



Executive Board
Report

Rapport du Conseil
exécutif

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CONGRÈS 2025 CONVENTION

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OPSEU/SEFPO Executive Board 2024-2026

EXECUTIVE COMMITTEE

JP Hornick – President
Laurie Nancekivell – 1st Vice-President/Treasurer
Sara Labelle – 2nd Vice-President
Coleen Houlder – 3rd Vice-President
Dr. Crystal Garvey – 4th Vice President
Peter Figliola – 5th Vice-President
Jennifer Van Zetten – 6th Vice-President
Melissa Shaw – 7th Vice-President
Tara Maszczakiewicz – 8th Vice-President
Ed Arvelin – 9th Vice-President

EXECUTIVE BOARD

Region 1

Jennifer Van Zetten
Laurie Nancekivell
Carla Goodacre

Region 2

Peter Figliola
Aisha Jahangir
Vikki Poirier

Region 3

Sara Labelle
Kelly Martin
Joel Usher

Region 4

Melissa Shaw
Chrisy Tremblay
Veronica Attard

Region 5

Coleen Houlder
JP Hornick
Meagan Christou

Region 6

Tara Maszczakiewicz
Mandi McNeil
Ken Steinbrunner

Region 7

Ed Arvelin
Erin Smith
Jody Tsubouchi

Equity

Dr. Crystal Garvey
Nicole Anozie
Dan Brisson
Tracey Ann Halkyard
Robert Hampsey
Kaylee Heath

Outgoing EBMs:

Julius Arscott, Region 5; Rob Boulet, Region 6; Geoff Cain, Region 1; Drew Finucane, Region 2; Lucy Morton, Region 2; Chad Oldfield, Region 2; Janel Perron, Region 3; Tina Stevens, Equity (Indigenous)

Summary of OPSEU/SEFPO Executive Board Meetings: March 2024 – February 2025

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

March 20-21, 2024 – Executive Board Hybrid Meeting

March 20, 2024

The Executive Board was called to order at 9:31 a.m. President Hornick was in the Chair. All members were present except for Chad Oldfield who arrived at 10:15a.m and Jody Tsubouchi who arrived at 1:00p.m. with reasons acceptable to the Chair.

March 21, 2023

The Executive Board was called to order at 9:30 a.m. President Hornick was in the Chair. All members were present.

Motions carried by the Executive Board

Adoption of the Executive Board Meeting Agenda

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

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the February 27-28, 2024 Executive Board Meeting.

Convention Awards Nominations

Each year at the OPSEU/SEFPO Annual Convention, the following are awarded:

- Health and Safety Award: Individual
 - Result: Michele Maclean Local 252
- Health and Safety Award: Local
 - Result: Wildland Fire Rangers and Associated Job Classifications
- Honorary Life Membership Award
 - Results: Roxanne Barnes, Local 308
Nancy Pridham, Local 500
Mickey Ricardi, Local 154
- Human Rights Award: Individual
 - Result: Megan Christou, Local 535 and Lindsey Giroux, Local 629
- Human Rights Award: Local
 - Result: Local 720
- Leah Casselman Award for Mobilization: Individual
 - Result: Dana Bruno, Local 708
Noah Freedman, Local 703
Melody Hurtubise, Local 2100
Cindy Ladouceur, Local 439
Amanda Usher, Local 302
- Leah Casselman Award for Mobilization: Local
 - Result: HPD Members, All Locals
Local 277
- “Live and Let Live” Award
 - Result No nominations received
- Rainford Jackson Education and Development Fund Award
 - Result: No nominations received
- Humanitarian Award – Stanley Knowles
 - Result: Michael Hamilton, Local 376
- Fred Upshaw Social Justice Award of Merit
 - Result: Amar Atwal, Local 292

- Tim Brown Award
 - Result: No nominations received

Corrections Division Health and Safety Strategy Session

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

Whereas the corrections division continues to be an ever growing hazardous environment for all workers; and
Whereas the occupational health and safety act limits the correctional workers on their ability to refuse unsafe work; and
Whereas the previous corrections division health and safety education and strategy session was a resounding success, as indicated by the leaders in attendance in 2019; and
Whereas the resulting impact on the corrections division post 2019 educational was one of a purposeful educated change and H&S strategy that has been acknowledged; and
Whereas since the last health and safety strategy session the elected local leadership has had vast turn over; and
Whereas in-person attendance produces not only a better learning opportunity but networking opportunities that virtual attendance do not provide; and
Whereas the approved budget for this event requires additional funds as submitted in attached proposal;
Therefore be it resolved that the additional expenses for the creation and delivery of the educational and strategy session are approved and paid out of the contingency fund.

Gender, Work and Organization (GWO) Conference 2024

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

Whereas OPSEU/SEFPO is committed to equity and the Indigenous journey of its members and their families; and
Whereas OPSEU/SEFPO recognizes the atrocity that Indigenous peoples faced historically; and

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

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds outlined in the attached proposal and that the funds are drawn from the Contingency Fund.

*The number of attendees has been reduced to 14 total. *If for some reason a PYWC member is unable to attend that the seat will go to a member of the Indigenous Circle.

Regional Meeting Seating and Microphone

Whereas OPSEU/SEFPO's Constitution was amended to allow for Alternates and Observers to sit with Delegates on Convention floor; and

Whereas the practice has been that regional meetings are intended to mirror structures at Convention; and

Whereas Alternates and Observers can attend Convention with voice and no vote; and

Whereas OPSEU/SEFPO's Procedures Manual requires Alternates and Observers to be segregated from Delegates at Regional meetings.

Therefore be it resolved that sections 2.7 and 2.8 of the OPSEU/SEFPO Procedures Manual titled "GOVERNANCE PROCEDURES – Meetings: Regional: General Policies (Election Year)" and "GOVERNANCE PROCEDURES – Meetings: Regional: General Policies (Non-Election Year)" be amended to permit Alternates and Observers to be seated with delegates where possible on the floor of Regional meetings; and

Be it further resolved that section 2.7 and 2.8 of the OPSEU/SEFPO Procedures Manual titled "GOVERNANCE PROCEDURES – Meetings: Regional: General Policies (Election Year)" and "GOVERNANCE PROCEDURES – Meetings: Regional: General Policies (Non-Election Year)" be amended to permit one (1) microphone on the floor dedicated for use of Alternates and Observers, with the balance of microphones on the floor dedicated for use of Delegates.

Statutory Motion 1: OPSEU/SEFPO Executive Board Approval of the Financial Statements

Therefore be it resolved that in accordance with section 83 of the Ontario Not-for-Profit Corporations Act, the OPSEU/SEFPO Executive Board approves the 2023 financial statements, as reviewed by the Audit Committee; and

Be it further resolved that the President and First-Vice President/Treasurer will sign the financial statements on behalf of the OPSEU/SEFPO Executive Board.

Appointment of Equity Executive Board Members

Therefore be it resolved that, in accordance with article 14.6.8 of the OPSEU Constitution and section 24 of the Not-for-Profit Corporations Act, the Executive Board hereby appoints:

- Tina Stevens (L102)
- Nicole Anozie (L411)
- Tracey Ann Halkyard (L346)
- Dan Brisson (L672)
- Dr. Crystal Garvey (L354)
- Kaylee Heath (L329)
- Robert Hampsey (L586)

as Equity Board Members, and Dr. Crystal Garvey (L354) as Equity Vice-President, to take office upon the final adjournment of Convention 2024; and

Be it further resolved that the Executive Board hereby recognizes Tina Stevens (L102) as alternate Equity Vice-President, and:

- Robert Ziegler (L106)
- Kingsley Kwok (L575)
- Owen Smith (L731)
- Linda Kuizenga (L714)
- Simone Warner (L162)
- Meagan Christou (L535)
- Vikki-Lee Poirier (L238)

as alternate Equity Board Members, who the Executive Board will appoint in the event of vacancies in those offices.

Policy and Procedure Manual Changes Re: Equity Executive Board Members and Equity Vice President

Whereas OPSEU/SEFPO Convention 2023 approved changes to the Constitution to inaugurate seven Equity Executive Board Member positions on the Executive Board and one Equity Vice President position on the Executive Committee;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the changes to the OPSEU/SEFPO Policy and Procedure Manuals as outlined in the

attached Appendix to reflect the inauguration of Equity Executive Board Members and the Equity Vice President.

Added to the Cover Page of the Document:

Any reference to the "Executive Board Member" or "Members" herein that does not specify "region" or "equity" is understood to refer to all Executive Board Members.

* Reference: Top of p.3

Insert the following before "An Equity Executive Board Member....":

"All Executive Board Members (EBMs) are eligible to be elected as the liaison to the Provincial Human Rights Committee (PHRC)."

Additionally, in the following sentence:

"An Equity ~~Executive Board Member~~ (EBM)...."

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"Directory, OPSEU/SEFPO Website" add the following in red:

The OPSEU/SEFPO website will contain a directory of the names, pronouns if they so choose, email addresses and telephone numbers of the Executive Board Members, By Region and by Equity Group.

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"Employer/Employee Committees" add the following in red:

All Members will be represented by Elected OPSEU/SEFPO members on all Employer/Employee Committees including Consultative or Negotiative that OPSEU/SEFPO staff members are involved in that impact on members' rights. The Executive Board will be kept informed of any progress, or agreements from those committees – even if by Executive Summary.

Pg 12 Under "For Equity Executive Board members, these may Also include:" Add the following in red:

f. Equity Board Member meetings

Pg 12 Under "For Regional Executive Board members, these may also include:" add the following in red:

f. Within one's Region, regional Board Member meetings

Ontario Health Coalition Anti-Privatization May 30, 2024 Rally

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

Whereas the majority PC government has passed Bill 60 which will privatize up to 50 percent of surgeries and diagnostics from public hospitals which will significantly impact access to services in many communities up to and including closures of hospitals and increased user fees; and

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

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

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve funds to rent buses to support members to attend the Ontario Health Coalition rallies on May 30, 2024, to stand in strength and solidarity against health care cuts and privatization with funds to be drawn from the Contingency Fund.

*bus added to Region 3

*bus added to Region 4

Association des Professeur-e-s de l'Université de Hearst

Whereas with the Association des professeurs-e-s de l'Université de Hearst (APUH) is an independent trade union that is certified under the *Labour Relations Act* to represent a bargaining unit of faculty of the Université de Hearst;

Whereas the membership of APUH have voted to merge with OPSEU/SEFPO as a successor union in accordance with s 68 of the *Labour Relations Act*, on the basis of a merger agreement prepared by OPSEU/SEFPO and APUH; and

Whereas it would benefit the members of OPSEU/SEFPO to merge with APUH and to increase representation of university employees in Ontario;

Therefore be it resolved that the merger of APUH with OPSEU/SEFPO is hereby approved in accordance with article 9.1 of the Constitution, and will take effect at 12:01 am on March 25, 2024, in accordance with the terms of the merger agreement;

Be it further resolved that OPSEU/SEFPO shall charter a stand-alone local for the former members of APUH as soon as practical.

Convention 2024 motion

Whereas OPSEU/SEFPO has a record number of delegate entitlements for Convention 2024; and
Whereas OPSEU/SEFPO is committed to inclusivity and broad representation and member interest; and
Whereas OPSEU/SEFPO is approaching capacity for the main hall at Metro Toronto Convention Centre;
Therefore be it resolved that OPSEU/SEFPO prioritize the in-person attendance of delegates; and
Be it further resolved that observers shall be able to attend Convention 2024 in-person, where possible; and
Be it further resolved that if in-person capacity is reached, some observers shall attend Convention 2024 virtually; and
Be it further resolved that where some observers must attend Convention 2024 virtually, observers able to attend in-person will be chosen on a first-come, first-served basis, by the date on which the Credentials Form was submitted while maintaining proportional regional representation;
Be it further resolved that OPSEU/SEFPO will do everything reasonably possible to secure an overflow space at the Convention Centre for observers at Convention 2024.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Re-Appointment of Healthcare of Ontario Pension Plan (HOOPP) Trustee March 2024

Whereas Sandi Blancher's appointment as a trustee to the Healthcare of Ontario Pension Plan will end on June 30, 2024; and
Whereas the PLC recommends the reappointment of Sandi Blancher to the position of Pension Trustee to the Healthcare of Ontario Pension Plan for a six-month term ending December 31, 2024;
Therefore be it resolved that Sandi Blancher be reappointed as a pension trustee to Healthcare of Ontario Pension Plan (HOOPP) for the period of July 1, 2024, to December 31, 2024, provided Sandi Blancher signs the Letter of Understanding provided by OPSEU/SEFPO.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Appointment of OMERS Sponsor Committee Representative March 2024

Whereas Giulia Volpe was appointed as the OPSEU/SEFPO representative to the OMERS Sponsors Board for a period ending December 31, 2024; and,
Whereas the PLC has met with OMERS Sponsor Board to discuss re-nomination; and
Whereas the PLC recommends Giulia Volpe for reappointment as OPSEU/SEFPO's representative on the OMERS Sponsors Board for another three-year term, beginning January 1, 2025 to December 31, 2027;
Therefore be it resolved that Giulia Volpe be reappointed as OPSEU/SEFPO's representative to the OMERS Sponsor Board for a three year term beginning January 1, 2025 and ending December 31, 2027 provided Giulia Volpe signs the Letter of Understanding provided by OPSEU/SEFPO.

Indigenous Circle Water Campaign Committee Meetings

Whereas the OPSEU/SEFPO Indigenous Circle has had an active Water Campaign for several years and this campaign came from a resolution that was passed at a previous convention; and
Whereas the campaign committee meeting costs have come from the Indigenous Circle central budget; and
Whereas the committee meets virtually 6 times throughout the year to plan the campaign events. This year we are trying to plan the 2 visits to reserves with long term boil water alerts as well as a Water Conference and a workshop for the International Water Association Annual conference; and
Whereas these three events have already been approved for funding as separate proposals but did not include funding for the planning meetings.
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds outlined in the proposal for the Water Campaign Committee to meet and plan with funds to be drawn from the Contingency Fund.

2024 Ontario First Responders Mental Health Conference

Whereas Sector 1 (Ambulance) of the Broader Public Service is currently comprised of 26 bargaining units representing approximately 4500 paramedics and ambulance communications officers; and

Whereas the current mental health crisis is higher than ever amongst Paramedics and Ambulance Communications Officers; and
Whereas the 2024 Ontario First Responders' Mental Health Conference would provide the tools to address systemic mental health issues within Sector 1 Ambulance; and
Whereas the funds will provide the an opportunity for three (3) Sector 1 Ambulance Divisional Executive members to attend the 2024 Ontario First Responders' Mental Health Conference taking place on May 14 & 15, 2024 in Mississauga, Ontario;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds as outlined in this proposal with funds to be drawn from the Contingency Fund.

Maryvale Local 174

Whereas Maryvale Adolescent and Family Services. voted to join OPSEU SEFPO and will be part of Sector 15 who work at this accredited Youth Mental Health Centre servicing Windsor-Essex and Chatham-Kent. They form a multidisciplinary treatment team of psychologists, child psychiatrists, social workers, child and youth workers, special education teachers, nurse practitioners, a neuropsychologist, and speech and language therapists;
Therefore it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee newly organized Adolescent and Family Services Maryvale be assigned local 174 as a single unit

April 24, 2024 – Executive Board In Person Meeting

April 24, 2024

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

Motions carried by the Executive Board

Adoption of the Executive Board Meeting Agenda

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

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the March 20-21, 2024 Executive Board Meeting.

2024 Provincial Corrections Joint Health and Safety Committee's Cell Phone and Internet Allowance

Whereas the OPSEU/SEFPO Provincial Corrections Joint Health and Safety Committee's (PJOHSC) work is critical to promoting health and safety in Corrections workplaces, where members experience significant health and safety issues; and
Whereas PJOHSC members are available to members outside of the workplace and outside of work hours; and
Whereas the PJOHSC has historically relied upon cell phone and internet reimbursement to conduct its work; and
Whereas there is a desire to ensure that the PJOHSC continue its crucial work without barriers.
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funding for all members of the OPSEU/SEFPO Provincial Corrections Joint Health and Safety Committee (PJOHSC) to receive cell phone reimbursement and internet reimbursement for 2024 in accordance with the attached proposal; and
Be it further resolved that this allocation of funds be reevaluated in the 2025 budget process; and
Be it further resolved that the funds as outlined in the attached proposal be drawn from the Contingency Fund.

Procedures Manual's Resolutions Committee Terms of Reference

Whereas OPSEU/SEFPO shop/unit stewards and Executive Board Members take oaths to uphold and obey policies of the union; and
Whereas the Terms of Reference for the Resolutions Committee are housed in the OPSEU/SEFPO Procedures Manual; and

Whereas #7 of that Committee's Terms of Reference is inconsistent with the 2024 Section G Convention document;

Therefore be it resolved that the Procedures Manual is amended as follows:

RESOLUTIONS COMMITTEE – Terms of Reference

1. Upon receipt of proposed resolutions, where several identical or nearly identical resolutions are submitted, select one of such resolutions as being representative of all, and print only that resolution in the Convention manual, taking care to identify all Locals that submitted such resolutions.
2. Examine all proposed resolutions having collective bargaining implications, determine which are specific contract demands (as opposed to general bargaining objectives of the union), and refer such specific contract demands back to the submitting body with the recommendation that they be presented at demand setting meetings.
3. Omit from the Convention manual those resolutions that are submitted contrary to Article 13.8, namely, late resolutions and those submitted without the required accompaniment of signed minutes of the meeting at which they were adopted. Such minutes must contain evidence that a quorum was present and that each resolution was presented and voted upon separately.
4. When preparing the committee's report to the Convention, check where possible with the originating body when the intent is not clear, so that a resolution can be clarified by changing words.
5. Combine similar resolutions into one resolution encompassing the spirit of several, or prepare composite resolutions which may be the sum of several resolutions (but which may be different from any of the submitted resolutions), and thus attempt to build the broadest consensus for a complete policy resolution.
6. Divide the resolutions into categories (such as internal, economics, politics, industrial relations) and within categories, assign priorities on the assumption that there may not be time to deal with all resolutions in every category.
7. Make recommendations to the Chair of the Convention on the classification of emergency resolutions; to be classified by the Chair of the Convention as "Emergency", a resolution must deal with a matter that is ~~urgent, important, or~~

~~unexpected~~ **truly unexpected, urgent, of great importance to the Convention, and not an issue that could not have been foreseen prior to the resolution deadline date and submitted in the proper manner.**

8. Resolutions submitted which are already OPSEU/SEFPO policy, shall be returned to the submitting body.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Appointment of CAAT Trustee April 2024

Whereas Rasho Donchev was appointed as a trustee to the CAAT Pension Plan for the term beginning June 1, 2022, and ending on December 31, 2025; and
Whereas Rasho Donchev has accepted a full-time staff position with OPSEU/SEFPO and is no longer a member of the CAAT Support bargaining unit; and
Whereas the OPSEU/SEFPO procedure manual confirms that the appointment of a CAAT Trustee or Sponsor representative will be terminated if the representative ceases to be an active member of the bargaining unit; and
Whereas the representative would then be replaced by the alternate representative elected at the prior demand set meeting; and
Whereas Paul Lahaise was elected as First Alternate, CAAT Support Trustee, at the 2022 CAAT-S final demand set; and
Whereas the trustee's seat is vacant pending the appointment of a new trustee; and
Whereas trustees are appointed until new trustees are elected and appointed following the expiry of the current Collective Agreement; and
Whereas all CAAT-S representatives have been appointed by the Executive Board until December 31, 2025;
Therefore be it resolved that Paul Lahaise be appointed to the CAAT Board of Trustees for a term beginning immediately and ending on December 31, 2025 provided Paul Lahaise signs the Letter of Understanding provided by OPSEU/SEFPO.

CAAT-S FT Grievance Training April 2024

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

Whereas the CAAT-S FT DivEx Committee made a budget proposal for an in-person Grievance Training course during the 2024 budget process;

Whereas the OPSEU/SEFPO Executive Board approved a budget of \$51,350.00 for this training to be done in a virtual format;
Whereas the CAAT-S FT DivEx believe that this training will be better presented and received in-person;
Whereas CAAT-S Locals strongly believe this training is better provided in-person, they, the Locals, have agreed to pay for meals, travel, and accommodations for their members to participate in-person;
Therefore be it resolved that the OPSEU/SEFPO Executive Board change the fund allocation from a virtual training session to an in-person training session, drawn from the same budget line as approved in the 2024 Budget.

*Motion to amend the motion to allow for an in-person training session and pay for all accommodations, travel, and time off.

May 15-16, 2024 – Executive Board Hybrid Meeting

May 15, 2024

The Executive Board was called to order at 9:30 a.m. President Hornick was in the Chair. All members were present.

May 16, 2023

The Executive Board was called to order at 9:30 a.m. Hornick was in the Chair. All members were present except for Dr. Crystal Garvey with reasons acceptable to the chair.

Motions carried by the Executive Board

Adoption of the Executive Board Meeting Agenda

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

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the April 24, 2024 Executive Board Meeting.

Therefore be it resolved that the OPSEU/SEFPO Executive Board meeting will adjourn at 12:00pm on Thursday May 16, 2024.

Audit Committee Composition

Whereas OPSEU/SEFPO is incorporated as a non-profit, governed by the *Not for Profit Corporations Act*; and
Whereas s 80 of the *Not for Profit Corporations Act* requires that a majority of the OPSEU/SEFPO audit committee cannot be members of the Executive Committee, and this provision will take effect on October 18, 2024; and
Whereas OPSEU/SEFPO policy does not currently ensure that this statutory requirement is met;
Therefore be it resolved that policy manual s 2.1.1 is amended as attached to state that no more than one member of the audit committee may be a member of the Executive Committee.

June 17-18, 2024 – Executive Board Hybrid Meeting

June 17, 2024

The Executive Board was called to order at 9:34 a.m. President Hornick was in the Chair. All members were present except for Aisha Jahangir who arrived at 11:45a.m. and Tracey Ann Halkyard with reasons acceptable to the Chair.

June 18, 2023

The Executive Board was called to order at 9:30 a.m. Hornick was in the Chair. All members were present except for Dr. Crystal Garvey, Tracey Ann Halkyard, and Aisha Jahangir with reasons acceptable to the Chair.

Motions carried by the Executive Board

Adoption of the Executive Board Meeting Agenda

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

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the May 15-16, 2024 Executive Board Meeting.

Therefore be it resolved that the OPSEU/SEFPO Executive Board repeat the same process for amendments to the Final Report of the Resolutions Committee as the year prior.

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

Therefore be it resolved that the President designate executive assistant(s) to attend the OPSEU/SEFPO Executive Board and OPSEU/SEFPO Executive Committee meetings, including in camera discussions as appropriate, for a period of one year to be reviewed at that time by the Executive Board.

Worker's Arts and Heritage Centre (WAHC) Donation

Whereas the Workers Arts and Heritage Centre (WAHC) brings together and celebrates all working people (paid and unpaid) through art, history, and culture; and
Whereas OPSEU/SEFPO recognizes the importance of the WAHC in bringing labour history, social justice, and contemporary labour issues to the forefront in a visible and meaningful way; and

Whereas OPSEU/SEFPO recognizes the importance of the WAHC by making an annual/standing donation to the WAHC; and

Whereas OPSEU/SEFPO wishes to commit to an increased yearly donation to the WAHC for three (3) years (2024-2027), which will give OPSEU/SEFPO naming rights to one of the WAHC's galleries;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve a one-time donation to the Workers Arts and Heritage Centre (WAHC) as per the attached proposal, with funds to be drawn from the Contingency Fund.

