



General Information
and Agenda

Information générale
et ordre du jour

A



**2024 OPSEU/SEFPO CONVENTION
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Welcome to the 2024 OPSEU/SEFPO Annual Convention!

The following documents are available on the website and at Registration.

Section A	General information
Section B	Minutes of the 2023 Convention
Section C	Audited financial statements and notes
Section D	2024 Budget
Section E	Executive Board Report
Section F	Report on remunerations Executive Board members' expenses Negotiating Team members' expenses (also includes committee members' expenses)
Section G	Resolutions and committee report
Section H	Constitutional amendments

Convention Office

The Convention Office is located in Room 204 on Level 200 of the MTCC.

Wednesday, April 24	~ 8 a.m. to 5 p.m.
Thursday, April 25	~ 8 a.m. to 5 p.m.
Friday, April 26	~ 8 a.m. to 5 p.m.
Saturday, April 27	~ 8:30 a.m. to 1 p.m.

Registration, Metro Toronto Convention Centre (MTCC)

Wednesday, April 24	1 p.m. to 9 p.m.	Room 205/206AB (street level)
Thursday, April 25	7 a.m. to noon	Room 205/206AB (street level)
Friday, April 26	8:30 a.m. to 5 p.m.	Convention Office (room 204)
Saturday, April 27	8:30 a.m. to 12 noon	Convention Office (room 204)

Please note that you must register and obtain your badge before you can attend Convention.

2024 OPSEU/SEFPO ANNUAL CONVENTION

Thursday, April 25, 2024

9:00 a.m.

- Call to Order
- Land Acknowledgement
- Statement of Respect
- Minute of Silence
- Opening Ceremonies
- Credentials Committee
- Adoption of Agenda
- Adoption of 2023 Convention Minutes
- President's Address
- Nominations: Office of President
- Nominations: Office of First Vice President/Treasurer
- Report: Financials-Auditors
- Statutory Orders
- Executive Board Report
- Resolutions Committee
- Constitution Report

12:00 – 1:30 p.m.

LUNCH

(Draw for questions takes place beginning at noon. You must be present when your question is picked for it to be considered.)

1:30 p.m.

- Report: Budget

2:15 p.m.

Reports Continue

- Resolutions Committee
- Constitution Report

3:00 p.m.

RECESS SESSION FOR:

- President – Question and Answer Session
- First Vice President/Treasurer – Question and Answer Session
- Equity Question and Answer Session (15 minutes each)

5:30 p.m.

RECESS GENERAL SESSION

7:30 p.m.

OPSEU/SEFPO Awards Ceremony
(John Bassett Theatre)

- Credentials Committee report will be presented as required.
- Resolutions and Constitution Committees are allotted 1½ hours each for their report.

Friday, April 26, 2024

- 9:00 a.m.**
- Call to Order
 - Credentials Committee
 - President Candidate Presentations
 - Election → President
 - First Vice-President/Treasurer Candidate Presentations
 - Election → First Vice-President/Treasurer
 - Ranking of Vice Presidents
 - Constitution Committee
 - Resolutions Committee

12:00 – 1:30 p.m. LUNCH

- 1:30 p.m.**
- Introduction of Solidarity Guests
- Reports Continue
- Resolutions Committee
 - Constitution Committee

- 3:15 p.m.**
- Equity Update
 - Social Mapping Update

- 3:30 p.m.**
- Reports Continue
- Resolutions Committee
 - Constitution Committee

5:00 p.m. **RECESS GENERAL SESSION**

- | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none">▪ Credentials Committee report will be presented as required.▪ Resolutions and Constitution Committees are allotted 1½ hours each for their report. |
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2024 OPSEU/SEFPO ANNUAL CONVENTION

Saturday, April 27, 2024

9:00 a.m.

- Call to Order
- Oath of Office – Executive Board
- Credentials Committee
- Outgoing Board Members Recognition

9:30 – 10:00 a.m.

GUEST SPEAKER

10:00 a.m.

Reports Continue

- Constitution Committee
- Resolutions Committee

12:00 p.m.

A D J O U R N M E N T

1.0 Introduction

1.1 OPSEU/SEFPO has a long tradition of struggle to end harassment and discrimination. The Union recognizes that equity issues are central to representing and defending members' rights in the workplace, Union and community. Harassment and discrimination create a climate of intolerance and division among the membership. By eroding our unity and strength, they can weaken our effectiveness at the bargaining table, in the workplace, on the picket line and in the community. Our ability as Union activists and representatives to respond effectively to situations of harassment and discrimination is essential to building OPSEU/SEFPO's strength.

