



INDIVISIBLE

CONGRÈS 2019 CONVENTION

Minutes of
Convention
2018

Procès-verbal
du Congrès
2018

B



OPSEU Convention 2018 Minutes
April 19 - 21, 2018
Metro Toronto Convention Centre, Toronto

Thursday, April 19, 2018 – Morning Session

President Thomas, called the Convention to order at 9:14 a.m.

The President welcomed all Delegates, Alternates, Observers and Guests to the 42nd Annual Convention, the highest decision-making body of OPSEU.

National Anthem played

Krista Maracle and Chief Stacey Laforme brought greetings and acknowledged Indigenous Lands

Statement of Respect – video played

President Thomas called attention to cards provided in pouch of Convention bag with phone numbers to contact if members feel harassed or discriminated against.

Moment of Silence

A Minute of Silence was observed in memory of all those who have passed away since our last Convention.

Floor Staff were introduced – identified this year by yellow name badges

General announcements were made on events and services available at Convention. (Video)

Announced OPSEU's Got Talent, Thursday night at 8 p.m. and Comedy Night, on Friday at 8:30

Electronic Voting

Michael O'Shea demonstrated via video the "how to's" of electronic voting.

President Thomas introduced the head table:

- Nicole Glass, Corporate Secretary/Backup Recording Secretary
- Sherry Bader, Recording Secretary
- Jeff Arbus, Constitution and Rules of Order Advisor in Training
- Michael Grimaldi, Constitution and Rules of Order Advisor
- Maria Wysocki, Procedural Advisor

Credentials Committee Report

Introduction of Credentials Committee

Region 1	Ian Magcale, L. 105
Region 2	Denise Sidsworth, L. 263
Region 3	Bill Carson, L. 369 (Vice-Chair)
Region 4	Tara Langford, L. 435 (Chair)
Region 5	Anthony Marinucci, L. 549
Region 6	Kimberley Kazur, L. 665
Region 7	Terri Morris, L. 714
EBM	Ed Arvelin
Staff Advisor	Fran Borsellino
Secretary	Richard Meagher

Moved: Langford, Credentials Committee, L. 614/ Carson, Credentials Committee, L. 369

➔ Adoption of Credentials Committee Report as at 9:05 a.m.

Delegates	881
Alternates	453
Observers	187
Retirees	7
EBMs	21
Committees	52
Solidarity Guests	9
Guests	5
Total	1,615

Vote on Adoption of Credentials Report

CARRIED

Section A – Convention Agenda

Moved: Lahaise, L. 416 / Kelsey, L. 416

→ Adoption of the Convention Agenda as distributed.

Vote on the Agenda

CARRIED

Section B – Minutes of Last Convention (2017)

Moved: Attard, L. 416 / Linkletter, L. 416

→ Adoption of the Minutes of Convention 2017 as printed in Section B.

Vote on Minutes of Convention 2017

CARRIED

John Cartwright, President of the Toronto and York Region Labour Council, which represents 205,000 union members in Toronto, addressed Convention.

Hassan Youssef, President, Canadian Labour Congress, addressed Convention and showed video

President's Address

President Thomas addressed Convention about a wide range of topics during his address to the 2018 Convention ranging from pensions to the upcoming provincial election to sexual harassment.

He was joined by board members Gareth Jones and Len Elliott to discuss the expansion of the Broader Public Service sector pension plan (OPTrust Select). Document was signed by President Thomas at Convention.

Auditor's Report

Terri McKinnon gave Auditor's report

Introduction of Resolutions Committee

Elaine Bagnall, Resolutions Committee Chair, introduced members of the Resolutions Committee

Region 1	Gino Franche, L. 130 (Vice-Chair)
Region 2	Karen Clark, L. 212
Region 3	Elaine Bagnall, L. 362 (Chair)
Region 4	Daryl O'Grady, L. 456
Region 5	Joe Healy, L. 557

Region 6	Ron Lavigne, L. 633
Region 7	Mike Lundy, L. 708
Staff Advisor	Mandy Dumais
Staff Advisor	Bebe DeFreitas
Secretary	Karlene Henry

Report on Resolutions: Received - 117; Sent to Constitution Committee - 3; rejected - 4;
Total accepted - 110

Resolutions Committee

Statutory Resolution A1 – Financial Statements

Submitted by: Executive Board

Resolutions Committee's Recommendation: FOR

Moved: Bagnall, Resolutions Committee L.362 / Franche, Resolutions Committee L.130

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 2017, including the Statement of Financial Position, the Statement of Revenue and Expenditures, the Statement of Fund Balances and the Statement of Cash Flows, together with the Auditors' report thereon, and all transactions reflected thereby be approved and that the President and First Vice-President/Treasurer be authorized to sign the financial statements on behalf of the Executive Board.

Vote on Statutory Resolution A1 – Financial Statements

CARRIED

Resolutions Committee

Statutory Resolution A2 – Section E - Executive Board Report

Submitted by: Executive Board

Resolutions Committee's Recommendation: FOR

Moved: Bagnall, Credentials Committee, L.362 / Franche, Resolutions Committee, L.130

Be it resolved that in compliance with Section 129 of the Corporations Act, the Convention endorse the actions of the Executive Board from the closing of the last Convention until the closing of this Convention.

Vote on Statutory Resolution A2 – Executive Board Report

CARRIED

Resolutions Committee

Statutory Resolution A3 – Appointment of Auditors

Submitted by: Executive Board

Resolutions Committee's Recommendation: FOR

Moved: D. Wright, Resolutions Committee L. 557 / K. Clark, Resolutions Committee L.212

Be it resolved that in compliance with Article 26.2 and 28.4 of the Constitution and Section 94 of the Corporations Act, PWC, PricewaterhouseCoopers; be Auditors of OPSEU for the fiscal year January 1, 2018 through to December 31, 2018 and the Executive Board fix the Auditors' remuneration.

Vote on Statutory Resolution A3 – Appointment of Auditors

CARRIED

Resolutions Committee

C1 – Collective Bargaining – Section G

Submitted by Local 575 - also submitted by Local 553, Local 503, Local 559, the Greater Toronto Area Council, Local 532, Local 568 and Local 5110

Resolutions Committee Recommendation: FOR

Moved by: Bagnall, Resolutions Cte, L.362 / Franche, Resolutions Committee, L. 130

Whereas OPSEU is a member-driven union that is founded on the principles of solidarity, union democracy and free collective bargaining; and

Whereas OPSEU's policy and practice is to conduct collective bargaining, based on democratic principles that provide members with input into the bargaining process through:

- i) members right to democratically elect their bargaining teams from among the membership
- ii) their right to actively participate in establishing their team's bargaining objectives and priorities through a democratic demand-setting process
- iii) their ability to affect the outcome of bargaining by participating in workplace mobilization; and
- iv) their exclusive right to ratify or reject a contract offer or tentative agreement through a democratic vote, except where outstanding issues are subject to binding arbitration; and

Whereas under article 24.1.1 of the Constitution, OPSEU's Executive Board is the only body authorized to establish or modify bargaining procedures, based on prior input and direction from the respective Sector or Divisional conference; and

Whereas bargaining procedures established or modified by the Executive Board constitute OPSEU policy; and

