 0      **CARRIED**

**UNFINISHED BUSINESS**

**Poll Confirmation Re: MOH MERC Joint Training (cont.)**

Moved by Casselman/Jackson

**THEREFORE BE IT RESOLVED THAT** the poll taken on October 23, 2006 regarding MOH MERC Joint Training be confirmed by the Executive Board.

**CARRIED**

**Poll Confirmation Re: OPSEU BPS Pension Plan**

**Waiver Motion:**

Moved by Casselman/Rapaport

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board waive the 30 day notice for expenditures in excess of \$20,000.

Almeida, Eddy	for
Brown, Sue	for
Casselmann, Leah	for
Catroppa, Joe	for
Eaton, Bob	against
Elliot, Ron	against
Franché, Gino	for
Ing, Mary	----
Jackson, Jay	for
Larcher, Richard	for
Lundy, David	----
Maybury, Peggy	for
Middleton, Doris	for
O'Brien, John	for
Pridham, Nancy	for
Rapaport, David	for
Rout, Patty	for
Tapping, Pauline	for
Thomas, Smokey	for
Tocker, James	for
Wall, Peter	for

**CARRIED** FOR - 17 AGAINST - 2

**UNFINISHED BUSINESS**

**Poll Confirmation Re: OPSEU BPS Pension Plan (cont.)**

Moved by Casselman/Pridham

**WHEREAS** the need for an OPSEU sponsored BPS Pension Plan has been well established in the Broader Public Sector leadership in OPSEU as well as within the Executive Board;

**WHEREAS** the BPS Pension Plan Working Group has been meeting and working hard to establish this pension plan for the past eight months and has been making progress;

**WHEREAS** Sector 2 has been targeted as having the greatest need for such a pension plan;

**WHEREAS** Sector 2 identified participation in a pension as a priority at their pre-bargaining conference on September 28th and Sector 2 will be engaged in coordinated bargaining with notices to bargain being sent in January 2007;

**WHEREAS** the BPS Pension Working Group is at the plan design phase which also requires establishing threshold salaries and plan size to ensure the plan's viability and value to our BPS members;

**WHEREAS** this work now requires outside actuarial work to be completed in 2006 in order to be ready for Sector 2 bargaining in 2007;

**WHEREAS** this work also requires outside legal work to be completed in 2006;

**THEREFORE BE IT RESOLVED THAT** \$48,000 be allocated from the contingency fund for acquiring professional actuarial and legal services to assist in the design of the OPSEU BPS Pension Plan.

Almeida, Eddy	for
Brown, Sue	for
Casselmann, Leah	for
Catroppa, Joe	for
Eaton, Bob	against
Elliot, Ron	---
Franche, Gino	for
Ing, Mary	----

## **UNFINISHED BUSINESS**

### **Poll Confirmation Re: OPSEU BPS Pension Plan (cont.)**

Jackson, Jay	for
Larcher, Richard	for
Lundy, David	---
Maybury, Peggy	for
Middleton, Doris	for
O'Brien, John	for
Pridham, Nancy	for
Rapaport, David	for
Rout, Patty	for
Tapping, Pauline	for
Thomas, Smokey	for
Tocker, James	for
Wall, Peter	for

FOR - 17      AGAINST - 1      **CARRIED**

**THEREFORE BE IT RESOLVED THAT** the polls taken on November 16, 2006 regarding the BPS Pension Plan be confirmed by the Executive Board.

Moved by Almeida/Casselman - Closure - **CARRIED**

The question was called on the motion and it **CARRIED**.

### **Notice of Motion - PAC 2007 Provincial Election Strategy**

Moved by Eaton/Lundy

**WHEREAS** the Executive Board of OPSEU has identified the 2007 Ontario Provincial Election as a priority;

**WHEREAS** substantial members' dues (approximately \$600,000) will be allocated to this campaign;

**WHEREAS** the Constitution indicates that standing and ad hoc committees such as the Political Action Committee should report plans to the Executive Committee prior to reporting to the Executive Board;

**WHEREAS** Convention should have the opportunity to comment and address these plans;

## **UNFINISHED BUSINESS**

### **Notice of Motion - PAC 2007 Provincial Election Strategy (cont.)**

**THEREFORE BE IT RESOLVED THAT** the PAC present their 2007 provincial election strategy to the Executive Committee at the February 2007 meeting to be discussed at the subsequent Executive Board meeting and presented to Convention 2007 for discussion and debate.