*Donation amount is \$15,000

Local 686 Association des Professeur-e-s de l'Université de Hearst

Whereas the faculty of the Université de Hearst is a newly organized bargaining unit resulting from the merger of Association des professeurs-e-s de l'Université de Hearst (APUH) with OPSEU/SEFPO; and

Whereas the merger agreement states that this bargaining unit shall charter a stand-alone

local for the former members of APUH as soon as practical;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that the faculty of the Université de Hearst members be assigned to Local 686.

Provincial Equity Committee/Caucus Representatives and their Alternates (Where Applicable) to Receive the Executive Board Agenda

Whereas Provincial Equity Committee/Caucus representatives and their alternates (where applicable) have a vested interest in the business conducted at OPSEU/SEFPO Executive Board meetings; and

Whereas it is imperative to ensure these representatives are kept as informed of debates and decision making at Executive Board meetings as Local Presidents and Area Council Chairs;

Therefore be it resolved that all Provincial Equity Committee/Caucus representatives and their alternates (where applicable), receive Executive Board agenda books with clear direction on how members can register to observe electronic Executive Board meetings seven days prior to each meeting.

Executive Committee Report to be Added as a Recurring Agenda Item

Whereas the OPSEU/SEFPO Executive committee consists of 10 members of the total executive board membership of 28 and;

Whereas the OPSEU/SEFPO executive committee meets every month with the exception of August and;

Whereas one of our Values is transparency;

Therefore be it resolved that an Executive Committee report be added as a recurring agenda item to all Executive board meetings going forward starting in July 2024.

Horizon Ottawa

Whereas OPSEU/SEFPO members are on picket lines and at rallies regularly using microphones and megaphones and;
Whereas lawful pickets and strikes are the backbone of advancing issues in the labour movement and;
Whereas law enforcement from across the province has been escalating aggression and inappropriate fines to demonstrators in Ontario and;
Whereas 38 demonstrators in the Ottawa area have been given noise violation fines exceeding \$500 each and 1 union activist has been arrested using a megaphone and;
Whereas the OPSEU/SEFPO board unanimously agreed to support the Defend the Right to Dissent Campaign created by a community group;
Therefore be it resolved that OPSEU/SEFPO donate funds in the attached amount to Horizon Ottawa to support this campaign with funds to be drawn from the contingency fund.

*Donation amount: \$5,000

Change to the June 17-18, 2024 Agenda

Motion to approve the changes to the June 17-18, 2024 Executive Board Meeting Agenda.

Human Rights Legal Support Centre Local 5118

Whereas Human Rights Legal Support Centre is a legal services provider in the City of Toronto; and
Whereas Human Rights Legal Support Centre consists of 14 members and has unanimously joined OPSEU/SEFPO on March 28, 2024; and
Whereas would benefit from the mentorship of others from the legal services sector;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that the Human Rights Legal Support Centre become a unit within Local 5118
(LegalClinics:ACTO/CELA/CLEO/HRLSC/ISAC/IWC/KBCLS/MC
LS/NLS/PCLS/SCLS/WTCLS/WSCLS/SECLS).

The Carpenter Hospice Local 269

Whereas an application for certification was filed this week on behalf of all clinical staff who work at **The Carpenter Hospice (Burlington Rotary Community Hospice Inc.)**; and

Whereas there are approximately 40 community health care professional staff working as Registered Nurses, Registered Practical Nurses, Personal Support Workers, and Intake Coordinators at this palliative care hospice located in the City of Burlington; and

Whereas the Carpenter Hospice is an 11-bed facility that offers 24/7 residential care and community-based programs for people in the last stages of their lives and people dealing with grief or a life limiting illness have to join OPSEU/SEFPO; and

Whereas OPSEU SEFPO has another group of community health professionals who currently work at the Bob Kemp Hospice in Hamilton and are apart of Local 269; and

Whereas it is anticipated that Local 269 will agree to accept this newly organized unit from Carpenter House;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that the newly organized Carpenter Hospice join Local 269.

Don Valley Community Legal Services Local 5118

Whereas Don Valley Community Legal Services is a legal services provider in the City of Toronto; and

Whereas Don Valley Community Legal Services consists of 12 members and has unanimously joined OPSEU/SEFPO on March 7, 2024; and

Whereas Don Valley Community Legal Services would benefit from the mentorship of others from the legal services sector; and

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that Don Valley Community Legal Services become a unit within Local 5118

(LegalClinics:ACTO/CELA/CLEO/HRLSC/ISAC/IWC/KBCLS/MC
LS/NLS/PCLS/SCLS/WTCLS/WSCLS/SECLS).

Trillium Health Partners Local 296

Whereas the registered pharmacy technicians at Trillium Health Partners voted to join OPSEU/SEFPO; and

Whereas we already have two existing bargaining units of BioMed Technicians and Laboratory Technicians; and

Whereas Local 296 has agreed to accept the newly organized unit;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that the newly organized registered pharmacy technicians join Local 296.

North Wellington Health Care Local 226

Whereas members of the Hospital Professionals Division including medical laboratory, Diagnostic imaging and Allied Health Professionals, at North Wellington Health Care located in Mount Forest and Palmerston sites voted to join OPSEU/SEFPO; and

Whereas OPSEU/SEFPO currently represents members in the Service and Clerical bargaining units at NWHC; and

Whereas Local 226 has agreed to accept the newly organized unit;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that the newly certified HPD unit be assigned to Local 226.

Salvation Army Toronto Grace Health Centre Local 571

Whereas The Salvation Army Toronto Grace Health Centre is a health centre located in the City of Toronto; and

Whereas The Salvation Army Toronto Grace Health Centre consists of 14 members and has unanimously joined OPSEU/SEFPO on April 9, 2024; and

Whereas The Salvation Army Toronto Grace Health Centre would benefit from the mentorship of others from the health care sector;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that The Salvation Army Toronto Grace Health Centre become a unit within Local 571 (University Health Network).

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Appointment of Pathways Pension Plan Trustee June 2024

Whereas the selection of persons for appointment by OPSEU/SEFPO as a Pathways Pension Plan Committee member must be by a vote at a Unit meeting in accordance with OPSEU/SEFPO by-laws, pension policy and procedures; and,

Whereas the intent of the established procedures is to assure:

A democratic process by which the bargaining unit can select its own representatives for formal appointment by OPSEU/SEFPO

A clearly defined method of selection that can be referenced by any plan members wishing to serve on the Pension or Sponsors Committees

Stable, experienced representation and continuity in representation on these vital bodies; and

Whereas Charmaine McLean was re-elected by the membership to represent them on the Pension Committee for the Pathways Pension Plan at the unit meeting held on March 28, 2024; and,

Whereas the PLC is recommending Charmaine to be appointed to the role of OPSEU/SEFPO representative on the Pension Committee for the Pathways to Independence Pension Plan effective June 1, 2024;

Therefore be it resolved that Chamaine McLean be appointed to represent OPSEU/SEFPO on the Pathways to Independence Pension Committee for the period of June 1, 2024 – December 31, 2027, provided Charmaine signs the Letter of Understanding provided by OPSEU/SEFPO.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Appointment of CAAT Sponsor Board Representative June 2024

Whereas Veneise Samuels was appointed as a the CAAT Support Sponsor representative to the CAAT Pension Plan for the term beginning June 1, 2022, and ending on December 31, 2025; and

Whereas Veneise has accepted a full-time position with OPSEU/SEFPO and is no longer a member of the CAAT Support bargaining unit; and

Whereas the OPSEU/SEFPO procedure manual confirms that the appointment of a CAAT Trustee or Sponsor representative will be terminated if the representative ceases to be an active member of the bargaining unit; and **Whereas**, the

representative would then be replaced by the alternate representative elected at the prior Demand Set meeting; and,

Whereas Valerie Hoareau-Sayah was elected as First Alternate, CAAT Support Sponsor, at the 2022 CAAT S final demand set; and

Whereas the relevant starting date for an elected, and OPSEU/SEFPO appointed representative will be the first meeting following approval of the motion until December 31, 2025 (the end of Veneise's current appointment term);

Therefore, be it resolved that Valerie Hoareau-Sayah be appointed to the CAAT Sponsor Board as the CAAT Support representative for a term beginning July 1, 2024 until December 31, 2025 provided Valerie Hoareau-Sayah signs the Letter of Understanding provided by OPSEU/SEFPO.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Appointment of Pathways Pension Plan Sponsor Committee Representative June 2024

Whereas the selection of persons for appointment by OPSEU/SEFPO as an Sponsor Representative for the Pathways Pension Plan must be by a vote at a unit meeting in accordance with OPSEU/SEFPO by-laws, pension policy and procedures; and,

Whereas the intent of the established procedures is to assure:

A democratic process by which the bargaining unit can select its own representatives for formal appointment by OPSEU/SEFPO,

A clearly defined method of selection that can be referenced by any plan members wishing to serve on the Sponsors' Committee,

Stable, experienced representation and continuity in representation on these vital bodies; and,

Whereas Monica Leclerc was elected to the role of Sponsor representative to the Pathways Pension Plan Sponsor Committee at the unit meeting held on March 28, 2024, replacing Craig Helmer; and,

Whereas the PLC is recommending Monica be appointed to the role of OPSEU/SEFPO Sponsor Representative on the Pathways to Independence Pension Plan Sponsor Committee effective June 1, 2024;

Therefore, be it resolved that Monica Leclerc be appointed to position of Sponsor Representative to the Pathways Pension Plan Sponsor Committee for the period of June 1, 2024 – December 31, 2027 provided Monica signs the Letter of Understanding provided by OPSEU/SEFPO.

CLC Summer School PYC

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

Whereas OPSEU/SEFPO's Provincial Young Workers Committee (PYC) advocates issues on behalf of young workers within the union, the workplace and the broader community/society through continued social outreach and activism; and

Whereas the Canadian Labour Congress (CLC) will host a Summer School Training on "Membership Building", "Black and Racialized Facilitator Training", "Domestic Violence at Work", and "Creating a Just Economy for Workers and Families" from July 14 to July 19, 2024; and

Whereas this educational will grow leadership, organizing, team building, and member outreach skills that will build power as young workers; and

Whereas it will be a space to gather with workers across the country to exchange stories, skills, and strategies about unions, member engagement and social justice issues; and

Whereas participants will build solidarity with a diverse group of other activists, and leave energized and more knowledgeable about how to build stronger unions; and

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the expenses of one of either the alternates or delegates of each region of the PYC to attend the upcoming CLC Summer School Training to be held in Hamilton, ON, from July 14-19, 2024. The total associated costs will not exceed the amount indicated in the proposal with the funds to be drawn from the Contingency Fund.

*See Attachment

MECP MERC Amended Budget Request

Whereas OPSEU/SEFPO's budget includes an amount budgeted for Ontario Parks Campaign; and

Whereas the Union Chair for the Ministry of the Environment, Conservation and Parks Employee Relations Committee has determined that this Ontario Parks Campaign would best meet the Members at Ontario Parks needs if the budgeted funds were re-allocated;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the re-allocation of the funds for Ontario Parks Campaign as outlined in the attached proposal.

Efforts to Displace OPSEU/SEFPO from its Bargaining Rights in Local 374

Whereas efforts are being made to displace OPSEU/SEFPO from its bargaining rights in respect to L374 members; and

Whereas article 16.10 of the OPSEU/SEFPO Constitution addresses displacement attempts; and

Whereas an investigation is needed to determine the number of OPSEU/SEFPO members involved in the displacement efforts.

Therefore be it resolved that OPSEU/SEFPO will launch an investigation to determine what OPSEU/SEFPO members are involved; and

Be it further resolved that the Executive Board will be provided with the results of the investigation before the July 23-24 Executive Board meeting; and

Motion to Acquire R2 Trailer

Whereas OPSEU/SEFPO's strategic plan includes organizing and mobilizing members; and

Whereas OPSEU/SEFPO executive board members strive to mobilize and bring members together in acts of solidarity; and

Whereas every region in OPSEU/SEFPO has access to a trailer except Region 2; and

Whereas the current Region 2 board members want to be ready to support strike lines, picket lines and host social events in the region and;

Whereas Region 2 has over 55,000 members across a vast geography.

Therefore be it resolved that OPSEU/SEFPO Region 2 RVP in conjunction with the First Vice-President's Office be able to purchase a box trailer no smaller than 7 feet by 12 feet and have it branded (wrapped) in the amount attached with funds to come from the Contingency Fund.

Windsor Carrousal of Nations

Whereas OPSEU/SEFPO's budget includes an amount budgeted for Caribana Budget;

Whereas Coalition of Racialized workers has determined that this Caribana Budget line has always been used for other events across other regions The Windsor Carousal of nations We ask that the \$11,000 of the budgeted funds be re-allocated.

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the re-allocation of the funds For Windsor Carrousal of Nations as outlined in the attached proposal.

CAAT – A Organizing to Win 2024

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

Whereas the collective agreement for the 25,000 members of College Faculty expires Sept. 30, 2024;

Whereas the provincial government funds the colleges at 44 per cent of the level of the other provinces;

Whereas the severe underfunding by government has led to the further exploitation of contract faculty and a workload crisis;

Whereas the colleges have responded to the funding crisis with program closures and layoffs;

Therefore be it resolved that the following funds, drawn from the Contingency Fund, be allocated to organizing members to achieve a strong contract.

Provincial Equity Committee/Caucus Representatives on the OPSEU/SEFPO Member Portal

Whereas it is essential to engage equity seeking members at all levels of our Union; and

Whereas Provincial Equity Committee/Caucus Representatives are currently identified, with their contact information, on multiple OPSEU/SEFPO website pages; and

Whereas it would be more efficient and accessible for OPSEU/SEFPO members if all Provincial Equity Committee/Caucus Representatives and their alternates, where applicable, were identified with their contact information in one location.

Therefore be it resolved that Regional Equity Committee/Caucus Representatives and their alternates, where applicable, with their consent, be identified with their contact information on the OPSEU/SEFPO Member Portal for their respective regional members.

Vaughn Plasma Donor Centre Local 5103

Whereas Vaughan Plasma Donor Centre is a blood collection facility in the city of Toronto; and

Whereas Vaughan Plasma Centre consists of 10 members and has unanimously joined OPSEU/SEFPO in January 2023; and

Whereas would benefit from the mentorship of others from the blood services and diagnostics sector;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that Vaughan Plasma Centre become a unit within Local 5103 (Canadian Blood Services – Toronto Transfusion).

Resolutions:

Therefore be it resolved that the recommendation from the Resolutions Committee found in the Resolutions Committee Report for the Executive Board April 2024 be adopted as amended.

B1

Whereas OPSEU/SEFPO is a membership driven Union;
Whereas the cost of living in Ontario has risen significantly;
Whereas wages and general compensation has not kept up with the cost of living in Ontario;
Whereas those hit by hardship are impacted the most by not maintaining wages at a cost-of-living increase;
Therefore be it resolved that OPSEU/SEFPO will fund the Regional Hardship Committees at \$2.00 per member in good standing;
Be it further resolved that that this increase would start in 2025;
Be it further resolved that increases be maintained to be indexed annually to match COLA increases.

B8

Whereas according to the Ontario Human Rights Code, unions “have a legal duty to accommodate based on a person’s family status”
Whereas it is identified that locals and area councils may not have the funding reserves necessary to provide childcare for its members attending local business and events.
Whereas OPSEU/SEFPO delegates to Convention in 2022 resolved the creation of an ad-hoc childcare committee to remove barriers and improve participation of union members

Whereas OPSEU/SEFPO recognizes the barriers equity deserving groups who face greater participation barriers such as low income workers, precarious/ part-time workers, women, Indigenous, black and racialized workers, and those with family and caregiver responsibilities, and have historically been tasked with the responsibility of childminding, placing careers on hold in lieu of being a parent or caregiver and have historically lower salaries, less positions of leadership, and less opportunity for career advancement.

Whereas OPSEU/SEFPO recognizes that our children are the next generation of Labour activists, and their experiences, or lack thereof within the union, have the potential to create a strong foundation with the potential to inspire generational activism.

Whereas Local members are the foundation of OPSEU/SEFPO, the main revenue stream of the union, and are deserving of, and will greatly benefit from, greater access to information sharing, increased accessibility and transparency in their union, and increased engagement from members.

Therefore be it resolved that OPSEU/SEFPO make funding available, similar to the accessibility fund, in which locals and area councils shall access supplementary funds from OPSEU/SEFPO in order to ensure access to the safe and effective provision of childcare when members actively attend to the business of the union. ie. LEC meetings, demand set meetings, bargaining, AGMs, team-building engagements, training, committee work, political action campaigns, strike committees, and other events deemed necessary by the local executive or area council.

Be it further resolved that this fund be available to members effective budget 2025.

Be it further resolved that the fund and its policies and procedures will be surveyed by the OPSEU/SEFPO membership and responses be made available to members within a year of implementation.

B10

Whereas Grassy Narrows has a long-standing history of massive mercury contamination of its water system; and

Whereas mercury poisoning has been linked with nervous system disorders, impacting mental health by causing psychological distress and suicide attempts (Mergler, Philibert, Fillion, & Da Silva, 2023); and

Whereas Grassy Narrows has a suicide rate three times higher than any other First Nation's community, with the majority of those dying by suicide being between the ages of 5-17 years old; and

Whereas as of January 3, 2024, Grassy Narrows is in a state of emergency with 3 youth suicides in the prior 2 months; and

Whereas OPSEU/SEFPO has an existing relationship with Layla Staats wherein she spoke to 2023 Convention delegates on the issue of Canada's indigenous youth;
Therefore be it resolved that OPSEU/SEFPO will immediately support Layla Staats to meet her financial fundraising goal of \$10,000. The cost will deliver a mini recording studio, complete with all the gear to record, edit, and produce music and videos to give these youth the tools to share their stories and voices. This will be an outlet to help channel their energy into something positive and empowering in an attempt to lower the rates of suicide among youth in Grassy Narrows.

B11

Whereas The water crisis facing Indigenous communities is profound and Water First offers training and education in three key programs: Drinking Water Internship, environmental water technical training and school-based water science education workshops with no cost to the students attending the programs, and
Whereas Water First helps address water challenges in Indigenous communities in Canada through their programs and is just one part of a solution to the water crisis facing many Indigenous communities, and
Whereas OPSEU/SEFPO currently donates \$10,000 annually to the Water First programs,
Therefore be it resolved that OPSEU/SEFPO increase its annual donation to Water First Education and Training Inc to \$20,000 to help ensure the continuation of the programs in Indigenous communities so that these programs can continue to be offered with no cost to the students of Ontario.

E4

Whereas year after year, according to Statistics Canada, the Canadian Jewish community is the most targeted religious community in terms of hate crimes, accounting for 67 percent of religiously motivated hate in 2022 (the most recent data available); and
Whereas according to Statistics Canada, on average, more than one hate incident targeted Canada's Jewish community every day in 2022; and
Whereas Canada is experiencing a spike in antisemitism, called 'terrifying' by Canada's Prime Minister; and
Whereas antisemitic incidents make up 53% of reported hate crimes in Toronto since the Israel-Hamas war began on October 7th, 2023; and
Whereas antisemitism directly and harmfully affects the lives of many OPSEU/SEFPO staff and members; and

Whereas OPSEU/SEFPO has a proud history of standing for the human rights of all its members and of all people; and
Whereas OPSEU/SEFPO has rightfully and robustly responded to discrimination and hatred directed toward various identified populations, by instituting mandatory training to prevent and respond to targeted hatred and discrimination; and
Whereas such training encourages a more inclusive and safe Union environment; and
Whereas similar training in understanding the nature of contemporary antisemitism and preventing and responding to it, has not yet occurred as part of OPSEU/SEFPO policy; and
Whereas OPSEU/SEFPO staff and members would benefit from training in the nature of contemporary antisemitism and in methods of preventing and countering said antisemitism.
Therefore be it resolved that OPSEU/SEFPO will undertake to offer training to address antisemitism for its Executive Board, for whom it shall be required; its staff; and its membership;
Be it further resolved that said training shall begin with the Executive Board before July 1st, 2024, and shall continue on a defined and timely schedule, and
Be it further resolved that related expenses will come out of the contingency line for the 2024 budget, thereafter added to the regular training budget line.

E7

Whereas collective bargaining is a critical process that determines OPSEU/SEFPO member wages, benefits, and workplace rights through obtaining a fair collective agreement.
Whereas the only courses on collective bargaining currently available to members is training for bargaining teams once elected which currently limits Locals ability to organize.
Whereas Educational Weekends are regularly held throughout all seven Regions of OPSEU/SEFPO.
Therefore be it resolved that OPSEU/SEFPO will commit to creating a course on collective bargaining to be offered at Regional Educational Weekends and made available to Locals upon request.

E8

Whereas Members of the Retired Members Division are active members of OPSEU/SEFPO; and

Whereas of these, many members take part in OPSEU/SEFPO events, such as rallies, picket lines and campaigns; and
Whereas many of these members represent their Locals and/or OPSEU/SEFPO at Area Councils and Labour Councils; and
Whereas OPSEU/SEFPO has Regional Educationals that can have and do have topics that would be helpful or useful to these RMD activists such as equity, political or social issues and
Therefore be it resolved that OPSEU/SEFPO policy reflect the need to train all of its members in these issues, such as equity, political or social issues and where possible, include RMD members.

E9

Whereas OPSEU/SEFPO is a bilingual corporate entity, which is to be reinforced by standard practices that are to be observed, in both languages to avoid linguistic disparity and to dismantle linguistic insecurities by providing francophones learning spaces.

Whereas OPSEU/SEFPO Constitution Article 19.4 indicates that the Francophone Committee is to develop and promote programs to encourage Francophones to participate in activities and to increase the awareness and understanding of Francophone issues, and OPSEU/SEFPO's vision: "Organizing to Win" has encouraged collaboration and mobilization of the different members with the respect of all their different needs and rights.

Whereas as per the Social Mapping has found that one in twelve OPSEU/SEFPO members identify themselves as Francophone and the same study indicates that the francophone committee plays an active role in advocating for materials, events and information to be accessible to Francophones/francophiles and lack opportunities for involvement in the activities already proposed by OPSEU/SEFPO.

Whereas publications and materials and press releases offered in French contribute personal, educational, and professional development by promoting linguistic diversity, cultural understanding, inclusion and providing valuable skills for an increasingly interconnected and intersectional inclusive union.

Whereas OPSEU/SEFPO is promoting equity and inclusion focused in a multi-level educations, and skill building for bargaining and is only almost exclusively offered in the English language, preventing francophones and francophiles alike from benefiting from appropriate learning resources that can be the basis of equity learning pathways for leaders in French.

Whereas French publications and materials and press releases are rarely provided for Francophones which is detrimental and discriminatory increasing barriers to the Francophone membership and to their participation in OPSEU/SEFPO activities.

Therefore be it resolved that OPSEU/SEFPO provide a minimum of 1 virtual educational, in French per year, composed of 2 courses. These educationals will be province wide and available to all members.

Be it further resolved that the determination of which courses are offered will be decided upon by the Provincial Francophone Committee, and rolled out before the end of 2024.

Be it further resolved that the funding of this provincial initiative will come from the central budget.