Whereas in 2017, OPSEU negotiated several major province wide “extension” collective agreements, affecting more than 60,000 members, without following existing, Board- approved bargaining procedures that set out specific processes for democratically electing bargaining teams and conducting a democratic demand-setting process, as approved by their respective Divisional Conferences; and

Whereas these procedures were set aside without prior consultation with the full elected divisional leadership, local leaders and/or the division’s membership as a whole, and without authorization by the OPSEU Executive Board , contrary to Article 16.2.1 of the Constitution; and

Whereas the decision to bypass the requirement for an elected bargaining team and a democratic demand-setting process effectively denied members of the affected bargaining units their rights to meaningful input into their own collective bargaining, and failed to engage and mobilize members to maximize their bargaining power and achieve the best possible collective agreements; and

Whereas the experience of other bargaining campaigns, including the recent CAAT-Academic strike, has shown that OPSEU’s normal democratic bargaining procedures, combined with a focus on effective member engagement and mobilization, can generate real bargaining power and result in significant gains for OPSEU members;

Therefore be it resolved that as a member-driven union, OPSEU reaffirm its commitment to the democratic principle that members must have meaningful input into the collective bargaining process, including:

- i) The right to democratically elect their bargaining teams from among their bargaining unit’s membership,
- ii) The right to actively participate in establishing bargaining objectives and priorities through a democratic demand setting process,
- iii) Member engagement and mobilization to support their bargaining objectives; and
- iv) Members’ exclusive right to ratify or reject a contract offer or tentative agreement through a democratic vote, except where outstanding issues and subject to binding arbitration; and

Be it further resolved that OPSEU will not alter, depart from or set aside existing, Board-approved bargaining procedures without the prior authorization by a majority vote of both the delegates at the Divisional or Sector meeting of the affected bargaining unit and of the Executive Board; and

Be it further resolved that OPSEU will not engage in collective bargaining on behalf of a bargaining unit without first ensuring members' ability to participate in the democratic election of their bargaining teams from among the membership and the right to participate in a democratic demand-setting process, without first obtaining authorization to do so through a majority vote of the membership of the affected bargaining unit.

Closure was called and ruled Out of Order

Adjourned for lunch – 12 P.M.

Thursday, April 19, 2018 – Afternoon Session

Budget 2018

Eduardo Almeida, First Vice-President/Treasurer, presented the budget on behalf of the Executive Board.

Moved: E. Almeida, First Vice-President/Treasurer / W. Thomas, President

→ Adoption of the 2018 Budget as printed in Section D.

Credentials Committee Report

Moved: Marinucci, Credentials Committee, L. 549 / Kazur, Credentials Committee, L. 665

→ Adoption of Credentials Committee Report as of 2:32 p.m.

Delegates	959
Alternates	538
Observers	240
Retirees	7
EBMs	21
Committees	54
Solidarity Guests	18
Guests	21
Total	1,858

Vote on Adoption of Credentials Report

CARRIED

Back on Budget

Moved: Billard, L. 598 / Joseph, L. 551

→ Closure on Budget - DEFEATED

Moved: Pechinger L. 103 / Meahan, L. 110

→ Amend budget to remove the transfer of 1.5 million to the General Fund and to keep it in the Strike Fund

Moved: Billard, L. 598 / Joseph, L. 551

→ Closure on Amendment to Budget - CARRIED

Vote on Amendment to Budget

DEFEATED

Moved: Gillies, L. 303 / Mahon, L. 303

→ Amendment to remove the social mapping project line from the budget

Moved: Caswell, L. 266 / Finucane, L. 219

→ Closure of Amendment - CARRIED

Vote on Amendment to Budget

DEFEATED

Moved: Burns, L. 503 / Lockhurst, L. 590

→ Amendment to increase the Region 5 budget line from \$335,000 to \$400,000

Moved: Billard, L. 598 / Joseph, L. 551

→ Closure on Amendment to Budget - CARRIED

Vote on Amendment to Budget

DEFEATED

Moved: Pentecost, L. 415 / Henderson, L. 415

Closure on Budget – Carried

Vote on Budget

CARRIED

Resolutions Committee

C1 – Collective Bargaining – Section G

Submitted by: Local 575

Also submitted by Local 553, Local 503, Local 559, the Greater Toronto Area Council, Local 532, Local 568 and Local 5110

Resolutions Committee Recommendation: FOR

Moved: Franche, Resolutions Committee, L. 130 / Clark, Resolutions Committee, L. 212

Whereas OPSEU is a member-driven union that is founded on the principles of solidarity, union democracy and free collective bargaining; and

Whereas OPSEU's policy and practice is to conduct collective bargaining, based on democratic principles that provide members with input into the bargaining process through:

- v) members right to democratically elect their bargaining teams from among the membership
- vi) their right to actively participate in establishing their team's bargaining objectives and priorities through a democratic demand-setting process
- vii) their ability to affect the outcome of bargaining by participating in workplace mobilization; and
- viii) their exclusive right to ratify or reject a contract offer or tentative agreement through a democratic vote, except where outstanding issues are subject to binding arbitration; and

Whereas under article 24.1.1 of the Constitution, OPSEU's Executive Board is the only body authorized to establish or modify bargaining procedures, based on prior input and direction from the respective Sector or Divisional conference; and

Whereas bargaining procedures established or modified by the Executive Board constitute OPSEU policy; and

Whereas in 2017, OPSEU negotiated several major province wide "extension" collective agreements, affecting more than 60,000 members, without following existing, Board- approved bargaining procedures that set out specific processes for democratically electing bargaining teams and conducting a democratic demand-setting process, as approved by their respective Divisional Conferences; and

Whereas these procedures were set aside without prior consultation with the full elected divisional leadership, local leaders and/or the division's membership as a whole, and without authorization by the OPSEU Executive Board , contrary to Article 16.2.1 of the Constitution; and

Whereas the decision to bypass the requirement for an elected bargaining team and a democratic demand-setting process effectively denied members of the affected bargaining units their rights to meaningful input into their own collective bargaining, and failed to engage and mobilize members to maximize their bargaining power and achieve the best possible collective agreements; and

Whereas the experience of other bargaining campaigns, including the recent CAAT-Academic strike, has shown that OPSEU's normal democratic bargaining procedures, combined with a focus on effective member engagement and mobilization, can generate real bargaining power and result in significant gains for OPSEU members;

Therefore be it resolved that as a member-driven union, OPSEU reaffirm its commitment to the democratic principle that members must have meaningful input into the collective bargaining process, including:

- v) The right to democratically elect their bargaining teams from among their bargaining unit's membership,
- vi) The right to actively participate in establishing bargaining objectives and priorities through a democratic demand setting process,
- vii) Member engagement and mobilization to support their bargaining objectives; and
- viii) Members' exclusive right to ratify or reject a contract offer or tentative agreement through a democratic vote, except where outstanding issues and subject to binding arbitration; and

Be it further resolved that OPSEU will not alter, depart from or set aside existing, Board- approved bargaining procedures without the prior authorization by a majority vote of both the

delegates at the Divisional or Sector meeting of the affected bargaining unit and of the Executive Board; and

Be it further resolved that OPSEU will not engage in collective bargaining on behalf of a bargaining unit without first ensuring members' ability to participate in the democratic election of their bargaining teams from among the membership and the right to participate in a democratic demand-setting process, without first obtaining authorization to do so through a majority vote of the membership of the affected bargaining unit.

