



WORKERS FIGHT BACK **LES TRAVAILLEURS RIPOSTENT**

Executive Board Report

Rapport du Conseil exécutif

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OPSEU/SEFPO Executive Board 2022-2024

EXECUTIVE COMMITTEE

JP Hornick – President
Laurie Nancekivell– 1st Vice-President/Treasurer
Sara Labelle – 2nd Vice-President
Coleen Houlder – 3rd Vice-President
Tara Maszczakiewicz – 4th Vice-President
Ed Arvelin – 5th Vice-President
Jennifer Van Zetten– 6th Vice-President
Lucy Morton - 7th Vice-President
Melissa Shaw– 8th Vice-President

EXECUTIVE BOARD

Region 1

Laurie Nancekivell
Jennifer Van Zetten
Geoff Cain

Region 2

Lucy Morton
Drew Finucane
Chad Oldfield

Region 3

Sara Labelle
Janel Perron
Joel Usher

Region 4

Melissa Shaw
Chrisy Tremblay
Veronica Attard

Region 5

JP Hornick
Coleen Houlder
Julius Arscott

Region 6

Tara Maszczakiewicz
Ken Steinbrunner
Rob Boulet

Region 7

Ed Arvelin
Erin Smith
Jody Tsubouchi

Outgoing EBM's:

Eduardo Almeida, Region 2; Ken Maclam, Region 7

Summary of OPSEU/SEFPO Executive Board Meetings: March 2023 – February 2024

The following report is presented to Convention as a summary of OPSEU/SEFPO Executive Board decisions at Executive Board meetings. The report was prepared on behalf of the OPSEU/SEFPO Executive Board by the Corporate Secretary. Each meeting is identified by its date.

March 14-16, 2023 – Executive Board Web Conference

March 14, 2023

The Executive Board was called to order at 9:35 a.m. First Vice President / Treasurer Laurie Nancekivell was in the Chair. All members were present. President JP Hornick and Erin Smith arrived at 1:10 p.m. with reasons acceptable to the Chair.

March 15, 2023

The Executive Board was called to order at 9:39 a.m. First Vice President / Treasurer Laurie Nancekivell was in the Chair. All members were present. President JP Hornick Joined the Meeting at 9:55 a.m.

March 16, 2023

The Executive Board was called to order 9:31am President JP Hornick was in the Chair. All members were present.

Motions passed at the meeting:

Adoption of the Executive Board Meeting Agenda and Minutes

<p>Therefore be it resolved that the OPSEU/SEFPO Executive Board Agenda be adopted with the amendments listed and the OPSEU/SEFPO Executive Board</p>
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Minutes of the February 15-16, 2023 Executive Board Meeting, and the February 28, 2023 Executive Board meeting.

Policy and Procedures Review Committee Motion

Whereas the following motion was carried by the Executive Board in April 2022:
Therefore be it resolved that a temporary increase of additional 5 cents to mileage be approved; and Be it further resolved that this amount will be reviewed by the Board at each meeting to decide if additional funding is required; and Be it further resolved that the funds will be drawn from the contingency fund; and Be it further resolved that this comes into effect, April 1, 2022 and will run until July 2022; and

Whereas the following motion was carried by the Executive Board in July 2022:
Therefore be it resolved that a temporary increase of additional 5 cents to mileage be approved; and Be it further resolved that this amount will be reviewed by the Board at each meeting to decide if additional funding is required; and Be it further resolved that this increase be effective from July 1, 2022 and will run until December 31, 2022; and Be it further resolved that the funds will be drawn from the contingency fund; and Be it further resolved that the issue of a permanent mileage increase be examined as part of the 2023 budgetary process; and

Whereas the Executive Board recommends a \$0.05/kilometer increase in the OPSEU/SEFPO Budget that will come to Convention 2023;

Therefore be it resolved that each of the rates outlined in OPSEU/SEFPO's "Mileage/Kilometrage" policy are increased by \$0.05/km and that the adjusted rates are retroactive to January 1, 2023.

Presidential Approval Days Ad-Hoc Committee Disbanding

Whereas the Presidential Assignment (P. A.) Days Ad-Hoc Committee was convened by the OPSEU/SEFPO Executive Board at their May 2022 meeting with the mandate to review the purpose of P. A. Days and the process of their approval; and

Whereas the P. A. Day Ad-Hoc Committee presented to the Executive Board an approval procedure at their January 2023 meeting which was approved at their February 2023 meeting;

Therefore be it resolved that having discharged its mandate, the P. A. Days Ad-Hoc Committee be disbanded.

Health & Safety Award: Individual Motion

Motion to increase the total awards given for 'Health and Safety Award: Individual' to three awards for the 2023 OPSEU/SEFPO Convention.

Health & Safety Award: Individual

Result: Kathy Moreau L329, Carol Mundley L500, and Natasha Verdiel L2100.

Health & Safety Award: Local

Result: Local 332

Honorary Lifetime Membership Award

Result: Elain Begnall L362, Leah Casselman L213, Patty Rout L348

Human Rights Award: Individual

Result: Butterfly Gopaul L5118

Human Rights Award: Local

Result: 2021 CAAT – A Bargaining Team

Leah Casselman Award for Mobilization: Individual

Result: Andrew Harrigan L304

Leah Casselman Award for Mobilization: Local Motion

Motion to increase the total awards given for the 'Leah Casselman Award for Mobilization: Local' to two locals for the 2023 OPSEU/SEFPO Convention.

Leah Casselman Award for Mobilization: Local

Result: Sector 3 Boards of Education and Cultural Institutions, and Local 647

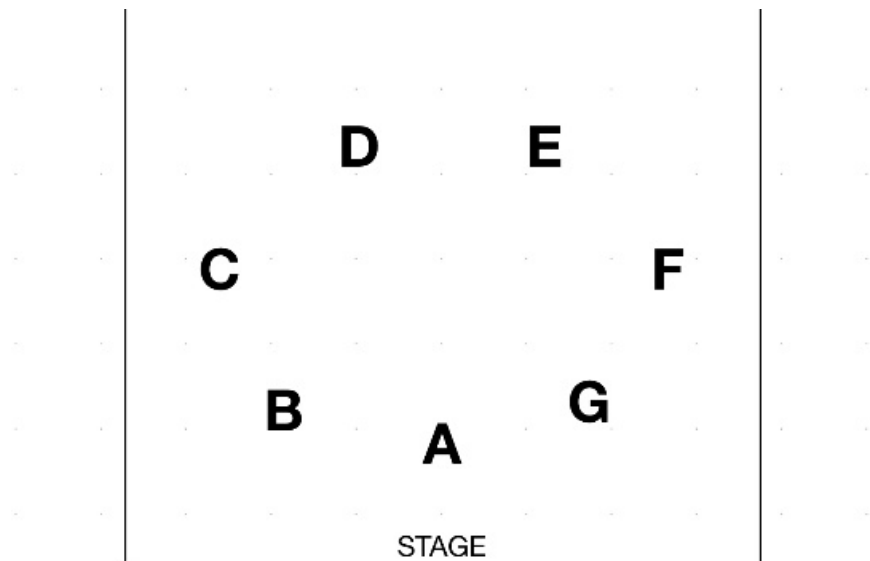
Humanitarian Award - Stanley H. Knowles

Result: Greg Sharp L303

Fred Upshaw Award of Merit

Result: Megan Carter L557

Regional Zone Seating at Convention – Draw



- A – Region 4
- B – Region 2
- C – Region 6
- D – Region 1
- E – Region 7
- F – Region 5
- G – Region 3

Statement of Respect

Whereas OPSEU/SEFPO is committed to promoting human rights and will not tolerate discrimination or harassment at any of its functions; and
Whereas OPSEU/SEFPO members read the Statement of Respect at the beginning of each OPSEU/SEFPO meeting to affirm these commitments; and
Whereas the Statement of Respect includes the phrase, "transgender/transsexual people, and gender diverse persons"; and
Whereas there is a need to change this phrase to reflect current terminology;
Therefore be it resolved that the Statement of Respect be amended to change the phrase "transgender/transsexual people, and gender diverse persons" to "trans, two-spirit, and gender diverse persons."

Reconsideration - OPSEU/SEFPO Convention 2023 Agenda

Motion to reconsider the Agenda for the OPSEU/SEFPO Convention 2023 that was passed at the February 15-16, 2023 Executive Board meeting.

Convention Agenda Addition

Whereas the OPSEU/SEFPO Executive Board approved the Agenda of the OPSEU/SEFPO Convention 2023 at their February 2023 Executive Board meeting; and
Whereas there is an interest in inviting Jagmeet Singh, leader of the federal New Democratic Party, to address the OPSEU/SEFPO Convention 2023;
Therefore be it resolved that the Agenda for the OPSEU/SEFPO Convention 2023 be amended to include a scheduled presentation by Jagmeet Singh, leader of the federal New Democratic Party.

Central Political Action Committee Member Election

Result: Julius Arscott

Affiliation to the New Democratic Party

Therefore be it resolved that the Executive Board refer the following resolution to the OPSEU/SEFPO Convention 2023:

Whereas OPSEU/SEFPO should continue to develop its campaigns, including by intervening in the political arena, in order to promote by \ all means strong public services, better job security and a good quality of life for all working people in this province; and

Whereas the New Democratic Party is the political arm of the labour movement, has shown strong solidarity with OPSEU/SEFPO members and working people generally, and provides OPSEU/SEFPO with an opportunity to join in working class political action, beyond the limitations of collective bargaining on purely economic issues; and

Whereas the Doug Ford Conservative government, like the Kathleen Wynne and Dalton McGuinty Liberal governments before them, advance the agenda of their corporate supporters including corporate tax cuts, privatization schemes, closed programs and facilities, contracting out, freezing wages and transfer payments to agencies and diminished trade union rights including serious barriers to organizing and no successor rights for the public service; and

Whereas OPSEU/SEFPO's core principles of social and economic justice, equality and human rights at home and around the world, can be strengthened in practice through our participation in the development of the policies and actions of the NDP; and

Whereas formal affiliation will provide OPSEU/SEFPO members with an ongoing, direct voice in NDP policy debates, leadership selection, and campaigns to advance the interests of working people; and

Whereas affiliation to the NDP is similar to individual membership in that you cannot affiliate exclusively to either the provincial or federal party;

Therefore be it resolved that OPSEU/SEFPO formally affiliate with the New Democratic Party.

CAAT-S FT Joint Classification Committee March 2023

Therefore be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditure in excess of \$20,000;

Whereas the CAAT Support FT Joint Classification Committee has designed two educationals (JCC Level 1 Beginner and Level 2 Advanced) that will enable our members to challenge their job evaluation and rate of pay; and
Whereas every trained member is another resource for members who require assistance in challenging their job evaluation and rate of pay; and
Whereas every successful challenge results in higher pay for our members and higher dues being paid to OPSEU; **Therefore be it resolved that** the OPSEU/SEFPO Executive Board approve the funding for the planning and delivery of the virtual JCC training to the locals of all 24 colleges in accordance with the details outlined in this proposal and that the funds be drawn from the contingency fund.

Local 4109

Whereas approximately 20 new members employed at the Childrens Hospital of Eastern Ontario (CHEO) Security team have been organized with OPSEU/SEFPO and;
Whereas Local 4109 is a composite local including The Ottawa Hospital Security team and the University of Ottawa Security team and has 147 members;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve that the new CHEO security team unit become part of local 4109.

Motion to Waive 60 KM For EDT March 27-31, 2023

Whereas OPSEU/SEFPO's equity committees and caucus will gather for the union's first ever Equity Development Training (EDT) from March 27-31, 2023; and
Whereas EDT will bring together new and seasoned equity representatives in an orientation style training to help those who may be unfamiliar, prepare for their roles within their respective equity committee or caucus; and
Whereas it may be more difficult for members from Region 5 to travel back and forth every day if they are not staying at the designated hotel; and
Whereas it may be equally difficult for these members to network with other equity representatives from across the province; and

Whereas this training is a space for all equity representatives to exchange stories, skills, and strategies about unions and social justice issues; and
Whereas participants will build solidarity with a diverse group of other activists and leave energized and more knowledgeable about how to build a stronger union;
Therefore be it resolved that the 60 km rule be waived for the 2023 Equity Development Training (March 27-31) and with any additional costs be taken from the event's existing and approved budget.

LBED

Whereas OPSEU/SEFPO represents close to 13,000 members at Liquor Control Board of Ontario (LCBO) divided into 42 bargaining units throughout Ontario; and
Whereas the government has loosened the rules governing alcohol sales, massively expanding the number of private outlets where alcohol is for retail sale, and slashed the wholesale discount rate at a cost to provincial revenues of at least \$60 million annually; and
Whereas the government has privatized many elements of alcohol distribution including e-commerce, and Christmas specialty products; and
Whereas the LCBO returns all of its profits to the people of Ontario -- \$2.39 billion in 2020-21 -- and cumulatively, more than \$20 billion in the last decade. LCBO profits pay for vital public services that people depend on such as health care, schools and highways; and
Whereas the LBED Anti-Privatization Committee will relaunch their updated Keep it Public - Shop LCBO campaign at the OPSEU/SEFPO annual convention;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds as outlined in the attached from the LBED Anti-Privatization Account to enable the Committee to purchase branded items to be distributed at convention at the LBED table in the Marketplace and to cover the expenses of LBED members to work the table; and
Be it further resolved that this outreach effort will be the launchpad to a province wide campaign.

April 18-19, 2023 – Executive Board Web Conference

April 18, 2023

The Executive Board was called to order at 1:05 p.m. President JP Hornick was in the Chair. All members were present. Chad Oldfield arrived at 1:30 p.m. with reasons acceptable to the Chair.

April 19, 2023

The Executive Board was called to order at 9:35 a.m. President JP Hornick was in the Chair. All members were present. Melissa Coenraad and Sara Labelle arrived at 9:39 a.m., with reasons acceptable to the Chair.

Motions passed at the meeting:

Adoption of the Executive Board Agenda as Amended

Therefore be it resolved that the OPSEU/SEFPO Executive Board Agenda be adopted with the amendments listed.

Statutory Resolution 2

Therefore be it resolved that in accordance with section 83 of the Ontario Not-for-Profit Corporations Act, the Executive Board approves the 2022 financial statements, as reviewed by the Audit Committee;
Be it further resolved that the President and First-Vice President/Treasurer will sign the financial statements on behalf of the Executive Board.

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the March 14 – 16, 2023 Executive Board Meeting, and the March 20, 2023 E-POLL.

March 20, 2023 E-POLL HDPP 2022-0228-0001

Whereas two Complaints were filed under the OPSEU/SEFPO Harassment and Discrimination Prevention Policy (HDPP), file #2022-0228-0001, and were referred to an external investigator;
Whereas the investigator found that none of the Parties was entirely truthful or forthcoming in the investigation, and all had violated the HDPP by engaging in a course

of conduct intended to insult, humiliate, and undermine their opponent, and to exclude them from Union activities and functions;

Whereas sections 4.2 of the HDPP provides that the Executive Board shall implement all recommendations for remedy as determined by an HDPP investigation, unless the recommended remedy contravenes the OPSEU/SEFPO Constitution or Policy, or other factors outweigh the general interest;

Therefore be it resolved that in accordance with article 7.2.2 of the Constitution, Samantha Glave, Dillys Quarshie, Amber Belgrave, and Melanie Powers are removed from any elected or appointed Union office they may hold, effective March 16, 2023; and

Be it further resolved that Samantha Glave, Dillys Quarshie, Amber Belgrave, and Melanie Powers are each barred from running for Union office for a period of two years, or until they have completed the training recommended by the investigator, as directed by the OPSEU/SEFPO Equity Unit, whichever period is shorter.

Sudbury Office Report

Therefore be it resolved that the First Vice-President/Treasurer obtain a realtor from the Sudbury area to list and sell our property at 363 York Street, Sudbury; and

Be it further resolved that the First Vice President/Treasurer communicate to the Executive Board the listing price of the Sudbury property; and

Be it further resolved that the Executive Board provide final approval of the sale.

Whistleblower Policy

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the Whistleblower Policy as presented; and

Be it further resolved that section 4.6 of the Procedures Manual be stricken.

Board Meeting Agenda

Whereas OPSEU/SEFPO is committed to ensuring member issues are addressed in a timely way; and

Whereas the OPSEU/SEFPO Executive Board Meeting Agenda is circulated by policy to all OPSEU/SEFPO local presidents and Area Council Chairs one week in advance of an Executive Board Meeting; and

Whereas items emerge that require immediate attention after the Executive Board Meeting Agenda has been circulated; and
Whereas the OPSEU/SEFPO Executive Board is committed to addressing these items requiring immediate attention; and
Whereas adding items to the Agenda should include enough information to allow for discussion and debate about said additions;
Therefore be it resolved that any additional items added and to the agenda include a short description of the matter followed by the immediate submission of any applicable motion.

ACTRA Boycott

Whereas the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA), the union representing professional performers who make commercials in Canada, has endured a 11month lock-out after they declined to renew the National Commercial Agreement, a collective agreement that preserves the minimum rights and protections of performers in the commercial industry, because it would gut both wages and scrap benefits for gig performers; and
Whereas ACTRA has launched a national consumer boycott of union busting brands including Canadian Tire, M&M Food Market, McDonald's, Rogers Telecom, Walmart and H&R Block; and
Whereas ACTRA is asking consumers and particularly other union members to take their business elsewhere while thousands of performers, precarious workers earning on average less than \$6000, suffer;
Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to the OPSEU/SEFPO Convention 2023:
Therefore be it resolved that OPSEU/SEFPO support ACTRA by encouraging its members to participate in the national consumer boycott of union busting brands including Canadian Tire, M&M Food Market, McDonald's, Rogers Telecom, Walmart and H&R Block; and
Be it further resolved that OPSEU/SEFPO encourage NUPGE and its components to support ACTRA by encouraging its members to participate in the national consumer boycott; and
Be it further resolved that OPSEU/SEFPO release a public message of support for ACTRA and its the national consumer boycott; and
Be it further resolved that the Executive Board reviews the relevance and impact of the boycott, including its possible lifting or extension, at the October 2023

Executive Board meeting or when ACTRA announces the boycott has ended, whichever is earlier.

Metropolitan Toronto University CUPE Strike

Whereas CUPE Local 233, representing 110 groundskeepers, custodial, and maintenance workers at Toronto Metropolitan University (TMU) commenced strike action for the first time ever on April 13th; and

Whereas the university administration has failed to address the two key bargaining demands of the workers, a fair pay increase to match the rising cost of living and equity with other campus workers in pension rights; and

Whereas the pension dispute has remained unresolved for two years after the university unilaterally imposed a contribution increase on the bargaining unit members; and

Whereas OPSEU/SEFPO stands in solidarity with the CUPE members at TMU today and will support these workers every day until a fair agreement is reached;

Therefore be it resolved that OPSEU/SEFPO will donate to the CUPE Local 233 strike fund the amount identified in the proposal attached with funds drawn from the Contingency Fund.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Re-Appointment of OPT Pension Trustee

Whereas Randy Sloat's appointment as a Trustee to the OPT (OPSEU/SEFPO) Pension Trust is ending on April 30, 2023, and

Whereas The PLC is unanimously recommending reappointment of Randy Sloat to OPTrust's Board of Trustees for the period of May 1, 2023, to December 31, 2023.

Therefore be it resolved that Randy Sloat is reappointed to the OPTrust (OPSEU/SEFPO Pension Trust), for a period beginning May 1, 2023, and ending on December 31, 2023, provided Randy signs the Letter of Understanding provided by OPSEU/SEFPO.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the appointment of OPTrust Pension Trustee

Whereas Randy Sloat will be stepping down from the OPSEU Pension Plan Board of Trustees effective August 31, 2023; and
Whereas the PLC has posted to the OPSEU/SEFPO website to solicit candidates to fill the vacancy; and
Whereas the PLC leveraged a test and interview process and has identified a member to fill this position effective May 1, 2023; and
Whereas the PLC recommends Aisha Jahangir to fill the role of pension trustee for the OPSEU Pension Plan;
Therefore be it resolved that Aisha Jahangir be appointed as a pension trustee to the OPSEU Pension Plan from May 1, 2023 to December 31, 2023 provided Aisha signs the Letter of Understanding provided by OPSEU/SEFPO.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Appointment of the Pathways Pension Plan Sponsor Committee Representative

Whereas the selection of persons for appointment by OPSEU/SEFPO as a Sponsor Representative for the Pathways to Independence Pension Plan must be by a vote at a unit meeting in accordance with OPSEU/SEFPO by-laws and pension policy; and
Whereas the Pathways to Independence members held a unit meeting on December 15, 2021 to elect Sponsor Committee representatives (including alternate) to the Pathways to Independence Pension Plan Sponsor
Whereas the intent of these procedures is to assure:

- a democratic process by which the Division can select its own representatives for formal appointment by OPSEU/SEFPO
- a clearly defined method of selection that can be referenced by any plan members wishing to serve on the Board of Trustees or the Sponsors' Committee
- stable, experienced representation and continuity in Representation on these vital bodies; and

Whereas Charmaine McLean was elected to the role of Sponsor Committee representative as well as an alternate to the Pension Committee; and
Whereas Charmaine fulfilled her role as Sponsor Committee representative but in February 2024 was appointed to the Pension Committee after the resignation of a prior Pension Committee member and has therefore decided to resign as the Sponsor Committee representative; and

Whereas Angela Fothergill was elected as an alternate Sponsor Committee representative at the unit meeting held on December 15, 2021; and
Whereas the PLC is recommending Angela be appointed to the role of Sponsor Committee Representative on the Pathways to Independence Pension Plan effective May 1, 2023;
Therefore be it resolved that Angela Fothergill be appointed to position of Sponsor Committee Representative to the Pathways Pension Plan for the balance of the term (to December 31, 2024) provided Angela signs the Letter of Understanding provided by OPSEU/SEFPO. Committee Representative; and

Motion #1 - Reference Policy Manual p.231

Therefore be it resolved that the following amendments are made to the OPSEU/SEFPO Policy Manual:

3.2 COLLECTIVE BARGAINING – Negotiations

16. Education and Training Policies

Effective Dates: [Embedded below]

Application: Executive Board Members, Negotiating Teams

Related: education, training, harassment, discrimination, pay equity, leave

Education Leave

The Union will attempt to negotiate the following:

~~Upon at least fourteen (14) days written notice by the Union, 1 Leaves of absence without pay but with no loss of credits shall be granted for up to five (5) consecutive days for each employee selected by the Union for purposes of attending Union educational programs.~~

(December 14-15, 1978 [B22]; November 1-3, 1985 [C]; May 6, 1985 [B3]; TBA)

Motion #2 - Reference Policy Manual p.296

Therefore be it resolved that the following amendments are made to the OPSEU/SEFPO Policy Manual:

4.5 FINANCIAL ADMINISTRATION – Dues

4. Errors by Government Employers

Effective Dates: March 21-22, 1975 [B12], TBA

Application: OPSEU/SEFPO-wide; Members

Related: Dues

Where an error has been made by government **an employer** in the deduction of dues, no dues refund will be made unless validated by the government that employer.

Motion #3 - Reference Policy Manual p.317

Therefore be it resolved that the following amendment is made to the OPSEU/SEFPO Policy Manual:

4.8 FINANCIAL ADMINISTRATION – Expenditures

3. Locals' Expenses

Effective Dates: 1. May 21 22, 1976 [B2];

Application: Locals

Related: expenses, funds, Locals

1. Button Identification

Locals desiring button identification for their Stewards or other Officers shall be informed that the cost of such items shall be borne by the Local treasury and the design of such items will be at the Local's discretion.

Motion #5 - Reference Procedures Manual p.52

Therefore be it resolved that the following amendments are made to the OPSEU/SEFPO Procedures Manual:

2.1 GOVERNANCE PROCEDURES – Executive Board Members

4. Information-Sharing

Effective Dates: [Embedded below]

Application: Executive Board Members, Regional Offices, Head Office, Locals

Related: reports, committees, meetings, communication, information-sharing expenditures, grievance

....

Mail: Opening of Mail

All mail received **at buildings leased/owned** by OPSEU/SEFPO Headquarters is to be scrutinized before insertion in the opened and all mail marked "Personal & Confidential" is to be abstracted ~~before insertion in the opener~~ and given, unopened, to the addressee or their designee.
(November 2-4, 1973 [B22]), **TBA**

Motion #6 - Reference Procedures Manual pp.117-118

Therefore be it resolved that the following amendments are made to the OPSEU/SEFPO Procedures Manual:

2.5 GOVERNANCE PROCEDURES – Meetings

14. EB Meeting Administration

Effective Dates: [Embedded below]

Application: OPSEU/SEFPO-wide; Committees; Executive Board Members; Elected Officers; Regions, Area Councils; Staff

Related: meetings, technology

....

~~A roll call of the Board will be taken each day immediately prior to recess or adjournment of each regularly constituted Board meeting.~~
(April 23, 1974 [B8])

The Secretary will call the roll at the beginning of the morning session and the beginning of the afternoon session of each day the Board is in session.
(November 15, 1973 [B7])

The Secretary will document the arrival time of any Executive Board Member who enters the meeting after the initial roll call for the session has been taken.
(TBA)

Motion #7 - Reference Procedures Manual p.142

Therefore be it resolved that the following amendments are made to the OPSEU/SEFPO Procedures Manual:

2.5 GOVERNANCE PROCEDURES – Meetings

1. Regional Meetings – Non-Election Year

Effective Dates: [Embedded below]

Application: Regions, Locals, Staff, Delegates

Related: regionals, Convention, meetings Constitution, Articles 13, 14, 19

....

The purposes are:

1. To make recommendations to the Executive Board, the Executive Committee, any Area Councils in the Region, and to Locals;
2. Like Area Councils, to discuss Regional political action, social issues, union education, and public relations (and where the Region and the area coincide, discuss cooperation with the Metro Toronto **any** Labour Council(s) **chartered to the Canadian Labour Congress**);
3. To discuss servicing and the utilization of staff resources in the Region;
4. To discuss activities of the Board;
5. To serve as a two way opinion channel between the members and their Locals in the Region on one hand, and the Board and the Regional Board Members on the other.

(March 23-24, 1977 [B15]), **TBA**

DS Joint Union Campaign

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas OPSEU/SEFPO members in the Developmental Services Division represent approximately 12,500 members across 67 bargaining units; and

Whereas the Division leadership would like to coordinate a joint union campaign with CUPE DS workers to agitate and organize on systemic workplace demands, jointly representing approximately 20,500 DS workers in Ontario; and

Whereas DS members are struggling to cope with a staffing and retention crisis, the prevalence of part-time work, an increase in health and safety incidents, and a lack of training and supports to accommodate youth with dual diagnoses transitioning into the adult sector; and

Whereas the Ford government made no commitments in the recent provincial budget to increase funding to address these critical issues; and

Whereas there are approximately 41 DS units in bargaining in 2023 with coordinated demands and expectations that employers address systemic issues that are identified above;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the amount as outlined in the attached proposal to be drawn from the Contingency Fund for a joint union campaign designed to activate the membership base to organize within their workplaces and in their communities.

In-Kind Printing Mayworks

Whereas the Mayworks Festival of Working People and the Arts initiates and supports the creation and production of art that engages diverse artists and workers at the intersection of art, social justice and labour; and

Whereas Mayworks operates within an anti-oppression framework that prioritizes the representation and participation of artists and audiences from equity-seeking groups;

Therefore be it resolved that OPSEU/SEFPO will contribute to the festival with an in-kind printing donation in addition to the annual standing donation, in accordance with the attached proposal, to be drawn from the Contingency Fund.

Motion TSDC L5112

Whereas The Correction Division's strength has always been with on a united front, directing our energy towards achieving our common goals together; and

Whereas the Executive Board passed a motion more than 2 and a half years ago at the September 8th 2020 meeting to remove 7 Corrections Division Members from Good Standing which sets out:

Therefore be it resolved that Barry Roy, Agnes Ogle, Lawrence Agustin, Carl Carson, Richard Louca, Chris Abbott, and Ken Dowhaniuk, are suspended from membership in good standing in accordance with article 16.10 of the OPSEU/SEFPO Constitution; and

Be it further resolved that any of the former members who hold elected office

or appointed positions with OPSEU/SEFPO are hereby removed; and
Be it further resolved that the suspensions will continue until such time as the Executive Board may vote by a two-thirds majority roll call vote to return any of the former members to membership in good standing; and
Be it further resolved that after a period of two years, any of The former members may request to be returned to membership in good standing by submitting a written submission to the President.; and

Whereas there is no longer an active decertification campaign; and

Whereas TSDC OPSEU L5112 deals with a particularly difficult and divisive local management group; and

Whereas OPSEU/SEFPO and more specifically Local 5112 will be made stronger by returning 2 of the 7 members in the original motion to members in good standing and further; and

Whereas the 5112 LEC passed a motion unanimously at their meeting March 30th to support these 2 members being returned to the status of members in good standing at the members request;

Therefore be it resolved that in line with Local 5112's elected representatives request, the OPSEU/SEFPO Executive Board reinstate Lawrence Augustin and Carl Carson of Local 5112 to the status of members in good standing effective immediately.

Ontario Health Coalition Campaign

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas the majority PC government announced privatization of hospital surgeries and diagnostics in August 2022; and **Whereas** the majority PC government tabled Bill 60 to outsource up to 50 percent of surgeries to private clinics; and

Whereas outsourcing surgeries and diagnostics to private clinics, Independent Health facilities and/or private hospitals will result in higher costs of surgeries, user fees and/or upselling to patients; and

Whereas over 2 decades of private clinics in Canada have proven that health professionals are poached from the public sector further worsening the health and human resource crisis while simultaneously increasing wait times for those needing surgeries and diagnostics; and

Whereas more than 35,000 OPSEU/SEFPO healthcare workers provide services in our public hospitals; and

Whereas the Ontario Health Coalition has launched a province wide referendum to oppose the PC majority privatization of surgeries and diagnostics; and
Whereas OPSEU/SEFPO is a founding partner of the Ontario Health Coalition along with other unions;
Therefore be it resolved that OPSEU/SEFPO shall provide a donation to the Ontario Health Coalition for the referendum campaign in the amount in the attached document, with funds to be drawn from the Contingency Fund.

Local 743

Whereas OPSEU SEFPO Local 743, is a BPS single-unit local and are members employed by “FireFly Physical, Emotional, Developmental, and Community Services” headquartered in Kenora;
And whereas the daycare unit of “FireFly” has transferred their work location away from their original worksite and are negotiating a new collective agreement;
And whereas OPSEU SEFPO Local 702, is a BPS Composite Local in the city of Kenora, consisting of William W. Creighton Youth Services, Kenora Association for Community Living, LCBO, MPAC;
And whereas OPSEU SEFPO Local 743 has voted unanimously to transfer the Daycare Members out of Local 743;
And whereas OPSEU SEFPO Local 702 has voted unanimously to accept the Daycare Members from Local 743;
Therefore, be it resolved that the OPSEU/SEFPO Executive Board transfer OPSEU/SEFPO Local 743 Daycare members into local 702.

May 16-18, 2023 – Executive Board Web Conference

May 16, 2023

The Executive Board was called to order at 10:03 a.m. President JP Hornick was in the Chair. All members were present; Melissa Coenraad arrived at 10:25 a.m. and Chad Oldfield arrived at 11:00 a.m. with reasons acceptable to the Chair.

May 17, 2023

The Executive Board was called to order at 9:35 a.m. President JP Hornick was in the Chair. All members were present. Drew Finucane arrived at 9:40 a.m. and Chad Oldfield arrived at 11:00 a.m. with reasons acceptable to the Chair.

May 18, 2023

The Executive Board was called to order at 9:45 a.m. President JP Hornick was in the Chair. All members were present except for Lucy Morton who arrived at 9:50 a.m. with reasons acceptable to the Chair.

Motions passed at the meeting:

Adoption of the Executive Board Meeting Agenda as Amended

Therefore be it resolved that the May 16-18, 2023 OPSEU/SEFPO Executive Board Agenda be adopted as amended.

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the April 18-19, 2023 Executive Board Meeting.

Resolutions Committee Report April 2023:

Therefore be it resolved that the Resolutions Committee Report for the Executive Board April 2023 as amended be adopted.

C2

Whereas OPSEU members currently face barriers to participation within their union as a result of language in their collective agreements which limits their participation; and

Whereas existing maximum entitlements for union member leave within collective agreements cause employers to restrict members ability to perform union work and unintentionally as a result, creates barriers, tension, and a situation where union members must fight amongst themselves to determine who and what is most worthy of these limited days leave; and

Whereas equity deserving members are often More likely to face barriers to participation, less likely to achieve high ranking positions within their local and

the work of equity is often above and beyond that of responsibilities of the local, these union entitlements are more likely to limit the participation of equity deserving members.

Therefore be it resolved that OPSEU/SEFPO local, sector, and divisional bargaining teams and local presidents be trained on the importance regarding the removal of maximum caps for union leave within their collective agreements and evaluation of restrictive language interpretations that could result in barriers to members participation within their union.

C3

Whereas open bargaining is a union negotiation procedure where contract engagement between workers and their employer is conducted in transparent meetings open to all members of the union's bargaining unit.

Whereas open bargaining has shown its abilities to win stronger contracts and more engaged members. Open bargaining is a key lever for rebuilding robust worker participation.

Whereas the decision to engage in open bargaining will be determined by the membership of the bargaining unit, and that ground rules for member participation will be created.

Whereas experiencing change first-hand is an empowering process for our members, one that strengthens their resolve to be creative and innovative in the struggle to improve workers' rights.

Therefore be it resolved that OPSEU/SEFPO will include 'open bargaining' as part of the union's education training to members; and

Be it further resolved that OPSEU/SEFPO will support any bargaining unit which chooses to engage in open bargaining.

E3

Whereas ageism has serious impacts and therefore needs to be understood and addressed. Despite more awareness of ageism in recent years, its prevalence remains deeply ingrained in stereotypes, behavior and government policies; and

Whereas ageism underpins many of the current dysfunctional approaches in elder care. The voices, choices and engagement of elders, are neither respected nor valued by decisions makers; and

Whereas ageism can pit one generation against each other, can devalue or limit our ability to benefit from what the older generation can contribute and can reduce opportunities for health, longevity and well-being while also having far-reaching economics consequences; and

Therefore be it resolved that OPSEU with the CLC, OFL, NUPGE, OFUR and CURC, will encourage and support the development of union policies that will support the rights of aging and older persons.

EB1

Therefore be it resolved that the Executive Board refer the following resolution to the OPSEU/SEFPO Convention 2023:

Whereas the cost of groceries, gas and basic goods in Ontario is spiraling out of control and wages are not keeping up; and

Whereas the Ford government's Bill 124 artificially suppressed wages, undermined free collective bargaining, and violated our charter rights; and

Whereas the Ford government cancelled real rent control, allowed 42% of condos in Ontario to be bought as for-profit investments, has built no new affordable housing and has stood by while Ontarians are evicted and foreclosed on; and

Whereas the Ford government has deliberately and systematically underfunded our public education and healthcare systems causing staff shortages, service cuts and increased user fees; and

Whereas it is time the Ford government ensures banks, corporations and top income earners in Ontario pay their fair share of taxes, closes tax loopholes, and fines those that don't pay their taxes; and

Whereas the Ontario Federation of Labour has called on all of us to tell the Ford government that we are fed up with the rich getting richer, while workers struggle to get by;

Therefore be it resolved that OPSEU/SEFPO join with workers in every Ontario community to fight back through the Ontario Federation of Labour's Enough is Enough! campaign; and

Be it further resolved that OPSEU/SEFPO members, in solidarity with other unionized, non-unionized and community members organize in every riding in Ontario; and

Be it further resolved that OPSEU/SEFPO support the Enough is Enough! Campaign to achieve these goals.

EB2

Therefore be it resolved that the Executive Board refer the following resolution to the OPSEU/SEFPO Convention 2023:

Whereas the Ford government enacted Bill 124 in 2019 to suppress free collective bargain and impose limits on public sector compensation; and

Whereas OPSEU/SEFPO and other unions challenged Bill 124 as unconstitutional in a multi-year legal battle; and

Whereas the Ontario Superior Court determined in November 2022 that Bill 124 substantially interfered with collective bargaining contrary to s 2(d) of the Canadian Charter of Rights and Freedoms and without justification; and

Whereas the Ontario Superior Court declared that Bill 124 is void and of no effect, and deferred the question of remedy to a later date; and

Whereas the Ontario government has taken the ill-advised step of appealing the Ontario Superior Court ruling;

Therefore be it resolved that OPSEU/SEFPO take all steps necessary to defend the rights of OPSEU/SEFPO workers and all workers across Ontario during the appeal of Bill 124; and

Be it further resolved that OPSEU/SEFPO workers are supported, organized, and mobilized to exercise their right to free association and their collective bargaining rights following the repeal of Bill 124; and

Be it further resolved that OPSEU/SEFPO take all necessary steps to address the damaging effects of this unconstitutional legislation, including activating all re-opener clauses and renegotiating all lost compensation in collective agreements that were affected by Bill 124.

EB4

Therefore be it resolved that the Executive Board refer the following resolution to OPSEU/SEFPO Convention 2023:

Whereas the OPSEU/SEFPO Constitution provides the Executive Board with express authority to suspend members from membership in good standing or issue other sanctions in respect of certain conduct that is contrary to the Union's interests and values: breach of the Union's harassment and discrimination policy, participation in a raid or decertification, failure to step down from temporary management positions when required to do so, or strikebreaking; and

Whereas the OPSEU/SEFPO Constitution provides this authority with different terms and procedures, and does not provide any authority to sanction conduct that is not specified in the Constitution, regardless of how serious that conduct could be;

Therefore be it resolved that the President's Office establish an ad hoc committee to undertake a review the Union's Constitutional authority to sanction serious misconduct by members, including elected or appointed representatives of OPSEU/SEFPO; and

Be it further resolved that the ad hoc committee will be comprised of three Executive Board Members, as selected by the Executive Board, the First Vice-President/Treasurer or designate, and the President or designate, and will be supported by OPSEU/SEFPO staff and General Counsel; and

Be it further resolved that the ad hoc committee will report its findings and analysis to the OPSEU/SEFPO Executive Board no later than December 2023, in order that the Executive Board may refer any recommended Constitutional amendments or resolutions to OPSEU/SEFPO Convention 2024.

EB5

Whereas the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA), the union representing professional performers who make commercials in Canada, has endured a 11 month lock-out after they declined to renew the National Commercial Agreement, a collective agreement that preserves the minimum rights and protections of performers in the commercial industry, because it would gut both wages and scrap benefits for gig performers; and

Whereas ACTRA has launched a national consumer boycott of union busting brands including Canadian Tire, M&M Food Market, McDonald's, Rogers Telecom, Walmart and H&R Block; and

Whereas ACTRA is asking consumers and particularly other union members to take their business elsewhere while thousands of performers, precarious workers earning on average less than \$6000, suffer;

Therefore be it resolved that OPSEU/SEFPO support ACTRA by encouraging its members to participate in the national consumer boycott of union busting brands. A current list can be found at www.actra.ca/nca/boycott; and

Be it further resolved that OPSEU/SEFPO encourage NUPGE and its components to support ACTRA by encouraging its members to participate in the national consumer boycott; and

Be it further resolved that OPSEU/SEFPO release a public message of support for ACTRA and its the national consumer boycott; and
Be it further resolved that the Executive Board reviews the relevance and impact of the boycott, including its possible lifting or extension, at the October 2023 Executive Board meeting or when ACTRA announces the boycott has ended, whichever is earlier.

F2

Whereas the Ontario Network of Injured Worker Groups (ONIWG) is an Ontario wide organization of local grassroots injured Worker Groups; and
Whereas it receives no government funding and has not to date been designated as a charitable organization due to its lobbying work. (We are looking at getting charitable status, without changing our lobbying work.); and
Whereas OPSEU and ONIWG share similar, if not identical, concerns regarding employee safety and Workers Compensation; and
Whereas OPSEU has a Disability Rights Caucus who may feel well positioned to liaise and work with ONIWG
Therefore be it resolved that OPSEU provide a minimum of \$1000.00 of annual Funding to the Ontario Network of Injured Worker Groups (ONIWG).
Be it further resolved that OPSEU continue its work with ONIWG to develop more and stronger local grassroot injured WORKER support Groups across Ontario
Be it further resolved that OPSEU seeks with ONIWG areas of shared concern and then provide any in kind support it considers appropriate, and that OPSEU encourage its Regions, Area Councils, Locals and members to assist in this just cause.

H1

Whereas personal care products marketed towards women are often inflated in price; and
Whereas over 70% of OPSEU/SEFPO members use menstrual hygiene products; and
Whereas menstrual hygiene products, like toilet paper, soap and water are a necessity and not a luxury.
Therefore be it resolved that OPSEU/SEFPO provide menstrual hygiene

products in the washrooms at all OPSEU/SEFPO membership centres and regional offices

H3

Whereas The Regional Hardship Fund created in 2010 and is capped @ \$1.25 currently per member in good standing; and

Whereas Regional Hardship Committees endeavor to suggest where possible other community services, yet far too often find out from members they are often turned away as they are deemed ineligible as they don't meet the strict criteria of such communities programs; and

Whereas during the Pandemic the OPSEU /SEFPO board increased the funding to the Hardship Committees for 2 years to be able to further provide emergency financial assistance to members who were experiencing unexpected and/ or temporary financial hardship; and

Whereas the cost of food, rent, utilities and other basics for families continues to rise at an alarming rate yet wages don't even begin to compensate to allow persons to meet these basic monthly costs; and

Whereas OPSEU/SEFPO stands with all its members to support them in good times, and challenging times as well.

Therefore be it resolved that the Regional Hardship fund Funds be increased from \$1.25 per member to \$2.00 per member in good standing effective January 01, 2023 which equates to a .75 cents increase per member

K1

Whereas we belong to a bilingual union defined as OPSEU/SEFPO; and

Whereas OPSEU/SEFPO Constitution Article 19.4 indicates that the Francophone Committee is to develop and promote programs to encourage Francophones to participate in activities and to increase the awareness and understanding of Francophone issues; and

Whereas OPSEU/SEFPO produces English and French documentation on its website, communiques etc...

Therefore be it resolved that after the Call to Order of any OPSEU/SEFPO events such as, but not limited to, Area Council, Educational, and Local Meetings etc... That it be offered to any Francophone members, participating at

that event, the opportunity to say the Statement of Respect, when a video is not available, and, to express the Land Acknowledgment in French.

L2

Whereas during the 60's Scoop, it has been estimated that 20,000 Indigenous children were taken from the families and adopted into white homes in Canada, and

Whereas in similar fashion, we remember that the recent discovery of the remains of 215 children who were forced to attend the former Kamloops Indian Residential School in unmarked graves has led to the discovery of the remains of thousands of children in other former Indian Residential facilities across the country, and

Whereas the 60's Scoop legacy was just a continuation of violent and ignorant policies that were designed to disrupt and destroy First Nations families and communities, and

Whereas the former chair of the Truth and Reconciliation Commission, Murray Sinclair, has renewed the calls for a national inquiry, and

Whereas OPSEU/SEFPO, in conjunction with the Indigenous Circle, co-ordinated a 60's scoop forum with survivors.

Therefore be it resolved that OPSEU/SEFPO will support a call by the Sixties Scoop Legacy of Canada and other Indigenous groups for a national probe into the 60's scoop where children were forcibly removed from their families.

L3

Whereas the 2021 Census data indicates that First Nations comprise 58% of the Indigenous population in Canada and that the First Nations represent a majority of urban, rural and northern Indigenous people in Canada; and

Whereas many urban and rural housing providers are invaluable in providing housing for First Nations and other Indigenous Peoples, often in challenging situations, especially women and children; and

Whereas there is a need to ensure that First Nations and Indigenous housing groups have adequate resources to meet the housing needs of Indigenous people, no matter where they live.

Therefore be it resolved that OPSEU/SEFPO, in conjunction with the Ontario Federation of Labour and the Canadian Labour Congress, demand that the

federal and provincial governments ensure the implementation of the Urban, Rural, and Northern Indigenous Housing Strategy (URN Strategy), and **Be it further resolved that** each government provide a timeline for the completion of the implementation.

L5

Whereas 215 unmarked graves were found at the Kamloops Residential School since 2020, and
Whereas residential schools have detrimentally impacted Indigenous families and children, and
Whereas the discovery and return of the children is vital to the healing process for Indigenous families, and
Whereas the investigation into the discoveries at the government run schools is underfunded.
Therefore be it resolved that OPSEU/SEFPO, in conjunction with the Ontario Federation of Labour and the Canadian Labour Congress, publicly demand that the government immediately increase the funding for the investigation of unmarked graves at the residential schools.

L6

Whereas according to a Watchdog 2021-22 annual report, racial discrimination, stereotyping and bias is as prevalent as it has ever been, and
Whereas Canada has made very little progress to address the over-representation of Indigenous and racialized persons in the prisons and facing even worse conditions than they did even a decade ago, and
Whereas it is a real shame of the lack of response to the Truth and Reconciliation Commission Call to Action #30, and
Whereas the Indigenous Circle includes 4 members employed within the correctional institutions in Ontario, who have firsthand knowledge of the racism and discrimination being faced by Indigenous and racialized persons.
Therefore be it resolved that OPSEU/SEFPO supports the establishment of healing centres and programming within Indigenous communities, and
Be it further resolved that OPSEU/SEFPO in conjunction with the Indigenous Circle make a formal press release prior to June 21st calling out the provincial government regarding the horrendous living conditions of Indigenous and

racialized inmates within these correctional institutions.

L7

Whereas the homeless community is subjected to higher rates of violence, victimization, and becoming missing persons (Huey & Ferguson, 2020); and **Whereas** aggressive policing strategies have historically been disproportionately applied in communities of racialized peoples (Mummolo, 2018), leading to Black, Indigenous and other diverse groups being disproportionately impacted by use of force and strip searches by officers; and **Whereas** racialized people are overrepresented in the number of "enforcement actions" taken against them relative to their total population in Toronto; and **Whereas** the City of Toronto spends 25% of taxpayer dollars on policing, which is more than the tax dollars spent on employment services, shelter and social housing, and children's services combined; and **Whereas** the City of Toronto has spent \$2 million to clear encampments of unhoused people using physical force through the police services and uses \$5.9 million to maintain the Toronto Police Service mounted division; and **Whereas** Toronto mayor, John Tory, has proposed to increase police funding by \$50 million in 2023 which will result in 200 more police positions, despite the Toronto police report revealing widespread, systemic racism in the force, concluding a total budget proposal of \$1.1 billion, alone, for Toronto Police Services.

Therefore be it resolved that OPSEU/SEFPO develop a support strategy, in conjunction with the sectors, and divisions that support and influence social services, along with the equity committees/caucus, to advocate for the shift in spending on social services that help decrease homelessness, such as, but not limited to, social housing, warming centers, employment services, and children's services.

L8

Whereas the Canadian Pension Plan Investment board (CPPIB) is caught in scandal involving elder abuse, fraud and embezzlement as they are the largest investor in Orpea, a for-profit corporation that is accused of rationing food and incontinence products in its European long-term care homes.