EB1

Whereas communities across Ontario are facing unprecedented environmental challenges that necessitate urgent and collective action; and

Whereas OPSEU/SEFPO recognizes the importance of transitioning toward a sustainable and green economy to better address climate change and advocate for environmental stewardship; and

Whereas the public sector plays a critical role in driving sustainable practices and fostering a resilient green community; and

Whereas collaboration, coalition building, and resource-sharing among public sector entities can enhance the effectiveness of green initiatives and promote innovation; and

Whereas a summit provides a platform for stakeholders to exchange ideas, share best practices, and develop collaborative strategies;

Therefore be it resolved that OPSEU/SEFPO calls for the organization of a public sector summit on greening the economy in Ontario; and

Be it further resolved that the summit aims to convene key stakeholders from various government agencies, organizations, union allies, and others to discuss and strategize on initiatives that promote sustainability and environmental responsibility; and

Be it further resolved that OPSEU/SEFPO is directed to coordinate and organize the summit; and

Be it further resolved that the outcomes and recommendations from the summit be documented and shared within the public sector to encourage the implementation of green initiatives.

EB2

Whereas the LCBO plays a crucial role in regulating the sale and distribution of alcoholic beverages in the province, ensuring responsible consumption and

generating critical revenue for public services, including education and health care; and

Whereas the LCBO is a cornerstone of revenue generation for essential public services; bringing in \$2.5 billion dollars a year; and

Whereas the Ontario Government has proposed and implemented policies that suggest a move towards the privatization of the LCBO; and

Whereas the preservation of unionized jobs is a cornerstone of OPSEU/SEFPO; and

Whereas the privatization of the LCBO may lead to negative consequences, including reduced oversight, increases in alcohol-related harm, and a loss of revenue for public services; and

Whereas the LCBO contributes to harm reduction and public safety; and

Whereas the residents of Ontario deserve transparent and inclusive decision-making regarding any changes that may impact public health, safety, and the funding of public services;

Therefore be it resolved that OPSEU/SEFPO strongly opposes the Ontario Government's efforts to privatize the LCBO; and

Be it further resolved that OPSEU/SEFPO advocate around the significance of the LCBO's role in promoting responsible alcohol consumption and generating revenue for public services; and

Be it further resolved that OPSEU/SEFPO commits to raising awareness about the potential negative consequences of LCBO privatization in Ontario and actively engaging in advocacy efforts to safeguard public interest.

EB3

Whereas access to quality healthcare – from hospitals to community based health care and mental health and addiction support – is a fundamental right critical for the well-being of Ontario residents; and

Whereas the Ontario Government has proposed and implemented policies that privatize and monetize health care services in the province; and

Whereas the privatization of health care leads to increased costs, reduced accessibility, and compromised quality of care; and

Whereas public health care system is pivotal in ensuring equitable access to medical services; and

Whereas the privatization of health care disproportionately affects vulnerable and marginalized populations, exacerbating existing health disparities;

Therefore be it resolved that OPSEU/SEFPO vehemently oppose the Ontario Government's efforts to privatize health care in Ontario; and

Be it further resolved that OPSEU/SEFPO urges the government to prioritize the preservation and strengthening of our public health care system, ensuring accessibility, universality and quality of care; and

Be it further resolved that OPSEU/SEFPO calls for increased transparency and public engagement in decision-making processes related to the health care system to better serve Ontarians; and

Be it further resolved that OPSEU/SEFPO commits to fighting any and all forms of privatization of our health care system and will allocate the appropriate resources in fighting privatization.

EB4

Whereas OPSEU/SEFPO is committed to upholding principles of equity, justice, and human rights; and

Whereas transgender and gender non-conforming people deserve to be treated with dignity, respect, and without discrimination or threat of violence; and

Whereas there has been a rise in harmful and regressive policies across Canada aimed at transgender youth and children manufactured to stoke moral panic over 2SLGBTQIA+ people; and

Whereas advocating against discriminatory policies is aligned with OPSEU/SEFPO values; and

Whereas it is essential to use our collective voice and worker power to oppose and actively fight against legislation that is transphobic at local, provincial, and national levels;

Therefore be it resolved that OPSEU/SEFPO strongly condemns any legislation that discriminates against transgender individuals and violates their rights; and

Be it further resolved that OPSEU/SEFPO commit to actively advocating against legislation that is transphobic by engaging lawmakers, policymakers, and other stakeholders to express our outrage; and

Be it further resolved that OPSEU/SEFPO collaborate with like-minded organizations, unions, community groups, and individuals to build a strong coalition against legislation that is transphobic, pooling resources for more effective and impactful advocacy; and

Be it further resolved that OPSEU/SEFPO will use its communication channels, including social media, newsletters, and public statements, to raise awareness about the harmful impacts of legislation that is transphobic; and

Be it further resolved that OPSEU/SEFPO will actively support legal challenges against discriminatory laws, providing assistance, resources, and advocacy where possible.

EB5

Whereas opioid-related deaths saw a stark increase in Ontario in 2015 when illicit fentanyl made its way into the province; and

Whereas there were 272 suspected drug-related deaths according to the Office of the Chief Coroner (OCC) of Ontario between November 2023 and January 2024, a 31% increase from the same period four years ago; and

Whereas supervised consumption and harm reduction sites, including The Spot Supervised Consumption Site (SCS) in Sudbury, provide life-saving services that reduce preventable deaths, reduce the transmission of HIV and Hepatitis C, and connect some of Ontario's most vulnerable members to additional healthcare and health promotion services; and

Whereas Ontario has paused new site approvals since October 2023, and in December 2023 paused provincial funding for the supervised consumption and harm reduction site in Sudbury;

Therefore be it resolved that OPSEU/SEFPO calls on the Ontario government to resume immediately the funding of all supervised consumption and harm reduction sites that are currently providing services; and

Be it further resolved that the funding being sought for all supervised consumption and harm reduction sites is sufficient to optimize the safety of harm reduction workers at the sites;

Be it further resolved that OPSEU/SEFPO urge the Ontario government to expedite new site approvals for supervised consumption and harm reduction sites to ensure these services are available in all regions of the province.

EB6

Whereas The OPSEU/SEFPO Policy Manual confirms that "OPSEU/SEFPO officially supports the NDP both provincially and federally"; and

Whereas the NDP is not always a competitive election option in the provincial/federal electoral ridings where OPSEU/SEFPO members reside; and

Whereas our provincial/federal first-past-the-post (aka single member plurality) electoral system prompts consideration of strategic voting, where Ontarians are faced with voting for the least bad competitive option rather than the best option for themselves and their loved ones; and

Whereas voter turnout is trending low in provincial and federal elections; and

Whereas engaging OPSEU/SEFPO members in electoral politics is one way

to seek to achieve social and economic improvements for workers and the entire working class; and

Whereas it is difficult to engage OPSEU/SEFPO members in electoral politics when the provincial/federal first-past-the-post electoral system leaves much to be desired in many ridings across Ontario.

Therefore be it resolved that OPSEU/SEFPO will provide members with education pertaining to our provincial/federal first-past-the-post electoral system and alternative democratic electoral systems during and between provincial/federal elections; and

Be it further resolved that OPSEU/SEFPO commits to:

- evaluating several alternative electoral systems used by democracies of the world, including mixed member proportional representation; and
- officially supporting the electoral system that will be the most fair and engaging for provincial/federal voters; and
- completing this work before 2026.

EB7

Whereas OPSEU/SEFPO continues to be engaged in an organizational transformation process to move from a servicing model to an organizing model of unionism that centres its work on the membership building their bargaining power; and

Whereas OPSEU/SEFPO has developed a strategic plan that frames its work and decision-making according to shared principles; and

Whereas Convention 2023 passed a resolution to convene a Governance Ad Hoc Committee of the OPSEU/SEFPO Executive Board to conduct a review of OPSEU/SEFPO's governance structure with the analysis and any recommendations from the committee to be presented to OPSEU/SEFPO Convention 2024; and

Whereas the Governance Ad Hoc Committee of the OPSEU/SEFPO Executive Board has completed Phase One of a review that has resulted in constitutional amendments coming to Convention 2024 for debate; and

Whereas there is additional need for a governance review of OPSEU/SEFPO structures and systems;

Therefore be it resolved that an ad-hoc committee be established by the President's office, with membership of the committee being the President or designate, the First Vice- President/Treasurer or designate, and three OPSEU/SEFPO Executive Board Members, and at least one of which will be an OPSEU/SEFPO Equity Executive Board member as elected by the OPSEU/SEFPO Executive Board at its first meeting after Convention 2024,

with support from OPSEU/SEFPO General Counsel and any professional expert(s) chosen by the President and approved by the ad-hoc committee as a whole to continue the review of OPSEU/SEFPO's governance structure; and

Be it further resolved that the mandate of the committee shall include exploring the creation of an OPSEU/SEFPO Ombuds Office, assessing the combined role of President, CEO and Chair, assessing the combined role of First Vice-President and Treasurer, and reviewing OPSEU/SEFPO Executive Board policy and procedure; and

Be it further resolved that the committee bring forward any recommendations to the OPSEU/SEFPO Executive Board to consider bringing to OPSEU/SEFPO Convention 2025.

EB8

Whereas the OPSEU/SEFPO Constitution enshrines the use of Roberts Rules of Order and the O. Garfield Jones' Parliamentary Procedure in addition to the provisions found in Article 13.11 as the procedures used to ensure the smooth function of OPSEU/SEFPO Convention and meetings; and

Whereas Robert's Rules of Order is used to govern the meeting procedures in most organizations in Canada; and

Whereas Robert's Rules may be seen to pose dysfunctional and incomprehensible procedural barriers to participation by members of OPSEU/SEFPO; and

Whereas OPSEU/SEFPO has identified an interest in identifying and removing structural and systemic barriers that impede participation by its full membership;

Therefore be it resolved that an ad-hoc committee be established by the President's office, with membership of the committee being the President or designate, the First Vice- President/Treasurer or designate, and three OPSEU/SEFPO Executive Board Members, one of whom is an OPSEU/SEFPO Equity Executive Board Member, as elected by the OPSEU/SEFPO Executive Board at its first meeting after Convention 2024, with support from OPSEU/SEFPO General Counsel and any professional expert(s) chosen by the President and approved by the ad-hoc committee as a whole to review parliamentary procedures used by OPSEU/SEFPO with the analysis and any recommendations from the committee to be presented to the OPSEU/SEFPO Executive Board to consider bringing to OPSEU/SEFPO Convention 2025.

EB9

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

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

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

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

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

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

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

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

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

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

Be it further resolved that OPSEU/SEFPO lobby the Ontario government to adequately fund the landlord and tenant board.

J3

Whereas OPSEU/SEFPO is a membership driven Union; and

Whereas we celebrate our members at our annual OPSEU/SEFPO convention by handing out awards and lifetime memberships; and
Whereas travel and accommodation costs have risen significantly; and
Whereas we wouldn't want our award winners and lifetime members to be burdened with additional costs;
Therefore be it resolved that all attendance costs will be covered the same as any member, for award winners traveling into convention.

J9

Whereas members benefit from attending events in person, giving them the opportunity to network with other OPSEU/SEFPO members
Whereas hotels are only accepting check in with a valid credit card
Whereas not all members have credit cards and not all members are able to have a credit card
Whereas this is a barrier for members preventing them from attending OPSEU/SEFPO events including Convention, Educational events, Divisional Meetings, Bargaining Conferences and participating fully in Equity events or being a delegate on Provincial Committees.
Therefore be it resolved that the Executive Board investigates the issue of checking in to a hotel for an OPSEU/SEFPO event for the delegates who do not have a credit card.
Be it further resolved that the Executive Board implement a process to accommodate the delegates who identify with this need by December 31st ,2024.

K3

Whereas OPSEU/SEFPO is an inclusive union and espouses the concepts of Equity Diversity and Inclusion (EDI) as one of its primary guiding principles
Whereas OPSEU/SEFPO is inclusive of members with disabilities.
Whereas equity, diversity and inclusion does not denote accessibility.
Be it resolved that OPSEU/SEFPO support Locals with resources, funding, and training to include Inclusion, Diversity, Equity and Accessibility in all collective agreements;
Be it further resolved that all structures, communications, and events are developed with an Inclusion, Diversity, Equity and Accessibility (IDEA) lens.

K8

Whereas diversity and equity are paramount priorities amongst OPSEU/SEFPO membership, necessitating that campaigns be accessible to members across various work sectors and regions of Ontario;

Whereas it is essential for campaigns within OPSEU/SEFPO to be accessible and equitable for all members, particularly in relevance to their workplace;

Whereas the Equity Chair of Chairs plays a critical role in facilitating communication between the caucus, committee chairs, and their respective provincial representatives;

Whereas Social Mapping Project (SMP) Recommendation 31 emphasizes the need to “Solidify and extend the equity-related links between campaign topics and the diverse lived experiences and concerns of members, stakeholders, and communities”;

Therefore be it resolved that regular and structured communication channels be established with the Equity Executive Board Members. This communication shall include consultation, input and feedback as part of the development of all upcoming campaigns;

Be it further resolved that the Equity Executive Board Members shall disseminate such information to all Equity, ensuring their involvement in providing insights and feedback. This process is crucial for ensuring that OPSEU/SEFPO campaigns are equitable and accessible to all members, aligning with our commitment to diversity and equity across Ontario.

K9

Whereas OPSEU/SEFPO is a bilingual corporate entity, which is to be reinforced by standard practices that are to be observed, in both languages to avoid linguistic disparity and to dismantle linguistic insecurities by providing francophone learning spaces, and

Whereas a resolution has already been passed, but is not being fully implemented nor utilized, requiring OPSEU/SEFPO to release all publications, materials and press releases in both English and French, and

Whereas OPSEU/SEFPO Constitution Article 19.4 indicates that the Francophone Committee is to develop and promote programs to encourage Francophone to participate in activities and to increase the awareness and understanding of Francophone issues, and OPSEU/SEFPO’s vision: “Organizing to Win” has encouraged collaboration and mobilization of the different members with the respect of all their different needs and rights, and

Whereas the Social Mapping project has found that one in twelve OPSEU/SEFPO members identify themselves as Francophone and the same study indicates that the francophone committee plays an active role in advocating for materials, events, and

information to be accessible to Francophones/francophiles and lack opportunities for involvement in the activities already proposed by OPSEU/SEFPO, and
Whereas publications and materials and press releases offered in French contribute personal, educational, and professional development by promoting linguistic diversity, cultural understanding, inclusion and providing valuable skills for an increasingly interconnected and inclusively intersectional union, and
Whereas OPSEU/SEFPO is promoting equity and inclusion focused multi-level educations, and skill building for bargaining, and
Whereas courses are mainly offered exclusively in the English language, preventing francophones and francophiles alike from benefiting from appropriate learning resources that can be the basis of equity learning pathways for leaders in French, and
Whereas French publications, materials and press releases are rarely provided for Francophones which is detrimental and discriminatory increasing barriers to the Francophone membership and to their participation in OPSEU/SEFPO activities, and
Therefore be it resolved that OPSEU/SEFPO shall immediately provide all publications, materials and press releases in French and English simultaneously.

K12

Whereas member education helps locals be informed, represent the membership, and to be fully engaged with the union,
Whereas members need to be accommodated to have education that meets their specific needs,
Whereas universal and accessible design meet the needs of learners.
Therefore be it resolved that OPSEU/SEFPO set up an Education Accessibility Ad-Hoc Committee comprised of members who identify with disability and members whose needs are not being met by current education.
Be it further resolved that OPSEU/SEFPO strike up the committee within 30 days of end of convention 2024 and they report back to the board by December 2024 to bring back changes to education policy and practises.

K13

Whereas unions have historically excluded Black and Racialized Workers, mirroring the colonial history of Canada. That history and continuing practices of systemic racism and colonialism have caused deep inequities for workers. These inequities can be seen in the unequal wages, working conditions, job security, and advancement opportunities, specifically for Black and Racialized people. Many Canadians are only starting to learn the truth about the slavery of African People in Canada.

Whereas for unions to build trust in marginalized communities we must organize alongside groups that have historically been oppressed and excluded. The real work in building people's power is supporting our community grassroots organizations that did the work of advocating long before unions did.

Whereas unions cannot survive on short-term solutions but commit to long-term solutions that will engage workers in Ontario. We have actions that are often seen by the communities most affected by provincial cutbacks as bandage solutions. We need to start listening to the communities that are living and experiencing the effects of the Ford government.

Therefore be it resolved that OPSEU/SEFPO create two positions for Black or Racialized Workers as mobilizers to reach out and engage Black and Racialized members. The two mobilizing positions are to take OPSEU/SEFPO in a positive direction in addressing the needs of Black and Racialized members by doing outreach to locate Black and Racialized members, and to empower Black and Racialized workers by organizing and mobilizing with our members.

K14

Whereas OPSE/SEFPO is a diverse member driven Union, it is imperative that equity representation from all Regions be fulfilled; and

Whereas there have been vacancies on the equity committees; and

Whereas that Equity Committee delegate and alternate are voted in at Regionals;

Therefore be it resolved that Equity Committee seats voted on at Regionals, vote for two (2) alternates per region, to be run by plurality at Regional Meetings.

L1

Whereas the allied health professionals in the Hospital Professionals Division in numerous professions are routinely working short staffed, working extended shifts, multiple shifts in a row without time off; and

Whereas the shortage of health professionals in hospitals has resulted in closures of emergency rooms, cancellation of diagnostic testing and has created backlogs in surgeries and diagnoses; and

Whereas recruitment and retention is one of the criteria for consideration by an Arbitrator under the Hospitals Labour Dispute Arbitration Act in bargaining; and

Whereas the government's solution to the staffing crisis has been privatization of services and increasing the number of private clinics in Ontario; and

Whereas the government has done nothing to address the staffing crises other than create a parallel, private system; and

Whereas the staffing crisis can only be solved through a public education campaign on the myriad of health professions that contribute to patient care to recruit people into these professions; and

Whereas the shortage of health professionals will require investments in Colleges and Universities to boost enrollment; and

Whereas the Hospital Professionals Division will be going back into bargaining beginning of 2025;

Therefore be it resolved that OPSEU/SEFPO launch a public-facing campaign of profiling the vital role of allied health professionals in hospitals and the need to train and hire more of every profession; and

Be it further resolved OPSEU/SEFPO commission a paper to publish the data around recruitment and retention of professionals in hospitals; and

Be it further resolved the hospital professionals division will be consulted and provide input into the campaign prior to launching.

L2

Whereas Indigenous women, girls, and two-spirit people, like all people, have the fundamental right to be safe. Supporting and working alongside Indigenous women, girls, and two-spirit people, the Indigenous Circle know all too well that they are not safe in their everyday lives. We have to be strong advocates for prevention-focused supports and services that ensure Indigenous women, girls, and two-spirit people and their families are safe.

Whereas OPSEU/SEFPO needs to stand in solidarity and work with Indigenous leadership to prevent the further loss of young Indigenous people's lives.

Whereas OPSEU/SEFPO needs to encourage quick action through the development of an Indigenous Women's Community Safety Plan.

Whereas OPSEU/SEFPO must act now. It will take everyone, working together, to address the systemic issues that Indigenous women, girls, and two-spirit people and their families continue to face and that play a role in their lives being cut too short.

Whereas Justice is needed for missing and murdered Indigenous women, girls, and two-spirit people (MMIWG2S)

Whereas OPSEU/SEFPO recognizes that Indigenous women, girls, and two-spirit people are strong and resilient, despite the systemic, physical, and emotional violence that they have been subjected to and the multiple barriers they experience in their daily lives

Whereas OPSEU/SEFPO needs to actively continue its call for action on Missing and Murdered Indigenous Women and Girls and Two-Spirit people in conjunction with the Canadian Labour Congress (CLC) and National Union of Public and General Employees (NUPGE) and the OPSEU/SEFPO Indigenous Circle to accelerate

fulfillment of all the Calls for Justice from the final report of the National Inquiry Missing and Murdered Indigenous Women, Girls, and Two-Spirit people;

Whereas First Nations, Métis, and Inuit women are continually impacted by colonialism in what is now known as Canada and continue to face significantly higher rates of violence and sexual assault than non-Indigenous women;

Therefore be it resolved that OPSEU/SEFPO in conjunction with the Canadian Labour Congress (CLC) and National Union of Public General Employees (NUPGE) and the OPSEU/SEFPO Indigenous Circle, continue its actions in pressuring the federal government immediately for a definitive timeline to create a national Red Dress Alert system to notify the public when an Indigenous woman, girl, or two-spirit person goes missing

L3

Whereas The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) states:

Article 5: Indigenous peoples have the right to maintain and strengthen their distinct political, legal, economic, and social and cultural institutions, while retaining their right to participate fully, if they so choose, in the political, economic, social and cultural life of the State.

Article 11 (2): States shall provide redress through effective mechanisms, which may include restitution, developed in conjunction with indigenous peoples, with respect to their cultural, intellectual, religious and spiritual property taken without their free, prior and informed consent or in violation of their laws, traditions and customs.

Article 17(1): Indigenous individuals and peoples have the right to fully enjoy all rights established under applicable international and domestic labour law.

Article 18: Indigenous peoples have the right to participate in decision-making in matters which would affect their rights, through representatives chosen by themselves in accordance with their own procedures, as well as to maintain and develop their own indigenous decision-making institution

Article 27: States shall establish and implement, in conjunction with indigenous peoples concerned, a fair, independent, impartial, open and transparent process, giving due recognition to indigenous peoples laws, traditions, customs and land tenure systems, to recognize and adjudicate the rights of indigenous peoples pertaining to their lands, territories and resources, including those which were traditionally owned or otherwise occupied or used. Indigenous peoples shall have the right to participate in this process.

Article 40: Indigenous peoples have the right to access and to prompt decision through just and fair procedures for the resolution of conflicts and disputes with States or other parties, as well as to effect remedies for all infringements of their individual and collective rights. Such a decision shall give due consideration the customs, traditions,

rules and legal systems of the indigenous peoples concerned and international human rights.

Whereas the Summary of the final Truth and Reconciliation Commission (TRC) Report stated: Indigenous peoples must be recognized as possessing the responsibility, authority, and capability to address their disagreements by making laws within their communities. This is necessary to facilitating truth and reconciliation within Indigenous societies.

Whereas the TRC defines reconciliation as follows: An ongoing process of establishing and maintaining respectful relationships. A critical part of this process involves repairing damaged trust by making apologies, providing individual and collective reparations, and following through with concrete actions that demonstrate real societal change. Establishing respect relations also requires the revitalization of Indigenous law and legal traditions.

Whereas the TRC's Call to Action 50 states: In keeping with the United Nations Declaration on the Rights of Indigenous Peoples, we call upon the federal government, in collaboration with Indigenous organizations, to fund the establishment of Indigenous law institutes for the development, use and understanding of Indigenous laws and access to justice in accordance with the unique cultures of Indigenous peoples in Canada.

Whereas The National Inquiry into Missing and Murdered Indigenous Women and Girls' Call to Justice 5.11 states: We call upon all governments to increase accessibility to meaningful and culturally appropriate justice practices by expanding restorative justice programs and Indigenous Peoples court. The decolonization and indigenization of justice is a legal evolution that is required to make space for Indigenous laws and jurisdictions to operate alongside Canada's common law and civil law systems. Indigenous peoples require capacity to support this transformation beyond existing oppressive regimes. Traditional justice and healing practices that intertwine with modern justice practices could provide that space.

Be it resolved that OPSEU/SEFPO in conjunction with the Canadian Labour Congress (CLC) and National Union of Public General Employees (NUPGE) and the OPSEU/SEFPO Indigenous Circle, call upon the Government of Canada to support First Nations initiatives to revitalize their traditional justice practices by adequately funding an innovative First Nations-led approach to justice and healing that is meaningfully informed by the sacred Knowledge Keepers and oral traditions of First Nations.