Moved: Billard, L. 551 / Jordan, L. 551

→ Closure on Resolution C1 - CARRIED

[Vote on Resolution C1](#)

[CARRIED](#)

Executive Board Report

Moved: Almeida, 1st VP/Treasurer / Thomas, President

→ To adopt Executive Board Report

[Vote on Executive Board Report](#)

[CARRIED](#)

Resolutions Committee

H1 – Health and Safety - Section G

Submitted by: Local 5110, also submitted by the Greater Toronto Area Council and Local 553
Resolutions Committee Recommendation: FOR (changed to AGAINST)

Moved: Franche, Resolutions Committee, L.130 / Clark, Resolutions Committee, L.212

Objection to Consideration moved - DEFEATED

Whereas in 2016, a series of allegations regarding incidents of alleged workplace sexual assault against members of OPSEU's staff resulted in criminal charges against a former OPSEU staff member and critical media coverage regarding OPSEU's response to the allegations; and

Whereas some members expressed serious concerns that a toxic work environment and systemic problems in its workplace culture may have existed in OPSEU and may have contributed to the alleged incidents of sexual harassment and sexual assault experienced by staff; and

Whereas these concerns were discussed and debated at OPSEU's 2016 Convention, resulting in the adoption of Emergency Resolution EB-16; and

Whereas Emergency Resolution EB-16 directed:

1. OPSEU's Executive Board to "establish an ad hoc task force consisting of two officers, two Executive Board members, two OPSSU members, one ASU member, and one employee from the excluded staff"; and
2. That the task force would "review the Union's staffing policies related to harassment and discrimination and...engage and direct an external independent consultant to conduct a review of OPSEU's harassment and discrimination policies, complaint reporting processes, and workplace culture"; and
3. That "the consultant will report to the task force and the Executive Board"; and
4. That the task force "be established immediately and the external review will be established to ensure that it does not prejudice legal or other processes that [were] currently underway"; and

Whereas in the wake of the Weinstein and other similar allegations, there have been widespread reports of sexual harassment and sexual assault in numerous workplaces, industries and sectors; and

Whereas the resulting public discussion of these alleged incidents has highlighted the ways in which a lack of appropriate workplace policies and practices and/or issues regarding workplace culture may have contributed to these alleged incidents and/or discouraged alleged victims from reporting such incidents; and

Whereas in the current climate - and in light of the growing #metoo and #timesup movements - organizations are recognizing the need for greater transparency and accountability in how they address these kinds of allegations, and the workplace policies and practices they adopt to prevent and respond to future incidents; and

Whereas there has been no formal report to OPSEU's membership regarding the findings of the external review of OPSEU's harassment and discrimination policies, complaint reporting processes, or any actions OPSEU has or will be taking as a result;

Therefore be it resolved that the full report of the external consultant stemming from Emergency Resolution EB16 from 2016 Convention will be provided to the OPSEU Executive Board for review, discussion and action as required, unless this has already taken place; and

Be it further resolved that OPSEU will prepare a written report providing a detailed summary of the external consultant's finding, and including a complete list of the consultant's recommendations together with the specific actions OPSEU plans to take or has taken to address each recommendation, for review, discussion and adoption by the Executive Board; and

Be it further resolved that OPSEU will provide copies of its final written report to the officers of each Division, Sector and Local and the members of each Provincial Equity Committee or Caucus, by June 30, 2018.

ORDERS OF THE DAY – 4:19 P.M.

Moved: Shirk, L. 362 / Hanna, L. 308

→ to extend discussion on H1 - CARRIED

Moved: Trevor, L. 732 / Derrick, L. 701

→ Closure on Resolution H1 - CARRIED

Vote on Resolution H1

DEFEATED

Awards Presentation

Health and Safety - Individual

Recipient: Kelly Martin, L. 330

Sister Kelly Martin accepted award and addressed Convention

Health and Safety – Local

Recipient: Mental Health Division

Brother Ed Arvelin accepted award on behalf of the Division and addressed Convention

Leah Casselman Award - Local

Recipient: College Support Part-time locals

Sisters Marilou Martin and Janice Hagan accepted award and addressed Convention

Leah Casselman Award – Individual

Recipient: Jay Jackson, L. 245

Brother Jay Jackson accepted the award and addressed Convention

Convention Adjourned – 5:04 p.m.

Friday, April 20, 2018 – Morning Session

Call to order: 9:10 a.m.

President Thomas introduced Andrea Horwath, leader of the Ontario NDP. Sister Horwath addressed Convention.

Convention Donations Policy was reviewed.

Credentials Committee Report

Moved: Langford, Credentials Committee, L. 435 / McCale, Credentials Committee, L. 105

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

Delegates	969
Alternates	541
Observers	246
Retirees	7
EBMs	21
Committees	55
Solidarity Guests	23
Guests	17
Total	1,879

Vote on Adoption of Credentials Report

CARRIED

Constitution Committee

The members of the Constitution Committee were introduced:

Region 1	Naz Binck
Region 2	Dave Wakely
Region 3	Tim Hannah (Chair)
Region 4	Dave Doran
Region 5	Janice Hagan (Vice-Chair)
Region 6	Ken Steinbrunner
Region 7	Carl Thibodeau, EBM, Region 7
Staff Advisor	Ron Elliot
Staff Advisor	Pat Honsberger
Secretary	Andrea Meunier

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

Constitutional Amendment A.1, (H3 - Section H) Article 13.8

Submitted by: Local 130

Constitutional Committee's Recommendation: DEFEAT

Moved: Hannah, Constitution Committee, L. 308 / Steinbrunner, Constitution Committee, L. 642

Whereas a greater number of Resolutions and Constitutional amendments are submitted by committee members each year; and,

Whereas OPSEU is structured based on a local structure and all members belong to a local; and,

Whereas the strength of our great union comes from the education of our membership and the participation of active locals; and,

Whereas all committee members belong to both a local and an occupational division; and,

Whereas all locals are encouraged to participate in their OPSEU labour council and respective occupational division meetings; and,

Whereas all members are equally represented by their Executive Board members; and,

Whereas not even the President and Vice-President of OPSEU individually or the Executive Committee of OPSEU (the President, the Vice-President and seven Regional Vice-Presidents) have the authority to submit resolutions to the convention without full Executive Board support; and,

Whereas only four out of seven votes for some of our OPSEU committees could potentially have the power to send resolutions and constitutional amendments to the convention floor.

Therefore be it resolved that Article 13.8 of the OPSEU Constitution be amended to limit only locals, Area Councils, Divisions and the Executive Board to have the authority to submit Resolutions and Constitutional Amendments to the annual OPSEU Convention for debate and consideration.