Whereas CPPIB is the largest single investor owning 15% of Orpea's shares and holds 2 seats on the board it is involved in court actions resulting in the corporations shares plummeting threatening the survival of the corporation.
Whereas the restructuring of Orpea's 9.5 billion euros in debt will involve significant losses to all investors including CPPIB.
Therefore be resolved that OPSEU will, call upon the Federal Government to take action to stop the Canadian Pension Plan Investment board (CPPIB) from investing in for-profit long-term care and other for-profit healthcare facilities in Canada and abroad. And will call on the OFL, NUPGE and the CLC to do the same.

L10

Whereas climate change is affecting all aspects of workers lives in Ontario, disrupting our economy and impacting our health and our future prosperity; and
Whereas the poorest and most vulnerable citizens are impacted the most by climate change and are the most likely to be displaced and become climate refugees and migrants; and
Whereas immediate action is needed to keep the impact of human behavior on carbon emissions within the levels agreed to by our government through international agreements; and
Whereas affordable, scalable solutions are readily available to build cleaner, more climate resilient workplaces, communities and economies; and
Whereas labour unions have been on the forefront of demanding that governments and employers take real action on climate change by creating a path towards net-zero carbon emissions and a just transitions for workers;
Therefore be it resolved that OPSEU/SEFPO will create a climate action plan based on current science and evidence, best known practices and currently available solutions to reduce its own carbon footprint, to give members the resources and tools necessary to organize for climate action in their own workplaces and communities, and to advocate for climate action and a just transition for workers at all levels of government.

L11

Whereas seniors are suffering with a higher cost of living, currently above 10%, and are struggling to pay bills, and sometimes cutting medications to do so, and,
Therefore be it resolved that OPSEU with the CLC, OFL, NUPGE, OFUR and CURC, will lobby the Federal Government to increase OAS, CPP, GIS for all those eligible.

M2

Whereas the Ontario Public Service Unified Locals total nearly 100 in the Province; and
Whereas when new members start their employment with the OPS they are not always assigned to a Local by OPSEU/SEFPO; and
Whereas these new members are paying dues to the Union but the Local rebate is not assigned to the Local; and
Whereas the Local may not even know where these new members are located due to the new hybrid work model or due to the number of physical work locations within the Local; and
Whereas this situation is only found within the OPS Unified Division Locals; and
Whereas there is currently a OPSEU/SEFPO policy stating that the 999 list will be provided regularly; and
Therefore be it resolved that OPSEU/SEFPO assign the 999 list be reviewed on a quarterly basis by OPSEU/SEFPO Staff and that members be assigned to the appropriate Local based on current workplace assignments,
Be it further resolved that OPS Unified Local Presidents will be provided a copy of this list for their Local on a quarterly basis.

M5

Whereas section 2.1 of the policy manual policy states that once the Executive Board has voted and taken a decision, the decision belongs to the entire Executive Board and every EBMs must publicly support the decision, even if they voted against it unless the EBMs has registered a minority vote on a motion; and

Whereas section 2.5 B 8) of the procedures manual outlines no member shall criticize any vote of the Board (except when moving reconsideration) unless they have stated their intention of submitting a minority report on that specific matter immediately after the vote; and

Whereas the intent to submit minority reports are noted within the minutes of the executive board; and

Whereas minority reports are submitted at the end of the year before convention to make up part of the board report submission to convention; and

Whereas minority reports address relevant and often time-sensitive issues for members; and

Therefore be it resolved that minority reports shall be submitted before the next executive board meeting to allow for timely distribution with approved minutes.

M8

Whereas CAAT-S Full-Time, CAAT-S Part-Time, CAAT-A, Universities, Boards of Education, Ministry of Education and Cultural Institutions and Ministry of Colleges and Universities, have the same type of structure; and

Whereas CAAT-S Full-Time, CAAT-S Part-Time, CAAT-A, Universities, Boards of Education, Ministry of Education and Cultural Institutions and Ministry of Colleges and Universities, go through the same type of funding with the provincial government; and

Whereas CAAT-S Full-Time, CAAT-S Part-Time, CAAT-A, Universities, Boards of Education, Ministry of Education and Cultural Institutions and Ministry of Colleges and Universities, these entities can promote and combat the same issues on a bigger scale if they were merged as a council

Therefore be it resolved that OPSEU/SEFPO will create an Educational Council as defined under Article 21.4 of the Constitution;

Be it further resolved that the Educational Council may consist of CAAT-S Full-Time, CAAT-S Part-Time, CAAT-A, Universities, Boards of Education and Cultural Institutions, Ministry of Education and Ministry of Colleges and Universities.

Be it further resolved that once the Educational Council is endorsed and passed by at least four (4) of the above mentioned sectors & ministries, the Council will hold its first meeting once approved by the President's office as per Article 21.4 within 3 months to come up with their terms of reference.

O3

Whereas the business of the union is governed by its chosen rules of order
Whereas the current rules of order, 'Robert's Rules of Order', is not understood by the majority of the membership as well as some staff and chairs of various meetings and events.

Whereas Robert's Rules is a complicated set of rules, that presents a barrier to new and old members alike.

Whereas constitutional rules of order contradict Robert rules furthering confusion

Whereas simpler rules of order and parliamentary procedures exist and are in use in other organizations both small and large.

Therefore be it resolved that OPSEU/SEFPO immediately strike a committee or working group to investigate and bring forward a recommendation on modern rules of order that:

- can be easily learned & understood
- fosters inclusion and removes barriers
- focuses on the business of the Union getting done.

Be it further resolved that the committee put forward to the Executive Board any constitutional amendments that are appropriate to further the democratic operation of union business and that any Constitutional Amendment endorsed by the Executive Board then be forwarded to the Convention 2024 for debate pursuant to Art 13.8 of the Constitution.

C1

Whereas the definition of two-tiered bargaining, according to CUPE, is "which employers try to get union members to agree to different scales of compensation;" and

Whereas two-tiered collective agreements, according to the Institute for the Study of Labour, "include two tiers meaning that new hires receive lower wages, less job security, longer probationary periods, different pensions and benefits, or a combination of all four of these measures; and

Whereas two-tiered clauses present new hires with worse working conditions, wages and benefits than those negotiated for more senior members in the same jobs, for no reason other than their date of hire; and

Whereas our members are working side-by-side, being paid different rates of pay, with access to different benefits, and even different pensions upon retirement; and

Whereas OPSEU/SEFPO, under Article 4 in the OPSEU/SEFPO Constitution, is charged with "bringing about improvements in the wages and working conditions of the membership, including the right of equal pay for work of equal value."

Therefore be it resolved that the OPSEU/SEFPO Executive Board, under Article 24 in the OPSEU/SEFPO Constitution, establish a regulation that stipulates all Local, Sector, Division, and Central bargaining teams actively avoid bargaining two-tiered clauses during rounds of bargaining and not present two-tiered collective agreements to their membership. for ratification, and

Be it further resolved that OPSEU/SEFPO Political Action & Education Division develop within 8 months, and provide to members of all Local, Sector, Division, and Central bargaining teams, training on the hazards of engaging in two-tiered bargaining and best practices to follow that will reduce the likelihood of employers forcing two-tiered clauses as a response to bargaining priorities.

11

Whereas the rapid escalation of record-setting heat waves, floods, wildfires, droughts, growing food insecurity and famine, and the fossil-fuel driven economic crisis all confirm that the window for urgent action to limit global warming to the United Nations / 2015 Paris Accord target of 1.5C above pre-industrial levels is closing fast; and

Whereas the United Nations International Panel on Climate Change (IPCC) has confirmed the scientific consensus that to meet the 1.5C limit, we need to rapidly reduce global emissions of carbon dioxide (CO2) and other key greenhouse gases (GHGs) by 43% from 2019 levels by 2030 – and achieve “net zero” emissions by 2050; and

Whereas the labour movement is organizing for effective climate action based on the concept of a “Just Transition” to a zero-carbon economy, in which workers who are displaced from carbonintensive industries and occupations - as well as workers in low-wage, part-time and contingent jobs or who face barriers to employment

i) have a real say in planning the transition in our workplaces, industries

and the economy as a whole, and

ii) have access to job protections, training and support to transition to good, unionized jobs in the new green economy; and

Whereas a growing coalition of labour, environment and community organizations is recognizing that the movement for a zero-carbon economy must be founded on the principles of Climate Justice, which include:

i) putting the needs of people, communities and the environment ahead

of fossil-fuel industries, multinational banks, and corporate profits

ii) supporting Indigenous struggles for sovereignty, self-government and

control over their traditional territories

iii) ensuring that Indigenous, racialized, working class and low-income communities - who have been most negatively impacted by the climate crisis - have a real say in planning and implementing the transition and benefit from the economic opportunities it creates

iv) recognizing that high-quality, well-funded public services are a key part of the low-carbon economy and are critical to supporting workers and our communities during the transition; and

Whereas the CLC, OFL, labour councils and individual unions are actively pursuing labour strategies for Climate Justice and a Just Transition including:

i) educating leaders and activists on the climate crisis and strategies to achieve a zero-carbon economy

ii) bargaining enforceable contract language and establishing joint labour-management workplace environmental committees to drive the just transition in our workplaces

iii) working with labour and community allies to build a powerful political movement to protect our environment and drive government action to achieve climate justice and the UN IPCC and Paris Accord targets, and

Therefore be it resolved that OPSEU supports the call for a rapid transition to a zero-carbon economy to achieve the targets and timelines established by the 2015 Paris Accord and the United Nations International Panel on Climate Change, based on principles of Climate Justice and a Just Transition; and

Be it resolved that OPSEU commits to reviewing the carbon emissions generated by our own operations and to developing and implementing a plan for the greening of OPSEU's own operations to meet the Paris Accord and IPCC targets; and

Be it resolved that OPSEU will develop an educational program and a toolkit/manual for stewards, leaders and activists that will include:

- an overview of the impact of GHGs and the climate crisis,

• union strategies for workplace action on climate change including engaging, educating and organizing in our workplaces, locals, sectors and divisions; bargaining enforceable language; and establishing and using joint workplace environment committees to hold employers accountable and achieve a just and rapid workplace transition

• strategies for building the movement for climate justice together with our labour, environmental and community allies; and

Be it resolved that OPSEU will support the establishment of green stewards networks within OPSEU's regions and service areas to network, share information and strategies, support climate organizing within OPSEU/SEFPO, and build OPSEU/SEFPO's participation in the Climate Justice movement in our communities; and

Be it resolved that OPSEU will work with our labour, environmental, youth and community allies to build a powerful, broad-based and inclusive Climate Justice movement, and achieve effective government action to implement a rapid transition to a just, sustainable, zero-carbon future.

L9

Whereas the official work week in Ontario is among the longest in the industrialized world, a situation proven to cause increased stress, illness and lower productivity;

Whereas tens of thousands of new jobs would be created if the work week was reduced appropriately;

Therefore be it resolved that the OPSEU/SEFPO organize and actively campaign to reduce the work week to 4 standard working days, without loss of pay or benefits to workers, and no additional time added to the remaining working days.

Disbanding Equity Seats Ad Hoc Committee

Whereas the Equity Seats Ad-Hoc Committee arising from OPSEU/SEFPO's Social Mapping Project (SMP) was tasked with consulting and investigating constitutional changes to permit equity seats on the OPSEU/SEFPO Executive Board; and

Whereas the Convention 2023 passed a constitutional amendment to add seven seats designated for Equity Executive Board Members to the OPSEU/SEFPO Executive Board;
Therefore be it resolved that having discharged its mandate, the Equity Seats Ad-Hoc Committee be disbanded.

Regional Meeting 2024

Therefore be it resolved that in accordance with Article 14.2 of the OPSEU/SEFPO Constitution, that the 2024 Regional Meetings be scheduled and held on Saturday, April 6, 2024, and if Region 5 believes that a second day is required, that they work with the president's office and will continue to meet on April 7, 2024

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Re-Appointment of Healthcare of Ontario Pension Plan (HOOPP) Trustee May 17, 2023

Whereas Laura Dumoulin's appointment as a trustee to the Healthcare of Ontario Pension Plan will end on June 30, 2023; and
Whereas the PLC recommends the reappointment of Laura Dumoulin to the position of Pension Trustee to the Healthcare of Ontario Pension Plan for a two (2) year term ending June 30, 2025;
Therefore be it resolved that Laura Dumoulin be reappointed as a pension trustee to the Healthcare of Ontario Pension Plan (HOOPP) for the period of July 1, 2023 to June 30, 2025 provided Laura Dumoulin signs the Letter of Understanding provided by OPSEU/SEFPO.

2023 Municipal and Provincial Byelections Political Action and Member Mobilization

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas there is currently a by-election underway for Mayor of Toronto and Provincial and Federal by-elections will occur throughout the remainder of 2023; and

Whereas Provincial and Federal By-elections are only four weeks long and can be called at any time following the resignation of an MPP or MP; and

Whereas OPSEU/SEFPO Members in the OPS and BPS are directly affected by the decisions of the Provincial Government; and

Whereas over 70 OPSEU/SEFPO bargaining units in Sectors 1, 3 and 13 are directly employed by municipal governments or school boards; and

Whereas electing progressive federal, provincial and municipal politicians who understand and support labour and the union movement, will assist in stopping the ongoing privatization and contracting out of services to protect OPSEU/SEFPO workers; and

Whereas by-elections in 2023 create an opportunity to continue to train members on the tools we used in the recent provincial and municipal elections, namely CallHub, Prompt texting and Social Media;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the attached submission as detailed to support 2023 municipal and/or provincial and federal by-election campaigns; and

Be it further resolved that members be encouraged to vote and become involved in their local by-election campaigns; and

Be it further resolved that CPAC with the assistance of staff will coordinate the use of these resources in consultation with regional leadership including the regional OPSEU/SEFPO Executive Board members; and

Be it further resolved that these funds be drawn from the contingency fund.

Assignment of New Members to Local 396

Whereas the respiratory therapists at Stevenson Memorial Hospital overwhelmingly voted to join OPSEU/SEFPO; and

Whereas there is an existing HPD Local 396 unit of Diagnostic Imaging and Laboratory Professionals that has agreed to accept the newly organized members into their local; and

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation from OPSEU/SEFPO Executive Committee and assign the newly organized respiratory therapists to Local 396.

Sector 10 HPD member Organizing and Education (Bill 60)

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas OPSEU/SEFPO's Hospital Professionals (HPD) members continue to work around the clock while facing the insurmountable challenges brought on by staffing shortages, privatization of services, Bill 124 and now Bill 60; and **Whereas** the Sector Divisional Executive wishes to provide members with education and resources to organize and mobilize members within in each local to push back on Bill 60 and the Ford government's agenda to privatize and deregulate the work of hospital professionals; and **Whereas** the Sector Divisional Executive is requesting to hold a single day member organizing session in each region in the spring of 2023; **Therefore be it resolved that** the OPSEU/SEFPO Executive Board provide funding as per the attached proposal with the maximum of the funds to be drawn from the existing HPD Budget Line and any remaining funds to be drawn from the Contingency Fund.

June 22 – 23, 2023 – Executive Board Web Conference

June 22, 2023

The Executive Board was called to order at 9:33 a.m. President JP Hornick was in the Chair. All members were present except Melissa Coenraad who was absent with reasons acceptable to the Chair.

June 23, 2023

The Executive Board was called to order at 9:43 a.m. President JP Hornick was in the Chair. All members were present except for Melissa Coenraad, Drew Finucane, Chad Oldfield. Chrisy Tremblay arrived at 10:24 a.m. with reasons acceptable to the Chair.

Motions passed at the meeting:

Adoption of the Executive Board Meeting Agenda as Amended

Therefore be it resolved that the OPSEU/SEFPO Executive Board Agenda be adopted with the amendments listed.

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the May 16-18, 2023 Executive Board Meeting.

Motion #4 - Reference Policy Manual p.337

Therefore be it resolved that the following amendments are made to the OPSEU/SEFPO Policy Manual:

5A.1 UNION SOLIDARITY – All Labour Centrals

4. Convention Delegates and Delegate Expenses (affiliated conventions)

Effective Dates: 2. October 18 19, 1979 [B10], **TBA**;

Application: OPSEU/SEFPO-wide; Members; President; Regions

Related: expenses, Convention, accommodations, representatives, affiliates

2. Member Delegates Only OPSEU/SEFPO members **not** in good standing ~~may~~ **are not eligible to** be Delegates accredited to OPSEU/SEFPO at OFL, CLC, or NUPGE conventions. **With the exception of Collective Agreement entitlements, No** staff person shall be a Delegate of OPSEU/SEFPO to such a convention **in place of an OPSEU/SEFPO member.**

Resolution EB3

Whereas Ontario's healthcare system is in crisis, after decades of

underinvestment and cuts; and

Whereas despite its population and wealth, Ontario consistently competes for last place among the provinces in terms of healthcare funding per capita; and

Whereas the Ford government has helped to manufacture the current crisis by underspending what was originally earmarked for healthcare by nearly \$2 billion - during a global health pandemic, with emergency rooms closing amidst an ongoing staffing crisis – and by imposing the Bill 124 wage cap; and

Whereas the Ford government posted a \$2.1 billion budget surplus last fall, while the Financial Accountability Office (FAO) projected six years of budget surpluses; and

Whereas it's clear that the government has helped to manufacture the healthcare crisis in an effort to push a privatization agenda; and

Whereas the Ford government is moving to privatize hospital services by allowing private clinics – also known as Independent Health Facilities (IHF's) – to perform what they deem “easy” surgeries/procedures like hip and knee replacements, cataract surgeries, MRIs and CT scans and gynecological surgeries; and

Whereas this plan isn't about finding “creative solutions” to solve the healthcare crisis – namely hallway healthcare, growing wait times, retention and recruitment issues across a variety of fields of medicine, severe short staffing, burnout and mental health injury – but rather, it's about providing untapped markets to corporations to profit off the sick and elderly, by charging fees and subsequently underpaying staff; and

Whereas the Ford government's plan violates the core values of equality and accessibility, which are inherent to our public healthcare system, and threatens to worsen the staffing crisis, increase wait times and reduce access to healthcare for those least able to pay; and

Whereas Ontario should be investing in public solutions that improve patient and resident access and affordability – in hospitals, long-term care, home and community care, ambulance services, blood services and diagnostics, and mental health services; and

Whereas if the door is opened to private, for-profit clinics, it would spell the end of our public healthcare system

Therefore be it resolved that OPSEU/SEFPO commit to fighting the Ford government's privatization agenda by organizing in our workplaces, building spaces of solidarity with labour and community allies and taking action on the ground; and

Be it further resolved that OPSEU/SEFPO call on the provincial

government to abandon its appeal of the Bill 124 court decision, commit to global health funding increases, and a process of consultation around long-term health human resource planning to improve staffing levels, provide more full- time, permanent job opportunities, tackle the retention and recruitment crisis, and ensure the provision of high-quality public healthcare for all.

Resolution L4

Whereas, in 2021/2022, the average tuition fees for international undergraduate students in Canada rose 4.9% from a year earlier to \$33,623, following a 7.1% gain in 2020/2021 (Statistics Canada, 2021); and
Whereas post secondary institutions revenue from tuition and other fees has increased by over \$476 million, while funding from provincial governments has decreased over time (Statistics Canada, 2021); and
Whereas international students are not permanent residents and cannot access government funded resources and campus supports do not always have the knowledge of the cultural intricacies that these students may face; and
Whereas it has been documented international students are more vulnerable to health insurance fraud, abuse by landlords, exploitation by employers paying below minimum wage, food insecurity, and sexual violence; and
Whereas these students also fall into the equity group of young workers/precarious workers, and these compounding factors significantly impact academic performance as well as overall health and wellbeing (Ghosh, Kim, Garrison, & Shahidnia, 2022); and
Whereas the pandemic has amplified the issues and vulnerabilities that international students face, leading to a disturbing increase in death by suicide rates in Canada (One Voice Canada, 2021).
Therefore be it resolved that OPSEU/SEFPO immediately demand the provincial government to reduce/freeze international student tuition rates and budget more funding in post secondary institutions; and
Be it further resolved that OPSEU/SEFPO, in conjunction with the Provincial Young Workers Committee, work with post-secondary institution student unions to assist with connecting international students with appropriate resources within the institution, as well as young worker rights hubs; and
Be it further resolved that OPSEU/SEFPO honour its commitment to advancing young worker and racialized worker rights, as well as to better

support OPSEU/SEFPO post-secondary sector members who support international students.

Sanction Ad-Hoc Committee Election

The following OPSEU/SEFPO Executive Board Members were elected to the OPSEU/SEFPO Sanction Ad-Hoc Committee: **Veronica Attard, Jennifer Van Zetten, Coleen Houlder**

Governance Ad-Hoc Committee Election

The following OPSEU/SEFPO Executive Board Members were elected to the OPSEU/SEFPO Governance Ad-Hoc Committee: **Coleen Houlder, Lucy Morton, Chrisy Tremblay**

Regional Meeting – April 6, 2024

Whereas OPSEU/SEFPO held hybrid regional meetings in 2022; and
Whereas advance planning is both fiscally and operationally prudent; and
Whereas providing hybrid options can remove barriers for participation for some;
Therefore be it resolved that the 2024 OPSEU/SEFPO regional meetings occurring on April 6, 2024 be provided in a hybrid format, which includes virtual and in-person options.

Charter Challenge to Bill 124

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas OPSEU/SEFPO and other Unions were successful in a Constitutional Challenge to Bill 124, which the Ontario Superior Court declared void and of no effect on November 29, 2023; and

Whereas the Crown appealed the Court's decision and seeks again to suspend free collective bargaining and impose wage restraint legislation on public sector workers in Ontario, which is a direct assault on the Charter rights of OPSEU/SEFPO members; and

Whereas the legal funding that was approved by the Executive Board in 2020 and 2022 for costs incurred in the Charter Challenge is exhausted;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the proposal for funding for legal costs incurred in the ongoing Charter Challenge to Bill 124, with funds to be drawn from the Contingency Fund.

Ride-Hailing and Ride-Share Reimbursement

Whereas the Financial Administration section of the OPSEU/SEFPO Policy Manual speaks to travel to and from airport (4.2[7.2]); travel between downtown and head office (4.2[7.3]); taxi receipts (4.2[9]) and tip receipts (4.2[10]); and

Whereas no ride-sharing companies have unionized at this point, Uber Canada and UFCW entered into an 'Agreement' allowing UFCW to provide representation to the workers; and

Whereas both ride-hailing and ride-sharing services are regulated jurisdictionally;

Therefore be it resolved that the OPSEU/SEFPO Policy Manual be amended to approve the reimbursement of both ride-hailing and ride-sharing services with appropriate documentations / receipts.

Hardship Funding

Whereas in January 2014, the Executive Board passed a motion for the Regional Hardship Funds calculation to include Retired Members as defined in Article 6.11 of the OPSEU/SEFPO constitution; and

Whereas on May 16, 2023, the Executive Board passed resolution H3 from Convention 2023, which increased the Regional Hardship Funds from \$1.25 per member to \$2.00 per member in good standing effective January 1, 2023; and

Whereas this difference could lead to a two-tiered funding process, where there is \$1.25 per retiree and \$2.00 per member in good standing;

Therefore be it resolved that the policy regarding Regional Hardship Funds be amended to be \$2.00 per member in good standing and per Retired Member as defined in Article 6.11 of the OPSEU/SEFPO constitution; and

Be it further resolved that this increase be funded from the Contingency Fund.

Wabshkaa Animkii Benesii (WAB) After School Program Donation

Whereas we, OPSEU/SEFPO prides itself on being a social justice Union; and
Whereas OPSEU/SEFPO has a chance to give back and support an amazing community program that directly impacts the lives of so many; and
Whereas Wabshkaa Animkii Benesii (WAB) After School is a grassroots initiative that operate solely on donations and is a not-for-profit organization;
Therefore be it resolved that OPSEU/SEFPO provide a one-time donation in the amount outlined in the proposal; and
Therefore, be it further resolved the donation be drawn from the contingency fund.

Workers Action Movement (WAM) Donation

Whereas the Workers Action Movement (WAM) was founded in 2017 and is a grassroots network of labour union activists from coast to coast to coast; and
Whereas WAM is a cross-union network made up of workers from both the public and private sector and allies outside of organized labour. Supporters of WAM work in solidarity against the boss's agenda; building union democracy, worker's power and against business as usual unionism; and
Whereas WAM had a visible presence at the recent CLC Convention in Montreal and incurred associated costs for its booth and electricity rentals along with other costs associated with travel, meals, etc..;
Therefor be it resolved that OPSEU/SEFPO make a one-time donation to the Workers Action Movement (WAM) drawn from the contingency fund.

OPSEU/SEFPO Support for the Writers Guild of America (WGA) Strikers

Whereas the Writers Guild of America (WGA), representing 11,500 workers, has been on strike since May 2, 2023; and
Whereas writers are facing the most comprehensive assault on compensation and working conditions that they have seen in a generation. The studios have taken advantage of the transition to streaming to underpay entertainment industry workers, including writers in every area of work; and

Whereas the strike has impacted thousands of Canadian workers in the film and entertainment industry who are dealing with big financial losses in Ontario and beyond. Ontario Creates reveals 419 productions existed in 2022, contributed a record-breaking \$3.15 billion to the Ontario economy; and

Whereas the Writers Guild of Canada supports the WGA and established a firm set of rules for its members, stating writers cannot accept any struck work under WGA jurisdiction. Support has been expressed by IASTE 873, [Playwrights Guild of Canada](#), and others who will participate in a solidarity rally on June 14 in Toronto; and

Whereas solidarity known no bounds, and an injury to one is an injury to all;

Therefore be it resolved that OPSEU/SEFPO issue a public statement expressing solidarity with the Writer’s Guild of America (WGA), and encourage NUPGE, the OFL and CLC and its affiliates to do so as well; and

Be it further resolved that OPSEU/SEFPO sign onto the WGA support campaign: <https://www.wgacontract2023.org/take-action/stand-with-writers>;

Be it further resolved that OPSEU SEFPO will participate in any solidarity actions which may occur where feasible.

Invisible Wounds 8th Annual National Conference for First Responders

Whereas occupational stress injuries and traumatic stress injuries remain a significant concern to the OPSEU/SEFPO Correctional Bargaining Unit, due to the disproportionate impact these injuries have on public safety personnel; and

Whereas the OPSEU/SEFPO members of the SolGen Corrections Provincial Health and Safety Committee (PJOHSC) and the Occupational Stress and Injuries subcommittee (OSI) advocate for OPSEU/SEFPO-Corrections members who are impacted by occupational stress injuries and traumatic stress injuries; and

Whereas the Invisible Wounds 8th Annual National Conference for First Responders and Clinicians is being held in Niagara Falls, Ontario and represents an excellent educational and networking opportunity for participants; and

Whereas the Invisible Wounds organization dedicated to contributing to the lives of First Responders and Health Professionals by organizing events to decrease stigma associated with mental health challenges, and provide education and skills development to lessen the impact of occupational stress; and

Whereas the six (6) OPSEU/SEFPO members of PJOHSC and OSI have been granted leave with pay to attend the conference; and

Whereas an OPSEU/SEFPO-Corrections member, who is a Correctional Officer, is one of the conference speakers where he will be discussing his experience of being taken hostage by a unit of inmates at the Kenora jail, his occupational stress injuries, and his recovery from the traumatic event;

Therefore be it resolved that the fees and expenses for the six (6) OPSEU members of PJOHSC and OSI be covered by OPSEU/SEFPO to attend the Invisible Wounds conference in person; and

Be it further resolved that the fees and expenses for the one (1) OPSEU member who is presenting at the conference and for his one (1) support person be covered by OPSEU/SEFPO for them to attend the Invisible Wounds conference in person. Funds to be drawn from the contingency fund.

LBED Days of Action June 2023

Whereas OPSEU/SEFPO represents 9,000 members at Liquor Control Board of Ontario (LCBO) divided into 42 bargaining units throughout Ontario; and

Whereas the government has loosened the rules governing alcohol sales, massively expanding the number of private outlets where alcohol is for retail sale, and slashed the wholesale discount rate at a cost to provincial revenues of at least \$60 million annually; and

Whereas the government has privatized many elements of alcohol distribution including e-commerce, and Christmas specialty products; and

Whereas the LCBO returns all of its profits to the people of Ontario -- \$2.55 billion in 2021-22 -- and cumulatively, more than \$20 billion in the last decade. LCBO profits pay for vital public services that people depend on such as health care, schools and highways; and

Whereas the LBED Anti-Privatization Committee will hold up to three days of action in July, August, and September to organize members and raise public awareness on the negative impact of privatizing alcohol sales in Ontario;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds as outlined in the attached from the LBED Anti-Privatization Account to enable the Committee to purchase branded items to for the summer days of action; and

Be it further resolved that the days of action is encompassed into the LBED bargaining strategic plan.

LBED Organizing to Win June 2023

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas OPSEU/SEFPO members in the Liquor Board Employees Division represent approximately 9,000 members in 42 Locals; and
Whereas the current collective agreement expires March 31, 2024; and
Whereas after years of being called "pandemic heroes" LBED members are facing a cost-of-living crisis with wages that won't keep up and with too few full-time jobs; and
Whereas years of giving away lucrative alcohol sales to billionaires like Galen Weston threatens jobs and public revenues that fund healthcare, education and infrastructure; and
Whereas the Ford government signalled its intention in May 2023 to enable thousands of convenience stores to sell alcohol, likely by not renewing its agreement with the Beer Store, set to expire in 2025; and
Whereas the Bargaining Team will recruit 800-900 leaders across the province to mobilize members to push back against privatization and achieve major wage gains in this round;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the amount as outlined in the attached proposal to be drawn from the Contingency Fund for Phase 1 of a systematic internal organizing campaign in LBED to protect jobs and raise wages in the 2024 round of bargaining.

Timmins Family Health Team

Whereas the Timmins Family Health Team has organized with OPSEU/SEFPO; and
Whereas OPSEU/SEFPO local 643 is a composite local including Timmins District Hospital and these members did provide support for that organizing drive; and
Whereas the local executive of Local 643 has indicated the local accepts the Timmins Family Health Team unit as part of their local;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation from OPSEU/SEFPO Executive Committee to place the newly organized Timmins Family Health Team Unit in Local 643.

Local 346

Whereas the registered pharmacy technicians at Royal Vic Hospital voted to join OPSEU/SEFPO; and
Whereas we already have two existing bargaining units of laboratory and diagnostic imaging professionals; and
Whereas Local 346 has agreed to accept the newly organized units;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation from OPSEU/SEFPO Executive Committee and assign the newly organized registered pharmacy technicians to Local 346.

International Human Rights

Whereas OPSEU/SEFPO is committed to Human Rights Advocacy, and supports 2SLGBTQIA+ rights are Human Rights; and
Whereas at the recent CLC Convention 2023, an emergency resolution was passed asking affiliates not to be bystanders as 2SLGBTQIA+ human rights are being attacked; and
Whereas Violent threats are escalating weekly against 2SLGBTQIA+ community and workers; and
Whereas Education is a critical component of the fight back against hate movement;
Therefore be it resolved that OPSEU/SEFPO donate the amount identified in the attached proposal to help cover the costs of the Human Rights Conference planned by Toronto Pride and OFL affiliates; and
Be it further resolved that these funds be drawn from the contingency fund.

Collingwood Hospital New Unit

Whereas the registered Physiotherapists, Occupational Therapists and assistants at Collingwood Hospital voted to join OPSEU/SEFPO; and
Whereas we already have an existing bargaining unit of laboratory and diagnostic imaging professionals; and
Whereas Local 347 has agreed to accept the newly organized unit;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation from OPSEU/SEFPO Executive Committee to place the newly organized professionals in Local 347.

Motion to Extend Orders of the Day

Motion to have Orders of the Day extended to 1pm.

July 18 – 20, 2023 – Executive Board Web Conference

July 18, 2023

The Executive Board was called to order at 9:37 a.m. President JP Hornick was in the Chair. All members were present except for Veronica Attard, Rob Boulet and Melissa Coenraad with reasons acceptable to the Chair; Erin Smith and Chrisy Tremblay arrived at 9:40 a.m.

July 19, 2023

The Executive Board was called to order at 9:41 a.m. President JP Hornick was in the Chair. All members were present except for Veronica Attard, Rob Boulet, Melissa Coenraad with reasons acceptable to the Chair.

July 20, 2023

The Executive Board was called to order at 9:32 a.m. President JP Hornick was in the Chair. All members were present except for Veronica Attard, Rob Boulet, Melissa Coenraad with reasons acceptable to the Chair.

Motions passed at the meeting:

Adoption of the Executive Board Meeting Agenda as Amended

Therefore be it resolved that the OPSEU/SEFPO Executive Board Agenda be adopted with the amendments listed.

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the June 22-23, 2023 Executive Board Meeting.

Remote Work

Whereas many OPSEU/SEFPO members were forced to work from home full time for over 2 years during the global pandemic; and

Whereas the pandemic has radically changed the way many of our members work. We continued to serve Ontarians, whether we were working from home or in the workplace and have proven that it's time to rethink the future of work;

Whereas our members want a better work-life balance; and

Whereas there is an ongoing risk of our members catching COVID-19 in the workplace from co-workers or the working conditions in some government offices, which carries both short-term and long term health risks; and

Whereas unions such as PSAC-AFPC have taken a leadership role within the labour movement in pushing their employer to provide a better work-life balance which includes accessible flex hours and remote work; and

Whereas remote work has become a part of everyday life for most workers and is widely supported by the majority of Canadians. It's time for the government to look to the future by enshrining it into our collective agreements;

Therefore be it resolved that OPSEU/SEFPO create a 'Proposal for remote work', which would include the employer giving employees the opportunity to voluntarily participate in remote work – or not — based on their unique and individual circumstances. The proposal would include the process for requesting a remote work agreement, making sure workers are properly equipped for remote work, and ensuring their requests are not unreasonably denied. This proposal would be provided to all future bargaining teams and the entire membership via the website;

Be it further resolved that OPSEU/SEFPO publicly state its demand for our employers to create healthy workplaces and achieve work-life balance with flexible hours and remote work;

Be it further resolved that OPSEU/SEFPO reach out to affected provincial public sector worker bargaining agents, such as AMAPCEO, PEGO, and ALOC, with the goal of drafting an open letter to the Doug Ford government on our collective behalf expressing our dissatisfaction at the approach to returning to workplaces and our desired outcomes for a modern and flexible workplace.

Excluded Position Attendance at OPSEU/SEFPO Executive Committee and OPSEU/SEFPO Executive Board Meetings

Be it resolved that the President designate executive assistant(s) to attend the OPSEU/SEFPO Executive Board and OPSEU/SEFPO Executive Committee meetings,

including In Camera discussions as appropriate, for a period of one year to be reviewed at that time by the OPSEU/SEFPO Executive Board.

Terry Scratch Fundraiser

Therefore be it resolved that OPSEU/SEFPO match the total donations raised by OPSSU in their fundraiser for valued staff member, Terry Scratch, who passed away in June 2023 as outlined in the attached proposal, drawn from the Contingency Fund.

Donation to the Ontario Coalition for Better Childcare

Whereas the Ontario Coalition for Better Childcare is the recipient of a standing annual donation from OPSEU/SEFPO; and
Whereas the Ontario Coalition for Better Childcare provides essential advocacy on behalf of childcare services; and
Therefore be it resolved that OPSEU/SEFPO financially support the Ontario Coalition for Better Childcare above the annual standing donation in accordance with the attached proposal; and
Be it further resolved that funds be drawn from the Contingency Fund.

OPS Unified Bargaining Procedures

Whereas at the October 2022 OPS-Unified Divisional Meeting, revised OPS-Unified Divisional Bargaining Procedures were approved; and
Whereas in the OPSEU/SEFPO Procedures Manual (July 2023) the OPS-Unified Bargaining Procedures are found in Section 3.2.6B;
Therefore be it resolved that the OPS-Unified Negotiations Procedures in the OPSEU/SEFPO Procedures Manual Section 3.2.6B be replaced with those Bargaining Procedures approved at the OPS-Unified Divisional Meeting in October 2022.

OPS Unified All MERC Team Training 2023

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas The last OPS MERC Conference was held September 25-26, 2019; and
Whereas It is a very challenging time in the OPS; and
Whereas The OPS Unified Collective Agreement expires December of 2024, and we need to begin mobilizing the OPS for the next round of bargaining; and
Whereas new MERC teams have been recently elected at the last OPS Divisional Conference held in October 2022; and
Whereas MERC teams play a significant leadership role within their ministries, workplaces, the OPS and OPSEU/ SEFPO; and
Whereas collectively the OPS Unified MERC Team members need to determine a course of action to build a stronger more effective division and mobilize to increase their bargaining power and
Whereas the Divisional Executive is requesting to hold a one day member organizing strategy meeting in the Fall of 2023
Therefore be it resolved that the OPSEU/SEFPO Executive Board provide funding as per the attached proposal with funds to be drawn from the Contingency Fund.

OPS Organizing Day of Action

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas the OPS unified collective agreement expires December 31, 2024; and
Whereas the OPS leadership and bargaining team is planning a Day of Action at the Sheraton Centre Toronto on September 23, to coincide with the OPS Unified Bargaining Team wage re-opener mediation; and
Whereas the OPS unified members need to determine a course of action to build a stronger more effective division and mobilize to increase their bargaining power; and
Whereas the members of the bargaining team have a significant leadership roles within their regions, ministries, workplaces, and can build toward identifying leaders and alternates who are ready to mobilize OPS members; and
Whereas training on member organizing strategy and mobilization efforts are needed to build member participation in a day of action on September 23rd;

Therefore be it resolved that the OPSEU/SEFPO Executive Board provide funding as per the attached proposal with funds to be drawn from the Contingency Fund.

Walk the Tract

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas OPSEU/SEFPO is committed to equity and the indigenous journey of its members and their families.

Whereas OPSEU/SEFPO Recognizes the atrocity that indigenous peoples face historically.

Whereas OPSEU/SEFPO is committed to building an inclusive and accessible union for its members; and understands that building bridges of collaboration and partnership is an important step toward reconciliation; and

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds outlined in the attached proposal; and

Be it further resolved that these funds be drawn from the Contingency Fund.

Motion #1 - Reference 2023 Policy Manual p.127

Be it resolved that the OPSEU/SEFPO Policy Manual is updated as follows:

Liaison to Provincial Committees

An Executive Board Member (EBM) shall be elected as liaison person with each Provincial Committee – Indigenous Circle, **Provincial francophone Caucus Committee**, Provincial Human Rights Committee (PHRC), Provincial Women’s Committee (PWC), Provincial Young Workers Committee (PYWC), **Rainbow Alliance arc-en-ciel (RAA) Committee**, **and Coalition of Racialized Workers (CoRW) Committee**, ~~and the Retirees~~; and the role of the EBM liaison shall have clear objectives and parameters shall be determined by the OPSEU/SEFPO Executive Board.

**Motion #2 - Reference 2023 Policy Manual p.431
Committees and Representatives 2019-2021**

Be it resolved that the OPSEU/SEFPO Policy Manual is updated to include the 2022-2024 Committees and Representatives.

Sector 19 Organizing 4 Bargaining Strategies

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas this is a continuation of the initial organizing for bargaining sector conference that took place in the Fall of 2022 which aimed to implement strategies to increase active participation of its members in order to win tough battles during bargaining; and

Whereas all of the units of the components of OPSEU/SEFPO's Sector 19 - CBS and Diagnostics division (CBS, PHO, LifeLabs, and Dynacare) are now starting to actively bargain with their employers; and

Whereas the sector as a whole is still facing issues involving a lack of respect regarding unsustainable workloads, burnout, privatization, low wages and the increasing cost of living; and

Whereas this follow up conference will review progress made to date, success stories, and dive deeper into organizing methodology, specifically regarding mapping and charting; and

Therefore be it resolved that the OPSEU/SEFPO Executive Board provide funding for a second organizing for bargaining conference as per the attached proposal with funds to be drawn from the Contingency Fund.

New Toronto Courthouse and Toronto Regional Bail Centre

Whereas Local 526 is located at 10 Armoury Street (New Toronto Courthouse "NTC"); and

Whereas Local 551 is located at 2201 Finch Avenue (Toronto Regional Bail Centre "TRBC"); and

Whereas approximately 696 members have been transferred from various Region 5 Locals to NTC due to the closure of 5 community courthouses; and

Whereas approximately 63 members have been transferred from various Region 5 Locals to TRBC due to the closure of 5 community courthouses;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation from the OPSEU/SEFPO Executive Committee that the members transferred to the NTC be represented by Local 526; and
Be it further resolved that the OPSEU/SEFPO Executive Board approve the recommendation from the OPSEU/SEFPO Executive Committee that all members transferred to the TRBC be represented by Local 551.

Local 147 Recommendation

Whereas Local 147 is a composite local of 4 units consisting of Paramedics, Logistics and two ACO units (in OPS-London and BPS-Wallaceburg); and
Whereas the current composition of the local has not been resulting in all classifications being represented, divisionally, regionally, and centrally; and
Whereas the Local Executive and the Local Membership voted unanimously to divide the local with Paramedics and Logistics remaining in Local 147 and the ACO in their own local;
Therefore be it resolved that based on the recommendation of the OPSEU/SEFPO Executive Committee that the OPSEU/SEFPO Executive Board approve that Local 147 be divided into two Locals, with the Paramedics and Logistics remaining in Local 147 and with the Ambulance Communication Officers creating a new local; and
Be it further resolved that the new local be assigned local number 173.

Solidarity with SAG-AFTRA

Whereas the Screen Actors Guild – American Federation of Television and Radio Artists (SAG-AFTRA) has engaged in its first strike since 1980 and together with the Writers Guild of America (WGA) are engaged in an historic strike not seen since 1960; and
Whereas performers in the film, streaming and television industries have never faced a greater threat to their professions. Over the past decade, while giant media companies report record profits, protections and compensation for talent have greatly diminished. AI technology now poses an additional peril, and the Alliance of Motion Picture and Television Producers thinks they have the upper hand; and

Whereas a victory for these striking workers could set beneficial trends for all workers; and
Whereas an injury to one is an injury to all, and solidarity knows no bounds!;
Therefore be it resolved that OPSEU/SEFPO issue a public statement expressing solidarity with members of SAG-AFTRA who have engaged in an historic strike; and encourage NUPGE, the OFL and CLC and its affiliates to do so as well; and
Be it further resolved that OPSEU/SEFPO sign onto the SAG-AFTRA support campaign: <https://www.sagafrastrike.org/stand-with-us>;
Be it further resolved that OPSEU/SEFPO consider supporting any solidarity actions which may occur where feasible.

PUA Motion

Therefore be it resolved that the OPSEU/SEFPO Policy Manual be amended as indicated below:

Where the budget provides for Regional donation and promoting the Union agenda funds, only the Regional Executive Board Members for each Region can authorize expenditures from those funds by majority vote of the Regional Executive Board Members. PUA budgets are based on \$100 per Local plus \$1 per member in the Region. This is based on signed members. The minimum received by each Region would be the same as the previous year budget so there will be no decreases in funding by going to this formula.

Where the budget provides for Regional donation and promoting the Union agenda funds, only the Regional Executive Board Members Vice-President for each Region can authorize expenditures from those funds by majority vote of the Regional Executive Board Members.

Regional Educational Fund

Therefore be it resolved that the OPSEU/SEFPO Executive Board Members in each Region are able to approve the expenditures and access the funds of their regions' Regional Educational Funds; and

Be it further resolved that the ability to approve any expenditures and/or spending from this Fund require a majority decision of the OPSEU/SEFPO Executive Board Members in that region.

August 23-24, 2023 – Executive Board Web Conference

August 23, 2023

The Executive Board was called to order at 9:33 a.m. President JP Hornick was in the Chair. All members were present except for Geoff Cain and Chad Oldfield who were absent, and Melissa Coenraad who arrived at 9:35 a.m., with reasons acceptable to the Chair.

August 24, 2023

The Executive Board was called to order at 9:31 a.m. President JP Hornick was in the Chair. All members were present except for Erin Smith and Tara Maszczakiewicz, and Drew Finucane who arrived at 10:45 a.m. with reasons acceptable to the Chair.

Motions passed at the meeting:

Adoption of the Executive Board Meeting Agenda as Amended

Therefore be it resolved that the OPSEU/SEFPO Executive Board Agenda be adopted with the amendments listed.

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the July 18-20, 2023 Executive Board Meeting.

Resolution E1

Whereas we belong to a bilingual union defined as OPSEU/SEFPO; and

Whereas OPSEU/SEFPO Constitution Article 19.4 indicates that the Francophone Committee is to develop and promote programs to encourage Francophones to participate in activities and to increase the awareness and understanding of Francophone issues; and
Whereas OPSEU/SEFPO produces English and French documentation on its Website, Communiqués etc...; and
Whereas a French course is rarely provided for Francophones at Regional Educational which is detrimental and discriminatory to the Francophone membership and to their participation in OPSEU/SEFPO activities.
Therefore be it resolved that OPSEU/SEFPO provide a minimum of 2 educationals in French per year with a minimum of 2 courses per educational. These educationals will be province wide and available to all members, either in person and/or virtual/hybrid; and
Be it further resolved that the determination of which courses are offered will be decided upon by the Provincial Francophone Committee, with the first of these educationals being run before the end of 2023.

Motion to Amend the August 23-24, 2023

Motion to amend the August 23-24, 2023 Executive Board Meeting Agenda to include Corrections Bargaining August 23-24, 2023 motion and proposal.

CPAC

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas the majority Conservative government has implemented and proposed billions of cuts from provincial revenues over the next few years; and
Whereas OPSEU/SEFPO members will be directly affected by the billions lost in provincial revenues that fund public services such as health care, education, and social programs; and
Whereas the government's proposed cuts are projected to be far worse than those of the Harris government, which resulted in mass hospital closures, amalgamations, cuts, and privatization; and
Whereas the majority PC government has passed Bill 60 which will privatize up to 50 percent of surgeries and diagnostics from public hospitals which will significantly

impact access to services in many communities up to and including closures of hospitals and increased user fees; and

Whereas OPSEU/SEFPO supports increased hospital funding, capacity planning to meet population need, the cessation of privatization of services, and improved transparency, accountability and democracy in health care governance; and

Whereas OPSEU/SEFPO will continue to demand that privatization, P3s, and user fees be stopped;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds as outlined in the email to rent buses and/or cover expenses from a number of geographic areas across the province to afford OPSEU/SEFPO members the opportunity to stand in strength and solidarity against health care cuts and privatization at the Ontario Health Coalition rally at Queen's Park in Toronto on September 25th, 2023. Funds to be drawn from the Contingency Fund; and

Be it further resolved that the geographic areas covered will include Windsor, London, Hamilton, Niagara, Scarborough, Oshawa/Durham, Peterborough/Lindsay, Orillia/Barrie, Kingston, Ottawa, North Bay; and Thunder Bay.

OPSEU/SEFPO Part-Time Cleaner

Whereas OPSEU/SEFPO currently has a combination of cleaners that are direct employees those hired through cleaning companies; and

Whereas OPSEU/SEFPO has committed to bring cleaning services in-house, when possible, and

Whereas there is also a projected cost savings to bring one part-time position in house and terminate one cleaning contract,

Therefore be it resolved that the OPSEU/SEFPO organizational chart be amended to include an additional part-time cleaner instead of contracting out this work.