Be it resolved that OPSEU/SEFPO in conjunction with the CLC and NUPGE and the OPSEU/SEFPO Indigenous Circle encourage the continued engagement with First Nations and national or regional Indigenous organizations to determine options to support all First Nations as they seek to revitalize their legal practices and traditions and, where requested, by working with all First Nations and required internal and

external partners in their co-development of processes that will revitalize Indigenous laws and traditional justice systems where mandated to do so,
Be it further resolved that OPSEU/SEFPO in conjunction with the CLC and NUPGE and the OPSEU/SEFPO Indigenous Circle demand that a first report be provided within 2 years and a first report on actions to be taken be provided within 5 years of this Resolution passing
Be it further resolved that OPSEU/SEFPO will develop a campaign in conjunction with the Indigenous Circle on this issue to be started within 3 months of this Resolution passing.

L4

Whereas the Workplace Safety and Insurance Board (WSIB) is an employer sponsored Insurance plan and does not support the best interest of workers;
Whereas Chronic Mental Stress, Traumatic Mental Stress, PTSD are legitimate workplace injuries;
Whereas the WSIB has a history of systemic discrimination of denying claims related to workplace mental health by denying 90% of claims arising from workplace mental health injuries, while only denying 25% of all other claims;
Therefore be it resolved that OPSEU / SEFPO develop a strategy in consultation with all sectors to lobby the provincial government to end the discrimination of Mental health injuries in the workplace.

L5

Whereas OPSEU/SEFPO bargaining units in Sector 11 – Hospital Support currently negotiates with their respective employer hospitals separately, and not directly and centrally with the Ontario Hospital Association (OHA); and
Whereas OPSEU/SEFPO centrally negotiates with the OHA for its Sector 10 – Hospital Professional's participating hospitals; and
Whereas the OHA does central bargaining with other Unions that represent hospital support workers, including but not limited to the Canadian Union of Public Employees (CUPE) and the Service Employees International Union (SEIU) for the monetary provisions of their respective collective agreements; and
Whereas central bargaining has resulted in better outcomes for workers in respective Sectors; and
Whereas our greater objective is to better organize and enhance solidarity within our membership for superior results during negotiations;

Therefore be it resolved that OPSEU/SEFPO lobby the OHA to create a central table to negotiate on behalf of its members and bargaining units in Sector 11 – Hospital Support, similar to CUPE and SEIU;
Be it further resolved that OPSEU/SEFPO create the necessary new bargaining procedures to aptly negotiate with OHA.

L6

Whereas the Ford Government announced the elimination of the Criminal Injuries Compensation Board (CICB) in 2019, leading to its cessation on December 31, 2021;
Whereas the CICB provided crucial compensation and lifetime support for victims of various crimes, including sexual assault, domestic assault, human trafficking, and workplace assaults;
Whereas in its last year of operation, the CICB disbursed over \$23,000,000 in financial support for lost wages, medical expenses, legal expenses, and pain and suffering;
Whereas numerous members of OPSEU/SEFPO have been victims of crime, both within and outside the workplace, and the absence of this tribunal has created a significant void for members and the broader community seeking compensation;
Whereas the Workplace Safety & Insurance Board (WSIB) offers employer-sponsored insurance but provides inadequate coverage for wages and minimal support for pain and suffering and other non-economic losses;
Whereas the financial impacts are particularly severe for marginalized communities and those in precarious working conditions;
Therefore be it resolved that OPSEU/SEFPO immediately commence organizing and lobbying the provincial government to reinstate a system for victims of crime to pursue compensation.
Be it further resolved that OPSEU/SEFPO actively seek input from all sectors and equity committees to understand the impact of the CICB's elimination on the respective sectors and communities.

M2

Whereas consistent, efficient, and effective communication and centralized access to pertinent Local correspondence is imperative to strong member engagement;
Whereas the labour movement relies on collective power to organize and mobilize effectively;
Whereas challenges exist at the Local level in finding and utilizing communication platforms and mechanisms that work for all members due to varying levels of

technological accessibility, literacy, and comfort among members, and the resource intensity of maintaining current member email lists;

Whereas OPSEU/SEFPO lacks a consistent and centralized platform that enables Local leadership to communicate consistently and effectively with members;

Whereas the OPSEU/SEFPO Member Portal already offers members secure online access to some services and member information;

Therefore be it resolved that OPSEU/SEFPO explore options to enable Local leadership to utilize the Member Portal as an accessible and efficient tool for centralized communication at the Local level; and

Therefore be it further resolved that OPSEU/SEFPO explore other options for consistent, centralized communication at the Local level, in the event that it is not feasible or possible to enact this function through the current Member Portal and report back to the next OPSEU/SEFPO Convention.

M3

Whereas Manulife coverage benefits under the SH&H OPSEU Benefits Plan for employees represented by OPSEU for services provided by an accredited and registered Psychotherapist applies ONLY if the professional is practicing under the supervision of a Registered Psychologist. Services provided by a Psychotherapist who is not supervised by a registered Psychologist are not eligible for coverage under your SH&H Benefits Plan.

Whereas Psychotherapists who are fully certified and registered in the College of Registered Psychotherapists of Ontario (CRPO) are not required by their association to work under a psychologist's supervision.

Whereas over 12,000 certified and registered psychotherapists in Ontario are not supervised by psychologists, according to the CRPO. Therapy services by these professionals are not paid benefits for OPSEU employees, whereas those represented by AMAPCEO are covered for registered and accredited psychotherapy services.

Whereas the ongoing mental health services have been identified as needing immediate attention. Every year, more than one million Ontarians experience a mental health or addiction issue. This can severely impact their quality of life and everyone around them, including in the workplace. Every day, Ontarians struggle to find the help they need when experiencing a mental health or addiction challenge.

Whereas OPSEU SEFPO members should be able to access the quality mental health care we need and deserve.

Whereas the requirement of psychoanalysts needing to be supervised by a registered psychologist in order for our members to receive coverage is a major barrier for these services.

Therefore be it resolved that OPSEU/SEFPO supports broadening access to psychotherapy by members having access and benefit coverage for the use of psychotherapists;
Therefore be it resolved that OPSEU/SEFPO through its bargaining processes pursue that the service provider for benefits be taken to market by the employers.

M5

Whereas remote work has steadily increased since 2020, and OPSEU/SEFPO members ability to attend local functions has been greatly impacted by this reality; and
Whereas locals have been increasingly reliant on virtual platforms for the organizing of meetings including GMMs; and
Whereas providers of such virtual platforms often function on a scale that makes obtaining such services cost prohibitive for locals; and
Whereas OPSEU/SEFPO already hires the services of Zoom.us in a scale that would allow for additional accounts;
Therefore be it resolved that OPSEU/SEFPO opens up the possibility of requesting a zoom account with an OPSEU/SEFPO domain by members of any local executive, with the cost of such account being passed down to the local via a deduction to their rebates; and
Be it further resolved that OPSEU/SEFPO should investigate the acquiring of a platform to facilitate hybrid (in person/online) meetings for all future meetings including those run by locals.

B3

Whereas OPSEU/SEFPO Members rely on the elected Sector and Divisional Leaders to improve and maintain Labour Relations during their terms and
Whereas networking and sharing issues of mutual concern with associated Labour Movements is beneficial to the Sectors and Divisions and
Whereas those holding equity seats are granted automatic delegate status for OFL, CLC and NUPGE for the reasons of advancing and sharing issues of mutual concern with other associated Labour Movements
Therefore be it resolved that elected Chairs of a Division or a Sector including elected Provincial Health and Safety Chairs be granted status to CLC, and OFL Conventions. This will serve to assist the Divisions and Sectors in advancing their issues and concerns within our associated Labour Movements.

B4

Whereas OPSEU/SEFPO is a fair and transparent union, and

Whereas OPSEU/ SEFPO shares resources as a way to build strength and solidarity, and

Whereas the current strike fund can be accessed for the purposes of campaigns to strengthen bargaining and for strike pay by groups in a right to strike environment by way of a vote in the units but those that don't have the right to strike cannot access said funds for campaigns to strengthen bargaining positions, and

Whereas all members of OPSEU/SEFPO support those who have the right to strike by contributing a portion of general dues revenue in to the strike fund whether they have the right to strike or not, and

Whereas members who do not have the right to strike and can not access the strike fund also require financial supports to strengthen their positions in bargaining, access legal supports and/or to defend members work from privatization through lobbying and political campaigns, and

Whereas members who do not have the right to strike do not have access to funds and require individual motions to the executive board which may or may not be approved as per the executive board members decision at said board meeting based on financial position at the time,

Therefore be it resolved that OPSEU/ SEFPO implement a fund for sectors that have no access to the strike fund which would allocate resources for sectors who do not have the right to strike and are covered under HLDAA (Hospital Labour Dispute Arbitration Act) and by the Corrections Collective Agreement under the Crown Employees Collective Bargaining Act, and

Be it further resolved this fund be implemented using dues from wage reopener monies from said sectors and pay equity retro monies earnings from recent HPD pay equity settlement, and

Be it further resolved that each of the sector chairs impacted by this new fund meet to discuss the implications, access and coordination and recommended policies for executive board approval, and

Be it further resolved after initial implementation from funds mentioned above, the fund shall be increased via five (5) percent of the general dues revenue from impacted sectors (as mentioned above) and shall be transferred on a monthly basis.

Be it further resolved the fund shall be capped at ten (10) million.

EB10

Whereas legislative attacks on free collective bargaining over the last three decades have stripped language from collective agreements, curtailed our

bargaining rights, set out strict essential service levels, and imposed settlements, and restricted the ability of OPSEU/SEFPO to take meaningful action when faced with concession bargaining; and

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

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

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

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

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

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

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

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

Whereas on January 11th, 2024, the International Court of Justice (ICJ) convened to address the South African legal case, asserting that the state of Israel is in violation of its obligations under the United Nation (UN) Genocide Convention; and

Whereas OPSEU/SEFPO has a long and proud record of actively contributing to the struggle against South African apartheid through the systematic boycott of South African goods; and

Whereas prominent figures in the realm of social justice, and many trade unions in the international labour movement fervently advocate for the Boycott, Divestment, and Sanctions (BDS) campaign against apartheid in Israel; and

Whereas the intent of BDS is the targeted consumer boycott from select retailers to stop selling products from companies profiting from war

Whereas Section 29.9.3 of the OPSEU/SEFPO Constitution mandates that every new member shall "... promise to uphold the Union's commitment to dismantling anti-Black racism, anti-Indigenous racism and all forms of racism and discrimination."; and

Whereas the struggle against colonialism and genocide is a matter that pertains not solely to Palestinian workers but encompasses all Canadians, as outlined in the Truth and Reconciliation Commission's first 42 calls to action, urging the full and public acknowledgment of the genocide perpetrated against First Nations, Inuit, and Métis; and

Whereas labour rights are human rights and the labour movement should fight for the rights of workers everywhere;

Therefore be it resolved that effective immediately, OPSEU/SEFPO will actively support the international campaign of Boycott, Divestment and Sanctions (BDS) to demand an immediate ceasefire, the immediate release of all hostages, political prisoners and civilians held without charge and that the state of Israel end the siege of Gaza and occupation in the West Bank, and dismantle the apartheid wall and Israeli settlements in the West Bank, and fully comply with international law, including United Nation Resolution 194, which calls for the right of return of Palestinian refugees. It is understood that OPSEU/SEFPO will make all reasonable efforts to divest its own investment holdings and other operations from companies that conduct business with Israel where possible without unduly affecting the union's financial security or operations.

I2 (Divided Resolution #1)

Whereas OPSEU/SEFPO proudly supports the principles of human rights, social justice and international workers' solidarity and has a long history of mobilizing to support workers' rights and communities in Canada and internationally; and

Whereas OPSEU/SEFPO and our members have been horrified by the unprecedented escalation of violence against unarmed civilians in Israel-Palestine since October 7 - including the deaths of approximately 1,200 Israelis, more than 28,000 Palestinians in Gaza and almost 400 Palestinians in the West Bank; and the mass destruction of civilian neighbourhoods, hospitals, schools and civil infrastructure in Gaza; and

Whereas on January 26th, 2024, the International Court of Justice (ICJ) i) issued an interim finding that there is a plausible case that Israel is committing acts of genocide in violation of the United Nation (UN) Convention on Genocide, and ii) directed Israel to take all immediate steps to prevent the killing of Palestinians, ensure resumption of humanitarian aid and basic services to Gaza, and prevent and punish incitement to genocide (<https://www.ici-cii.org/node/203454>); and

Whereas international law imposes a positive duty on all nations, including Canada, to oppose and take all steps in their power to prevent acts or potential acts of genocide by other states; and

Whereas since the IJC ruling, Israel has escalated its war on Gaza and extended it into the so-called "safe zones" in southern Gaza to which more than 1.5 million Palestinians have fled for safety; and

Whereas a coalition of major Canadian unions (including CUPW, CUPE, NUPGE, PSAC, Unifor and UNITE/HERE) - together with more than 250 other union locals, labour councils and community, social justice and faith groups - have issued a national call for a Ceasefire Now; an end to Israel's blockade of Gaza; immediate humanitarian assistance; the release of all hostages; an end to increased Anti-Arab and anti-Palestinian racism, Islamophobia, and antisemitism in Canada; and a just and lasting peace in Israel-Palestine and an end Israel's decades-long occupation of Palestinian territory (<https://ceasefirenow.ca/who-we-are>); and

Whereas these groups have marched together with hundreds of thousands of Canadians — including many members of OPSEU/SEFPO, other unions and our diverse communities — in mass demonstrations as part of the growing movement for a Ceasefire Now and a just peace;

Therefore be it resolved that OPSEU/SEFPO;

1. Condemns the killing of unarmed civilians.
2. Deplores any racist, antisemitic or Islamophobic statements or acts against Muslims, Jews, Palestinians, Arabs or Israelis in Canada and internationally;

4. Demands that the Canadian government call for an immediate ceasefire, restoration of humanitarian aid and essential services to the people Gaza, and the immediate release of all hostages, political prisoners and individuals held in detention without charge by Israel and Hamas;

I2 (Divided Resolution #2)

Whereas OPSEU/SEFPO proudly supports the principles of human rights, social justice and international workers' solidarity and has a long history of mobilizing to support workers' rights and communities in Canada and internationally; and
Whereas OPSEU/SEFPO and our members have been horrified by the unprecedented escalation of violence against unarmed civilians in Israel-Palestine since October 7 - including the deaths of approximately 1,200 Israelis, more than 28,000 Palestinians in Gaza and almost 400 Palestinians in the West Bank; and the mass destruction of civilian neighbourhoods, hospitals, schools and civil infrastructure in Gaza; and

Whereas on January 26th, 2024, the International Court of Justice (ICJ) i) issued an interim finding that there is a plausible case that Israel is committing acts of genocide in violation of the United Nation (UN) Convention on Genocide, and ii) directed Israel to take all immediate steps to prevent the killing of Palestinians, ensure resumption of humanitarian aid and basic services to Gaza, and prevent and punish incitement to genocide (<https://www.ici-cii.org/node/203454>); and

Whereas international law imposes a positive duty on all nations, including Canada, to oppose and take all steps in their power to prevent acts or potential acts of genocide by other states; and

Whereas since the IJC ruling, Israel has escalated its war on Gaza and extended it into the so-called "safe zones" in southern Gaza to which more than 1.5 million Palestinians have fled for safety; and

Whereas a coalition of major Canadian unions (including CUPW, CUPE, NUPGE, PSAC, Unifor and UNITE/HERE) - together with more than 250 other union locals, labour councils and community, social justice and faith groups - have issued a national call for a Ceasefire Now; an end to Israel's blockade of Gaza; immediate humanitarian assistance; the release of all hostages; an end to increased Anti-Arab and anti-Palestinian racism, Islamophobia, and antisemitism in Canada; and a just and lasting peace in Israel-Palestine and an end Israel's decades-long occupation of Palestinian territory (<https://ceasefirenow.ca/who-we-are>); and

Whereas these groups have marched together with hundreds of thousands of Canadians — including many members of OPSEU/SEFPO, other unions and our

diverse communities — in mass demonstrations as part of the growing movement for a Ceasefire Now and a just peace;

Therefore be it resolved that OPSEU/SEFPO;

3. Demands an immediate end to Israel's blockade, bombing and invasion of Gaza, and the mass detentions and killing of Palestinian civilians in the West Bank;

5. Calls for a Canadian and international ban on all financing, manufacturing, sale or transportation of arms and military equipment, components or technology to Israel;

6. Calls for an end to Israel's occupation, seizure & annexation of Palestinian lands and the forced displacement of Palestinian people; and immediate negotiations towards a just peace that respects international law, United Nations resolutions, and the historic rights of the Palestinian people;

7. Rejects attempts by governments, politicians, institutions and other organizations to equate criticism of the State of Israel or its policies, or support for the rights of Palestinians, with antisemitism or support for terrorism;

8. Condemns attempts to silence workers, students, unions, civil society organizations and individuals — including the voices of indigenous, immigrant, racialized and marginalized individuals and communities — who speak out for an immediate ceasefire, an end to the blockade, and the rights of Palestinians;

9. Encourages OPSEU/SEFPO locals, area councils, and other bodies - and our labour and community allies, including the OFL, NUPGE and the CLC — to advocate, mobilize and build the public campaign for the positions outlined above; and

10. Calls for all hostages on the Palestinian and Israeli sides to be released.

July 3, 2024 –Executive Board EPoll Meeting

July 03, 2024

The Executive Board was called to order at 8:00 p.m. First Vice-President/Treasurer Nancekivell was in the Chair. All members were present except for Meagan Christou and JP Hornick with reasons acceptable to the Chair.

Motions carried by the Executive Board

LBED Strike Ad Campaign

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

Whereas OPSEU/SEFPO represents over 9,000 employees at the Liquor Control Board of Ontario (LCBO), members of the Liquor Board Employees Division (LBED); and

Whereas the OPSEU/SEFPO and the LCBO are parties to a Collective Agreement in effect from April 1, 2021 to March 31, 2024; and

Whereas OPSEU/SEFPO and the LCBO have been in collective bargaining negotiations over the last many months; and

Whereas LBED members are fighting for good jobs in every community, to protect public services and stop Ford from handing Ontario's public funds to grocery chain CEOs; and

Whereas our goal is to beat Ford in the public arena and win the public over to support LCBO workers' demands, the workers' strong picket lines starting July 5 will create the crisis that will garner the public's attention. Digital and TV ads will help increase our reach and our message exponentially during the first few days of the strike; and

Whereas LBED members are facing a strike/lockout deadline at 12:01am on Friday July 5, 2024;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the digital ad campaign for the LBED strike detailed in the attached proposal with the funds to be drawn from the Strike Fund.

July 17, 2024 –Executive Board EPoll Meeting

July 17, 2024

The Executive Board was called to order at 7:00 p.m. President Hornick was in the Chair. All members were present except for Meagan Christou, Dr. Crystal Garvey, Tracey Ann Halkyard, and Kelly Martin, with reasons acceptable to the Chair.

LBED Strike Support (Mileage) July 2024

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

Whereas members of OPSEU/SEFPO's Liquor Board Employees Division (LBED) across Ontario have been on strike since July 5, 2024; and

Whereas LBED members and member mobilizers/other leaders may perform picket or other strike-related duties in locations far from their regular work locations, and these duties are essential to the success of the strike; and

Whereas members and member mobilizers/other leaders are encouraged to carpool; and

Whereas it is recognized that performing duties at locations far from members' regular work locations is a financial burden for members on strike.

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve this proposal for travel reimbursement to support members who must travel over 30 kilometers (one way) further than their regular work location to perform picket or other strike-related duties, with funds to be drawn from the Strike Fund.

July 23-24, 2024 – Executive Board Virtual Meeting

July 23, 2024

The Executive Board was called to order at 9:34 a.m. First Vice-President/Treasurer Laurie Nancekivell was in the Chair. All members were present except for Vikki Poirier who arrived at 9:45a.m., Tina Stevens who arrived at 10:27 a.m., JP Hornick who arrived at 1:00p.m., and Peter Figliola and Chrisy Tremblay, with reasons acceptable to the Chair.

July 24, 2023

The Executive Board was called to order at 9:30 a.m. First Vice-President/Treasurer Laurie Nancekivell was in the Chair. All members were present except for Kelly Martin who arrived at 9:45a.m., Dr. Crystal Garvey who arrived at 11:30a.m., and Peter Figliola with reasons acceptable to the Chair.

Motions carried by the Executive Board

Adoption of the Executive Board Meeting Agenda

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

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the Jun 17-18, 2024 Executive Board Meeting, the July 3, 2024 ePoll Executive Board Meeting, and the July 17, 2024 ePoll Executive Board Meeting.

Sector 1 Ambulance Division Negotiating Procedures

Whereas in accordance with article 24.1.1 of the OPSEU/SEFPO Constitution, discussion and guidance from participants at the November 18-19, 2023 Sector 1 Divisional Meeting resulted in draft revisions to the Sector 1 Ambulance Division Negotiating Procedures; and

Whereas in the OPSEU/SEFPO Procedures Manual (June 2024) the Ambulance Units (Crown Agent) Negotiating Procedures are found in Section 3.2.2.

Therefore be it resolved that the Sector 1 Ambulance Division Negotiating Procedures in the OPSEU/SEFPO Procedures Manual Section 3.2.2 be replaced with those found in the attached Appendix.

Local 374 Update

Whereas the following motion was carried by the Executive Board at the June 2024 Executive Board meeting:

Therefore be it resolved that OPSEU/SEFPO will launch an investigation to determine what

OPSEU/SEFPO members are involved; and

Be it further resolved that the Executive Board will be provided with the results of the investigation before the July 23-24 Executive Board meeting; and

Be it further resolved that any members found to be involved in the displacement attempt are given an opportunity to present their views to the Executive Board at the July 23-24 Executive Board meeting; and

Be it further resolved that, later on that same Executive Board meeting agenda, the Executive

Board considers suspending from membership in good standing any member(s) determined to be

participating to have participated in this displacement attempt; and

Be it further resolved that OPSEU/SEFPO launches a large-scale organizing campaign to ensure OPSEU/SEFPO increases its visible presence in the workplace and members have full access to information about the power of their union; and

Be it further resolved that OPSEU/SEFPO pursues any sanctions against the organization behind the displacement attempt that may be applicable.; and

Whereas developing since that motion carried, the organization that is seeking to raid OPSEU/SEFPO L374 members, has filed a displacement application with the Ontario Labour Relations Board; and

Whereas affected members will vote on displacement on July 23, 2024; and

Whereas there are four Local Officer vacancies on the L374 Local Executive Committee; and

Whereas article 29.4.2 of the OPSEU/SEFPO Constitution requires that such vacancies will be “filled promptly”; and

Whereas the President of OPSEU/SEFPO has advised L374 members that the vacancies will be filled by election no later than August 19, 2024; and

Whereas, in conversation with the Region 3 Executive Board Members, the fifth resolution from the June 2024 Executive Board meeting motion has been prioritized by OPSEU/SEFPO; and

Whereas the first four resolutions from the June 2024 Executive Board meeting motion have not yet been finalized; and

Whereas negative consequences could result for both L374 and OPSEU/SEFPO as a whole if sanctions are not considered for members involved in the displacement effort before the L374 vacancies are filled.

Therefore be it resolved that, with time frames adjusted accordingly, the first four resolutions from the June 2024 Executive Board meeting motion will be carried out prior to the L374 vacancy elections taking place; and

Be it further resolved that, if necessary, the President will call an emergency or special

Executive Board Meeting in order to ensure timelines are met and the resolutions from the motion can be enacted.