1.2 OPSEU/SEFPO will not tolerate discrimination and harassment. To this end, the Union will promote human rights and make every effort to prevent violations within the scope of this Policy. This Policy is one step in our fight to eliminate personal harassment, harassment and discrimination contrary to the *Ontario Human Rights Code* ("Code") and OPSEU/SEFPO's Constitution which affirms that every member has the right to be treated with dignity and respect.

2.0 Scope and Application

2.1 The Policy applies to all OPSEU/SEFPO members, including retired members and elected leaders during any Union-related duties, activities and functions. This includes, but is not limited to, local meetings, conferences, Conventions, educationals, social functions, picketing and demonstrations. It also applies to union-related interactions between members and elected Union leaders in the workplace.

2.2 Nothing in this Policy is intended to preclude a member from accessing a complaint procedure under a Collective Agreement, the *Code* or other legislation.

2.3 In certain circumstances, it may be necessary for the Union to initiate an investigation of an incident(s) in the absence of a complaint from a member. In order to promote respect for human rights, the Union has an obligation to take action to prevent and discourage behaviour, which contravenes this Policy.

2.4 The recommendation(s) for remedy, corrective action or sanction could include, but are not limited to a warning, reprimand, apology, education, removal from office, bar on running for office for a specified time.

2.5 This Policy addresses all forms of harassment and discrimination, including systemic discrimination. Where the term "systemic" discrimination is used in the Policy and/or Procedures Manual, it refers to patterns of behavior, policies, or practices that are part of OPSEU/SEFPO's structures, and which create or perpetuate disadvantage based on a prohibited ground.

3.0 OPSEU/SEFPO Members – Roles & Responsibilities

3.1 All members of OPSEU/SEFPO are responsible for maintaining and promoting an environment that is free of discrimination and harassment.

4.0 Elected Leadership – Roles & Responsibilities

4.1 The elected leadership of OPSEU/SEFPO is responsible for enforcing this Policy.

Local Executives, Executive Board Members. Elected Teams and Committees shall:

- a) establish and maintain an environment free of harassment and discrimination;
- b) ensure accommodation needs of members are met;
- c) take appropriate action when they have knowledge of harassment or discrimination;
- d) treat complaints seriously and refer complainants and respondents to Advisors or an Equity Unit Officer.

4.2 The President, First Vice-President/Treasurer, Regional Vice-Presidents, and the Executive Board, as appropriate, shall implement all recommendations for remedy as determined through a mediation settlement, investigation or appeal of a complaint unless the recommended remedy contravenes the constitution or OPSEU/SEFPO policies, or other factors outweigh the general interest. If recommendations are not implemented, then, where possible, written reasons will be provided.

5.0 Harassment and Discrimination Contrary to the Code

5.1 OPSEU/SEFPO adopts the language and principles of the *Code*. Every member has a right to equal treatment with respect to Union-related duties, activities and functions without discrimination because of the following prohibited grounds:

- a) race;
- b) ancestry;
- c) place of origin;
- d) colour;
- e) ethnic origin;
- f) citizenship;
- g) creed;
- h) sex (includes pregnancy);
- i) sexual orientation;
- j) gender identity;
- k) gender expression;
- l) age;
- m) marital status;
- n) family status;
- o) disability.

5.2 Policy violations may include:

- a. reprisal, which means being targeted on the basis of having:
 - i. filed a complaint under this Policy;
 - ii. participated in any proceeding in accordance with this Policy
 - iii. been associated with a person who has filed a complaint or participated in any proceeding in accordance with this Policy.
- b. condonation, where a Union leader does not take appropriate action to address harassment or discrimination;
- c. where a party believes that a complaint itself is a form of harassment and/or discrimination;
- d. breach of a settlement;
- e. discrimination because of relationship, association or dealings with a person or persons identified by a prohibited ground.

6.0 Personal Harassment

6.1. OPSEU/SEFPO strives to have an environment free from personal harassment with respect to Union-related duties, activities and functions. Personal harassment is defined as a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome and that is not related to a prohibited ground identified in the *Code*.