Motion re: RFP – Insurance Provider

Whereas OPSEU/SEFPO conducted an RFP (request for proposal) process to partner with a brokerage firm to provide insurance broker services that include, but are not limited to, insurance placement and servicing, risk exposure analysis, as well as general insurance advisory services and claims assistance; and

Whereas seven firms were contacted by OPSEU/SEFPO, encouraging them to respond to the RFP; and

Whereas a discussion took place at Officers with regard to supporting Gallagher Insurance and recommending to the Executive Board that we select Gallagher as the winning bid;

Therefore be it resolved that the First-Vice President/Treasurer engage with Gallagher Insurance to negotiate a contract on behalf of OPSEU/SEFPO's corporate insurance needs and member insurance (i.e. professional liability coverage, home insurance coverage, etc.)

Fleet Vehicles

Whereas purchasing, selling, and maintaining fleet vehicles is operationally necessary to conduct the business of the Union; and

Whereas according to the OPSEU/SEFPO Constitution Article 18.1.5, "The President shall have overall authority over the affairs and operations of the Union on a day-to-day basis..."; and

Whereas the First Vice-President/Treasurer is in charge of all financial books, documents, files and other effects of the Union which shall at all times be subject to the inspection of the President and the Executive Board; ensures that effective financial accountability policies and practices are in place to ensure that monies are only spent as intended for legitimate trade Union purposes; is responsible for the coordination of the activities of the Operational Services Division; and reports on all these matters to the President and Executive Board, (including advising the Board of any identified shortcoming in compliance with policies, procedures and expenditure approvals, and reporting on any corrective action taken); and

Whereas all Board members, including the full-time officers, have a responsibility to ensure that member's dues money are only spent for legitimate trade Union purposes;
Therefore be it resolved that the First-Vice President/Treasurer include in their monthly reports to the Executive Board, the sale and/or purchase of any fleet vehicles; and

Therefore be it further resolved that the OPSEU/SEFPO Executive Board review annually the complement of fleet vehicles owned by OPSEU/SEFPO and make recommendations to the First Vice-President/Treasurer.

Capitalizing Expenses

Whereas capitalizing expenses is beneficial as the union acquires new assets with longer lifespans that can be recorded as value on our books; and

Whereas section 4.10 of the OPSEU/SEFPO Procedures Manual indicates that any office furniture and equipment of \$500 (tax included) in value will have to be capitalized while anything below the \$500 level will be expensed; and
Whereas the \$500 amount has not been raised in many years and has not kept up with the cost of said office furniture and equipment; and
Whereas a common capitalization limit is \$1,000;
Therefore be it resolved that section 4.10 of the Procedures Manual be amended to indicate that anything over \$1,000 in value, will have to be capitalized and that anything below the \$1,000 level will be expensed.

Motion #1 (reference Procedures Manual p.60):
Executive Committee Meeting Start Times

Whereas Executive Committee meetings, other than the one held prior to Convention, have been consistently scheduled to start at 9:30 a.m.; and
Whereas the Executive Committee meeting held prior to Convention has been consistently scheduled to start at 1:00 p.m.
Therefore be it resolved that the Procedures Manual will be amended as follows:

Meeting Start Time

With the exception of the Executive Committee meeting held prior to Convention, all Executive Committee meetings will start at **9:30** a.m.
(March 11, 2010 [C1], **TBA**)

Motion #2 (reference Procedures Manual p.118)
Executive Board Meeting Start Times

Whereas all days of regular Board meetings have consistently been scheduled to start at 9:30 a.m.
Therefore be it resolved that the Procedures Manual will be amended as follows:

Frequency

The Board meeting start time on the 2nd day will be 9:00 a.m.
All days of regular Executive Board meetings will be scheduled to start at 9:30 a.m.
(March 5-7, 1997 [B2], October 17-18, 2007 [B8], **TBA**)
Board meetings will be reduced to eight (8) per year.

(March 5-7, 1997 [B2], November 1-3, 1985 [C])
The Board meeting will start at 9:30 a.m. and Lunch will be an hour.
(June 25-26, 1997 [B15], TBA)

Conservation Officers Targeted Lobby Day for the Minister of Natural Resources and Forestry

Whereas Conservation Officers receive much lower compensation than other law enforcement officers; and
Whereas a virtual town hall was attended by over 60% of the Conservation Officer membership; and
Whereas Conservation Officers are organizing an online petition campaign for better wages with hopes of getting over 80% of the membership to sign; and
Whereas the online petition campaign should wrap up at the end of September;
Therefore be it resolved that OPSEU/SEFPO provide funding for a targeted in-person Lobby meeting with the Minister of Natural Resources and Forests in October to present the results of the petition campaign an push for an increase in wages with funds to be drawn from the Contingency Fund.

Observers at Budget-Only OPSEU/SEFPO Executive Board Meetings

Whereas Constitution article 7.1 g) is clear that, "Every member in good standing is entitled to attend any meeting of the Board"; and
Whereas the same Constitution article offers only one exception: "the Board may meet in closed session for purposes of discussing individual or staff contracts of employment"; and
Whereas individual or staff contracts of employment can be discussed in closed session during any given Board meeting; and
Whereas members in good standing have not been permitted to observe budget-only Board meetings for at least the past few Executive Board terms of Office; and
Whereas Constitution article 7.1 g) was flagged by members in good standing with last year's budget-only Board meeting; and
Whereas OPSEU/SEFPO Executive Board Members take an oath to "uphold and obey the Constitution";

Therefore be it resolved that the same process that is available to members in good standing for attending all other OPSEU/SEFPO Executive Board meetings will be made available to them for attending budget-only OPSEU/SEFPO Executive Board meetings, with the exception of receiving any draft budgetary documents.

Pandemic Premium Motion

Whereas the provincial government, in coordination with the federal government, announced a pandemic pay premium package for front-line workers on April 25, 2020; and

Whereas this pay premium provided workers a \$4 per hour pay increase until August 13, 2020, in addition to lump sum payments of \$250 for those who work over 100 hours per month during this 16-week period; and

Whereas the OPSEU/SEFPO Executive Board unanimously passed a motion at the May 4, 2020 board meeting to not collect dues from Pandemic premium as OPSEU/SEFPO believed that its members deserved the entire pay premium; and

Whereas many classifications in OPSEU/SEFPO Hospital Professionals Division and other bargaining units with overlapping professions were excluded from the pandemic premium despite extensive lobbying efforts; and

Whereas Kaplan recently awarded lump sum amounts on August 3, 2023 in the Hospital Professionals Division Central Award; and

Whereas the lump sums were a small amount of the pandemic premium in recognition of the exclusion of thousands of health professionals from the 2020 announcement;

Therefore be it resolved that in the interest of internal equality that OPSEU/SEFPO will not collect dues from any portion of the above pandemic pay lump sums from any of its members who were recently awarded amounts under Kaplan; and

Be it further resolved that OPSEU/SEFPO will not collect dues from pandemic pay lump sums from any other bargaining units should they bargain or receive it via awards in any non central HPD units or from any other sector who may replicate the HPD Central Collective Agreement.

Canadian Labour International Film Festival (CLIFF)

Whereas The Canadian Labour International Film Festival (CLIFF) serves as a platform to promote and raise awareness about workers' rights, labour struggles, and social justice issues through the medium of film; and

Whereas Filmmakers utilize the power of storytelling to address pressing labour-related matters, inspiring positive changes in labour laws, workplace conditions, and societal attitudes; and

Whereas CLIFF's international scope connects labour issues across borders, fostering global solidarity among workers and activists and facilitating the exchange of experiences and solutions; and

Whereas the festival offers educational opportunities by presenting historical context, real-life stories, and expert insights, enhancing public understanding of the complexities surrounding labour issues; and

Whereas film screenings at CLIFF promote empathy by portraying the challenges faced by workers, nurturing a stronger sense of social responsibility among viewers; and

Whereas the festival supports independent filmmakers by showcasing their work, providing them with recognition, exposure, and opportunities to create impactful content; and

Whereas CLIFF combines film screenings with panel discussions and workshops, offering a platform for activists, scholars, and experts to share insights and strategies for advocating workers' rights; and

Whereas the festival brings together a community of like-minded individuals who are passionate about labour rights, fostering a collective effort towards advocating for fair labour practices;

Therefore be it resolved that OPSEU/SEFPO donate funds at the Executive level to the Canadian Labour International Film Festival (CLIFF) according to the attached document for 2023; and

Be it further resolved that this year's donation be drawn from the Contingency Fund; and

Be it further resolved that OPSEU/SEFPO commit to donating no less than this year's contribution on a yearly basis, incorporated in our annual budget; and

Be it further resolved that OPSEU/SEFPO will express its' support for CLIFF while indicating the significant role CLIFF plays in advancing workers' rights, labour awareness, and social justice issues through the impactful medium of film, and encourage members to attend a screening in their area.

Corrections Bargaining August 2023

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas the Correctional Bargaining Unit historically has had tenuous labour relations with their Employer; and

Whereas the Correctional Bargaining Unit has been bargaining with the Employer since October 2021; and

Whereas in 2022 the employer came to the table with significant concessions and bargaining was suspended during the election period of May/June and a first mediation date was held in with little progress; due to the employer's insistence on concessionary proposals; and

Whereas in April 2023, the employer came to the mediation table with no monetary and no wage proposals and talks broke down the first day. An additional mediation date was scheduled for July 10, 2023. Despite this date being scheduled at their request, the employer came unprepared and no movement was made. The employer also informed the arbitrator that they would not be ready to proceed with arbitration on July 25, 2023; and

Whereas the membership expressed anger and disappointment at the employer's delay tactics on a call with local leaders (presidents and RERC chairs), and the decision was made to initiate a series of workplace actions to build union visibility and solidarity in the workplace starting on July 25; members wore "Respect" stickers and a news release was issued outlining the employer's shameful actions during bargaining; and

Whereas the Employer's latest tactics have further eroded labour relations with the Correctional Bargaining Unit, and the conclusion of the current bargaining cycle will not resolve many of the outstanding labour relations issues, and there is an ongoing need to challenge the Employer's outdated attitude toward labour relations; and

Whereas through a series of member actions in workplaces, the bargaining team and Correctional Bargaining Unit Leadership want to continue to escalate pressure on the employer to demonstrate the power of the union in order to ensure that the Employer is prepared for the next scheduled arbitration dates in November 2023 and changes their approach labour relations;

Therefore be it resolved that the OPSEU/SEFPO Executive Board provide funding as per the attached proposal with funds to be drawn from the Contingency Fund.

September 19-20, 2023 – Executive Board Web Conference

September 19, 2023

The Executive Board was called to order at 9:35 a.m. President JP Hornick was in the Chair. All members were present except for Ken Steinbrunner and Chad Oldfield who arrived at 9:44 a.m., Geoff Cain who arrived at 10:56 a.m., and Chrisy Tremblay who arrived at 1:29 p.m. with reasons acceptable to the Chair.

September 20, 2023

The Executive Board was called to order at 11:26 a.m. President JP Hornick was in the Chair. All members were present except for Geoff Cain and Chad Oldfield who arrived at 3:30 p.m. with reasons acceptable to the Chair.

Motions passed at the meeting:

Adoption of the Executive Board Meeting Agenda as Amended

Therefore be it resolved that the OPSEU/SEFPO Executive Board Agenda be adopted with the amendments listed.

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the August 23-24, 2023 Executive Board Meeting.

Indigenous Circle Description

Whereas the next step in the implementation of the equity seat constitutional amendment involves the selection of a representative to the Board Equity Committee by each Equity Committee; and
Whereas the Indigenous Circle, as a recognized Committee under the OPSEU/SEFPO constitution is entitled to select its representative to the Board Equity Committee; and
Whereas the Indigenous Circle operates under a Description document that outlines how the Indigenous Circle will make such selection decisions;
Therefore be it resolved that the Indigenous Circle Description be included in the OPSEU/SEFPO Policy Manual as written in the attached document.

CAAT Support Part-Time Bargaining Procedures

Whereas at the November 2022 CAAT Support Part-Time Divisional Meeting, revised CAAT Support Part-Time Divisional Bargaining Procedures were discussed by the delegates and approved; and
Whereas in the OPSEU/SEFPO Procedures Manual (September 2023) the CAAT Support Part-Time Bargaining Procedures are found in Section 3.2.13;
Therefore be it resolved that the following highlighted additions be made to the CAAT Support Part-Time Negotiations Procedures Manual Section 3.2.13:
2.8 Election of Members to the Bargaining Team
The delegates shall elect, in accordance with Article 6, seven (7) members and fourteen (14) alternates to the Team, one (1) of whom shall be elected by the delegates to be the Chairperson, and one (1) to be elected as Vice-Chair.

Alternates elected to the bargaining team shall participate in bargaining team training.

Sector 5 Shelters Organizing Conference October 2023

Whereas shelters are facing challenging times exasperated by the worldwide pandemic, inflationary pressures, and limited resources; and

Whereas it is anticipated that all levels of government have held back proper funding to shelters and, in some cases, cut funding that has created a crisis in the shelter system;

Whereas the divisional executive members of the Sector 5 – Community Agencies Division would like to assist their bargaining units working in shelters to align priorities and organize workers to establish bargaining priorities;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funding for the planning and execution of a Sector 5 – Shelters Organizing Conference; and

Be it further resolved that the funds be drawn from the Contingency Fund.

CAAT Academic Bargaining Procedures

Whereas at the October 2022 CAAT Academic Divisional Meeting, revised CAAT Academic Divisional Bargaining Procedures were discussed by delegates and approved; and

Whereas in the OPSEU/SEFPO Procedures Manual (September 2023) the CAAT Academic Bargaining Procedures are found in Section 3.2.3;

Therefore be it resolved that the CAAT Academic Negotiations Procedures in the OPSEU/SEFPO Procedures Manual Section 3.2.3 be amended as summarized below:

The first amendment (A1) approved an array of housekeeping changes to our Negotiations Procedures.

These changes, for example, incorporated the changed name of OPSEU/SEFPO, provided for gender neutral language, and standardized the naming conventions for the Divisional Executive, the different meetings related to the negotiation process.

The second amendment (A2) approved changes to the Bargaining Advisory Committee, through the process contemplated by Article 3.10 of our existing Negotiations Procedures. These changes would see Locals appoint members to the BAC following the election of the negotiating team, and would ensure that the team consulted with the BAC at additional critical junctures of bargaining.

The third amendment (A3) would permit precarious

members to apply directly to the Divisional Executive, to fill one of the eight spots on the Bargaining Advisory Committee reserved for precarious members systemwide. This is a change from the previous procedure, by which precarious members could be nominated to these positions only by their Local presidents.

The fifth amendment (A4) created a process whereby one spot on the seven-person bargaining team would be reserved for a precarious member of the division (i.e., a partial-load faculty member). Any local delegates at the prebargaining conference who were precarious members would be eligible to run for that spot. This spot would be filled by election prior to the election of the remaining six bargaining team positions from among all delegates (whether full-time or precarious).

Introductory Algonquin Reader Support

Whereas Truth and Reconciliation Call for Action and Justice #86 calls upon Canadian journalism programs and media schools to require education for all peoples on the history of Aboriginal peoples; and

Whereas MMIWG Calls for Justice 15.2 calls on all Canadians to decolonize by learning the true history of Canada and Indigenous history in our local area; and

Whereas OPSEU/SEFPO believes that supporting the voices of Indigenous writers and scholars benefits us all as we work to dismantle systemic racism in our union, workplaces and communities;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds outlined in the attached proposal to support the development of an Introductory Algonquin Reader; and

Be it further resolved that these funds be drawn from the Contingency Fund.

Inquest in Corrections

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas Soleiman Faqiri was a man with schizophrenia who was detained at the Central East Correctional Centre while awaiting a medical evaluation, and who died on December 15, 2016 following a use of force and restraint conducted by Correctional Officers under the direction of management; and

Whereas the local police and OPP conducted three separate police investigations into the death of Mr. Faqiri, which have not resulted in criminal charges to date; and

Whereas the family of Mr. Faqiri brought a civil action against the Crown and more than a dozen Correctional staff and managers, which was settled in 2022 by agreement with the Crown; and

Whereas the death of Mr. Faqiri and the subsequent legal proceedings and significant media attention have had a harmful impact on OPSEU/SEFPO members who were involved, many of whom continue to be affected, unable to work, or have left Corrections as a result; and

Whereas the Office of the Chief Coroner has called a mandatory inquest into Mr. Faqiri's death, in accordance with s 31(1) of the Ontario *Coroners Act*, which will commence on November 20, 2023 and which will address issues raised by Mr. Faqiri's incarceration and death, including:

- systemic issues in the treatment of persons with psychiatric illness by the criminal justice system;
- whether corrections policies, procedures and related training effectively consider individuals in custody with a psychiatric illness;
- the collaboration and integration between healthcare providers, police, courts and corrections;
- the events of December 15, 2016, including how corrections staff engaged with Mr. Faqiri and the role that Ministry policies, local practice, and supervision standards played; and

Whereas the *Coroners Act* provides that an inquest cannot make any finding of legal responsibility or conclusion of law on any matter, and the evidence given by a witness at an inquest cannot be used in evidence against the witness in any other proceeding; and

Whereas without finding legal responsibility, the *Coroners Act* requires the inquest to determine how Mr. Faqiri's death occurred, and whether by natural causes, accident, homicide, suicide, or undetermined cause; and

Whereas the inquest proceedings will be widely reported by the media and could affect the reputational, workplace and personal interests of OPSEU/SEFPO members in the Corrections Division; and

Whereas Local 368 and members of the Corrections MERC have asked OPSEU/SEFPO to provide funding for legal counsel to seek standing for OPSEU/SEFPO to participate in the inquest to protect and represent the interests of members who are witnesses in the inquest, and of the Corrections Division as a whole;

Therefore be it resolved that in consideration of the tragic circumstances of Mr. Faqiri's death and the systemic issues that will be considered by the inquest, OPSEU/SEFPO will seek standing to participate in the inquest as necessary to represent the interests of members who are witnesses, as well as those of the Corrections Division as a whole; and

Be it further resolved that OPSEU/SEFPO Legal Services will report to the Executive Board, MERC, and Local 368 on an ongoing basis as the inquest progresses, with funds to be drawn from the contingency fund in accordance with the proposal.

October 18-19, 2023– Executive Board Web Conference

October 18, 2023

The Executive Board was called to order at 9:33 a.m. First Vice-President Treasurer Nancekivell was in the Chair. All members were present except for Chad Oldfield who arrived at 9:39 a.m., and President JP Hornick with reasons acceptable to the Chair.

October 19, 2023

The Executive Board was called to order at 9:38 a.m. First Vice-President / Treasurer Nancekivell was in the Chair. All members were present except for President JP Hornick with reasons acceptable to the Chair.

Motions passed at the meeting:

Adoption of the Executive Board Meeting Agenda as Amended

Therefore be it resolved that the OPSEU/SEFPO Executive Board Agenda be adopted with the amendments listed.

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the September 19-20, 2023 Executive Board Meeting.

Procedures Manual 2.2.3 (Vehicles and Drivers Licenses)

Whereas Section 2.2.3 of the OPSEU/SEFPO Procedures Manual is entitled “Governance Procedures – Executive Board Committee – Other Procedures” and addresses the use of OPSEU/SEFPO-owned vehicles by OPSEU/SEFPO members and staff; and

Whereas this section of the Procedures Manual distinguishes between OPSEU/SEFPO-owned vehicles and Regional OPSEU/SEFPO vans; and

Whereas OPSEU/SEFPO’s insurance provider requires copies of valid driver’s licenses for insurance and risk-management purposes; and

Whereas this section of the Procedures Manual already outlines this requirement with respect to OPSEU/SEFPO members and staff, with the exception of Regional Vice-Presidents and Regional Supervisors;

Therefore be it resolved that the following sentence from the Procedures Manual “OPSEU/SEFPO Owned Vehicles” shall be amended as detailed below:

~~If someone other than the RVP or Supervisor are~~ For any member or staff member driving the an OPSEU/SEFPO vehicle, the Office of the First Vice-President will be informed in writing of the individuals’ name and proof of a valid driver’s license will be provided in advance for insurance purposes; and

Be it further resolved that the heading “Regional OPSEU/SEFPO Vans” be stricken from Procedures Manual Section 2.2.3;

Be it further resolved that the word “van” be replaced with “vehicle” and “vans” be replaced with “vehicles” throughout this section.

Local Time Off Fund Policy

Whereas the OPSEU/SEFPO Procedures Manual section 2.11 details how locals can access the Local Time Off fund; and

Whereas this section currently indicates that all trustee audit reports must be up to date for these funds to be accessed; and

Whereas locals who are not in arrears but may not have their most recent trustee audit report completed should still be able to access these funds;
Therefore be it resolved that section 2.11 of the OPSEU/SEFPO Procedures Manual be amended to allow trustee audit reports to not be up to date, however, not be arrears be able to access the Local Time Off fund.

Procedures Manual Update: Advances

Whereas Section 4.3.2 of the OPSEU/SEFPO Procedures Manual is entitled “Financial Administration – Advances: Expense Accounts Not Submitted” and addresses procedures with respect to outstanding advances.

Whereas this section of the Procedures Manual outlines that the “member [with outstanding advances] should be written to once annually in November urging them to send in the expense accounts.”

Whereas some OPSEU/SEFPO members have indicated that the timing of the receipt of such a letter so close to the winter holiday season causes them increased stress.

Therefore be it resolved that the OPSEU/SEFPO Procedures Manual Section 4.3.2 be amended to remove the reference of the month November.

OFL 2023 Executive Officer Election

Therefore be it resolved that OPSEU/SEFPO endorse the candidate running in the 2023 OFL Executive Officer election: Julius Arscott for OFL Secretary-Treasurer.

Board Equity Committee Board Liaison Election

Board Equity Committee Board Liaison Election – Chrisy Tremblay was acclaimed.

OFL Resolution 1: Grassy Narrows Land Alliance

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to the 2023 OFL Convention:

Whereas the Ford Government continues to show its utter disrespect for the

rights of First Nations Peoples in Ontario by trying to pursue mining and resource extraction projects without their free, prior and informed consent; and
Therefore be it resolved that The Ontario Federation of Labour (OFL) continue to provide solidarity and support to the communities organizing to halt mining exploration on the so-called “Ring of Fire,” which sit on the traditional Indigenous lands of the itchenuhmaykoosib Inninuwug, Wapekeka, Neskantaga, Grassy Narrows and Muskrat Dam First Nations, who together formed the First Nations Land Defense Alliance; and
Be it further resolved that The OFL work with affiliates to encourage them to invite the First Nations Land Defense Alliance to educate union members about how Ontario’s Mining Act threatens Indigenous sovereignty and the internationally recognized rights of Indigenous peoples.

OFL Resolution 2: Rise of Transphobia and Hatred Against the 2SLGBTQIA+ Community

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to the 2023 OFL Convention:

Whereas The last few months have seen an unprecedented rise in transphobia and hatred aimed at the most vulnerable members of the 2SLGBTQI+ community; and

Whereas These attacks are being organized by anti-union, transphobic, homophobic and racist fascist forces; and

Whereas These forces have been recruiting supporters from newcomer, racialized and religious communities for anti-immigrant and Islamophobic organizations such as the People’s Party of Canada;

Therefore be it resolved that The Ontario Federation of Labour (OFL) will work with affiliates and with communities to build a united front against the attacks being directed at the 2SLGBTQI+ community; and

Be it further resolved that the OFL will work with 2SLBTQI+ members of the communities being targeted and coopted into an agenda of bigotry, to counter hate;

Be it further resolved that the OFL will work with affiliates to organize rapid-response cross-union flying squads to resist hatred and bigotry with love and solidarity.

OFL Resolution 3: Ontario's Wildland Firefighters

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to the 2023 OFL Convention:

Whereas Ontario has seen a “record” year for wildland forest fires; and

Whereas such “record” years are now continuously happening; and

Whereas union members are at the frontlines of fighting forest fires made extreme by climate change; and

Whereas the wages of Wildland Firefighters are unlivable and their working conditions are dangerous; and

Whereas these firefighters are working short-staffed and without adequate rest and supports;

Therefore be it resolved that the Ontario Federation of Labour (OFL) join affiliates in calling on the Ontario government to immediately raise the wage rates and pensionable income for Wildland Firefighters to appropriate levels; and

Be it further resolved that the Ontario labour movement demand that the health and safety of wildland firefighters be recognized as a priority by the Ontario government; and

Be it further resolved that the labour movement pressure the Ontario government to implement a recruitment and retention strategy so that this situation does not re-occur year after year.

OFL Resolution 4: Privatization

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to the 2023 OFL Convention:

Whereas the Ford Government is selling off Ontario's assets to their corporate friends and backers at an astounding pace; and

Whereas this fire-sale of the public assets of Ontario ranges from natural resources in Indigenous and northern communities to agricultural land in the Greenbelt to Crown corporations such as the Liquor Control Board of Ontario; and

Whereas workers in Ontario deeply impacted by privatization, both directly in terms of job losses and casualization but also indirectly by the loss of public assets;

Therefore be it resolved that the Ontario Federation of Labour (OFL) join public campaigns for keeping Ontario's public assets in public hands;

and

Be it further resolved that the OFL work with allies in Indigenous justice, environmental and civil society organizations in their campaigns to prevent privatization;

Be it further resolved that the OFL work closely with affiliate unions to stop the escalation of privatization and monetization of unionized work that this provincial government is cheerleading.

OFL Resolution 5: Care Work

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to the 2023 OFL Convention:

Whereas the people of Ontario are experiencing a crisis in social services that is manifest in the lack of access to all different forms of care; and

Whereas this crisis is deliberately fostered by this government which is Withholding adequate funding to services from child care to Children's Aid Societies (CAS) to developmental services to publicly funded long-term care to housing and shelter services; and

Whereas this work is primarily the work of women and particularly the work of racialized women, it is not paid what it should be paid; and

Whereas the labour movement believes in the legal principle of equal pay for work of equal value and this is violated daily when it comes to care work in Ontario;

Therefore be it resolved that the Ontario Federation of Labour (OFL) reaffirms its commitment to fighting for universal and accessible care services for the people who live and work in Ontario; and

Be it further resolved that The OFL will work with civil society and with affiliate unions who are fighting to preserve and protect the provision of care services in Ontario;

Be it further resolved that The OFL and the labour movement will work with the Equal Pay Coalition to ensure that the principles of equal pay are respected in Ontario.

OFL Resolution 6: Migrant Rights

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to the 2023 OFL Convention:

Whereas Ontario is home to millions of migrant workers whose labour contributes to the wealth and wellbeing of all of us who call this province home; and

Whereas there has been a concentrated effort both at the provincial and federal levels to treat migrant workers as though they are disposable; and

Whereas migrant workers are being blamed for problems such as the lack of affordable housing when that crisis is obviously caused by underfunding and privatization and not by vulnerable workers; and

Whereas migrant workers are often members of affiliated trade unions; **Therefore be it resolved that** the Ontario Federation of Labour (OFL) join with organizations of migrant workers working for justice and stand in solidarity with them; and

Be it further resolved that the OFL encourage its affiliate unions to ally with migrant workers organizations and to pay attention to the specific needs of migrant workers who are members of Ontario's unions;

Be it further resolved that the OFL work with the Canadian Labour Congress and other partners to call on the Federal government to fulfill its promises of full and permanent immigration status for all including for undocumented workers.

Resolution 7: Retirees Standing Committee

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to the 2023 OFL Convention:

Whereas there are an estimated 250,000 retired members from affiliates in Ontario; and

Whereas engaging even a portion of these retirees in OFL campaigns will strengthen our battle with the Ford Government; and

Whereas a significant number of retirees have knowledge of our movement, a proven track record of activism and the time to lend to current struggles across Ontario; and

Whereas ageism is a protected grounds of the Ontario Human Rights Code however, the ongoing impact of senior workers both before and following retirement continues to require attention;

Therefore be it resolved that the Ontario Federation of Labour will Establish a Retirees Standing Committee to help information exchange and encourage coordination among affiliates; and

Be it further resolved that the committee will consist of representatives from affiliates and it will liaise with Ontario branches of the [Congress of Union Retirees of Canada](#) and the Ontario Federation of Union Retirees.

International Workers Day (May Day) for the 2023 OFL Convention

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to the 2023 OFL Convention:

Whereas International Workers' Day (May Day) has been celebrated by workers around the world for the past 135 years; and

Whereas the Labour May Day Committee is an alliance of unions and leftist organizations of working class and oppressed people; and

Whereas International Workers' Day focuses on solidarity with workers' struggles for justice everywhere; and

Whereas the committee organized the largest International Workers' Day event in Canada in 2020, 2021, 2022 and 2023 – backed by over 50 endorsing organizations, with hundreds attending; and

Whereas the May Day Rally in 2023 was endorsed by the OFL, CUPW, CUPE Ontario, OPSEU/SEFPO and other labour affiliates;

Therefore be it resolved that the Ontario Federation of Labour endorse the May Day Rally to be held on May 4, 2024, organized by the Labour May Day Committee.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Appointment to the OPSEU/SEFPO Pension Plan as Trustee – October 2023

Whereas Aisha Jahangir's appointment as a trustee to the OPSEU Pension Trust will end on December 31, 2023; and

Whereas the PLC recommends the re-appointment of Aisha Jahangir to the role of OPSEU/SEFPO Pension Trustee to the OPSEU Pension Trust for a three (3) year term effective January 1, 2024, and ending on December 31, 2026;

Therefore be it resolved that Aisha Jahangir be reappointed as an OPSEU/SEFPO Pension Trustee to the OPSEU Pension Trust for term commencing January 1, 2024, and expiring December 31, 2026, provided Aisha signs the Letter of Understanding provided by OPSEU/SEFPO.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Appointment of Pathways to Independence (Sponsors Committee) – October 2023

Whereas Giulia Volpe’s appointment as an OPSEU/SEFPO Sponsor Committee representative to the Pathways to Independence Pension Plan expires on December 31, 2023; and
Whereas OPSEU/SEFPO Policy and Procedures requires one (1) of the three (3) Pathways to Independence Sponsor Committee members to be a staff assigned from the Pensions and Benefit Unit of OPSEU/SEFPO; and
Whereas the PLC recommends Giulia Volpe’s reappointment for a three (3) year term commencing January 1st, 2024, ending December 31, 2026;
Therefore, be it resolved that Giulia Volpe, be reappointed to the Sponsor Committee for the Pathways to Independence from January 1st, 2023, to December 31, 2026, provided she sign the Letter of Understanding provided by OPSEU/SEFPO.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Appointment to the OPTrust Pension Trustee – October 3, 2023

Whereas OPSEU Pension Trust will have a vacant trustee position effective January 1, 2024; and
Whereas the PLC conducted a search to solicit applicants for the role of OPSEU/SEFPO trustee at the OPSEU Pension Trust; and
Whereas the PLC through the candidate interview and testing process, have identified a qualified member to fill this position effective January 1, 2024; and
Whereas the PLC recommends Jason Mushynski to the role as a pension trustee at the OPSEU Pension Trust;
Therefore be it resolved that Jason Mushynski be appointed as an OPSEU/SEFPO trustee to the OPSEU Pension Trust for a two (2) year term commencing January 1, 2024, and expiring on December 31, 2025, provided Jason signs the Letter of Understanding provided by OPSEU/SEFPO.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Appointment of Pathways to Independence (Pension Committee) – October 2023

Whereas Cheri Hearty’s appointment to the Pathways to Independence Pension Plan, Pension Committee is ending on December 31, 2023; and,
Whereas OPSEU/SEFPO Policy and Procedures requires one (1) of the three (3) Pension Committee members to be a staff assigned from the Pensions and Benefit Unit of OPSEU/SEFPO; and,
Whereas The PLC recommends Cheri Hearty’s reappointment for a six (6) months period commencing January 1st, 2024, and expiring on June 30, 2024;
Therefore be it resolved that Cheri Hearty, be reappointed to the Pension Committee for the Pathways to Independence from January 1st, 2024, to June 30, 2024, provided she signs the Letter of Understanding provided by OPSEU/SEFPO.

Sector 10 HPD Negotiations Procedures

Whereas at the October 23 - 24, 2021 Hospital Professionals Division Divisional Meeting, revised Hospital Professionals Division Negotiations Procedures were approved; and
Whereas in the OPSEU/SEFPO Procedures Manual (October 2023) the Hospital Professional Division Negotiations Procedures are found in Section 3.2.7;
Therefore be it resolved that the Hospital Professionals Division Negotiations Procedures in the OPSEU/SEFPO Procedures Manual Section 3.2.7 be replaced with those Negotiations Procedures approved at the Hospital Professionals Division’s Divisional Meeting on October 23-24, 2021.

College Support FT Negotiations Procedures

Whereas at the October 5-6, 2019 College Support Full-Time Divisional Meeting, revised College Support Negotiations Procedures were approved; and
Whereas in the OPSEU/SEFPO Procedures Manual (October 2023) the College Support Negotiations Procedures are found in Section 3.2.4;
Therefore be it resolved that the College Support Negotiations Procedures in the OPSEU/SEFPO Procedures Manual Section 3.2.4 be replaced with those Negotiations Procedures approved at the College Support Full-Time Divisional Meeting in October 5-

6, 2019.

Sector 26 LBED Negotiations Procedures

Whereas at the October 23 - 24, 2021 Sector 26 – Liquor Board Employees Division Divisional Meeting, revised Liquor Board Employees Division Negotiations Procedures were approved; and

Whereas in the OPSEU/SEFPO Procedures Manual (October 2023) the Liquor Board Employees Division Negotiations Procedures are found in Section 3.2.10;

Therefore be it resolved that the Liquor Board Employees Division Negotiations Procedures in the OPSEU/SEFPO Procedures Manual Section 3.2.10 be replaced with those Negotiations Procedures approved at the Liquor Board Employees Division's Divisional Meeting in October 23-24, 2021.

BPS Conference: Waiving the 60km Hotel Rule

Therefore be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for an expenditure in excess of \$20,000, and

Whereas, due to the COVID-19 pandemic, OPSEU/SEFPO's last in-person BPS Conference was held in 2019; and

Whereas the 60km hotel rule was waived for the 2019 BPS Conference following a costing of \$206,000 for an estimated 400 members impacted; and

Whereas 2019, 2020, and 2021 (up until September 30) actuals in the 2022 draft budget document establish that, even with the added expense, the 2019 BPS Conference was still under budget; and

Whereas BPS Conferences and associated Sector Divisional meetings happen once every two years and provide an opportunity for members and activists from the Broader Public Service to network and share information; and

Whereas members and activists who live within 60 kilometers of the event venue miss out on these after hours networking opportunities; and

Whereas it is recognized that hotel costing is now different, the number of affected members may now be different, single room accommodation is now a reality, and hotel availability may be a factor;

Therefore be it resolved that the FVPT's Office provide a costing for waiving the 60km hotel rule for the 2023 BPS Conference; and

Be it further resolved that the appropriate OPSEU/SEFPO Staff determine the general feasibility of securing the estimated number of hotel rooms for affected members should the 60km hotel rule be waived for the 2023 BPS Conference if they were to begin to act on this initiative by next Friday morning of next week; and

Be it further resolved that The First Vice-President / Treasurer's Office provide the requested information with respect to costing and room availability now and debate the following motions now instead of returning at a later date;

Be it further resolved that the OPSEU/SEFPO Executive Board approve the funding to waive the 60 kilometer rule for members attending the 2023 BPS Conference and Sector Divisional meetings and approve the additional costing outlined by the FVPT's Office with the funds to be drawn from the contingency fund.

November 15-16, 2023 – Executive Board Web Conference

November 15, 2023

The Executive Board was called to order at 9:39 a.m. President Hornick was in the Chair. All members were present. Rebekah Okunade, Administrator of the Finance and Operations Division, and Art Slade, Accounting and Payroll Supervisor were also in attendance.

November 16, 2023

The Executive Board was called to order at 9:30 a.m. President Hornick was in the Chair. All members were present. Rebekah Okunade, Administrator of the Finance and Operations Division, and Art Slade, Accounting and Payroll Supervisor were also in attendance.

Motion passed at the meeting:

Motion that the OPSEU/ SEFPO Executive Board adopt the 2024 Budget as amended **carried** 20 for 1 against.

November 20, 2023 – EPOLL

Motions passed at the meeting:

Rise and Report

Therefore be it resolved that the OPSEU/SEFPO Executive Board accept the offer as presented on OPSEU/SEFPO building located at 363 York, Sudbury.

December 12-13, 2023 – Executive Board Web Conference

December 12, 2023

The Executive Board was called to order at 9:33 a.m. President Hornick was in the Chair. All members were present except for Ed Arvelin who arrived at 9:35a.m., Ken Steinbrunner who arrived at 9:47a.m., and Julius Arscott who arrived at 1:31pm with reasons acceptable to the Chair.

December 13, 2023

The Executive Board was called to order at 9:30 a.m. President Hornick was in the Chair. All members were present except for Jody Tsubouchi who arrived at 9:35a.m. and Geoff Cain with reasons acceptable to the Chair.

Motions passed at the meeting:

Adoption of the Executive Board Meeting Agenda as Amended

Therefore be it resolved that the OPSEU/SEFPO Executive Board Agenda be adopted with the amendments listed.

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the October 18-19,2023, 2023 Executive Board Meeting, the November 15-16, 2023

Executive Board Meeting, and the November 20, 2023 E-Poll Executive Board Meeting.

Local 618

Whereas the members of Local 601 voted to allow the transfer of Northern Youth Services (NYS) unit members to 618; and

Whereas the members of Local 618 voted to accept the members of 601 Northern Youth Services;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee to accept the transfer of members of Northern Youth Services from 601 to 618; and

Be it further resolved that after the transfer is complete Local 601 will no longer include Northern Youth Services unit as part of their composite Local.

Local Composition: Local 266, Local 295, and Local 299

Whereas a review has been conducted of bargaining-unit assignments in Local 266, Local 295, and Local 299 in Spring 2023; and

Whereas Local 299 held a General Membership Meeting on September 06, 2023 and passed a resolution unanimously endorsing the acceptance of the Local 266 – Grey Gables, County of Grey Long Term Care bargaining unit, upon resolution of that Local, into the Local; and

Whereas Local 266 - Grey Gables, County of Grey Long Term Care held a unit meeting on September 13, 2023 and passed a resolution unanimously endorsing the amalgamation with Local 299 Lee Manor, County of Grey Long Term Care; and

Whereas Local 266 held a General Membership Meeting on September 14, 2023 and passed a resolution unanimously endorsing the transfer of Local 266 - Grey Gables, County of Grey Long Term Care to Local 299; and

Whereas Local 266 held a General Membership Meeting on September 14, 2023 and passed a resolution unanimously endorsing the acceptance of Local 295 – Keystone Child and Youth Services, upon resolution of that Local, into the Local; and

Whereas Local 295 held a General Membership Meeting on September 29, 2023 and passed a motion supporting and endorsing the merger and amalgamation of Local 295 - Keystone Child and Youth Services with Local 266 effective December 21, 2023; and

Whereas the Local composition has been duly discussed at a General Membership Meeting with quorum with each respective Local; and

Whereas the purpose of the above exercise is to permit improved alignment of working conditions and common employers;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee to authorize the following:

1. Effective December 21, 2023, Local 266 - Grey Gables, County of Grey Long Term Care (bargaining unit 10188) shall be transferred to Local 299;
2. Effective December 21, 2023, Local 295 - Keystone Child and Youth Services (bargaining unit 10371) shall be transferred to Local 266 and Local 295 be declared dissolved.

Local 707

Whereas OPSEU SEFPO Local 707, is a BPS single-unit local and are members employed by Thunder Bay Children’s Centre; and

Whereas the new organized Lakehead District School Board (LDSB) Social Workers (6) need to be placed in an existing Local; and

Whereas the LDSB social workers do similar work as those members in local 707;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that the LDSB social workers be placed in local 707.

Policy Manual 4.3: Advances

Whereas Section 4.3 of the OPSEU/SEFPO Policy Manual is entitled “Financial Administration – Advances” and provides for OPSEU/SEFPO’s requirements with respect to member advances; and

Whereas the requirements with respect to member advances can be found within several subsections of Section 4.3; and

Whereas Subsection 4.3.3 titled “Lost Wages” reads, “Members are permitted to access advances for lost wages;” and

Whereas Subsection 4.3.4 titled “Minimum Levels” reads, “Advances for expenses related to events sanctioned or authorized by OPSEU/SEFPO, can only be requested where it is estimated that such expenses will total \$25 or more, such that the minimum level of expense advances to members will be \$25. Where expenses are estimated to

be less than \$25 no advance will be issued, but in such cases, members can then submit the usual expense claims for reimbursement by OPSEU/SEFPO;” and **Whereas** it is desirable to harmonize these subsections, where possible, for ease-of-reference; and

Whereas the requirements with respect to member advances do not provide for advances for meals and some OPSEU/SEFPO members have indicated that this may create a financial hardship and a barrier to participation at OPSEU/SEFPO events.

Therefore be it resolved that Subsection 4.3.6 title “Purchase of airline, bus or train tickets” be amended to “Permissible Advances;” and

Be it further resolved that Subsection 4.3.6 be amended to read as follows:

Members are permitted to access advances for lost wages, childcare, attendant care, transportation, accommodations, **meals**, mileage, and parking.

A member who is purchasing a bus or train ticket is entitled to claim an advance from OPSEU/SEFPO. The advance request cannot be made prior to the event call out notice. The advance request will be processed within a week of the advance being authorized.

A member requesting an advance who is purchasing an airline ticket be entitled to an advance from OPSEU/SEFPO within a week of the advance request. Advances for expenses related to events sanctioned or authorized by OPSEU/SEFPO, can only be requested where it is estimated that such expenses will total \$25 or more, such that the minimum level of expense advances to members will be \$25.

Where expenses are estimated to be less than \$25 no advance will be issued, but in such cases, members can then submit the usual expense claims for reimbursement by OPSEU/SEFPO; and

Be it further resolved that Subsections 4.3.3 titled “Lost Wages” and 4.3.4 titled “Minimum Levels” be deleted.

Education Centre Motion # 1 – Sell the Education Centre

Whereas while construction work has commenced at the Education Centre, located at

20130 Highway 35, Dorset, Ontario, the Centre would require significant additional construction work in order to make the Centre usable.

Therefore be it resolved that the First Vice-President/Treasurer obtain a realtor to list and sell the OPSEU/SEFPO property at 20130 Highway 35, Dorset, Ontario (“Education Centre”); and

Be it further resolved that the First Vice President/Treasurer communicate to the Executive Board the listing price of the property; and

Be it further resolved that the Executive Board provide final approval of the sale.

OPSEU/SEFPO Organizational Chart

Therefore be it resolved that the OPSEU/SEFPO the Executive Board approve the OPSEU/SEFPO Organizational Chart as presented.

***The staff mention / staff representative position moved to a staff representative position in region 4.**

Justice for Workers

Whereas Justice 4 Workers coordinated the "Paint the Province Purple" organizing campaign across Ontario to draw attention and coordinate support for education workers in October 2022, as a key strategic step in education workers pushing the Doug Ford Conservatives to back down from invoking the Notwithstanding Clause against workers rights'; and

Whereas Justice 4 Workers is a key strategic community partner who is already advancing strategic support for OPS workers in OPSEU/SEFPO through campaigns that highlight the key priorities of these workers, which was evident in their presence at OPS actions so far; and

Whereas Justice 4 Workers can organize on-going and visible support among the people of Ontario for LBED workers as they progress through organizing and into bargaining over 2024; and

Whereas it is critical for the success of our bargaining strategies for us to demonstrate the public value of the work OPSEU/SEFPO members do and public support for their bargaining demands to the government and the LCBO; and

Whereas Justice 4 Workers provides continual training to community members and union members on how to organize in their own communities and this would be a valuable resource for OSPEU/SEFPO members

Therefore be it resolved that OPSEU/SEFPO contribute the amount identified in the attached proposal to support the community organizing work of Justice 4 Workers, to be drawn from the Contingency Fund.

Child Care Ad Hoc Committee Motion

Whereas the Child Care Ad Hoc Committee was convened at Convention 2022 to identify and remove barriers to union participation faced by members due to child care demands; and

Whereas the Child Care Ad Hoc Committee has developed a series of recommended changes to OPSEU/SEFPO Policy and Procedure;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve changes to Articles 1.3.6, 4.2.3 of the OPSEU/SEFPO Policy Manual and Article 1.3.5 of the OPSEU/SEFPO Procedure Manuals as identified in the attached documents.

Sanction Ad Hoc Committee

Whereas the Sanctions Ad Hoc Committee was constituted by Convention 2023 and convened by the Executive Board in May 2023; and

Whereas the Sanctions Ad Hoc Committee has developed a series of recommended Constitutional amendments to address the issue of member sanction;

Therefore be it resolved that the OPSEU/SEFPO Executive Board submit the attached Constitutional amendments to Convention 2024.

Constitution Committee

Whereas OPSEU/SEFPO was incorporated in 1927 as a corporation under the Corporations Act, and the Constitution refers to the Corporations Act in several articles;

Whereas the Not-for-Profit Corporations Act came into force in October 2021, replacing the Corporations Act as the legislation that governs OPSEU/SEFPO as a non-profit corporation;

Therefore be it resolved that, as a housekeeping matter, the Executive Board submit Constitutional amendments to the Constitutional Committee in order to change references to the Corporations Act to the Not-for-Profit Corporations Act and to add to the history of OPSEU/SEFPO contained in the preamble of the Constitution.

CCSN Donation

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas the Canadian Capital Stewardship Network (CCSN) is an action-oriented movement of trade union representatives and labour-nominated fund trustees who are committed to mobilizing workers' capital to uphold the rights of workers and their communities; and

Whereas CCSN has mobilized investors to support workers rights to organize, bargain collectively and secure decent work in various companies and sectors since its inception two years ago; and

Whereas during that time OPSEU/SEFPO has worked with CCSN to successfully advance the rights of workers through the relationships with OPSEU/SEFPO's jointly sponsored pension plans (via the pension plans investments); and

Whereas CCSN is housed at the Shareholder Association for Research and Education (SHARE), a non-profit responsible investing organization. Through shareholder engagement, advisory services, research, and education, SHARE mobilizes investor leadership for a sustainable, inclusive, and productive economy; and

Whereas CCSN works to ensure that trustees are empowered in raising ESG issues, including labour rights considerations, specifically on their boards. CCSN organizes educational events and produces resources to foster trustee leadership on ESG issues; and

Whereas a donation from OPSEU/SEFPO would be in support of the work CCSN does to help mobilize union-appointed trustees and other progressive investors to educate and promote a more sustainable, inclusive, and productive economy through active share ownership.

Therefore be it resolved that OPSEU/SEFPO make a donation to the Canadian Capital Stewardship Network, (CCSN) in the amount listed in the attached proposed budget, before December 31, 2023, and,

Be it further resolved that the amount be withdrawn from the contingency fund; and

Be it further resolved that this donation be a reoccurring, annual donation to Canadian Capital Stewardship Network (CCSN) in the amount listed in the attached proposed budget.