Moved by Elliot/Pridham - Closure - CARRIED

#### Roll Call Vote:

Almeida, Eddy	Against
Brown, Sue	Against
Casselman, Leah	Against
Catroppa, Joe	Against
Eaton, Bob	For
Elliot, Ron	Against
Franché, Gino	Against
Ing, Mary	Against
Jackson, Jay	Against
Larcher, Richard	For
Lundy, David	For
Maybury, Peggy	Against
Middleton, Doris	Against
O'Brien, John	For
Pridham, Nancy	Against
Rapaport, David	Against
Rout, Patty	Against
Tapping, Pauline	For
Thomas, Smokey	For
Tocker, James	Against
Wall, Peter	Against

6 - FOR    15 - AGAINST    **DEFEATED**

A Minority Report was filed by: John O'Brien, Bob Eaton, Dave Lundy, Smokey Thomas, Pauline Tapping and Richard Larcher.

## **UNFINISHED BUSINESS**

### **Notice of Motion - Financial Settlements**

Moved by Eaton/Lundy

**WHEREAS** the Executive Board has knowledge of various financial settlements entered into by OPSEU since April 1, 1995, and;

**WHEREAS** some of these settlements were not approved by the Executive Committee or the Executive Board;

**THEREFORE BE IT RESOLVED THAT** the Executive Board Audit Committee examine all financial settlements and legal costs entered into by OPSEU resulting from grievances, litigation, mediation, human rights complaints or any other court, board or tribunal award from April 1, 1995 to the present.

**BE IT FURTHER RESOLVED THAT** the Executive Board Audit committee prepare a full report on these expenses for the April, 2007 Executive Board meeting;

**BE IT FURTHER RESOLVED THAT** the First Vice-President Treasurer provide full assistance to the Audit Committee in completing this report;

**BE IT FURTHER RESOLVED THAT** in accordance with accepted Corporate Board practices that all future similar expenses be examined, debated and approved by the Executive Board prior to disbursement.

Moved by Thomas/Eaton - In-Camera - DEFEATED

Moved by Franche/O'Brien- Amendment

**THAT** the Audit Committee report be kept confidential and distributed to only the 21 board members and that it be debated In-Camera.

**CARRIED**

Moved by Elliot/Pridham - Referral

Refer this motion to the OPSEU In-house Legal Counsel for analysis and advice to the Executive Board.

**UNFINISHED BUSINESS**

**Notice of Motion - Financial Settlements (cont.)**

Moved by O'Brien/Maybury - Amendment

**THAT** this issue come back to the March Board meeting.

**CARRIED**

Moved by Brown/Almeida - Closure - CARRIED

The question was called on the motion/referral as amended:

**THAT** the Audit Committee report be kept confidential and distributed to only the 21 board members and that it be debated In-Camera; and,

Refer this motion to the OPSEU In-house Legal Counsel for analysis and advice to the Executive Board, to be brought back to the March Board meeting.

**CARRIED**

**Notice of Motion - OPSEU Pension Trust**

Moved by Eaton/Lundy

**WHEREAS** the Executive Board passed a motion to pay in excess of fifty thousand dollars on behalf of a member to the OPSEU Pension Trust, and;

**WHEREAS** the Board, contrary to policy did not pass a waiver motion first, and;

**THEREFORE BE IT RESOLVED THAT** the First Vice President Treasurer be directed by this Executive Board to seek a legal opinion as to the consequence of the motion and report that opinion to the Board as soon as possible.

Moved by Elliot - Object to Consideration - **CARRIED**

The motion was not considered.



## **UNFINISHED BUSINESS**

### **Notice of Motion - Child Care Hours at OPSEU Events**

Moved by Pridham/Almeida

**WHEREAS** OPSEU has long been providing safe and professionally run day-care services at central divisional and sector meetings including the BPS conference, and

**WHEREAS** OPSEU promotes equity, opportunity and participation in events, and

**WHEREAS** member teams meet in the evenings at OPSEU events,

**THEREFORE BE IT RESOLVED THAT** OPSEU maximize membership participation, by increasing the hours of child care from 7:00 pm-11:00 pm at all central divisional and sector meetings including the BPS conference, when members are staying at the hotel.