6.2 Personal harassment includes verbal, physical and psychological forms of harassment. Examples of harassment covered under this Policy may include, but is not limited to, repeated occurrences or use of:

- a) slurs, insults and name-calling;
- b) circulating or posting offensive or derogatory pictures or documents;
- c) public humiliation;
- d) exclusion from union activities or functions.

7.0 Confidentiality and Privacy

7.1 The Union understands that it is in the interests of all parties to keep matters arising under this Policy confidential. Rumours and innuendo destroy the integrity of the fact-finding process and the principles of early resolution.

7.2 The Equity Unit, Advisors, Mediators, Investigators and Appeal Chairs will maintain confidentiality, wherever possible, subject to the requirements of a fair process or as otherwise required by law.

7.3 It is understood that written reports or decisions of Investigators and Appeal Chairs and Appeal Hearings may be made available for the purposes of implementation, education or reporting to the membership.

8.0 Education

8.1 The Union is committed to a preventive strategy that is based in education. To that end, the Union shall:

- a) provide courses based on harassment and discrimination in each region at least once a year;
- b) incorporate a training component on the Policy and prevention into orientation sessions for Executive Board Members, Chairs of Equity Committees and Caucuses, Local Presidents, and Stewards;
- c) offer orientation to the Policy to all regional/local equity committees/ representatives;
- d) provide a 'lunch 'n learn' on the Policy.

9.0 Administration

9.1 The Equity Unit shall be responsible for the implementation of this Policy and the development of a Procedures Manual for it. Such procedures shall be developed in consultation with a subcommittee of three (3) members Advisors and Investigators, the Chairs of the Provincial Equity Committees and Equity Caucuses and shall be reviewed every three (3) years.

9.2 Both complainants and respondents have a right to an Advisor under this Policy. Such Advisors shall be members selected by a process outlined in the abovementioned Procedures Manual. Advisors shall be provided with appropriate training to carry out their role and shall be supported by the Equity Unit.

9.3 All costs related to the processing of complaints will be borne by the Union and shall be consistent with OPSEU/SEFPO policies and practices. If members choose to seek representation or advice from persons not appointed under this Policy such costs will not be covered or be recoverable.

9.4 Every effort shall be made to encourage resolution at every stage of the complaint process, where appropriate, including prior to the filing of a formal complaint.

9.5 It is recognized that external mediators, investigators and hearing Chairs will be needed from time to time, according to the nature of a complaint.

9.6 This Policy, including the Statement of Respect, is to be posted in a visible location in all OPSEU/SEFPO buildings, as well as advertised through the website, newsletters and bulletins, locally, regionally and provincially. In addition, the list of approved Advisors, as well as any forms, will be available through regional offices and on the website.

Harassment or discrimination of any kind will not be tolerated at OPSEU/SEFPO functions.

Whenever OPSEU/SEFPO members gather, we welcome all peoples of the world. We will not accept any unwelcoming words, actions or behaviours against our union members.

We accord respect to all persons, regardless of age, creed, political affiliation and racialization including and not limited to People of African descent, Black, Caribbean, South Asian, Asian, women, men, First Nations, Métis and Inuit peoples, members of ethno-racial groups, people with disabilities, gays, lesbians, bisexual, trans, two-spirit, and gender diverse persons, Francophones and all persons whose first language is not English.

In our diversity we will build solidarity as union members.

If you believe that you are being harassed or discriminated against, contact any of the staff who are located at the back of the hall for immediate assistance or by calling the one of the numbers listed below.

Convention 2024

Harassment and Discrimination advisers

Adviser 1: (416) 795-0657

Adviser 2: (416) 795-0684



**Allergy alert:
Scent-free, vape-free, nut-free and pet-free policies**

Workers are increasingly becoming sensitive to chemicals, scented products and certain foods, such as peanuts, peanut butter, pecans, walnuts, many chocolate bars and energy/nutrition bars.

For many individuals, attending conferences and meetings, and being exposed to perfumes, other strong scents and certain foods, can pose serious health risks, such as asthma attacks, respiratory problems and/or migraine headaches.

In the interests of the health and safety of the sisters and brothers whose health may suffer from any of these exposures, we ask you not to wear scented products or to consume nut products at any OPSEU/SEFPO events or OPSEU/SEFPO locations.

Also due to these allergy concerns, OPSEU/SEFPO allows only service animals in any meetings, caucuses and hospitality suites, and on the Convention floor.