OPSEU/SEFPO Policy Manual section 4.2.10 – “Expense Claims – Tipping; Tip Receipts”

Whereas Section 4.2.10 of the OPSEU/SEFPO Policy Manual is entitled “Expense Claims – Tipping; Tip Receipts” and addresses procedures with respect to tipping; and

Whereas this section specifies that tipping shall be “to a maximum of 15 percent of the total bill on food delivery/service, taxis and porters”; and

Whereas the cost of living has skyrocketed, wage increases have largely not kept pace with inflation, and OPSEU/SEFPO wishes to remove financial barriers in society; and

Whereas the Policy Manual now includes ride-hailing and ridesharing as allowable expenses at Section 4.2.9 “Expense Claims – Taxis; Taxi Receipts, Ride Hailing and Ride Share Reimbursement” but this section has not yet incorporated these allowable expenses.

Therefore be it resolved that Policy Manual Section 4.2.10 be amended to read, “A tip up to a maximum of 20 percent of the total bill on food delivery/service, taxis, ridehailing/ridesharing and porters will be reimbursed...”

Procedure re: Duration of Convention

Whereas Section 2.9B (4) of the OPSEU/SEFPO Procedures Manual is entitled “Governance Procedures; Convention Proceedings; Dates and Duration” and addresses the scheduling of OPSEU/SEFPO’s yearly Convention; and

Whereas this section reads, in part:

2. Duration

All future conventions will open on Thursday and adjourn on a Saturday at 12:00 noon. The Convention will be held in late April or May; and

Whereas this section includes Convention’s adjournment day and time in order to make best efforts to ensure that quorum is met throughout Convention and to assist OPSEU/SEFPO members to make firm travel arrangements for the end of Convention; and

Whereas at the 2024 Convention, delegates passed a resolution extending future Conventions by one (1) full day (from 2.5 days to 3.5 days), where possible; and

Whereas the booking of the Convention Centre and the multiple hotel contracts for the full weekend provides greater availability for our required number of guests; and

Whereas staff support OPSEU/SEFPO members by working at Convention and by working their regular duties, outside of Convention; and

Whereas extending Convention by commencing Convention on Wednesday will result in staff being unable to support members outside of Convention for an additional day that week, so it is preferable to extend Convention until Sunday at 12:00 noon.

Therefore be it resolved that the relevant portion of Section 2.9B (4) of the OPSEU/SEFPO Procedures Manual be amended to read:

2. Duration

All future conventions will open on Thursday and adjourn on a **Saturday Sunday** at 12:00 noon, **where possible**. The Convention will be held in late April or May.

OPSEU/SEFPO Coalition of Racialized Workers - Caribana

Whereas the OPSEU/SEFPO Coalition of Racialized Workers has historically participated in the annual Caribbean Festival (Caribana); and

Whereas CoRW has received an approved budget for this annual event; and

Whereas banners designed and purchased for past Caribanas were incorrectly designed and produced (vinyl material instead of mesh) which made it incompatible to be used with the sound system on the float; and

Whereas proper banners using the correct material would need to be created to be used for all Caribana events starting in 2024;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the purchase of new banners for Caribana as per the costs indicated in the proposal; and

Be it further resolved that the costs will come out of the Contingency Fund.

Appointment to the Pathways to Independence Sponsor Committee July 2024

Whereas Giulia Volpe's appointment as an OPSEU/SEFPO Sponsor Committee representative to the Pathways to Independence Pension Plan was initially intended to end on December 31, 2024; and

Whereas Giulia Volpe is being recommended for appointment to the Pathways to Independence Pension Committee effective July 1, 2024, ending the Pathways Pension Sponsor Committee appointment six (6) months earlier, leaving a vacancy for the staff appointment; and

Whereas OPSEU/SEFPO procedures requires one (1) of the three (3) Sponsor Committee members to be a staff assigned from the Pensions and Benefit Unit of OPSEU/SEFPO; and

Whereas the PLC is recommending Luc-Joel Ciza be appointed for a three (3) year term commencing July 1st, 2024, to June 30, 2027;

Therefore be it resolved that Luc-Joel Ciza, be appointed to the Sponsor Committee for the Pathways to Independence Pension Plan from July 1, 2024, to June 30, 2027, provided Luc-Joel Ciza signs the Letter of Understanding provided by OPSEU/SEFPO.

Appointment to the Pathways to Independence Pension Committee July 2024

Whereas Cheri Hearty's appointment to the Pathways to Independence Pension Committee ended on June 30, 2024; and

Whereas OPSEU/SEFPO procedures requires one (1) of the three (3) Pension Committee members to be a staff assigned from the Pensions and Benefit Unit of OPSEU/SEFPO; and

Whereas the PLC is recommending Giulia Volpe be appointed for a three-year (3) period commencing July 1st, 2024, and expiring on June 30, 2027;

Therefore be it resolved that Giulia Volpe be appointed to the Pathways to Independence Pension Committee from July 1, 2024 to June 30, 2027, provided Giulia Volpe signs the Letter of Understanding provided by OPSEU/SEFPO.

Annual All Pension Trustee and Sponsor Enhanced Investment Training

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

Whereas the OPSEU/SEFPO policy manual outlines a requirement to provide annual training seminars to its pension trustees and sponsors on issues of interest and concern to the union; and

Whereas OPSEU/SEFPO policy identifies that advancing the interests of its members and all working Canadians through the socially responsible investment of pension funds which includes shareholder activism, ethical and other screens, and economically targeted investment strategies, as an area of interest; and

Whereas OPSEU/SEFPO is responsible for ensuring that all Union-appointed sponsors and trustees are sufficiently trained to carry out the policies of the Union; and

Whereas OPSEU/SEFPO policy requires the PLC to make recommendations on the most appropriate structure to ensure that OPSEU/SEFPO provides the educational and research support to its members who are trustees and sponsors representatives of pension plans; and

Whereas The PLC has identified the Global Unions Committee on Workers Capital (CWC) conference taking place in Toronto on October 7th and 8th 2024 as an appropriate structure to provide education on this identified area of interest; and
Whereas the PLC has identified a need to extend trustee and sponsor educational training by one day (three-day education session) to facilitate education in the area of interest as identified in OPSEU/SEFPO policy manual; and
Whereas the PLC will be supplementing the CWC information with a single day education preceding the conference to ensure that all Union-appointed sponsors and trustees are sufficiently trained to carry out the policies of the Union;

Emancipation Day

Whereas The Coalition of Racialized Workers have historically participated in Emancipation Day in the past; and
Whereas a strong community tie and relationship has been developed; and
Whereas OPSEU/SEFPO is committed to equity and the Indigenous journey of its members and their families; and
Whereas OPSEU/SEFPO has set an aim and purpose of the Union "to actively identify and dismantle anti-black, anti-Indigenous and all forms of racism and discrimination within its systems and structures so that all members have full access to services and can fully participate in the Union", and
Whereas OPSEU/SEFPO recognizes the importance of raising awareness for racialized members and their contributions to OPSEU/SEFPO and society at large; and
Whereas OPSEU/SEFPO is committed to the Dismantling Systemic Racism training which has been mandated in the constitution.
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds from the Contingency Fund to enable Emancipation Day Windsor for the attached proposal.

Collaborating to Prevent & Respond to Harassment & Violence at Work (Symposium)

Whereas OPSEU/SEFPO Provincial Women's Committee (PWC) has a long history of promoting women's rights in the workplace; and
Whereas OPSEU/SEFPO has encouraged and advocated for training for members and staff around violence prevention in the workplace; and

Whereas the PWC has collaborated with various labour unions and affiliates including NUPGE, OFL, CLC and the UN, in strengthening their knowledge to develop strategies that prevent and eliminate violence in the workplace; and
Whereas Collaborating to Prevent & Respond to Harassment & Violence at Work is a symposium that will include panel discussions, presentations, and workshops from experts in preventing and responding to harassment and violence at work.
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds outlined in the attached proposal for the 7 PWC delegates to attend this symposium; and
Be it further resolved that these funds be drawn from the Contingency Fund.

Truth and Reconciliation Day Event Ottawa 2024

Whereas OPSEU/SEFPO has a long history of supporting Indigenous communities across the province and includes supporting the National Day for Truth and Reconciliation on September 30; and
Whereas the OPSEU/SEFPO Provincial Women's Committee (PWC) has attended previous marches in Ottawa to commemorate Truth and Reconciliation Day; and
Whereas the PWC continues to support the work of the Indigenous Circle of OPSEU/SEFPO by encouraging more Indigenous members to participate in their union and the larger labour community; and
Whereas OPSEU/SEFPO encourages and supports the efforts of its equity committees and caucus to build solidarity with one another and also support initiatives that bring more understanding to the struggles that Indigenous communities continue to face; and
Whereas there will be a gathering called 'Remembering the Children' that will take place on Parliament Hill on September 30;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds outlined in the attached proposal and that they be drawn from the Contingency Fund.

Young Workers Conference Budgeted Fund Re-Allocation Request

Whereas OPSEU/SEFPO's budget includes an amount budgeted for the 2024 OPSEU/SEFPO YOUNG WORKERS CONFERENCE; and
Whereas the Provincial Young Workers Committee (PYC) has determined that this 2024 Young Workers Conference would best meet the members' needs if the budgeted funds were re-allocated;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the re-allocation of the funds for the 2024 Young Workers Conference in Ottawa as outlined in the attached proposal.

Social Media and Facilitation Skills Training

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

Whereas the OPSEU/SEFPO Retired Members Division (RMD) works to bring together retired members to discuss common issues; and
Whereas the RMD is looking to improve how they contact and communicate with retirees in their regions; and
Whereas networking with retirees and getting more people involved is important to the overall success of the RMD; and
Whereas this includes updating methods of communications and offering hybrid meetings; and
Whereas current members of the RMD Regional and Divisional Executives can benefit from an OPSEU/SEFPO educational on social media and how to run hybrid meetings;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds indicated in the attached proposal for Retired Members Divisional and Regional Executives (including members at large) from across all regions to participate in the requested training with funds to be drawn from the Contingency Fund.

ASU Collective Agreement

Therefore be it resolved that the OPSEU/SEFPO Executive Board ratify the January 1, 2024 – December 31, 2026 Collective Agreement with ASU.

LCBO Campaign Breakdown

Motion that a breakdown to of money spent and what was produced by point blank for the LCBO campaign and how much of a credit we currently have with them as stated in last month's Board that if we didn't use what we have then we would have a credit.

Reconsideration of the Agenda

Motion that the adopted July 23-24, 2024 Executive Board Agenda as amended be reconsidered.

Local 540 – Division of Local, July 23/24 2024

Whereas OPSEU/SEFPO is a member-driven Union; and
Whereas OPSEU/SEFPO places great importance on the integrity of Locals; and
Whereas fragmentation of the membership and reduction in size of Locals is generally not in the interests of effective servicing and effective representation of the membership unless there is a compelling case; and

Whereas Local 540 is a composite Local containing Homes First Shelter, Jean Tweed Centre, Native Women's Resource Centre of Toronto and Sistering; and

Whereas the members of Local 540 have passed a motion in favour of Homes First becoming a stand-alone Local;

Therefore be it resolved that the Executive Board approve the recommendation of the Executive Committee regarding the division of Local 540 such that the Homes First unit become a single unit Local 5121 and Jean Tweed Centre, Native Women's Resource Centre of Toronto and Sistering remain as Local 540.

OPS Corrections Bargaining - Bargaining Team Training

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

Whereas the OPS Correctional Bargaining Unit Collective Agreement expires December 31, 2024; and

Whereas the current OPSEU/SEFPO policy for training bargaining teams allows for two (2) alternates per category, to attend the team training; and

Whereas the OPS Correctional Bargaining Unit bargaining procedures require the election of thirteen (13) members in ten (10) categories; and

Whereas the OPS Correctional Bargaining Unit bargaining procedures require the election of eight (8) alternates for the Correctional Officer bargaining team representatives and three (3) alternates for each of the other category representative positions; and

Whereas OPSEU/SEFPO policy for training bargaining team alternates disadvantages the OPS Correctional Bargaining Unit team alternates as a whole, but

specifically those in the Correctional Officer category as there are four (4) members and eight (8) alternates elected in their category and there would only be two (2) alternates in this category approved for training; and

Whereas the last two rounds of bargaining for the OPS Correctional Bargaining Unit have lasted for eighteen (18) and twenty six (26) months consecutively, each resulting in an extraordinary time commitment for bargaining team members; and

Whereas the length of bargaining cycles can impact on bargaining team members personal and work life balance leading to members no longer being able to devote their time and needing to step down resulting in turnover of bargaining team members during the round of bargaining; and

Whereas fostering a culture of preparedness and adaptability within the bargaining team is crucial for successful negotiations; and

Whereas ensuring that every alternate, regardless of their prior experience or background, receives the same level of training will enhance the overall performance of the bargaining team, should alternates be called upon to join the team;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the cost of training an additional fourteen (14) alternates for this round of bargaining.

Sector 19 Grifols Paid Plasma

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

Whereas OPSEU/SEFPO members at Canadian Blood Services are under direct attack from their Employer as a result of CBS entering into a 15 year partnership with the Spanish pharmaceutical company Grifols, to collect plasma and pay donors for donating plasma.

Whereas OPSEU/SEFPO has a Central Collective Agreement with Canadian Blood Services for all CBS run Plasma Collection Centres in Ontario and a Central Agreement with all CBS Support Staff in whole blood collection, including approximately 1000 members who will be bargaining in October and demanding job security, as Grifols will be directly competing and paying donors for donating plasma.

Whereas Grifols pharmaceuticals are scheduled to open sites in Whitby, Cambridge and Hamilton in late 2024 and early 2025 and it is anticipated that two additional sites may open in Region 5 near Yorkdale Shopping Centre and in Etobicoke.

Whereas the privatization of plasma collection undermines the Krever Report that blood donations must be non remunerated and voluntary.

Whereas the NUPGE affiliated CBS units across Canada recently met in Ottawa discussed supporting actions against Grifols opening in Ontario and in other provinces.

Therefore be it resolved that the OPSEU/SEFPO Executive Board provide funding for a Sector 19 campaign that will run from July to December 2024 with the goal of engaging 1000 members to participate in actions with the goal to block Grifols from opening private clinics with funds to be drawn from the Contingency Fund.

Igbo Nigeria Community Association Hamilton (ICAH)

Whereas The Coalition of Racialized Workers have historically participated in Igbo Nigeria Community Association Hamilton (ICAH) in the past; and

Whereas a strong community tie and relationship has been developed; and

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

Whereas OPSEU/SEFPO has set an aim and purpose of the Union "to actively identify and dismantle anti-black, anti-Indigenous and all forms of racism and discrimination within its systems and structures so that all members have full access to services and can fully participate in the Union", and

Whereas OPSEU/SEFPO recognizes the importance of raising awareness for racialized members and their contributions to OPSEU/SEFPO and society at large; and

Whereas OPSEU/SEFPO is committed to the Dismantling Systemic Racism training which has been mandated in the constitution.

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds from the Contingency Fund to enable Igbo Nigeria Community Association Hamilton (ICAH) for the attached proposal.

August 13, 2024 – Executive Board Virtual Meeting

August 13, 2024

The Executive Board was called to order at 7:31 p.m. President JP Hornick was in the Chair. All members were present except for Veronica Attard, Peter Figliola, Ken Steinbrunner, and Tina Stevens, with reasons acceptable to the Chair.

Motions carried by the Executive Board Local 374 Membership

Whereas Delia Ciano, Cesar (Alec) Choy, and Carrie Totten are employees of MacKenzie Health and were officers of OPSEU/SEFPO local 374 until their resignations from the Local Executive in May 2024; and

Whereas OPSEU/SEFPO received reliable information to indicate that Delia Ciano, Cesar (Alec) Choy and Carrie Totten are supporting an ongoing campaign by another Union to displace OPSEU/SEFPO's bargaining rights at MacKenzie Health, which poses a direct threat to the interests of OPSEU/SEFPO, Local 374, and the membership; and

Whereas the Executive Board convened a meeting in accordance with article 16.10 of the OPSEU/SEFPO Constitution in order to review the circumstances of the displacement campaign at MacKenzie Health and the role of former officers Delia Ciano, Cesar (Alec) Choy, and Carrie Totten in that campaign;

Therefore be it resolved that, having reviewed the information and perspective provided by local 374 and by the three former officers, Delia Ciano, Cesar (Alec) Choy and Carrie Totten are hereby barred from running for elected office within OPSEU/SEFPO for a period of three years, effective immediately, in accordance with article 16.10 of the OPSEU/SEFPO Constitution.

September 19-20, 2024 – Executive Board Virtual Meeting

September 19, 2024

The Executive Board was called to order at 9:34 a.m. President JP Hornick was in the Chair. All members were present except for Tina Stevens who arrived at 9:37a.m., and Tracey Ann Halkyard, with reasons acceptable to the Chair.

September 20, 2023

The Executive Board was called to order at 9:30 a.m. President JP Hornick was in the Chair. All members were present except for Kelly Martin who arrived at 9:45a.m., and Tracey Ann Halkyard, with reasons acceptable to the Chair.

Motions carried by the Executive Board

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the July 23-24, 2024 OPSEU/SEFPO Executive Board meeting, and the August 13, 2024 OPSEU/SEFPO Emergency Executive Board meeting.

Agenda

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

NUPGE Convention Delegate Entitlement

Whereas OPSEU/SEFPO Members rely on the elected Sector and Divisional Leaders to coordinate actions and share strategies with other unions during their terms; and
Whereas networking and sharing issues of mutual concern with union components of NUPGE (National Union of Public and General Employees) is beneficial to the Sectors and Divisions; and

Whereas NUPGE has numerous working groups that meet regularly to coordinate and share information; and

Whereas those holding equity seats are granted automatic delegate status to NUPGE for the reasons of advancing and sharing issues of mutual concern with their provincial counterparts across Canada; and

Whereas the NUPGE constitution states the following for delegate entitlement:

Each component of the National Union shall at Conventions be entitled to one delegate for the first 1,000 dues paying members or less, and one additional delegate for each additional 1,000 dues paying members or major fraction thereof. Before each Convention, components will report to the National Executive Board their average dues paying membership for the year preceding the Convention; and

Whereas of the at minimum 180,000 members OPSEU/SEFPO sends 126 automatic delegates (28 EBM's, 42 Regional members, 49 Committee Regional representatives and 7 retirees); and

Therefore be it resolved that elected Chairs of a Division/Sector or designate be granted status to NUPGE Conventions. This will serve to assist the Divisions and Sectors in advancing their issues and concerns with other components across the

country.

Sector 18 Health & Safety Conference

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

Whereas Sector 18 Mental Health and Addictions was approved for \$57,850.00 for Provincial Mobilizing; and

Whereas Sector 18 believes the members would be better served through a Health & Safety Conference; and

Whereas Sector 18 has had successful H&S conferences each year since 2020; and

Whereas Sector 18 would like to ensure diverse representation and inclusivity for critical Mental Health and addiction Health and safety issues which impacts all sector locals; and

Whereas in-person conferences facilitate stronger networking and engagement of members to discuss, strategize and collaborate regarding best health and safety resources and actions in our workplaces; and

Whereas physical presence and in-person interaction minimizes distractions leading to higher engagement levels and active participation, provides a sense of community, support and discussions which benefits the mental health and well-being as well as focus of participants; and

Whereas the sector is seeking to expand the attendance eligibility by one additional member per bargaining unit to be elected/selected from black, racialized and indigenous members to ensure equity seeking groups have a voice in health and safety discussions. This is critical in addressing the diverse needs of all union members, and will further address the unique health and safety concerns faced by equity seeking groups; and

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the additional funding for a **hybrid** health and safety conference, **in place of the provincial mobilizing event**, and support the increased attendance eligibility for black, racialized and indigenous members. This will provide essential health and safety training for Sector 18 members while ensuring inclusive representation and fostering learning that promotes safer workplaces in OPSEU/SEFPO mental health and addictions hospitals and agencies.

Provincial Young Workers Terms of Reference Update

Whereas OPSEU/SEFPO's Provincial Young Workers Committee (PYC) strives to enhance the skills of young workers as activists, strengthen their leadership skills, protect and advocate for their rights as workers, and ensure that these voices are heard; and

Whereas the PYC Terms of Reference (TOR) was last updated and approved by the Executive Board in 2015; and

Therefore be it resolved that the OPSEU/SEFPO Executive Board supports the PYC Terms of Reference updates that, among other changes, will strengthen their commitment of mentorship, accountability, and meeting the current and future needs of young workers within OPSEU/SEFPO.

*Section 3.6 was removed from the Terms of Reference document.

Resolution J1

Whereas the costs of accommodations and travel for union activities have become prohibitively expensive, creating a financial burden for lower-paid members of the Ontario Public Service Employees Union (OPSEU)/Société des employés de la fonction publique de l'Ontario (SEFPO);

Whereas many young and precarious workers within the union are facing difficulties in managing these initial costs, often resulting in financial strain and the accumulation of debt;

Whereas the limited access to high credit limits or credit cards for these members exacerbates the challenge of participating fully in union activities, including holding elected positions and attending key events;

Whereas OPSEU/SEFPO is committed to inclusivity and equity, as outlined in the Strategic Membership Plan (SMP) Recommendations, specifically Recommendations 22, 35, and 36, which emphasize the need for accommodating diverse needs beyond physical disability and family status, addressing unwelcoming aspects in union environments, and fostering a diverse and inclusive leadership;

Therefore be it resolved that OPSEU/SEFPO shall initiate and implement a process, within 120 days of this motion passing, to prearrange and cover the costs of accommodations and travel for elected representatives at various levels (local, Central, Divisional, Occupational) as an initial step;

Be it further resolved that this process shall be reviewed and amended as necessary, with the goal of extending this financial coverage to a broader range of union members within 9 months of this motion passing, in line with the union's commitment to diversity, equity, and inclusion; and

Be it further resolved that this initiative aligns with OPSEU/SEFPO's commitment to taking a leading role among Canadian labor organizations in diversity, equity, and inclusion, and is essential in building a first-in-class leadership that reflects diverse approaches and ensures a fully inclusive experience for all members.

J2

Whereas Resolution J2 reads, “Whereas many OPSEU/SEFPO meetings occur in Toronto. Whereas union engagement is best served by attending meetings in person which allows for members to build solidarity. Whereas members in region 7 must travel a significant distance to attend in person meetings. Therefore be it resolved that OPSEU/SEFPO covers the travel expenses for an additional night for members who must travel over 200 km from the returning airport or train station at the conclusion of an OPSEU/SEFPO meeting. Therefore be it further resolved that OPSEU/SEFPO implement this policy at the conclusion of convention 2024”; and

Whereas OPSEU/SEFPO’s 2024 Convention Resolution J2 provides additional travel expense reimbursement to members who travel by airplane or train to attend OPSEU/SEFPO events, where the closest airport or train station to the member’s home is greater than 200 kilometres from the member’s home; and

Whereas the additional travel expenses are those that are incurred when the member requires accommodation for one (1) additional night on the date on which the OPSEU/SEFPO event concludes due to the over 200 kilometre distance between the nearest airport or train station and the member’s home.

Therefore be it resolved that OPSEU/SEFPO will reimburse members for one (1) additional night on the date on which the OPSEU/SEFPO event concludes when the member is required to travel over a 200 kilometre distance between the nearest airport or train station and that member’s home; and

Be it further resolved that the OPSEU/SEFPO Policy Manual shall incorporate this change at the end of Subsection 4.2 (1.9) – Financial Administration; Expense Claims; Unionized Hotels as follows:

OPSEU/SEFPO will reimburse members for one (1) additional night on the date on which the OPSEU/SEFPO event concludes when a member is required to travel over a 200 kilometre distance between the nearest airport or train station and that member’s home.

