



Minutes of  
Convention 2023

Procès-verbal du  
Congrès 2023

**B**



**Minutes of the  
OPSEU/SEFPO Convention 2023  
April 20-22, 2023  
Metro Toronto Convention Centre, Toronto**

**Wednesday, April 20 – Morning Session**

The Indigenous Circle was welcomed to the stage.

President JP Hornick and First Vice President/Treasurer Laurie Nancekivell were introduced to Convention 2023.

The President welcomed all delegates, alternates, observers, and guests to Convention.

**Call to Order**

President JP Hornick, called the Convention to order at 9:28 a.m.

President JP Hornick provides a land acknowledgement.

Chief Laforme and Elder LaValley were welcomed to open Convention 2023.

The Circle of Cedar Singers were invited forward for their warrior drum song titled “A.I.M. Song for American Indian Movement”.

Andria Babbington, Toronto and York Region Labour Council President was welcomed to stage to speak.

National anthem - video played.

Statement of Respect - video played.

President JP Hornick referred members and staff to where the names and contact information are for Advisors if feeling harassed or discriminated against. Staff are also able to assist, and they are wearing blue badges with ribbons that say “staff”.

Moment of silence for staff that have passed away since the last Convention.

Minute of silence is observed.

Gord Longhi, the President of ASU – the Administrative Staff Union and Lois Boggs, President of OPSSU – the Ontario Public Service Staff Union were introduced. All OPSEU/SEFPO staff were welcomed to Convention and thanked for all their hard work, along with those not physically there and working behind the scenes out of all the offices.

President JP Hornick took a moment to promote the Healthcare Professionals rally that was taking place at Queen’s Park at 12:30.

A video, including announcements, reminders, and safety information was played.

President JP Hornick spoke about the new app for voting and invited the Audio-Visual company, Data on the Spot to give a short tutorial on the electronic voting process.

### **Credentials Committee Report**

Moved by: Angela Lockhurst, L590 / Seconded by: Cynthia Ladouceur, L439

- Adoption of Credentials Committee Report as of 9:26 a.m.

Delegates in Person	905
Delegates Virtual	37
Alternates in Person	447
Alternates Virtual	240
Observers	155
EBM	20
Solidarity Guests	19
Guests	8
<b>Total</b>	<b>1831</b>

**Vote on Adoption of Credentials Report**

**CARRIED**

Day 1 “Organize” Video played.

### **Section A – Convention Agenda**

Moved by: JP Hornick, L556 / Seconded by: Laurie Nancekivell, L116

- Adoption of the Convention Agenda as distributed.

**Vote on adoption of the Agenda**

**CARRIED**

### **Section B – Minutes of Last Convention 2022**

Moved by: Drew Finucane, L219 / Seconded by: Lucy Morton, L269

- Adoption of the Minutes of Convention 2022 as printed in Section B.

**Vote on adoption of 2022 Convention Minutes**

**CARRIED**

## **President's Address**

President JP Hornick addressed the Convention and spoke about how important it is to build solidarity and to work together to transform our union. JP affirmed that we need to do the work to fundamentally change how we conduct ourselves as a union, how Ontarians see us, it is also important how they engage with us, and how we engage with each other in order to make meaningful change in the lives of Ontarians. This process has already started and is going to continue in the future.

First Vice-President/Treasurer Laurie Nancekivell in the Chair.

### **Report: Financials-Auditors**

Section C – Audited Financial Statements and Notes

Section F – Report on Remuneration

First Vice-President/Treasurer Laurie Nancekivell invited the external auditor Joe Bates from MNP, up to the stage to present the Financial Statements of 2022.

Joe Bates presented the Financial Statement audit for the year-end, 2022 Financial Statements.

Questions were taken from the floor and virtual platform.

President JP Hornick in the Chair.

Resolutions Committee invited up on stage. While they were coming up President JP Hornick introduced the head table.

President JP Hornick introduced the head table:

- Jarrelle Johnson, Backup Recording Secretary
- Karlene Henry, Recording Secretary
- Nicole Glass, Recording Secretary
- Alison Neilson-Jones, Procedural Advisor
- Cheri Hearty, Procedural Advisor
- Barb Byers, Rules of Order Advisor

### **Statutory Resolution A1**

Submitted by: Executive Board

Resolutions Committee's Recommendation: ACCEPTANCE

Moved by: Kimberly Kazur, L665 / Seconded by: Jody Tsubouchi, L710

- **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.

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**Vote on Statutory Resolution A1**

**CARRIED**

### **Statutory Resolution A2**

Submitted by: Executive Board

Resolutions Committee’s Recommendation: ACCEPTANCE

Moved by: Kimberly Kazur, L665 / Seconded by: Jody Tsubouchi, L710

- **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.

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**Vote on Statutory Resolution A2**

**CARRIED**

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**Convention recessed at 12:00 p.m.**

### **Section D – Budget 2023**

Laurie Nancekivell, First Vice-President/Treasurer, presented the budget on behalf of the Executive Board. Sharon Deaves, Administrator of Financial Services and Art Slade, Supervisor of Accounting and Payroll were in attendance to present the budget.

Moved by: Laurie Nancekivell, L116 / Seconded by: JP Hornick, L556

- Adoption of the 2023 Budget as printed in Section D.

### **Credentials Committee Report**

Moved by: Michele Morrison, L222 / Seconded by: Philip Cooze, L711

- Adoption of Credentials Committee Report as of 1:45 p.m.

Delegates in Person	931
Delegates Virtual	76
Alternates in Person	472
Alternates Virtual	55
Observers	166
Observers Virtual	52
EBM	21
Solidarity Guests	35
Guests	12
<b>Total</b>	<b>1820</b>

### Vote on Adoption of Credentials Report

**CARRIED**

The question was called on the budget as presented.

Questions were taken from the floor and virtual platform.

A motion of closure was made, and the Chair ruled it out of order as the order of microphones needs to be followed.

Moved by: Betty Palmieri, L206 / Seconded by: Robert Holder, L243

- **The debate be tabled until tomorrow morning at 9:45a.m. for the delegation to continue discussion.**

### Vote on tabling debate of the budget

**DEFEATED**

Order was called that it is only a simple majority required to table and the vote should have carried.

The Chair ruled the defeated vote stands.

Moved by: Gino Franche, L130 / Seconded by: Kevin Sprague, L130 - Challenge the Chair

First Vice President/Treasurer Laurie Nancekivell in the Chair

The decision of the Chair that the vote on tabling the debate of the budget was defeated is withdrawn. The tabling of the budget debate now CARRIES.

President JP Hornick in the Chair

President JP Hornick introduced Keynote speaker Laura Walton - President of CUPE's Ontario School Board Council of Unions (OSBCU)

CUPE-OSBCU President Laura Walton spoke to Convention about how important it is for education workers from both OPSEU/SEFPO and CUPE-OSBCU, along with all education workers, to work together. She called for prioritizing workers and their needs in this work. She reminded the convention that union solidarity comes from action. Finally, Walton challenged all to do the hard work needed to build the movement.

Resolutions Committee invited up on stage.

**Statutory Resolution A3**

Submitted by: Executive Board

Resolutions Committee's Recommendation: ACCEPTANCE

Moved by: Kimberly Kazur, L665 / Seconded by: Jody Tsubouchi, L710

- **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.

**Resolution J1**

Submitted by: Local 634, Local 416, Local 446, Local 672, Local 720, Kingston Area Council, Nipissing Area Council, Ottawa Area Council, Provincial Human Rights Committee, Provincial Women's Committee & Thunder Bay and District Area Council

Resolutions Committee's Recommendation: ACCEPTANCE

Moved by: Christine Kelsey, L416 / Seconded by: Jody Tsubouchi, L710

- **Therefore be it resolved that** the OPSEU/SEFPO Meal Allowances be increased effective July 1, 2023 to \$74 per day (\$16 Breakfast, \$23.00 Lunch and \$35.00 Dinner) and 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).