Objection to Consideration moved - DEFEATED

[Vote on Constitutional Amendment A.1](#)

[DEFEATED](#)

Constitutional Amendment A.2, (H5/H6 - Section H) Article 29.4.1

Submitted by: Locals 209, 277, 561

Constitutional Committee's Recommendation: ACCEPTANCE

Moved: Binck, Constitution Committee, L. 137 / Doran, Constitution Committee, L. 462

H5

Whereas OPSEU is Ontario's union for changing times; and,

Whereas OPSEU represents shift workers who work across multiple shifts and multiple locations; and,

Whereas voting is essential to democracy; and,

Whereas electronic voting has been used successfully at all levels of government, in other unions and by the OLRB.

Therefore be it resolved that 29.4.1 be amended to read:

Elections shall be conducted at general meetings of the Members concerned. Reasonable notice of the meeting and of the elections to take place must be given. In special circumstances the Local may request that voting be conducted by setting up one or more polling stations **or be conducted by secure electronic means** rather than at a general meeting and the President of the Union shall have the authority to grant such a request and establish rules to govern such vote.

H6

Whereas many of our members work at workplaces or organizations that offer 24 hour services; and,

Whereas it has been extremely difficult for members to attend General Membership Meetings where elections are held; and,

Whereas it is important that the members have the opportunity to participate in elections, especially to have the right, as a union member to vote on who should represent them as the Local Executive Committee, including stewards; and,

Whereas many members have requested to be able to vote for the LEC by other means, other than in person.

Therefore be it resolved that in order for OPSEU members to be able to fully participate in the elections of their local that OPSEU allow for other means of voting to take place such as telephone voting, email voting etcetera.

Moved: Warman, L. 294/ Costa, L. 283

→ Closure on Constitutional Amendment A.2 - CARRIED

Vote on Constitutional Amendment A.2**CARRIED****Constitutional Amendment A.3, (EB1 – handout) Article 14.8.2**

Submitted by: Executive Board

Constitutional Committee's Recommendation: ACCEPTANCE

Moved: Doran, Constitution Committee, L. 462 / Wakely, Constitution Committee, L. 277

Whereas Article 14.8.2 of the Constitution contradicts Article 14.6.1, in that an Alternate Regional Vice-President will have already been elected at a Regional Meeting, and there would be no need for another election, should the Regional Vice-President be elected or First Vice-President.

Therefore be it Resolved that Article 14.8.2 of the Constitution be amended to read:

14.8.2 Should a Regional Vice-President be elected President or First Vice-President/Treasurer, ~~the delegates from the Region(s) concerned shall, immediately following the election to these two offices, meet and elect a new Regional Vice-President from among the remaining Regional Board Members~~ the Region's Alternate Regional Vice-President will become the new Regional Vice-President, and the third remaining Executive Board Member would become the Alternate Regional Vice-President.

Moved: Nancekivell, EBM Region 1 / Elliott, EBM Region 1

→ Closure on Constitutional Amendment A.3 - CARRIED

Vote on Constitutional Amendment A.3**CARRIED****Constitutional Amendment A.4, (H1, Section H) Article 12.6.1**

Submitted by: Local 735 and Thunder Bay Area Council

Constitutional Committee's Recommendation: DEFEAT

Moved: Steinbrunner, Constitution Committee, L. 642 / Wakely, Constitution Committee, L. 277

Whereas all OPSEU regions have at least 2 regional office spaces; and,

Whereas OPSEU is a membership driven union; and,

Whereas we pride ourselves on servicing the membership, adhering to social mapping recommendations; and,

Whereas the regional offices are servicing the membership as well; and,

Whereas affordable, reliable and accessible technology is not equally available to all members to conduct and provide membership business and engagement.

Therefore be it resolved that under article 12.6.1 addition of article 12.6.1(a) – For the purpose of administration there will be a minimum of two (2) Regional Offices in each region.

Vote on Constitutional Amendment A.4

CARRIED

Constitutional Amendment A.5, (H2, Section H) Article 13.4

Submitted by: Locals 735, 740 and Thunder Bay Area Council

Constitutional Committee's Recommendation: DEFEAT

Moved: Hagan, Constitution Committee, L. 561 / Ambrose, Constitution Committee, L. 736

Whereas OPSEU is a member driven union; and,

Whereas OPSEU holds an annual convention with elected leadership from across our union; and,

Whereas the Ministry, Sector and CAAT-Academic and CAAT-Support chairs are elected by their members; and,

Whereas OPSEU's strength is in our membership and their advocacy.

Therefore be it resolved that article 13.4 be amended to add (f) all Ministry, Sector, CAAT-Academic & CAAT-Support Chairs be entitled to be delegates.

Moved: Chambo, L. 291 / Tokarsky, L. 291

→ Closure on Constitutional Amendment A.5 - CARRIED

Vote on Constitutional Amendment A.5

DEFEATED

Constitutional Amendment A.6, (H4, Section H) Articles 14 and 16

Submitted by: Local 553, Greater Toronto Area Council, Provincial Human Rights Committee & Indigenous Circle

Constitutional Committee's Recommendation: DEFEAT

Moved: Ambrose, Constitution Committee, L. 736 / Doran, Constitution Committee, L. 462

Whereas nearly two decades ago, the Canadian Labour Movement examined the reality of racial discrimination in our workplace, and society, and recognized an underrepresentation of racialized groups within our union; and,

Whereas many union and federations now have policies that designate seats on leadership bodies for women and other equity groups. In Canada, this process began in 1983 when the Ontario Federation of Labour (OFL) broke new ground by amending its constitution to create five executive board positions for affirmative action seats; and,

Whereas the OFL continued to build diversity within its leadership structure; in 1987 the membership established a visible minority vice-president and in 1997 vice-presidents' positions were adopted for persons with disabilities, Indigenous, and LGBTQ persons; and,

Whereas the demographic of union membership continues to shift dramatically to include greater proportions of workers of colour; first nations, Metis, and Inuit peoples, members of ethno-racial groups, people with disabilities, gays, lesbians, bisexual, transgender/transsexual people, and gender diverse persons, and francophone persons; and,

Whereas in 1984 the CLC added six vice-presidential seats for women and in 1992, after pressure from the Black Trade Unionists, two seats were added for visible minorities.

Therefore be it resolved that in keeping with the actions of the OFL and CLC, OPSEU adds two equity seats to the executive board to be filled by members of the Equity Committees or Caucuses.

Therefore be it further resolved that the Equity Committees and Caucuses shall also decide on a selection committee by November 30, 2018 and these two members will then be elected by the Equity Selection Committee.

Therefore be it further resolved that the logistics of the selection committee and election be determined by an ad hoc committee made up of Equity Committees and Caucuses immediately following the 2018 Convention.