PWC

Whereas the PWC Conference raised funds to be split equally amongst the Regions for donations for Women's organizations, and
Whereas the officers and board have matched donations in the past;
Therefore be it resolved that the OPSEU/SEFPO Executive Board donate the total funds as per the attached document to the PWC for this initiative.

Policy and Procedures Committee Election

Jenn Van Zetten was elected to the Policy and Procedures Review Committee.

Equity Gathering

Whereas members of Equity deserving committees and caucuses use the gathering to spend time learning, sharing and networking to support intersectionality; and
Whereas the gathering is a critical once-a-year opportunity, and this is very heavy and emotional work regarding resolutions and constitutional amendments;
Whereas activists who live within 60 kilometres of the event venue miss out on these after-hours networking opportunities; and
Therefore be it resolved that the 60km rule be waived for the 2024 Equity Gathering taking place in January.

Access to Strike Fund

Whereas OPSEU/SEFPO is a fair and transparent union, and shares resources as a way to build strength and solidarity;
Whereas all members of OPSEU/SEFPO contribute to the strike fund, which supports bargaining units that have a legal right to strike with funding “between a successful strike vote and the start of a strike for lobbying, mobilizing and other necessary expenses for member activities”, in accordance with the OPSEU/SEFPO Constitution and policy;
Whereas OPSEU/SEFPO bargaining units that do not have a legal right to strike under applicable statutes also require financial support for collective bargaining, lobbying, organizing, and other expenses prior to interest arbitration, which funding is currently provided by the OPSEU/SEFPO budget and/or approval by the Executive Board; and

Whereas the Executive Board recommends that OPSEU/SEFPO support collective bargaining for members who do not have the legal right to strike in the same manner and with a similar process as it supports members who do have the legal right to strike; **Therefore be it resolved that** the Executive Board refer the following Constitutional amendment to Convention 2024:

23.1 The Union shall maintain a Strike Fund, whose assets shall be used only for the following purposes:

- a. for strike pay and expenses related to strikes, lockouts and other work stoppage situations involving Union members; and
- b. for expenses related to collective bargaining and interest arbitration involving Union members who do not have a legal right to strike; and**
- c. upon a two-thirds majority roll-call vote of the Executive Board, to make interest-free loans to other striking unions where the Board deems such loans to be in the interests of Union Members.

Be it further resolved that if the Constitutional amendment is passed by Convention, the Board will consult with the Chairs of the affected sectors and will amend or develop OPSEU/SEFPO policy and procedures as appropriate in order to implement the amendment.

Rainbow Alliance Terms of Reference

Whereas the Rainbow Alliance arc-en-ciel (RAA) works to increase awareness and understanding of equity issues as they relate to the 2SLGBTQIA+ (two spirit, lesbian, gay, bisexual, trans, queer, intersex, asexual) members of OPSEU/SEFPO; and

Whereas the RAA was previously considered a caucus that became a committee during the 2022 Convention; and

Whereas the RAA Terms of Reference (TOR) was last updated and approved by the Executive Board in 2019; and

Therefore Be It Resolved that the OPSEU/SEFPO Executive Board support the RAA Terms of Reference updates which, among other changes, recognizes OPSEU/SEFPO's Rainbow Alliance arc-en-ciel as a provincial committee under Article 19 of the Constitution, and highlights the change of structure from Co-Chairs to Chair and Vice-Chair.

CoRW Terms of Reference

Whereas the Coalition of Racialized Workers (CoRW) works to increase awareness and understanding of equity issues as they relate to the Black and Racialized members of OPSEU/SEFPO; and

Whereas the CoRW was previously considered a caucus that became a committee during the 2022 Convention; and

Whereas the CoRW Terms of Reference (TOR) was last updated and approved by the Executive Board in 2020; and

Therefore Be It Resolved that the OPSEU/SEFPO Executive Board support the CoRW Terms of Reference updates which, among other changes, recognizes OPSEU/SEFPO's Coalition of Racialized Workers from a change of structure from a caucus to a provincial committee under Article 19 of the Constitution.

Merger Local 429

Whereas OPSEU/SEFPO Locals 429 and 468 are all composite locals of the OPS, located in Kingston and many of them work in the same building; and

Whereas many of these members from the different locals work under the same manager and seek support from each other in union related challenges; and

Whereas the merger of locals 429 and 468 will bring the total number of members to 984; and

Whereas local 429 and 468 have a total of 735 singed members which may permit a fulltime book off; and

Whereas both locals have had GMMs with quorum and have voted in favour of a Merger and are financially sound.

Therefore be it resolved the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee to merge locals 429 and 468 to create one local with a new number assignment.

Local 5115

Whereas Planned Parenthood Toronto is a newly organized Bargaining Unit; and

Whereas Local 5115 is a composite local consisting of Anishnawbe Health Toronto, a multi-disciplinary community health unit, Regent Park Community Health Centre, and Inner City Family Health Team;

Whereas the members of Local 5115 voted to accept the members of the newly organized Bargaining Unit, Planned Parenthood Toronto into their Local;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee to accept the members of the newly organized bargaining unit Planned Parenthood Toronto into Local 5115.

January 17-18, 2024 – Executive Board Web Conference

January 17, 2024

The Executive Board was called to order at 9:36 a.m. President Hornick was in the Chair. All members were present.

January 18, 2024

The Executive Board was called to order at 9:31 a.m. President Hornick was in the Chair. All members were present except for Chad Oldfield who arrived at 9:39a.m. and Chrisy Tremblay who arrived bat 9:33a.m. with reasons acceptable to the Chair.

Motions passed at the meeting:

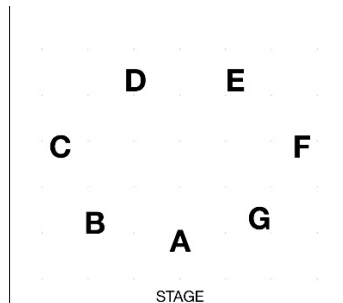
Adoption of the Executive Board Meeting Agenda as Amended

Therefore be it resolved that the OPSEU/SEFPO Executive Board Agenda be adopted with the amendments listed.

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the December 12-13, 2023 Executive Board Meeting.

Convention Floor Layout – OPSEU/SEFPO Executive Board Draw



- A – Region 4
- B – Region 2
- C – Region 3
- D – Region 7
- E – Region 5
- F – Region 6
- G – Region 1

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board to Support Amendments to Pension Plan Text of the OPSEU/SEFPO Pension Plan January 2024

Whereas members who participate in the OPSEU Pension Plan (OPTrust), who move from an OPSEU/SEFPO represented position to an AMAPCEO, management or otherwise excluded position within the OPS (without a break in service) are required to become members of the Public Service Pension Plan (PSPP) and their accrued pension service in OPTrust is automatically transferred to the PSPP on a mandatory basis; and **Whereas** if these members were to subsequently accept an OPSEU/SEFPO represented position (without a break in service), the member is again required to change plan membership and their pension service is transferred back to OPTrust on a mandatory basis; and **Whereas** currently under the rules of the PSPP and OPTrust the value of the pension in the PSPP held for the member is usually lower than what is required to establish full service upon transfer back to OPTrust, and as a result, the member must pay the cost differential in order to receive full credit for both the previously transferred service and the new service they accrued in the PSPP; and

Whereas OPTrust has proposed an amendment to the plan that would mitigate some of the cost differential and ensure that service transferred from OPTrust to PSPP would remain whole upon a mandatory transfer back to OPT (see attached proposed Amending Agreement No. 29.); and

Whereas the PLC has engaged legal counsel (Susan Ursel at Ursel Phillips Fellows Hopkinson) to review the proposed amendments and she has confirmed that these amendments will not adversely impact members, nor do they have any adverse impact on the OPSEU Pension Plan; and

Whereas the PLC supports the proposed Mandatory Multiple Transfer amendment as it provides greater benefit to our members by allowing them to preserve their pension service originally accrued in OPTrust;

Therefore, be it resolved that the Executive Board authorizes JP Hornick to sign on behalf of OPSEU/SEFPO the Amending Agreement No. 29 to the OPSEU Pension Plan as presented.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board to Support Amendments to Pension Plan Text of the OPSEU/SEFPO Pension Plan January 2024

Whereas the current OMERS Pension Plan Administrative Corporation Director, Karen Figueiredo was appointed to the OMERS Board on April 5, 2022 for a term commencing April 1, 2022, and ending December 31, 2024; and

Whereas Karen Figueiredo was appointed to replace Laurie Hutchinson who was appointed as an AC Director on behalf of OPSEU/SEFPO from January 1, 2020 until December 31, 2022, but resigned effective March 31, 2022; and

Whereas OMERS By-Law 4.7 requires that an individual who has been appointed to replace an AC Member shall remain in office only until the expiry of the original term of the AC Member who was replaced; and

Whereas OMERS By-Law 4.5 outlines the regular term of an OMERS Pension Plan Administration Corporation Director appointment shall be three years and shall commence January 1 of a calendar year; and

Whereas the current appointment period for the candidate must be extended an additional year to comply with OMERS By-Law;

Therefore be it resolved that Karen Figueiredo be appointed as an AC Director for OMERS an additional year; a period ending December 31, 2025 (previously December 31, 2024) provided Karen Figueiredo signs the amended Letter of Understanding provided by OPSEU/SEFPO.

Fierte Canada Pride 2024

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas over 75 Pride organizations, as well as community organizations, government agencies, grassroots groups, and changemakers, will gather on the unceded and traditional lands of the Mi'kma'ki and Wabanaki people under the theme of "**Beyond The Rainbow: Advocating for Diversity Every Day**" to mobilize others, speak truth to power, and build intergenerational alliances; and

Whereas the Fierte Canada Pride is a great networking and educational opportunity for the LGBTQIA2S+ community; and

Whereas recognizing and supporting intersectionality of equity deserving groups is critical component to building equity worker strength and engagement, and

Whereas the current membership of the RAA is missing voice and experience from the Coalition of Racialized Workers (CoRW), and Provincial Young Workers Committee (PYC), and

Whereas the conference will help OPSEU/SEFPO's Rainbow Alliance arc-en-ciel (RAA), Coalition of Racialized Workers (CoRW), and the Provincial Young Workers Committee (PYC) stay up-to-date with current issues, challenges and ideas by hearing the experiences of LGBTQ2S+ community to help further their mandate of helping LGBTQ2S+ OPSEU/SEFPO members; and

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve funding, as indicated in the proposal, for two OPSEU/SEFPO's Rainbow Alliance arc-en-ciel (RAA) members, two Coalition of Racialized Workers (CoRW) members who identify as part of the LGBTQIAS+ community (selected by CoRW), and two Provincial Young Workers Committee (PYC) members who identify as part of the LGBTQIAS+ community (selected by the PYC) to attend the 2024 Fierte Canada Pride Conference from March 7 to 11th, 2024.

MNRF Provincial Hockey Tournament Donation

Whereas OPSEU SEFPO is a Membership driven Union; and

Whereas organizing is a core building block of OPSEU SEFPO; and

Whereas OPSEU SEFPO MNRF Members organize a Provincial hockey tournament annually for their Members; and

Whereas the hockey tournament is all volunteer driven and is not-for-profit; and

Whereas all remaining money at the end of the tournament is donated back into the hosting community; and
Whereas a donation would help to make this tournament more cost effective;
Therefore be it resolved that OPSEU SEFPO donate to the MNRF Hockey Tournament 2024 as per the attached proposal; and
Be it further resolved that the funds be drawn from the Contingency Fund.

Divided Motion # 1: Extension of Elected Term

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the attached constitutional amendments to Convention 2024: Extension of Elected Term

Divided Motion # 2: Finance Committee

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the attached constitutional amendments to Convention 2024: Finance Committee

February 27-28, 2024 – Executive Board Web Conference

February 27, 2024

The Executive Board was called to order at 9:35 a.m. President Hornick was in the Chair. All members were present.

February 28, 2024

The Executive Board was called to order at 9:31 a.m. President Hornick was in the Chair. All members were present.

Motions passed at the meeting:

Adoption of the Executive Board Meeting Agenda as Amended

Therefore be it resolved that the OPSEU/SEFPO Executive Board Agenda be adopted with the amendments listed.

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the December 12-13, 2023 Executive Board Meeting.

Divided Motion # 3: Role Clarity for EBM Positions

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the attached constitutional amendments to Convention 2024: Executive Board/Provincial Committee Roles

Sector/Divisional Chairs and Equity Group Chairs Cell Phone and Internet Allowance

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas OPSEU/SEFPO has been inconsistent in the allocation of resources directed to sectors and divisions of the union; and

Whereas the 2024 OPSEU/SEFPO budget process has brought a number of these inconsistencies to light; and

Whereas there is a desire to ensure all areas of the union receive resource equally through the draft 2024 budget.

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funding for all Sector and Equity Chairs to receive up to \$75 per month for a cell phone reimbursement and up to \$75 per month for an internet reimbursement for 2024; and

Be it further resolved that this allocation of funds be reevaluated in the 2025 budget process; and

Be it further resolved that the funds as outlined in the attached proposal be drawn from the Contingency Fund.

Support for L631

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas members of OPSEU/SEFPO Local 631, Canadian Mental Health Association Cochrane-Timiskaming (CMHA-CT), have been locked out since February 13, 2024; and

Whereas this bargaining unit of approximately 147 members is spread across northern communities including: Timmins, Kirkland Lake, Cochrane, New Liskeard, Iroquois Falls, and Matheson. Roughly 70 of the members reside in or near Timmins with the remainder of the members living and working in the outlying communities.

Whereas the employer withdrew services for the duration of the lockout in both Iroquois Falls and Matheson. Members from Iroquois Falls are traveling to Cochrane. Members from Kirkland Lake, Cochrane, New Liskeard, Matheson are also traveling to other communities for leaflet actions rotating pickets; and

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve this proposal for travel reimbursement to further support members to sustain their participation in strike action, under these exceptional and unique circumstances, with funds to be drawn from the Strike Fund.

2024 OPSEU/SEFPO Convention Provided in Hybrid Format

Whereas OPSEU/SEFPO held a hybrid Convention in 2022 and 2023; and

Whereas providing hybrid options can remove barriers for participation for some;

Therefore be it resolved that the 2024 OPSEU/ SEFPO Convention be provided in a hybrid format, which includes virtual and in-person options.

Convention Agenda

Therefore be it resolved that 2024 OPSEU/SEFPO Convention Agenda be adopted with announcements added to the agenda being the same as the 2023 Convention Agenda;

***the below will be added to the agenda:**

ANNOUNCEMENTS

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

Convention Resolutions:

Statutory Resolution 1

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following statutory resolution to Convention, in accordance with the requirements of the Ontario Not-for-Profit Corporations Act:

Therefore be it resolved that as required by section 17 of the Ontario Not-for-Profit Corporations Act, Convention confirms and approves the actions of the OPSEU/SEFPO Executive Board that created or amended a bylaw of OPSEU/SEFPO, as reflected in the minutes of the meetings of the OPSEU/SEFPO Executive Board from the closing of the last Convention until the closing of this Convention.”

Statutory Resolution 2

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following statutory resolution to Convention, in accordance with the requirements of the Ontario Not-for-Profit Corporations Act:

Therefore be it resolved that as required by section 68 of the Ontario Not-for-Profit Corporations Act, Convention appoints MNP LLP as Auditors of OPSEU/SEFPO for the fiscal year 2024 or until their successor is appointed.

Resisting Two Tier or Concessions Bargaining

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to OPSEU/SEFPO Convention 2024:

Whereas legislative attacks on free collective bargaining over the last three decades have stripped language from collective agreements, curtailed our bargaining rights, set out strict essential service levels, and imposed settlements,

and restricted the ability of OPSEU/SEFPO to take meaningful action when faced with concession bargaining; and

Whereas OPSEU/SEFPO has faced an austerity agenda at the bargaining table, driven by an unfair and increasingly regressive tax system that prioritizes corporate tax cuts, lowering income tax rates for the richest Canadians, expanding tax loopholes, and turning a blind eye to tax havens thereby drastically reducing government revenue to pay for the quality public services that benefit all Canadians; and

Whereas OPSEU/SEFPO is faced with employer proposals in collective bargaining that would see members, working side-by-side, being paid different rates of pay, with access to different benefits, and even different pensions upon retirement, which entrenches more precarious jobs and precarity of existing jobs; and

Whereas recent Supreme Court decisions have protected our Charter rights to free collective bargaining; and

Whereas OPSEU/SEFPO has, a central tenet of its Strategic Plan the goal of challenging bosses and anti-worker legislation at a greater scale and supporting collective bargaining that leads to better and more inclusive contracts; and

Therefore be it resolved that OPSEU/SEFPO enshrine a no-concession policy that opposes concessionary bargaining, opposes two-tier provisions, and defends free bargaining rights; and

Be it further resolved that OPSEU/SEFPO affirms its determination to protect our collective agreement rights, to resist any demands for concessions or two-tier contract provisions, and to defend our right to free collective bargaining, including our right to strike; and

Be it further resolved that OPSEU/SEFPO fights concessions, resists two-tier contract provisions, and defending free collective bargaining rights through the close collaboration of staff and elected leaders; and the affected membership as a whole; and

Be it further resolved that, in advance of the commencement of each round of collective bargaining, a strategic plan for bargaining will be developed that sets out an education component for rank and file members and a communications plan to take the membership through to the conclusion of collective bargaining. The plan will provide details on member mobilizing and organizing in support of bargaining proposals as well as details on resisting concessions and two-tier contract proposals.

Building Affordable Housing in Ontario Communities

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to OPSEU/SEFPO Convention 2024:

Whereas the availability of affordable housing is a fundamental right that contributes to the well-being and stability of our communities; and

Whereas the rising cost of housing in Ontario has created significant challenges for working people and their families, leading to housing insecurity and homelessness; and

Whereas, as a public sector union, OPSEU/SEFPO recognizes the direct impact of housing affordability on the lives of our members and the broader community; and

Whereas access to affordable housing is critical for uplifting the workforce; and

Whereas the lack of affordable housing negatively affects the physical and mental health of individuals and families, exacerbating social inequities and contributing to the social determinants of health;

Therefore, be it resolved that OPSEU/SEFPO strongly advocates for increased efforts and investments in building affordable housing in Ontario communities; and

Be it further resolved that OPSEU/SEFPO calls on the government to collaborate with stakeholders, including the private sector labour leadership and non-profit organizations, to develop and implement comprehensive strategies to address the affordable housing crisis; and

Be it further resolved that OPSEU/SEFPO supports initiatives that prioritize affordable housing projects, ensuring they are integrated into community planning and development efforts; and

Be it further resolved that OPSEU/SEFPO commits to engaging in advocacy efforts, including public awareness campaigns and partnerships with like-minded organizations, to promote the importance of affordable housing in building strong, vibrant, and equitable communities; and

Be it further resolved that OPSEU/SEFPO will be active participants in discussions, consultations, and initiatives at the local, regional, and provincial levels to advance policies and funding mechanisms that promote the development of affordable housing;

Be it further resolved that OPSEU/SEFPO lobby the Ontario government to adequately fund the Landlord and Tenant Board.

Public Sector Summit on Greening the Economy

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to OPSEU/SEFPO Convention 2024:

Whereas communities across Ontario are facing unprecedented environmental challenges that necessitate urgent and collective action; and

Whereas OPSEU/SEFPO recognizes the importance of transitioning toward a sustainable and green economy to better address climate change and advocate for environmental stewardship; and

Whereas the public sector plays a critical role in driving sustainable practices and fostering a resilient green community; and

Whereas collaboration, coalition building, and resource-sharing among public sector entities can enhance the effectiveness of green initiatives and promote innovation; and

Whereas a summit provides a platform for stakeholders to exchange ideas, share best practices, and develop collaborative strategies;

Therefore, be it resolved that OPSEU/SEFPO calls for the organization of a public sector summit on greening the economy in Ontario; and

Be it further resolved that the summit aims to convene key stakeholders from various government agencies, organizations, union allies, and others to discuss and strategize on initiatives that promote sustainability and environmental responsibility; and

Be it further resolved that OPSEU/SEFPO is directed to coordinate and organize the summit; and

Be it further resolved that the outcomes and recommendations from the summit be documented and shared within the public sector to encourage the implementation of green initiatives.

Anti-Privatization of LCBO Resolution

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to OPSEU/SEFPO Convention 2024:

Whereas the LCBO plays a crucial role in regulating the sale and distribution of alcoholic beverages in the province, ensuring responsible consumption and generating critical revenue for public services, including education and health care; and

Whereas the LCBO is a cornerstone of revenue generation for essential public services; bringing in \$2.5 billion dollars a year; and

Whereas the Ontario Government has proposed and implemented policies that

suggest a move towards the privatization of the LCBO; and

Whereas the preservation of unionized jobs is a cornerstone of OPSEU/SEFPO; and

Whereas the privatization of the LCBO may lead to negative consequences, including reduced oversight, increases in alcohol-related harm, and a loss of revenue for public services; and

Whereas the LCBO contributes to harm reduction and public safety; and

Whereas the residents of Ontario deserve transparent and inclusive decision-making regarding any changes that may impact public health, safety, and the funding of public services;

Therefore be it resolved that OPSEU/SEFPO strongly opposes Ontario Government's efforts to privatize the LCBO; and

Be it further resolved that OPSEU/SEFPO advocate around the significance of the LCBO's role in promoting responsible alcohol consumption and generating revenue for public services; and

Be it further resolved that OPSEU/SEFPO commits to raising awareness about the potential negative consequences of LCBO privatization in Ontario and actively engaging in advocacy efforts to safeguard public interest.

Anti-Privatization Health Care Resolution

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to OPSEU/SEFPO Convention 2024:

Whereas access to quality healthcare – from hospitals to community based health care and mental health and addiction support – is a fundamental right critical for the well-being of Ontario residents; and

Whereas the Ontario Government has proposed and implemented policies that privatize and monetize health care services in the province; and

Whereas the privatization of health care leads to increased costs, reduced accessibility, and compromised quality of care; and

Whereas public health care system is pivotal in ensuring equitable access to medical services; and

Whereas the privatization of health care disproportionately affects vulnerable and marginalized populations, exacerbating existing health disparities;

Therefore, be it resolved that OPSEU/SEFPO vehemently oppose the Ontario Government's efforts to privatize health care in Ontario; and

Be it further resolved that OPSEU/SEFPO urges the government to prioritize the preservation and strengthening of our public health care system, ensuring accessibility, universality and quality of care; and

Be it further resolved that OPSEU/SEFPO calls for increased transparency and public engagement in decision-making processes related to the health care system to better serve Ontarians; and

Be it further resolved that OPSEU/SEFPO commits to fighting any and all forms of privatization of our health care system and will allocate the appropriate resources in fighting privatization.

Advocacy Against Transphobic Legislation

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to OPSEU/SEFPO Convention 2024:

Whereas OPSEU/SEFPO is committed to upholding principles of equity, justice, and human rights; and

Whereas transgender and gender non-conforming people deserve to be treated with dignity, respect, and without discrimination or threat of violence; and

Whereas there has been a rise in harmful and regressive policies across Canada aimed at transgender youth and children manufactured to stoke moral panic over 2SLGBTQIA+ people; and

Whereas advocating against discriminatory policies is aligned with OPSEU/SEFPO values; and

Whereas it is essential to use our collective voice and worker power to oppose and actively fight against transphobic legislation at local, provincial, and national levels;

Therefore, be it resolved that OPSEU/SEFPO strongly condemns any legislation that discriminates against transgender individuals and violates their rights; and

Be it further resolved that OPSEU/SEFPO commit to actively advocating against transphobic legislation by engaging lawmakers, policymakers, and other stakeholders to express our outrage; and

Be it further resolved that OPSEU/SEFPO collaborate with like-minded organizations, unions, community groups, and individuals to build a strong coalition against transphobic legislation, pooling resources for more effective and impactful advocacy; and

Be it further resolved that OPSEU/SEFPO will use its communication channels, including social media, newsletters, and public statements, to raise awareness about the harmful impacts of transphobic legislation; and

Be it further resolved that OPSEU/SEFPO will actively support legal challenges against discriminatory laws, providing assistance, resources, and advocacy

where possible.

Support for Supervised Consumption and Harm Reduction Sites

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to OPSEU/SEFPO Convention 2024:

Whereas opioid-related deaths saw a stark increase in Ontario in 2015 when illicit fentanyl made its way into the province; and

Whereas there were 272 suspected drug-related deaths according to the Office of the Chief Coroner (OCC) of Ontario between November 2023 and January 2024, a 31% increase from the same period four years ago; and

Whereas supervised consumption and harm reduction sites, including The Spot Supervised Consumption Site (SCS) in Sudbury, provide life-saving services that reduce preventable deaths, reduce the transmission of HIV and Hepatitis C, and connect some of Ontario's most vulnerable members to additional healthcare and health promotion services; and

Whereas Ontario has paused new site approvals since October 2023, and in December 2023 paused provincial funding for the supervised consumption and harm reduction site in Sudbury;

Therefore be it resolved that OPSEU/SEFPO to call on the Ontario government to resume immediately the funding of all supervised consumption and harm reduction sites that are currently providing services; and

Be it further resolved that the funding being sought for all supervised consumption and harm reduction sites is sufficient to optimize the safety of harm reduction workers at the sites.

Be it further resolved that OPSEU/SEFPO urge the Ontario Government to expedite new site approvals for supervised consumption and harm reduction sites to ensure these services are available in all regions of the province.

The Spot Supervised Consumption Site Donation

Whereas opioid-related deaths have increased starkly in Ontario since 2015 when illicit fentanyl made its way into the province; and

Whereas there were 272 suspected drug-related deaths according to the Chief Coroner (OCC) of Ontario between November 2023 and January 2024, a 31% increase from the same period four years ago; and

Whereas supervised consumption and harm reduction sites, including The Spot Supervised Consumption Site (SCS) in Sudbury, provide life-saving services that reduce preventable deaths, reduce the transmission of HIV and Hepatitis C, and connect some of Ontario's most vulnerable members to additional healthcare and health promotion services; and

Whereas Ontario has paused provincial funding for The Spot Supervised Consumption Site (SCS) in Sudbury and The Spot is facing imminent closure;

Therefore be it resolved that OPSEU/SEFPO Executive Board donate to The Spot Supervised Consumption Site (SCS) in Sudbury to support their life-saving services in accordance with the attached proposal with funds drawn from the Contingency Fund.

Blanket Exercise at Convention 2024

Be it resolved that the OPSEU/SEFPO Executive Board waive the 30-day notice for expenditures in excess of \$20,000.

Whereas OPSEU/SEFPO is committed to equity and the Indigenous journey of its members and their families; and

Whereas OPSEU/SEFPO has set an aim and purpose of the Union "to actively identify and dismantle anti-Indigenous racism and discrimination within its systems and structures so that all members have full access to services and can fully participate in the Union;

Whereas OPSEU/SEFPO recognizes the atrocity that Indigenous peoples faced historically; and

Whereas OPSEU/SEFPO is committed to the Dismantling Systemic Racism training which has been mandated in the constitution.

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds for the Blanket Exercise at Convention as outlined in the attached proposal.

Dismantling Anti-Black, Anti-Indigenous and All Forms of Racism Project Ad Hoc Committee

Whereas, at Convention 2022, OPSEU/SEFPO updated its Constitution to include, as an *aim and purpose* of the Union, to actively identify and dismantle anti-Black racism, anti-Indigenous racism and all forms of racism and discrimination within its systems and structures so that all members have full access to services and can fully participate in

the Union, and added the requirement that mandatory training on anti-Black racism, anti-Indigenous racism, and other forms of racism and discrimination be delivered to members who are selected, appointed or ascended to any OPSEU/SEFPO office within 60 days of election; and

Whereas OPSEU/SEFPO is committed to developing a bargaining guide to support the negotiation of provisions that advance dismantling anti-Black racism, anti-Indigenous racism, and other forms of racism and discrimination in its collective agreements, and to revising its member bargaining team training to enshrine the union's commitment to dismantling anti-Black racism, anti-Indigenous racism, and other forms of racism and discrimination; and

Whereas OPSEU/SEFPO has established a team of staff who are working to develop and deliver these project materials to aid the union in dismantling anti-Black racism, anti-Indigenous racism, and other forms of racism and discrimination;

Therefore be it resolved that the President's Office establish an ad hoc committee to support the development and delivery of project materials to aid the union in dismantling anti-Black racism, anti-Indigenous racism, and other forms of racism and discrimination including leadership training, a bargaining guide, and revisions to the OPSEU/SEFPO bargaining team training; and

Be it further resolved that the ad hoc committee be comprised of three members selected by the Coalition of Racialized Workers, three members selected by the Indigenous Circle, the President or designate, an EBM liaison elected by the OPSEU/SEFPO Executive Board, three staff members engaged in the delivery of the project materials, and any staff assigned to the project;

Be it further resolved that the ad hoc committee will report to the OPSEU/SEFPO Executive Board every six months on the progress of the project.

Affirming OPSEU/SEFPO Principles on Freedom of Association, Freedom of Expression, and Peace

Whereas the Canadian Charter of Rights and Freedoms right to freedom of association (Section 2 (d)) guarantees the right of employees to meaningfully associate in the pursuit of collective workplace goals; and

Whereas the Canadian Charter of Rights and Freedoms right to freedom of expression (Section 2 (b)) guarantees freedom of thought, belief, and expression; and

Whereas these rights were re-asserted and found to be reasonable by the Supreme Court in Lavigne v OPSEU in 1991; and

Whereas these Charter rights represent core principles of trade unionism; and

Whereas OPSEU/SEFPO firmly adheres to these principles, along with international law; and

Whereas OPSEU/SEFPO's Harassment and Discrimination Prevention Policy acknowledges that our union "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...." including responding effectively to all forms of racism, anti-Semitism and Islamophobia; and

Whereas OPSEU/SEFPO upholds principles of peace, justice, and international law; **Therefore, be it resolved that** OPSEU/SEFPO supports our members and staff in exercising their rights to freedom of association and freedom of expression subject to the reasonable limitations referenced by section 1 of the Canadian Charter of Rights and Freedoms; and

Be it further resolved that OPSEU/SEFPO supports the call for a lasting, peaceful, and just resolution in to the Israel/Palestine conflict that prioritizes international law and the protection of civilian lives.

Motion #1 Reference: Procedures Manual 2.6.9.E.1

Therefore be it resolved that Procedure 2.6.9.E.1 is amended as follows:

9. Executive Board Meeting Rules of Order and Procedures

Effective Dates: [Embedded Below]

Application: OPSEU/SEFP-wide; Committees, EBMs; Elected Officers

Related: meetings, training, orientation

E. Adjournment

1. Meetings of the Executive Board shall automatically recess at **17:00** Hours **and**, on the final day, the hour of automatic adjournment shall be **17:00** hours.

2. The Executive Board, by a recorded two-thirds majority, shall have the authority to alter meeting times in E.1 and/or the number of meeting days.

Recess vs Adjourn:

A multi-day meeting is recessed at the end of each day's session and is adjourned at the end of the last day's session.
(October 1975, July 1978, September 1979, August 1980, April 1981, June 1994 [B], TBA)

Motion #2 Reference: Procedures Manual 2.3.3 and Policy Manual 2.3.3

Therefore be it resolved that Procedures Manual 2.3.3 and Policy Manual 2.3.3

~~1. Membership Technical Advisory Committee~~

~~Effective Dates: January 16-17, 1991 [B10], April 1-2, 1996 [B21-22]~~

~~Application: MTAC Memmbers, First Vice-President/Treasurer,~~

~~OPSEU/SEFPO Staff, budget~~

~~Related: budget, committees, technology~~

~~Main Functions~~

~~Identify and communicate to the First Vice-President/Treasurer membership needs and issues requiring technology base solutions.~~

~~Assist the Information Services Department to draw on the technical resources of the membership.~~

~~Update the First Vice-President/Treasurer regarding the technologies being used in the workplace that might benefit OPSEU/SEFPO.~~

~~Provide advice in the area of information technology when requested by the First Vice-President/Treasurer.~~

~~Meeting Frequency~~

~~The committee will meet at least two (2) times per year with the First Vice-President/Treasurer, staff from the Information Services Department and staff from other departments that work closely with information technology and the membership.~~

Composition

~~There will be a maximum of four (4) persons on the Technical Advisory~~

~~Committee.~~

~~All members must be dues paying members in good standing.~~

~~Members must have superior technical knowledge in the area of information systems.~~

~~Members must have a good understanding of OPSEU/SEFPO in order to appreciate how to apply the technology to the organization.~~

~~Technical background and union activity will be the criteria for the selection of the members. However, members should be chosen such that they cover a broad spectrum of the membership.~~

~~Staff support to the committee will be provided by the Coordinator of Information Services.~~

~~**Committee Reports**~~

~~Committee recommendations will be directed to the First Vice President for action.~~

~~All committee recommendations will be reported to the Executive Board.~~

~~**Selection and Term**~~

~~The position will be posted to the membership via OPSEU/SEFPO fax and website. The four committee members will be selected from the applicants by the President in consultation with the First Vice President/Treasurer, the Coordinator of Information Services and the Regional Vice Presidents. The positions will be posted each year but incumbents may be reappointed.~~

~~**Budget Allocation**~~

~~The expenses of the committee will be charged to the budget of the First Vice President/Treasurer.~~

~~**Policy manual**~~

~~3. Membership Technical Advisory Committee~~

~~Effective Dates: January 16-17, 1991 [B10], April 1-2, 1996 [B21-22]~~

~~Application: Executive Board Members, First Vice President/Treasurer~~

~~Related: Technology~~

~~OPSEU/SEFPO will establish a Technical Advisory Committee with the following Terms of Reference, functions, meeting frequency, composition, manner of selection and term.~~

~~The expenses of the committee will be from the office of the First Vice-President/Treasurer at an estimated cost of operating the committee at \$7,000 per year.~~

~~Terms of Reference~~

~~The Technical Advisory Committee is a membership committee which provides input on the use of information technology within OPSEU/SEFPO from a membership perspective.~~

~~The committee members will identify membership issues requiring technology based solutions and will communicate these issues to the First Vice President for consideration.~~

~~The committee is designed to tap the technical expertise that exists in the membership and may be asked to locate technical resources in the membership or to comment on specific technology related matters confronting OPSEU/SEFPO.~~

~~Additionally, members will identify new technologies being used in their workplace that may have potential benefit for use within OPSEU/SEFPO and will initiate discussions on how this technology might be applied.~~

Motion # 3 Reference: Policy Manual 4.7.3

Therefore be it resolved that Policy Manual 4.7.3 is amended as follows:

1.Preparation and Reports

Effective Dates: 1. August 23-24, 1985[B13]; 2. January 20, 2021 [B17] and April 23-25, 1992 [C29]; 3. December 6-7, 1984 [B4]

Application: OPSEU/SEFPO-wide; Head Office

Related: expenses, Convention

1.Preparation

Budget preparation principles:

OPSEU/SEFPO's budget will contain a contingency amount for all subsequent spending motions at the Board or Convention, and spending motions passed during the year in total will not exceed the contingency amount, except in case of extreme emergency.

Department Administrators are responsible for preparing annual departmental budgets, and they will be held accountable for any overspending of their budget.

An annual budget preparation, review and approval will be formally established as a chief element of the financial control system.

2. Reports

A detailed, written report will be prepared by each department on any monies spend over their budget, Such report(s) will be sent to the Executive Board upon completion and receipt of the First Vice-President/Treasurer's Office.

All staff identifiers will be removed from the report.

~~3. Two Years~~

~~The budget will cover a twenty four (24) months period so as to provide a longer planning horizon and permit greater opportunity for review and control.~~

Young Worker Health and Safety Training February 2024

Whereas young workers often lack adequate training in health and safety protocols when entering the workforce; and

Whereas statistics reveal a higher rate of workplace accidents among young workers due to insufficient knowledge of safety procedures; and

Whereas workplace injuries and illnesses among young workers not only affect their wellbeing but also impact overall productivity and economic stability; and

Whereas health and safety training empowers young workers with essential knowledge to identify and mitigate workplace hazards; reducing the risk of workplace

injuries and illnesses, promoting safer work environments, and providing a foundation of lifelong safety practices, ensuring healthier workplaces and union environments;
and

Whereas the PYC strives to enhance the skills of young workers as activists, strengthen their leadership skills, protect and advocate for their rights as workers and ensure that their voices are heard; and

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve funding from the Contingency Fund to provide virtual health and safety training to the PYC and 7 additional young worker members, as well as funding time off work for the OPSEU/SEFPO member who will be the training facilitator, in order to promote safer work environments for all workers.

Local 2103

Whereas Lunchroom Supervisors employed by the Peel District School Board voted overwhelmingly to join OPSEU/SEFPO;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that the newly organized Lunchroom Supervisors be assigned to Local 2103.

Local 272

Whereas Travel Assistants employed by the Peel District School Board voted overwhelmingly to join OPSEU/SEFPO;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that the newly organized Travel Assistants be assigned to Local 272.

Local 4110

Whereas Local 468 and Local 429 have merged together; and

Whereas they have requested to merge with a new local number;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that the merger of Local 468 and Local 429 be assigned the Local number of 4110.

Local 5120

Whereas workers at Toronto HIV Treatment Network overwhelmingly voted to join OPSEU/SEFPO; and

Whereas there is an existing Local 5120 representing the workers at Fife House that has agreed to accept the newly organized members into their local;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that the newly organized workers at Toronto HIV Treatment Network be assigned to Local 5120.

Local 596

Whereas workers in the Residence Life and Education Department of Toronto Metropolitan University overwhelmingly voted to join OPSEU/SEFPO; and

Whereas there is an existing Local 596 representing workers at Toronto Metropolitan University that has agreed to accept the newly organized members into their local;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that the newly organized workers in the Residence Life and Education Department of Toronto Metropolitan University be assigned to Local 596.

OPS Correctional Bargaining Unit Amended CBU Bargaining Procedures

Whereas at the January 2024 OPS-Correctional Bargaining Unit Special Divisional Meeting, revised OPS-Corrections Divisional Bargaining Procedures were approved; and

Whereas in the OPSEU/SEFPO Procedures Manual (July 2023) the OPS-Unified Bargaining Procedures are found in Section 3.2.6A;

Therefore be it resolved that the OPS-Unified Negotiations Procedures in the OPSEU/SEFPO Procedures Manual Section 3.2.6A be replaced with those Bargaining Procedures approved at the OPS-Unified Divisional Meeting in October 2022 as included in the attached Appendix.

***See below for the amendment in bold**

8.1 Following the ratified agreement or an interest arbitration award being issued, the bargaining team shall hold a **hybrid** meeting within 30 business days or as soon as reasonably practical for all Correctional Bargaining Unit presidents or next highest-ranking Correctional Bargaining Unit member and MERC/PJOHSC/DHS members to discuss the round and agreement/award.

Provincial/Federal Electoral Reform

Therefore be it resolved that the OPSEU/SEFPO Executive Board will submit the following resolution to the Resolutions Committee for consideration at the 2024 OPSEU/SEFPO Convention:

Whereas The OPSEU/SEFPO Policy Manual confirms that "OPSEU/SEFPO officially supports the NDP both provincially and federally"; and

Whereas the NDP is not always a competitive election option in the provincial/federal electoral ridings where OPSEU/SEFPO members reside; and

Whereas our provincial/federal first-past-the-post (aka single member plurality) electoral system prompts consideration of strategic voting, where Ontarians are faced with voting for the least bad competitive option rather than the best option for themselves and their loved ones; and

Whereas voter turnout is trending low in provincial and federal elections; and

Whereas engaging OPSEU/SEFPO members in electoral politics is one way to seek to achieve social and economic improvements for workers and the entire working class; and

Whereas it is difficult to engage OPSEU/SEFPO members in electoral politics when the provincial/federal first-past-the-post electoral system leaves much to be desired in many ridings across Ontario.

Therefore be it resolved that OPSEU/SEFPO will provide members with education pertaining to our provincial/federal first-past-the-post electoral system and alternative democratic electoral systems during and between provincial/federal elections; and

Be it further resolved that OPSEU/SEFPO commits to:

- evaluating several alternative electoral systems used by democracies of the world, including mixed member proportional representation; and
- officially supporting the electoral system that will be the most fair and engaging for provincial/federal voters; and
- completing this work before 2026.

Cloud Storage for Sector Virtual Binders

Whereas sector virtual binders contain valuable sector specific information such as collective agreements, minutes of settlement, arbitrated awards, best language summaries, comparison documents, etc.; and
Whereas around the time of sector bargaining conferences, a link to a Microsoft cloud space that houses the virtual binder contents is made available for a limited period of approximately one month; and
Whereas the contents of the virtual binders are valuable to the respective sector activists throughout the entirety of the Collective Bargaining cycle;
Therefore be it resolved that OPSEU/SEFPO utilizes a cloud storage space solution for sector virtual binders that remains available to member activists throughout the entirety of the bargaining cycle.
Be if further resolved that this project be initiated at the end of the SharePoint roll out that is currently scheduled for OPSEU/SEFPO in 2024.

Governance Ad Hoc Committee – Phase 2

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to OPSEU/SEFPO Convention 2024:

Whereas OPSEU/SEFPO continues to be engaged in an organizational transformation process to move from a servicing model to an organizing model of unionism that centres its work on the membership building their bargaining power; and

Whereas OPSEU/SEFPO has developed a strategic plan that frames its work and decision-making according to shared principles; and

Whereas Convention 2023 passed a resolution to convene a Governance Ad Hoc Committee of the OPSEU/SEFPO Executive Board to conduct a review of OPSEU/SEFPO's governance structure with the analysis and any recommendations from the committee to be presented to OPSEU/SEFPO Convention 2024; and

Whereas the Governance Ad Hoc Committee of the OPSEU/SEFPO Executive Board has completed Phase One of a review that has resulted in constitutional amendments coming to Convention 2024 for debate; and

Whereas there is additional need for a governance review of OPSEU/SEFPO structures and systems;

Therefore be it resolved that an ad-hoc committee be established by the President's office, with membership of the committee being the President or

designate, the First Vice- President/Treasurer or designate, and three OPSEU/SEFPO Executive Board Members, and at least one of which will be an OPSEU/SEFPO Equity Executive Board member as elected by the OPSEU/SEFPO Executive Board at its first meeting after Convention 2024, with support from OPSEU/SEFPO General Counsel and any professional expert(s) chosen by the President and approved by the ad-hoc committee as a whole to continue the review of OPSEU/SEFPO's governance structure; and

Be it further resolved that the mandate of the committee shall include exploring the creation of an OPSEU/SEFPO Ombuds Office, assessing the combined role of President, CEO and Chair, assessing the combined role of First Vice-President and Treasurer, and reviewing OPSEU/SEFPO Executive Board policy and procedure; and

Be it further resolved that the committee bring forward any recommendations to the OPSEU/SEFPO Executive Board to consider bringing to OPSEU/SEFPO Convention 2025.

Review of Parliamentary Procedures

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to OPSEU/SEFPO Convention 2024:

Whereas the OPSEU/SEFPO Constitution enshrines the use of Roberts Rules of Order and the O. Garfield Jones' Parliamentary Procedure in addition to the provisions found in Article 13.11 as the procedures used to ensure the smooth function of OPSEU/SEFPO Convention and meetings; and

Whereas Robert's Rules of Order is used to govern the meeting procedures in most organizations in Canada; and

Whereas Robert's Rules may be seen to pose dysfunctional and incomprehensible procedural barriers to participation by members of OPSEU/SEFPO; and

Whereas OPSEU/SEFPO has identified an interest in identifying and removing structural and systemic barriers that impede participation by its full membership;

Therefore be it resolved that an ad-hoc committee be established by the President's office, with membership of the committee being the President or designate, the First Vice- President/Treasurer or designate, and three OPSEU/SEFPO Executive Board Members, one of whom is a OPSEU/SEFPO Equity Executive Board member, as elected by the OPSEU/SEFPO Executive Board at its first meeting after Convention 2024, with support from OPSEU/SEFPO General Counsel and any professional expert(s) chosen by the

President and approved by the ad-hoc committee as a whole to review parliamentary procedures used by OPSEU/SEFPO with the analysis and any recommendations from the committee to be presented to the OPSEU/SEFPO Executive Board to consider bringing to OPSEU/SEFPO Convention 2025.

Donations 2023

Standing Donations	2023 Actual	2023 Budget
G.T.A. Injured Worker Resource Centre	1,250	1,250
CCPA	25,000	25,000
Rainford Jackson Education Fund		2,500
Canadian Civil Liberties	1,250	1,250
Ont. Coalition for Better Daycare	500	500
Workers' Arts & Heritage Center	5,000	5,000
Helen Kiss Memorial Bursary	1,000	1,000
Andre Bekerman Bursary	750	750
National Movement for Harmony	2,500	2,500
Donna Bryant Memorial Fund	1,000	1,000
Our Times Donation	1,000	1,000
Stephen Lewis Fund	25,000	25,000
The Leonard Peltier Fund	2,500	2,500
Brian MacIntosh Memorial Fund	250	250
Bill Kuehnbaum Bursary	250	250
Larry Cripps Bursary/Scholarship	1,000	1,000
Carol McGregor Scholarship	1,500	1,500
Curt Bishop Scholarship	1,000	1,000
L.E.A.F. Patron Sponsorship	5,000	5,000
Mayworks Festival of Working People	2,000	2,000
Barbra Schlifer Commemorative Clinic	750	750
Speakers School Donation	2,250	2,250
Peter Kormos Memorial Bursary	1,000	1,000
Ontario Autism Coalition Donation	10,000	10,000
Amy Stiles Scholarship	1,000	1,000
Karen Gottschalk-Millar Memorial Scholarship	1,000	1,000
Fred Upshaw Scholarship	1,000	1,000
SHARE Donation	25,000	25,000
Water Resolution	10,000	10,000
ONIWG Donation	1,000	

CLIFF Donation	5,000	5,000
Bloodwatch.org Donation	15,000	15,000
Total Standing Donations	150,750	152,250
Other Donations		90,000
Canadian Peace Officers' Memorial Association (CPOMA)	500	
Donation for campaign: Secretary/Treasurer of the OFL	1,500	
Total Other Donations	2,000	90,000
Board Approvals during 2023		
Robert Hebdon Scholarship	5,000	5,000
Zola Mendez - Donation from OPSEU/ SEFPO	250	250
Metropolitan Toronto University CUPE Strike	5,000	5,000
In-Kind Printing Mayworks	3,134	3,134
Ontario Health Coalition Campaign	50,000	50,000
OPSEU/SEFPO Matching 2023 Convention Donation	5,000	5,000
Wabshkaa Animkii (WAB) After School Program	5,000	5,000
Workers Action Movement WAB	2,000	2,000
International Human Rights Donation	2,500	2,500
Terry Scratch Fundraiser	11,250	11,250
Ontario Coalition for Better Childcare (OCDB)	3,000	3,000
OFL Strike Fund Donation	10,000	10,000
Introductory Algonquin Reader Support	10,000	10,000
Justice For Workers Donation	20,000	20,000
CCSN Donation	25,000	25,000
OFL CONVENTION STRIKE APPEAL	10,000	10,000
PWC Conference Donation (7 cheques paid Jan 12/2024)		6,000
Total Approvals during 2023	167,134	173,134
Total Other Donations and Board Approvals	169,134	263,134

Total 2023 Donations

319,884

415,384

2022-2024 Executive Board Committees

Indigenous Circle – Ed Arvelin

Audit – Lucy Morton, Janel Perron, and Jennifer Van Zetten

Ad-Hoc Committees:

Childcare – Joel

Dismantling Anti-Black, Anti-Indigenous and All Forms of Racism – Coleen Houlder

Governance – Colleen Houlder, Lucy Morton, and Chrisy Tremblay

Sanctions – Veronica Attard, Colleen Houlder, and Jennifer Van Zetten

Board Equity Committee – Chrisy Tremblay

Central Political Action – Julius Arscott, Rob Boulet, and Sara Labelle

Coalition of Racialized Workers – Coleen Houlder

Convention Committees:

Resolutions – Joel Usher

Constitutional – Ken Steinbrunner

Credentials – Tara Maszczakiewicz

Planning – Veronica Attard

Disability Rights Liaison – Geoff Cain

Excluded Staff Hiring – Janel Perron

Francophone Committee – Coleen Holder

Highest Ranking Female (NUPGE & OFL Seats) – Laurie Nancekivell

In Solidarity Board Liaison – Tara Maszczakiewicz

MDT/SDT Ad Hoc – Ed Arvelin and Chrisy Tremblay

OPSEU Resource Centre/Enterprises – Rob Boulet and Lucy Morton

OPSEU Staff Pension Plan Trustees – Geoff Cain, Drew Finucane, Janel Perron, and Ken Steinbrunner

Pension Liaison – Janel Perron and Ken Steinbrunner

PHRC Board Liaison – Erin Smith

Policy and Procedures Review Committee – Joel Usher and Jennifer Van Zetten

PWC Board Liaison – Sara Labelle

PYC Board Liaison – Julius Arscott

Rainbow Alliance Liaison – Geoff Cain

Retirees Board Liaison – Tara Maszczakiewicz

Social Mapping Project – Chrisy Tremblay

Solidarity Fund Board:

HIV/Aids Work (Live and Let Live) – Rob Boulet

International Humanity Work – Coleen Houlder

International Solidarity Work – Julius Arscott

Staff Negotiating –Tara Maszczakiewicz, Melissa Shaw, Ken Steinbrunner, and Chrisy Tremblay

Strategic Planning – Julius Arscott, Lucy Morton, and Melissa Shaw

2022-2024 Executive Board Committees: Reports

Audit Committee

Jenn Van Zetten
Janel Perron
Lucy A. Morton

Our audit committee had an intricate, crucial role in the governance and financial oversight of OPSEU/SEFPO.