Moved by: Mark Halabecki, L720 / Seconded by: Carol Maxwell, L720

- **REFERRAL:** that the motion be referred back to the committee for an immediate response back to convention with an amendment of breakfast at \$20, lunch at \$27, and dinner at \$36 effective immediately after approved by Convention and adjusted to the Consumer Price Index and rounded to the nearest dollar every July 1, starting July 1, 2023.

An amendment to the referral was made but ruled out of order.

## Vote on REFERRAL

**CARRIED**

### Introduction of Resolutions Committee

Region 1	Darryl Bedford	Local 110
Region 2	Julie Chambo	Local 291
Region 3	Andrew Shirk	Local 362
Region 4	Christine Kelsey	Local 416
Region 5	Rod Bemister	Local 561
Region 6	Kimberly Kazur (Chair)	Local 665
Region 7	Jody Tsubouchi (Vice Chair)	Local 710
EBM	Joel Usher	Local 381
Staff Advisor	Mary Kalliontzis	
Secretary	Enrico De Matteo	

The question was called on Resolution J1 as amended:

Resolutions Committee's Recommendation: ACCEPTANCE

- **Therefore be it resolved that** the OPSEU/SEFPO Meal Allowances be increased effective immediately to \$83 per day (\$20.00 Breakfast, \$27.00 Lunch and \$36.00 Dinner) and 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).

Moved by: Gino Franche, L130 / Seconded by: Lisa Fewster, L166

- **DIVIDE:** Move to divide as follows and part 2 be debated first.
  - 1- **Be it resolved that** the OPSEU/SEFPO Meal Allowances be increased effective immediately to \$83 per day (\$20.00 Breakfast, \$27.00 Lunch and \$36.00 Dinner).
  - 2- **Be it resolved that** the OPSEU/SEFPO Meal Allowances be 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).



Vote on DIVIDE

CARRIED

Moved: Matthew Turner, L703 / Andrew Kurtz, L724

- **Motion to move CLOSURE**

Vote on Closure

CARRIED

Order was called that there has to be a speaker before closure is called.

The Chair ruled the closure vote stands.

Moved by: Rod Bemister, L561 / Seconded by: Virginia Di Monte, L561 – Challenge the Chair

First Vice-President/Treasurer Laurie Nancekivell in the Chair

Challenge the Chair-Vote (for: uphold / against: not uphold)

CARRIED

The decision of the Chair was upheld.

President JP Hornick in the Chair.

The question was called on Closure:

Vote on Closure

CARRIED

The question was called on Resolution J1, part 2 of the amended divided resolution:

- 2- **Be it resolved that** the OPSEU/SEFPO Meal Allowances be 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).

Vote on part 2 of Resolution J1 as amended and divided

CARRIED

The question was called on Resolution J1, part 1 of the amended divided resolution:

- 1- **Be it resolved that** the OPSEU/SEFPO Meal Allowances be increased effective immediately to \$83 per day (\$20.00 Breakfast, \$27.00 Lunch and \$36.00 Dinner).

Moved by: Jitesh Parekh, L575 / Seconded by: Ankit Dhawan, L575 - Closure

Vote on Closure

CARRIED

The question was called on Resolution J1, part 1 of the amended divided resolution:

- 1- Be it resolved that** the OPSEU/SEFPO Meal Allowances be increased effective immediately to \$83 per day (\$20.00 Breakfast, \$27.00 Lunch and \$36.00 Dinner).

The Chair clarified that as per the motion wording, this would take effect as soon as it's passed, so it would begin for Dinner on Thursday, April 20<sup>th</sup>, 2023.

**Vote on part 1 of Resolution J1 as amended and divided**

**CARRIED**

### **Constitution Committee**

Introduction of Constitution Committee

Region 1	Chad Croteau	Local 110
Region 2	Dave Wakely (Chair)	Local 277
Region 3	Michael Hamilton	Local 376
Region 4	Janet Heyman (Vice Chair)	Local 4104
Region 5	Jonathan Singer	Local 560
Region 6	Arlene Proulx	Local 607
Region 7	Stacy Grieve	Local 736
EBM	Ken Steinbrunner	Local 642
Staff Advisor	Pat Honsberger	
Secretary	Hasnain Abid	

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

### **H3, Article 13 – Conventions**

Submitted by: Local 277, Local 416, Local 446, Local 449, Local 672 and Kingston Area Council  
Committee Recommends: ACCEPTANCE

Moved by: Stacy Grieve, L736 / Seconded by: Michael Hamilton, L376

- Amend the below sections of Article 13 to read as follows:**

13.5.1 All delegates and alternate delegates from Locals shall be elected for each Convention at a general membership meeting on the principle of winning a clear majority, with run-off ballots if necessary. In accordance with local bylaws, or two thirds majority vote at the local election meeting, locals may elect their delegates and alternate delegates by plurality. There shall be separate votes required for delegates and alternate delegates. The Local President shall be the first delegate automatically. ~~Where a local is entitled to elect more than one alternate delegate~~ **A Local may elect any number of alternate delegates.** Those elected by plurality shall be ranked according to the number of votes received.

13.5.2 ~~A Local may elect alternate delegates up to the number of delegates to which it is entitled. Only alternate delegates~~ up to the number of delegates to which it a Local is entitled **may attend Convention**. Alternate delegates may not be seated on the floor of the Convention unless in possession of badges of absent delegates of the same Locals. All Convention expenses of alternate delegates shall be borne by the Local.

Moved by: Daniel Brisson, L672 / Seconded by: Chad Ravary, L656 - Closure

Vote on Closure

CARRIED

The question was called on the Constitutional Amendment H3:

- **Amend the below sections of Article 13 to read as follows:**

13.5.1 All delegates and alternate delegates from Locals shall be elected for each Convention at a general membership meeting on the principle of winning a clear majority, with run-off ballots if necessary. In accordance with local bylaws, or two thirds majority vote at the local election meeting, locals may elect their delegates and alternate delegates by plurality. There shall be separate votes required for delegates and alternate delegates. The Local President shall be the first delegate automatically. ~~Where a local is entitled to elect more than one alternate delegate~~ **A Local may elect any number of alternate delegates**. Those elected by plurality shall be ranked according to the number of votes received.

13.5.2 ~~A Local may elect alternate delegates up to the number of delegates to which it is entitled. Only alternate delegates~~ up to the number of delegates to which it a Local is entitled **may attend Convention**. Alternate delegates may not be seated on the floor of the Convention unless in possession of badges of absent delegates of the same Locals. All Convention expenses of alternate delegates shall be borne by the Local.

Vote on Constitutional Amendment H3

CARRIED

### **H9, Article 6 – Membership**

Submitted by: Kingston Area Council, Nippissing Area Council, Orillia Area Council, Thunder Bay and District Area Council, Provincial Human Rights Committee, Provincial Women's Committee, and Provincial Young Workers Committee  
Committee Recommends: ACCEPTANCE

Moved by: Chad Croteau, L110 / Seconded by: Dave Wakely, L277

- **Amend the below sections of Article 6 to read as follows:**

6.4 Notwithstanding the provisions of any other article of this Constitution, a Member subject to regular seasonal ~~and/or~~, short-term **layoffs, or indefinite layoff** may remain in good standing for up to one year while laid off without payment of dues, but a Member subject to permanent ~~or indefinite~~ layoff shall not be eligible for continuing membership for any period of the layoff.

Moved by: Laura Benakoun, L553 / Seconded by: Melissa Henry, L587 - Closure

**Vote on Closure**

**CARRIED**

The question was called on the Constitutional Amendment H9:

- **Amend the below sections of Article 6 to read as follows:**

6.4 Notwithstanding the provisions of any other article of this Constitution, a Member subject to regular seasonal ~~and/or~~, short-term ~~layoffs~~, or ~~indefinite layoff~~ may remain in good standing for up to one year while laid off without payment of dues, but a Member subject to permanent ~~or indefinite~~ layoff shall not be eligible for continuing membership for any period of the layoff.