Moved: Franche, L. 130 / DeFreitas, L. 154

- To refer back to Committee with instructions to amend proposed amendment on the floor to include all Constituted Committees

Moved: Cavanaugh, L. 466 / Attard, L. 416

- Closure on REFERRAL - Constitutional Amendment A.6 - CARRIED

Vote on Referral

DEFEATED

Moved: Breton, L. 642 / Stack, L. 642

- Closure on Constitutional Amendment A.6 - CARRIED

Vote on Constitutional Amendment A.6

DEFEATED

President Thomas introduced Solidarity Guests:

Larry Brown	President, NUPGE (National Union of Public and General Employees)
Chris Buckley	President, OFL (Ontario Federation of Labour)
Patrick Dillon	Business Manager, Provincial Building and Construction Trades Council of Ontario

Connie Huziak	OPSEU staff
Hassan Yussuff	President, CLC (Canadian Labour Congress)
Nour Alideeb	Chair, CFS (Canadian Federation of Students)
Elisabeth Ballermann	Secretary-Treasurer, NUPGE
Lois Boggs	President, OPSSU (Ontario Public Service Staff Union)
Earl Burt	Treasurer, OSSTF (Ontario Secondary School Teachers' Federation)
Hilary Campbell	President, ERFP (Educational Resource Facilitators of Peel)
John Cartwright	President, Toronto and York Labour Council
James Coccola	Executive VP, BC Government and Service Employees' Union (part of NUPGE board)
Doug Ferguson	Representative, Executive Board, PEI Union of Public Sector Employees (part of NUPGE board)
Michelle Gawronsky	President, Manitoba Government and General Employees' Union (part of NUPGE Board)
Wynne Hartviksen	Executive Assistant, CUPE (Canadian Union of Public Employees)
Ben Hendry	President, PEGO (Professional Engineers, Government of Ontario)
Ethel LaValley	Past OPSEU EBM
Kim Liddle	Treasurer, ERFP (Educational Resource Facilitators of Peel)
Marilou Martin	A/Supervisor Special Project, OPSEU
Sean McKenny	President, Ottawa and District Labour Council
Hiona Murray	Executive Assistant, PEGO (Professional Engineers, Gov't of Ont.
Michael Parker	President, Health Sciences Association of Alberta
Richard Perron	President, Syndicat de professionnelles et professionnels du Government du Quebec

Susie Proulx-Daigle	President, New Brunswick Union of Public and Private (part of NUPGE board)
Steve Saysell	President, ASU (Administrative Staff Union)
Brian Tropea	General Manager, OHHA (Ontario Harness Horse Association)
Emily Visser	First VP, OPSSU (Ontario Public Service Staff Union)
Jim Whelan	OHHA (Ontario Harness Horse Association)
Kevin Rebeck	President, MFL (Manitoba Federation of Labour)

President Thomas introduced Kevin Rebeck, President Manitoba Federation of Labour. Brother Rebeck addressed Convention about the anniversary of the Winnipeg General Strike, in 1919.

Friday, April 20, 2018 – Afternoon Session

Black Lives Matter Group

Convention agreed to provide a space for a black workers matter group to address their concerns.

They asked for a meeting with President Thomas and for campaign funding.

Pledges for donations were made from the floor.

All Together Now Campaign

Sara Labelle and Larry Brown made presentation to Convention about the campaigns that OPSEU and NUPGE are working on.

Credentials Committee Report

Moved: Marinucci, Credentials Committee, L. 549 / Langford, Credentials Committee, L. 435

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

Delegates	970
Alternates	544
Observers	256
Retirees	7
EBMs	21
Committees	55
Solidarity Guests	30
Guests	26
Total	1,896

Vote on Adoption of Credentials Report

CARRIED

Member from Women's Shelter addressed Convention

Equity Committee Reports

Video played presenting update to Convention on Equity Committees

Social Mapping Report

Laurie Nancekivell, EBM Region 1, gave her report on the work of the Social Mapping Committee.

Slide presentation played.

Stanley H. Knowles Humanitarian Award

Recipient: Dr. Howard McCurdy

Dr. Brenda Lee Wright McCurdy, accepted the award on behalf of her late husband and addressed Convention

Human Rights Award – Individual

Recipient: Albert Salmon, L. 378

Brother Salmon addressed Convention

Tim Brown Award – Individual

Recipient: Geri Kakeeway, L. 731, College Support and Indigenous Circle rep

Sister Kakeeway accepted award and addressed Convention

Staff Retirees

President Thomas announced staff who retired from May 2017 to April 2018:

Michael (Mitch) Bevan, Grievance Officer

April 5, 1988 – May 1, 2017

Cameron Walker, Sr. Job Security Officer

August 13, 1990 – May 1, 2017

Brenda Guitard, Secretary

January 3, 2007 – May 1, 2017

Ruth Hamilton, Supervisor

January 5, 1998 – June 1, 2017

Paul Lau, Translator

March 22, 1999 – July 1, 2017

Diane Massicotte, Sr. Accounting Clerk

March 19, 2007 – August 1, 2017

Heino Nielsen, Administrator

Sept. 8, 2003 – August 9, 2018

Thomas (Tom) Tangie, Staff Representative

June 13, 1988 – Sept. 1, 2017

Nichola Martin, Research Officer

January 22, 2007 – Sept. 1, 2017

Janet Sauvé, Assistant to the President

Sept. 17, 1979 – Nov. 1, 2017

Indra Cadawallader, Administrative Assistant, ERU

May 25, 1999 – January 1, 2018

Barry Casey, Administrator

August 27, 1984 – Feb. 1, 2018

Aura Aberback, Assistant to Administrator

January 23, 1990 – Feb. 1, 2018

James (Jim) Gilbert, Regional Grievance Officer

Feb. 2, 1992 – March 1, 2018

Randy Robinson, Supervisor

August 11, 1994 – March 1, 2018

Juliet Feddoes, Regional Secretary

August 21, 1978 – April 1, 2018

Deceased retired staff member

We also recognize and honour the memory of staff who have passed away since the last Convention. This year, we remember:

Reginald Barry Collrin, Staff Representative

Retired: October 1, 2001

Passed away: March 27, 2018

Resolutions Committee

EB1 – Executive Board - Section G

Submitted by: The Executive Board, also submitted by Local 102, Local 553, Local 137, the Provincial Human Rights Committee, Local 503, Local 575, the Greater Toronto Area Council, Local 532, Local 568, the Region 1 Area Council and the Indigenous Circle

Resolutions Committee Recommendation: FOR

Moved: Franche, Resolutions Committee, L.130 / Clark, Resolutions Committee, L.212

Charter of Inclusive Workplaces and Communities

Whereas there has been a marked increase in reports of racism, Islamophobia and attacks on immigrants and refugees, including an increase in incidents of racist and far-right violence, fueled by right-wing politicians in both Canada and the United States; and

Whereas the National Council of Muslim Canadians called for action to endorse the NCCM's Charter for Inclusive Communities and to fight Islamophobia in July 2016; and

Whereas Renu Mandhane, Bernie Farber, Andrea Horvath, Jagmeet Singh, and Peggy Sattler, among others, have endorsed the NCCM Charter for Inclusive Communities; and

Whereas a number of unions and labour councils, area councils and locals have adopted a "**Charter of Inclusive Workplaces and Communities**" and called on the labour movement to engage and mobilize our members to combat the rise of racism, Islamophobia and bigotry of all kinds;

Therefore be it resolved that OPSEU endorses the following Charter of Inclusive Workplaces and Communities.

Charter of Inclusive Workplaces and Communities

Discrimination in all its forms, including racism and Islamophobia, threatens our country's rich social fabric, including the workplaces of OPSEU members and other workers, and the communities in which we live. Dividing people because of race, religion, ancestry or any other difference that undermines human rights serves only to weaken our unions and our society.

By endorsing this Charter, we commit to standing up for the rights and dignity of everyone in order to promote inclusive, just and respectful workplaces and communities.