Environment – water policy

“To adequately safeguard the drinking water and the environment in Ontario, government laboratories must do all testing, and it is mandatory that all results be forwarded to the appropriate authorities.” (OPSEU/SEFPO Convention 2002)

“OPSEU/SEFPO will support and continue to promote efforts to bring privately-controlled water facilities under public control and promote increased transparency and public accountability of waterworks already under public control.” (OPSEU/SEFPO Convention 2002)

Please note: containers of ice water, metal water bottles and compostable cups are provided for your use at Convention.

No Coca-Cola products policy

At the 2008 Convention, delegates passed a resolution to join the Coca-Cola boycott supported by several other unions, NGOs and social organizations from all over the world.

This resolution also instructs us to lobby the federal government to stop the negotiation of the Canadian-Colombia free-trade agreement based on the horrendous human and social rights violations record in Colombia, as well as on the negative effects it will have on job security here in Canada and on labour conditions in Colombia.

This policy is being implemented at OPSEU/SEFPO by banning all Coca-Cola products from all OPSEU/SEFPO offices and by ending the provision and sale of all Coca-Cola products at all OPSEU/SEFPO functions.

The following is a list of the most popular trademarks owned or used under licence by the Coca-Cola company and its related affiliates:

A & W	Bacardi Mixers	Barq's
Big Crush	Bimbo	Canada Dry
Chinotto	Dasani Water	Fanta
Five Alive	Full Trottle	Fruitopia
Inca Kola	Mello Yello	Minute Maid
Nestea	Odwalla	Powerade
Schweppes	Sprite	Swerve Daily Drink
Tab		

OPSEU/SEFPO green policy

This year, OPSEU/SEFPO is proud to make significant efforts towards reducing our carbon footprint. By working together, we have implemented several eco-friendly measures to reduce waste, minimise our carbon footprint and make convention more sustainable than ever before.

Some of the highlights of our efforts to "green" convention:

We have reduced the amount of paper printed by half, as attendees had an option to let us know they no longer require hard copies as part of the registration process.

Our reusable lanyards not only save resources, but also make great keychains.

We have removed the year from our promotional items, ensuring that they can be used for future events, rallies, and campaigns.

We are proud to continue to utilize biodegradable name badge holders.

All of the items used at the convention are high-quality, union-made, and built to last beyond the event, reducing waste.

We have also eliminated cover stock from printed materials, which not only saves resources but also lowers production costs.

We all have a responsibility to the environment, our communities, and the future of our planet to take action to reduce our environmental impact in everything we do. Please join us in making an effort to make this convention as sustainable as possible and let's all continue to work towards a cleaner, greener union.

Common abbreviations used in OPSEU/SEFPO

ACL	Association for Community Living ASU Administrative Staff Union
AGM	Annual General Meeting
BPL	Building Powerful Locals
BPS	Broader Public Service
CAS	Children's Aid Society
CAAT	College of Applied Arts and Technology
CCAC	Community Care Access Centre
CCBA	Colleges Collective Bargaining Act
CECBA	Crown Employees Collective Bargaining Act CERC Central Enforcement and Renewal Committee CFSA Child and Family Services Act
CBS	Canadian Blood Services CLC Canadian Labour Congress
COLA	Cost of Living Allowance
CSAO	Civil Service Association of Ontario CSC Community Services Council
CTC	Children's Treatment Centre
CWWA	Compressed Work Week Agreement
DivEx	Divisional Executive
EBM	Executive Board Member
(E)ERC	Employer/Employee Enforcement and Renewal Committee EI Employment Insurance
ESA	Employment Standards Act GSB Grievance Settlement Board
HCDC	Health Care Divisional Council
HLDAA	Hospital Labour Disputes Arbitration Act HOODIP Hospitals of Ontario Disability Income Plan
HOOPP	Healthcare of Ontario Pension Plan
HPD	Hospital Professionals Division
HSTAP	Hospital Sector Training and Adjustment Program
LBED	Liquor Board Employees Division LEC Local Executive Committee
LERC	Local Enforcement and Renewal Committee LHIN Local Health Integration Network