**Vote on Constitutional Amendment H9**

**CARRIED**

**Convention recessed at 5:01 p.m.**

### **Friday, April 21 – Morning Session**

President JP Hornick welcomed the Convention to order at 9:02 a.m.

Day 2 “Fight” Video played.

### **Donations Policy**

Every year delegates can make an appeal for donations. The money collected will be distributed to the various causes after the appeals are reviewed by the Executive Committee.

OPSEU/SEFPO matches the donation up to a maximum of \$5,000.

President JP Hornick announced that donations being made can now be done via e-transfer.

### **Credentials Committee Report**

Moved: Nathalie D’Onofrio, L711 / Seconded: Amanda Usher, L302

- Adoption of Credentials Committee Report as of 8:53 a.m.

Delegates in Person	935
Delegates Virtual	15
Alternates in Person	475
Alternates Virtual	100
Observers	168
Observers Virtual	33
EBM	21
Solidarity Guests	36

Guests 15  
Total 1798

Moved by: Gino Franche, L130 / Seconded by: Kevin Sprague, L130

- **Be it resolved that** pursuant to Article 13.11.22 of the OPSEU/SEFPO Constitution, effective immediately Robert's Rules of Order will be suspended specifically when referring to closure motions, for the remainder of Convention 2023. The Chair will not entertain a closure motion until such time as at least one speaker from each a pro and con mic have been heard. Such consideration will be above and beyond any submission or comment from the submitting body and is not intended to alter the order of microphones and speakers.

Moved: Betty Palmieri, L206 / Seconded: Brenda Allan, L215

- Amendment: If there are no speakers at pro/con mics, the question be called.

Moved by: Ben Arbeau, L4106 / Seconded: Erica Benn, L4106 – Closure

Vote on Closure

CARRIED

The question was called on the amendment:

- Amendment: If there are no speakers at pro/con mics, the question be called.

Vote on Amendment

CARRIED

The question was called on the motion as amended:

- Pursuant to Article 13.11.22 of the OPSEU/SEFPO Constitution, effective immediately Robert's Rules of Order will be suspended specifically when referring to closure motions, for the remainder of Convention 2023. The Chair will not entertain a closure motion until such time as at least one speaker from each a pro and con mic have been heard. Such consideration will be above and beyond any submission or comment from the submitting body and is not intended to alter the order of microphones and speakers. If there are no speakers at pro/con mics, the question be called on closure.

The question was called on the credentials committee report:

Vote on Adoption of Credentials Report

CARRIED

From April 20<sup>th</sup>, 2023 motion to table:

#### **Section D – Budget 2023**

The question was called on the motion:

- Adoption of the 2023 Budget as printed in Section D.

Moved by: Matthew Turner, L703 / Seconded by: John Bartol, L725 - Closure

Vote on Closure

CARRIED

The question was called on the motion:

- Adoption of the 2023 Budget as printed in Section D.

Vote on 2023 Budget

CARRIED

The question was called on the motion as amended from the floor:

- Pursuant to Article 13.11.22 of the OPSEU/SEFPO Constitution, effective immediately Robert's Rules of Order will be suspended specifically when referring to closure motions, for the remainder of Convention 2023. The Chair will not entertain a closure motion until such time as at least one speaker from each a pro and con mic have been heard. Such consideration will be above and beyond any submission or comment from the submitting body and is not intended to alter the order of microphones and speakers. If there are no speakers at pro/con mics, the question can be called.

Moved by: Oliver Obagi, L446 /Seconded by: Ryan Seymour, L446 – Closure

Vote on Closure

CARRIED

The question was called on the motion as amended from the floor:

- Pursuant to Article 13.11.22 of the OPSEU/SEFPO Constitution, effective immediately Robert's Rules of Order will be suspended specifically when referring to closure motions, for the remainder of Convention 2023. The Chair will not entertain a closure motion until such time as at least one speaker from each a pro and con mic have been heard. Such consideration will be above and beyond any submission or comment from the submitting body and is not intended to alter the order of microphones and speakers. If there are no speakers at pro/con mics, the question can be called.

Vote on motion as amended

DEFEATED

### **Equity Update**

Equity All-Chairs Committee Chair Taylor Phillips, L116 came to the stage to present the OPSEU/SEFPO Equity Report.

Peter Thompson, L154 Chair of the Coalition of Racialized workers introduced the All-Chairs Committee.

Members are:

- Janet Heyman, L4104 Disability Rights Caucus Chair
- Lynne Lambert, L680 Francophone Committee Chair
- Morgen Veres, L487 and Billie Bridgewater, L162 Rainbow Alliance Co-Chairs
- Taylor Phillips McIntosh, L116 Young Workers Committee Chair
- Krista Maracle, L571 Indigenous Circle Chair
- Shannon Nolan, L214 Provincial Human Rights Committee Chair
- Dianne Clarabut, L497 Provincial Women's Committee Chair

Peter introduced 5 calls to action that all members and all locals should engage with in order to support the goal of strengthening equity in OPSEU/SEFPO, and in our communities. These include:

1. Attending non-union community events like Pride, Caribana, the Grassy Narrows River Run, the Ontario Francophone Festival, Special Olympics, International Women's Day Marches, etc.
2. Attending Area Council meetings.
3. Creating safe spaces for promoting equity in locals. This could include creating local equity officer and other equity positions.
4. Supporting and attending equity campaigns, conferences, and events. Joining or holding events in support of equity groups. Encouraging all members to sign up and attend equity events.
5. Ensuring the continue strength and growth of equity committees by identifying natural leaders and engaging in succession planning.

As the Chair of the Ad-Hoc committee on Equity Seats, Taylor then introduced the social mapping presentation and the equity seats conversation. This conversation included a video produced by the Ad-Hoc committee.

President JP Hornick thanked the Ad-hoc Committee and all the Equity Committees for their hard work.

Ontario NDP leader, and leader of the Official Opposition, Marit Stiles and Canada's NDP Leader Jagmeet Singh were introduced and spoke to Convention.

Ontario NDP Leader Marit Stiles spoke to the assembled convention and recognized the work OPSEU/SEFPO members do organizing, mobilizing, and engaging in struggle for workplace and social justice. Marit went on to describe an Ontario that is failing its citizens and how this is something we're all feeling. She argued that for five long years Doug Ford has been at war with workers. As the new leader of Ontario's NDP, Marit committed to stand in solidarity with workers in every single step in the struggle against Doug Ford and his government.

Federal NDP Leader Jagmeet Singh spoke to the assembled convention and acknowledged the work that OPSEU/SEFPO members are doing in their communities fighting for a better province and a better country. Jagmeet laid out his vision for Canadians, a vision that includes a country where people have good jobs, can afford to pay their bills, can fill their fridges with affordable and healthy food, and where they don't have to worry about finding a home that's in their

budget. Jagmeet will fight for a Canada where every Canada gets the health care they need, no matter how much they earn or where they live. Jagmeet concluded by reminding the convention that when workers come together, workers have incredible power and that when workers organize, when workers fight, we all win.

President JP Hornick welcomed our Solidarity Guests.

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**Convention recessed at 11:58 a.m.**

Resolutions Committee invited up on stage.

**Credentials Committee Report**

Moved: Lynne Lambert, L680 / Seconded: Amanda Usher, L302

- Adoption of Credentials Committee Report as of 1:30 p.m.

Delegates in Person	940
Delegates Virtual	81
Alternates in Person	481
Alternates Virtual	69
Observers	170
Observers Virtual	55
EBM	21
Solidarity Guests	36
Guests	15
<b>Total</b>	<b>1868</b>

[Vote on Adoption of Credentials Report](#)

[CARRIED](#)

**Resolutions**

**Resolution O1**

Submitted by Local 503, Local 532, Local 568, Greater Toronto Area Council & the Executive Board

Resolutions Committee Recommends: ACCEPTANCE

Moved: Rod Bemister, L561 / Seconded: Andrew Shirk, L362

- **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.

First Vice-President/Treasurer Laurie Nancekivell in the Chair

Moved by: Devin Snoddon, L634 /Seconded by: Rene Knight, L634 – Closure

[Vote on Closure](#)

[CARRIED](#)

The question was called on the Resolution 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.