Our role is for collaboration with our external auditors for the safe keeping of our organizations' reputation and long-term viability. We have done our regulatory role by ensuring that our financial statements are accurate, maintain compliance with our constitution, our policies and the laws that govern us.

We, the Audit Committee need to take this opportunity to acknowledge the compliance, transparency and cooperation from OPSEU/SEFPO and the 1st Vice President/Treasurer for any and all information requested and received in a timely fashion.

Throughout our term we focused on the following:

- Understanding of Governance
- Oversight of specific areas of risk
- Member expenses including executive board members
- Member/Board Liabilities and areas of risk
- CRA compliance
- Risks associated with various financial agreements
- Suggesting process changes for OPSEU/SEFPO's President, First Vice-President/Treasurer and Executive Board, to the internal structure for financial and non-financial reporting, asset stewardship, and legal compliance.
- Overseeing the development and implementation of a whistleblower policy. In summary, the audit committee's vigilant oversight (with the support of OPSEU/SEFPO) contributes to the overall well-being and sustainability of OPSEU/SEFPO.

Our Union's most valuable asset is our reputation.

Thank you on behalf of the Audit Committee for entrusting us with these tasks.

Childcare Ad Hoc Committee

- Established by a resolution at the 2022 OPSEU/SEFPO Convention, the purpose of the Childcare Ad Hoc Committee was: "to formulate a comprehensive policy on childcare and troubleshoot issues that target barriers to participation of OPSEU/SEFPO members as well as ensuring safe, effective care for our children using OPSEU/SEFPO childcare".
- The Childcare Ad Hoc Committee was made up of four members with children who use OPSEU/SEFPO childcare, two members with children who do not use OPSEU/SEFPO childcare, an OPSEU/SEFPO childcare provider, an Executive Board Member, and assigned OPSEU/SEFPO Staff.
- To complete their mandate, the group:
 - undertook a thorough review of several documents pertaining to the OPSEU/SEFPO childcare landscape including:
 - the OPSEU/SEFPO Constitution,
 - the OPSEU/SEFPO Policy Manual,
 - the OPSEU/SEFPO Procedures Manual,
 - the Social Mapping Project Consolidated Report of Findings and Recommendations,
 - event childcare forms, and
 - relevant legislation;
 - researched and reviewed related policies of allied organizations;
 - elicited data from OPSEU/SEFPO members regarding childcare experiences via survey;
 - used the data to guide desired changes to existing Policy, Procedures, and forms;
 - participated in the creation of a handbook so OPSEU/SEFPO members would have all relevant information available in one place; and
 - presented desired changes to the OPSEU/SEFPO Executive Board in December/23 where those changes and one welcomed amendment were subsequently approved.

Convention Committee

Convention 2024 will be the first convention having locals being able to sit all together (delegates, alternates and observers), thanks to the Constitution Amendment of Convention 2023. This will give ability for mentorship within locals and greater participation from newer delegates.

Recommendations from the previous year's survey indicated that membership wanted more supports on learning Robert's Rules and procedure.

The committee is working on Zoom session/s prior to Convention on Robert's Rules to better support the membership.

Dismantling Systemic Racism Program

In April 2022, OPSEU/SEFPO Convention passed significant changes to the OPSEU/SEFPO Constitution that recognize the presence and prevalence of systemic racism affecting Black, Racialized and Indigenous members within the Union. The motion, recommended by the 2019-2022 Executive Board, included the following addition to the Union's Aims and Purposes in Article 4 of the Constitution:

To actively identify and dismantle anti-Black racism, anti-Indigenous racism and all forms of racism and discrimination within its systems and structures so that members have full access to services and can fully participate in the union.

For OPSEU/SEFPO, this means that in addition to regulating labour relations, organizing members, improving working conditions and so on, our Union is committed, as part of our purpose as a union, to dismantle anti-Black and anti-Indigenous racism and all forms of racism. Several other changes to OPSEU/SEFPO Constitution were made: Articles 7, 14, and 29 mandate dismantling anti-Black and anti-Indigenous racism through **training** all newly elected local, divisional, and sectoral leaders, and all those elected to bargaining teams. It stipulates **new oaths of office** that reflect these priorities.

The one-day course "*Organizing for Power: Dismantling Anti-Black, Anti-Indigenous and All Forms of Racism*" is training in line with these constitutional changes for newly

elected leaders. Training is currently being rolled out in all regions and is facilitated by trained staff and members.

Highlights of the program for 2023-2024 include:

- The development, piloting and finalization of training materials which are currently being rolled out to the membership. The first groups to complete the training were LBED and CAAT-S Part-Time bargaining teams.
- The Dismantling System Racism Program (DSRP) Advisory Committee, consisting of staff, supervisors, and members from the Indigenous Circle and the Coalition of Racialized Workers, continued its work of guiding the Program and ensuring strategic objectives were being met.
- A large DSRP Train the Trainer was arranged for Staff Representative and other ProTech staff, along with a few leader members. Over 160 staff have been trained to facilitate this important training for the elected members of OPSEU/SEFPO.

Highlights for 2024 include:

- Convention 2024, the Kairos Blanket Exercise was offered to elected OPSEU/SEFPO members who have completed the Dismantling Anti-Black, Anti-Indigenous and all Forms of Racism training.
- The DSRP Advisory Committee officially became an Ad Hoc Committee of the Executive Board with RVP Coleen Houlder elected Board liaison until May 2024.
- In March of 2023, 40+ members stepped forward to be trained as facilitators of the DSRP training alongside staff.
- The DSRP Team has been attending OPSEU/SEFPO conferences and events to present the program, and encourage members to contact their LECs and Staff Reps to schedule the training.

The Dismantling Anti-Indigenous, Anti-Black and All Forms of Racism training is a central way OPSEU/SEFPO is achieving its mission of building worker power to advance social and economic justice. DSRP recognizes that our strength is in the engagement of all our members, rooted in solidarity with each other, the labour movement, and our communities. For more information, please email dsrc@opseu.org.

Excluded Staff Hiring Committee

The excluded staff hiring committee has been very busy this term. Multiple administrator positions have been posted, attracting a wide pool of applicants applying for each

position, and subsequently filled. The hiring process has been transparent, centering equity and ensuring full committee involvement, including the EBM. The committee would like to welcome all of the successful candidates who have joined our leadership team and we look forward to working together.

Governance Committee

Chrisy Tremblay
Coleen Holder
Lucy A. Morton

Governance Ad Hoc Committee Resolution O1: Convention 2023

Therefore be it resolved that an ad-hoc committee be established by the President's office, with the membership of the committee being the President or designate, the First Vice-President/Treasurer of designate, and three Executive Board Members as elected by the Executive Board, with support from OPSEU/SEFPO General Counsel and any professional expert(s) chosen by the President and approved by the ad-hoc committee as a whole, to conduct a review of OPSEU/SEFPO's governance structure, including a comparative analysis of existing governance structures in other unions and not for profit organizations, and that the ad-hoc committee will create a process to get input from local, equity and sector/divisional leaders, with the analysis and any recommendations from the committee to be presented to OPSEU/SEFPO Convention 2024.

Governance is about:

ACCOUNTABILITY: the duty to answer for decisions and actions taken. This is one of the most important characteristics of a good functioning governance Committee.

LEADERSHIP: good governance

INTEGRITY: acting impartially, ethically

STEWARDSHIP: to look after our resources on behalf of our members

Accountability refers to the obligation to answer to our members for the responsibilities that have been entrusted to us. Further, to ensure that we adhere to OPSEU/SEFPO's standards as established by Convention, our members, Board.

A Governance Survey was created with the assistance Laura Edgar: Vice President of Board Governance at the Institute on Governance (IOG) in Ottawa.

Laura Edgar is a governance and development professional with over twenty years of experience. She has over 20 years of experience working with public purpose Board of Directors, Laura's work includes conducting governance assessments, developing and supporting implementation of governance renewal plans, strategic planning, facilitation of Board retreats, commissioned research and providing training for a wide range of public purpose organizations with board of directors.

Our survey was sent out to the following:

- Elected Executive Board members
- Sector/Divisional Executive (DivEx) members
- Equity Committee/Caucus representatives
- Local Executive (LEC) members

Time Frame: November 10, 2023 1:23pm- November 28, 2023 5:00pm

We received a high level of returns, 32% of recipients completed the survey. (245/754)

Recommended Amendments/changes were presented individually rather than as a package.

Pension Liaison Committee

The Pension Liaison Committee PLC plays a critical role in facilitating communication and education within OPSEU/SEFPO on pension related issues as well as advertising, recruiting, and facilitating the appointment of trustees and sponsors by the OPSEU/SEFPO Executive Board.

Funded status of Jointly Sponsored Pension Plans

*We are reporting on 2023 funded status as not all annual reports are publicly available. Annual reporting by OPSEU/SEFPO sponsored, defined benefit pension plans (CAAT Pension Plan, HOOPP, OPTrust and OMERS) revealed their funded status continues to

be healthy and steadily improving. All of these plans either maintained or improved their funded status through 2024.

OPSEU/SEFPO sponsored, Ontario Public Sector Pension Plans are recognized globally as some of the best pension plans in the world. OPSEU/SEFPO proudly sponsors these plans supported by committed members and staff.

OPTrust

Effective April 1, 2023, plan changes were made to improve survivor benefits for dependent children. The definition of eligible child has been expanded so disabled dependent children may be entitled to receive a survivor pension. Eligible children of members who die before they retire are now second in line to receive a survivor pension after a member's spouse. To find out more about this change, please visit [OPTrust's website](#).

CAAT

In 2023 CAAT announced changes to the DB Prime and DB Plus plan designs. Effective January 1, 2025, participating members under DB Prime will see a 1% decrease in contributions rates; this means that people will accrue the same valuable pension, but at a lower cost. DB Plus members will receive a 1% increase in the annual pension factor on future ongoing contributions; this means that the pension a member receives in retirement will be higher while the contribution rate remains the same. Additionally, CAAT confirms conditional benefits, such as inflation protection increases, have been granted through to 2026. These improvements are possible thanks to CAAT's strong funded position. To find out more about these changes, please visit CAAT's [website](#).

HOOPP

Effective January 1, 2023, eligible members who were active in the plan on or after this date, will receive a larger, lifetime pension for each year of contributory service before 2023. This increase builds on the previously announced improvements. To find out more about this change, please visit HOOPP's [website](#). HOOPP has also made a commitment to maintain contribution rates until at least the end of 2025. For more information about this commitment visit HOOPP's website [here](#).

OMERS

Non-Full-time expansion – OPSEU/SEFPO strongly believes that all working people have a right to a retirement with dignity and advocates for expanded pension coverage for all. Effective January 1, 2023, OMERS removed the prior eligibility requirements for non-full-time employees to join the plan so that all non-full-time employees may choose to join the Plan at any time.

For information about joining the plan as a Non-Full time employee please see OMER's [website](#).

Another significant change made to the plan effective June 21, 2023 is related to the conversion of membership from Normal Retirement Age 65 (NRA65) benefits to Normal Retirement Age 60 (NRA60) benefits. Historically, conversions from NRA65 to NRA60 resulted in a 25% reduction of service for all members converting to the new plan design. This old method did not reflect individual value upon transfer. The new method, effective June 21, 2023, provides a transfer adjustment based on individual service. For more information on the new conversion calculations, please visit the OMERS [website](#). Please note conversion into the new plan is available only to specific job classifications (e.g. paramedic) and must be negotiated into the Collective Agreement.

Seeking interested candidates

The Pension Liaison Committee invites members interested in being a trustee and/or Sponsor Representative who belong to OPTrust, HOOPP or OMERS, to keep an eye open for opportunities. The request for candidates is posted to the OPSEU/SEFPO website. For those who belong to CAAT positions are elected by the divisional membership at proper divisional meeting from time to time.

Prepared by:

Janel Perron, Executive Board Member

Ken Steinbrunner, Executive Board Member

Giulia Volpe, Benefits Officer, Pension & Benefits Unit - OPSEU/SEFPO Staff

Policy and Procedures Review Committee

The Policy and Procedures Review Committee met five times over the past year. For the better part of 2023, the Executive Board Members participating as members of the

Committee were Melissa Shaw and Joel Usher. Melissa Shaw departed from the Committee in December, 2023 and Executive Board Member, Jennifer Van Zetten, was elected to join later that same month. The Corporate Secretary has also been a valued member of the Committee.

With the passing of Convention Resolutions and motions at the Executive Board, regular edits are made to the Policy Manual and the Procedures Manual. The Corporate Secretary has been updating the manuals and those updated versions of the documents are posted monthly to the homepage of the OPSEU/SEFPO Member Portal.

Presentation of survey results by Committee as in camera review, recognizing not just by the tally of votes but also the comments that were submitted.

Based on the results and with the input of our Governance Specialist (see above), we submitted suggested Constitutional amendments to the Board, if supported, to allow our membership at Convention the opportunity to decide what is best for our Union.

Constitutional amendments accepted by the Board (within the defined time lines) will be brought to Convention for members to initiate debate on our suggested amendments.

Thank you to Convention of 2023 who allowed us to create this Committee. You allowed us to start to create appropriate decisions that support our Strategic Plan.

Sanctions Ad-Hoc Committee

The committee met following direction from 2023 Convention on looking at strengthening language within the Constitution regarding members who violate the statement of respect and their oaths of office. The Constitution also needed to be modernized to current legislation.

The proposed changes to the language offers more flexibility to the Executive Board to make sure it is done appropriately and to support both members on both sides of an issue. Changes are to be presented to the Membership to vote on at Convention 2024.

Strategic Planning Committee

- Melissa Shaw

- Julius Arscott
- Lucy A Morton

In March 2023, we OPSEU/SEFPO accomplished our first ever Strategic Plan. Our Plan was achieved with input from our Board of Directors, our President, our 1stVP Treasurer, our Administrators and our Staff.

This took place over three days as a retreat. Our 'retreat' was facilitated by Evenings + Weekends Consulting. This team-building exercise brought us together to define who and where we are, with a SWOT analysis (an acronym for strengths, weaknesses, opportunities, and threats).

We realized our Strategic Plan needed to be clear and concise, and that it is a 'live document'. This 'live document' requires members, leadership and employees to help shape, validate and action it.

An ongoing, in-depth review of our Plan is required with continual evaluation to assess its appropriateness and to respond by developing/amending a new action plan going forward.

The Strategic Plan will now be a part of orientation for all new Board members. The next in depth review will occur in 2024 with the new Board.

Congratulations to all who were involved and to those who made this happen. We couldn't have done it without each and every one you.

We can't be successful without all of you!!!

Your Strategic Planning Committee 2023-2024

Record of Minority Reports

DISCLAIMER:

Minority reports are an opportunity for individual Executive Board Members to provide reasons for their decision to vote against a particular board motion. OPSEU/SEFPO distributes all minority reports to OPSEU/SEFPO members in accordance with OPSEU/SEFPO policy. The distribution supports discussion, transparency and accountability. However, the views expressed in a minority report are those of the Executive Board Member responsible for the report, and do not reflect those of OPSEU/SEFPO, the Executive Board, or any other person. OPSEU/SEFPO, members, and staff cannot be held responsible for the accuracy or content of any minority report.

March 14-16, 2023 Executive Board Meeting

The following motions **carried** at the March 14-16, 2023 Executive Board Meeting:

Affiliation to the New Democratic Party

Therefore be it resolved that the Executive Board refer the following resolution to the OPSEU/SEFPO Convention 2023:

Whereas OPSEU/SEFPO should continue to develop its campaigns, including by intervening in the political arena, in order to promote by \ all means strong public services, better job security and a good quality of life for all working people in this province; and

Whereas the New Democratic Party is the political arm of the labour movement, has shown strong solidarity with OPSEU/SEFPO members and working people generally, and provides OPSEU/SEFPO with an opportunity to join in working class political action, beyond the limitations of collective bargaining on purely economic issues; and

Whereas the Doug Ford Conservative government, like the Kathleen Wynne and Dalton McGuinty Liberal governments before them, advance the agenda of their corporate supporters including corporate tax cuts, privatization schemes, closed programs and facilities, contracting out, freezing wages and transfer payments to agencies and diminished trade union rights including serious barriers to organizing and no successor rights for the public service; and

Whereas OPSEU/SEFPO's core principles of social and economic justice, equality and human rights at home and around the world, can be strengthened in practice through our participation in the development of the policies and actions of the NDP; and

Whereas formal affiliation will provide OPSEU/SEFPO members with an ongoing, direct voice in NDP policy debates, leadership selection, and campaigns to advance the interests of working people; and

Whereas affiliation to the NDP is similar to individual membership in that you cannot affiliate exclusively to either the provincial or federal party;

Therefore be it resolved that OPSEU/SEFPO formally affiliate with the New Democratic Party.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7

The following minority reports were filed:

Ed Arvelin – RVP, EBM Region 7

I voted against this recommendation, not because I don't support or have supported the NDP, in fact I was a card carrying member of the party at one time. I voted against this recommendation because we already have a policy that directs OPSEU SEFPO to support the NDP and we have supported them. Infact, OPSEU SEFPO and many of our members have worked tirelessly to achieve an NDP government and hopefully, one day, we will have another NDP government that is policy driven by the working class of Ontario.

Also because the government of Ontario is our employer, I believe we should not affiliate to any party because of this.

April 18-19, 2023 Executive Board Meeting

May 16-18, 2023 Executive Board Meeting

The following motions **carried** at the May 16-18, 2023 Executive Board Meeting:

Disbanding Equity Seats Ad Hoc Committee

Whereas the Equity Seats Ad-Hoc Committee arising from OPSEU/SEFPO's Social Mapping Project (SMP) was tasked with consulting and investigating constitutional changes to permit equity seats on the OPSEU/SEFPO Executive Board; and
Whereas the Convention 2023 passed a constitutional amendment to add seven seats designated for Equity Executive Board Members to the OPSEU/SEFPO Executive Board;

Therefore be it resolved that having discharged its mandate, the Equity Seats Ad-Hoc Committee be disbanded.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Veronica Attard – EBM, Region 4
- Melissa Coenraad – RVP, EBM, Region 4
- Sara Labelle – RVP, EBM, Region 3
- Chrisy Tremblay- EBM, Region 4

The following minority reports were filed:

Ed Arvelin – RVP, EBM Region 7

The work of the Equity Ad Hoc Committee had not been completed and was proceeding with direction coming from OPSEU SEFPO head office.

Veronica Attard – EBM, Region 4

As indicated, the Terms of reference and procedures are still unclear. There was a conversation of items moving forward and no indication of a clear due process for who would be able to participate in the elections and how the selection process of eligible voters would work. It made no sense to me to dissolve the committee if there were still items that still needed to be worked on.

Sara Labelle – RVP, EBM, Region 3

I voted against this motion as many questions and concerns were raised leading up to Convention and during Convention that could have been addressed through adjustments and working with staff prior to the Equity Board Committee work that will occur in November. It was premature to disband the Ad Hoc Committee before addressing those questions and concerns and process details.

Chrisy Tremblay- EBM, Region 4

I voted against disbanding the Ad Hoc SMP Committee.

The selection process for delegates to be chosen to attend these meetings was not fully clear to me. I voted against disbanding to allow additional time to seek clarity and/or allow additional time for the Ad Hoc SMP Committee to further meet to further develop the procedure and steps which outline this process.

Regional Meeting 2024

Therefore be it resolved that in accordance with Article 14.2 of the OPSEU/SEFPO Constitution, that the 2024 Regional Meetings be scheduled and held on Saturday, April 6, 2024, and if Region 5 believes that a second day is required, that they work with the president's office and will continue to meet on April 7, 2024

The following indicated an intention to file a minority report:

- Veronica Attard – RVP, EBM, Region 4
- Sara Labelle – RVP, EBM, Region 3
- Chrisy Tremblay – EBM, Region 4

The following minority reports were filed:

Veronica Attard – RVP, EBM, Region 4

Convention 2024 is falling on Passover holiday. The Regional meeting was moved from March due to it falling on Good Friday. Either we respect **all holidays** or we respect none. The second part refers to only Region 5 having the ability to add an additional day.

We do not know what may happen and having only 1 region to have that flexibility and others not is undemocratic. Both of these items create have and have nots within the membership and I voted against it.

Sara Labelle – RVP, EBM, Region 3

I voted against a 2 day meeting for Region 5 as we have changed the way we run Regional Meetings as of the 2022 meetings - we can run hybrid meetings with electronic balloting which significantly reduces the length of time for each vote. There is no need to budget for a 2 day meeting when there is a way to help facilitate moving the meetings along through technology and adjusting agendas to prioritize elections.

2023 Municipal and Provincial Byelections Political Action and Member Mobilization

Whereas there is currently a by-election underway for Mayor of Toronto and Provincial and Federal by-elections will occur throughout the remainder of 2023; and
Whereas Provincial and Federal By-elections are only four weeks long and can be called at any time following the resignation of an MPP or MP; and
Whereas OPSEU/SEFPO Members in the OPS and BPS are directly affected by the decisions of the Provincial Government; and
Whereas over 70 OPSEU/SEFPO bargaining units in Sectors 1, 3 and 13 are directly employed by municipal governments or school boards; and
Whereas electing progressive federal, provincial and municipal politicians who understand and support labour and the union movement, will assist in stopping the ongoing privatization and contracting out of services to protect OPSEU/SEFPO workers; and
Whereas by-elections in 2023 create an opportunity to continue to train members on the tools we used in the recent provincial and municipal elections, namely CallHub, Prompt texting and Social Media;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the attached submission as detailed to support 2023 municipal and/or provincial and federal by-election campaigns; and
Be it further resolved that members be encouraged to vote and become involved in their local by-election campaigns; and
Be it further resolved that CPAC with the assistance of staff will coordinate the use of these resources in consultation with regional leadership including the regional OPSEU/SEFPO Executive Board members; and
Be it further resolved that these funds be drawn from the contingency fund.

* The proposal was amended to add two more positions to the campaign, one for Melissa Coenraad's NDP campaign and one for Region 5.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4

The following minority reports were filed:

Veronica Attard – RVP, EBM, Region 4

We have done provincial and federal campaigns in the past. To my knowledge, we have not gotten involved municipally in mayoral campaigns.

These political action campaigns have not been as successful due to scope of work and limited timeframe to action. I have concerns with the budget requested, the current state of the budget (deficit) and the actual cost compared to the ultimate results in the elections.

The Following motion was **defeated** at the May 16-18, 2023 Executive Board Meeting:

PUA/PA/LTO

Whereas Promoting the Union Agenda is a bona fide use of membership dues; and

Whereas each region has a budget for promoting the union agenda;

Therefore be it resolved that each region may access the 80/20 fund based on one dollar per member in their region to provide book off time for members from their region; and

Be it further resolved that the existing policy/procedures on accessing 80/20 funds be applicable to the use of these funds with the OPSEU/SEFPO Executive Board members of each region having the signing authority for these days. (Two OPSEU/SEFPO Executive Board members must sign the form, no OPSEU/SEFPO Executive Board member can sign for their own day off); and

Be it further resolved that these PUA days will be recorded in the regional financial reports as its own expense line;

Be it further resolved that the funds required to pay for this motion be drawn from the contingency fund and a new budgetary line be created for the 2024 budget.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Jennifer Van Zetten – RVP, EBM, Region 1

The following minority reports were filed:

Ed Arvelin – RVP, EBM Region 7

I voted For this motion because it would bring more opportunities to our OPSEU SEFPO leadership and the membership as a whole. Our members have expressed time and time again that they need the time away from work to do the work of our union. This motion could have helped with that.

Jennifer Van Zetten – RVP, EBM, Region 1

OPSEU/SEFPO policy for LTO allows Locals to ensure time off within their locals for union activity, however it also comes with barriers for activist who may need some time for regional/committee activity in which I believe could be accessible through the PUA(promoting the Union Agenda)/PA/LTO (Local Time off) while promoting the Union and breaking down barriers for union activism and burnout for our activist. The PUA can be and has been used for member book offs however at full, which also could be helpful to the Regional PUA funds.

I also believe we could have come together to ensure a policy and process with minimal adverse effects.

June 22-23, 2023 Executive Board Meeting

The following motions **carried** at the June 22-23, 2023 Executive Board Meeting:

Motion #4 - Reference Policy Manual p.337

Therefore be it resolved that the following amendments are made to the OPSEU/SEFPO Policy Manual:

5A.1 UNION SOLIDARITY – All Labour Centrals

**4. Convention Delegates and Delegate Expenses
(affiliated conventions)**

Effective Dates: 2. October 18 19, 1979 [B10], **TBA**;

Application: OPSEU/SEFPO-wide; Members; President;

Regions

Related: expenses, Convention, accommodations, representatives, affiliates

2. Member Delegates Only OPSEU/SEFPO members **not** in good standing may **are not eligible to** be Delegates accredited to OPSEU/SEFPO at OFL, CLC, or NUPGE conventions. **With the exception of Collective Agreement entitlements**, No staff person shall be a Delegate of OPSEU/SEFPO to such a convention in place of an OPSEU/SEFPO member.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Sara Labelle – RVP, EBM, Region 3

The following minority reports were filed:

Ed Arvelin – RVP, EBM Region 7

I have voted against this motion because the amendment that was passed to this motion would now allow OPSEU SEFPO staff to attend without oversight of the executive board. It doesn't set limits on how many get picked to attend and has no costing done to allow us to know how much potentially this could impact our budgets to these conventions.

I believe if the executive board wants to send more people, then we should be sending more members from across our regions.

Sara Labelle – RVP, EBM, Region 3

I voted against the amendment as delegate status to NUPGE, OFL and CLC should be provided to OPSEU/SEFPO members not excluded to staff who do not affiliate to any Labour Council. Our Locals need to affiliate to Labour Councils in order for OPSEU/SEFPO members to be eligible to run for delegate spots. It isn't fair to have that expectation for our locals and then provide delegate status to people who do not affiliate to any Labour Council. The OPSEU/SEFPO regional delegate entitlements have not been reviewed in years and are below the allowable numbers based on our membership number. We should be adding OPSEU/SEFPO members per Region and covering their expenses, this is what a member driven union means.

Ride-Hailing and Ride-Share Reimbursement

Whereas the Financial Administration section of the OPSEU/SEFPO Policy Manual speaks to travel to and from airport (4.2[7.2]); travel between downtown and head office (4.2[7.3]); taxi receipts (4.2[9]) and tip receipts (4.2[10]); and
Whereas no ride-sharing companies have unionized at this point, Uber Canada and UFCW entered into an 'Agreement' allowing UFCW to provide representation to the workers; and
Whereas both ride-hailing and ride-sharing services are regulated jurisdictionally;
Therefore be it resolved that the OPSEU/SEFPO Policy Manual be amended to approve the reimbursement of both ride-hailing and ride-sharing services with appropriate documentations / receipts.

The following indicated an intention to file a minority report:

- Coleen Houlder – RVP, EBM, Region 5
- Lucy Morton – RVP, EBM, Region 2

The following minority reports were filed:

Workers Action Movement (WAM) Donation

Whereas the Workers Action Movement (WAM) was founded in 2017 and is a grassroots network of labour union activists from coast to coast to coast; and
Whereas WAM is a cross-union network made up of workers from both the public and private sector and allies outside of organized labour. Supporters of WAM work in solidarity against the boss's agenda; building union democracy, worker's power and against business as usual unionism; and
Whereas WAM had a visible presence at the recent CLC Convention in Montreal and incurred associated costs for its booth and electricity rentals along with other costs associated with travel, meals, etc.;
Therefore be it resolved that OPSEU/SEFPO make a one-time donation to the Workers Action Movement (WAM) drawn from the contingency fund.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4

- Rob Boulet – EBM, Region 6
- Sara Labelle – RVP, EBM, Region 3
- Morton – RVP, EBM, Region 2

The following minority reports were filed:

Veronica Attard – EBM, Region 4

I voted against this motion as I do not see where it actually benefits to our members.

The following motion was ruled out of order at the June 22-23, 2023 Executive Board Meeting:

Fleet Vehicles

Whereas OPSEU/SEFPO purchased fleet vehicles a few years ago for use in certain departments and in the Regions; and
Whereas the existing policy speaks to use of Regional fleet vehicles, but no other vehicles; and
Whereas fleet vehicles are considered capital expenditures and assets which should be determined and set by the officers (as per article 17.5 of the Constitution); and
Whereas the OPSUE/SEFPO Executive Board has a fiduciary responsibility in their roles as OPSEU/SEFPO Executive Board Members and provides final approval and recommendation of a budget to Convention;
Therefore be it resolved that the OPSEU/SEFPO Executive Officers shall have a fulsome discussion of the use of fleet vehicles across regions and within departments of OPSEU/SEFPO (ie organizing and maintenance); and
Be it further resolved that the officers will make recommendations for discussion and approval at the executive board on the complement of fleet vehicles across the organization to enable policy changes that will provide further clarity and transparency in departments to the OPSEU/SEFPO Executive Board and the membership.

The Chair was challenged and the Chair was upheld.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7

- Sara Labelle – RVP, EBM, Region 3

The following minority reports were filed:

Ed Arvelin – RVP, EBM Region 7

I voted against the ruling of being out of order because I feel the board is the governing body outside of convention which does give direction to the President and Vice President's office. The rationale of too much oversight in my opinion is wrong.

Sara Labelle – RVP, EBM, Region 3

Motions are allowed to be ruled out of order, if in fact they are out of order. Motions can not be ruled out of order because the Chair disagrees or doesn't want to debate Motions or be accountable to the board. We have been down this road for years and the principles of democracy have been violated many times, this behaviour continues with new administration who promised to be transparent and accountable. Actions speak louder than words.

I submitted a motion on fleet vehicles which was ruled out of order, which is in fact a violation of our Constitution and Policies.

It was ruled out of order for the board to discuss a motion to enable the officers to have a discussion about fleet vehicles. We were not able to debate a motion on capital assets and expenditure allocation as per article 17.5 of the Constitution which clearly provides supervision over financial administration and gives the executive committee the ability to establish procedures.

17.5 The Committee shall maintain close supervision over the financial administration of the Union. It shall establish procedures within the policy guidelines set by the Board, and it shall make regular and detailed reports to the Board on the financial state of the Union and on the Union's adherence to sound planning and accounting procedures. The Committee shall also have the authority to make or approve unforeseen, unusual, or non-budgetary expenditures of up to \$10,000 on any single item, up to an annual ceiling of \$120,000, for legitimate Union or general trade union purposes.

16.11 The Members of the Board, by virtue of their offices, shall collectively hold title to all monies, records, and property of the Union as trustees for the Members of the Union and in the name of the Union. No monies of the Union may be disbursed

unless authorized by budget or supplementary decisions of the Board or Conventions. No Property of the Union may be sold, conveyed, or encumbered without the approval of the Board.

And article 16.7

16.7 On the recommendation of the Executive Committee the Board shall decide what salary and allowances may be paid to the President or to any other Officer. It shall also decide what honoraria, if any, or per diem and other expense allowances, or any other benefits, shall be given to Members of the Board. All Board decisions made under this Article shall be subject to ratification at the next regular Convention.

I brought the motion around fleet vehicles as we have a significant problem as a board, and it is an even bigger problem for the top two officers. There has been no motion approving purchase of new fleet vehicles. I asked questions at the March board meeting after the FVPT disclosed that there had been vehicles sold (without approval of the board), the purchase of a new vehicle (without approval from the board). This information was provided after repeatedly adding fleet vehicles to the agenda for discussion. In March I asked if where the policy was to allow the purchase of the fleet vehicle - the FVPT couldn't provide a policy number. I asked what budget line the fleet vehicles were under - the board wasn't provided with a budget line or lines. We are not in compliance with our existing policies, specifically 4.8 1

1. Responsibility

The President, in consultation with the First Vice-President/Treasurer shall assign responsibility for approving expenditures from each budget line in OPSEU/SEFPO's budget to a specific Administrator. Each Administrator's budget responsibilities shall be part of their performance review. That Administrator may Delegate responsibility to another Administrator or to a Supervisor. Staff other than an Administrator or Supervisor shall not normally have expenditure approval authority. Where staff other than an Administrator or Supervisor has been delegated expenditure approval authority, the extent and purpose of that authority shall be specified and documented.

Staff responsible for approving expenditures for any budget line shall ensure that the money allocated to that line is only expended for the purposes for which it was originally budgeted.

2. Purchases of Goods and Services:

- Up to \$15,000 must be approved by signature of a Supervisor and Administrator,
- \$15,000 to \$50,000 must be approved by signature of an Administrator and the

First Vice-President/Treasurer,

- Over \$50,000 must be approved by signature of the President and the First Vice-President/Treasurer as well as the Administrator.

This board and officers need to exercise our fiduciary responsibility under the Constitution and Policies of the union. In the interest of democracy, accountability and transparency I challenged the chair's decision to rule a motion to discuss fleet vehicles put of order after months of adding fleet vehicles to the agenda.

July 18-20, 2023 Executive Board Meeting

The following motions **carried** at the July 18-20, 2023 Executive Board Meeting:

Remote Work

Whereas many OPSEU/SEFPO members were forced to work from home full time for over 2 years during the global pandemic; and
Whereas the pandemic has radically changed the way many of our members work. We continued to serve Ontarians, whether we were working from home or in the workplace and have proven that it's time to rethink the future of work;
Whereas our members want a better work-life balance; and
Whereas there is an ongoing risk of our members catching COVID-19 in the workplace from co-workers or the working conditions in some government offices, which carries both short-term and long term health risks; and
Whereas unions such as PSAC-AFPC have taken a leadership role within the labour movement in pushing their employer to provide a better work-life balance which includes accessible flex hours and remote work; and
Whereas remote work has become a part of everyday life for most workers and is widely supported by the majority of Canadians. It's time for the government to look to the future by enshrining it into our collective agreements;
Therefore be it resolved that OPSEU/SEFPO create a 'Proposal for remote work', which would include the employer giving employees the opportunity to voluntarily participate in remote work – or not — based on their unique and individual circumstances. The proposal would include the process for requesting a remote work agreement, making sure workers are properly equipped for remote work, and ensuring their requests are not unreasonably denied. This

proposal would be provided to all future bargaining teams and the entire membership via the website;

Be it further resolved that OPSEU/SEFPO publicly state its demand for our employers to create healthy workplaces and achieve work-life balance with flexible hours and remote work;

Be it further resolved that OPSEU/SEFPO reach out to affected provincial public sector worker bargaining agents, such as AMAPCEO, PEGO, and ALOC, with the goal of drafting an open letter to the Doug Ford government on our collective behalf expressing our dissatisfaction at the approach to returning to workplaces and our desired outcomes for a modern and flexible workplace.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Sara Labelle – RVP, EBM, Region 3
- Chrisy Tremblay – EBM, Region 4
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Terry Scratch Fundraiser

Therefore be it resolved that OPSEU/SEFPO match the total donations raised by OPSSU in their fundraiser for valued staff member, Terry Scratch, who passed away in June 2023 as outlined in the attached proposal, drawn from the Contingency Fund.

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, EBM, Region 3

The following minority reports were filed:

The following motion was **defeated** at the July 18-20, 2023 Executive Board Meeting:

CPAC Motion

Whereas the majority Conservative government has implemented and proposed billions of cuts from provincial revenues over the next few years; and
Whereas OPSEU/SEFPO members will be directly affected by the billions lost in provincial revenues that fund public services such as health care, education, and social programs; and
Whereas the government's proposed cuts are projected to be far worse than those of the Harris government, which resulted in mass hospital closures, amalgamations, cuts, and privatization; and
Whereas the majority PC government has passed Bill 60 which will privatize up to 50 percent of surgeries and diagnostics from public hospitals which will significantly impact access to services in many communities up to and including closures of hospitals and increased user fees; and
Whereas OPSEU/SEFPO supports increased hospital funding, capacity planning to meet population need, the cessation of privatization of services, and improved transparency, accountability and democracy in health care governance; and
Whereas OPSEU/SEFPO will continue to demand that privatization, P3s, and user fees be stopped;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds as outlined in the email to rent buses and/or cover expenses from a number of geographic areas across the province to afford OPSEU/SEFPO members the opportunity to stand in strength and solidarity against health care cuts and privatization at the Ontario Health Coalition rally at Queen's Park in Toronto on September 25th, 2023. Funds to be drawn from the Contingency Fund; and
Be it further resolved that the geographic areas covered will include Windsor, London, Hamilton, Niagara, Scarborough, Oshawa/Durham, Peterborough/Lindsay, Orillia/Barrie, Kingston, Ottawa, North Bay; and Thunder Bay.

*The Motion was referred to the President's Office to come back to the August 2023 Executive Board Meeting with specific costing for travel from Region 6 and Region 7 and the possibility of shared expenses with other health care unions.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Sara Labelle – RVP, EBM, Region 3
- Joel Usher – EBM, Region 3
- Chrisy Tremblay – EBM, Region 4

The following minority reports were filed:

Sector 18 Bargaining Conference 2023

Whereas the 2023 Provincial Budget passed an increase of 5% to community mental health and addiction agencies base budgets; and
Whereas the Provincial Budget passed legislation (Bill 60) by majority that sets the stage for increased outsourcing, contracting out and privatization of public health services; and
Whereas there are 39 bargaining units in the sector division and 20 of those units are currently in bargaining with an expiry date of 2022 or prior and another 15 bargaining units will be preparing to bargain with a 2023 expiry date; and
Whereas the sector division is seeking a mandate from their units to coordinate bargaining and strengthen member power across the division to push back against the attack on workers and right to collectively bargain;
Therefore be it resolved that a 2023 S18 Coordinated Bargaining Conference be funded as proposed for 2 members per bargaining unit as per the attached proposal with funds to be withdrawn from the Contingency Fund.

*The Motion was referred to the President's Office with instructions for staff to work with Sector 18 to come back to the OPSEU/SEFPO Executive Board, no later than the September 2023 Executive Board, meeting to develop organizing for bargaining model

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Sara Labelle – RVP, EBM, Region 3
- Kenneth Maclam – EBM, Region 7

The following minority reports were filed:

August 24-25, 2022 Executive Board Meeting

The following motions **carried** at the August 23-24, 2023 Executive Board Meeting:

Resolution E1

Whereas we belong to a bilingual union defined as OPSEU/SEFPO; and
Whereas OPSEU/SEFPO Constitution Article 19.4 indicates that the francophone Committee is to develop and promote programs to encourage Francophones to participate in activities and to increase the awareness and understanding of Francophone issues; and
Whereas OPSEU/SEFPO produces English and French documentation on its Website, Communiques etc...; and
Whereas a French course is rarely provided for Francophones at Regional Educational which is detrimental and discriminatory to the Francophone membership and to their participation in OPSEU/SEFPO activities.
Therefore be it resolved that OPSEU/SEFPO provide a minimum of 2 educationals in French per year with a minimum of 2 courses per educational. These educationals will be province wide and available to all members, either in person and/or virtual/hybrid; and
Be it further resolved that the determination of which courses are offered will be decided upon by the Provincial Francophone Committee, with the first of these educationals being run before the end of 2023.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4
- Sara Labelle – RVP, EBM, Region 3
- Chrisy Tremblay – EBM, Region 4

The following minority reports were filed:

Veronica Attard – EBM, Region 4

Region 4 has made a priority that at least one course at each educational is in French. We have run courses with one member due to this commitment at a significant cost.

This resolution doesn't address the barriers affecting low intake of francophone educationals or the small amount of courses that are actually available in French at OPSEU SEFPO.

This also creates a barrier on the actual need of the members as the courses would be set and not allowed to change or pivot if required based on the needs of the membership.

I was trying to get an Ad hoc committee on Francophone Educationals. I was ruled out of order. We need to see the problems in the system holistically before this resolution.

Sara Labelle – RVP, EBM, Region 3

I voted against as the motion was to offer 2 Francophone educationals province wide and the process proposed to make this work was to fund the positions from individual regions education budgets. The process proposed also outlined that Regions 4 and 6 would take turns hosting the education event. I voted against as this is no longer a regional education event and is now a province wide offering and should be funded on a central basis. The process recommended now takes the decision making away from each individual region's education committee which also goes against the OPSSU (Ontario Public Service Staff Union) article 14.05 Member Education Program

14.05.01 The Parties recognize the employee's responsibility to ensure the delivery of a high quality education program to OPSEU's dues paying members. The Employer acknowledges that an effective education program requires the involvement of staff and undertakes to see that staff is involved at all levels of the planning, co-ordination, development, delivery and evaluation of OPSEU's education program. Both Parties agree that although the President of OPSEU is responsible for all staffing decisions, the President will be guided, in the selection of facilitators for regionally based education programs, by the recommendations of the Regional EBM/Staff Committee.

14.05.02 The Regional Executive Board Member/Staff Committee may assign a co-facilitator to any Regional educational program. Co-facilitators may be Bargaining Unit employees, or members of the Union, or any other person selected by that Committee. Employees shall be given preference in the selection of facilitators.

14.05.03 For the purpose of Regional Membership Education, the Regional Executive Board Member/Staff Committee will be tasked with the coordination of the Regional Education Programs.

The Employer shall ensure that all staff and member facilitators who wish to facilitate are given the opportunity to learn new course material as it is developed. 14.05.04 OPSEU may also use qualified member facilitators where staff are not available for an assignment. Facilitators who wish to facilitate shall first have taken OPSEU's train-the-trainer program. A list of qualified member facilitators will be forwarded to each regional office. Where a member facilitator is not qualified they may co-facilitate with a staff member until they become qualified to facilitate. This should be funded on a central basis and be run on a central basis in order to meet the resolves of Resolution E1 and the obligations under the Staff Collective Agreement.

Chrisy Tremblay – EBM, Region 4

In the August 2023 Executive Board Meeting, I voted against a motion pertaining to Educational course delivery specifically related to Francophone Persons.

- In my role as an elected EBM for Region 4, I have consistently and actively advocated for Francophone Education. I have a wide range of members and colleagues both within my Local and within Region 4 who are French speaking, bilingual, and those who are primarily Francophone. As an EBM in Region 4, I continue to support courses offered at our educational at the regional level regardless of the number of participants enrolled in the course.
- I voted against this resolution, as I am concerned about the costs which would be incurred in centralizing this education while funds for the courses are being fully drawn from the Regional Education budget. Greater demands on regional staff would be required in the organizing of the educational, and possible additional costs from the host regions to ensure hybrid capacity of the regional offices. Such costs to provide this equipment has been the primary responsibility of the Regional PUA funds, which does not take into account wear and tear of equipment and replacement costs to ensure these remain functional.
- A secondary concern, is the separation of our Francophone members from the Regional Educational, whereby their opportunity for networking, regional member to member engagement, and building meaningful connections with peers within the region would be diminished if held apart.
- My final concern is the centralized process of the course selection. It does not take into account the direct feedback and input shared at the Regional Education Committee meetings; feedback from members and staff reps as to the specific courses members within the Region are seeking, as it pertains to course selection. As a result, course selection may not meet the regional, local and individual needs of the membership.

Fleet Vehicles

Whereas purchasing, selling, and maintaining fleet vehicles is operationally necessary to conduct the business of the Union; and

Whereas according to the OPSEU/SEFPO Constitution Article 18.1.5, “The President shall have overall authority over the affairs and operations of the Union on a day-to-day basis...”; and

Whereas the First Vice-President/Treasurer is in charge of all financial books, documents, files and other effects of the Union which shall at all times be subject to the inspection of the President and the Executive Board; ensures that effective financial accountability policies and practices are in place to ensure that monies are only spent as intended for legitimate trade Union purposes; is responsible for the coordination of the activities of the Operational Services Division; and reports on all these matters to the President and Executive Board, (including advising the Board of any identified shortcoming in compliance with policies, procedures and expenditure approvals, and reporting on any corrective action taken); and

Whereas all Board members, including the full-time officers, have a responsibility to ensure that member’s dues money are only spent for legitimate trade Union purposes;

Therefore be it resolved that the First-Vice President/Treasurer include in their monthly reports to the Executive Board, the sale and/or purchase of any fleet vehicles; and

Therefore be it further resolved that the OPSEU/SEFPO Executive Board review annually the complement of fleet vehicles owned by OPSEU/SEFPO and make recommendations to the First Vice-President/Treasurer.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Veronica Attard – EBM, Region 4
- Sara Labelle – RVP, EBM, Region 3
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Veronica Attard – EBM, Region 4

While I do not 100% agree with the motion as written, main concern was actions being taken and reported to the Board after the fact. Communication was the main reason why I supported this motion.

Sara Labelle – RVP, EBM, Region 3

I voted against this motion for the following reasons:

Property is referenced in numerous articles of the constitution and more decision making and authority than simply being advised when purchase and sale of vehicles is occurring.