That is why we affirm that:

- Islamophobia, anti-Black racism, anti-Indigenous racism and all other forms of racism, xenophobia, anti-Semitism and bigotry have no place in our workplaces or communities.

- Discrimination and acts of hate against OPSEU members and others in our communities marginalizes individuals and groups and excludes them from participating fully in our unions, workplaces and communities.
- The dignity of every member is essential to a healthy and vibrant union and workplace.
- As a union, we will work with the labour movement, all levels of government, Indigenous peoples, civil society, and communities to develop policies, programs and initiatives to reduce and eliminate racism, hate and bigotry in all its forms.
- By working together, we can nurture inclusive workplaces and strengthen our shared commitment to OPSEU's values of equality, respect, justice, and dignity for all.

Be it further resolved that OPSEU will communicate our endorsement of the **Charter of Inclusive Workplaces and Communities** to our locals, area councils, equity committees and caucuses and members, and will encourage their continued engagement in organizing against racism, Islamophobia, bigotry and discrimination of all kinds.

Moved: Partnoy, L. 583 / Mitchell, L. 570

➔ Refer with instructions to report back immediately with the following suggested changes:

Discrimination in all its forms, including ~~racism and~~ Islamophobia, **anti-Black racism, anti-Indigenous racism, anti-Semitism, and all other forms of racism, xenophobia and bigotry** threatens our country's rich social fabric, including the workplaces of OPSEU members and other workers, and the communities in which we live. Dividing people because of race, religion, ancestry or any other difference that undermines human rights serves only to weaken our unions and our society.

By endorsing this Charter, we commit to standing up for the rights and dignity of everyone in order to promote inclusive, just and respectful workplaces and communities. Continued on next slide.....

That is why we affirm that:

- Islamophobia, anti-Black racism, anti-Indigenous racism, **anti-Semitism**, and all other forms of racism, xenophobia, ~~anti-Semitism~~ and bigotry have no place in our workplaces or communities.
- Discrimination and acts of hate against OPSEU members and others in our communities marginalizes individuals and groups and excludes them from participating fully in our unions, workplaces and communities.
- The dignity of every member is essential to a healthy and vibrant union and workplace.

- As a union, we will work with the labour movement, all levels of government, Indigenous peoples, civil society, and communities to develop policies, programs and initiatives to reduce and eliminate racism, hate and bigotry in all its forms.

By working together, we can nurture inclusive workplaces and strengthen our shared commitment to OPSEU's values of equality, respect, justice, and dignity for all.

Be it further resolved that OPSEU will communicate our endorsement of the **Charter of Inclusive Workplaces and Communities** to our locals, area councils, equity committees and caucuses and members, and will encourage their continued engagement in organizing against, **racism**, Islamophobia, **anti-Black racism**, **anti-Indigenous racism**, **anti-Semitism**, and **all other forms of racism, xenophobia**, bigotry and discrimination of all kinds.

Committee discussed referral and still recommends that the delegates vote FOR.

Moved: Billard, L. 598 / Simmons, L. 598

→ Closure on Referral - CARRIED

[Vote on Resolution EB1 as amended](#)

CARRIED

Resolutions Committee

EB5 – Executive Board - Section G

Submitted by: The Executive Board

Resolutions Committee Recommendation: FOR

Moved: Clark, Resolutions Committee, L. 212 / O'Grady, Resolutions Committee, L.456

Improving access to public long-term care beds

Whereas the number of Ontarians waiting to access long-term care has exceeded 20,000 since the late 1990s; and

Whereas more beds are being cut from our community hospitals – including complex continuing care beds – patients are increasingly offloaded from hospitals and into long-term care homes “sicker and quicker”; and

Whereas Ontario has the lowest standards in all of Canada when it comes to the long-term care sector, and there exist no guidelines for staff-to-resident ratios in Ontario's long-term care homes, despite the existence of staffing standards in other sectors like daycare; and

Whereas severe cuts to beds and services, combined with an aging population, have meant that staff are increasingly overworked, rushed and expected to do more with less, while patient acuity and complexity of care is growing; and

Whereas nearly 84 percent of those entering long-term care homes today have high or very high needs as a result of cognitive or behavioural problems, resulting in a dramatic spike in violent incidents affecting both staff and residents; and

Whereas these issues are compounded by the proliferation of privately-operated homes where residents are increasingly forced to pay massive out-of-pocket costs or face long wait lists in accessing publicly funded long-term care. These private-sector corporations cut corners by cutting staff, rationing supplies and reducing the quality of food;

Therefore be it resolved that OPSEU call on the Ontario government to provide funding for publicly owned and managed long-term care beds (staffed beds), to a level that meets population need; and

Moved: Burns, L. 503 / Miller, L. 503

→ Closure on Resolution EB5 - CARRIED

Vote on Resolution EB5

CARRIED

Resolutions Committee

K1 – Equity - Section G

Submitted by: The Provincial Human Rights Committee, also by the Indigenous Circle and the Region 1 Area Council

Resolutions Committee Recommendation: FOR

Moved: Clark, Resolutions Committee, L. 212 / O’Grady, Resolutions Committee, L.456

Whereas the Social Mapping Report states in 41 a) to heighten Board awareness of the demographics of the membership; and

Whereas the Social Mapping Report also states in 42 to increase the capacity of all staff to support the equity goals of OPSEU by building an equity perspective; and

Whereas the Joint Leadership Day in the past was a day, in which the Equity Committees and Caucuses were able to communicate their issues and create understanding with the Executive Board, OPSEU Leaders and Staff;

Therefore be it resolved that OPSEU reinstate the Joint Leadership Day on an annual basis; and

Be it further resolved that the Joint Leadership Day will be planned and executed by the OPSEU Equity Chairs and the Equity Unit as it has been done in the past.

Moved: Miller, L. 598 / Simmons, L. 598

→ Closure on Resolution K1 - CARRIED

Vote on Resolution K1

CARRIED

Donations from the floor

President Thomas announced that \$7,180 was collected from the Convention floor

(OPSEU matches up to \$5,000)

Resolutions Committee

EB8 – Executive Board - Section G

Submitted by: The Executive Board

Resolutions Committee Recommendation: FOR

Moved: Clark, Resolutions Committee, L. 212 / O'Grady, Resolutions Committee, L.456

Ensuring all OPSEU members vote in the 2018 provincial elections

Whereas the provincial government is the primary influence on the quality of Ontario's public services and on the working conditions of Ontario's public service workers; and

Whereas the Ontario provincial election is scheduled to take place on or before June 7, 2018; and

Whereas voter turn-out rates in provincial elections have been very low over the past two decades, sometimes below 50 percent; and

Whereas OPSEU's 150,000 members could have a meaningful impact on the outcome of the election;

Therefore be it resolved that OPSEU strongly encourage all of its members to vote in the provincial election; and

Be it further resolved that OPSEU provide all of its members with resources and information that will help them make an informed choice about which candidates will be most likely to support strong and effective public services.