LMC	Labour-Management Committee
LTIP	Long Term Income Protection
MDT	Membership Development Trainee
MERC	Ministry Enforcement and Renewal Committee MPAC Municipal Property Assessment Corporation
NUPGE	National Union of Public and General Employees ODSP Ontario Disability Support Program
OFL	Ontario Federation of Labour
OHRC	Ontario Human Rights Code
OHSA	Occupational Health and Safety Act OLBEU Ontario Liquor Boards Employees Union OLRA Ontario Labour Relations Act
OLRB	Ontario Labour Relations Board OJTBF OPSEU Joint Trusteed Benefit Fund OPS Ontario Public Service
OPSEU	Ontario Public Service Employees Union
OPSSU	Ontario Public Service Staff Union
OPT	OPSEU Pension Trust
PHRC	Provincial Human Rights Committee PSLRTA Public Sector Labour Relations Transition Act PWC Provincial Women's Committee
PYWC	Provincial Young Workers' Committee PSA Public Service Act
RVP	Regional Vice-President
SAROC	Systemic and Anti-Racism Organizational Change Program SEFPO Syndicat des employés de la fonction publique de l'Ontario SUB Supplementary Unemployment Benefit
TQM	Total Quality Management UMC Union-Management Committee
VEO	Voluntary Exit Option
WSIA	Workplace Safety and Insurance Act WSIB Workplace Safety and Insurance Board

Activities at a Glance

The following spaces will be available from Thursday, April 25 to Saturday, April 27

Observance Room	9:00 am – 5:00 pm	201A
Wellness Lounge	9:00 am – 5:00 pm	203CD
Solidarity Fund Silent Auction	8:00 am - 6:00 pm	Hall C
OPSEU/SEFPO Shop	8:00 am - 6:00 pm	Hall C
MarketPlace	8:00 am - 6:00 pm	Hall C

(* indicates Smudging will occur in the meeting space)

Tuesday, April 23rd

Provincial Young Workers Committee (PYC)	9:00 am – 5:00 pm	201B
Indigenous Circle *	9:00 am – 5:00 pm	201C

Wednesday, April 24th

Indigenous Circle*	9:00 am – 5:00 pm	201C
Coalition of Racialized Workers (CoRW)	9:00 am – 5:00 pm	201F
Provincial Women’s Committee (PWC)	9:00 am – 4:00 pm	202A
Retired Members Division Meeting	9:00 am – 4:00 pm	202B
Provincial Human Rights Committee (PHRC)	9:30 am – 4:00 pm	201D
Provincial Young Workers Committee	9:00 am – 5:00 pm	201B
Provincial Francophone Committee (PFC)	9:00 am – 5:00 pm	201E
Hospital Professionals Division (Sector 10)	2:00 pm – 5:00 pm	206CDEF
Indigenous Circle Gathering *	5:00 pm – 6:00 pm	Halls AB
Convention Orientation (New Delegates Seminar)	7:00 pm – 8:30 pm	206CDEF
Budget Q & A	9:00 pm – 10:00 pm	206CDEF

Thursday, April 25th

Overflow Room	8:00 am – 5:30 pm	104AB
Youth Justice Facilities	12:00 pm - 1:00 pm	202A
Sector 26 - LBED	12:00 pm – 1:00 pm	101
Sector 19 – CBS & Diagnostics	12:00 pm – 1:30 pm	201F
Probation/Probation & Parole	12:00 pm – 1:00 pm	201E
Ministry of Transportation MERC	12:00 pm – 1:00 pm	202B
Sector 9 – Universities	12:00 pm – 1:30 pm	202D
Sector 18 – Mental Health Division	12:00 pm – 1:30 pm	104C
Ministry of Natural Resources & Forestry	12:00 pm – 1:00 pm	201D
CAAT Support Full Time	12:00 pm – 1:00 pm	206CDEF
College Faculty Caucus	12:30 pm – 1:30 pm	203AB

Thursday, April 25th (Continued)

Sector 2 - Developmental Services	12:00 pm – 1:30 pm	104D
Sector 4 – Childrens Aid Society	5:00 pm – 7:00 pm	202B
Sector 13 – Municipalities	5:15 pm – 6:15 pm	201F
OPS Unified Assembly	5:00 pm – 6:30 pm	206CDEF
Sector 15 – Children’s Treatment Centers	5:00 pm – 6:00 pm	201D
Sector 5 – Community Agencies	5:00 pm – 6:00 pm	104C
Young Worker Caucus & Social Event	5:30 pm – 7:00 pm	201E
Ministry of Attorney General MERC	7:00 pm – 9:00 pm	203AB
Correctional Bargaining Unit	7:00pm - 9:00pm	206CDEF
Awards Ceremony	7:30 pm – 10:30 pm	John Basset Theatre (Doors open at 7pm)