Property is referenced in article 16.11

16.11 The Members of the Board, by virtue of their offices, shall collectively hold title to all monies, records, and property of the Union as trustees for the Members of the Union and in the name of the Union. No monies of the Union may be disbursed unless authorized by budget or by supplementary decisions of the Board or Conventions. No property of the Union may be sold, conveyed, or encumbered without the approval of the Board.

14.7.2 The Member-elect shall take the following oath during the Convention immediately following their election or appointment:

“ (I, , promise that I will uphold and obey the Constitution and duly-authorized policies of the Ontario Public Service Employees Union/*Syndicat des employés de la fonction publique de l’Ontario*, fulfil the obligations and responsibilities of my office to the best of my ability, and promptly deliver to my successor all monies, records, and other property of the Union in my possession at the close of my term in office.)

(I further promise to uphold the Union’s commitment to dismantling anti-Black racism, anti-Indigenous racism and all forms of racism and discrimination, and I will actively participate in all required OPSEU/SEFPO training and/or initiatives.)”

The reference to property is also made in articles 16.9.6 and 28.3 and is very clear on the board's and member's responsibilities to the organization. 2 people in the position of President and First Vice President Treasurer execute the day to day operations of the union as defined by the Consitution and policies. Policies are meant to define and limit decision making in order to improve transparency, accountability and to follow good governance practices.

Board members need to be able to uphold the constitution and policies of this union and mitigate risk to the organization. Passing a motion that condones violating the policies and constitution of the board doesn't mitigate risk and in fact, may increase risk of liability exposure.

Joel Usher – EBM, Region 3

- Article 16.11 of the Constitution:
 - “The Members of the Board, by virtue of their offices, shall collectively hold title to all monies, records, and property of the Union as trustees for the Members of the Union and in the name of the Union. No monies of the Union may be disbursed unless authorized by budget or by supplementary decisions of the Board or Conventions. No property of the Union may be sold, conveyed, or encumbered without the approval of the Board.”
- I voted against this motion because there is a significant difference between receiving a report about property that has been disbursed and actually authorizing that disbursement. The Constitution is clear about the Board’s power and responsibility regarding property disbursement.
- The word “properties” appears once in the OPSEU/SEFPO Constitution:
 - Article 29.6.2
- The word “property” is used six (6) times in the OPSEU/SEFPO Constitution:
 - Article 14.7.2
 - Article 16.9.6
 - Article 16.11 (twice)
 - Article 28.3
 - Article 29.10.3
- Having closely reviewed the uses of the words “property” and “properties” throughout the Constitution, and also the uses of the word “property”, specifically, in article 16.11, I believe the fleet vehicles owned by OPSEU/SEFPO should be considered the property of OPSEU/SEFPO and, therefore, the first resolve is, at very least, redundant.

The following motion was **defeated** at the August 23-24, 2023 Executive Board Meeting:

Non Right to Strike Fund for Bargaining Units

Whereas OPSEU/SEFPO is a fair and transparent union; and
Whereas OPSEU/ SEFPO shares resources as a way to build strength and solidarity; and
Whereas the current strike fund can be accessed by groups in a right to strike environment by way of a vote in the units but those that don’t have the right to strike cannot access said funds; and

Whereas all members of OPSEU/SEFPO support those who have the right to strike by contributing a portion of general dues revenue in to the strike fund whether they have the right to strike or not; and

Whereas members who do not have the right to strike require financial supports to strengthen their positions in bargaining and/or to defend members work from privatization through lobbying and political campaigns; and

Whereas members who do not have the right to strike do not have access to funds and require individual motions to the executive board which may or may not be approved as per the executive board members decision at said board meeting;

Therefore be it resolved that OPSEU/ SEFPO immediately implement a fund for sectors that have no access to the strike fund which would allocate resources for sectors who do not have the right to strike and are covered under HLDAA (Hospital Labour Dispute Arbitrations Act), and by the Corrections Collective Agreement under the Crown Employee Collective Bargaining Act; and

Be it further resolved that this fund be implemented immediately using wage reopener monies and pay equity earnings and monies brought in from said sectors; and

Be it further resolved that each of the sector chairs impacted by this new fund meet to discuss the implications, access and coordination and recommended policies for executive board approval;

Be it further resolved that after initial implementation from funds mentioned above, the fund shall be increased via five (5) percent of the general dues revenue from impacted sectors (as mentioned above) and shall be transferred on a monthly basis.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Sara Labelle – RVP, EBM, Region 3
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Sara Labelle – RVP, EBM, Region 3

I voted in favour of the creation of this fund in order to start putting some monies away to support members who do not have the right to strike in bargaining in the

same way we provide supports to our members who do have the right to strike. Allocating resources in monthly increments (going forward) and with retroactivity of funds initially that hadn't already been allocated through budget discussions was a way to level the playing field for our members who do not have the right to strike and require funds to campaign around bargaining issues. Over the years employers who rely on interest arbitration under legislation have used that process to not take the process of bargaining a freely negotiated collective agreement. They have also taken advantage of this process to minimize what our members are able to achieve through bargaining as there are issues that are not part of an arbitrator's jurisdiction when settling disputes in bargaining. The only way that members who do not have the right to strike would be able to move employers and push for better gains and for freely negotiated settlements is via campaigns which currently are not funded automatically and would require proposals to the board which would be subject to availability of funds at that time. Implementing a fund through monies not already allocated and monthly amounts with a small percentage of dues from those members from the impacted sectors is a way to properly fund those supports in a proactive way to strengthen our members bargaining power without impacting other sectors and divisions who do have the right to strike or impacting general operating revenues with numerous proposals that the organization may not have the resources for at the time from the approximately 60,000 members who do not have the right to strike as per legislation. Currently members who do have the right to strike can access the strike fund while in bargaining from the time they take a strike vote to the date they go on strike (if they do go on strike) in order to run campaigns and purchase ads to highlight their issues in bargaining. Over the years many sectors have utilized those funds to the millions to advance their issues. This would create a fund to advance the issues for those who do not have the right to strike. We use all available tools to raise the floor for all members whether they have the right to strike or they do not.

Joel Usher – EBM, Region 3

- This was a forward-thinking motion and those moving it had done their homework on the matter. Identified, was a front line need to bring members with the right to strike together with those without it in solidarity.
- Despite hearing indications otherwise, there is no Constitutional barrier to creating a fund for those without the right to strike.
- As it currently stands, the bargaining teams of those bargaining units with the right to strike are able to make recommendations to the President or the First Vice-President/Treasurer “for lobbying, mobilization, and other necessary member activities between the time of a successful strike vote and the start of a strike” and then the Executive Committee decides and reports to the Board on

the decision in writing (reference procedures manual p.371).

- The creation of this fund would have allocated money into a new fund to be accessed using a similar mechanism and, much like the Strike Fund ultimately benefits every OPSEU/SEFPO member, the Non Right to Strike Fund (the name could be amended) would do the same. When one of us rises, we all rise.

The following motion was **ruled in order** at the August 23-24, 2023 Executive Board Meeting:

Fleet Vehicles

Whereas purchasing, selling, and maintaining fleet vehicles is operationally necessary to conduct the business of the Union; and
Whereas according to the OPSEU/SEFPO Constitution Article 18.1.5, “The President shall have overall authority over the affairs and operations of the Union on a day-to-day basis...”; and
Whereas the First Vice-President/Treasurer is in charge of all financial books, documents, files and other effects of the Union which shall at all times be subject to the inspection of the President and the Executive Board; ensures that effective financial accountability policies and practices are in place to ensure that monies are only spent as intended for legitimate trade Union purposes; is responsible for the coordination of the activities of the Operational Services Division; and reports on all these matters to the President and Executive Board, (including advising the Board of any identified shortcoming in compliance with policies, procedures and expenditure approvals, and reporting on any corrective action taken); and
Whereas all Board members, including the full-time officers, have a responsibility to ensure that member’s dues money are only spent for legitimate trade Union purposes;
Therefore be it resolved that the First-Vice President/Treasurer include in their monthly reports to the Executive Board, the sale and/or purchase of any fleet vehicles; and
Therefore be it further resolved that the OPSEU/SEFPO Executive Board review annually the complement of fleet vehicles owned by OPSEU/SEFPO and make recommendations to the First Vice-President/Treasurer.

The Chair was challenged and the Chair was upheld.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Melissa Coenraad – RVP, EBM, Region 4
- Sara Labelle – RVP, EBM, Region 3
- Kenneth Maclam – EBM, Region 7
- Tara Maszczakiewicz – RVP, EBM, Region 6
- Ken Steinbrunner – EBM, Region 6
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Sara Labelle – RVP, EBM, Region 3

I challenged the Chair on the decision to rule this motion in order as it is my position that passing a motion that violates the constitution (article 16.11) of the board should never happen at board meetings. There is a process by which the constitution can be amended and that is at the annual convention through 2/3 decision of voting delegates. The article cited above is as follows:

16.11 The Members of the Board, by virtue of their offices, shall collectively hold title to all monies, records, and property of the Union as trustees for the Members of the Union and in the name of the Union. No monies of the Union may be disbursed unless authorized by budget or by supplementary decisions of the Board or Conventions. No property of the Union may be sold, conveyed, or encumbered without the approval of the Board.

Ken Steinbrunner – EBM, Region 6

I filed for Minority report on the challenge to the chair (FVPT) at the time as the motion to report vehicle sales was questioned as out of order by S Labelle. The ruling of the chair was that 16.11 of the Constitution was not being violated by the motion.

16.11 The Members of the Board, by virtue of their offices, shall collectively hold title to all monies, records, and property of the Union as trustees for the Members of the Union and in the name of the Union. No monies of the Union may be disbursed unless authorized by budget or by supplementary decisions of the Board or Conventions. No property of the Union may be sold, conveyed, or encumbered without the approval of the Board.

Basically, the notion that vehicles are not covered as property in this section of the Constitution.

I do not agree. I voted to not uphold the chair. I believe the above article 16.11 the word property goes beyond owned physical buildings and includes vehicles as well as furnishings, computers, and other chattel that is owned by the union.

Joel Usher – EBM, Region 3

- Article 16.11 of the Constitution:
 - “The Members of the Board, by virtue of their offices, shall collectively hold title to all monies, records, and property of the Union as trustees for the Members of the Union and in the name of the Union. No monies of the Union may be disbursed unless authorized by budget or by supplementary decisions of the Board or Conventions. No property of the Union may be sold, conveyed, or encumbered without the approval of the Board.”
- I voted against the decision of the Chair because there is a significant difference between receiving a report about property that has been disbursed and actually authorizing that disbursement. The Constitution is clear about the Board’s power and responsibility regarding property disbursement.
- The word “properties” appears once in the OPSEU/SEFPO Constitution:
 - Article 29.6.2
- The word “property” is used six (6) times in the OPSEU/SEFPO Constitution:
 - Article 14.7.2
 - Article 16.9.6
 - Article 16.11 (twice)
 - Article 28.3
 - Article 29.10.3
- Having closely reviewed the uses of the words “property” and “properties” throughout the Constitution, and also the uses of the word “property”, specifically, in article 16.11, I believe the fleet vehicles owned by OPSEU/SEFPO should be considered the property of OPSEU/SEFPO and, therefore, the first resolve is, at very least, redundant.

The following motion was **ruled out of order** at the August 23-24, 2023 Executive Board Meeting:

OPSEU/SEFPO Temporary Job Opportunities

Whereas OPSEU/SEFPO is a fair and transparent union; and

Whereas OPSEU/ SEFPO spends significant resources educating and training local activists, sector/division activists and equity leaders to be better advocates in their workplaces and province wide; and

Whereas OPSEU/SEFPO spends significant resources with a Member Development Training program to provide members the opportunity to work with current staff across the organization to learn more about their roles and how to support locals, sectors/divisions and Equity committees; and

Whereas temporary job opportunities are not always known to members and have recently been filled by non members;

Therefore be it resolved that when temporary vacancies are available in Regional offices the Executive Board members and members of that region shall be informed; and

Be it further resolved that when filling those regional vacancies primacy shall be given to members from the region in which the vacancy arises; and

Be it further resolved that for temporary vacancies at Head Office not attached to a specific Regional Office those vacancies shall be made known to all executive board members and OPSEU/SEFPO members;

Be it further resolved that when filling those vacancies primacy shall be given to OPSEU/SEFPO members across the province prior to a non member.

The Chair was challenged and the Chair was upheld.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Sara Labelle – RVP, EBM, Region 3

The following minority reports were filed:

September 19-20, 2023 Executive Board Meeting

The following motions **carried** at the September 19-20, 2023 Executive Board Meeting:

CAAT Support Part-Time Bargaining Procedures – Motion #1

Whereas at the November 2022 CAAT Support Part-Time Divisional Meeting, revised CAAT Support Part-Time Divisional Bargaining Procedures were discussed by the delegates and approved; and

Whereas in the OPSEU/SEFPO Procedures Manual (September 2023) the CAAT Support Part-Time Bargaining Procedures are found in Section 3.2.13;

Therefore be it resolved that the following highlighted additions be made to the CAAT Support Part-Time Negotiations Procedures Manual Section 3.2.13:

2.8 Election of Members to the Bargaining Team

The delegates shall elect, in accordance with Article 6, seven (7) members and fourteen (14) alternates to the Team, one (1) of whom shall be elected by the delegates to be the Chairperson, and one (1) to be elected as Vice-Chair.

Alternates elected to the bargaining team shall participate in bargaining team training.

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, EBM, Region 3
- Joel Usher – EBM, Region 3
- Jennifer Van Zetten – RVP, EBM, Region 1

The following minority reports were filed:

Sara Labelle – RVP, EBM, Region 3

I voted against the proposed amendment to the CAAT S Part Time Negotiations procedures to train all 14 alternates elected to the bargaining team as this is a violation of our current Collective Bargaining policies in the policy manual which we swore an oath to uphold as Executive Board Members. If policies need to be changed, that can be done via a resolution at Convention or a motion to the Executive Board which would then be reflected via an amendment to the policy

manual. In absence of a policy change, I don't believe it is appropriate for the board to pass amendments to some bargaining procedures which violate existing policies. If a policy is changed, it is well within the purview of the board to then approve amendments to individual bargaining procedures that have been duly passed by members at a meeting. As it stands, this amendment is a violation of our existing manual which is why I voted against.

Joel Usher – EBM, Region 3

- It is understood that the CAAT Support Part-Time bargaining unit includes precarious workers.
- Further, it is also understood that negotiating committee member turnover occurs in the CAAT Support Part-Time bargaining unit.
- That established, precarious workers and negotiating committee member turnover are realities in many OPSEU/SEFPO bargaining units; and
- Those bargaining units include others that bargain centrally.
- This approved change represents a significant departure from the entitlements of other OPSEU/SEFPO bargaining units:

"Training Sessions – Alternates – Central Negotiating Teams

First alternates elected to central negotiating teams will be allowed to participate in the OPSEU/SEFPO training sessions. (2002 [C38])"

- Collective Bargaining Policies, Section 3, Policy Manual

- I voted against this change because the policy manual reference above appears to have been established by Convention delegates in 2002 and, without a full assessment of the cost of providing this entitlement to all OPSEU/SEFPO bargaining units, or at least those in similar and perhaps worse circumstances, I perceive a lack of fairness.

Proposed 2024 Executive Committee and Executive Board Meeting Dates

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the 2024 OPSEU/SEFPO Executive Committee and OPSEU/SEFPO Executive Board Meeting Dates as listed in the attached document; and

Be it further resolved that virtual OPSEU/SEFPO Executive Board meetings can be cancelled a 2/3's majority vote of the OPSEU/SEFPO Executive Board.

* Add virtual OPSEU/SEFPO Executive Board meetings on February 27-28, 2024, July 23-24, 2024, and ~~August 20-21, 2024~~.

* Add virtual OPSEU/SEFPO Executive Committee meetings on February 15, 2024, July 18, 2024, and ~~August 15, 2024~~.

* All OPSEU/SEFPO Executive Board dates changed to hybrid with the exception of April 24, 2024 and November 20-21, 2024.

* All in person OPSEU/SEFPO Executive Board dates changed to hybrid with the exception of April 24, 2024 and November 20-21, 2024.

The following indicated an intention to file a minority report:

- JP Hornick – President, Region 5
- Laurie Nancekivell – First Vice-President/Treasurer, Region 1
- Janel Perron – EBM, Region 3
- Jennifer Van Zetten – RVP, EBM, Region 1

The following minority reports were filed:

JP Hornick – President, Region 5

I voted against the motion to increase the number of executive committee and executive board dates for the following reasons:

1. Governance best practices – the OPSEU/SEFPO constitution currently provides for 6 meetings a year as the normative number for the executive board. At the last convention, the members approved a governance review that is currently underway to examine best governance practices elsewhere, solicit input from member leaders and governance experts, and report back to convention 2024. That work is currently underway, but the committee has not yet made recommendations. As a result, this motion is untimely and uninformed by any governance considerations.
2. Complexity – OPSEU/SEFPO engages with a broad world of labour and other organizations, many of which also have significant sized boards with meeting schedules that must be accommodated. The Corporate Secretary struggles to find a workable schedule of 8 meetings plus budget while accommodating meetings and conventions for NUPGE, OFL and CLC. This onerous schedule of meetings will make that task even more difficult.
3. Staff workload – three additional board and executive committee

meetings a year is a significant increase in staff workload in many divisions of the organization at a time when the workload of staff is already onerous. We have only one individual in the Corporate Secretary job classification who can do the necessary work. It is unclear how we can operationalize this motion without additional staff resources.

4. Financial responsibility – in 2024, the board will be expanding by 7 seven board members, a very welcome initiative, but one that will significantly increase the board meeting costs, even on the historical meeting schedule. As the motion was a series of amendments to the normal board practice at the meeting, there was no opportunity to cost the motion and consider how it could be financed.

5. Lack of rationale – there was no rationale for the need for additional board meetings, and no proposal for how the additional time spent in meetings would improve the terms and conditions of our members, meet any of the goals set by the board in the 2023 strategic plan, or move OPSEU/SEFPO closer to being an organizing union.

Laurie Nancekivell – First Vice-President/Treasurer, Region 1

I voted against the motion to increase the number of Executive Committee and Executive Board meeting dates for the following reasons:

The motion did not provide a rationale for the need for additional meetings; this rationale is particularly necessary given that the function of the OPSEU/SEFPO Executive Board is strategic, not operational. Further, at Section 16.4, the OPSEU/SEFPO Constitution already provides a manner by which additional meetings may be called by the OPSEU/SEFPO President or Executive Board Members, as follows:

Special and emergency meetings of the Board may be called by the President with a minimum of 14 days' notice, and shall be called by the President with a minimum of seven and a maximum of 21 days' notice on receipt of requests in writing for such a meeting from a majority of the Board Members. All requests and notices shall state the purpose or reason for the special or emergency meeting, and the said matter(s) shall be dealt with before any other substantive issues may be raised.

The process outlined in Section 16.4 of the Constitution ought to continue to be followed when additional meetings are required. When such additional meetings are required, they may not require full one-day (Executive Committee) or two-day (Executive Board) meetings; Section 16.4 provides the Executive board with the ability to tailor the length of additional meetings.

The OPSEU/SEFPO Procedures Manual, at section 2.6.5 (Governance

Procedures – Meetings – Executive Board Meeting Administration), stipulates that there will be eight (8) executive Board meetings per year. This motion contravenes the Procedures Manual.

The addition of Executive Committee and Executive Board meeting dates will increase OPSEU/SEFPO's costs and put a strain on staff assigned to these meetings, even when there may not be topics to address at these additional meetings.

Janel Perron – EBM, Region 3

Additional executive board meeting dates were added to the calendar in order for the board to deal with a heavy in camera workload arising from legal issues. The board has dealt with the majority of the issues and is now able to return to a more normal schedule. In keeping with our fiduciary responsibility to the members, these extra dates will increase the cost for board meetings as the board grows to 28 members after the 2024 convention.

October 18-19, 2023 Executive Board Meeting

The following motions **carried** at the October 18-19, 2023 Executive Board Meeting:

Agenda

Therefore be it resolved that the OPSEU/SEFPO Executive Board Agenda be adopted with the amendments listed.

The following indicated an intention to file a minority report:

- Laurie Nancekivell – First Vice-President / Treasurer, Region 1

The following minority reports were filed:

Laurie Nancekivell – First Vice-President / Treasurer, Region 1

There was an amendment made to the agenda to include a motion that the President had deemed to be unconstitutional. Given this information, I did not support it being added to the agenda for the Executive Board to debate.

2023 OFL Executive Officer Election: Secretary-Treasurer

Therefore be it resolved that OPSEU/SEFPO endorse the candidate running in the 2023 OFL Executive Officer election: Julius Arscott for OFL Secretary-Treasurer.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Veronica Attard – EBM, Region 4
- Rob Boulet – EBM, Region 6
- Melissa Coenraad – RVP, EBM, Region 4
- Coleen Houlder – RVP, EBM, Region 5
- Sara Labelle – RVP, EBM, Region 3
- Tara Maszczakiewicz – RVP, EBM, Region 6
- Jodi Tsubouchi – EBM, Region 7
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Veronica Attard – EBM, Region 4

I am against any endorsement of any candidates running for OFL as we should not be telling our delegates how to vote. Our job is to make sure delegates are informed and have the information they need.

I believe that OPSEU should give time for all running candidates to speak and introduce themselves to our delegates attending- which is typically done at our Sunday night caucus. Our delegates can make up their own decision on who they support.

Melissa Coenraad – RVP, EBM, Region 4

I voted against this motion, as I was not in favour of dividing up the slate of Team Ignite for endorsement and think they should have been voted on as a whole. I will be voting against any endorsement of any of the OFL executive at this time and will let the members decide who they support.

Sara Labelle – RVP, EBM, Region 3

I voted against the motion to endorse a candidate for the 2023 OFL Secretary-Treasurer position as we do not typically endorse candidates via formal motion at the executive board. We invite candidates to attend our caucus at the event and in the past have encouraged our delegates to support certain candidates but have never endorsed. The president and first vice president brought a motion to endorse Team Ignite to the executive board prior to discussions at officers or the executive board on whether we wanted to consider endorsing any candidates. Endorsements without knowing if others may be running or what the candidates platforms are is the antithesis to democracy and for these reasons I voted against endorsing any candidate.

Tara Maszczakiewicz – RVP, EBM, Region 6

I voted against endorsing candidates in general, not this candidate specifically. I believe that members should be provided an opportunity to hear from all candidates (which was done at OPSEU/SEFPO caucus) and also should be encouraged to speak to all candidates running for positions, and to read their literature/social posts etc. to determine the candidate they wish to support. My concern with board endorsements is inadvertently swaying members' opinions, especially less experienced members.

Joel Usher – EBM, Region 3

- In my experience, OPSEU/SEFPO members have been very much opposed to having their union endorse members who are running for election through sibling organizations.
- An endorsement could, therefore, cause an impact that is contrary to what is desired.

OFL Resolutions

<p>Therefore be it resolved that OPSEU/SEFPO Executive Board refer the following resolutions #2-7 to the 2023 OFL Convention:</p>
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The following indicated an intention to file a minority report:

- Rob Boulet – EBM, Region 6
- Veronica Attard – EBM, Region 4
- Janel Perron – EBM, Region 3

The following minority reports were filed:

Veronica Attard – EBM, Region 4

I am against this bundle as some resolutions do not go far enough and needed to be amended from the conversation at the Board. While the intent is good- we should have time to fix issues with motions before we submit. We never had an opportunity for a fulsome conversation on the resolutions as it was determined to be bundled before discussion. For this reason, I am against.

Janel Perron – EBM, Region 3

"I voted against this motion as I felt that each motion being submitted to the OFL should have been debated by the executive board prior to it being submitted. I was not in favour of submitting a package of motions without individual debate."

International Workers Day (May Day) for the 2023 OFL Convention

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to the 2023 OFL Convention:

Whereas International Workers' Day (May Day) has been celebrated by workers around the world for the past 135 years; and

Whereas the Labour May Day Committee is an alliance of unions and leftist organizations of working class and oppressed people; and

Whereas International Workers' Day focuses on solidarity with workers' struggles for justice everywhere; and

Whereas the committee organized the largest International Workers' Day event in Canada in 2020, 2021, 2022 and 2023 – backed by over 50 endorsing organizations, with hundreds attending; and

Whereas the May Day Rally in 2023 was endorsed by the OFL, CUPW, CUPE Ontario, OPSEU/SEFPO and other labour affiliates;

Therefore be it resolved that the Ontario Federation of Labour endorse the May Day Rally to be held on May 4, 2024, organized by the

Labour May Day Committee.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4

The following minority reports were filed:

Veronica Attard – EBM, Region 4

This motion is written specifically for Toronto Region- Labour May Day Committee. We represent the entire province of Ontario and other regions are also having May Day events.

Putting it in the hands of one single group is undemocratic- therefore I am against the motion as written and could not support it.

The following motions were defeated at the October 18-19, 2023 Executive Board Meeting:

Team Ignite

Therefore be it resolved that OPSEU/SEFPO endorse the candidates running as Team Ignite in the 2023 OFL Executive Officer elections: Laura Walton for OFL President, Ahmad Gaied for OFL Secretary-Treasurer, and Jackie Taylor for OFL Executive Vice-President.

The following indicated an intention to file a minority report:

- Rob Boulet – EBM, Region 6

The following minority reports were filed:

2023 OFL Executive Officer Election: President

Therefore be it resolved that OPSEU/SEFPO endorse the candidate running in the 2023 OFL Executive Officer election: Laura Walton for OFL President.

The following indicated an intention to file a minority report:

- Rob Boulet – EBM, Region 6
- Laurie Nancekivell – First Vice-President / Treasurer, Region 1

The following minority reports were filed:

Laurie Nancekivell – First Vice-President / Treasurer, Region 1

I voted in favour of providing OPSEU/SEFPO's endorsement of Laura Walton as a candidate OFL President.

2023 OFL Executive Officer Election: Vice-President

Therefore be it resolved that OPSEU/SEFPO endorse the candidate running in the 2023 OFL Executive Officer election: Jackie Taylor for OFL Executive Vice-President.

The following indicated an intention to file a minority report:

- Rob Boulet – EBM, Region 6
- Laurie Nancekivell – First Vice-President / Treasurer, Region 1

The following minority reports were filed:

Laurie Nancekivell – First Vice-President / Treasurer, Region 1

I voted in favour of providing OPSEU/SEFPO's endorsement of Jackie Taylor as a candidate OFL Vice-President.

November 15-16, 2023 Executive Board Meeting

December 12-13, 2023 Executive Board Meeting

The Chair was upheld in the following motions at the December 12-13, 2023 Executive Board Meeting:

Support for Sectors Non Right to Strike

Whereas OPSEU/SEFPO is a fair and transparent union; and

Whereas OPSEU/ SEFPO shares resources as a way to build strength and solidarity; and

Whereas the current strike fund can be accessed for the purposes of campaigns to strengthen bargaining and for strike pay by groups in a right to strike environment by way of a vote in the units but those that don't have the right to strike cannot access said funds for campaigns to strengthen bargaining positions; and

Whereas all members of OPSEU/SEFPO support those who have the right to strike by contributing a portion of general dues revenue in to the strike fund whether they have the right to strike or not; and

Whereas members who do not have the right to strike and can not access the strike fund also require financial supports to strengthen their positions in bargaining, access legal supports and/or to defend members work from privatization through lobbying and political campaigns; and

Whereas members who do not have the right to strike do not have access to funds and require individual motions to the executive board which may or may not be approved as per the executive board members decision at said board meeting based on financial position at the time;

Therefore be it resolved that OPSEU/SEFPO implement a fund for sectors that have no access to the strike fund which would allocate resources for sectors who do not have the right to strike and are covered under HLDA (Hospital Labour Dispute Arbitration Act) and by the Corrections Collective Agreement under the Crown Employees Collective Bargaining Act; and

Be it further resolved that this fund be implemented using dues from wage

reopener monies from said sectors and pay equity retro monies earnings from recent HPD pay equity settlement; and

Be it further resolved that each of the sector chairs impacted by this new fund meet to discuss the implications, access and coordination and recommended policies for executive board approval; and

Be it further resolved that after initial implementation from funds mentioned above, the fund shall be increased via five (5) percent of the general dues revenue from impacted sectors (as mentioned above) and shall be transferred on a monthly basis;

Be it further resolved that the fund shall be capped at ten (10) million and shall be kept at a minimum of five (5) million in order to be proactive about allocating resources to members in sectors who can not access the strike fund to strengthen their bargaining positions.

The Chair ruled that the motion was unconstitutional.

The Chair was challenged.

The Chair was upheld.

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, EBM, Region 3
- Ed Arvelin – RVP, EBM, Region 7

The following minority reports were filed:

Ed Arvelin – RVP, EMB, Region 7

I believe that this was constitutional and should have been debated by the board, the governing body outside of convention.

Access to Strike Fund

Whereas OPSEU/SEFPO is a fair and transparent union, and shares resources as a way to build strength and solidarity;

Whereas all members of OPSEU/SEFPO contribute to the strike fund, which supports bargaining units that have a legal right to strike with funding “between a successful strike vote and the start of a strike for lobbying, mobilizing and other necessary expenses for member activities”, in accordance with the OPSEU/SEFPO Constitution and policy;

Whereas OPSEU/SEFPO bargaining units that do not have a legal right to strike

under applicable statutes also require financial support for collective bargaining, lobbying, organizing, and other expenses prior to interest arbitration, which funding is currently provided by the OPSEU/SEFPO budget and/or approval by the Executive Board; and

Whereas the Executive Board recommends that OPSEU/SEFPO support collective bargaining for members who do not have the legal right to strike in the same manner and with a similar process as it supports members who do have the legal right to strike;

Therefore be it resolved that the Executive Board refer the following Constitutional amendment to Convention 2024:

23.1 The Union shall maintain a Strike Fund, whose assets shall be used only for the following purposes:

- a. for strike pay and expenses related to strikes, lockouts and other work stoppage situations involving Union members; ~~and~~
- b. for expenses related to collective bargaining and interest arbitration involving Union members who do not have a legal right to strike; and**
- c. upon a two-thirds majority roll-call vote of the Executive Board, to make interest-free loans to other striking unions where the Board deems such loans to be in the interests of Union Members.

Be it further resolved that if the Constitutional amendment is passed by Convention, the Board will consult with the Chairs of the affected sectors and will amend or develop OPSEU/SEFPO policy and procedures as appropriate in order to implement the amendment.

Motion to amend to “b.” after the word “strike” insert the following, “and for members who’s whole bargaining unit have a right to strike that is so limited it would not be reasonably effective.

The Chair ruled the amendment out of order.

The Chair was challenged.

The Chair was upheld.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Sara Labelle – RVP, EBM, Region 3
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Ed Arvelin – RVP, EBM, Region 7

I believe the chair ruling the amendment was wrong and it should have been heard and debated.

Joel Usher – EBM, Region 3

Without the amendment, it was not believed that the motion would create a proposed constitutional amendment that would establish the intended access to funding for all OPSEU/SEFPO represented workers - particularly those workers in bargaining units covered by the Ambulance Service Collective Bargaining Act.

The following motions carried at the December 12-13, 2023 Executive Board Meeting:

Education Centre Motion # 1 – Sell the Education Centre

Whereas while construction work has commenced at the Education Centre, located at 20130 Highway 35, Dorset, Ontario, the Centre would require significant additional construction work in order to make the Centre usable.

Therefore be it resolved that the First Vice-President/Treasurer obtain a realtor to list and sell the OPSEU/SEFPO property at 20130 Highway 35, Dorset, Ontario (“Education Centre”); and

Be it further resolved that the First Vice President/Treasurer communicate to the Executive Board the listing price of the property; and

Be it further resolved that the Executive Board provide final approval of the sale.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7

- Sara Labelle – RVP, EBM, Region 3
- Ken Steinbrunner – EBM, Region 6

The following minority reports were filed:

Ed Arvelin – RVP, EBM, Region 7

I voted against this because I believe the VP/Treasurer should bring a realtor to the board so we can all ask questions and hear directly from them.

Ken Steinbrunner – EBM, Region 6

On December 12, 2023 I voted in the minority on the motion to sell the Education Center in Halliburton at 20130 hwy 35.

My reason is that I wanted to debate a subsequent motion that would only be considered if the property was not offered for sale.

I felt that the board needed actual numbers on costing to complete the work proposed in these motions as those numbers would be very relevant on a decision to sell the property.

OPSEU/SEFPO Organizational Chart

Therefore be it resolved that the OPSEU/SEFPO the Executive Board approve the OPSEU/SEFPO Organizational Chart as presented.

* The staff mentor / staff representative position moved to a staff representative position in region 4.

The following indicated an intention to file a minority report:

- Rob Boulet – EBM, Region 6

The following minority reports were filed:

Sanctions Ad Hoc Committee

Whereas the Sanctions Ad Hoc Committee was constituted by Convention 2023 and convened by the Executive Board in May 2023; and
Whereas the Sanctions Ad Hoc Committee has developed a series of recommended Constitutional amendments to address the issue of member sanction;
Therefore be it resolved that the OPSEU/SEFPO Executive Board submit the attached Constitutional amendments to Convention 2024.

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, EBM, Region 3

The following minority reports were filed:

**December 12-13, 2023 Executive Board Meeting Agenda
Reconsideration**

Motion to reconsider the December 12-14, 2023 Executive Board Meeting Agenda.

The following indicated an intention to file a minority report:

- Laurie Nancekivell – First Vice-President / Treasurer, Region 1

The following minority reports were filed:

Laurie Nancekivell – First Vice-President / Treasurer, Region 1

Section 2 of the OPSEU/SEFPO Procedures Manual states the follow:

Executive Board Meeting Agenda: Additional Items

Any additional items added to the agenda include a short description of the matter followed by the immediate submission of any applicable motion.

(April 18-19, 2023 [B11])

The agenda was approved at this Executive Board meeting. Later in the meeting, there was a motion that was hoped to be added to the agenda. This motion was known at the start of the Board meeting, but it was not provided at the time of the agenda being approved. I voted against reconsideration of the agenda as this was not new information to the mover of the reconsideration motion. The motion to be added should have been provided at the time specified in the Procedures Manual.

Access to Strike Fund

Whereas OPSEU/SEFPO is a fair and transparent union, and shares resources as a way to build strength and solidarity;

Whereas all members of OPSEU/SEFPO contribute to the strike fund, which supports bargaining units that have a legal right to strike with funding “between a successful strike vote and the start of a strike for lobbying, mobilizing and other necessary expenses for member activities”, in accordance with the OPSEU/SEFPO Constitution and policy;

Whereas OPSEU/SEFPO bargaining units that do not have a legal right to strike under applicable statutes also require financial support for collective bargaining, lobbying, organizing, and other expenses prior to interest arbitration, which funding is currently provided by the OPSEU/SEFPO budget and/or approval by the Executive Board; and

Whereas the Executive Board recommends that OPSEU/SEFPO support collective bargaining for members who do not have the legal right to strike in the same manner and with a similar process as it supports members who do have the legal right to strike;

Therefore be it resolved that the Executive Board refer the following Constitutional amendment to Convention 2024:

23.1 The Union shall maintain a Strike Fund, whose assets shall be used only for the following purposes:

- a. for strike pay and expenses related to strikes, lockouts and other work stoppage situations involving Union members; ~~and~~
- b. for expenses related to collective bargaining and interest arbitration involving Union members who do not have a legal right to strike; and**
- c. upon a two-thirds majority roll-call vote of the Executive Board, to make interest-free loans to other striking unions where the Board deems such loans to be in the interests of Union Members.

Be it further resolved that if the Constitutional amendment is passed by Convention, the Board will consult with the Chairs of the affected sectors and will amend or develop OPSEU/SEFPO policy and procedures as appropriate in order to implement the amendment.

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, EBM, Region 3

The following minority reports were filed:

January 17-18, 2024 Executive Board Meeting

The following motions carried at the January 17-18, 2024 Executive Board Meeting:

The Question Called for Closure

The question was called for closure on the discussion: Divided Motion # 1:
Extension of Elected Term

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, EBM, Region 3

The following minority reports were filed:

Divided Motion # 1: Extension of Elected Term

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the attached constitutional amendments to Convention 2024: Extension of Elected Term.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Sara Labelle – RVP, EBM, Region 3
- Tara Maszczakiewicz – RVP, EBM, Region 6
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Ed Arvelin – RVP, EBM, Region 7

I voted against the bringing of 3 year terms to convention as a board for a few reasons. One being that convention has voted it down a few times now and as per our constitution, convention is our supreme governing body and we need to follow those instructions. Two, is the accountability piece. Two year terms hold those elected leaders accountable to the members every two years.

Tara Maszczakiewicz – RVP, EBM, Region 6

I did not vote for this motion for a number of reasons. The survey sent to the membership was poorly designed, not providing sufficient information to the survey participants as to the questions themselves, or the use of the data. The consultant was aware that the adhoc governance committee chose to not provide more fulsome choices in the survey (ie “other”, or “I do not agree with this statement”). This was done, according to the president/chair/committee member due to time constraints in collating responses if participants were given a full range of choices.

The chair also stated that this motion, if passed, does not require the board members who vote for it at the board to support it at convention, should it come to the floor. I believe that this is confusing or perhaps misleading to the delegates at convention. If the majority of the board wishes to bring this forward, I do believe the implied understanding from delegates, in absence of any other statement, would in fact assume this is endorsed by the board. The wording of the actual motion will be lost in the process, and to be blunt, is splitting hairs, which is not, in my opinion, transparent.

Joel Usher – EBM, Region 3

- The Governance Ad Hoc Committee was tasked with “conduct(ing) a review of OPSEU/SEFPO’s governance structure, including a comparative analysis of existing governance structures in other unions and not-for-profit organizations ...” (Resolution O1, 2023 OPSEU/SEFPO Annual Convention).
- Sadly, as was reported by the Ad Hoc Committee, the only comparative analysis of existing governance structures in other unions and not-for-profit organizations was with respect to term length.
- I am disappointed that the Governance Ad Hoc Committee did not seek a more fulsome comparative analysis.

- I am also disappointed in the survey that was used by the Governance Ad Hoc Committee to elicit information from OPSEU/SEFPO leaders
- Only question 10 of the survey gave participants an option to give other input and, despite asking for it, that input was not emailed to the Executive Board for review.
- There was not a comprehensive list of OPSEU/SEFPO governance issues highlighted by the survey
- Delegates at the 2023 OPSEU/SEFPO Annual Convention chose not to pass an amendment before them that read:
 - **“Therefore, be it resolved that, OPSEU/SEFPO adopts a 3-year operational term commencing in 2024.”**
 - Despite having more time allotted for resolutions and constitutional amendments than ever before, very few constitutional amendments were put before the delegates at the 2023 OPSEU/SEFPO Annual Convention.
- Having the Board, which is the “governing body of the Union whenever a duly-convened Convention is not in session” (Constitution article 16.2.1), seek to reintroduce a constitutional amendment, that was among the few addressed by Convention delegates, feels like an action contrary to the decision made by the 2023 OPSEU/SEFPO Annual Convention delegates.

Divided Motion # 2: Finance Committee

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the attached constitutional amendments to Convention 2024: Finance Committee.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Sara Labelle – RVP, EBM, Region 3
- Tara Maszczakiewicz – RVP, EBM, Region 6
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Ed Arvelin – RVP, EBM, Region 7

I voted against bringing the creation of a finance committee to convention because our finance committee is our RVP's, which are accountable to the Board to which is accountable to Convention, our supreme governing body. In my opinion, adding two more EBM's is redundant.

Tara Maszczakiewicz – RVP, EBM, Region 6

In addition to the issues with the survey process and communication to board I have previously stated with the term extensions, I have specific issues with the formation of an additional Finance Committee. While I do support clearer processes and reduced risk to the union, this will do nothing to mitigate that. What actually needs to happen to reduce risks and restructure is to not have the union president, CEO and Chair of the board be within the purview of one individual. Additionally, the First Vice President/Treasurer and President should not be signing each other's expenses. There should be a staff, answerable and reporting to the board overseeing the administration of the union. Until these two risk factors are properly addressed, forming an additional committee to have more eyes on the same financial reports provided to board, and audit committee prepared by the two offices themselves is wholly problematic. Additionally, I would argue that officers (RVPS) are supposed to be consulted as per constitution on a variety of issues and following through with those actions and strengthening policy would be helpful before looking to create additional committees which is a cost to the organization without any foreseeable improvement in governance/reduction of risks.

Joel Usher – EBM, Region 3

- The Governance Ad Hoc Committee was tasked with “conduct(ing) a review of OPSEU/SEFPO’s governance structure, including a comparative analysis of existing governance structures in other unions and not-for-profit organizations....” (Resolution O1, 2023 OPSEU/SEFPO Annual Convention).
- Sadly, as was reported by the Ad Hoc Committee, the only comparative analysis of existing governance structures in other unions and not-for-profit organizations was with respect to term length.
- I am disappointed that the Governance Ad Hoc Committee did not seek a more fulsome comparative analysis. As a consequence, the Board was not made aware of the financial overview structures that exist in other unions and not-for-profit organizations.
- I am also disappointed in the survey that was used by the Governance Ad Hoc Committee to elicit information from OPSEU/SEFPO leaders

- Only question 10 of the survey gave participants an option to give other input and, despite asking for it, that input was not emailed to the Executive Board for review.
- There was not a comprehensive list of OPSEU/SEFPO governance issues highlighted by the survey
- Question 5 of the survey asked: “Should the Executive Board establish a Finance Committee to guide the detailed development of the annual budget?”
 - Question 5 of the survey failed to highlight article 17.5 of the OPSEU/SEFPO Constitution: “The Committee shall maintain close supervision over the financial administration of the Union”, which outlines a task of OPSEU/SEFPO’s Executive Committee, which includes the President, First VP-Treasurer, and all other Vice Presidents on the Board.
 - In other words, an elected group already exists that should be utilized to do the work mentioned by question 5 of the survey.

February 27-28, 2024 Executive Board Meeting

The following motions carried at the February 27-28, 2024 Executive Board Meeting:

Divided Motion # 3: Role Clarity for EBM Positions

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the attached constitutional amendments to Convention 2024: Executive Board/Provincial Committee Roles.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Geoff Cain – EBM, Region 1
- Sara Labelle – RVP, EBM, Region 3
- Tara Maszczakiewicz – RVP, EBM, Region 6
- Jody Tsubouchi – EBM, Region 7
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Sara Labelle – RVP, EBM, Region 3

I voted against this as I did not agree that the Executive Board was simply bringing it forward to allow debate. The process for submitting resolutions and constitutional amendments is clear, the submitting body has to pass such resolutions and constitutional amendments at a meeting. The threshold for submission requires a majority vote and requires to motivate support. The process is not to just motivate passing it for purpose of debate. Locals thoughtfully debate and motivate support in order to pass resolutions and constitutional amendments. If the position of the president is that folks are submitting just for purposes of debate than why even bother having a threshold of debate and passing at a meeting.

There are processes in place for a reason and they can not be overlooked. At Convention when a resolution or constitutional amendment is introduced someone from the submitting body speaks in favour and how does that occur if the majority of the submitting body do not actually support.

I voted against as I don't support the constitutional amendments coming forward as it takes away democratic rights from certain individuals and despite the procedural interpretation I do not agree that all the board is doing is bringing these forward for debate. The optics are that the executive board supports and that does bear a lot of weight.

Bringing constitutional amendments forward based on a limited survey to a small group of elected leaders of which 32% replied is not appropriate at this time. The role of the ad hoc committee was to research other unions and non profits and provide a report to Convention. The Ad Hoc committee looked at terms and didn't bring a report to Convention, instead they selected the topics of the survey and then brought constitutional amendments. In my opinion this is antithetical to a member driven union.

Joel Usher – EBM, Region 3

- The Governance Ad Hoc Committee was tasked with “*conduct(ing) a review of OPSEU/SEFPO’s governance structure, including a comparative analysis of existing governance structures in other unions and not-for-profit organizations*”

(Resolution O1, 2023 OPSEU/SEFPO Annual Convention).

- In conducting its comparative analysis, the Ad Hoc Committee did not identify other unions or not-for-profit organizations that excluded specific leaders from seeking Board Member roles or vice versa.

- I am disappointed in the survey that was used by the Governance Ad Hoc Committee to elicit information from OPSEU/SEFPO leaders.

- Only question 10 of the survey gave participants an option to give other input and, despite asking for it, that input was not emailed to the Executive Board for review.
- There was not a comprehensive list of OPSEU/SEFPO governance issues highlighted by the survey.

- Our Constitution indicates:

“7.1 Every Member in good standing is entitled:

....

d) Subject to any qualifications stipulated elsewhere in this Constitution, to be nominated for, and hold, one or more offices in the Union;

....”

- Examples of “qualifications stipulated elsewhere” in our Constitution include:
 - Being a shop steward to be eligible to become a Local Officer (29.3.3);
 - Being an Executive Board Member to be eligible to become an Equity or Regional Vice-President (_____, 14.6.1);
 - Being an Executive Board Member to be eligible to become the President or the First VP-Treasurer of OPSEU/SEFPO (11.1.5); and
 - Trustees not being able to hold any other Office in any local (29.6.1)
- With the exception of trustees, the “qualifications stipulated elsewhere” are examples where qualifications have been achieved.
- There is a real purpose for trustees not holding Office elsewhere - trustees are auditors and having auditors audit themselves would be a real conflict of interest.
- I strongly feel that establishing disqualifiers for holding Office in our union, where no real conflict of interest exists, would serve to weaken, rather than strengthen, OPSEU/SEFPO’s democratic principles.

Convention Agenda

Therefore be it resolved that 2024 OPSEU/SEFPO Convention Agenda be adopted with announcements added to the agenda being the same as the 2023 Convention Agenda.

“ANNOUNCEMENTS

- Credentials Committee report will be presented as required

□ Resolutions and Constitution Committees are allotted 1½ hours each for their report”

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4
- Sara Labelle – RVP, EBM, Region 3

The following minority reports were filed:

Veronica Attard – EBM, Region 4

From the results of the survey sent in by attendees of 2023 Convention, there was a request to having more time to go over budget. I tried to amend the Agenda to have the Q&A session on the Budget on Wednesday night to be a zoom session so all members could have the ability to see the budget presentation and was ruled out of order by Chair.

I think it is important that when the membership requests additional time with our books that we support this as Convention is the highest authority in OPSEU/SEFPO.

Sara Labelle – RVP, EBM, Region 3

I voted against the agenda as we did not support a time slot for questions and answers on the budget to enable more opportunity for all delegates to ask questions. As per the discussion and debate last year it was clear that there are barriers for participation in a late evening session the Wednesday evening before. Childcare and work schedules for some are prohibitive to a late evening in person session.