## Vote on Resolution O1

**CARRIED**

President JP Hornick in the Chair

President JP Hornick welcomed Indigenous Activist Layla Staats to speak. Layla spoke about her lived experience of activism and the ongoing struggle for Indigenous Rights. Layla emphasised the importance of resistance in defeating settler colonialism and described moments of resistance. Layla concluded her address by reminding the convention that even though resistance isn't always successful in attaining a specific outcome, the act of resistance matters in itself.

Resolutions Committee invited back up to the stage.

### **Resolutions Resolution J4**

Submitted by Nipissing Area Council, Ottawa Area Council, Provincial Women's Committee & Thunder Bay and District Area Council

Resolutions Committee Recommends: AGAINST

Moved: Julie Chambo, L291 / Seconded: Rod Bemister, L561

- **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.

Moved by: Michael Goforth, L217 /Seconded by: Jacob Martin, L217 – Closure

## Vote on Closure

**CARRIED**

The question was called on the resolution 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 meat 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.

[Vote on Resolution J4](#)

[DEFEATED](#)

### **Resolution J6**

Submitted by Provincial Women's Committee, Kingston Area Council, Nipissing Area Council, Ottawa Area Council, Provincial Human Rights Committee, Provincial Young Workers Committee, Thunder Bay and District Area Council

Resolutions Committee Recommends: FOR

Moved: Darryl Bedford, L110 / Seconded: Christine Kelsey, L416

- **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

Point of clarification from the Chair that this will take place at the close of Convention 2023.

Closure was called but ruled out of order.

Moved by: Leanne White, L368 /Seconded by: Sean Dunn, L368 – Closure

Vote on Closure

**CARRIED**

The question was called on the Resolution 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

**Resolution F1**

Submitted by Provincial Human Rights Committee, Kingston Area Council, Nipissing Area Council, Ottawa Area Council, Provincial Human Rights Committee, Provincial Women's Committee, Provincial Young Workers Committee, Thunder Bay and District Area Council  
Resolutions Committee Recommends: FOR

Moved: Jody Tsubouchi, L710 / Seconded: Andrew Shirk, L362

- **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.

Moved by: Sean Spencer, L499 /Seconded by: Terrance Carlson, L405 – Closure

The question was called on the Resolution 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.

Vote on Resolution F1

CARRIED

### **Resolution L1**

Submitted by Thunder Bay and District Area Council, Local 527, Kingston Area Council, Nipissing Area Council, Ottawa Area Council, Provincial Women's Committee, Provincial Human Rights Committee & Provincial Young Workers Committee

Resolutions Committee Recommends: FOR

Moved: Jody Tsubouchi, L710 / Seconded: Christine Kelsey, L416

- **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.

Vote on Resolution L1

CARRIED

The Constitution Committee was called to the stage.

### **Constitution Committee**

#### **H1, Articles 13, 14, 15 and 19**

Submitted by: Local 205, Local 223, Local 228, Local 277, Local 446, Local 447, Local 449, Local 533, Local 546, Local 579, Local 672, Kingston Area Council, Nipissing Area Council, Ottawa Area Council, Thunder Bay and District Area Council, Provincial Human Rights Committee, Provincial Women's Committee, and Provincial Young Workers Committee  
Committee Recommends: ACCEPTANCE

Moved by: Arlene Proulx, L607 / Seconded by: Dave Wakely, L277

- **Amend the below sections of Article 13, 14, 15 and 19 to read as follows:**

#### **Article 13 CONVENTIONS**

13.9.2 In an election year, each regional election meeting shall elect, from among the Members present, one member and one alternate to each of the Convention Committees. The Committees so elected shall exercise their functions not at the immediately following Convention, but at each of the **two three** subsequent annual Conventions.

#### **Article 14 ELECTIONS AND REMOVAL OF EXECUTIVE BOARD**

14.1.1 Members of the Executive Board shall be elected by majority vote of all delegates casting valid ballots at Regional meetings held prior to every **second third** regular Convention, with the first such meetings to be held in **1976 2024**.

14.2 Regional meetings to elect Members of the Board shall be convened in the Region the Members are to represent. All such meetings shall be convened not more than 30 days or less than 15 days prior to the opening of every ~~other~~ **third** regular Convention. The place shall be as designated by the President or Executive Committee.

14.5.4 Delegates to Regional election meetings shall be provided with a financial statement showing the expenses incurred during the previous fiscal years by the regional Board Members, and the members of the Article 19 Provincial Committees elected by the Region.

### **Article 15 VACANCIES**

15.4 If any person should cease to be a Member of the Executive Board for any reason, the alternate elected from their region shall take their place. However, if the alternate has already taken a seat on the Executive Board, the President shall convene a special Regional meeting as far as possible in accordance with Article 14 for the purpose of electing another Member of the Board. However, the President shall not be obliged to convene such a Regional meeting if:

a) the vacancy occurs within the four months preceding the regular ~~biennial~~ election meetings, or

the vacancy occurs in a non-election year within four months prior to the scheduled start of a Convention, in which case such election shall take place either at a Regional meeting held in accordance with Article 14.6.5, or at a Regional meeting held in conjunction with the Convention, as far as possible in accordance with Article 14.

### **Article 19 PROVINCIAL COMMITTEES**

19.1 There shall be a Provincial Women's Committee, composed of one woman Member from each Region, to be elected at the regular ~~biennial~~ Regional election meetings. The function of the Committee shall be to assist in establishing women's caucuses and committees within the Regions, to develop and promote programs to encourage women to participate in Union activities, and to increase the awareness and understanding of equality issues throughout the membership.

19.2 There shall be a Provincial Human Rights Committee, composed of one Member from each Region, to be elected at the regular ~~biennial~~ Regional election meetings. The function of the Committee shall be to assist in establishing local and other human rights committees within the Regions, to develop and promote programs to encourage all members to participate in Union activities, and to increase the awareness and understanding of workplace, community, national and international human rights issues throughout the membership.

19.3 There shall be a Provincial Young Workers Committee, composed of one member from each region, to be elected at the regular ~~biennial~~ Regional election meetings. The function of the committee shall be to assist in establishing youth caucuses and committees within the regions, to develop and promote programs to encourage youth to participate in Union activities, and to increase the awareness and understanding of youth issues throughout the membership.

19.4 There shall be a Provincial Francophone Committee, composed on one member from each Region, to be elected at the regular ~~biennial~~ Regional election meetings. The function of the committee shall be to assist in establishing Francophone caucuses and committees within the regions, to develop and promote programs to encourage Francophones to participate in Union activities, and to increase the awareness and understanding of Francophone issues throughout the membership in all Francophone communities across the province.

19.5 There shall be an Indigenous Circle composed of two (2) Members from each Region where they are represented within the Region. The Members of the Indigenous Circle shall be



selected by the Indigenous Circle from interested Members who apply to fill vacancies within their Region. The full membership of the Circle will be renewed on a ~~biennial~~ **triennial** basis. The function of the Circle shall be to assist in creating networks within the Regions, to develop and promote programs to encourage First Nation, Métis and Inuit Members to participate in Union activities, and to increase the awareness and understanding of Aboriginal issues throughout the membership.

19.6 There shall be a Rainbow Alliance arc-en-ciel Committee composed of two (2) members from each Region. The Members of the Rainbow Alliance arc-en-ciel Committee shall be selected ~~biennial~~ **triennially** by the Rainbow Alliance arc-en-ciel Committee from interested members who apply to fill vacancies within their Region. The function of the Alliance shall be to assist in creating networks within the Regions, to develop and promote programs to encourage TBLGIAPQQ2S (trans, bisexual, lesbian, gay, intersex, asexual, pansexual, queer, questioning, two spirited) members to participate in Union activities, and to increase the awareness and understanding of TBLGIAPQQ2S issues throughout the membership.