Friday, April 26th

Overflow Room	8:00 am – 5:30 pm	104AB
Provincial Women’s Breakfast*	7:00 am – 8:00 am	205/206AB
Sector 16 – Property Assessment	12:00 pm – 1:00 pm	202D
Sector 1 – Ambulance	12:00 pm – 1:00 pm	206CDEF
College Support Part Time	5:00 pm – 6:00 pm	203AB
MCCSS Unified	5:00 pm – 6:00 pm	202B
MILSDT MERC	5:00 pm – 6:00 pm	202A
Public Business Service Delivery (MPBSD)	5:00 pm – 6:00 pm	104C
Sector 7-BPS Corrections Caucus	5:00 pm – 6:00 pm	201E
Coalition of Racialized Workers (CoRW) Forum	6:00 pm – 9:00 pm	202C
RAA Queer-e-oke	7:00 pm – 9:30 pm	202D

Saturday, April 27th

Indigenous Circle Smudging Ceremony 7:00am – Simcoe Park
(located directly across the street from MTCC North Building)

Last chance to bid on Silent Auction items and purchase raffle tickets! 9:00 am – 11:00am

Simultaneous interpretation of Convention proceedings (French/English)

Simultaneous interpretation is provided for our Convention proceedings.

Receivers can be picked up from the simultaneous interpretation desk. If you are not bilingual, you will need to keep your receivers handy during Convention sessions, since both official languages will be used.

These are battery operated receivers, and the batteries need recharging every night. Members are required to sign the receivers out each morning and return them to the simultaneous interpretation desk each evening for recharging.

The receiver must be returned to the simultaneous interpretation desk at the end of Convention.

Rules of procedure for use of microphones

1. There will be 16 microphones for the exclusive use of delegates, eight “pro” and eight “con.” These microphones will be distributed across the Convention floor and will be designated for use only by delegates from the region in which they have been placed.
2. There will be four microphones in the roped-off section for the exclusive use of alternates and observers: two “pro” and two “con.”
3. All microphones will be consecutively numbered 1 to 20, except that Region 5 will have four microphones, two “pro” and two “con,” but not numbered consecutively with the original set. The Region 5 microphones will be numbered: 1 (“pro”) and 2 (“con”), and 15 (“pro”) and 16 (“con”). They will be available for hearing-impaired delegates from any region for use in the regular manner of speaking order.
4. On points for discussion open to the delegates on the floor, the chair will start at microphone 1 and work through subsequent microphones until closure/final vote on the point. Note that this procedure will mean speakers will be automatically alternating between pro and con arguments.
5. On subsequent points open for discussion, the chair will open at the next following microphone. For example, if a previous discussion ended at microphone 7 (“pro”), the next discussion will start at microphone number 8 (“con”).
6. The chair or designate will control microphone numbers so that appropriate direction can be given to delegates.
7. Delegates wishing to raise a procedural point, in accordance with the rules of order, may use either pro or con microphones in their section or region.

Process for delegates who cannot get to a mic due to mobility devices, such as wheelchairs, crutches, walkers

1. The delegate with a mobility device has someone hold their place in line at the appropriate microphone (holder). When the holder reaches the mike, they identify themselves using name, local number and who they are holding the microphone for. (e.g., “My name is Jack Black, Local 999, and I am holding this spot for Jean Green, Local 999”).
2. The holder at the microphone then removes the microphone from the stand and walks it to the aisle adjacent to the mic area and gives it to the person who is to speak.
3. The speaker identifies themselves by giving their name and local number. They then speak to their issue.
4. At the conclusion of their remarks, they hand the microphone back to the holder, who brings it back and replaces the microphone in the stand.

Motion forms

Copies of motion forms for delegates are available from staff at the back of the hall. When making motions, please make sure you write legibly.

Before speaking on your issue, identify yourself by name and local number or committee affiliation.

Completed motion forms **must** be handed to the recording secretary at the front of the room as soon as you have finished speaking.