Resisting Two Tier or Concessions Bargaining

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the following resolution to OPSEU/SEFPO Convention 2024:

Whereas legislative attacks on free collective bargaining over the last three decades have stripped language from collective agreements, curtailed our bargaining rights, set out strict essential service levels, and imposed settlements, and restricted the ability of OPSEU/SEFPO to take meaningful action when faced with concession bargaining; and

Whereas OPSEU/SEFPO has faced an austerity agenda at the bargaining table, driven by an unfair and increasingly regressive tax

system that prioritizes corporate tax cuts, lowering income tax rates for the richest Canadians, expanding tax loopholes, and turning a blind eye to tax havens thereby drastically reducing government revenue to pay for the quality public services that benefit all Canadians; and

Whereas OPSEU/SEFPO is faced with employer proposals in collective bargaining that would see members, working side-by-side, being paid different rates of pay, with access to different benefits, and even different pensions upon retirement, which entrenches more precarious jobs and precarity of existing jobs; and

Whereas recent Supreme Court decisions have protected our Charter rights to free collective bargaining; and

Whereas OPSEU/SEFPO has, a central tenet of its Strategic Plan the goal of challenging bosses and anti-worker legislation at a greater scale and supporting collective bargaining that leads to better and more inclusive contracts; and

Therefore be it resolved that OPSEU/SEFPO enshrine a no-concession policy that opposes concessionary bargaining, opposes two-tier provisions, and defends free bargaining rights; and

Be it further resolved that OPSEU/SEFPO affirms its determination to protect our collective agreement rights, to resist any demands for concessions or two-tier contract provisions, and to defend our right to free collective bargaining, including our right to strike; and

Be it further resolved that OPSEU/SEFPO fights concessions, resists two-tier contract provisions, and defending free collective bargaining rights through the close collaboration of staff and elected leaders; and the affected membership as a whole; and

Be it further resolved that, in advance of the commencement of each round of collective bargaining, a strategic plan for bargaining will be developed that sets out an education component for rank and file members and a communications plan to take the membership through to the conclusion of collective bargaining. The plan will provide details on member mobilizing and organizing in support of bargaining proposals as well as details on resisting concessions and two-tier contract proposals.

The following indicated an intention to file a minority report:

- Joel Usher – EBM, Region 3

The following minority reports were filed:

Joel Usher – EBM, Region 3

- I feel the two-tier part of this Resolution is already covered by 2023 Resolution C1 which was carried by the Executive Board after it didn't make it to the floor at last year's Convention.
- Also, I feel the entirety of what is being sought with the Resolution is covered adequately by the processes and power given to the Executive Board, the Executive Committee, and the President in Constitution articles 24.1.1 and 24.1.3.
- Further, establishing restrictive rules around Collective Bargaining removes decision making power from Negotiating Committees, which could lead to fewer negotiated gains.

Affirming OPSEU/SEFPO Principles on Freedom of Association, Freedom of Expression, and Peace

Whereas the Canadian Charter of Rights and Freedoms right to freedom of association (Section 2 (d)) guarantees the right of employees to meaningfully associate in the pursuit of collective workplace goals; and

Whereas the Canadian Charter of Rights and Freedoms right to freedom of expression (Section 2 (b)) guarantees freedom of thought, belief, and expression; and

Whereas these rights were re-asserted and found to be reasonable by the Supreme Court in Lavigne v OPSEU in 1991; and

Whereas these Charter rights represent core principles of trade unionism; and

Whereas OPSEU/SEFPO firmly adheres to these principles, along with international law; and

Whereas OPSEU/SEFPO's Harassment and Discrimination Prevention Policy acknowledges that our union "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...." including responding effectively to all forms of racism, anti-Semitism and Islamophobia; and

Whereas OPSEU/SEFPO upholds principles of peace, justice, and international law;

Therefore be it resolved that OPSEU/SEFPO supports our members and staff in exercising their rights to freedom of association and freedom of expression subject to the reasonable limitations referenced by Section 1 of the Canadian Charter of Rights and Freedoms; and

Be it further resolved that OPSEU/SEFPO supports the call for a lasting, peaceful, and just resolution to the Israel/Palestine conflict that prioritizes international law and the protection of civilian lives.

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, EBM, Region 3

The following minority reports were filed:

Sara Labelle – RVP, EBM, Region 3

I voted against this motion as I requested legal advice on the implications for the OPSEU/SEFPO Harassment Discrimination Policy for complaints. I also wanted legal advice based on recent legal decisions on arbitrary or one sided applications by employers to ensure OPSEU/SEFPO was not being put at risk.

The following motions were referred at the February 27-28, 2024 Executive Board Meeting:

Biannual Virtual Member Leader Meetings

Motion to refer the resolution to be brought back to the May 2024 Executive Board Meeting.

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, EBM, Region 3

The following minority reports were filed:

The following motions defeated at the February 27-28, 2024 Executive Board Meeting:

Constitutional Amendment

Whereas the OPSEU/SEFPO constitution requires resolutions and constitutional amendments to be submitted 45 day in advance of convention; and
Whereas resolutions and amendments need to be vetted by the equity unit after receipt; and
Whereas resolutions and amendments, once vetted, need to be processed by the responsible convention committee; and
Whereas after the committees have concluded their work, the submissions need to be translated to French;
Whereas the English and French versions need to be converted to the e binder; and
Whereas the timelines for translation and uploading place unreasonable scheduling demands on committee members in a period that includes March break and easter;
Therefore be it resolved that the OPSEU/SEFPO Executive Board submits to the 2024 OPSEU/SEFPO Convention that 13.8 of the OPSEU/SEFPO Constitution be amended to require resolutions and constitutional amendments be submitted 60 days in advance of the opening of convention.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Sara Labelle – RVP, EBM, Region 3
- Ken Steinbrunner – EBM, Region 6
- Jennifer Van Zetten – RVP, EMB, Region 1

The following minority reports were filed:

Sara Labelle – RVP, EBM, Region 3

I voted in favour of this amendment to enable the committee and staff to have enough time to do the required in preparation for Convention. The amendment was to move from a 30 day deadline to 45 days. The board voted to defeat the amendment thus I filed a minority report.

Jennifer Van Zetten – RVP, EMB, Region 1

I supported the motion to have sixty days in advance which would only be fifteen days earlier to have all resolutions and constitutional amendments in giving not only the ability for translation and screening through equity. Also brings good governance to Locals, Equity, Area councils, divisions to meet and discuss, debate and to formulate their resolutions and constitution amendments to convention, it also would give delegates an opportunity to have the materials earlier to process their materials, I believe any and all constitutional amendments and resolutions to be presented and debated on the floor at convention and allow the delegates voices determine their governing body of OPSEU SEFPO in a Democratic process at Convention.

Resolutions Report

The following resolutions were **REMOVED** from the 2023 Resolutions Report:

O2

Whereas OPSEU/SEFPO should continue to develop its campaigns, including by intervening in the political arena, in order to promote by all means strong public services, better job security and a good quality of life for all working people in this province; and

Whereas the New Democratic Party is the political arm of the labour movement, has shown strong solidarity with OPSEU/SEFPO members and working people generally, and provides OPSEU/SEFPO with an opportunity to join in working class political action, beyond the limitations of collective bargaining on purely economic issues; and

Whereas the Doug Ford Conservative government, like the Kathleen Wynne and Dalton McGuinty Liberal governments before them, advance the agenda of their corporate supporters including corporate tax cuts, privatization schemes, closed programs and facilities, contracting out, freezing wages and transfer payments to agencies and diminished trade union rights including serious barriers to organizing and no successor rights for the public service; and

Whereas OPSEU/SEFPO's core principles of social and economic justice, equality and human rights at home and around the world, can be strengthened in practice through our participation in the development of the policies and actions of the NDP; and

Whereas formal affiliation will provide OPSEU/SEFPO members with an ongoing, direct voice in NDP policy debates, leadership selection, and campaigns to advance the interests of working people;

Whereas affiliation to the NDP is similar to individual membership in that you cannot affiliate exclusively to either the provincial or federal party;

Therefore be it resolved that OPSEU/SEFPO formally affiliate with the New Democratic Party.

The following resolutions were moved to **redundant**:

K3

Therefore be it resolved that;

Step 1

The OPSEU Executive Board will immediately allocate resources and staffing, in particular legal staff, to work with the Membership with the goal of crafting a CONSTITUTIONAL AMENDMENT for submission to Convention 2024. It is suggested that this CONSTITUTIONAL AMENDMENT fully describe the language to allow:

The Indigenous Circle & all incoming (elected) Equity Committees, to elect from amongst themselves: 1 candidate / region as regional Equity EBM nominees.

It is understood that these 7 successful nominees will ascend to the OPSEU Executive Board only pending approval of the CONSTITUTIONAL AMENDMENT at Convention 2024.

Step 2 - Regionals 2024

The OPSEU Executive Board will allocate resources and staffing to hold 1 additional election per region during the 2024 winter Regionals for regional Equity EBM nominees. The eligible candidates will participate in this election in accordance with the terms of the CONSTITUTIONAL AMENDMENT described in Step 1. A listing of the successful nominees will be delivered to Convention 2024.

Step 3 - Convention 2024

The CONSTITUTIONAL AMENDMENT as written in step 1 will be discussed and debated on the floor of Convention 2024. should the CONSTITUTIONAL AMENDMENT pass, the 7 successful nominees will take their places on the OPSEU Executive Board as Equity EBMs.

The following resolutions were moved to **carried**:

A1 Statutory Resolution

Whereas OPSEU/SEFPO was incorporated in 1927 as a corporation without share capital under part III of the Ontario Corporations Act (OCA); and

Whereas the Ontario Not-for-Profit Corporations Act (“ONCA”) came into force in October 2021, replacing the OCA as the legislation that governs OPSEU/SEFPO as a non-profit corporation operating in Ontario; and

Whereas the ONCA requires OPSEU/SEFPO to file articles of continuance in order to continue as a non-profit corporation under its existing Constitution and by-laws;

Therefore be it resolved that OPSEU/SEFPO take all necessary steps to file articles of continuance or such other applications as are required to continue the corporation as a non-profit corporation under the Ontario Not-for-Profit Corporations Act in accordance with the OPSEU/SEFPO Constitution and by-laws;

Be it further resolved that the Executive Board refer constitutional amendments to the Constitutional Committee to amend references to the Corporations Act to refer to the Not-for-Profit Corporations Act, and to add to the history of OPSEU/SEFPO contained in the preamble of the Constitution;

Be it further resolved that the Executive Board refer the following resolution to Convention:

Whereas OPSEU/SEFPO was incorporated in 1927 as a corporation without share capital under part III of the Ontario Corporations Act (OCA); and

Whereas the Ontario Not-for-Profit Corporations Act (“ONCA”) came into force in October 2021, replacing the OCA as the legislation that governs OPSEU/SEFPO as a non-profit corporation operating in Ontario; and

Whereas the ONCA requires OPSEU/SEFPO and other non-profit corporations to file articles of continuance in order to continue as a non-profit corporation with its existing Constitution and by-laws;

Therefore be it resolved that OPSEU/SEFPO take all necessary steps to file articles of continuance or such other applications as are required to continue the corporation as a non-profit corporation under the Ontario Not-for-Profit Corporations Act in accordance with the OPSEU/SEFPO Constitution and by-laws.

A2 Statutory Resolution

Therefore be it resolved that the Executive Board refer the following statutory resolution to Convention, in accordance with the requirements of the Ontario Not-for-Profit Corporations Act:

Be it further resolved that as required by s 17 of the Ontario Not-for-Profit Corporations Act, Convention confirms and approves the actions of the Executive Board that created or amended a bylaw of OPSEU/SEFPO, as reflected in the minutes of the meetings of the Executive Board from the closing of the last Convention until the closing of this Convention.

A3 Statutory Resolution

Therefore, be it resolved that the Executive Board refer the following statutory resolution to Convention, in accordance with the requirements of the Ontario Not-for-Profit Corporations Act:

Be it resolved that in compliance with section 68 of the Ontario Not-for-Profit Corporations Act, MNP LLP is appointed Auditors of OPSEU/SEFPO for the fiscal year 2023 or until their successor is appointed.

E2

Whereas in November 2022 the Ford government refused to bargain fair wages and adequate staffing levels to address the crisis Ontario's schools with Ontario education workers represented by CUPE/OSBCU, OPSEU/SEFPO and other bargaining agents; and

Whereas the Ford government instead passed unprecedented legislation (Bill 28) that preemptively invoked the constitution's "notwithstanding clause," suspended CUPE/OSBCU's right to strike and imposed a concessionary contract, which represented a clear threat to the constitutionally protected right to free collective bargaining - including the right to strike - of all Ontario workers; and

Whereas the Ford government only backed down and repealed Bill 28 after a provincewide walkout by CUPE and OPSEU education workers and the threat of a provincewide general strike by the OFL and the heads of Ontario's major public and private sector unions; and

Whereas the Ford government has clearly indicated its determination to use every means at its disposal to impose its agenda of concessionary bargaining, privatization and cuts to public sector jobs and services; and

Whereas to meet this existential challenge, all unions need to rebuild our capacity to engage, organize and mobilize our members, to support escalating provincewide workplace and political actions to defeat Ford's austerity agenda and defend good jobs, fair wages and quality public services for Ontario workers and our communities;

Therefore be it resolved that OPSEU/SEFPO will develop and roll out both a Building a State of Readiness tool kit/manual and a Building a State of Readiness leadership workshop for local, sector, divisional, regional, equity and area council leaders, and

Be it further resolved that a central objective of the "Building a State of Readiness" tool kit and workshop will be to increase our collective capacity to defend OPSEU/SEFPO members jobs, wages and working conditions and to rapidly mobilize our collective power to take whatever steps are necessary to bargain fair contracts, defend quality public services and defeat the Ford government's austerity agenda.

F1

Whereas OPSEU/SEFPO membership represents many diverse members; and

Whereas OPSEU/SEFPO has affiliated with other labour organizations whose values and beliefs align with their own; and

Whereas CBTU (Coalition of Black Trade Unionists) represents the culture and beliefs of many black and racialized workers OPSEU/SEFPO members; and

Whereas CBTU leadership spoke at OPSEU/SEFPO CORW conference on the importance of engaging and aligning OPSEU/SEFPO members with joining CBTU to combat issues which affect black and racialized workers around Canada and the US; and

Whereas the issues in which black and racialized workers members face across the border affect OPSEU/SEFPO members in Canada too; and

Whereas CBTU is a voice for black trade unionist within our unions and community; and

Whereas CBTU consists of members from international and national unions residing predominately in Ontario and Quebec; and

Whereas CBTU improves economic development and employment opportunities for racialized workers and workers of African-Descent; and

Whereas CBTU advocates for black trade unionists and create a vehicle for advancing the inclusion of racialized workers and workers of African-Descent in all spheres of society; and

Whereas CBTU challenges public policies based upon right wing ideologies that seek to undermine workers rights and perpetuate a culture of white supremacy; and

Whereas CBTU challenges systemic forms of racism within the labour movement, increase union involvement in voter registration, voter education and voter turnout projects, and organize the unorganized workers.

Therefore be it resolved that OPSEU/SEFPO affiliate a minimum of 100 Black and/or racialized workers to The Coalition of Black Trade Unionists (Ontario) with yearly dues paid on their behalf in collaboration with the CORW committee, with parity in regions taken into consideration.

J1 Part 1

Whereas OPSEU/SEFPO Meal Allowances have not increased since 2015; and

Whereas the Canadian Consumer Price Index increased by 1.13%, 1.44%, 1.6%, 2.27%, 1.94%, 0.73%, 3.4% and 6.8% in 2015, 2016, 2017, 2018, 2019, 2020, 2021 and 2022 respectively (Source: Statistics Canada); and

Whereas compounded inflationary pressures are resulting in additional costs for OPSEU/SEFPO members; and

Whereas OPSEU/SEFPO Members travel frequently for legitimate trade union purposes in support of attendance at events such as regionals, convention, educationals, training, grievances, pickets, solidarity events, etc.; and

Whereas the compounded annual increase to OPSEU/SEFPO Meal Allowances since 2015 had the Canadian Consumer Price Index been accounted for would have resulted in OPSEU/SEFPO Meal Allowance amounts of \$73.73 per day (\$15.71 Breakfast, \$22.97 Lunch and \$35.05 Dinner)

Therefore be it resolved that the OPSEU/SEFPO Meal Allowances be increased effective immediately at Convention 2023 to \$83 per day (\$20 Breakfast, \$27.00 Lunch and \$36.00 Dinner)

J1 Part 2

Whereas OPSEU/SEFPO Meal Allowances have not increased since 2015; and

Whereas the Canadian Consumer Price Index increased by 1.13%, 1.44%, 1.6%, 2.27%, 1.94%, 0.73%, 3.4% and 6.8% in 2015, 2016, 2017, 2018, 2019, 2020, 2021 and 2022 respectively (Source: Statistics Canada); and

Whereas compounded inflationary pressures are resulting in additional costs for OPSEU/SEFPO members; and

Whereas OPSEU/SEFPO Members travel frequently for legitimate trade union purposes in support of attendance at events such as regionals, convention, educationals, training, grievances, pickets, solidarity events, etc.; and

Whereas the compounded annual increase to OPSEU/SEFPO Meal Allowances since 2015 had the Canadian Consumer Price Index been accounted for would have resulted

in OPSEU/SEFPO Meal Allowance amounts of \$73.73 per day (\$15.71 Breakfast, \$22.97 Lunch and \$35.05 Dinner)

Therefore be it resolved that the meal allowances be further indexed annually on July 1st to the prior year's Canadian Consumer Price Index as reported by Statistics Canada and rounded to the nearest dollar (based on the previous year's actual non-rounded value).

J6

Whereas OPSEU/SEFPO members want to participate in union activities; and

Whereas OPSEU/SEFPO members have the right to safety, dignity, confidentiality, and privacy when participating in OPSEU/SEFPO Regional, divisional meetings, educationals, Ontario Public Service (OPS), Broader Public Service (BPS), CAAT (A)(S) conferences, the annual Convention and all other duly authorized meeting; and

Whereas OPSEU/SEFPO members and equity committees/caucuses are continually asking the board for single room accommodations for members attending Regional, divisional meetings, educationals, Ontario Public Service (OPS), Broader Public Service (BPS), CAAT (A)(S) conferences, the annual Convention and all other duly authorized meeting; and

Whereas the board recently voted for single accommodations for board members creating a two-tier system; and

Whereas OPSEU/SEFPO as a union continues to promote diversity, equity, and inclusion; and

Whereas not all locals can afford to pay the other half of room accommodations for its members who deserve to the respect of single accommodations

Therefore be it resolved that OPSEU/SEFPO Head Office will pay costs of single accommodation for Regional, divisional meetings, educationals, Ontario Public Service (OPS), Broader Public Service (BPS), CAAT (A)(S) conferences, the annual Convention, any affiliate Conventions/Meetings and all other duly authorized meeting where OPSEU/SEFPO members attend and a hotel is required

L1

Whereas in 2015, the Truth and Reconciliation Commission (TRC) released its Final Report, including 94 Calls to Action; and

Whereas Call to Action #43 specifically calls on all levels of the Canadian government to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples; and

Whereas there is an urgent need to clarify and deepen First Nations relationships with municipal governments; and

Whereas the meaningful implementation of the United Nations Declaration on the Rights of Indigenous Peoples requires municipal governments to combat prejudice, eliminate discrimination

and take effective and special measures to ensure continuous improvement of the economic and social conditions of Indigenous Peoples.

Therefore be it resolved that OPSEU/SEFPO in conjunction with the Ontario Federation of Labour and Canadian Labour Congress will demand the federal, provincial, and territorial governments to explicitly legislate requirements for municipalities to implement the UN Declaration on the Rights of Indigenous Peoples, and

Be it further resolved that OPSEU/SEFPO in conjunction with the Indigenous Circle will develop a campaign on this issue with the planning to be started within 3 months of this resolution passing.

O1

Whereas OPSEU/SEFPO is engaged in an organizational transformation process to move from a servicing model to an organizing model of unionism that centers its work on the membership building their bargaining power; and

Whereas OPSEU/SEFPO is developing a strategic plan that will frame its work and decision making according to shared principles; and

Whereas OPSEU/SEFPO has retained a forensic auditor that has uncovered financial irregularities in its operation; and

Whereas OPSEU/SEFPO is committed to a process of sustained fiscal responsibility; and

Whereas OPSEU/SEFPO is engaged in an operational review of financial policy and procedure;

Therefore be it resolved that an ad-hoc committee be established by the President's office, with the membership of the committee being the President or designate, the First Vice- President/Treasurer or designate, and three Executive Board Members as elected by the Executive Board, with support from OPSEU/SEFPO General Counsel and any professional expert(s) chosen by the President and approved by the ad-hoc committee as a whole, to conduct a review of OPSEU/SEFPO's governance structure, including a comparative analysis of existing governance structures in other unions and not-for profit organizations, and that the ad-hoc committee will create a process to get input from local, equity and sector/divisional leaders, with the analysis and any recommendations from the committee to be presented to OPSEU/SEFPO Convention 2024.

C2

Whereas OPSEU members currently face barriers to participation within their union as a result of language in their collective agreements which limits their participation; and

Whereas existing maximum entitlements for union member leave within collective agreements cause employers to restrict members ability to perform union work and unintentionally as a result, creates barriers, tension, and a situation where union members must fight amongst themselves to determine who and what is most worthy of these limited days leave; and

Whereas equity deserving members are often More likely to face barriers to participation, less likely to achieve high ranking positions within their local and the work of equity is often above and beyond that of responsibilities of the local, these union entitlements are more likely to limit the participation of equity deserving members.

Therefore be it resolved that OPSEU/SEFPO local, sector, and divisional bargaining teams and local presidents be trained on the importance regarding the removal of maximum caps for union leave within their collective agreements and evaluation of restrictive language interpretations that could result in barriers to members participation within their union.

C3

Whereas open bargaining is a union negotiation procedure where contract engagement between workers and their employer is conducted in transparent meetings open to all members of the union's bargaining unit.

Whereas open bargaining has shown its abilities to win stronger contracts and more engaged members. Open bargaining is a key lever for rebuilding robust worker participation.

Whereas the decision to engage in open bargaining will be determined by the membership of the bargaining unit, and that ground rules for member participation will be created.

Whereas experiencing change first-hand is an empowering process for our members, one that strengthens their resolve to be creative and innovative in the struggle to improve workers' rights.

Therefore be it resolved that OPSEU/SEFPO will include 'open bargaining' as part of the union's education training to members; and

Be it further resolved that OPSEU/SEFPO will support any bargaining unit which chooses to engage in open bargaining.

E3

Whereas ageism has serious impacts and therefore needs to be understood and addressed. Despite more awareness of ageism in recent years, its prevalence remains deeply ingrained in stereotypes, behavior and government policies; and

Whereas ageism underpins many of the current dysfunctional approaches in elder care. The voices, choices and engagement of elders, are neither respected nor valued by decisions makers; and

Whereas ageism can pit one generation against each other, can devalue or limit our ability to benefit from what the older generation can contribute and can reduce opportunities for health, longevity and well-being while also having far-reaching economics consequences; and

Therefore be it resolved that OPSEU with the CLC, OFL, NUPGE, OFUR and CURC, will encourage and support the development of union policies that will support the rights of aging and older persons.

EB1

Therefore be it resolved that the Executive Board refer the following resolution to the OPSEU/SEFPO Convention 2023:

Whereas the cost of groceries, gas and basic goods in Ontario is spiraling out of control and wages are not keeping up; and

Whereas the Ford government's Bill 124 artificially suppressed wages, undermined free collective bargaining, and violated our charter rights; and

Whereas the Ford government cancelled real rent control, allowed 42% of condos in Ontario to be bought as for-profit investments, has built no new affordable housing and has stood by while Ontarians are evicted and foreclosed on; and

Whereas the Ford government has deliberately and systematically underfunded our public education and healthcare systems causing staff shortages, service cuts and increased user fees; and

Whereas it is time the Ford government ensures banks, corporations and top income earners in Ontario pay their fair share of taxes, closes tax loopholes, and fines those that don't pay their taxes; and

Whereas the Ontario Federation of Labour has called on all of us to tell the Ford government that we are fed up with the rich getting richer, while workers struggle to get by;

Therefore be it resolved that OPSEU/SEFPO join with workers in every Ontario community to fight back through the Ontario Federation of Labour's Enough is Enough! campaign; and

Be it further resolved that OPSEU/SEFPO members, in solidarity with other unionized, non-unionized and community members organize in every riding in Ontario; and

Be it further resolved that OPSEU/SEFPO support the Enough is Enough! Campaign to achieve these goals.

EB2

Therefore be it resolved that the Executive Board refer the following resolution to the OPSEU/SEFPO Convention 2023:

Whereas the Ford government enacted Bill 124 in 2019 to suppress free collective bargain and impose limits on public sector compensation; and

Whereas OPSEU/SEFPO and other unions challenged Bill 124 as unconstitutional in a multi-year legal battle; and

Whereas the Ontario Superior Court determined in November 2022 that Bill 124 substantially interfered with collective bargaining contrary to s 2(d) of the Canadian Charter of Rights and Freedoms and without justification; and

Whereas the Ontario Superior Court declared that Bill 124 is void and of no effect, and deferred the question of remedy to a later date; and

Whereas the Ontario government has taken the ill-advised step of appealing the Ontario Superior Court ruling;

Therefore be it resolved that OPSEU/SEFPO take all steps necessary to defend the rights of OPSEU/SEFPO workers and all workers across Ontario during the appeal of Bill 124; and

Be it further resolved that OPSEU/SEFPO workers are supported, organized, and mobilized to exercise their right to free association and their collective bargaining rights following the repeal of Bill 124; and

Be it further resolved that OPSEU/SEFPO take all necessary steps to address the damaging effects of this unconstitutional legislation, including activating all re-opener clauses and renegotiating all lost compensation in collective agreements that were affected by Bill 124.

EB4

Therefore be it resolved that the Executive Board refer the following resolution to OPSEU/SEFPO Convention 2023:

Whereas the OPSEU/SEFPO Constitution provides the Executive Board with express authority to suspend members from membership in good standing or issue other sanctions in respect of certain conduct that is contrary to the Union's interests and values: breach of the Union's harassment and discrimination policy, participation in a raid or decertification, failure to step down from temporary management positions when required to do so, or strikebreaking; and

Whereas the OPSEU/SEFPO Constitution provides this authority with different terms and procedures, and does not provide any authority to sanction conduct that is not specified in the Constitution, regardless of how serious that conduct could be;

Therefore be it resolved that the President's Office establish an ad hoc committee to undertake a review the Union's Constitutional authority to sanction serious misconduct by members, including elected or appointed representatives of OPSEU/SEFPO; and

Be it further resolved that the ad hoc committee will be comprised of three Executive Board Members, as selected by the Executive Board, the First Vice-President/Treasurer or designate, and the President or designate, and will be supported by OPSEU/SEFPO staff and General Counsel; and

Be it further resolved that the ad hoc committee will report its findings and analysis to the OPSEU/SEFPO Executive Board no later than December 2023, in order that the Executive Board may refer any recommended Constitutional amendments or resolutions to OPSEU/SEFPO Convention 2024.

EB5

Whereas the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA), the union representing professional performers who make commercials in Canada, has endured a 11 month lock-out after they declined to renew the National Commercial Agreement, a collective agreement that

preserves the minimum rights and protections of performers in the commercial industry, because it would gut both wages and scrap benefits for gig performers; and

Whereas ACTRA has launched a national consumer boycott of union busting brands including Canadian Tire, M&M Food Market, McDonald's, Rogers Telecom, Walmart and H&R Block; and

Whereas ACTRA is asking consumers and particularly other union members to take their business elsewhere while thousands of performers, precarious workers earning on average less than \$6000, suffer;

Therefore be it resolved that OPSEU/SEFPO support ACTRA by encouraging its members to participate in the national consumer boycott of union busting brands. A current list can be found at www.actra.ca/nca/boycott; and

Be it further resolved that OPSEU/SEFPO encourage NUPGE and its components to support ACTRA by encouraging its members to participate in the national consumer boycott; and

Be it further resolved that OPSEU/SEFPO release a public message of support for ACTRA and its the national consumer boycott; and

Be it further resolved that the Executive Board reviews the relevance and impact of the boycott, including its possible lifting or extension, at the October 2023 Executive Board meeting or when ACTRA announces the boycott has ended, whichever is earlier.

F2

Whereas the Ontario Network of Injured Worker Groups (ONIWG) is an Ontario wide organization of local grassroots injured Worker Groups; and

Whereas it receives no government funding and has not to date been designated as a charitable organization due to its lobbying work. (We are looking at getting charitable status, without changing our lobbying work.); and

Whereas OPSEU and ONIWG share similar, if not identical, concerns regarding employee safety and Workers Compensation; and

Whereas OPSEU has a Disability Rights Caucus who may feel well positioned to liaise and work with ONIWG

Therefore be it resolved that OPSEU provide a minimum of \$1000.00 of annual Funding to the Ontario Network of Injured Worker Groups (ONIWG).

Be it further resolved that OPSEU continue its work with ONIWG to develop more and stronger local grassroot injured WORKER support Groups across Ontario

Be it further resolved that OPSEU seeks with ONIWG areas of shared concern and then provide any in kind support it considers appropriate, and that OPSEU encourage its Regions, Area Councils, Locals and members to assist in this just cause.

H1

Whereas personal care products marketed towards women are often inflated in price; and

Whereas over 70% of OPSEU/SEFPO members use menstrual hygiene products; and

Whereas menstrual hygiene products, like toilet paper, soap and water are a necessity and not a luxury.

Therefore be it resolved that OPSEU/SEFPO provide menstrual hygiene products in the washrooms at all OPSEU/SEFPO membership centres and regional offices

H3

Whereas The Regional Hardship Fund created in 2010 and is capped @ \$1.25 currently per member in good standing; and

Whereas Regional Hardship Committees endeavor to suggest where possible other community services, yet far too often find out from members they are often turned away as they are deemed ineligible as they don't meet the strict criteria of such communities programs; and

Whereas during the Pandemic the OPSEU /SEFPO board increased the funding to the Hardship Committees for 2 years to be able to further provide emergency financial assistance to members who were experiencing unexpected and/ or temporary financial hardship; and

Whereas the cost of food, rent, utilities and other basics for families continues to rise at an alarming rate yet wages don't even begin to compensate to allow persons to meet these basic monthly costs; and

Whereas OPSEU/SEFPO stands with all its members to support them in good times, and challenging times as well.

Therefore be it resolved that the Regional Hardship fund Funds be increased from \$1.25 per member to \$2.00 per member in good standing effective January 01, 2023 which equates to a .75 cents increase per member

K1

Whereas we belong to a bilingual union defined as OPSEU/SEFPO; and

Whereas OPSEU/SEFPO Constitution Article 19.4 indicates that the Francophone Committee is to develop and promote programs to encourage Francophones to participate in activities and to increase the awareness and understanding of Francophone issues; and

Whereas OPSEU/SEFPO produces English and French documentation on its website, communiques etc...

Therefore be it resolved that after the Call to Order of any OPSEU/SEFPO events such as, but not limited to, Area Council, Educational, and Local Meetings etc... That it be offered to any Francophone members, participating at that event, the opportunity to say the Statement of Respect, when a video is not available, and, to express the Land Acknowledgment in French.

L2

Whereas during the 60's Scoop, it has been estimated that 20,000 Indigenous children were taken from the families and adopted into white homes in Canada, and

Whereas in similar fashion, we remember that the recent discovery of the remains of 215 children who were forced to attend the former Kamloops Indian Residential School in unmarked graves has led to the discovery of the remains of thousands of children in other former Indian Residential facilities across the country, and

Whereas the 60's Scoop legacy was just a continuation of violent and ignorant policies that were designed to disrupt and destroy First Nations families and communities, and

Whereas the former chair of the Truth and Reconciliation Commission, Murray Sinclair, has renewed the calls for a national inquiry, and

Whereas OPSEU/SEFPO, in conjunction with the Indigenous Circle, co-ordinated a 60's scoop forum with survivors.

Therefore be it resolved that OPSEU/SEFPO will support a call by the Sixties Scoop Legacy of Canada and other Indigenous groups for a national probe into the 60's scoop where children were forcibly removed from their families.

L3

Whereas the 2021 Census data indicates that First Nations comprise 58% of the Indigenous population in Canada and that the First Nations represent a majority of urban, rural and northern Indigenous people in Canada; and

Whereas many urban and rural housing providers are invaluable in providing housing for First Nations and other Indigenous Peoples, often in challenging situations, especially women and children; and

Whereas there is a need to ensure that First Nations and Indigenous housing groups have adequate resources to meet the housing needs of Indigenous people, no matter where they live.

Therefore be it resolved that OPSEU/SEFPO, in conjunction with the Ontario Federation of Labour and the Canadian Labour Congress, demand that the federal and provincial governments ensure the implementation of the Urban, Rural, and Northern Indigenous Housing Strategy (URN Strategy), and

Be it further resolved that each government provide a timeline for the completion of the implementation.

L5

Whereas 215 unmarked graves were found at the Kamloops Residential School since 2020, and

Whereas residential schools have detrimentally impacted Indigenous families and children, and

Whereas the discovery and return of the children is vital to the healing process for Indigenous families, and

Whereas the investigation into the discoveries at the government run schools is underfunded.

Therefore be it resolved that OPSEU/SEFPO, in conjunction with the Ontario Federation of Labour and the Canadian Labour Congress, publicly demand that the government immediately increase the funding for the investigation of unmarked graves at the residential schools.

L6

Whereas according to a Watchdog 2021-22 annual report, racial discrimination, stereotyping and bias is as prevalent as it has ever been, and

Whereas Canada has made very little progress to address the over- representation of Indigenous and racialized persons in the prisons and facing even worse conditions than they did even a decade ago, and

Whereas it is a real shame of the lack of response to the Truth and Reconciliation Commission Call to Action #30, and

Whereas the Indigenous Circle includes 4 members employed within the correctional institutions in Ontario, who have firsthand knowledge of the racism and discrimination being faced by Indigenous and racialized persons.

Therefore be it resolved that OPSEU/SEFPO supports the establishment of healing centres and programming within Indigenous communities, and

Be it further resolved that OPSEU/SEFPO in conjunction with the Indigenous Circle make a formal press release prior to June 21st calling out the provincial government regarding the horrendous living conditions of Indigenous and racialized inmates within these correctional institutions.

L7

Whereas the homeless community is subjected to higher rates of violence, victimization, and becoming missing persons (Huey & Ferguson, 2020); and

Whereas aggressive policing strategies have historically been disproportionately applied in communities of racialized peoples (Mummolo, 2018), leading to Black, Indigenous and other diverse groups being disproportionately impacted by use of force and strip searches by officers; and

Whereas racialized people are overrepresented in the number of "enforcement actions" taken against them relative to their total population in Toronto; and

Whereas the City of Toronto spends 25% of taxpayer dollars on policing, which is more than the tax dollars spent on employment services, shelter and social housing, and children's services combined; and

Whereas the City of Toronto has spent \$2 million to clear encampments of unhoused people using physical force through the police services and uses \$5.9 million to maintain the Toronto Police Service mounted division; and

Whereas Toronto mayor, John Tory, has proposed to increase police funding by \$50 million in 2023 which will result in 200 more police positions, despite the Toronto police

report revealing widespread, systemic racism in the force, concluding a total budget proposal of \$1.1 billion, alone, for Toronto Police Services.

Therefore be it resolved that OPSEU/SEFPO develop a support strategy, in conjunction with the sectors, and divisions that support and influence social services, along with the equity committees/caucus, to advocate for the shift in spending on social services that help decrease homelessness, such as, but not limited to, social housing, warming centers, employment services, and children's services.

L8

Whereas the Canadian Pension Plan Investment board (CPPIB) is caught in scandal involving elder abuse, fraud and embezzlement as they are the largest investor in Orpea, a for-profit corporation that is accused of rationing food and incontinence products in its European long-term care homes.

Whereas CPPIB is the largest single investor owning 15% of Orpea's shares and holds 2 seats on the board it is involved in court actions resulting in the corporations shares plummeting threatening the survival of the corporation.

Whereas the restructuring of Orpea's 9.5 billion euros in debt will involve significant losses to all investors including CPPIB.

Therefore be resolved that OPSEU will, call upon the Federal Government to take action to stop the Canadian Pension Plan Investment board (CPPIB) from investing in for-profit long-term care and other for-profit healthcare facilities in Canada and abroad. And will call on the OFL, NUPGE and the CLC to do the same.

L10

Whereas climate change is affecting all aspects of workers lives in Ontario, disrupting our economy and impacting our health and our future prosperity; and

Whereas the poorest and most vulnerable citizens are impacted the most by climate change and are the most likely to be displaced and become climate refugees and migrants; and

Whereas immediate action is needed to keep the impact of human behavior on carbon emissions within the levels agreed to by our government through international agreements; and

Whereas affordable, scalable solutions are readily available to build cleaner, more climate resilient workplaces, communities and economies; and

Whereas labour unions have been on the forefront of demanding that governments and employers take real action on climate change by creating a path towards net-zero carbon emissions and a just transitions for workers;

Therefore be it resolved that OPSEU/SEFPO will create a climate action plan based on current science and evidence, best known practices and currently available solutions to reduce its own carbon footprint, to give members the resources and tools necessary to organize for climate action in their own workplaces and communities, and to advocate for climate action and a just transition for workers at all levels of government.

L11

Whereas seniors are suffering with a higher cost of living, currently above 10%, and are struggling to pay bills, and sometimes cutting medications to do so, and,

Therefore be it resolved that OPSEU with the CLC, OFL, NUPGE, OFUR and CURC, will lobby the Federal Government to increase OAS, CPP, GIS for all those eligible.

M2

Whereas the Ontario Public Service Unified Locals total nearly 100 in the Province; and

Whereas when new members start their employment with the OPS they are not always assigned to a Local by OPSEU/SEFPO; and

Whereas these new members are paying dues to the Union but the Local rebate is not assigned to the Local; and

Whereas the Local may not even know where these new members are located due to the new hybrid work model or due to the number of physical work locations within the Local; and

Whereas this situation is only found within the OPS Unified Division Locals; and

Whereas there is currently a OPSEU/SEFPO policy stating that the 999 list will be provided regularly; and

Therefore be it resolved that OPSEU/SEFPO assign the 999 list be reviewed on a quarterly basis by OPSEU/SEFPO Staff and that members be assigned to the appropriate Local based on current workplace assignments,

Be it further resolved that OPS Unified Local Presidents will be provided a copy of this list for their Local on a quarterly basis.

M5

Whereas section 2.1 of the policy manual policy states that once the Executive Board has voted and taken a decision, the decision belongs to the entire Executive Board and every EBMs must publicly support the decision, even if they voted against it unless the EBMs has registered a minority vote on a motion; and

Whereas section 2.5 B 8) of the procedures manual outlines no member shall criticize any vote of the Board (except when moving reconsideration) unless they have stated their intention of submitting a minority report on that specific matter immediately after the vote; and

Whereas the intent to submit minority reports are noted within the minutes of the executive board; and

Whereas minority reports are submitted at the end of the year before convention to make up part of the board report submission to convention; and

Whereas minority reports address relevant and often time-sensitive issues for members; and

Therefore be it resolved that minority reports shall be submitted before the next executive board meeting to allow for timely distribution with approved minutes.

M8

Whereas CAAT-S Full-Time, CAAT-S Part-Time, CAAT-A, Universities, Boards of Education, Ministry of Education and Cultural Institutions and Ministry of Colleges and Universities, have the same type of structure; and

Whereas CAAT-S Full-Time, CAAT-S Part-Time, CAAT-A, Universities, Boards of Education, Ministry of Education and Cultural Institutions and Ministry of Colleges and Universities, go through the same type of funding with the provincial government; and

Whereas CAAT-S Full-Time, CAAT-S Part-Time, CAAT-A, Universities, Boards of Education, Ministry of Education and Cultural Institutions and Ministry of Colleges and Universities, these entities can promote and combat the same issues on a bigger scale if they were merged as a council

Therefore be it resolved that OPSEU/SEFPO will create an Educational Council as defined under Article 21.4 of the Constitution;

Be it further resolved that the Educational Council may consist of CAAT-S Full-Time, CAAT-S Part-Time, CAAT-A, Universities, Boards of Education and Cultural Institutions, Ministry of Education and Ministry of Colleges and Universities.

Be it further resolved that once the Educational Council is endorsed and passed by at least four (4) of the above mentioned sectors & ministries, the Council will hold its first meeting once approved by the President's office as per Article 21.4 within 3 months to come up with their terms of reference.

O3

Whereas the business of the union is governed by its chosen rules of order

Whereas the current rules of order, 'Robert's Rules of Order', is not understood by the majority of the membership as well as some staff and chairs of various meetings and events.

Whereas Robert's Rules is a complicated set of rules, that presents a barrier to new and old members alike.

Whereas constitutional rules of order contradict Robert rules furthering confusion

Whereas simpler rules of order and parliamentary procedures exist and are in use in other organizations both small and large.

Therefore be it resolved that OPSEU/SEFPO immediately strike a committee or working group to investigate and bring forward a recommendation on modern rules of order that:

- can be easily learned & understood
- fosters inclusion and removes barriers
- focuses on the business of the Union getting done.

Be it further resolved that the committee put forward to the Executive Board any constitutional amendments that are appropriate to further the democratic operation of union business and that any Constitutional Amendment endorsed by the Executive Board then be forwarded to the Convention 2024 for debate pursuant to Art 13.8 of the Constitution.

C1

Whereas the definition of two-tiered bargaining, according to CUPE, is "which employers try to get union members to agree to different scales of compensation;" and

Whereas two-tiered collective agreements, according to the Institute for the Study of Labour, "include two tiers meaning that new hires receive lower wages, less job security, longer probationary periods, different pensions and benefits, or a combination of all four of these measures; and

Whereas two-tiered clauses present new hires with worse working conditions, wages and benefits than those negotiated for more senior members in the same jobs, for no reason other than their date of hire; and

Whereas our members are working side-by-side, being paid different rates of pay, with access to different benefits, and even different pensions upon retirement; and

Whereas OPSEU/SEFPO, under Article 4 in the OPSEU/SEFPO Constitution, is charged with "bringing about improvements in the wages and working conditions of the membership, including the right of equal pay for work of equal value."

Therefore be it resolved that the OPSEU/SEFPO Executive Board, under Article 24 in the OPSEU/SEFPO Constitution, establish a regulation that stipulates all Local, Sector, Division, and Central bargaining teams actively avoid bargaining two-tiered clauses during rounds of bargaining and not present two-tiered collective agreements to their membership. for ratification, and

Be it further resolved that OPSEU/SEFPO Political Action & Education Division develop within 8 months, and provide to members of all Local, Sector, Division, and Central bargaining teams, training on the hazards of engaging in two-tiered bargaining and best practices to follow that will reduce the likelihood of employers forcing two-tiered clauses as a response to bargaining priorities.

I1

Whereas the rapid escalation of record-setting heat waves, floods, wildfires, droughts, growing food insecurity and famine, and the fossil-fuel driven economic crisis all confirm that the window for urgent action to limit global warming to the United Nations / 2015 Paris Accord target of 1.5C above pre-industrial levels is closing fast; and

Whereas the United Nations International Panel on Climate Change (IPCC) has confirmed the scientific consensus that to meet the 1.5C limit, we need to rapidly reduce global emissions of carbon dioxide (CO₂) and other key greenhouse gases (GHGs) by 43% from 2019 levels by 2030 – and achieve “net zero” emissions by 2050; and

Whereas the labour movement is organizing for effective climate action based on the concept of a “Just Transition” to a zero-carbon economy, in which workers who are displaced from carbonintensive industries and occupations - as well as workers in low-wage, part-time and contingent jobs or who face barriers to employment

- i) have a real say in planning the transition in our workplaces, industries
and the economy as a whole, and

ii) have access to job protections, training and support to transition to good, unionized jobs in the new green economy; and

Whereas a growing coalition of labour, environment and community organizations is recognizing that the movement for a zero-carbon economy must be founded on the principles of Climate Justice, which include:

- i) putting the needs of people, communities and the environment ahead of fossil-fuel industries, multinational banks, and corporate profits
- ii) supporting Indigenous struggles for sovereignty, self-government and control over their traditional territories
- iii) ensuring that Indigenous, racialized, working class and low-income communities - who have been most negatively impacted by the climate crisis - have a real say in planning and implementing the transition and benefit from the economic opportunities it creates
- iv) recognizing that high-quality, well-funded public services are a key part of the low-carbon economy and are critical to supporting workers and our communities during the transition; and

Whereas the CLC, OFL, labour councils and individual unions are actively pursuing labour strategies for Climate Justice and a Just Transition including:

- i) educating leaders and activists on the climate crisis and strategies to achieve a zero-carbon economy
- ii) bargaining enforceable contract language and establishing joint labour-management workplace environmental committees to drive the just transition in our workplaces
- iii) working with labour and community allies to build a powerful political movement to protect our environment and drive government action to achieve climate justice and the UN IPCC and Paris Accord targets, and

Therefore be it resolved that OPSEU supports the call for a rapid transition to a zero-carbon economy to achieve the targets and timelines established by the 2015 Paris Accord and the United Nations International Panel on Climate Change, based on principles of Climate Justice and a Just Transition; and

Be it resolved that OPSEU commits to reviewing the carbon emissions generated by our own operations and to developing and implementing a plan for the greening of OPSEU's own operations to meet the Paris Accord and IPCC targets; and

Be it resolved that OPSEU will develop an educational program and a toolkit/manual for stewards, leaders and activists that will include:

- an overview of the impact of GHGs and the climate crisis,
- union strategies for workplace action on climate change including engaging, educating and organizing in our workplaces, locals, sectors and divisions; bargaining enforceable language; and establishing and using joint workplace environment committees to hold employers accountable and achieve a just and rapid workplace transition
- strategies for building the movement for climate justice together with our labour, environmental and community allies; and

Be it resolved that OPSEU will support the establishment of green stewards networks within OPSEU's regions and service areas to network, share information and strategies, support climate organizing within OPSEU/SEFPO, and build OPSEU/SEFPO's participation in the Climate Justice movement in our communities; and

Be it resolved that OPSEU will work with our labour, environmental, youth and community allies to build a powerful, broad-based and inclusive Climate Justice movement, and achieve effective government action to implement a rapid transition to a just, sustainable, zero-carbon future.

L9

Whereas the official work week in Ontario is among the longest in the industrialized world, a situation proven to cause increased stress, illness and lower productivity;

Whereas tens of thousands of new jobs would be created if the work week was reduced appropriately;

Therefore be it resolved that the OPSEU/SEFPO organize and actively campaign to reduce the work week to 4 standard working days, without loss of pay or benefits to workers, and no additional time added to the remaining working days.