19.7 There shall be a Coalition of Racialized Workers Committee composed of two (2) members from each Region. The Members of the Coalition of Racialized Workers Committee shall be selected ~~biennial~~ **triennially** by the Coalition of Racialized Workers Committee from interested members who apply to fill vacancies within their Region. The function of the Coalition of Racialized Workers Committee shall be to assist in creating networks within the Regions, to develop and promote programs to encourage Black and racialized members to participate in Union activities, and to increase the awareness and understanding of issues that impact Black and racialized members throughout the membership.

Moved by: Bonnie Giffen, L571/Seconded by: Franca Tims, L571 – Closure

[Vote on Closure](#)

[CARRIED](#)

The question was called on constitutional amendment H1:

### **Article 13 CONVENTIONS**

13.9.2 In an election year, each regional election meeting shall elect, from among the Members present, one member and one alternate to each of the Convention Committees. The Committees so elected shall exercise their functions not at the immediately following Convention, but at each of the ~~two~~ **three** subsequent annual Conventions.

### **Article 14 ELECTIONS AND REMOVAL OF EXECUTIVE BOARD**

14.1.1 Members of the Executive Board shall be elected by majority vote of all delegates casting valid ballots at Regional meetings held prior to every ~~second~~ **third** regular Convention, with the first such meetings to be held in ~~1976~~ **2024**.

14.2 Regional meetings to elect Members of the Board shall be convened in the Region the Members are to represent. All such meetings shall be convened not more than 30 days or less than 15 days prior to the opening of every ~~other~~ **third** regular Convention. The place shall be as designated by the President or Executive Committee.

14.5.4 Delegates to Regional election meetings shall be provided with a financial statement showing the expenses incurred during the previous fiscal years by the regional Board Members, and the members of the Article 19 Provincial Committees elected by the Region.

#### **Article 15 VACANCIES**

15.4 If any person should cease to be a Member of the Executive Board for any reason, the alternate elected from their region shall take their place. However, if the alternate has already taken a seat on the Executive Board, the President shall convene a special Regional meeting as far as possible in accordance with Article 14 for the purpose of electing another Member of the Board. However, the President shall not be obliged to convene such a Regional meeting if:

a) the vacancy occurs within the four months preceding the regular **biennial** election meetings, or

the vacancy occurs in a non-election year within four months prior to the scheduled start of a Convention, in which case such election shall take place either at a Regional meeting held in accordance with Article 14.6.5, or at a Regional meeting held in conjunction with the Convention, as far as possible in accordance with Article 14.

#### **Article 19 PROVINCIAL COMMITTEES**

19.1 There shall be a Provincial Women's Committee, composed of one woman Member from each Region, to be elected at the regular **biennial** Regional election meetings. The function of the Committee shall be to assist in establishing women's caucuses and committees within the Regions, to develop and promote programs to encourage women to participate in Union activities, and to increase the awareness and understanding of equality issues throughout the membership.

19.2 There shall be a Provincial Human Rights Committee, composed of one Member from each Region, to be elected at the regular **biennial** Regional election meetings. The function of the Committee shall be to assist in establishing local and other human rights committees within the Regions, to develop and promote programs to encourage all members to participate in Union activities, and to increase the awareness and understanding of workplace, community, national and international human rights issues throughout the membership.

19.3 There shall be a Provincial Young Workers Committee, composed of one member from each region, to be elected at the regular **biennial** Regional election meetings. The function of the committee shall be to assist in establishing youth caucuses and committees within the regions, to develop and promote programs to encourage youth to participate in Union activities, and to increase the awareness and understanding of youth issues throughout the membership.

19.4 There shall be a Provincial Francophone Committee, composed on one member from each Region, to be elected at the regular **biennial** Regional election meetings. The function of the committee shall be to assist in establishing Francophone caucuses and committees within the regions, to develop and promote programs to encourage Francophones to participate in Union activities, and to increase the awareness and understanding of Francophone issues throughout the membership in all Francophone communities across the province.

19.5 There shall be an Indigenous Circle composed of two (2) Members from each Region where they are represented within the Region. The Members of the Indigenous Circle shall be selected by the Indigenous Circle from interested Members who apply to fill vacancies within their Region. The full membership of the Circle will be renewed on a **biennial triennial** basis. The function of the Circle shall be to assist in creating networks within the Regions, to develop and promote programs to encourage First Nation, Métis and Inuit Members to participate in Union activities, and to increase the awareness and understanding of Aboriginal issues

throughout the membership.

19.6 There shall be a Rainbow Alliance arc-en-ciel Committee composed of two (2) members from each Region. The Members of the Rainbow Alliance arc-en-ciel Committee shall be selected ~~biennial~~ **triennially** by the Rainbow Alliance arc-en-ciel Committee from interested members who apply to fill vacancies within their Region. The function of the Alliance shall be to assist in creating networks within the Regions, to develop and promote programs to encourage TBLGIAPQQ2S (trans, bisexual, lesbian, gay, intersex, asexual, pansexual, queer, questioning, two spirited) members to participate in Union activities, and to increase the awareness and understanding of TBLGIAPQQ2S issues throughout the membership.

19.7 There shall be a Coalition of Racialized Workers Committee composed of two (2) members from each Region. The Members of the Coalition of Racialized Workers Committee shall be selected ~~biennial~~ **triennially** by the Coalition of Racialized Workers Committee from interested members who apply to fill vacancies within their Region. The function of the Coalition of Racialized Workers Committee shall be to assist in creating networks within the Regions, to develop and promote programs to encourage Black and racialized members to participate in Union activities, and to increase the awareness and understanding of issues that impact Black and racialized members throughout the membership.

Vote on Constitutional Amendment H1

DEFEATED

**H2, Article 13**

Submitted by: Local 205, Local 223, Local 228, Local 446, Local 447, Local 527, Local 546, Local 553, Local 557, Local 579, Local 5107, Local 672, and Ottawa Area Council  
Committee Recommends: DEFEAT

Moved by: Jonathan Singer, L560 / Seconded by: Michael Hamilton, L376

- **Amend the below sections of Article 13 to read as follows:**

**Article 13 CONVENTIONS**

13.3 For purposes of calculating delegate entitlement, ~~only Members in good standing employees represented by a local~~ shall be counted. Honorary Members ~~and employees paying dues, but not having joined the Union,~~ shall not be counted. All calculations shall be based on membership records at Union Headquarters as of the last day of the month prior to the issuance of the Convention call. However, if a discrepancy arises between Headquarters and Local records which would affect the delegate entitlement of a Local, upon providing sufficient proof a Local shall be entitled to any extra delegate to which its Local records may entitle it.

13.4 Delegate entitlement to Conventions shall be as follows:

a) Locals:

Up to 150 <del>Members</del> <b>Employees</b>	1 delegate
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151 to 300 <b>Members Employees</b>	2 delegates
301 to 500 <b>Members Employees</b>	3 delegates
501 to 800 <b>Members Employees</b>	4 delegates
801 to 1100 <b>Members Employees</b>	5 delegates
1101 to 1500 <b>Members Employees</b>	6 delegates
1501 to 1900 <b>Members Employees</b>	7 delegates
1901 to 2300 <b>Members Employees</b>	8 delegates
2301 or more <b>Members Employees</b>	9 delegates

Moved by: Cindy Mazan, L740/Seconded by: Michelle Riley, L726 – Closure

Vote on Closure

CARRIED

The question was called on the constitutional amendment H2:

**Article 13 CONVENTIONS**

13.3 For purposes of calculating delegate entitlement, ~~only Members in good standing employees represented by a local~~ shall be counted. Honorary Members ~~and employees paying dues, but not having joined the Union~~, shall not be counted. All calculations shall be based on membership records at Union Headquarters as of the last day of the month prior to the issuance of the Convention call. However, if a discrepancy arises between Headquarters and Local records which would affect the delegate entitlement of a Local, upon providing sufficient proof a Local shall be entitled to any extra delegate to which its Local records may entitle it.