Role of staff

1. Staff assigned to work at Convention are easily identified by their staff badge. Each staff person assigned to Convention has a specific role and responsibility either on the Convention Floor, or in an administrative capacity, i.e., registration, convention office, etc.
2. The primary role of assigned staff is to facilitate the smooth running of Convention and your cooperation in assisting staff in carrying out their duties will be appreciated.
3. If you need any assistance or information, please go to the Convention Office. If you need assistance on the Convention Floor, please see the staff at the back of the Convention Hall identified with a yellow name badge holder and red ‘staff’ ribbon.
4. If you need approval for a notice to go on the digital screens, please see the Assistant Floor Manager, who is located at the rear of the Convention Hall.

Credentials Committee

Terms of reference

1. To receive and rule on complaints and/or irregularities regarding delegate credentials.
2. To allow, or refuse entry to the Convention floor, to any persons whose delegate credentials are in dispute.
3. To rule on and supervise the transfer of credentials from alternate to delegates at conventions, in accordance with Article 13 of the Constitution.

The committee reserves the right to review its terms of reference as circumstances dictate, subject to the approval of the Executive Committee.

Guidelines for operation

1. Duties of the Credentials Committee:
The duties of the Credentials Committee of the Convention are to scrutinize the credentials of Delegates, Alternates and Observers (referred to as D/A/O), verify their entitlement to attend in the capacity sought, ensure that the Constitution is followed in respect to credentials, rule on disputed credentials (subject to any appeal to the Convention), and make reports to the Convention, as required, as to the number of registered Delegates, Alternates, Observers and Guests.
2. Irregularities in credentials:
If an irregularity is noted at the Convention Registration Desk, the potential Delegate/ Alternate/ Observer (D/A/O) is referred to a member of the Committee, who identifies the D/A/O by OPSEU card and Local number, and checks the Convention registration database for Local and name. If verified, the Committee member makes a note in the registration data base, escorts the D/A/O to the registration desk. The registration staff will then issue the required credential.
3. If there is no documentation in the Convention registration database and the potential D/A/O has a photocopy, the Committee member makes a note in the database, escorts the D/A/O to the registration desk. The staff will then issue the required credential.
4. If there is neither documentation nor photocopy, the potential D/A/O must be verified as duly elected by reviewing the Local Credential or by an affirmation form signed by an EBM from the region and/or staff representative and/or the Local President. The Committee member makes a note in the registration database and escorts the D/A/O to the registration desk. The staff will then issue the required credential.

5. Where a D/A/O presents all copies of the credential form, the Committee member keeps the file copy and makes a note in the registration database. The Committee member escorts the D/A/O to the registration desk. A credential is then issued.
6. Escorts/aides for disabled Delegates/Alternates/Observers are issued guest badges at the registration desk. The escort/aid is entered in the database as a guest. The D/A/O is escorted by the escort/aide to a staff member at the door of the Convention, to be taken to the appropriate area of the floor. The escort/aide remains in the Guest section.
7. Lost Delegate/Alternate badges:
No replacement badge will be issued. The member may be issued an observer or guest badge only.

All accredited delegates must wear their badge on the Convention floor at all times.

Credentials Committee

Region 1	Natalie D'Onofrio	Local 102
Region 2	Zachary Fildey	Local 234
Region 3	Amanda Usher	Local 302
Region 4	Cindy Ladoucer	Local 439
Region 5	Angela Lockhurst	Local 590
Region 6	Sarah Williams	Local 679
Region 7	Phillip Cooze	Local 711
EBM	Tara Maszczakiewicz	Local 684
Staff Adviser	Jamie Corner	
Secretary	Amber Danbrook	

Constitution Committee

Region 1	Chad Croteau	Local 110
Region 2	Dave Wakely	Local 277
Region 3	Michael Hamilton	Local 376
Region 4	Janet Heyman	Local 4104
Region 5	Jonathan Singer	Local 580
Region 6	Arlene Proulx	Local 607
Region 7	Stacy Grieve	Local 736
EBM	Ken Steinbrunner	Local 642
Staff Adviser	Lesley Gilchrist	
Secretary	Isabella Calandrino	

Resolutions Committee

Region 1	Darryl Bedford	Local 110
Region 2	Julie Chambo	Local 291
Region 3	John Shirk	Local 362
Region 4	Christine Kelsey	Local 416
Region 5	Rod Bemister	Local 561
Region 6	Kimberly Kazur	Local 665
Region 7	Jody Tsubouchi	Local 710
EBM	Joel Usher	Local 381
Staff Adviser	Marc Casey	
Secretary	Cindy DiGiuseppe	

General information

Alcoholics Anonymous (AA)

For information on meetings in the area, please call 416-487-5591 (staffed 24/7)

Appeals for donations

The one-time Convention Donations Appeal takes place on Friday after lunch. Donation forms will be placed on the tables for delegates during the lunch break. Donations will be distributed among the various *bona fide* causes, and OPSEU/SEFPO will match all the donations collected up to a maximum of \$5,000.