Moved by Rapaport/O'Brien - Closure - CARRIED

The question was called on the motion and it **CARRIED**.

## **TREASURER'S REPORT**

First Vice-President/Treasurer Smokey Thomas presented his report, which addressed the following topics:

### Financial Reports

Bank Position - December 31, 2006

Executive Board/Officers Approvals - December 31, 2006

Financial Results/Projections - November 30, 2006

Balance Sheet Summary - November 30, 2006

Moved by Thomas/O'Brien

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve the 2007 Executive Board Meetings be held at the Delta Airport West.

**CARRIED**

## **BUSINESS ARISING**

### **Strike fund Investments**

Moved by Rapaport/Thomas

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve the reallocation of the strike fund investments to the following allocations:

5% T bills  
80% bonds  
15 % equity

Moved by Elliot/Pridham – Closure - CARRIED

The question was called on the motion and it **CARRIED**.

## **AFTERNOON**

### **PRESIDENT'S OFFICE**

#### **INTERNAL ISSUES**

#### **New logo proposal**

Emily Visser, Graphic Artist in the Communications Division made a presentation to the Executive Board.

Moved by Casselman/Eaton

**THEREFORE BE IT RESOLVED THAT** the Executive Board adopt the new OPSEU logo as proposed, for launch at the 2007 OPSEU convention.

2<sup>nd</sup> Vice-President Eaton in the Chair.

A motion was made and withdrawn.

Moved by Brown/Pridham – Closure - CARRIED

Roll Call Vote:

Almeida, Eddy	For
Brown, Sue	For
Casselmann, Leah	For
Catropa, Joe	Against
Eaton, Bob	For

## **PRESIDENT'S OFFICE**

### **INTERNAL ISSUES**

#### **New logo proposal (cont.)**

Elliot, Ron	For
Franché, Gino	For
Ing, Mary	For
Jackson, Jay	For
Larcher, Richard	For
Lundy, David	For
Maybury, Peggy	For
Middleton, Doris	For
O'Brien, John	For
Pridham, Nancy	For
Rapaport, David	For
Rout, Patty	For
Tapping, Pauline	For
Thomas, Smokey	Against
Tocker, James	For
Wall, Peter	Against

18 - FOR    3 - AGAINST    **CARRIED**

President Casselman in the Chair.

### **COMMITTEE REPORTS**

#### **AMAPCEO, OPSEU and Bargaining Unit Integrity**

David Rapaport and Peggy Maybury gave a verbal update to the Executive Board.

#### **Merger of Local 509 and Local 541**

Moved by Casselman/Pridham

<p><b>THEREFORE BE IT RESOLVED THAT</b> the OPSEU Executive Board approve the merger of Local 541 into Local 509 and that the Charter for Local 541 be dissolved.</p>
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First Vice-President/Treasurer Thomas in the Chair.

**CARRIED**

## **COMMITTEE REPORTS**

### **Merger of Local 301 and 302**

Moved by Casselman/Middleton

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve the remaining members from Local 301 be transferred to Local 302, and that Local 301 be dissolved.

**CARRIED**

### **New Local 423**

Moved by Casselman/Eaton

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board approve the creation of Local 423, the Ottawa Carlton Catholic School Board English as a Second Language, Outreach Program.

**CARRIED**

### **Pension Liaison Committee Report**

Moved by Casselman/Pridham

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board agree to the proposed amendment to Section 8.06 of OPSEU Pension Trust Agreement, to recognize the use of insurance for those persons who have authority to receive, handle, deal with, and draw upon monies in the fund.

**CARRIED**

### **Strategic Planning Committee - Notice of Motion - Committee Terms of Reference**

Moved by Franche/ Rout

**WHEREAS** OPSEU is moving towards long term planning; and  
**WHEREAS** it is important that there be transparency to the membership;  
and

## COMMITTEE REPORTS

### **Strategic Planning Committee - Notice of Motion - Committee Terms of Reference (cont.)**

**WHEREAS** terms of reference will make our work more focused and assist the organization in being accountable; and

**WHEREAS** terms of reference will assist the board in allocation of resources and finances;

**THEREFORE BE IT RESOLVED THAT** all OPSEU committees, caucuses and groups who receive funding through the OPSEU budget, except for donations, shall have a terms of reference; and

**BE IT FURTHER RESOLVED THAT** these committees, caucuses and groups who do not currently have a terms of reference shall develop one at their next scheduled meeting; and,

**BE IT FURTHER RESOLVED THAT** this work be completed and sent into the office of the President no later than May 1, 2007; and,

**BE IT FURTHER RESOLVED THAT** all received terms of reference be brought back to the Executive Board at its June scheduled meeting by the Strategic Planning committee with recommendations; and

**BE IT FURTHER RESOLVED THAT** any committee, caucus or group who refuses to or does not provide terms of reference by May 1, 2007 shall have their funding frozen.