EB3

Whereas Ontario’s healthcare system is in crisis, after decades of underinvestment and cuts; and

Whereas despite its population and wealth, Ontario consistently competes for last place among the provinces in terms of healthcare funding per capita; and

Whereas the Ford government has helped to manufacture the current crisis by underspending what was originally earmarked for healthcare by nearly \$2 billion - during a global health pandemic, with emergency rooms closing amidst an ongoing staffing crisis – and by imposing the Bill 124 wage cap; and

Whereas the Ford government posted a \$2.1 billion budget surplus last fall, while the Financial Accountability Office (FAO) projected six years of budget surpluses; and

Whereas it’s clear that the government has helped to manufacture the healthcare crisis in an effort to push a privatization agenda; and

Whereas the Ford government is moving to privatize hospital services by allowing private clinics – also known as Independent Health Facilities (IHF) – to perform what they deem “easy” surgeries/procedures like hip and knee replacements, cataract surgeries, MRIs and CT scans and gynecological surgeries; and

Whereas this plan isn’t about finding “creative solutions” to solve the healthcare crisis – namely hallway healthcare, growing wait times, retention and recruitment issues across a variety of fields of medicine, severe short staffing, burnout and mental health injury – but rather, it’s about providing untapped markets to corporations to profit off the sick and elderly, by charging fees and subsequently underpaying staff; and

Whereas the Ford government’s plan violates the core values of equality and accessibility, which are inherent to our public healthcare system, and threatens to worsen the staffing crisis, increase wait times and reduce access to healthcare for those least able to pay; and

Whereas Ontario should be investing in public solutions that improve patient and resident access and affordability – in hospitals, long-term care, home and community care, ambulance services, blood services and diagnostics, and mental health services; and

Whereas if the door is opened to private, for-profit clinics, it would spell the end of our public healthcare system

Therefore be it resolved that OPSEU/SEFPO commit to fighting the Ford government's privatization agenda by organizing in our workplaces, building spaces of solidarity with labour and community allies and taking action on the ground; and

Be it further resolved that OPSEU/SEFPO call on the provincial government to abandon its appeal of the Bill 124 court decision, commit to global health funding increases, and a process of consultation around long-term health human resource planning to improve staffing levels, provide more full-time, permanent job opportunities, tackle the retention and recruitment crisis, and ensure the provision of high-quality public healthcare for all.

L4

Whereas, in 2021/2022, the average tuition fees for international undergraduate students in Canada rose 4.9% from a year earlier to \$33,623, following a 7.1% gain in 2020/2021 (Statistics Canada, 2021); and

Whereas post secondary institutions revenue from tuition and other fees has increased by over \$476 million, while funding from provincial governments has decreased over time (Statistics Canada, 2021); and

Whereas international students are not permanent residents and cannot access government funded resources and campus supports do not always have the knowledge of the cultural intricacies that these students may face; and

Whereas it has been documented international students are more vulnerable to health insurance fraud, abuse by landlords, exploitation by employers paying below minimum wage, food insecurity, and sexual violence; and

Whereas these students also fall into the equity group of young workers/precarious workers, and these compounding factors significantly impact academic performance as well as overall health and wellbeing (Ghosh, Kim, Garrison, & Shahidnia, 2022); and

Whereas the pandemic has amplified the issues and vulnerabilities that international students face, leading to a disturbing increase in death by suicide rates in Canada (One Voice Canada, 2021).

Therefore be it resolved that OPSEU/SEFPO immediately demand the provincial government to reduce/freeze international student tuition rates and budget more funding in post secondary institutions; and

Be it further resolved that OPSEU/SEFPO, in conjunction with the Provincial Young Workers Committee, work with post-secondary institution student unions to assist with connecting international students with appropriate resources within the institution, as well as young worker rights hubs; and

Be it further resolved that OPSEU/SEFPO honour its commitment to advancing young worker and racialized worker rights, as well as to better support OPSEU/SEFPO post-secondary sector members who support international students.

E1

Whereas we belong to a bilingual union defined as OPSEU/SEFPO; and

Whereas OPSEU/SEFPO Constitution Article 19.4 indicates that the Francophone Committee is to develop and promote programs to encourage Francophones to participate in activities and to increase the awareness and understanding of Francophone issues; and

Whereas OPSEU/SEFPO produces English and French documentation on its Website, Communiques etc...; and

Whereas a French course is rarely provided for Francophones at Regional Educational which is detrimental and discriminatory to the Francophone membership and to their participation in OPSEU/SEFPO activities.

Therefore be it resolved that OPSEU/SEFPO provide a minimum of 2 educationals in French per year with a minimum of 2 courses per educational. These educationals will be province wide and available to all members, either in person and/or virtual/hybrid; and

Be it further resolved that the determination of which courses are offered will be decided upon by the Provincial Francophone Committee, with the first of these educationals being run before the end of 2023.

The following resolutions were **defeated**:

J4

Whereas membership participation has been drastically altered since the pandemic and Hybrid meetings are the new way of holding meetings/conferences; and

Whereas the cost of food has increased substantially since the pandemic and supply and demand has increased freight and travel; and

Whereas a normal meal break is approximately one hour, it is unreasonable to expect a member to prepare a meal and consume it within the time allotted; and

Whereas OPSEU/SEFPO members are doing the work of the union regardless of physical location.

Therefore be it resolved that OPSEU/SEFPO shall reimburse meal allowance, where appropriate, for all attended union events by its members, regardless of location.

J2

Whereas non members are defined by OPSEU/SEFPO as members who have not signed a Union membership card; and

Whereas Policy 2.8 states that members in good standing will be used to calculate the total 80/20 Local Time off funds available to a Local; and

Whereas non-members or members who are not in good standing are paying dues to OPSEU/SEFPO; and

Whereas the Local continues to communicate with all the members in the Local and are required to represent these members, ensure they are contacted for strike and ratification votes and the Local uses the Local Time Off fund to try and sign these members up; and

Whereas the Local is penalized by OPSEU/SEFPO for individuals who decide not to sign up with the Union; and

Whereas the Local may not have the resources necessary to contact non-members due to the hybrid work models being implemented or the part time nature of members work,

Therefore be it resolved that, The policy for leaves of absence for Local Union Business be amended to state that the calculation for membership include all members in the local (members and non-members).

J3

Whereas non members are defined by OPSEU/SEFPO as members who have not signed a Union membership card; and

Whereas the Local continues to communicate with all the members in the Local and are required to represent these members, ensure they are contacted for strike and ratification votes; and

Whereas the Local is penalized in the calculation of Local membership by OPSEU/SEFPO for individuals who decide not to sign up with the Union or who are difficult or impossible to reach; and

Whereas the Local may not have the resources necessary to contact non-members; and

Whereas locating members has been more difficult with the implementation of hybrid work models, widely disbursed workplaces and part-time positions that make it very difficult to locate these members,

Therefore be it resolved that The policy for calculating local book off be amended to include all members of a Local including non members in the calculations.

B1

Whereas the input of equity groups is quintessential to regional educational planning meetings and the equity groups are invited to attend the regional education planning meetings; and

Whereas their attendance is currently funded by their own equity budgets and the equity budgets are finite and best to promote activism.

Therefore be it resolved that the costs of equity committees and caucuses to attend regional educational planning meetings be covered in its entirety by the respective regional educational.

C4

Whereas the Government of Ontario has been experiencing significant staffing concerns with the hiring and retention of Designated Bilingual (French) staff for many years, even before the pandemic, and this has been exacerbated in recent years

Whereas the Government of Ontario is mandated to deliver services in French in designated French-language regions and the lack of a pay premium leads to staffing issues that create challenges in meeting this mandate.

Whereas other governments, especially the Federal Government, provide a pay premium to Designated Bilingual Staff

Whereas the lack of a pay premium and its ramifications (staffing issues) have had adverse effect upon designated bilingual staff

Therefore be it resolved that OPSEU/SEFPO will support a pay/salary premium in future collective agreement negotiations with the Ontario Government for Designated Bilingual Staff to reflect the additional skills required for this position, and in order to support the government's mandate to delivery French language services in the designed regions.

D1

Whereas all earnings of OPSEU members currently attract a 1.375% dues levy; and

Whereas collective agreements have shown little net wage growth in recent years and have been subject to government wage suppression measures over the life of this and the previous several governments; and

Whereas we owe one another, as Union brothers and sisters, the practical support that we can lend one another;

Therefore be it resolved that overtime earnings shall no longer attract the dues levy.

H2

Whereas OPSEU/SEFPO is committed to the health and safety of its members; and

Whereas OPSEU/SEFPO hosts multiple regional and central events where members regularly attend; and

Whereas OPSEU/SEFPO does not have an existing policy when it comes to emergency contacts for members of OPSEU/SEFPO and does not currently practice the collection of emergency contacts from its members for use in emergency situations; and

Whereas OSPEU/SEFPO affiliates (OFL, CLC and NUPGE) already have the practice of ensuring participants provide an emergency contact when participating in their events that OPSEU/SEFPO members attend;

Therefore be it resolved that OSPEU/SEFPO, in conjunction with the equity chairs, create a policy before the end of 2023 that mandates. that all members attending all OPSEU/SEFPO events provide an emergency contact; and

Be it further resolved that OPSEU/SEFPO provide a platform on the member portal that allows members to provide an emergency contact that is confirmed or updated regularly to keep accurate records for OPSEU/SEFPO to access in emergency situations.

J7

Whereas minimum wage is the lowest wage rate an employer can pay an employee; and

Whereas living-wage reflects what people need to earn to cover the actual costs of living in their community; and

Whereas Canadian workers have recently experienced record-breaking inflation and staggering costs for shelter, food and transportation; and

Whereas Living Wage Canada (previously the Tamarak Institute) reported in November 2022 that the highest regional living-wage for the province was now at \$23.15 per hour; and

Whereas some rural regions experienced increased living-wage rates as high as 21% in a span of 12 month; and

Whereas Policy Alternatives Canada reported in 2018 that 30% of workers in the public sector are precarious and precarious workers often work for the lowest wages; and

Whereas precarious workers and young persons in OPSEU/SEFPO are the most likely demographic to access own time compensation.

Therefore be it resolved that OPSEU/SEFPO immediately adjust Own Time compensation rates to be paid at the rate for the current year, according to the reported highest regional living-wage in the province; and

Be it further resolved that OPSEU/SEFPO will adjust Own Time compensation on a biennial basis that aligns with the reported highest regional living-wage in the province.

J8

Whereas a single unit local with 750+ signed members, and a multi-unit local with 650+ signed members are eligible for full-time presidential Leave of Absence; and

Whereas Local Time Off is funded at \$35.00 per signed member; and

Whereas larger locals have access to larger local time off budgets as a result of more signed members; and

Whereas small locals have access to smaller Local Time Off budgets as a result of fewer signed members; and

Therefore be it resolved that every local with a single unit signed membership of less than 750, and a multi-unit signed membership of less than 650 be granted 3 days per month, up to 36 days per year to be used by the local president, to be paid through OPSEU/SEFPO central budget.

Be it further resolved that these days be referred to as Local President Days.

K2

Whereas OPSEU/SEFPO opens every CONVENTION with a presentation of OPSEU's Statement of Respect; and

Whereas OPSEU/SEFPO welcomes all peoples of the world; and

Whereas OPSEU/SEFPO will not accept any unwelcoming words, actions or behaviours; and

Whereas OPSEU/SEFPO accord respect to all persons; and

Whereas OPSEU/SEFPO provides education on how to create a fair, inclusive, anti-racist environment; and

Whereas OPSEU/SEFPO offers specialized courses and educational resources to help our union's staff and membership identify, address, and challenge acts of racism; and

Whereas OPSEU/SEFPO ensures that -anti-oppression values, statements, and practices are embedded in all aspects within OPSEU/SEFPO; and

Whereas anti-oppression practice refers to engaging in work that critically examines how social structures and social institutions work to create and perpetuate the oppression and marginalization of those who have been identified as not belonging to the dominant group;

Therefore be it resolved that at Convention, when any staff or member speak in a racist or anti-oppressive manner, propagates ethnic hatred, disseminates racial-political rhetoric, propaganda or conspiracy theories or denies genocide, that the staff or member will be interrupted/stopped from speaking and will forfeit their time to speak at the microphone; and

Be it further resolved that a member of a relevant equity group will be provided time to address the Convention floor with accurate, true information that corrects any misinformation; and

Be it further resolved that every staff and member has the right to free speech and must acknowledge that this freedom comes with responsibility and accountability for their words; and

Be it further resolved that OPSEU/SEFPO's Board will work with Equity to review any such incidents that occur at Convention and if deemed appropriate, will discuss the incident with the staff or member, using an equity lens to share the impact words can have; and

Be it further resolved that while our personal belief systems are our own, when those beliefs are racist or anti-oppressive, they are not welcome at OPSEU/SEFPO events; and

Be it further resolved that OPSEU/SEFPO's equity division provide information that will educate against racism, especially that which is fuelled by political or religious overtones; and

Be it further resolved that OPSEU/SEFPO's Board adapt this Resolution and amend it to be applicable to all OPSEU/SEFPO events, gathering, conferences and meetings.

M1

Whereas universal accessibility is quintessential to full inclusion; and

Whereas the pandemic has demonstrated barriers to that inclusion; and

Whereas equity and inclusion are a priority and are fundamental principles of the labour movement and OPSEU/ SEFPO; and

Whereas members of the disability community are more likely to be impacted by airborne viruses and mobility issues and travel barriers.

Therefore be it resolved that all in person general membership, educational, conferences, convention, and meetings be made in a functional and accessible hybrid format, to meet the needs of all OPSEU/SEFPO members.

Be it further resolved that OPSEU/SEFPO will update all of its facilities and offices to ensure hybrid functions are available and these functions will be available by the end of 2023.

M4

Whereas OPSEU/SEFPO is a member-driven union; and

Whereas OPSEU/SEFPO Local Presidents, Equity Committee/Caucus Chairs, and Area Council Chairs have a duty to be fiscally responsible with their funds; and

Whereas OPSEU/SEFPO operates as a not-for-profit corporation under the Not-For-Profit Corporations Act, 2010; and

Whereas both OPSEU/SEFPO Locals, Area Councils, and Equity Committees/Caucus operate as official branches of OPSEU/SEFPO; and

Whereas many service providers offer significantly discounted rates towards groups that operate under the Not-For-Profit Corporations Act, 2010;

Therefore be it resolved that OPSEU/SEFPO will make available to Local Presidents, Equity Committee/Caucus Chairs, Area Council Chairs, and Divisional/Sector Chairs a valid and certified copy of the most up-to-date Letters Patent or stamped application for incorporation under the Corporations Act that prove OPSEU/SEFPO's identification as a not-for-profit corporation to aid in the approval of discounted services used by these groups; and

Be it further resolved that the Letters Patent is made available upon request by a local president, local area council chair, equity committee/caucus chair, and divisional/sector chairs within 7 business days.

M6

Whereas OPSEU is a member driven union, where the local union executives support the member through the grievance process and are tasked with being the first line of defense for all member issues; and

Whereas the process with dealing with especially complex grievances and/or sensitive member issues involves, where necessary, seeking assistance from, OPSEU grievance department; and

Whereas OPSEU already has the resources available such as Westlawnext to provide the assistance to the local president, executive members and stewards to the most complex and challenging grievances;

Therefore it be resolved that OPSEU Regional offices supply a computer station with free access to WestlawNext to use at the regional office. This would be used by any local executives and stewards when needed.

I2

Whereas OPSEU SEFPO has a long and proud record of contributing to the fight against South African Apartheid through its active boycott of South African goods;

Whereas leading social justice figures, including U.N. Special Rapporteur Richard A. Falk, British physicist Stephen Hawking, Professor Noam Chomsky, author Naomi Klein, Archbishop Desmond Tutu, amongst many others, vocally support BDS of apartheid Israel;

Whereas the BDS campaign has been endorse by large public sector unions in this country including the Canadian Union of Public Employees (CUPE), the Canadian Union of Postal Workers (CUPW), as well as labour councils across the country;

Whereas there can be no lasting peace in Palestine/Israel, or the surrounding region, without social justice;

Therefore be it resolved that OPSEU/SEFPO actively support the international campaign of boycott, divestment and sanctions (BDS) to demand that Israel end the siege of Gaza, dismantle the apartheid wall and Israeli settlements in the West Bank, and fully comply with international law, including U.N. resolution 194, which calls for the right of return of Palestinian refugees.

M3

Whereas OPSEU/SEFPO has a corporate ZOOM account and assigns licences to staff for their work; and

Whereas Locals have purchased their own ZOOM accounts to hold meetings for their Locals and Union work; and

Whereas OPSEU/SEFPO has negotiated a price that is less than what Locals are paying for individual Local ZOOM accounts and Locals could benefit from from this cost savings

Therefore be it resolved that OPSEU/SEFPO negotiate a ZOOM account rate for Locals

Be it further resolved that the rate and particulars of the contract be shared with Local Presidents,

Be it further resolved that Locals advise whether they wish to participate in the OPSEU/SEFPO ZOOM account and the participating Locals will have their rebates charged the ZOOM account fees.

M7

Whereas the Ambulance Communications Officers (ACOs) of Ontario have long-standing unresolved and critical workplace problems which threaten their safety in the workplace on a daily basis; and

Whereas the ACOs of the province represented by OPSEU-SEFPO include over 600 members, mostly captured under the OPS & BPS collective agreements; and

Whereas the nature of the role of the ACO is fundamentally different than most other positions within the OPS & BPS collective agreements, as first responders and due to the nature of their 24 hour work environment and shift work; and

Whereas the 24 hour work environment and shift work make it increasingly difficult to engage and organize members; and

Whereas the ACOs have been placed in a vulnerable position by the employer and are leaving the OPS and BPS and OPSEU-SEFPO in large numbers due to working conditions for other positions or on both temporary and permanent mental health leave; and

Whereas ACOs overwhelmingly lack faith in OPSEU-SEFPO due to the lack of intervention in systemic ongoing discrepancies in working conditions and union representation; and

Whereas the grievances and representation required by ACOs is fundamentally different than those with whom they share a collective agreement; and

Whereas numerous Locals that the ACOs belong to are composite and lack the resources to dedicate appropriate time, knowledge and experience to ACO problems; and

Therefore it be resolved that OPSEU-SEFPO temporarily or permanently, hire or appoint, an OPSEU-SEFPO staff representative who is specialized in ACOs, Ambulance Communication Centres and their needs, regarding support and coordination on various outstanding issues and grievances.

J5

Whereas OPSEU/SEFPO has locals of many different sizes and complements; and

Whereas a local does not get to decide how many members they have; and

Whereas each collective agreement has it's own rules regarding union time off, which is not consistent between collective agreements; and

Whereas many local presidents are inundated with work to support their locals; and

Whereas all members pay union dues and deserve the support of their local presidents; and

Whereas the policy manual only allows for locals of 750 plus, or 650 plus if you are a composite local to have a full time book off position;

Therefore be it resolved that all locals who do not currently have a full time book off position be provided with paid time off on an escalating basis:

Locals of less than 150 members = 1 day per month

Locals of 150-300 members = 2 days per month

Locals of 300-450 members = 3 days per month

Locals of 450-650/750 members = 4 days per month

Provincial Committee Reports

OPSEU/SEFPO Procedures Manual: Governance Procedure 2.6b.1.

The Indigenous Circle, Provincial Francophone Committee, Provincial Women's Committee, Provincial Human Rights Committee and Provincial Young Workers Committee will prepare and submit to each Convention a report of the previous year's activities. For ease of filing, the reports may be appended to the report of the Executive Board and the contents may be debated by the delegates.

Coalition of Racialized Workers (CoRW)

January 2023

The Equity Gathering

This event was a gathering of equity representatives from OPSEU/SEFPO's eight (8) equity committees and caucus. The overall purpose was to present equity committee and caucus strategic plans and discuss Resolutions created by the Social Mapping Task Force with your equity counterparts based on the Final Report of the Social Mapping Project that was put forward at OPSEU/SEFPO's 2023 annual Convention. It was also an opportunity for members to network with equity representatives from across the province.

The Coalition of Racialized Workers (CoRW) started the year by presenting 2 resolutions at the annual Equity Gathering.

1. Mobilization of Racialized
2. Equity Access to Regional budget

February 2023

The Coalition had two Black History Forums.

1. **Provincial Coalition 1st Event Toronto:** This year's event put a spotlight on and celebrated the resistance, resilience, and triumphs of Black people across Ontario, past and present. Members were treated to an incredible roster of change makers and community builders that walk among us.
2. **Provincial Coalition 2nd Event Hamilton:** The theme for 2023's Black History Month was "February and Forever: Celebrating Black History today and every day." It spoke to the need for

institutions and organizations like OPSEU/SEFPO to recognize and entrench Black history into the work we do every day of the year. The accomplishments, resilience and resistance of the Black community go beyond this month. Black history is every day. Black people are achieving great things and making significant contributions to our society every day.

March 2023

OPSEU/SEFPO's Coalition of Racialized Workers to host a symposium on Black Mental Health

OPSEU/SEFPO's region 5 caucus of the Coalition of Racialized Workers (CoRW) presented its 5th annual Black Mental Health event. Mental health issues are a real significant problem, but most significantly, within Black communities. Black Canadians deal with significant social and economic challenges that create negative impacts on their mental health. Experiences of racism, physical, verbal, and indirect stressors like seeing videos of police brutality on social media or being the target of micro-aggressive comments and opinions all contribute to racial trauma.

April 2023

Convention

OPSEU/SEFPO Board to add seven Equity seats!

Every member needs to know that **CoRW is/was the original mover** of this Constitutional Amendment finally it was passed. There were several versions of this Amendment but finally it passed. It was an historic moment for OPSEU/SEFPO and the broader labour movement. A constitutional amendment was passed on Saturday, April 22 at the OPSEU/SEFPO Convention resulting in the addition of seven Equity seats on the union's Executive Board.

This constitutional amendment came out of years of hard work and the understanding that equity needs to be at the centre of OPSEU/SEFPO. It is a significant step forward toward representing members' voices in a meaningful way, and the path toward building a powerful labour movement that wins for working people.

Approval by 2/3 of the voting delegates was required for this constitutional change to be passed at Convention – the union's highest governing body. After being defeated on a

first vote, OPSEU/SEFPO Convention attendees continued a heated, heartfelt discussion on the Convention floor.

May 2023

CoRW Callout: The 52nd International Convention of the Coalition of Black Trade Unionists (CBTU)

The 52nd International Convention of the Coalition of Black Trade Unionist (CBTU) returned to New Orleans, LA, (U.S.A) from May 24 TO 29, 2023. The theme was “Confronting the Radical Dangers to Our Families and Our Future”. Participants who wished to attend had to be Black or racialized OPSEU/SEFPO members in good standing. CoRW had a total of nine (9) spots available for OPSEU/SEFPO members at large to attend the CBTU Convention.

Commemorate Asian Heritage Month on May 2

This 2023 event was: Hidden Histories – the year of the Rabbit, Chinese and Indigenous People’s Relationships. It featured a presentation by Landy Anderson, Chair of the Foundation to Commemorate the Chinese Railroad Workers in Canada.

Coalition of Racialized Workers (CORW) Engagement Meeting

CORW invited all racialized members across the province to come and find out more about the Coalition of Racialized Workers (CORW). They learned about the work plans for the rest of the year and how to be involved. Black and racialized OPSEU/SEFPO members from all regions were invited to join virtually!

June 2023

OPSEU/SEFPO at Philippine Day on June 17

Members came out for a day of good festivities, models in colourful costumes and a taste of Filipino food. The Northumberland Multicultural Dance Troupe showcased LUZVIMINDA, the Philippine Heritage Band. Vendors such as Asukal Desserts, Mitzify bags and Aki’s Bayong were also there to showcase some cultural artifacts. A purse painting, a cook show, and a taste of varieties of delicacies will were added to the celebrations of the day.

July 2023

Kiddies Carnival

CoRW for the second time joined the Junior Carnival and Family Fun parade as revelers. We sponsored eighty costumes, they celebrated and honoured dynamic displays of Caribbean culture, music and costumes.

Coalition of Racialized Workers from OPSEU/SEFPO Region 4 at the Ottawa Basketball Tournament

Phresh Men's Salon and the CoRW hosted a three-on-three Basketball tournament and celebrated its 10th anniversary on July 15, 2023. Tapping into the love of basketball and entertainment, Phresh has focused on providing an outlet for youth and adults to engage in the sport they love while strengthening community ties.

August 2023

Toronto Caribbean Carnival

CoRW participated and sponsored the Toronto Caribbean Carnival - a spectacular display of costumes, music, and culture. For the first time in 2023, CoRW added a call out for 30 revellers wearing t-shirts in the parade. We all chip down the road: the basic calypso dance that is executed with a relaxed forward shuffle of the feet, knees slightly bent with the balls of the feet and the heels continuously flat on the ground as you shift weight from one leg to the other*

Emancipation Celebration Windsor

Another Coalition event honouring 90 years since the first Emancipation Day celebration, the Emancipation Jubilee commemorates the Emancipation Proclamation of August 1, 1834, that ended slavery throughout the British Colonies, including Canada and parts of the Caribbean. In collaboration with the Black Council of Windsor-Essex, the 2023 Emancipation Jubilee events were outstanding. Many residents have longed to see the revival of Canada's Emancipation Day in Windsor, especially now that it has been officially proclaimed by the Federal Government.

Annual Cook Out

The Region 5 Coalition of Racialized Workers hosted their annual event, they invited many members to come out to OPSEU/SEFPO Head Office for their annual Cookout! Thank you for those who came out and participated. Many families and friends came for a day filled with games, music, food and fun!

September 2023

Joint Leadership Day

The Coalition of Racialized Workers, as well as OPSEU's Equity Chairs, hosted the annual Joint Leadership Day. The Joint Leadership Day brings together Executive Board Members, MERC, CERC, CAAT and Sector Chairs, as well as Senior Staff. It is designed to help integrate equity issues into all aspects of OPSEU's work. This year's event was focused on Indigenous rights and education with an opportunity for Q&A

December 2023

Supporting those who feeds us (Migrant Workers Outreach)

For the four years in a row, OPSEU/SEFPO's Coalition of Racialized Workers (CoRW) organized meal distributions to migrant workers over the holidays in Region 1. The CoRW and the OPSEU/SEFPO Provincial Human Rights Committee (PHRC) partnered with both the Windsor West Indian Association and Justicia for Migrant Workers (J4MW) on this initiative. It's been an ongoing partnership between these groups that started in 2018.

Igbo Nigeria Community Association Hamilton (ICAH)

Region 2 CoRW Representative Maxwell Onukwufor hosted end of Year/Fundraising event on Sunday December 3, 2023 with Community Association Hamilton (ICAH)
Contact Address: 1752 Upper Gage Ave Hamilton Ontario

Disability Rights Caucus

The Disability Rights Caucus (DRC) captured many positive and dynamic developments in 2023 beginning with the adding two more member representatives from Region 3 and 7, respectively.

The 2023 Equity Gathering was well attended, commensurate with all Equity groups where resolutions were drafted that focused on applying the AODA (Accessibility for Ontarians with Disabilities Act). The resolutions encompassed DRC's goal of universal design: removing barriers for events, workplaces, technology, and services. The DRC further advocated the importance of resolutions throughout Convention and followed up for updates and implementation post-Convention.

The DRC took part in many developmental opportunities that addressed accessibility and barriers including the Disability and Work in Canada Conference. Numerous professional webinars also informed the DRC's work and included topics relating to technology, episodic disabilities, and employment. These developmental opportunities allowed the DRC to research and build networks.

We've also worked hard building bridges with intersecting identities at the forefront of this work. The Disability Rights Caucus provided representation and education at Equity Conferences, and within the community in participating and providing representation at the Disability Rights Pride Parade in Toronto.

The DRC continues to advance its goals of barrier removal through full participation in Social Mapping, Regional Educational meetings, and Equity weekends.

Further promoting intersectionality and advocacy included writing a letter to WSIB chair Jeffery Lang opposing KPMG's recommended changes to the worker's appeals process, noting severely detrimental effects to injured workers.

Numerous rallies advocating for positive change were also well attended including Ontario Disability Support Program, Ontario Health Coalition and Enough is Enough. The DRC applied Lunch and Learns to this goal as well.

Submissions to InSolidarity Magazine, links on the DRC OPSEU/SEFPO page, statements for April 28th Day of Mourning, National Disability Week, and International Day for Persons with Disability also fully characterized the work of the caucus in educating and advocating for disability rights.

The DRC has been developing ideas for a framework through research, equity intersectionality, professional development, and member engagement to design an innovative, informative and accessible/barrier free OPSEU/SEFPO Conference in 2025.

Comité provincial des francophones de l'OPSEU/SEFPO (CPFr)

Tous les membres du comité, qui représentent chaque région, sont prêts à vous présenter leurs idées créatives de rejoindre les membres et de leur offrir des activités qui nous donnent l'occasion de vivre des moments en français. Avec plusieurs changements et autres variantes les membres du comité demeurent prêts à continuer le travail du mandat du comité.

Les membres de notre exécutif sont :

Région 1 vacant

Région 2 Charles Séguin

Région 3 Elsa Linton

Région 4 Oliver Obagi

Région 5 Marie-Paule Duret

Région 6 Josée St-Jean Faubert

Région 7 Linda Kuizenga, présidente

Agente de liaison du conseil exécutif : Coleen Houlder

Personnel de soutien : Nathalie Rondeau OPSEU/SEFPO

La Nuit sur l'étang 2023

Elsa Linton de la Région 3 et Linda Kuizenga de la Région 7, ont participé au festival au mois de mars 2023 à la Place des Arts du Grand Sudbury. La Nuit sur l'étang contribue au développement et à l'enrichissement de la culture franco-ontarienne.

Conférence francophone 2023

Le thème « Francophones de chez nous, francophones de partout ». La conférence a touché sur l'emphase du rôle que jouent les membres de l'OPSEU/SEFPO dans la promotion de la culture francophone dans les collectivités de la province, tout en reconnaissant sa diversité et ses intersectionnalités. Les participantes et participants ont été équipés avec des outils pour utiliser leur voix francophone au sein de l'OPSEU/SEFPO et auprès des médias francophones. La conférence a visé globalement à permettre aux participantes et participants de s'exprimer en français en public en toute confiance et leur donner une meilleure compréhension des francophones au sein du syndicat et de leur collectivité.

Groupe d'équité

Le comité a participé de façon active au rassemblement en janvier avec tous les autres comités et caucus pour partager, supporter et discuter avec nos homologues dans les groupes visés sur l'équité d'OPSEU/SEFPO.

Cartographie sociale

Oliver Obagi de la Région 4 et Linda Kuizenga de la Région 7 font partie du comité de cartographie sociale. Nous supportons un tel projet pour mieux comprendre à quoi ressemble notre syndicat.

Buts

Le comité continue la campagne Bonjour qui servira à identifier nos membres francophones et francophiles afin d'entamer des dialogues et bâtir des liens. Le comité continue le travail de son plan stratégique.

The OPSEU/SEFPO Provincial Francophone Committee:

All the members of the committee, who represent each region, are ready to present their creative ideas to reach the members and offer them activities that give us the opportunity to experience moments in French. With several changes and other variations, the members of the committee remain ready to continue the work of the committee's mandate.

The members of our executive are:

Region 1 vacant

Region 2 Charles Séguin

Region 3 Elsa Linton

Region 4 Oliver Obagi

Region 5 Marie-Paule Duret

Region 6 Josée St-Jean Faubert

Region 7 Linda Kuizenga, President

Executive Board Liaison: Coleen Houlder

OPSEU/SEFPO Staff: Nathalie Rondeau OPSEU/SEFPO

La Nuit sur l'étang 2023

Elsa Linton from Region 3 and Linda Kuizenga from Region 7 participated in the festival in March 2023 at Place des Arts in Grand Sudbury. La Nuit sur l'étang contributes to the development and enrichment of Franco-Ontarian culture.

Francophone Conference 2023

The theme was "Francophones de chez nous, francophones de partout." The conference emphasized the role that OPSEU/SEFPO members play in promoting Francophone culture in the province's communities, while recognizing its diversity and intersectionalities. Participants were equipped with tools to use their Francophone voice within OPSEU/SEFPO and with the media. The overall aim of the conference was to enable participants to speak French in public with complete confidence and to give them a better understanding of Francophones within the union and their community.

Equity Group

The committee actively participated in the Gathering in January with all other committees and caucuses to share, support and discuss with our counterparts in the OPSEU/SEFPO equity groups.

Social mapping

Oliver Obagi from Region 4 and Linda Kuizenga from Region 7 are on the social mapping committee. We support such a project to better understand what our union looks like.

Goals

The PFC is carrying on with the Bonjour campaign which will serve to identify our Francophone and Francophile members in order to start dialogues and build relationships. The committee is also continuing working on their strategic plan.

Indigenous Circle

2023 was a busy year for the Indigenous Circle and one in which we continued to make changes to how we work and communicate.

The Circle has been busy in our respective regions and communities, supporting our members and trying to help our communities through these difficult times. The Circle has helped in several causes within Indigenous communities, such as sending support to 1492 Land Back Lane in Caledonia, supporting the February 14th Strawberry Ceremonies, Sisters in Spirit Online Vigils and many other ceremonies and events over the past year.

Our Métis Conference was held in June 2023 and was a roaring success. Members were able to learn all about the Metis Nation, their history and traditions. Members participated in several workshops, including Finger Weaving, Jigging and learning the Michif language.

The Circle has been steadily working on our water campaign in the hopes of providing clean and accessible drinking water to First Nations communities throughout Turtle Island. As part of our work, the Circle was granted Special Accreditation status to attend the United Nations Water Conference in March 2023 in New York. The Circle members participated in an exciting week at this first ever event. Circle members were able to meet and discuss the growing water issues of Indigenous people worldwide. They highlighted how Canada has not kept its promise to provide clean, safe drinking water to our First Nations communities. This coming year, the Circle will visit First Nations communities struggling with long-term boil water alerts and unsafe drinking water. This coming September, the Circle will hold another Water Conference in London, Ontario. Keep an eye out for more information as it gets closer to the fall!

The Indigenous Circle continues the ReDress Campaign to raise awareness and encourage the Federal Government to implement all the recommendations of the Missing and Murdered Indigenous Women and Girls (MMIWG) Inquiry. The Circle asks all OPSEU/SEFPO members to support our campaign by buying a Red Dress Pin and spread the word about the campaign. Close to 100 OPSEU/SEFPO Locals and community organizations have purchased pins and distributed literature on the ReDress campaign. Please contact the OPSEU/SEFPO Member Equity Unit for pins and literature on this extremely important campaign.

One of the Circle's annual goals is to increase education on Indigenous Issues within OPSEU/SEFPO so that non-indigenous members can understand our cultures and history. This is achieved through the "*Indigenous Journey*" courses at regional educationals. The Circle is still developing the 3rd course and updating and revising the 1st and 2nd courses with new and relevant information for all union members. Circle members have also done teachings and educational sessions at different locals/area councils across the province. They are happy to continue to do this vital work of educating OPSEU/SEFPO members.

The Circle continues its work on the Social Mapping Project, bringing insight into Indigenous issues and barriers that are faced by our members and developing ways to increase participation in Union activities and events.

The Circle has also been busy this past year on the Dismantling Systemic Racism Advisory group, helping to develop essential anti-racism training for all elected OPSEU/SEFPO members. We encourage all locals to contact their staff rep to ensure your elected officers and stewards receive this essential training.

We anticipate another eventful and productive year ahead. We want to thank OPSEU/SEFPO members and staff for all their support as we continue to find our voice within OPSEU/SEFPO and the Labor movement.

Provincial Human Rights Committee (PHRC)

Last year was an amazing year for the Provincial Human Rights Committee (PHRC) as we continued to work together and address and learn about many issues across the province and country as a whole.

The PHRC was able, after 3 years of COVID restrictions, to travel to Thunder Bay and experience Region 7 where we were welcomed by our siblings from the North. We also had a successful fundraiser at Convention on our amazing raffle basket with a donation to Grace's Place of over \$1100.00 as our charity for 2023. Emails were sent and meetings requested by PHRC to meet with the Thunderbay Chief of Police, Thunderbay Mayor and Chantelle Bryson (lawyer) and all requests were accepted and scheduled. What an amazing feeling and accomplishment for the committee to be able to have open conversations with these people and discuss the glaring issues we were reading about in the newspapers and discussing as a committee.

Chantelle Bryson-Lawyer from the Crave series Thunder Bay, Indigenous Rights Advocate and legal representative for many who do not have a voice. Chantelle provided a very candid and shocking look into what has happened in the past in Thunder Bay and what is happening currently with MMIWG. A deep conversation regarding the Broken Trust Report, Sinclair report, border city, gangs, drugs, addiction and mental health were all topics that left the committee with many more questions to carry forward with our other scheduled interviews.

Mayor Boschoff and Chief of Police Darcy Fleury both accepted our email requests for meetings and after our very informative open candid conversation with Chantelle Bryson, we were not sure where this conversation would lead us. As outsiders to Thunder Bay, we asked difficult questions and found the answers shocking from the different offices. As the committee debriefed and digested these answers, we were able to conclude that racism still plays a huge role in Thunder Bay. The lack of funding in the North for housing, mental health supports, access to timely medical care, increased cost for building, drug and human trafficking at a border city, gangs and a post COVID society remain challenges seen today in Thunder Bay.

Shelter House on George Street was the next stop for the PHRC and some amazing Region 7 members as we rolled up our sleeves and gave back to the community. Shopping, preparing, cooking, serving, and cleaning up a dinner meal for almost 200 persons was a very humbling experience. Listening to the life stories and experiences of those we assisted that afternoon/evening and the ability to supply the shelter with

dishes to continue to feed the vulnerable for a period of time. Both Shelter House and Grace's Place were left with supplies to help during the cold months ahead.

January-December has found the committee participating in numerous events across the province while keeping our focus on larger issues and supporting OPSEU/SEFPO members and community events. Did you meet the PHRC members at the Young Workers Conference, BPS Conference, or a community event near you? We have participated in Pride Events, Justicia for Migrant workers, Labour Day, Day of Mourning, Anti Pride Events, Joint Regional Equity events, National Day for Truth and Reconciliation, Tampon Tuesday, and Ontario Health Coalition Rallies just to name a few.

We shall continue to move forward with the support of our executive board and fellow OPSEU/SEFPO equity committees to grow our working relationship and meet the needs and demands that we face. 2024 will have the PHRC planning another amazing conference so stay tuned for the event.

Region 1 Elizabeth Ha
Region 2 Shannon Nolan (Chair)
Region 3 Michael Hamilton
Region 4 Anne Mac Donald

Region 5 Krista Maracle
Region 6 Arlene Phillips
Region 7 Owen Smith

Provincial Women's Committee (PWC)

The priority of the Provincial Women's Committee continues to be communicating, supporting, and highlighting the significance of remaining vigilant in our fight for equality within OPSEU/SEFPO and our communities at large.

Members of the Provincial Women's Committee attended the UNCSW67 in New York City. It took place partially on International Women's Day. The committee had the opportunity to attend numerous forums and observed the commitments firsthand held by likeminded women from multiple international bodies.

We heard firsthand, the struggles of women and girls from around the world, including a report on "The Gender Snapshot 2023 which underscores the urgent need for concrete efforts to accelerate progress towards gender equality by 2030, it also highlighted that an additional \$360 billion per year is needed to achieve gender equality and women's empowerment across key global goals".

"The report also includes calls for an integrated and holistic approach, greater collaboration among stakeholders, sustained funding, and policy actions to address gender disparities and empower women and girls worldwide, concluding that failure to prioritize gender equality now could jeopardize the entire 2030 Agenda for Sustainable."

The committee keeps its feet rooted within the communities across the province. This way we are aware of when our help is needed within our regions and can assist with clothing and food drive and collection and distribution of menstrual products and supplies for shelters and the homeless. We also support the Coldest Night initiatives.

The Provincial Women's Committee also held our Bread and Roses awards ceremony at our annual breakfast at Convention. We celebrate the work and activism shown by sisters from each region as well as a Bread and Roses Award recipient from one of the regions of Ontario.

We "Got Louder" at our biennial conference in December 2023, where we looked deeper into self-care, mental health, and domestic violence. We had amazing speakers, guests, and entertainers. The conference focused on the strengths and resilience of women, and we celebrated together.

Provincial Young Workers Committee (PYC)

Throughout 2023, the Provincial Young Workers Committee (PYC) dedicated itself tirelessly to promoting education and opportunities among young workers within our union. Embracing the motto of our annual conference, "Solidarity is a Verb!", we endeavored to manifest this principle in our collective efforts across the province and within our local communities. Recognizing that solidarity must transition from mere words to actionable commitment, we have been steadfast in fortifying, adhering to, and advocating for this cause.

Succession Planning - Communications Project

Central to our ethos is the understanding that solidarity begins internally, with succession planning acting as a cornerstone for sustaining intergenerational activism within the labor movement. This understanding propelled the PYC to develop and deploy a comprehensive communications infrastructure, featuring cloud storage, dedicated email accounts, and telephony systems. This initiative not only streamlined our committee's communications but also safeguarded our members' personal information. The project has seen significant success, prompting us to consider extending support to other Equity committees and caucuses in adopting similar systems.

Regional and Provincial Training

In August 2023, the PYC successfully convened a regional educational event in Thunder Bay, ON, bringing together the entire Young Worker Committee and numerous young workers from across the region. This event fostered a dynamic exchange of experiences and challenges faced by young workers, including precarious employment, lack of benefits, and insufficient support resources in their workplaces.

Building on this momentum, the PYC organized Joint Health and Safety Committee Certification training for young workers, aimed at equipping them with essential skills and knowledge to protect themselves and their peers on the job. This initiative underscores our commitment to empowering young workers with the tools necessary to advocate for their rights and safety in the workplace.

Moreover, the PYC hosted several Educational Zoom Rooms in partnership with Labour for Palestine, focusing on the Labour Against Apartheid Campaign. These sessions

offered insightful discussions on the history of Palestine, recent rulings by the International Court of Justice, and actionable steps for expressing solidarity.

CLC and OFL

Our engagement extended to the Canadian Labour Congress' (CLC) convention, where our Chair, Taylor, and Treasurer, Liam, vied for positions on the Canadian Council, with Taylor securing the position of Young Worker VP and Liam as the VP alternate. This achievement represents a significant stride towards advancing the committee's objectives on a national scale, addressing participation barriers faced by young workers within our national union and its affiliates. The PYC also attended the Ontario Federation of Labour's (OFL) convention in 2023, which provided additional avenues for interaction with young workers through the Young Workers Summit, offering insights into the functioning of our provincial labour bodies and the broader union landscape.

PYC Podcast - The S Word

In 2023, the PYC launched a podcast titled "The 'S' Word (Solidarity)," releasing six episodes throughout the year. This podcast serves as a platform to amplify diverse voices within our union, across the province, and the nation, establishing the PYC as a significant contributor to discussions within the broader labour movement. We are committed to fostering connections among young workers, believing these relationships are crucial to strengthening our union movement. Our participation in national and provincial conferences has been instrumental in engaging with young workers, facilitating conversations about their active roles, challenges, achievements, and shared experiences within the labour movement. We encourage everyone to listen to the inspiring stories of young workers shared through our podcast, showcasing their contributions and perspectives.

2023 Conference

Our conference's theme for 2023 was Solidarity is a verb. We were able to bring Sandy and Nora Talk Politics (<https://sandyandnora.com/>) to our conference where they hosted a live podcast with our participants. They hosted a great conversation with active engagement from the audience. This podcast is now available on their website where anyone is able to listen to it. The conference also included a supportive action for a Wet'suwet'en rally, embodying our commitment to solidarity in action.

Other PYC Initiatives

The Mentorship program has been completely restructured throughout the last year to remove barriers to participation and create more opportunities for our participants within this program. This program intends to create space for young workers to take part in the union and discover the processes and policies that govern OPSEU/SEFPO.

The PYC continues to focus on networking and visibility within the union. We are all politically active in area and labour councils, as well as many community organizations such as: The Ontario Health Coalition, Tampon Tuesdays, Queer Pride, Fridays for Future, Migrant Workers Alliance, etc., and so, we hope to build stronger community bonds while working within these organizations.

Please consider reaching out to your regional representative to discuss engagement and networking opportunities within your region. We can be reached by email at hello@pyc-opseu.org, or by phone at 1-888-405-9559. You can also contact your regional representative directly by emailing them at region#@pyc-opseu.org.

Rainbow Alliance arc-en-ciel

2023 was a major year for the RAA!

The OPSEU/SEFPO Rainbow Alliance Arc en ciel (RAA) has grown to a full Committee of 14 people. This is monumental because no one has been able to confirm the last time the RAA was a full 14-person Caucus, now Committee! With 2 people in each of the regions across this great province working together; representing OPSEU/SEFPO and the 2SLGBTQIA+ community, we now have the power to reach far & wide, to help educate & engage our OPSEU/SEFPO members within our communities across the province.

Our year began in January 2023 with The Gathering event in Toronto where all the OPSEU/SEFPO Equity Committees and Caucus met to discuss and craft resolutions for our yearly Convention. At this Gathering, all the committees and caucus focused on a resolution that would add a seat for each of the Equity Committees & Caucus on the Executive Board.

In March 2023, we gathered again for the roll out of the Equity Development Training Program, which was a resolution passed at Convention 2022. This roll out included all the existing committee & caucus members completing the program, providing feedback, up to and including this current day in 2024 as we just met & worked with the OPSEU/SEFPO Education & Organizing Unit to discuss, construct, improve and craft this program as it was intended to be. All future newly elected committee and caucus member will be enrolled in the Equity Development Training to help best perform as Equity representatives.

April brought us Convention 2023. One of the biggest achievements last year within Equity, Diversity & Inclusion in our Union was the passing of a resolution to add 7 Equity Executive Board Seats to the OPSEU/SEFPO Executive Board. As I write this today, I cast my very first vote for Equity Executive Board members. Good luck to all the candidates! This Convention we are currently sitting in is the first OPSEU/SEFPO Convention the Equity Seat Executive Board Members will be sworn to office. This is an incredible time in OPSEU/SEFPO in championing Equity, Diversity & Inclusion!

By May 2023, the RAA was in full planning mode for all our regional Pride protests and celebrations. From a million people in attendance in Toronto (and arguably the largest Pride celebration in Ontario), to small rural prides from up North, all the way down to the most southern tip of Ontario, where in some cases we marched on the sidewalk

realizing there is still work to do. OPSEU/SEFPO Pride was on full display, more & more members came out in support of celebrating Pride & the 2SLGBTQIA+ community. We had floats in the Toronto Pride March and in the North Bay Pride Protest March.

This year for 2024, the RAA is proud to announce we will have floats in 5 Pride events across Ontario: in Thunder Bay (June), Toronto (June), London (July), Ottawa (August) and in North Bay (September)!

Additional 2023 events: the RAA attended the CLC Convention in May, NUPGE Convention in June & OFL Convention in November as automatic delegates.

The RAA Committee members have enjoyed looking after a Rainbow Alliance arc-en-ciel booth at the OPSEU/SEFPO Indigenous Circle-Métis Conference, the OPSEU/SEFPO Provincial Young Workers Conference and also at the BPS Conference. These spaces were a great opportunity to engage & meet new members. RAA representatives have also taken part in Regional Equity Conferences; connecting regions with their own regional representatives in each of the Equity Committees and Caucus.

This year was not only about celebration but also protesting the constant threats to the 2SLGBTQIA+ community. In the wake of the hate rallies in Ontario last September, a wave of solidarity swept through the community, fueled by strong OPSEU/SEFPO and other union members of various groups with a resolute focus on supporting and advocating for the 2SLGBTQIA+ community. Through organized protests, social media mobilization, and community gatherings, individuals and organizations united in a powerful display of love and inclusivity. By emphasizing the importance of love and acceptance, they stood firm against bigotry and discrimination, reaffirming their commitment to creating a society where everyone feels valued and respected.

If you have any questions or would like to get involved with the Rainbow Alliance arc-en-ciel, please email pride@opseu.org