13.4 Delegate entitlement to Conventions shall be as follows:

a) Locals:

Up to 150 <b>Members Employees</b>	1 delegate
151 to 300 <b>Members Employees</b>	2 delegates
301 to 500 <b>Members Employees</b>	3 delegates
501 to 800 <b>Members Employees</b>	4 delegates
801 to 1100 <b>Members Employees</b>	5 delegates
1101 to 1500 <b>Members Employees</b>	6 delegates
1501 to 1900 <b>Members Employees</b>	7 delegates

1901 to 2300 <b>Members Employees</b>	8 delegates
2301 or more <b>Members Employees</b>	9 delegates

Vote on Constitutional Amendment H2

DEFEATED

**H4, Article 13**

Submitted by: The Executive Board

Committee Recommends: ACCEPTANCE

Moved by: Arlene Proulx, L607 / Seconded by: Michael Hamilton, L376

- **Amend the below sections of Article 13 to read as follows:**

**Article 13 CONVENTIONS**

13.5.2 A Local may elect alternate delegates up to the number of delegates to which it is entitled. ~~Alternate delegates may not be seated on the floor of the Convention unless in possession of badges of absent delegates of the same Locals.~~ All Convention expenses of alternate delegates shall be borne by the Local.

Moved by: Julius Arscott, L532/Seconded by: Charles Coutu, L5112 – Closure

Vote on Closure

CARRIED

The question was called on the constitutional amendment H4:

**Article 13 CONVENTIONS**

13.5.2 A Local may elect alternate delegates up to the number of delegates to which it is entitled. ~~Alternate delegates may not be seated on the floor of the Convention unless in possession of badges of absent delegates of the same Locals.~~ All Convention expenses of alternate delegates shall be borne by the Local.

Vote on Constitutional Amendment H4

CARRIED

Resolutions Committee invited up to the stage.

## Resolutions Committee

### Resolution E2

Submitted by Local 557, Local 503, Local 553, Local 557, Local 568, Local 586 & Greater Toronto Area Council

Resolutions Committee Recommends: FOR

Moved: Kimberley Kazur, L665 / Seconded: Jody Tsubouchi, L710

- **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.

Moved by: Louise Beneteau, L163/Seconded by: Stephanie Miller, L163 – Closure

[Vote on Closure](#)

**CARRIED**

The question is called on resolution 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.

Vote on Resolution E2

CARRIED

**Convention recessed at 5:00 p.m.**

**Saturday, April 22, 2023**

President JP Hornick called Convention to order at 9:05 a.m.

Third day video "Win" Played

**Credentials Committee Report**

Moved: Cindy Ladouceur, L439 / Seconded: Angela Lockhurst, L590

- Adoption of Credentials Committee Report as of 9:11 a.m.

Delegates in Person	942
Delegates Virtual	33
Alternates in Person	479
Alternates Virtual	29
Observers	170
Observers Virtual	45
EBM	21
Solidarity Guests	43
Guests	17
<b>Total</b>	<b>1779</b>

**Vote on Adoption of Credentials Report**

**CARRIED**

President JP Hornick welcomed Jollene Levid, a regional organizer for the United Teachers of Los Angeles (UTLA).

Jollene Levid spoke about the 3-day United Teachers of Los Angeles strike in 2019. Jollene pointed out that the UTLA's successful strike was based on the active support of almost one hundred percent of its membership. She emphasized how crucial it was that for several years the UTLA had effectively organized its membership and had engaged in systematic organizing structure building. This had allowed for an intense focus on engaging the membership base in order to organize a super-majority of members in support of the strike.

Constitution Committee called to the stage.

**Daycare Parade**

Children from Convention childcare, "Kids Kamp" paraded onto Convention floor to the song "Wavin' Flag by K'naan."

**H12, Article 11, 13, 14, 15, 16 and 17**

Submitted by: The Executive Board  
 Committee Recommends: DEFEAT

Moved by: Dave Wakely, L277 / Seconded by: Stacy Grieve, L736

- **Amend the below sections of Article 11, 13, 14, 15, 16 and 17 to read as follows:**

**Article 11 STRUCTURE**

**11.1.5** From among the Members-~~elect~~ of the Board ~~elect~~~~ed by and in the Regions~~, the delegates in Convention shall elect a President, who shall be Chairperson of the Board and of the Committee, and a First Vice-President/Treasurer, both of whom shall be full-time paid Officers of the Union.



## **Article 13 CONVENTIONS**

**13.9.5** In an election year, there shall be a Board Equity Committee. The Executive Committee shall consult with the Provincial Committees and shall appoint one member from each Provincial Committee. The Executive Committee shall not appoint alternates. The Executive Committee shall appoint one Member of the Executive Board to the Board Equity Committee. The President shall be an ex-officio member of the Board Equity Committee with voice but no vote.

**13.9.6** The purpose of the Board Equity Committee shall be to coordinate the selection and recommendation of members for the positions of Equity Board Member, Alternate Equity Board Member, Equity Vice-President, and Alternate Equity Vice-President. The qualifications, selection and recommendation process shall be in accordance with a policy and procedure determined by the Board Equity Committee from time to time, as approved by the Executive Board. The Board Equity Committee shall exercise its functions from the time it is formed until the close of Convention in the same year.

**13.9.7** If a position on the Board Equity Committee falls vacant, there shall be no replacement and the Board Equity Committee shall continue its functions with the remaining members.

## **Article 14 ELECTION AND REMOVAL OF EXECUTIVE BOARD**

**14.1.1** **Twenty-one** Members of the Executive Board shall be elected by majority vote of all delegates casting valid ballots at Regional meetings held prior to every second regular Convention, with the first such meetings to be held in 1976. **Seven Members of the Executive Board shall be recommended by the Board Equity Committee and appointed by the Executive Board as Equity Board Members prior to every second regular Convention beginning in 2024.**

**14.1.2** A Member of the Board **elected at a Regional meeting** may be removed from the Board only by a properly convened meeting of the delegates in their Region. **A Member of the Board appointed by the Executive Board as an Equity Board Member may be removed from the Board only by the Executive Board, in accordance with a policy and procedure of the Board Equity Committee as approved by the Executive Board.**

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**14.6.8** The Executive Board shall appoint seven Equity Board Members and seven Alternate Equity Board Members from the members recommended by the Board Equity Committee. Following the appointment of the seven Equity Board Members, the Executive Board shall appoint the Equity Vice-President and Alternate Equity Vice-President recommended by the Board Equity Committee. All appointments by the Executive Board shall be made prior to Convention. No person may hold more than one office on the Executive Board.

**14.7.1** A person elected **or appointed** to the Board shall be known as a Member-elect of the Board for the period of time from their election **or appointment** until the adjournment of the next Convention.

14.7.2 The Member-elect shall take the following oath during the Convention immediately following their election **or appointment**:

14.8.1 On the second last day of the Convention in an election year the President and First Vice-President/Treasurer shall be elected separately, and in the order stated, by the delegates from among the ~~24~~ **28** Members-elect of the Board.

**14.8.3 Should the Equity Vice-President be elected President or First Vice-President/Treasurer, the Alternate Equity Vice-President will become the new Equity Vice-President. The Board shall subsequently appoint an Alternate Equity Vice-President from among the Equity Board Members.**

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a. the vacancy occurs within the four months preceding the regular biennial election meetings, or

b. the vacancy occurs in a non-election year within four months prior to the scheduled start of a Convention, in which case such election shall take place either at a Regional meeting held in accordance with Article 14.6.5, or at a Regional meeting held in conjunction with the Convention, as far as possible in accordance with Article 14.

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16.1 The Members of the Board shall be the President, First Vice-President/Treasurer, seven

Regional Vice-Presidents, **one Equity Vice-President**, and **12-18** Members-at-large.

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17.1 The Executive Committee shall be composed of the President, First Vice-President/Treasurer, **and** seven Regional Vice-Presidents, **and one Equity Vice-President**, who shall also be known as the Officers of the Union.

A question from the floor was raised regarding clarification on how the 150 were going to be selected.

The Chair ruled this out of order as that is regarding the TOR (terms of reference) and not the Constitutional Amendment that is in front of Convention.