2<sup>nd</sup> Vice-President Eaton in the Chair.

Moved by Eaton/Thomas

Postponement of this motion until the Board has their vision, mission and statement of core values.

**CARRIED**

First Vice-President/Treasurer Thomas in the Chair.

## **COMMITTEE REPORTS**

### **Notice of Motion - Greening OPSEU**

Moved by Rout/Franche

**WHEREAS** the Executive Board directed that the Board staff retreat focus on some key areas; and

**WHEREAS** the strategic planning committee has analyzed the information from the workshops and determined that change needs to occur.

**THEREFORE BE IT RESOLVED THAT** the Executive Board approve the following priorities and recommendations:

1. OPSEU make "Greening" a priority by endorsing the action plans contained in the Options Paper and the "Green Team's" June 2006 recommendations.
2. The LBED transition committee be charged with the continuation of merging LBED into the OPSEU organization while remaining vigilant for operational efficiencies that may not be hampered by the merger agreement.
3. Once the vision and mission statements are established the Executive Board reassess the functions and priorities of the organizing department.
4. OPSEU as an employer should continue to invest in its employees and its members through a comprehensive training and development plan and succession planning.
5. OPSEU should be seen as a union that considers equity an essential component of who we are as a union by determining the appropriate structures or restructuring that must occur to meet this goal.
6. OPSEU will continue to be a financially sound, responsible, and accountable organization through the ongoing evaluation of existing operational expenditures by utilizing the vision and mission statements and the priorities of the organization to determine the budget not the budget determining the priorities.

## **COMMITTEE REPORTS**

### **Notice of Motion - Greening OPSEU (cont.)**

Moved by Eaton/Elliot

Postponement of this issue until the vision, mission and statement of core values has been approved.

**CARRIED**

President Casselman in the Chair.

## **PRESIDENT'S REPORT**

### **OPSEU CONVENTION 2007**

#### **Convention 2007 Agenda**

**THEREFORE BE IT RESOLVED THAT** the Executive Board adopt the 2007 convention agenda as proposed.

**CARRIED**

## **INTERNAL ISSUES**

### **CAAT-Academic retiree trustee**

**THEREFORE BE IT RESOLVED THAT** the OPSEU Executive Board appoint Ron Golemba as the CAAT Academic Retiree Trustee for the period January 1, 2007 - December 31, 2009, and that Bill Kuehnbaum be appointed as the alternate.

**CARRIED**

### **Staff Pension Plan**

John O'Brien gave the Executive Board a verbal report regarding the staff pension plan.

## **PRESIDENT'S REPORT**

### **OPSEU CONVENTION 2007 - Convention 2007 Awards**

#### **Individual Health and Safety Award**

Ten nominations were received for this award:

<b>Members Nominated</b>	<b>Nominated by</b>
Frank Pezzuto, L.662	Peggy Burke, President, Local 662
Verla Dobson & Eva Hill, L.479	Fay Tucker, L.479
F.A. Duykers, L. 248	David Sindall, L.248 and Donna Johnston, L.248
Michael Speers, L.277	Tim Szumlanski, L.277
Lynn Orzel, L.454	EBMs, Region 4
Andy Wiercinski, L.715	Jamie Tocker, EBM, Region 7
Sheryl Thompson, L241	OPSEU Local 241
Heather Leclerc, L.366	Barb Barry, President, L.366
Jackie McKenzie, L.500	Linda Wagner, President, and Thomas Andersson, Chief Steward both from L.500
Linda Nelson, L.245	Jay Jackson, RVP, Region 2

Ballots were distributed, votes were cast and tabulated. **Frank Pezzuto, Local 662**, will be the recipient of the Individual Health and Safety Award.