Moved: Le Clair, L. 619 / Chantal, L. 615

→ Closure on Resolution EB8 – CARRIED

Vote on Resolution EB8

CARRIED

Resolutions Committee

L8 – Lobby/Campaigns- Section G

Submitted by: North East Area Council

Resolutions Committee Recommendation: FOR

Moved: O’Grady, Resolutions Committee, L. 456 / Healy, Resolutions Committee, L.557

Whereas the Government announced the closure of the Ministry of Natural Resources and Forestry (MNR) Angus Seed Plant; and

Whereas the plant is important for Ontario’s Forests to mitigate climate change and maintain tree species diversity;

Therefore be it resolved that the union lobby against the closure of the Ministry of Natural Resources and Forestry (MNR) Angus Seed Plant and that the Government of Ontario properly fund the facility.

Moved: Attard, L. 416 / Linklater, L. 416

→ Closure on Resolution L8 - CARRIED

Vote on Resolution L8

CARRIED

Adjournment – 4:40 p.m.

Saturday, April 21, 2018

Call to order – 9:20 a.m.

Children from daycare made their way to Convention stage for recognition.

Credentials Committee Report

Moved: Magcale, Credentials Committee, L. 105 / Sidsworth, Credentials Committee, L. 263

→ Adoption of Credentials Committee Report as of 9:15 a.m

Delegates	970
Alternates	544
Observers	260
Retirees	7
EBMs	21
Committees	55
Solidarity Guests	30
Guests	20
Total	1,907

Vote on Adoption of Credentials Report

CARRIED

Raffle Winners

IPad	Kim Gondosch, Local 238
2 night stay Royal York	Vinesh Singh, Local 534
Gift cards for The Keg	Terry Scratch, Staff
Camera	Anthony Macgale, Local 312
Samsung Tablet	Chrisy Tremblay, L. 454

Honourary Lifetime Member Awards

Abidh Khan, L. 500

Brother Khan accepted the award and addressed Convention

Sue Brown, L. 662

Sister Brown accepted the award and addressed Convention

Steven Graham, L. 462

Shauna Dunn, President L. 462 accepted the award on Brother Graham's behalf

Resolutions Committee

L1 – Lobby/Campaigns- Section G

Submitted by: The Retirees Division and the North East Area Council

Resolutions Committee Recommendation: FOR

Moved: O'Grady, Resolutions Committee, L. 456 / Healy, Resolutions Committee, L.557

Whereas Home Care and Long Term Care have steadily deteriorated in the province; and

Whereas getting the proper care through your local CCAC or LHIN's is presently impossible; and

Whereas studies have shown that having a time allotment of greater than 4 hours per resident per day significantly improves the quality of care; and

Whereas Ontario axed legislative care standards in 1996 while other jurisdictions have been increasing theirs;

Therefore be it resolved that OPSEU actively campaign to amend the Long Term Care Homes Act (2007) to legislate a minimum 4 hours per resident per day; and

Be it further resolved that OPSEU approach the Government of Ontario to change the level of funding for staffing and quality care to be tied to the minimum standard of the legislated 4 hours.

Moved: Henry, L. 546 / Desa, L. 456

→ Closure on Resolution L1 – CARRIED

[Vote on Resolution L1](#)

CARRIED

Resolutions Committee

EB3 – Executive Board- Section G

Submitted by: The Retirees Division and the North East Area Council

Resolutions Committee Recommendation: FOR

Moved: O’Grady, Resolutions Committee, L. 456 / Healy, Resolutions Committee, L.557

Sell cannabis through the public system

Whereas the Government of Canada aims to legalize the commercial sale of recreational cannabis by July 1, 2018; and

Whereas the federal government has given responsibility for regulating the sale of cannabis to provincial governments; and

Whereas in Ontario, the provincial government has already recognized the wisdom of selling cannabis through stores overseen by a subsidiary of the LCBO,

and has announced that up to 150 retail stores in Ontario will be overseen by that subsidiary, the new Cannabis Retail Corporation of Ontario; and

Whereas the LCBO has 90 years’ experience in handling a controlled substance and public control is the best way to minimize the social harms caused by the legalization of cannabis; and

Whereas OPSEU has already negotiated contract language that guarantees that the LCBO will voluntarily recognize OPSEU as the bargaining agent for frontline employees who handle cannabis and work for the LCBO, or an LCBO subsidiary; and

Whereas unionization is the surest way to ensure good, stable jobs in the cannabis industry;

Therefore be it resolved that if and when the government expands the recreational sale of cannabis to more locations, OPSEU will support the sale of cannabis through the Cannabis Retail Corporation of Ontario; and

Be it further resolved that OPSEU call on the Government of Ontario to establish the 150 retail stores sooner than 2020 and establish additional stores as needed to provide reasonable, safe and regulated access to cannabis products and undercut the illicit market and its associated harms.

Moved: Reath, L. 163 / Blair, L. 163

- ➔ Referral with instructions to add a Therefore Be it Resolved that OPSEU continue to lobby to unionize employees working for the Cannabis Retail Corporation of Ontario to ensure that the employees are OPSEU members.

Resolutions Committee accepted amendment and still recommends FOR

Moved: Pridham, L. 557 / Carter, L. 557

→ Closure on Resolution EB3 – CARRIED

Vote on Resolution EB3

CARRIED

Resolutions Committee

K2 – Equity - Section G

Submitted by: Local 137, also submitted by the Ottawa Area Council, L. 5110, the Greater Area Toronto Area Council, the Kingston Area Council, L. 503, L. 553, the Provincial Human Rights Committee and the Rideau St. Lawrence Area Council

Resolutions Committee Recommendation: FOR

Moved: Healy, Resolutions Committee, L. 557 / Lavigne, Resolutions Committee, L.663

Whereas there have never been as many bilingual Canadians in Canada's history; proud, conscientious and eager to improve the equity and quality of their services; and

Whereas English and French are recognized in the Canadian Charter of Rights, and since 2016 the province of Ontario is now an observing member within the International French Organization and a delegation of 6 women representative have participated at the Francophone Women's Conference in Romania; and

Whereas OPSEU is not only a service model union but is a strong voice for social justice that reflects the diversity that exists within both the labour movement and our various communities; and

Whereas OPSEU strives to serve its members in both official languages French and English; and

Whereas OPSEU makes great effort to provide inclusive services to all of its members;

Therefore be it resolved that OPSEU be officially designated as a bilingual union where members can be served in either official language of French or English within the next five (5) years. A budget line be allocated at a sum of \$100,000.00 per year to transition materials (forms, websites, member portal, educationals, collective agreements, and printed documentation) to a bilingual format. Where positions become posted that the ability to speak both official languages be considered.

Moved: Martin, L. 330 / Barker, L. 330

→ Referral back to 1st VP/Treasurer's office for proper costing and a plan for implementation

Moved: Shirk, L. 362 / Edmonson, L. 315

→ Closure on Referral – CARRIED

Vote on referral back to 1st VP/Treasurer's office

CARRIED

Resolutions Committee

L2 – Lobby/Campaigns - Section G

Submitted by: Region 1 Area Council, also submitted by L. 102, L. 137, the Provincial Human Rights Committee, L. 503, the Greater Toronto Area Council, L. 553, L. 5110 and the Indigenous Circle

Resolutions Committee Recommendation: FOR

Moved: Healy, Resolutions Committee, L. 557 / Lavigne, Resolutions Committee, L.663

Whereas Canada has a proven history of underfunding services and infrastructure for Indigenous peoples, creating injustice and crisis in Indigenous communities; and

Whereas Indigenous people deserve the same quality public services and infrastructure available to others in Canada; and

Whereas Indigenous communities, both on and off reserves and in urban centers, have a right to control the services their people depend on.