Moved by: Gino Franche, L130 / Seconded by: Charles Millar, L110 – Challenge the Chair

First Vice President/Treasurer Laurie Nancekivell in the Chair

Challenge the Chair-Vote (for: uphold / against: not uphold)

**CARRIED**

The decision of the Chair was upheld.

President JP Hornick in the Chair.

The question was called on Constitutional Amendment H12:

- **Amend the below sections of Article 11, 13, 14, 15, 16 and 17 to read as follows:**

**Article 11 STRUCTURE**

**11.1.5** From among the Members-~~elect~~ of the Board ~~elected by and in the Regions~~, the delegates in Convention shall elect a President, who shall be Chairperson of the Board and of the Committee, and a First Vice-President/Treasurer, both of whom shall be full-time paid Officers of the Union.

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**Board Member, Equity Vice-President, and Alternate Equity Vice-President.** The qualifications, selection and recommendation process shall be in accordance with a policy and procedure determined by the Board Equity Committee from time to time, as approved by the Executive Board. The Board Equity Committee shall exercise its functions from the time it is formed until the close of Convention in the same year.

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The question was called on the Constitutional Amendment H12:

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### Vote on Constitutional Amendment H12

**DEFEATED**

First Vice-President/Treasurer Laurie Nancekivell in the Chair

Moved by: Abdel Aal Hesham, L301 / Seconded by: Dylan Stelpstra, L168 – Reconsideration of the Constitutional Amendment H12

Moved by: Warren Grafton, L165 / Seconded by: Dylan Stelpstra, L168 – Closure

### Vote on Closure

**CARRIED**

The question was called on reconsideration of the Constitutional Amendment H12:

### Vote on Reconsideration

**CARRIED**

#### **H12, Article 11, 13, 14, 15, 16 and 17**

Submitted by: The Executive Board

Committee Recommends: DEFEAT

Moved by: Dave Wakely, L277 / Seconded by: Stacy Grieve, L736

- **Amend the below sections of Article 11, 13, 14, 15, 16 and 17 to read as follows:**



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Moved by: Jody Pringle, L428/ Seconded by: Tannis McGinn, L460

- **REFERRAL:** to the committee with instructions to allow 1 per region and be brought back immediately.

Moved by: Rod Bemister, L561 / Seconded by: Laura Thompson, L503 – Closure

[Vote on Closure](#)

[CARRIED](#)

The question was called on Referral to the Committee:

[Vote on REFERRAL](#)

[DEFEATED](#)

The question was called on the Constitutional Amendment H12:

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**11.1.5** From among the Members-~~elect~~ of the Board ~~elect~~~~ed by and in the Regions~~, the delegates in Convention shall elect a President, who shall be Chairperson of the Board and of the Committee, and a First Vice-President/Treasurer, both of whom shall be full-time paid Officers of the Union.

**Article 13 CONVENTIONS**

**13.9.5** In an election year, there shall be a Board Equity Committee. The Executive Committee shall consult with the Provincial Committees and shall appoint one member from each Provincial Committee. The Executive Committee shall not appoint alternates. The Executive Committee shall appoint one Member of the Executive Board to the Board Equity Committee. The President shall be an ex-officio member of the Board Equity Committee with voice but no vote.

**13.9.6** The purpose of the Board Equity Committee shall be to coordinate the selection and

recommendation of members for the positions of Equity Board Member, Alternate Equity Board Member, Equity Vice-President, and Alternate Equity Vice-President. The qualifications, selection and recommendation process shall be in accordance with a policy and procedure determined by the Board Equity Committee from time to time, as approved by the Executive Board. The Board Equity Committee shall exercise its functions from the time it is formed until the close of Convention in the same year.

13.9.7 If a position on the Board Equity Committee falls vacant, there shall be no replacement and the Board Equity Committee shall continue its functions with the remaining members.

#### **Article 14 ELECTION AND REMOVAL OF EXECUTIVE BOARD**

14.1.1 **Twenty-one** Members of the Executive Board shall be elected by majority vote of all delegates casting valid ballots at Regional meetings held prior to every second regular Convention, with the first such meetings to be held in 1976. **Seven Members of the Executive Board shall be recommended by the Board Equity Committee and appointed by the Executive Board as Equity Board Members prior to every second regular Convention beginning in 2024.**

14.1.2 A Member of the Board **elected at a Regional meeting** may be removed from the Board only by a properly convened meeting of the delegates in their Region. **A Member of the Board appointed by the Executive Board as an Equity Board Member may be removed from the Board only by the Executive Board, in accordance with a policy and procedure of the Board Equity Committee as approved by the Executive Board.**

14.6.6 In an election year, the Board Equity Committee shall recommend seven members for the position of Equity Board Member and seven members for the position of Alternate Equity Board Member. The Board Equity Committee shall then recommend one member for the position of Equity Vice-President and one member for the position of Alternate Equity Vice-President from among the seven members recommended for the position of Equity Board Member. All recommendations of the Board Equity Committee will be submitted to the President no later than 45 days prior to the opening of Convention.

14.6.7 Any Member may be considered by the Board Equity Committee for recommendation as an Equity Board Member or Alternate Equity Board Member, whether or not they are a member of the Board Equity Committee or one of the Provincial Committees.

14.6.8 The Executive Board shall appoint seven Equity Board Members and seven Alternate Equity Board Members from the members recommended by the Board Equity Committee. Following the appointment of the seven Equity Board Members, the Executive Board shall appoint the Equity Vice-President and Alternate Equity Vice-President recommended by the Board Equity Committee. All appointments by the Executive Board shall be made prior to Convention. No person may hold more than one office on the Executive Board.

14.7.1 A person elected **or appointed** to the Board shall be known as a Member-elect of the Board for the period of time from their election **or appointment** until the adjournment of the next Convention.

14.7.2 The Member-elect shall take the following oath during the Convention immediately following their election **or appointment**:

14.8.1 On the second last day of the Convention in an election year the President and First Vice-President/Treasurer shall be elected separately, and in the order stated, by the delegates from among the ~~24~~ **28** Members-elect of the Board.

14.8.3 **Should the Equity Vice-President be elected President or First Vice-President/Treasurer, the Alternate Equity Vice-President will become the new Equity Vice-President. The Board shall subsequently appoint an Alternate Equity Vice-President from among the Equity Board Members.**

14.9 The delegates in Convention shall vote in a secret ballot to decide which among the seven Regional Vice-Presidents **and one Equity Vice-President** shall have the title and precedence of Second Vice-President. The order of precedence from Third to ~~Eighth~~ **Ninth** Vice-President shall be decided by the popular vote in the same ballot.

#### **Article 15 VACANCIES**

15.3 If the office of the First Vice- President/Treasurer should fall vacant, the Second Vice-President shall fill the vacancy on an acting basis until the next Convention, simultaneously continuing to hold the office of Second Vice-President. At the Convention the delegates shall elect a new Vice-President/Treasurer. Any resulting vacancy in the office of Regional Vice-President shall be filled by the delegates from the Region concerned, who shall meet forthwith and elect a new Regional Vice-President from among the remaining Regional Board Members. **Any resulting vacancy in the office of Equity Vice-President shall be filled by the Executive Board from among the remaining Equity Board Members.** If the above occurs in a year which is not an election year for the Executive Board, the newly-elected Regional Vice-President or **Equity Vice-President** will become the ~~Eighth~~ **Ninth** Vice-President and other Vice-Presidents will move up accordingly.

15.4 If ~~any person~~ **a Member of the Executive Board elected at a Regional meeting** should cease to be a Member of the Executive Board for any reason, the alternate elected from their region shall take their place. However, if the alternate has already taken a seat on the Executive Board, the President shall convene a special Regional meeting as far as possible in accordance with Article 14 for the purpose of electing another Member of the Board. However, the President shall not be obliged to convene such a Regional meeting if:

- a. the vacancy occurs within the four months preceding the regular biennial election meetings, or
- b. the vacancy occurs in a non-election year within four months prior to the scheduled start of a Convention, in which case such election shall take place either at a Regional meeting held in accordance with Article 14.6.5, or at a Regional meeting held in conjunction with the Convention, as far as possible in accordance with Article 14.