OPS Corrections EMDC Inquest - October 2024

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

Whereas the Office of the Chief Coroner has called a mandatory inquest into the death of eight inmates at the Elgin-Middlesex Detention Centre (EMDC) which will begin on October 22, 2023 and is scheduled to continue for three weeks;

Whereas several of these deaths have drawn a high level of media attention which resulted in family and community action at the institution including lengthy protests that negatively impacted OPSEU/SEFPO members' mental health;

Whereas Inquest Counsel has advised OPSEU/SEFPO that the inquest will focus on systemic issues, including the underlying issues impacting employee absenteeism at EMDC and the lack of programming for inmates;

Whereas occupational mental health injuries are a significant concern at EMDC and throughout the Corrections Division;

Whereas working in an overcrowded, outdated, and understaffed institution compounds occupational stressors for members at EMDC, and occupational stress injuries, psychological hazards, and mental health injuries are a primary focus of the Corrections Division at this time;

Whereas Inquest Counsel has asked OPSEU/SEFPO to provide witnesses to give evidence on the underlying issues impacting absences of correctional staff;

Whereas the inquest jury may make recommendations that, if implemented would impact the working conditions of members in the Corrections Division;

Therefore be it resolved that in consideration of fact that the inquest will address systemic issues that affect members in the Corrections Division, OPSEU/SEFPO will seek standing to participate in the inquest as necessary to represent the interests of the Corrections Division; and

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

OMERS Planned Participation

Whereas the Ontario Public Service Employees Union / Syndicat des employés de la fonction publique de l'Ontario ("OPSEU/SEFPO" or "Employer") is eligible to participate, in respect of its eligible employees, in the OMERS Primary Pension Plan ("Primary Plan") and the Retirement Compensation Arrangement for the OMERS Primary Pension

Plan (“RCA”), in accordance with subsection 5(1) of the *Ontario Municipal Employees Retirement System Act, 2006*, as amended from time to time (“OMERS Act, 2006”); and

Whereas pursuant to subsection 6(1) of the Primary Plan, an employer who is eligible under the OMERS Act, 2006 to participate in the Primary Plan and the RCA may, by by-law or resolution, participate in the Primary Plan and the RCA, with all of the rights, obligations and powers necessary and incidental thereto; and

Whereas in accordance with subsection 7(4) of the Primary Plan, the Employer is eligible to participate in the Primary Plan and the RCA in respect of a class of employees limited to employees who are currently members of the Primary Plan and the RCA on a “leave of absence” with another OMERS participating employer (the “Class”); and

Whereas the Employer wishes to participate in the Primary Plan and the RCA in respect of the Class in accordance with the terms of the Primary Plan, the RCA, and applicable legislation, each as amended from time to time;

Therefore be it resolved that effective December 6, 2023, the OPSEU/SEFPO Exective Board enacts as follows:

- | | |
|--------------------------|---|
| (Participation) | The Employer shall participate in the Primary Plan and the RCA in accordance with the terms of the Primary Plan, RCA, and applicable legislation, each as amended from time to time. |
| (Election re: Employees) | As of the Effective Date, the Employer shall participate in the Primary Plan and the RCA in respect of each person who is employed by the Employer in the following class: each employee who is currently a member of the Primary Plan and the RCA and who is on a leave of absence with another OMERS participating employer and who is eligible to be a member of the Primary Plan and the RCA under subsection 5(3) of the OMERS Act, 2006 (“Employee”), in accordance with the terms of the Primary Plan, RCA, and applicable legislation, each as amended from time to time. |
| (Current CFT Employees) | An Employee who is employed on a continuous full-time basis, as defined in subsection 9(1) of the Primary Plan, as amended from time to time (“CFT Employee”), and who commenced employment with the Employer as a CFT Employee before the Effective Date, is entitled to become a member of the Primary Plan and the RCA on the first day of the month following the month in which the CFT Employee’s application is received by the OMERS Administration Corporation (“AC”), provided that the AC may, at the request of the Employer, fix an earlier date on |

	which the CFT Employee becomes a member but not before the date on which the CFT Employee became entitled to be a member or the first day of January in the year in which the application is received by the AC, whichever is the later date.
(Future CFT Employees)	Every person who becomes a CFT Employee on or after the Effective Date shall, as a condition of employment, become a member of the Primary Plan and the RCA, or if such person is already a member, resume contributions to the Primary Plan and the RCA on the date so employed.
(Membership for OTCFT Employees)	An Employee who is employed on other than a continuous full-time basis ("OTCFT Employee") and meets the eligibility criteria in subsection 9(6) of the Primary Plan, as amended from time to time, is entitled to become a member of the Primary Plan and the RCA in accordance with the terms of the Primary Plan, as amended from time to time.
(Senior Management Official)	Any person who holds a senior management position with the Employer, as the Employer may designate from time to time, is hereby authorized on behalf of the Employer to take all such action and execute all such documents, certificates and agreements, as they may consider necessary to give effect to the provisions of this Resolution and to fulfill the Employer's duties and obligations with respect to the Primary Plan and the RCA.; and
Be it further resolved that the President will sign this resolution on behalf of the OPSEU/SEFPO Executive Board to confirm its enactment by OPSEU/SEFPO, and will provide a certified copy of the Resolution to the AC.	

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Appointment of CAAT Support Sponsor Board Representative – September 2024

Whereas Valerie Hoareau-Sayah was appointed as the CAAT Support Sponsor representative to the CAAT Pension Plan for the term beginning July 1, 2024 ending on December 31, 2025; and
Whereas Valerie Hoareau-Sayah wrote to OPSEU/SEFPO advising that they are not able to fulfill this role and would be stepping down immediately; and

Whereas the OPSEU/SEFPO procedure manual confirms that the appointment of a CAAT Trustee or Sponsor representative will be replaced by the next alternate representative elected; and

Whereas Jamie Savoie was elected as Second Alternate, CAAT Support Sponsor, at the 2023 CAAT Support Divisional (Minutes attached; see page 27); and

Whereas the relevant starting date for an elected, and OPSEU/SEFPO appointed representative will be upon approval of the motion by the Executive Board until December 31, 2025 (the end of current appointment term);

Therefore be it resolved that Jamie Savoie be appointed to the CAAT Sponsor Board as the CAAT Support representative for a term beginning September 19 2024 until December 31, 2025 provided Jamie signs the Letter of Understanding provided by OPSEU/SEFPO.

Section 1.5 OPSEU/SEFPO Policy Manual

Whereas OPSEU Pension Plan Trustees are elected from the board, every election cycle and;

Whereas OPSEU Pension Plan pays the costs of education and conferences for trustees based on their policies and;

Whereas International Foundation (IF) of Employee Benefits Plan is the best source of training and has a certificate program and;

Whereas IF primarily hosts training and conferences in the United States offering Canadian courses;

Therefor be it resolved that Section 1.5 in the OPSEU/SEFPO Policy manual be amended as follows;

Out-of-Country Travel/OPSEU/SEFPO Staff Pension Plan:

OPSEU/SEFPO appointed Trustees ~~be restricted to~~ **can** attending pension educational courses **within Canada and the continental**

United States. ~~within Canada.~~

(December 9-10, 2009 [B3])

OPSEU/SEFPO External Staff Post: Bilingual Grievance Officer

Whereas OPSEU/SEFPO currently has a permanent vacancy for a Bilingual Grievance Officer; and

Whereas OPSEU/SEFPO has posted this vacancy both internally and to the membership and there have not been any qualified candidates;

Therefore be it resolved that OPSEU/SEFPO post to the public the vacant Bilingual Grievance Officer position.

Young Workers Conference Budgeted Fund Re-Allocation Request

Whereas OPSEU/SEFPO's budget includes an amount budgeted for PYC Podcast; **Whereas** the Provincial Young Workers Committee (PYC) has determined that this PYC Podcast would best meet the members needs if the budgeted funds were re-allocated.

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the re-allocation of the funds for PYC Podcast as outlined in the attached proposal.

*The delegate entitlement was changed from 7 to 14 so that both delegates and alternates can attend the CALM mini conference to a total of \$29,500 and eliminate the regional increase of \$7,000 and the Regional Specific PYC supplies of \$10,500

RAA PRISM Budgeted Fund Re-Allocation Request

Whereas OPSEU/SEFPO's budget includes an amount budgeted for **RAA PRISM**; **Whereas** the original proposal stated the funds would be used for non-committee members to participate in events within their own region and/or community; **Whereas** specialized 2SLGBTQ+ community events may occur outside of a member's home region and/or community;

Whereas the **Rainbow Alliance arc en ciel** has determined that the **RAA PRISM** budget would best meet member's needs to diversify the participation of OPSEU/SEFPO 2SLGBTQ+ members if the ability to access these funds was not limited to one's region and/or community;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the re-allocation of the **RAA PRISM** funds to allow for participation in 2SLGBTQ+ events on a Regional, Provincial, National, and/or International level.

Addition to the Executive Board Meeting Agendas

Whereas the OPSEU/SEFPO Executive Board Agenda is sent to board members 7 days in advance of the meeting and;

Whereas OPSEU/SEFPO Executive Board members are granted 1 Presidential Assignment day a month to review the OPSEU/SEFPO Executive Board Agenda, and gather any information they require to make the best decision for their members and;

Whereas additions to the OPSEU/SEFPO Executive Board meeting agenda on the day of the meeting does not allow time for board members to consult with members or gather information to make the best decisions for their members and;
Whereas 14 items were added to the July 2024 agenda the day of the meeting.
Therefore be it resolved that all additions to the OPSEU/SEFPO Executive Board Meeting agenda have rationale for why they missed the submission deadline and be voted on individually to be added to the agenda.

October 16-17, 2024 – Executive Board Virtual Meeting

October 16, 2024

The Executive Board was called to order at 9:35 a.m. President JP Hornick was in the Chair. All members were present except for Coleen Houlder who arrived at 9:45 a.m., and Tracey Ann Halkyard, with reasons acceptable to the Chair.

October 17, 2023

The Executive Board was called to order at 9:31 a.m. President JP Hornick was in the Chair. All members were present except for Vikki Poirier who arrived at 9:41a.m., Aisha Jahangir who arrived at 9:50a.m., and Tracey Ann Halkyard, with reasons acceptable to the Chair.

Motions carried by the Executive Board

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the September 19-20, 2024 OPSEU/SEFPO Executive Board meeting.

Adoption of the Executive Board Meeting Agenda

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

Tendering Procedures Amendment Motion

Whereas Subsection 4.10.4 of the OPSEU/SEFPO Procedures Manual is entitled “Financial Administration – Tendering; Tendering Criteria” and provides criteria by which OPSEU/SEFPO effects fair, equitable, and purely competitive conditions on the acquisition of fixed assets and major service contracts; and

Whereas portions of this subsection appear to constrain the Executive Committee’s decision-making with respect to tendered items; and

Whereas OPSEU/SEFPO wants to ensure that the Executive Committee is empowered to make decisions in the organization’s best interests.

Therefore be it resolved that Subsection 4.10.4 (3(g)) of the OPSEU/SEFPO Procedures Manual be amended to read as follows:

3. g. Selection of Supplier: Provided that suppliers quote to the tender specifications, the cost of a bid will be the primary consideration for the Executive Committee. Other considerations may include the suppliers’ reputation and expertise, and the Union’s prior experience. Single source responsibility on supply and installation will be a weighing factor where quotes are identical. Formal confirmation letters, signed by the President of OPSEU/SEFPO or their designee, will be sent to the successful and unsuccessful bidders.

Resolution K10

Whereas OPSEU/SEFPO is a progressive, socially conscious Union, and

Whereas OPSEU/SEFPO has established caucuses and Committees for members or identified groups which have unique perspectives, and

Whereas such caucuses and Committees have provided invaluable assistance, counsel, and leadership for the Executive Board and Convention in establishing and growing the OPSEU/SEFPO response to diversity, equity, inclusion and belonging challenges, and

Whereas Jewish members of OPSEU/SEFPO comprise a unique and definable community " with unique perspectives and needs, and

Whereas the ongoing rise in antisemitism has been identified as needing immediate attention, and

Whereas Jewish members are in the best position to advise on antisemitism and Jewish matters, and

Whereas OPSEU/SEFPO would benefit from a caucus of Jewish members, advising the Board and Convention, similar to what has occurred with other defined groups,

Therefore be it resolved that OPSEU/SEFPO establish a Jewish members caucus, effective at the close of Convention 2024, and

Be it further resolved that the initial leadership of the caucus be composed of members who identify as Jewish, selection to be made from among themselves to a number not greater than 12 members, and that this group works with an interim Executive Board member Liaison and the President's Office to develop a terms of reference in keeping with OPSEU/SEFPO's Policies and Procedures, to be submitted to the Executive Board for approval, to be addressed with the Executive Board Liaison and the President's Office.

FrancoNoir.e Online French Language Training 2024

Whereas OPSEU/SEFPO members often exist in a linguistic minority setting; and
Whereas the erosion of language and linguistic insecurities are realities faced by francophones and francophiles alike; and
Whereas OPSEU/SEFPO's Provincial Francophone Committee (PFC) has often heard from members a want and need to further develop and practice their French-language skills; and
Whereas the Ontario Public Service's (OPS) group Franco Noir.e offers French-language courses for employees of the OPS of which OPSEU/SEFPO members have participated, would like to expand its offerings, and has approached OPSEU/SEFPO for support achieving this goal; and
Whereas this would create a collaboration between the employer, and two employee representation groups for the OPS and to the greater OPSEU/SEFPO membership; and
Whereas OPSEU/SEFPO PFC will be hosting francophone dialog nights, providing an additional platform for participants to practice and hone their French-language skills acquired during these sessions; and
Whereas OPSEU/SEFPO PFC wishes to further support the intersectionalities lived by francophones and francophiles;
Therefore be it resolved that OPSEU/SEFPO support the 2024 Franco Noir.e French-language course sponsorship in the amount indicated in the attached proposal with funds to be drawn from the Contingency Fund.

Our Times Magazine Standing Donation Motion

Whereas Subsection 5C.5.1 of the OPSEU/SEFPO Policy Manual is entitled "Contributions –Organizations; Organizations;" and
Whereas Subsection 5C.5.1 lists the organizations to which OPSEU/SEFPO makes standing donations; and

Whereas Subsection 5C.5.1 includes “Our Times Magazine” as an organization that receives a standing donation from OPSEU/SEFPO; and
Whereas “Our Times Magazine” announced in February 2024 that it would be closing; and
Whereas OPSEU/SEFPO’s 2024 donation cheque to “Our Times Magazine” was returned as undeliverable.
Therefore be it resolved that the following language be stricken from Subsection 5C.5.1 of the OPSEU/SEFPO Policy Manual:

Our Times Magazine	Beginning with the 2000 budget, OPSEU/SEFPO will institute an annual standing donation of \$1,000 to <i>Our Times Magazine</i> , and an additional \$1,000 to be used for the purchase of subscriptions for use at educationals, etc.	January 13, 2000 [C5]
	OPSEU/SEFPO Locals will be encouraged to support <i>Our Times</i> through sustaining donations and subscriptions.	

Workers Action Centre Standing Donation

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

Whereas Subsection 5C.5.1 of the OPSEU/SEFPO Policy Manual is entitled “Contributions— Organizations; Organizations;” and
Whereas Subsection 5C.5.1 lists the organizations to which OPSEU/SEFPO makes standing donations; and
Whereas the Workers Action Centre is a provincewide worker-based organization using collective power to improve the lives and working conditions of people in low-wage and unstable employment by addressing the roots of the problems workers face; and
Whereas this goal is aligned with OPSEU/SEFPO’s Strategic Plan; and
Whereas the Workers Action Centre has demonstrated themselves to be a constant ally to OPSEU/SEFPO members through direct support for our campaigns, including for public health care, keeping the LCBO public, supporting our education workers, and have already pledged support for the upcoming Ours to Win campaign; material support of our members’ job actions and strikes—most recently in the lead up and during our LBED strike including posterizing, leafletting/info pickets, and picket line support; and through training and other initiatives.
Therefore be it resolved that commencing in 2025, “Workers Action Centre” be added to the list of organizations to which OPSEU/SEFPO makes standing donations, at Subsection 5C.5.1 of the OPSEU/SEFPO Policy Manual; and

Be it further resolved that the amount of OPSEU/SEFPO's yearly standing donation to "Workers Action Centre" be in accordance with the attached proposal.

Proposed 2025 OPSEU/SEFPO Executive Committee and OPSEU/SEFPO Executive Board Meeting Dates

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the 2025 OPSEU/SEFPO Executive Committee and OPSEU/SEFPO Executive Board Meeting Dates as listed in the attached document.

2025 OPSEU/SEFPO Convention Provided in Hybrid Format

Whereas OPSEU/SEFPO held hybrid Conventions for the past three years; and
Whereas providing hybrid options can remove barriers for participation for some;
Therefore be it resolved that the 2025 OPSEU/ SEFPO Convention be provided in a hybrid format, which includes virtual and in-person options.

Ministry and Sector Division Bylaws

Whereas the OPSEU/SEFPO Constitution sets out bylaw requirements for locals, occupational divisions, ministry and sector divisions, the Retired Members' Division, divisional councils (terms of reference), and area councils; and
Whereas the OPSEU/SEFPO Constitution confers upon the Union's President the responsibility of approving these groups' bylaws/terms of reference, with the exception of ministry and sector divisions; and
Whereas Article 21.2.3 of the OPSEU/SEFPO Constitution states, "... A Ministry or Sector Division may adopt and promote any policy not inconsistent with this Constitution or established policy of the Union...;" and
Whereas OPSEU/SEFPO's Executive Board is responsible for approving amendments to the OPSEU/SEFPO Policy and Procedures Manuals, including Standing Committees' Terms of Reference and Negotiating Procedures; and
Whereas OPSEU/SEFPO's Executive Board has a fiduciary responsibility to the Union; and
Whereas new and amended Ministry and Sector Division bylaws often have financial implications on the Union.

Therefore be it resolved that OPSEU/SEFPO's President shall review all new and amended Ministry and Sector Division bylaws to ensure compliance with the OPSEU/SEFPO Constitution and established policy of the Union, in accordance with Article 21.2.3 of the Constitution; and

Be it further resolved that the OPSEU/SEFPO Executive Board shall review all new Ministry and Sector Division bylaws and bylaw amendments that would incur a cost to the Union; and

Be it further resolved that the OPSEU/SEFPO Executive Board shall be responsible for approving or denying the clauses within Ministry and Sector Division bylaws that would incur a cost to the Union; and

Be it further resolved that a new subsection – 2(2.1)(8) – be added to the OPSEU/SEFPO Procedures Manual and titled “Ministry and Sector Divisions Bylaws Approval Procedure”); and

Be it further resolved that the new subsection shall read as follows:

The Union's President shall review all new and amended Ministry and Sector Division bylaws to ensure compliance with the OPSEU/SEFPO Constitution and established policy of the Union.

OPSEU/SEFPO's Executive Board shall review all new Ministry and Sector Division bylaws and bylaw amendments that would incur a cost to the Union. The Executive Board shall be responsible for approving or denying the clauses within proposed Ministry and Sector Division bylaws that would incur a cost to the Union. Ministry and Sector Divisions may present a written rational to the Executive Board prior to the Executive Board making a decision. Ministry and Sector Divisions may come to the Board for a 15-minute question and answer period after written rational is submitted. The Union's President shall advise the Ministry or Sector Division of the approval or denial of the bylaws, at which time approved bylaws will take effect.

The Next Ontario Election Plan Campaign October 2024 – April 2025

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

Whereas OPSEU/SEFPO will do everything in our power to make sure that Doug Ford and his destructive government are not re-elected to another term in office, whenever

that election is called, potentially as early as Spring 2025.

Whereas our goal is to build towards a local Labour Day action or event that sets the stage for the next election. This work builds the infrastructure and networks we need to win elections, and the fights that come between them.

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the contribution to the OFL's "The Ontario We Want" campaign as outlined in the attached proposal from the 2024 Contingency Fund and that the remaining funds in the attached proposal be approved from the general operating fund in 2025.

*The motion's proposal was amended to change the other Miscellaneous Supplies to a \$200,000 Donation

Budgeted Fund Re-Allocation: Toronto Caribbean Festival

Whereas the 2024 Caribana budget has an approved amount, as indicated in the attached proposal, and is used for activities related to the Toronto Caribbean Festival which took place from August 1-5, 2024; and

Whereas there is a surplus of funds available after having allocated funds to support the Toronto Caribbean Festival; Kiddies Carnival, and the Windsor Carrousel of Nations; and

Whereas the OPSEU/SEFPO Coalition of Racialized Workers (CoRW) has determined that the additional funds in the existing budget would be best used to support mobilization of Black and Racialized members throughout the seven (7) OPSEU/SEFPO Regions

Whereas CoRW has historically reached out to Black and Racialized workers through mobilization efforts and the use of marketing tools (swag) to engage members and to encourage their participation in their Union activities and events

Therefore, be it resolved that the Executive Board approve the re-allocation of the balance of the existing Caribana budget to support the CORW to purchase swag in the amount outlined in the proposal.

Sticks to Bricks Donation

Whereas the people of Oneida Nation of the Thames continue to face inequities and systemic barriers including access to fundamental infrastructures and resources like housing and safe and clean water; and

Whereas OPSEU/SEFPO acknowledges and affirms that the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) is at the centre of the Truth and Reconciliation Commission's (TRC) vision for reconciliation between Indigenous peoples and non-Indigenous people; and

Whereas OPSEU/SEFPO understands that building bridges of collaboration and act in the spirit of partnership based on mutual respect is a critical step towards reconciliation; and

Whereas OPSEU/SEFPO as a labour partner has a role to play in contributing and committing to sustainable and meaningful ways that are in line with the principles and framework of UNDRIP and the TRC's Calls to Action;

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

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

OPS Unified Divisional Conference and Meetings Promotional Materials

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

Whereas OPS Unified is embarking on important trend setting round of bargaining; and

Whereas the upcoming OPS Unified Divisional meeting in November of 2024 will be a launch of year long bargaining campaign;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the payment of promotional materials with the Unified brand to be distributed to attendees at the upcoming OPS Unified Divisional meeting as set out in the attached proposal, with funds to be drawn from the contingency fund.

*\$250 was added to the proposal in order to purchase bracelet making kits.

College Support Full Time Negotiation Procedures

Whereas at the October 2023 College Support Full-Time (CAAT-S FT) Divisional Meeting, revised CAAT-S FT Negotiation Procedures were approved; and

Whereas in the OPSEU/SEFPO Procedures Manual (August 2024) the CAAT (Support) Full Time Negotiating Procedures are found in Section 3.2.4;

Therefore be it resolved that the CAAT-S FT Negotiations Procedures in the OPSEU/SEFPO Procedures Manual Section 3.2.4 be replaced with those Negotiation Procedures approved at the College Support Full-Time Divisional Meeting in October 2023.

Ours to Win Campaign

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

Whereas Bill 124 was deemed unconstitutional twice, and subsequently repealed; and

Whereas wage re-openers have been an opportunity for many of our centrally bargained units (HPD, OPS Unified and Corrections, CAAT, MPAC, LBED) to achieve significant gains that have mitigated the cost-of-living crisis, while most members in the Broader Public Service (BPS) have had little or no increases due to Bill 124 and systemic underfunding; and

Whereas we must build on the momentum of the wins to regain collective power after decades of divestment, austerity and cuts; and

Whereas the approach of bargaining unit by unit has limited success and through coordinated collective bargaining, tabling similar demands and aligning contract expiries we can build worker power to win by putting pressure on the funders; and

Whereas a working group of BPS chairs has been formed to coordinate and steer the Ours To Win campaign;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the costs to support the Ours To Win campaign in the attached proposal from the 2024 Contingency Fund and that the remaining funds in the attached proposal be approved from the general operating fund in 2025.