Marketplace, Silent Auction and OPSEU/SEFPO Store in Hall C on Level 300

Don't miss the displays in the Marketplace and don't forget to bid on an item in the Silent Auction. Merchandise is also available in the OPSEU/SEFPO store. The marketplace is open on Thursday and Friday. **Please note that the draws for prizes will be held Saturday morning. Tickets can be purchased until 11 am.**

Escalators and elevators

As a safety precaution, all handout material must be distributed a minimum of 10 feet away from any escalator or 10 feet away from the front of elevator doors.

Fire exits

In case of emergency, please take note of the nearest fire exits on the Convention floor. The exits are clearly marked throughout MTCC.

Food court

The Simcoe Place food court is across the street. Accessible access to the food court is available from the CBC building.

Hotel checkout information for Saturday, April 27th

Hotel checkout is 12 noon (no exceptions). You may bring your luggage to the bell captain's desk in the main lobby of the hotel, where it can be stored until your departure.

Human rights accommodation

If you have mobility issues, please identify your evacuation needs with the hotel and the Convention floor regional staff assigned to your section.

Large-print material

For the visually impaired, please visit the Convention office for assistance.

Medical assistance throughout Convention

Ambulance paramedics are on duty on the Convention floor for emergency medical assistance.

Meeting announcements

Announcements of meetings of OPSEU/SEFPO groups during Convention may be shown on the digital screens. Please see the Floor Manager at the back of the room if you need a meeting announced.

Noise and electronic devices

Please note that all devices must be switched to "mute." If you are outside the main doors to the Convention floor, please keep the noise down in the hallways.

No posting of advertising material

The Metro Toronto Convention Centre, the InterContinental Centre, Sheraton Centre, Marriott City Center, Westin Harbour Castle and the Fairmont Royal York prohibit posting of signs or any other promotional materials. Do not post anything on the walls in these buildings. Items posted will be removed immediately.

Security/lost and found at MTCC

The Security Unit and Lost and Found Services can be reached by calling 416-585-8160. Please do not leave any personal items on the Convention floor. Remember to take all your materials with you at the end of each day, as the tables will be cleared.

Sign-language interpretation (If requested)

Sign-language interpretation services are provided for those with hearing impairment on Convention floor in the area to the left of the podium. No matter what region you come from, please come to this area if you need to see the sign-language interpreters.

OPSEU SEFPO Convention

April 24-26, 2025

April 9-11, 2026

April 8-10, 2027

Solidarity Forever

(Tune: *Battle Hymn of the Republic*; words: Ralph Chaplin)

When the union's inspiration

through the workers' blood shall run

There can be no power greater

anywhere beneath the sun.

Yet what force on earth is weaker

than the feeble strength of one?

But the union makes us strong.

CHORUS: Solidarity forever

Solidarity forever

Solidarity forever

For the union makes us strong.

They have taken untold millions

that they never toiled to earn,

But without our brain and muscle,

not a single wheel could turn.

We can break their haughty power,

gain our freedom when we learn

That the union makes us strong.

(CHORUS)

In our hands is placed a power

greater than their hoarded gold;

Greater than the might of atoms

magnified a thousand fold,

We can bring to birth a new world

from the ashes of the old,

For the union makes us strong.

O CANADA

O Canada! Our home and native land!
True patriot love in all of us command.
With glowing hearts we see thee rise
The True North strong and free!
From far and wide, O Canada,
We stand on guard for thee.
God keep our land glorious and free!
O Canada, we stand on guard for thee.
O Canada, we stand on guard for thee.

Ô CANADA (version française)

Ô Canada! Terre de nos aïeux,
Ton front est ceint de fleurons glorieux!
Car ton bras sait porter l'épée,
Il sait porter la croix!
Ton histoire est une épopée
Des plus brillants exploits.
Et ta valeur, de foi trempée,
Protégera nos foyers et nos droits.
Protégera nos foyers et nos droits.