**15.6 If a Member of the Executive Board appointed by the Board should cease to be a Member of the Executive Board for any reason, the alternate appointed for their position shall take their place. If the alternate has already taken a seat on the Executive Board, the President shall convene a Board meeting for the purpose of appointing another Member of the Board. The process for such an appointment shall be determined by the Executive Board following consultation with the Provincial Committees. However, the President shall not be obliged to convene such a meeting if the vacancy occurs within the four months preceding the recommendation of members by the Board Equity Committee.**

~~15.76~~ In every case of filling vacancies, the new incumbents shall serve only unexpired portions of the terms of office in question. The oath of office shall be administered in accordance with Article 14.7.2.

#### **Article 16 EXECUTIVE BOARD**

16.1 The Members of the Board shall be the President, First Vice-President/Treasurer, seven Regional Vice-Presidents, **one Equity Vice-President**, and ~~12-18~~ Members-at-large.

#### **Article 17 EXECUTIVE COMMITTEE**

17.1 The Executive Committee shall be composed of the President, First Vice-President/Treasurer, **and** seven Regional Vice-Presidents, **and one Equity Vice-President**, who shall also be known as the Officers of the Union.

The question was called on the Constitutional Amendment H12:

- **Amend the below sections of Article 11, 13, 14, 15, 16 and 17 to read as follows:**

#### **Article 11 STRUCTURE**

**11.1.5** From among the Members-~~elect~~ of the Board ~~elect~~~~ed by and in the Regions~~, the delegates in Convention shall elect a President, who shall be Chairperson of the Board and of the Committee, and a First Vice-President/Treasurer, both of whom shall be full-time paid Officers of the Union.

#### **Article 13 CONVENTIONS**

**13.9.5** In an election year, there shall be a Board Equity Committee. The Executive Committee shall consult with the Provincial Committees and shall appoint one member from each Provincial Committee. The Executive Committee shall not appoint alternates. The Executive Committee shall appoint one Member of the Executive Board to the Board Equity Committee. The President shall be an ex-officio member of the Board Equity Committee with voice but no vote.

**13.9.6** The purpose of the Board Equity Committee shall be to coordinate the selection and recommendation of members for the positions of Equity Board Member, Alternate Equity Board Member, Equity Vice-President, and Alternate Equity Vice-President. The qualifications, selection and recommendation process shall be in accordance with a policy and procedure determined by the Board Equity Committee from time to time, as approved by the Executive Board. The Board Equity Committee shall exercise its functions from the time it is formed until the close of Convention in the same year.

**13.9.7** If a position on the Board Equity Committee falls vacant, there shall be no replacement and the Board Equity Committee shall continue its functions with the remaining members.

#### **Article 14 ELECTION AND REMOVAL OF EXECUTIVE BOARD**

**14.1.1** **Twenty-one** Members of the Executive Board shall be elected by majority vote of all delegates casting valid ballots at Regional meetings held prior to every second regular Convention, with the first such meetings to be held in 1976. **Seven Members of the Executive Board shall be recommended by the Board Equity Committee and appointed by the Executive Board as Equity Board Members prior to every second regular Convention beginning in 2024.**

**14.1.2** A Member of the Board **elect**ed at a **Regional meeting** may be removed from the Board only by a properly convened meeting of the delegates in their Region. **A Member of the Board appointed by the Executive Board as an Equity Board Member may be removed from the Board only by the Executive Board, in accordance with a policy and procedure of the Board Equity Committee as approved by the Executive Board.**

**14.6.6** In an election year, the Board Equity Committee shall recommend seven members for the position of Equity Board Member and seven members for the position of Alternate Equity Board Member. The Board Equity Committee shall then recommend one member for the position of Equity Vice-President and one member for the position of Alternate Equity Vice-President from among the seven members recommended for the position of Equity Board Member. All recommendations of the Board Equity Committee will be

submitted to the President no later than 45 days prior to the opening of Convention.

**14.6.7 Any Member may be considered by the Board Equity Committee for recommendation as an Equity Board Member or Alternate Equity Board Member, whether or not they are a member of the Board Equity Committee or one of the Provincial Committees.**

**14.6.8 The Executive Board shall appoint seven Equity Board Members and seven Alternate Equity Board Members from the members recommended by the Board Equity Committee. Following the appointment of the seven Equity Board Members, the Executive Board shall appoint the Equity Vice-President and Alternate Equity Vice-President recommended by the Board Equity Committee. All appointments by the Executive Board shall be made prior to Convention. No person may hold more than one office on the Executive Board.**

14.7.1 A person elected **or appointed** to the Board shall be known as a Member-elect of the Board for the period of time from their election **or appointment** until the adjournment of the next Convention.

14.7.2 The Member-elect shall take the following oath during the Convention immediately following their election **or appointment**:

14.8.1 On the second last day of the Convention in an election year the President and First Vice-President/Treasurer shall be elected separately, and in the order stated, by the delegates from among the **21 28** Members-elect of the Board.

**14.8.3 Should the Equity Vice-President be elected President or First Vice-President/Treasurer, the Alternate Equity Vice-President will become the new Equity Vice-President. The Board shall subsequently appoint an Alternate Equity Vice-President from among the Equity Board Members.**

14.9 The delegates in Convention shall vote in a secret ballot to decide which among the seven Regional Vice-Presidents **and one Equity Vice-President** shall have the title and precedence of Second Vice-President. The order of precedence from Third to ~~Eighth~~ **Ninth** Vice-President shall be decided by the popular vote in the same ballot.

#### **Article 15 VACANCIES**

15.3 If the office of the First Vice- President/Treasurer should fall vacant, the Second Vice-President shall fill the vacancy on an acting basis until the next Convention, simultaneously continuing to hold the office of Second Vice-President. At the Convention the delegates shall elect a new Vice-President/Treasurer. Any resulting vacancy in the office of Regional Vice-President shall be filled by the delegates from the Region concerned, who shall meet forthwith and elect a new Regional Vice-President from among the remaining Regional Board Members. **Any resulting vacancy in the office of Equity Vice-President shall be filled by the Executive Board from among the remaining Equity Board Members.** If the above occurs in a year which is not an election year for the Executive Board, the newly-elected Regional Vice-President or **Equity Vice-President** will become the ~~Eighth~~ **Ninth** Vice-President and other Vice-Presidents will move up accordingly.

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- a. the vacancy occurs within the four months preceding the regular biennial election meetings, or
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accordance with Article 14.6.5, or at a Regional meeting held in conjunction with the Convention, as far as possible in accordance with Article 14.

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**15.76** In every case of filling vacancies, the new incumbents shall serve only unexpired portions of the terms of office in question. The oath of office shall be administered in accordance with Article 14.7.2.

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16.1 The Members of the Board shall be the President, First Vice-President/Treasurer, seven Regional Vice-Presidents, **one Equity Vice-President**, and **12-18** Members-at-large.

**Article 17 EXECUTIVE COMMITTEE**

17.1 The Executive Committee shall be composed of the President, First Vice-President/Treasurer, **and** seven Regional Vice-Presidents, **and one Equity Vice-President**, who shall also be known as the Officers of the Union.

Vote on Constitutional Amendment H12

CARRIED

President JP Hornick in the Chair

Elder LaValley welcomed on stage to officially close Convention 2023.

President JP Hornick declared Convention adjourned at 12 noon.

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**As per OPSEU/SEFPO/ policy, in the event there are resolutions outstanding from Convention, the Resolutions Committee shall be reconvened to make recommendations on the disposition of these; and brought to the first regularly scheduled Executive Board meeting after Convention, for debate.**

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JP Hornick, President

Ontario Public Service Employees Union

Syndicat des employés de la fonction publique de l'Ontario

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Nicole Glass, Recording Secretary

Ontario Public Service Employees Union

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