*8 additional mobilizers with all costs associated were added to the proposal.

2024 The Gathering

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

Whereas Indigenous members and people living with disabilities face disproportionate levels of health inequities and have poorer health outcomes; this is compounded by the barriers and discrimination we face while attempting to participate in everyday activities; and

Whereas OPSEU/SEFPO recognized access to comprehensive, public health as a social imperative; and is committed to advancing the unique health priorities of Indigenous persons and persons and families living with disabilities, and;

Whereas OPSEU/SEFPO is committed to building a fully inclusive and accessible union for its members; and understands that building bridges of collaboration and partnership is an important step towards reconciliation; and
Therefore be it resolved that OPSEU/SEFPO Executive Board approve the funds outlined in the attached proposal regarding the Gathering hosted by Indigenous Disability Canada; and
Be it further resolved that the funds be drawn from the Contingency Fund.

*The proposal was amended to members attending will be current reps from the Disability Rights Caucus (DRC) and the Indigenous Circle and the Indigenous Circle Executive Board member.

Local 106 Strathroy Middlesex General Hospital (SMGH) Laboratory Employees

Whereas the laboratory employees (Medical Laboratory Technologists, Technicians, and Assistants) employed by the Strathroy Middlesex General Hospital (SMGH) voted in a clear majority to join OPSEU/SEFPO.
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that the laboratory employees of Strathroy Middlesex General Hospital (SMGH) be assigned to Local 106.

October 18, 2024 – Executive Board Virtual Meeting

October 18, 2024

The Executive Board was called to order at 9:30 a.m. President JP Hornick was in the Chair. All members were present except for Dr. Crystal Garvey who arrived at 9:40 a.m., and Tracey Ann Halkyard, with reasons acceptable to the Chair.

Motions carried by the Executive Board

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the September 19-20, 2024 OPSEU/SEFPO Executive Board meeting.

Divided Motion # 1

Whereas OPSEU/SEFPO has skilled and talented staff committed to building the bargaining power of OPSEU/SEFPO members; and
Whereas OPSEU/SEFPO wishes to leverage staff expertise to enable member empowerment through an adjustment to the organizational chart;
Therefore be it resolved that OPSEU/SEFPO approve the organizational chart with additional positions as attached.

*Only Associate Administrator Position included.

Divided Motion #2

Whereas OPSEU/SEFPO has skilled and talented staff committed to building the bargaining power of OPSEU/SEFPO members; and
Whereas OPSEU/SEFPO wishes to leverage staff expertise to enable member empowerment through an adjustment to the organizational chart;
Therefore be it resolved that OPSEU/SEFPO approve the organizational chart with additional positions as attached.

*All positions other than Associate Administrator Position included.

November 20-21, 2024 – Executive Board In Person Meeting

November 20, 2024

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

November 21, 2024

The Executive Board was called to order at 9:30 a.m. President JP Hornick was in the Chair. All members were present except for Aisha Jahangir who arrived at 4:30p.m. with reasons acceptable to the Chair and Sara Labelle who was absent. Rebekah Okunade, Administrator of the Finance and Operations Division, and Art Slade, Accounting and Payroll Supervisor were also in attendance.

Motions carried by the Executive Board

2025 OPSEU/SEFPO Budget

Motion that the OPSEU/ SEFPO Executive Board adopt the 2025 OPSEU/SEFPO Budget as amended.

December 4-5, 2024 – Executive Board Hybrid Meeting

December 4, 2024

The Executive Board was called to order at 9:30 a.m. President JP Hornick was in the Chair. All members were present except for Dr. Crystal Garvey, Aisha Jahangir, and Tina Stevens who all arrived at 9:35a.m. with reasons acceptable to the Chair.

December 5, 2024

The Executive Board was called to order at 9:31 a.m. President JP Hornick was in the Chair. All members were present. Aisha Jahangir with reasons acceptable to the Chair.

Motions carried by the Executive Board:

Adoption of the Executive Board Meeting Agenda

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

Adoption of the Executive Board Meeting Minutes

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the Minutes of the October 16-17, 2024 OPSEU/SEFPO Executive Board meeting, the October 18, 2024 Executive Board meeting and the November 20-21, 2024 Executive Board meeting.

Budgeted Fund Re-Allocation: La Nuit sur l'étang

Whereas OPSEU/SEFPO's budget includes an amount budgeted for La Nuit sur l'étang; and

Whereas the Provincial Francophone Committee has determined that Visibility Kits would best meet the members and outreach needs if the budgeted funds were re-allocated;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the re-allocation of the funds to purchase swag for Visibility Kits as outlined in the attached proposal.

Strike Ad-hoc Committee

Whereas OPSEU/SEFPO had a strike ad hoc committee to review policies for all bargaining units with a focus on BPS units, and

Whereas there have been numerous BPS strikes in stand alone units, province wide single bargaining unit, and multiple locals across the province, and

Whereas there is an opportunity to do a review and make recommendations to improve policies and processes,

Therefore Be it resolved that the strike ad-hoc committee be reinstates to review policies and processes to submit recommendations for amendments or additions to current policies to the OPSEU/SEFPO executive board regarding OPSEU strikes, potential strikes and anything to do with strikes and lockouts; and

Be it further resolved that the membership of this ad-hoc committee be the President or designate, the First Vice- President/Treasurer or designate, one RVP, and three OPSEU/SEFPO Executive Board Members, at least one of whom will be an OPSEU/SEFPO Equity Executive Board member as elected by the OPSEU/SEFPO 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.

External Staff Posting: Research Officer (Campaigns and Policy Research)

Whereas OPSEU/SEFPO currently has a permanent vacancy for a Research Officer; and

Whereas OPSEU/SEFPO has posted this vacancy both internally and to the membership;

Therefore be it resolved that OPSEU/SEFPO post to the public the vacant Research Officer position.

External Staff Posting: Regional Grievance Officer - Hamilton R.O.

Whereas OPSEU/SEFPO currently has a temporary vacancy for a Regional Grievance Officer; and
Whereas OPSEU/SEFPO has posted this vacancy both internally and to the membership and there have not been any qualified candidates; and
Whereas OPSEU/SEFPO requires the skills to monitor and maintain the network at all of OPSEU/SEFPO's Head Office, Regional offices and Data Center;
Therefore be it resolved that OPSEU/SEFPO post to the public the vacant Regional Grievance Officer position.

Temporary Position: Accessibility Assessment Officer

Whereas OPSEU/SEFPO is committed to removing barriers for members to fully participate in their union with dignity and with equal access to all activities and services in the most inclusive manner, requiring the least amount of personal accommodation; and
Whereas 2019 Convention Resolution HR5 required an accessibility assessment of OPSEU/SEFPO's buildings (both leased and owned), communications, technology, and educational materials;
Therefore be it resolved that OPSEU/SEFPO create a temporary (up to one-year) full-time Pro-Tech Range 4 staff position with the job title "Accessibility Assessment Officer" tasked with assessing the accessibility of OPSEU/SEFPO's buildings (both leased and owned), communications, technology, and educational materials;
Be it further resolved that the Accessibility Assessment Officer will report quarterly to the Executive Board on interim findings on bringing compliance with convention resolution 2019 HR5; and
Be it further resolved that the Accessibility Assessment Officer provide a final report on their assessment to be presented to the Executive Board on or before January 2026.

OPSEU/SEFPO External Staff Post: Videographer (Political Action and Education Division)

Whereas OPSEU/SEFPO currently has a permanent vacancy for a Videographer; and
Whereas OPSEU/SEFPO has posted this vacancy both internally and to the membership without any applications from qualified candidates.
Therefore be it resolved that OPSEU/SEFPO post to the public the vacant Videographer position.

External Posting

Whereas OPSEU/SEFPO is committed to filling staff vacancies with qualified candidates from the OPSEU/SEFPO membership in accordance with the Policy and Procedures Manuals and the relevant collective agreement; and
Whereas the process outlined in Article 2.11 of the Procedures Manual requires the President to request from the Executive Board the authority to solicit external applications on a case-by-case basis after posting in accordance with the relevant collective agreement and posting to the OPSEU/SEFPO membership; and
Whereas it takes over 10 weeks to fill a single vacancy based on the current process;
Therefore be it resolved that the Executive Board grant the President authority to solicit external applications concurrent with soliciting applications from the OPSEU/SEFPO membership for a period of one year; and
Be it further resolved that all applications from OPSEU/SEFPO members will be tested and interviewed before external applications will be considered; and
Be it further resolved that the President will provide an interim recruitment update at the June 2025 Executive Board meeting.
Be it further resolved that the Executive Board will be notified when recruitment moves to external candidates.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Re-Appointment of Geoff Cain to the Canadian Blood Services Pension Plan December 2024

Whereas Geoff Cain's appointment as a trustee to the Canadian Blood Services (CBS) Pension Plan will end December 31, 2024; and

Whereas the PLC has met, discussed and is recommending the re-appointment of Geoff as a trustee to the CBS Pension Plan for a 6 month term;
Therefore be it resolved that Geoff Cain be reappointed as the OPSEU/SEFPO trustee for the Canadian Blood Services (CBS) Pension Plan for a six-month term commencing January 1, 2025, and expiring June 30, 2025, provided Geoff Cain signs the Letter of Understanding provided by OPSEU/SEFPO.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Re-Appointment of Cheri Hearty to CAAT Pension Plan Sponsor Committee December 2024

Whereas Cheri Hearty is currently appointed to the CAAT Pension Plan Sponsor Committee as the staff appointee; and
Whereas Cheri Hearty's term is expiring on December 31, 2024; and
Whereas the PLC has met, discussed and is recommending the re-appointment of Cheri to the CAAT Pension Plan Sponsor Committee for a term of one year;
Therefore be it resolved that Cheri Hearty be re-appointed to the CAAT Pension Plan Sponsors Committee for the term commencing January 1, 2025 and expiring December 31, 2025, provided Cheri Hearty signs the OPSEU/SEFPO Letter of Understanding.

Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Re-Appointment of Sandi Blancher to the Healthcare of Ontario Pension Plan (HOOPP) December 2024

Whereas Sandi Blancher's appointment as a trustee to the Healthcare of Ontario Pension Plan (HOOPP) will end on December 31, 2024; and
Whereas the PLC has met, discussed and is recommending the re-appointment of this Sandi to the Healthcare of Ontario Pension Plan;
Therefore, be it resolved that Sandi Blancher be reappointed to the Board of Trustees of the Healthcare of Ontario Pension Plan (HOOPP) for a one-year term beginning January 1, 2025 and expiring December 31, 2025, provided she signs the Letter of Understanding provided by OPSEU/SEFPO.

Pension Liaison Committee (PLC) Recommendation to the OPSEU/SEFPO Executive Board for the Re-Appointment of Lindsay Burzese to the Board of Trustees of the OPSEU Pension Plan December 2024

Whereas Lindsay Burzese’s appointment to the Board of Trustees for the OPSEU Pension Plan (OPTrust) is ending on December 31, 2024; and
Whereas the PLC has met, discussed and is recommending the re-appointment of Lindsay to the Board of Trustees for OPTrust;
Therefore, be it resolved that Lindsay Burzese be re-appointed as trustee to OPTrust for a three-year term beginning January 1, 2025, and expiring December 31, 2027, provided Lindsay signs the Letter of Understanding provided by OPSEU/SEFPO.

Pension Liaison Committee (PLC) Recommendation to the OPSEU/SEFPO Executive Board for the Appointment Janel Perron to the Board of Trustees of the OPSEU Pension Plan December 2024

Whereas Len Elliott’s appointment as a trustee to the OPSEU Pension Plan (also referred to as OPTrust) will end on December 31, 2024; and
Whereas OPSEU/SEFPO policy identifies a preference for members over staff for Trustee and Sponsor representative positions; and
Whereas the PLC has identified a qualified OPSEU/SEFPO member, Janel Perron, to fill the vacancy that would be left as a result of the expiration of Len Elliott’s (OPSEU/SEFPO staff) appointment;
Therefore be it resolved that Janel Perron be appointed to the OPTrust’s Board of Trustees for a three-year term commencing January 1, 2025, and expiring on December 31, 2027, provided Janel Perron signs the Letter of Understanding provided by OPSEU/SEFPO.

PHRC Motion

Whereas the OPSEU/SEFPO Provincial Human Rights Committee (PHRC) has an approved budget to attend the 2024 UN Summit for the Future in New York City from September 22 & 23; and
Whereas attending the Summit required special stakeholder accreditation which neither OPSEU/SEFPO nor the CLC would not qualify for; and

Therefore be it resolved that the PHRC is submitting a request to fund members to receive Human Rights Facilitator training program from the John Humphrey Centre for Peace and Human Rights; and
Be it further resolved that the OPSEU/SEFPO Executive Board approve the attached proposal funded from the Contingency fund 2025.

Budget 2025

Whereas the OPSEU/SEFPO board has 28 members; and
Whereas the 10 Officers meet for 2 days prior to the whole board meeting; and
Whereas the first day of the Officers meeting and the first day of the full board meeting are mirrored, consuming a large amount of time duplicating information; and
Whereas a large amount of information is given on these first meeting dates of the budget meeting process; and
Whereas board members need time to process this abundance of information;
Therefore be it resolved that a standalone budget presentation day is held, that includes:
Base budget presentation
Administrator presentations; and
Be it further resolved that this meeting date will be prior to the first officers budget meeting in 2025.
Be it further resolved that this meeting is a hybrid meeting and that it is available for observers to observe.

Ontario Health Coalition Legal Challenges Donation

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

Whereas OPSEU/SEFPO is a founding partner of the Ontario Health Coalition, and
Whereas OPSEU/SEFPO provides a yearly sponsorship fee along with the other founding unions, and
Whereas the OHC relies on member donations to fund campaigns and legal fees, and
Whereas the OHC has launched two charter challenges to protect patients rights to consent and to stop the 30 year extension of a 30 year contract to the private Long term Care Operator overseeing Orchard Villa, and
Whereas these Charter Challenges are fundamental to protecting public services and quality patient care,

Therefore be it resolved that OPSEU/SEFPO provide a one time donation in Dec 2024 with the funds to be drawn from the contingency fund.

***\$30,000**

NUPGE EMS Working Group to OPSEU/SEFPO Policy

Whereas OPSEU/SEFPO represents nearly 5 000 paramedics and ambulance communications officers, and

Whereas Sector 1 would benefit from being an active participant in the NUPGE EMS working group, and

Whereas participation would allow the Ambulance Division leadership to work in solidarity with their National Sectoral Allies in NUPGE,

Therefore be it resolved that OPSEU/SEFPO amend policy to enable up to two (2) Sector 1 and ACO participation on a yearly basis to the NUPGE EMS Working group.

Board Equity Committee (BEC)

Whereas the Board Equity Committee (BEC) was formed to establish an election process for 7 Equity Executive Board Members (EEBM) and;

Whereas the first election has taken place and;

Whereas the election process had less than 100 participants in every category except for the Woman's EEBM and

Whereas there were concerns identified with the process and;

Therefore be it resolved that an Ad-Hoc BEC be formed as of January 2025, as laid out in the constitution 13.9.6

Therefore be it resolved that the Ad-Hoc BEC look at the information distribution mechanisms for the election process, confidentiality, the identification and selection of members who were eligible to vote, the voting platform and any identified barriers in the process.

Be it further resolved that the Ad-Hoc BEC consult with each of the current Equity Executive Board Member's (EEBM) on their experience in the process as well as the consult with the Equity committees and caucus upholding confidentiality.

Be it further resolved that Ad-Hoc BEC bring any proposed changes to the election process to the board prior to the next election.

ACO Occupational Division

Whereas OPSEU/SEFPO represented Ambulance Communications Officers are currently included in bargaining units in the BPS and in the OPS; and

Whereas OPSEU/SEFPO represented Ambulance Communications Officers do not currently have a representative body within the union to work collaboratively to advance their collective interests; and

Whereas in the winter of 2023 a working group was established to explore the creation of an occupational division for ACOs under article 21.1 of the OPSEU/SEFPO constitution; and

Whereas in the fall of 2024 a majority of OPSEU/SEFPO represented ACOs consented to the creation of an occupational division under article 21.1.1 of the OPSEU/SEFPO constitution;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the creation of an ACO Occupational Division under Article 21.1.1 of the OPSEU/SEFPO constitution; and

Be it further resolved that the Executive Board approve proposed funding, as outlined in the attached proposal, to hold a Divisional Meeting to elect the leadership of the ACO Occupational Division and to provide an operating budget for the ACO Occupational Division Executive for 2025;

Be it further resolved that the funding will be drawn from the 2025 Contingency Fund.

Strike to Win

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

Whereas the collective agreement for the 15,000 members of College Faculty expired Sept. 30, 2024; and

Whereas the severe underfunding of postsecondary education by government has led to the exploitation of precarious faculty and a workload crisis; and

Whereas the colleges have responded with program closures and layoffs starting the Winter 2025 term at several of the colleges; and

Whereas the colleges have further responded by tabling damaging concessions at the bargaining table;

Therefore be it resolved that the following funds, drawn from the Strike Fund, be allocated to fighting for good jobs and quality education in our communities through a strike if necessary.

Budgeted Fund Re-Allocation

Whereas the the OPSEU/SEFPO Hospital Professionals Division (HPD) is in bargaining in 2025; and
Whereas the HPD executive budget line is under budget; and
Therefore be it resolved that the Executive Board approve the budget fund re-allocation of the HPD Divex budget to cover the cost of the Lancaster House Bargaining in the Broader Public Sector Conference workshop for the Divex and the workshop plus expenses of 5 members of the Central Bargaining Team.

December 18, 2024 – Executive Board EPoll Meeting

December 18, 2024

The Executive Board was called to order at 7:00p.m. President Hornick was in the Chair. All members were present except for Nicole Anozie who arrived at 7:15p.m., Dr. Crystal Garvey, and Tara Maszczakiewicz, with reasons acceptable to the Chair.

Motions carried by the Executive Board:

OPS Corrections Mobilizer Budget Submission 2025

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

Therefore be it resolved that OPSEU/SEFPO provide full-time book off for up to five mobilizers to support OPS Corrections bargaining 2024-2025 in accordance with the attached proposal with funds drawn from The Non-Right to Strike Fund.

January 28-29, 2025 – Executive Board Hybrid Meeting

January 28, 2025

The Executive Board was called to order at 9:30 a.m. President JP Hornick was in the Chair. All members were present except for Meagan Christou who arrived at 9:50a.m., Carla Goodacre, Tracey Ann Halkyard with reasons acceptable to the Chair.

January 29, 2025

The Executive Board was called to order at 9:30p.m. President JP Hornick was in the Chair. All members were present except for Mandi McNeil who arrived at 9:45a.m, Jennifer Van Zetten who arrived at 9:48a.m., Carla Goodacre, and Tracey Ann Halkyard with reasons acceptable to the Chair.

Motions carried by the Executive Board:

Adoption of the Executive Board Meeting Agenda

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

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the OPSEU/SEFPO Executive Board Minutes of the December 4-5, 2024 Executive Board Meeting, the December 18, 2024 Executive Board EPoll Meeting.
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Pension Liaison Committee Recommendation to the OPSEU/SEFPO Executive Board for the Approval of the Pension Liaison Committee Terms of Reference December 2024

Whereas the OPSEU/SEFPO Pension Liaison Committee (PLC) strives to follow good

governance practices; and

Whereas the PLC recognizes that establishing a committee Terms of Reference, which describes the purpose of the committee and the roles and responsibilities of the committee members, is a good governance practice; and

Whereas it has been identified that the OPSEU/SEFPO Pension Liaison Committee does not have an established Terms of Reference; and

Whereas upon identifying this gap in governance practice, the PLC established a working group to draft a Terms of Reference for the OPSEU/SEFPO Pension Liaison Committee;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the PLC Terms of Reference as presented.

Sector 8 Bylaws

Therefore be it resolved that the amendments to articles 7 and 8 of the bylaws for Sector 8, Long Term Care, Retirement Homes and Related Facilities, are hereby approved

Sanctions Constitutional Amendment

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the attached constitutional amendments to the Constitution Committee to bring to Convention 2025:

Sector 5 Bylaws

Therefore be it resolved that the amendments to articles 9 and 10 of the bylaws for Sector 5, Community Agencies, are hereby approved.

Sector 3 Bylaws

Therefore be it resolved that the amendments to article 9.1 of the bylaws for Sector 3, Boards of Education and Cultural Institutions, are hereby approved.

Non-Right-to-Strike Fund Terms of Reference

Whereas the Executive Board passed a motion on June 17-18, 2025 to establish the Non-Right-to-Strike Fund to support campaigns and collective bargaining for bargaining units that do not have the right to strike under HLDAA or CECBA, and therefore cannot access the Strike Fund;

Whereas the motion directed OPSEU/SEFPO to establish the Fund using dues from wage reopener and pay equity settlements for the affected sectors/bargaining units, and to contribute 5% of general dues revenue from affected members, to a maximum of \$10 million, effective January 2025;

Whereas the affected sector chairs have met to discuss the implications of the Fund, and to provide input regarding recommended OPSEU/SEFPO policies to administer the Fund;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approves the Non-Right-to-Strike Fund Policy, as follows:

1. OPSEU/SEFPO will establish a separate Non-Right-to-Strike Fund for those sectors and bargaining units that do not have the right-to-strike under the *Hospital Labour Dispute Arbitration Act* (HLDAA) and *Crown Employees Collective Bargaining Act* (CECBA). This affects bargaining units in Sectors 1, 8, 10, 11, 18 and 19 of the BPS Division, and the Correctional Bargaining Unit of the OPS Division.
2. The Non-Right-to-Strike Fund will be implemented for January 1, 2025 with an initial deposit of \$2,475,000.
3. Effective January 2025, 5% of the Union's general dues revenue from bargaining units that do not have the right-to-strike under HLDAA or CECBA will be transferred into the Non-Right-to-Strike Fund on a monthly basis. No funds will be transferred when the Fund exceeds \$10 million.
4. The Executive Board will receive a board report at regular board meetings concerning the Non-Right-to-Strike Fund, including the money transferred to the Fund and any expenditures from the Fund.
5. The President or First Vice-President/Treasurer will receive recommendations from bargaining teams, or Divisional/Ministry Executives of sectors 1, 8, 10, 11, 18 and 19, for lobbying, mobilization, and other necessary member activities, subject to division bylaw restrictions.

6. The Executive Board, by majority vote, will make decisions on spending monies from the Non-Right-to-Strike Fund based on the recommendations received by the President or First Vice-President/Treasurer.

Be it further resolved that ss. 3.4.4 and 3.4.6 of the Procedures Manual are amended as follows:

3.4.4. Strike Fund **and Non-Right-to-Strike Fund** Investment

~~Strike Fund~~ Investment

1. OPSEU/SEFPO management

The First Vice-President/Treasurer is empowered to arrange re-investment of cash funds and existing investments, provided that such investments can be redeemed within 90 days, and all investment transactions are to be reported to the Board on a regular basis. Prior Board approval is required for any major changes to the types of investments currently held.

2. Investment Manager

The **~~Strike Fund~~** investments may be managed by more than one investment manager.

3.4.6. Strike Fund, **Non-Right-to-Strike Fund**, and Pension Fund Investment

1. Types of Investment

The Strike Fund, **Non-Right-to-Strike Fund**, and the pension fund will be invested only with companies and in such securities of firms that are not acting in an anti-union fashion.