Therefore be it resolved that OPSEU will produce tools and materials to educate OPSEU members about the negative effects the privatization of public services and infrastructure has on Indigenous peoples (on-reserve, off reserves and in urban centers); and

Be it further resolved that OPSEU will work with Indigenous peoples, the labour movement, and allies to oppose the commercialization of water, and protect our water from harmful development; and

Be it further resolved that OPSEU will pressure all levels of government through a member mobilization and lobbying campaign, in conjunction with the Indigenous Circle, to protect community-controlled infrastructure including water and wastewater systems and social services in Indigenous communities, and ensure all Indigenous peoples have fair and equal access to public services regardless of where they live; and

Be it further resolved that the cost associated to these campaigns not exceed \$100,000.

Moved: Billard, L. 598 / Simmons, L. 598

→ Closure on Resolution L2 – CARRIED

Vote on Resolution L2

CARRIED

Resolutions Committee

EB9 – Executive Board - Section G

Submitted by: Executive Board

Resolutions Committee Recommendation: FOR

Moved: Healy, Resolutions Committee, L. 557 / Lavigne, Resolutions Committee, L.663

Securing voluntary recognition for all part-time Academic college workers

Whereas the Ontario Government has acknowledged that precarious work is at crisis levels and has committed to meaningfully reduce precarious work; and

Whereas a majority of Ontario's college academic faculty are in precarious part-time and sessional contracts; and

Whereas a significant number of contract academics at Ontario's colleges have signaled they want to join OPSEU in order to improve their working conditions; and

Whereas the College Employers Council is actively working to stall and block the unionization process for its part-time academic;

Therefore be it resolved that OPSEU demand that the provincial government direct the College Employers Council to immediately voluntarily recognize OPSEU as the official bargaining agent for all part-time academic.

Moved: Billard, L. 598 / Simmons, L. 598

→ Closure on Resolution EB9 – CARRIED

[Vote on Resolution EB9](#)

[CARRIED](#)

Resolutions Committee

J1 – Expenses - Section G

Submitted by: L. 441

Resolutions Committee Recommendation: AGAINST

Moved: Lavigne, Resolutions Committee, L. 663 / Healy, Resolutions Committee, L.557

Whereas OPSEU is committed to providing educational programs that empower our member's rights and collective agreements; and

Whereas in Ontario, approximately 22% of jobs could be characterized as precarious work and approximately 33% of part-time workers are in positions with low wages, no benefits, no pension; and

Whereas precarious workers, active in the Union, should not have to make the decision as to whether they will commit to attending educationals to further their activism or remain available to possibly work during that period; and

Whereas Section 6.2 of section 7 of the OPSEU Policy Manual states shift workers will be provided lost wages for attending educationals on regularly scheduled work days (April 8-10, 1999 c. p. 7)

Therefore be it resolved that OPSEU commit to reimburse wage claims for precarious workers, who do not have regularly scheduled shifts and rely on call-ins for work;

Be it further resolved that precarious workers, attending OPSEU educationals, not have to comply with a deadline to submit wage claims prior to the event.

Moved: Gventer, L. 276 / Caswell, L. 266

- ➔ Referral with instructions for committee to return immediately to include the words after both clauses: where wages are being covered to attend the educational

Moved: Magner, L. 508 / Kwok, L. 575

- ➔ To amend referral to include revision of first resolve to read: that OPSEU policy be amended to permit reimbursement of wage claims for precarious workers

President Smokey Thomas declared Convention adjourned at 11:56 a.m.

President Thomas thanked everyone for a great Convention and bid them a safe trip home.

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.



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



Sherry Bader, Recording Secretary

[Table of Contents – OPSEU Convention April 19 – 21, 2018](#)

Thursday, April 19, 2018 – Morning Session	1
Moment of Silence	1
Electronic Voting	1
Credentials Committee Report	2
Section A – Convention Agenda	3
Section B – Minutes of Last Convention (2017)	3
President’s Address	3
Auditor’s Report	3
Introduction of Resolutions Committee	3
Resolutions Committee Statutory Resolution A1 – Financial Statements	4
Resolutions Committee	4
Statutory Resolution A2 – Section E - Executive Board Report	4
Resolutions Committee	5
Statutory Resolution A3 – Appointment of Auditors	5
Resolutions Committee	5
C1 – Collective Bargaining – Section G	5
Thursday, April 19, 2018 – Afternoon Session	8
Budget 2018	8
Credentials Committee Report	8
Back on Budget	8
Resolutions Committee	9
C1 – Collective Bargaining – Section G	9
Executive Board Report	11
Resolutions Committee	11
H1 – Health and Safety - Section G	11
Awards Presentation	13
Health and Safety - Individual	13
Leah Casselman Award - Local	13
Leah Casselman Award – Individual	13
Friday, April 20, 2018 – Morning Session	14

Credentials Committee Report.....	14
Constitution Committee.....	14
Constitutional Amendment A.1, (H3 - Section H) Article 13.8.....	15
Constitutional Amendment A2, (H5/H6 - Section H) Article 29.4.1.....	16
Constitutional Amendment A.3, (EB1 – handout) Article 14.8.2.....	17
Constitutional Amendment A.4, (H1, Section H) Article 12.6.1.....	17
Constitutional Amendment A.5, (H2, Section H) Article 13.4.....	18
Constitutional Amendment A.6, (H4, Section H) Articles 14 and 16.....	18
President Thomas introduced Solidarity Guests:.....	19
Friday, April 20, 2018 – Afternoon Session.....	22
Black Lives Matter Group.....	22
All Together Now Campaign.....	22
Credentials Committee Report.....	22
Equity Committee Reports.....	22
Social Mapping Report.....	22
Stanley H. Knowles Humanitarian Award.....	23
Human Rights Award – Individual.....	23
Tim Brown Award – Individual.....	23
Staff Retirees.....	23
Resolutions Committee.....	25
EB1 – Executive Board - Section G.....	25
Resolutions Committee.....	27
EB5 – Executive Board - Section G.....	27
Resolutions Committee.....	28
K1 – Equity - Section G.....	28
Donations from the floor.....	29
Resolutions Committee.....	29
EB8 – Executive Board - Section G.....	29
Resolutions Committee.....	30
L8 – Lobby/Campaigns- Section G.....	30
Saturday, April 21, 2018.....	31
Credentials Committee Report.....	31
Raffle Winners.....	31

Honourary Lifetime Member Awards..... 32
Resolutions Committee 32
L1 – Lobby/Campaigns- Section G 32
Resolutions Committee 33
EB3 – Executive Board- Section G 33
Resolutions Committee 34
K2 – Equity - Section G 34
Resolutions Committee 35
L2 – Lobby/Campaigns - Section G 35
Resolutions Committee 36
EB9 – Executive Board - Section G 36
Resolutions Committee 36
J1 – Expenses - Section G..... 36



CONGRÈS 2019 CONVENTION