#### **Local Health and Safety Award**

<b>Local Nominated</b>	<b>Nominated by</b>
Local 154	Pauline Tapping, EBM, Region 3

One nomination was received. Ron Elliot declared a conflict of interest.



## **PRESIDENT'S REPORT**

### **OPSEU CONVENTION 2007 - Convention 2007 Awards (cont.)**

#### **Local Health and Safety Award**

A ballot was cast, **Local 154 Windsor Court House (Ministry of Attorney General)**, will be the recipient of the Local Health and Safety Award.

#### **Human Rights Award - Individual**

Three nominations were received for this award.

<b>Nominated</b>	<b>Nominated By</b>
Carol McGregor, Local 525	Greg Snider, L.714
Philip Shearer, Local 112	Naz Binck, A/President, Local 137
Michael McKinnon, Local 582	Don Stockwood, President, Local 582

Ballots were distributed, votes were cast and tabulated. **Carol McGregor, Local 525** (posthumously) will be the recipient of the Individual Human Rights Award.

#### **Honourary Life Membership**

Three nominations were received for this award.

<b>Nominated</b>	<b>Nominated by</b>
Bob Reid, Local 106	Ron Elliot, RVP, Region 1
Harry Plummer, Local 420	Leah Casselman, OPSEU, President and Nancy Pridham, RVP, Region 5
Len Hupet, Local	John O'Brien, RVP, Region 7

**Bob Reid, Local 106, Harry Plummer, Local 420 and Len Hupet, Local 718** will be the recipients of the Honourary Life Membership awards.

#### **Local Human Rights Award**

No nomination was received for this award.

## **PRESIDENT'S REPORT**

### **OPSEU CONVENTION 2007 - Convention 2007 Awards (cont.)**

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

**Nominated**

Native Women's Association of Canada

**Nominated by**

Sandra Snider, L.736

One nomination was received for this award. A ballot was cast, **Native Women's Association of Canada** will be the recipient of the Rainford Jackson Education and Development Fund Award.

#### **Stanley Knowles Humanitarian Award**

Two nominations were received for this award.

**Nominated**

Dr. Philip B. Berger

Louise Arbour

**Nominated by**

David Rapaport, EBM, Region 5

Leah Casselman, President

Ballots were distributed, votes were cast and tabulated. **Louise Arbour** will be the recipient of the Stanley Knowles Humanitarian Award.

Moved by Casselman/Jackson

Destroy the ballots.
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## **CARRIED**

## **INTERNAL ISSUES**

### **Job Security Report**

This information was made available to the Executive Board under separate cover.

### **CAAT part-timers campaign**

The Executive Board was given an update on this issue.

## **PRESIDENT'S REPORT**

### **INTERNAL ISSUES**

#### **Electoral Reform**

The Executive Board was given an update on this issue.

#### **Developmental services**

The Executive Board was given an update on this issue.

#### **2007 Ontario pre-budget consultation**

President Casselman provided a verbal report on this meeting.

### **CENTRAL LABOUR UPDATES (OFL/NUPGE/CLC)**

President Casselman gave a verbal report on this issue. President Casselman thanked Lisa McCaskell for all her work on SARS.

The Executive Board agreed with President Casselman to proceed with recovering the \$100,000 loan to NUPGE from OLBEU.

### **DONATIONS/APPEALS**

Moved by Casselman/Thomas

Waiver Motion:

<p><b>THEREFORE BE IT RESOLVED THAT</b> the OPSEU Executive Board waive the 30-day notice for expenditures in excess of \$20,000.</p>
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**CARRIED**

2<sup>nd</sup> Vice-President Eaton in the Chair.

The question was call on the waiver motion and it **CARRIED**.

### **DONATIONS/APPEALS**

Moved by Casselman/Thomas

**THEREFORE BE IT RESOLVED THAT** funding be granted from the Contingency Fund in the amount of \$20,000, payable to the member's counsel upon his presentation of invoices, for payment of legal fees he incurred as a result of the OHRC's and OPSEU's intervention in his complaint at the Human Rights Tribunal of Ontario to assist him in advancing his human rights complaint.

**CARRIED UNANIMOUSLY**

### **ADJOURNMENT**

The Executive Board adjourned at 4:30 PM. All members were present.

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Leah Casselman, President

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Kathryn Francis, Corporate Secretary

/kf