2. Requirements

All investment managers must adhere to OPSEU/SEFPO's investment policies regarding member's monies under section **3.4.6 - Strike Fund, Non-Right-to-Strike Fund, and Pension Fund investment** (this section).

And be it further resolved that the Policy Manual and Procedures Manual will be amended accordingly.

Pension Liaison Committee (PLC) Recommendation to the OPSEU/SEFPO Executive Board for the appointment of CAAT Pension Plan Trustee

Whereas OPSEU/SEFPO is tasked with appointing a CAAT-Academic Retiree to the Board of Trustees of the CAAT Pension Plan effective January 1, 2025; and

Whereas per the OPSEU/SEFPO CAAT Academic Divisional Bylaws, a search committee was struck tasked with evaluating, interviewing and recommending a candidate to the Pension Liaison Committee; and

Whereas the search committee is recommending that Ernie Parsons fill the CAAT-Academic Retiree Trustee role; and

Therefore be it resolved that Ernie Parsons be appointed as a pension trustee for the CAAT Pension Plan from January 1, 2025 until December 31, 2027 provided Ernie signs the Letter of Understanding provided by OPSEU/SEFPO.

Membership Application Forms

Whereas completing a membership application is a fundamental first step for full union participation; and

Whereas the membership application process should be a positive and seamless experience for members; and

Whereas members should be made aware of how their personal contact information will/will not be used when completing the membership application; and

Whereas it is also important for members to have access to pertinent information about their union when completing the membership application;

Therefore be it resolved that all versions of the membership application, including on the portal, have the option for members to input their preferred name and pronouns; and

Be it further resolved that, on the self identification portion of the membership application, young workers are clearly defined as those who identify as aged 35 and younger;

Be it further resolved that OPSEU/SEFPO declares, with a general statement on the membership application, how the inputted information will be used and provides assurance that personal information will not be shared with third parties.

2025 Ontario First Responders Mental Health Conference

Whereas sponsored by Trillium Health Partners' Insight Health Solutions and Wounded Warriors Canada, the Ontario First Responders Mental Health Conference is being held on April 1st to April 2nd 2025; and

Whereas the conference will be held at the International Centre in Mississauga, with roundtable discussion, addressing the challenges faced by the families of first responders, with featured speakers and various workshops; and

Whereas this event will feature frontline members, first responder family members, organizational leaders, mental health clinicians, and renowned researchers, the focus will be on sharing best practices, hearing directly from first responders, and research related to the mental health of first responders and their families; and

Whereas participants will be asked to report back to the Division Executive, highlighting new connections, experiences, and newly acquired knowledge. With the aim of building worker power, material from the report back will be considered for member circulation and for use at future OPSEU/SEFPO member events; and

Whereas the Psychological Health and Safety in the Paramedic Service Organization CSA Standard recognizes the importance of involving the family members and loved ones of paramedics/ACOs in all employer initiatives related to worker mental health; though often forgotten about, family members and loved ones can serve as vital contributors of the support system for first responders; the family member focus of the conference should provide a rich and particularly relevant opportunity for learning;

Therefore be it resolved that as costed and detailed in the attached proposal, OPSEU/SEFPO will send three Sector 1 Division Executive members to the 2025 Ontario First Responders Mental Health Conference for the purpose of reporting back and sharing the acquired information with other members; and

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

Emergency Resolutions

(Reference: Procedures Manual, August/24, pp.173-174 or PDF pp.188-189, Constitution articles 13.8 and 13.9.1)

Whereas processes around emergency resolutions were identified as problematic by 2024 Convention delegates and by the 2023-2024 Resolutions Committee; and

Whereas Convention participants depend on the work Resolutions Committee to assist in the orderly and efficient consideration of the business going before them; and

Whereas these proposed changes are being made following consultation with those members elected to the 2023-2024 and 2025-2026 Resolutions Committees.

Therefore be it resolved that the following amendment is made to the Resolutions Committee Terms of Reference:

RESOLUTIONS COMMITTEE – Terms of Reference

1. Upon receipt of proposed resolutions, where several identical or nearly identical resolutions are submitted, select one of such resolutions as being representative of all, and print only that resolution in the Convention manual, taking care to identify all Locals that submitted such resolutions.
2. Examine all proposed resolutions having collective bargaining implications, determine which are specific contract demands (as opposed to general bargaining objectives of the union), and refer such specific contract demands back to the submitting body with the recommendation that they be presented at demand setting meetings.
3. Omit from the Convention manual those resolutions that are submitted contrary to Article 13.8, namely, late resolutions and those submitted without the required accompaniment of signed minutes of the meeting at which they were adopted. Such minutes must contain evidence that a quorum was present and that each resolution was presented and voted upon separately.
4. When preparing the committee's report to the Convention, check where possible with the originating body when the intent is not clear, so that a resolution can be clarified by changing words.
5. Combine similar resolutions into one resolution encompassing the spirit of several, or prepare composite resolutions which may be the sum of several resolutions (but which may be different from any of the submitted resolutions), and thus attempt to build the broadest consensus for a complete policy resolution.
6. Divide the resolutions into categories (such as internal, economics, politics, industrial relations) and within categories, assign priorities on the assumption that there may not be time to deal with all resolutions in every category.
7. ~~Make recommendations to the Chair of the Convention on the classification of emergency resolutions; to be classified by the Chair of the Convention as "Emergency", a resolution must deal with a matter that is truly unexpected, urgent, of great importance to the Convention, and an issue that could not have been foreseen prior to the resolution deadline date and submitted in the proper manner.~~ **Consider the urgency of the desired action(s) of resolutions submitted as emergency resolutions and whether the content could have**

been reasonably contemplated prior to the conventional resolution submission deadline. Also, the Committee will determine whether there is urgency to consider the resolution immediately, including the consequences of the resolution not being decided upon at the current Convention. Prioritize those submissions that meet their emergency threshold. In order of priority, recommend to the Convention Chair any submission determined to meet their emergency threshold, so the Convention Chair may seek to determine if delegates are willing to accept the submission as an emergency resolution and deal with it immediately.

8. Resolutions submitted which are already OPSEU/SEFPO policy, shall be returned to the submitting body.

(June 19, 1985 [EC6]; June 27, 1983 [EC], March 3-4, 1983 [B], February 1-2, 1981 [EC], TBA)

DIY Community Health Timmins

Whereas OPSEU/SEFPO has supported community initiatives to help with homelessness, mental health, addictions and many other social justice issues; and
Whereas winter in Ontario and even more so in Northern Ontario causes life threatening risk due to extreme cold; and
Whereas funding shortfalls and donations typically are worse after the holidays;
Therefore be it resolved that OPSEU/SEFPO donate at the 2 times the minimum “title sponsorship level” in the attached request for funding from DIY Community Health; and
Be it further resolved that these funds come from the contingency fund.

Disability Rights Caucus Convention Marketplace

Whereas Convention is the largest attended OPSEU/SEFPO event, bringing together delegates, alternates, observers, and members from all seven (7) Regions and locals across the province, including Provincial Equity Committees, labour allies/affiliates, and esteemed guests and dignitaries; and
Whereas Convention provides an invaluable networking opportunity to engage members in meaningful one-on-one conversations about accessible workplaces, ableism, and disability rights, and to build solidarity in alignment with OPSEU/SEFPO's core values of inclusion and equity; and
Whereas the Disability Rights Caucus is the only caucus currently active that does not have automatic delegate status like other Provincial Equity Committees, resulting in no

guaranteed attendance by caucus members to staff a booth at the OPSEU/SEFPO Convention Marketplace; and

Whereas the Disability Rights Caucus seeks to build local champions for disability rights and promote allyship and advocacy by leveraging Convention as a platform to establish a network of members who identify as persons with disabilities or allies interested in accessibility issues; and

Whereas in September 2025, the Disability Rights Caucus will host its inaugural Persons with Disabilities Conference, making Convention a critical platform to highlight and promote this event to a wide audience;

Therefore, be it resolved that the Disability Rights Caucus be approved to have two (2) members attend the 2025 Convention Marketplace and on an ongoing basis to set up a booth alongside other Provincial Equity Committees; and

Therefore, be it further resolved that the Executive Board approve, the amount as indicated in the proposal, the expenses of up to two (2) Disability Rights Caucus members to staff the DRC booth at the 2025 Convention Marketplace and on an ongoing basis until the Caucus completes the Constitutional process for automatic delegate entitlement.

Convention of the Congress of Union Retirees of Canada

Whereas closure was called on the budget prior to consideration of many of OPSEU/SEFPO's Retirees Division request having been considered: and

Whereas this CURC Convention is a fundamental change convention as the Constitution is being reviewed, including the composition of board of CURC and funding models of affiliates: and

Whereas the chair of the Retirees Division is part of this review.

Therefore be it resolved that OPSEU/SEFPO ensure it has a voice and vote at this fundamental change convention by sending the 7 Retirees Regional Chairs or an alternate from there executive to attend the Convention of the Congress of Union Retirees of Canada that will take place at the Pan Pacific Toronto, 900 York Mills Rd, Toronto, June 17th to 19th, 2025; and

Be it further resolved that the costs as indicated in the proposal be taken from the contingency fund.

Fund Our Future Campaign

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

Whereas Ontario ranks dead-last amongst the provinces for post-secondary funding, leading to our colleges' over-reliance on unregulated international tuition; and
Whereas federal restrictions on international student study permits have triggered financial austerity at colleges across Ontario, sparking program closures, intake suspensions, and hundreds of layoffs at once-in-a-generation rates; and
Whereas CAAT locals across the province are actively facing attempts to reduce bargaining units as colleges balance their projected budgets on workers' backs; and
Whereas the crisis in our colleges, difficult bargaining landscape, and growing member precarity will persist so long as the system lacks the core funding to stabilize; and
Whereas we need to build momentum across the CAAT divisions to force provincial change after decades of chronic underfunding, and protect our college system; and
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the costs to support a provincial Fund Our Future campaign as attached with funds drawn from the Contingency Fund.
Therefore be it further resolved that there will be at minimum, but not limited to, one young worker mobilizer selected out of the 21 book offs and if a young worker does not come forward to be a mobilizer that the position may be filled by a non-young worker.

In Solidarity Canadian Association Labour Media – CALM

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

Whereas Strong solidarity requires strong mass communication skills; and
Whereas the Canadian Association of Labour Media (CALM) is a vital resource for high-quality union communications; and
Whereas OPSEU/SEFPO's participation in CALM events and governance provides the union with vital opportunities to build skills, expand networks, and gather information
Therefore be it resolved that the following funds, drawn from the contingency fund, be allocated to allow members of the In Solidarity Committee to participate in the governance and annual conference of CALM.

Local 424 Merger

Whereas local 424 is a local of 106 probation and parole officers based in Kanata and;
Whereas local 437 is a composite local that has 5 probation and parole officers based in Smiths falls and;
Whereas the probation and parole members in local 437 desire to be part of local 424 to be with other probation and parole officers and;
Whereas each local has held GMM's with quorum reached and voted in favour of the 5 members from local 437 moving to local 424.
Therefore be it resolved that the OPSEU/SEFPO Executive Board Approve the recommendation of the OPSEU/SEFPO Executive Committee that the 5 probation and parole members of local 437 join local 424.

Local 565 OLGC

Whereas Ontario Lottery and Gaming Corporation consists of 34 members who conduct and manages gaming facilities, the sale of the province-wide lottery games, internet gaming, bingo and other electronic gaming products; and
Whereas Ontario Ontario Lottery and Gaming Corporation has unanimously joined OPSEU/SEFPO on November 12, 2024;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that Ontario Lottery and Gaming Corporation join Local 565 members employed at Alcohol and Gaming Commission in Region 5.

Local 5122 Coroners

Whereas Ontario Coroners Association is consists of legally qualified medical practitioners, appointed as Coroners, or appointed to perform the work of Coroners pursuant to the Coroners Act, R.S.O. 1990, c. C.37 in the Province of Ontario; and
Whereas Ontario Coroners Association consists of 305 members and has unanimously joined OPSEU/SEFPO on December 2024;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the recommendation of the OPSEU/SEFPO Executive Committee that Ontario Coroners Association become a newly organized Region 5 Local 5122.

February 5, 2025 – Executive Board EPoll Meeting

February 5, 2025

The Executive Board was called to order at 7:00p.m. President JP Hornick was in the Chair. All members were present except for Ken Steinbrunner who arrived at 7:08p.m., Ed Arvelin, Meagan Christou, Carla Goodacre, Tracey Ann Halkyard, Sara Labelle, Kelly Martin, Tara Maszczakiewicz, and Joel Usher with reasons acceptable to the Chair.

Motions carried by the Executive Board:

February 19-20, 2025 – Executive Board EPoll Meeting

February 19, 2025

The Executive Board was called to order at 7:00p.m. President JP Hornick was in the Chair. All members were present except for Ken Steinbrunner who arrived at 7:08p.m., Ed Arvelin, Meagan Christou, Carla Goodacre, Tracey Ann Halkyard, Sara Labelle, Kelly Martin, Tara Maszczakiewicz, and Joel Usher with reasons acceptable to the Chair.

February 20, 2025

The Executive Board was called to order at 9:31 a.m. President JP Hornick was in the Chair. All members were present except for Vikkie Poirier and Melissa Shaw who arrived at 9:40 a.m. with reasons acceptable to the Chair.

Motions carried by the Executive Board:

Consent Agenda

Therefore be it resolved that the OPSEU/SEFPO Executive Board adopt the OPSEU/SEFPO Executive Board Minutes of the December 4-5, 2024 Executive Board Meeting, the January 28-29, 2025 Executive Board Meeting, and the February 5, 2025 Executive Board EPoll Meeting.

Agenda

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

Committee/Caucus Support for Members at Convention

Whereas Convention is the Union's highest-ranking authority, where delegates debate and vote on policy and constitutional motions, it is the largest attended OPSEU/SEFPO event, bringing together activists representing 180,000 members; and

Whereas committees and caucuses seek to build a marketplace presence to enhance equity education and build allyship and engagement with members; and

Whereas Convention provides an invaluable networking opportunity to engage members in action orientated and impactful conversation; and

Whereas caucuses and committees seek to build champions and promote allyship and advocacy by leveraging Convention to build presence and engagement;

Therefore be it resolved that the following committees and caucus - Provincial Young Workers Committee, Provincial Human Rights Committee, Provincial Women's Committee, the Coalition of Racialized Workers, Rainbow Alliance Arc-en-Ciel, Provincial Francophone Committee, the Disability Rights Caucus, Indigenous Circle, Jewish Members Caucus if they are up and functioning, and the Retired Members Division, receive \$1000 per committee/caucus for the purpose of, but not limited to, promotional materials, social engagement activities, or a caucus meeting at Convention 2025; and

Be it further resolved that these funds be drawn from the Convention Budget Line.

Young Worker Mentorship Program Annual Budget Line

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

Whereas the OPSEU/SEFPO Executive Board approved a standing, six-month Young Worker Mentorship Program in March 2022; and

Whereas the Young Worker Mentorship Program was created to promote young workers within the union while developing a greater understanding of various roles and opportunities within OPSEU/SEFPO and the labour movement; and

Whereas the approval of the existence of the Young Worker Mentorship Program does not capture an annual budget for the mentorship program.

Therefore be it resolved that the annual Young Worker Mentorship Program be provided an annual budget line in the amount proposed in the attached document.

2025 OPSEU/SEFPO Convention Agenda

Therefore be it resolved that the Executive Board approve the Convention 2025 Agenda as presented.

Statutory Resolution 1

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*:

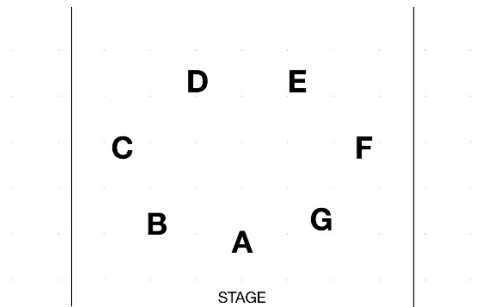
Therefore be it resolved that, as required by section 17 of the Ontario *Not-for-Profit Corporations Act*, Convention confirms and approves the actions of the Executive Board that created or amended a bylaw of OPSEU/SEFPO, as reflected in the minutes of the meetings of the Executive Board from the closing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

Statutory Resolution 2

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*:

Therefore be it resolved that, as required by section 68 of the Ontario *Not-for-Profit Corporations Act*, Convention appoints MNP LLP as Auditors of OPSEU/SEFPO for the fiscal year 2025 or until their successor is appointed.

2025 Convention Floor Seating – Regional Draw



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

OPSEU/SEFPO Email Server

Whereas effective communication is essential for efficient union operation and the engagement of OPSEU/SEFPO members;

Whereas ongoing issues with the current OPSEU/SEFPO email server have caused disruptions, inefficiencies, and barriers to timely communication; and

Whereas a reliable and accessible email server is critical for ensuring member engagement, and the smooth functioning of union activities.

Therefore be it resolved that OPSEU/SEFPO prioritize the assessment, improvement, and, if necessary, replacement of the current email technology to ensure reliable, secure, and efficient communication for all members and activists; and

Be it further resolved that OPSEU/SEFPO allocate the necessary resources, including funding and technical support, to expedite the resolution of ongoing email technology issues and implement sustainable long-term solutions.

LBED Research Motion

Whereas the piecemeal privatization of LCBO stores, depots, warehouses, and head office threatens the long-term survival of the LCBO, and;

Whereas the privatized retailing of alcohol takes money away from our valuable public services and put it in the pockets of wealthy storeowners, and

Whereas the privatized retailing of alcohol increases the risk of alcohol getting into the hands of ids and imperils the health and safety of our communities; and

Whereas research on the current landscape is of utmost importance to any campaigns the APC and/or **LBED** may want to run in the future, and;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds as outlined in the attached from the **LBED** Anti-Privatization Account to enable the Committee to look off the three committee members for two weeks to effectively carry out research on the outcomes associated with privatizing liquor sales.

OPSEU/SEFPO Executive Board Portal/Management System

Whereas the OPSEU/SEFPO Executive Board does not have a secure and efficient platform for confidential communications, sensitive information sharing, expense tracking, and access to essential resources;

Whereas the current methods of communication and information management may not provide the necessary security, accessibility, or efficiency needed for effective governance; and

Whereas implementing a centralized, secure portal/management system will enhance transparency, streamline decision-making, support modernization, and protect sensitive/confidential union-related discussions.

Therefore it resolved that OPSEU/SEFPO will determine the resources necessary to implement a secure Executive Board portal/management system to facilitate confidential communications, secure document sharing, expense tracking, and access to essential governance resources;

Be it further resolved that user accessibility will be a priority condition of the contemplated portal/management system; and

Be it further resolved that the resources necessary will be reported to the Executive Board no later than the May 2025 Executive Board meeting.

LBED Convention

Whereas the piecemeal privatization of LCBO stores, depots, warehouses, and head office threatens the long-term survival of the LCBO, and;

Whereas the Ford government continues to rapidly sell off and privatizing public assets including liquor sales, and;

Whereas building outreach and solidarity with other OPSEU/SEFPO public sector workers is an utmost priority, and

Whereas OPSEU/SEFPO will be holding their annual convention; and

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds as outlined in the attached from the LBED Anti-Privatization Account to enable the Committee to table at the 2025 OPSEU/SEFPO Convention in April.

Timing of Constitutional Amendments and Resolutions

Whereas Constitution article 13.10 indicates that the Order of Business at Convention shall contain a minimum of 90 minutes per full day for each of the Resolutions Committee report and the Constitutional Committee report; and

Whereas Convention participants have routinely demonstrated a desire to prioritize these Convention Committee reports.

Therefore be it resolved that, during OPSEU/SEFPO Conventions, the reports of the Resolutions Committee and of the Constitutional Committee shall each be timed with a countdown, displayed for Convention participants, that indicates the remaining minimum duration of each report per full day of Convention if possible; and

Be it further resolved that a minimum of 45 minutes will be provided for each of the Resolutions Committee report and the Constitutional Committee report on the final morning of Convention and the countdowns will display that minimum duration accordingly.

Provincial Election Finances Act

Whereas an Ontario election is scheduled to be held on February 27, 2025; and

Whereas the Ontario Election Finances Act (EFA) requires trade unions and other organizations that engage in political advertising to register with Elections Ontario immediately after incurring \$500.00 or more of advertising costs in the 12-month period before a writ is issued (the non-election period) or during the election period; and

Whereas the EFA defines political advertising as advertising “with the purpose of promoting or opposing any registered party or its leader or the election of a registered candidate and includes advertising that takes a position on an issue that can reasonably be regarded as closely associated with a registered party or its leader or a registered candidate”; and

Whereas OPSEU/SEFPO members in Ontario have a deep interest in provincial politics and on the outcome of this election; and

Whereas participating in the electoral process through advertising before and during the provincial election is a good way to have critical political issues acknowledged, debated and understood;

Therefore be it resolved that OPSEU/SEFPO apply for registration as a Third Party in the 2025 Provincial Election and report advertising expenditures to Elections Ontario as required by the Ontario Elections Finances Act.

OPSSU Collective Agreement

Therefore be it resolved that the OPSEU/SEFPO Executive Board ratify the March 10, 2025 – March 09, 2027 Collective Agreement with OPSSU.

Donations 2024

	2024 Actual	2024 Budget
Standing Donations		
Greater Toronto Area Injured Worker Resource Centre	1,250	1,250
Canadian Centre for Policy Alternatives	25,000	25,000
Rainford Jackson Education Fund	-	2,500
Canadian Civil Liberties	1,250	1,250
Ont. Coalition for Better Daycare	500	500
Workers' Arts & Heritage Center	5,000	5,000
Helen Kiss Memorial Bursary	1,000	1,000
Andre Bekerman Bursary	750	750
National Movement for Harmony	2,500	2,500
Donna Bryant Memorial Fund	1,000	1,000
Our Times	-	1,000
Stephen Lewis Fund	25,000	25,000
The Leonard Peltier Fund	2,500	2,500
Brian MacIntosh Memorial Fund	250	250
Bill Kuehnbaum Bursary	250	250
Larry Cripps Bursary/Scholarship	1,000	1,000
Carol McGregor Scholarship	1,500	1,500
Curt Bishop Scholarship	1,000	1,000
Women's Legal Education and Action Fund	5,000	5,000
Mayworks Festival of Working People	2,000	2,000
Barbra Schlifer Commemorative Clinic	750	750
Speakers School	2,250	2,250
Peter Kormos Memorial Bursary	1,000	1,000
Ontario Autism Coalition	10,000	10,000
Amy Stiles Scholarship	1,000	1,000
Karen Gottschalk-Millar Memorial Scholarship	1,000	1,000
Fred Upshaw Scholarship	1,000	1,000
Shareholder Association for Research and Education	25,000	25,000
Water Resolution	20,000	20,000
Ontario Network of Injured Workers Group	1,000	1,000
Canadian Labour International Film Festival	5,000	5,000

Canadian Capital Stewardship Network	25,000	25,000
Wabshkaa Animkii (WAB) After School Program	10,000	10,000
Bloodwatch.org	15,000	15,000
Total Standing Donations	194,750	198,250

Other Donations **80,000**

PWC 2023 Conference Donation (7 cheques paid Jan 12/2024)	6,000	
Local 631 CMHA Strike Donation	10,000	
Black Class Action Donation	10,000	
Coalition of Racialized Workers (CoRW) Event 79113	1,902	
CoRW Black History Month Celebration Event 78878	11,727	
Workers History Museum 2025 Calendar	1,000	
Mayworks Festival	4,485	
Convention 2024 -Silent Auction Janice Ariza	132	
Coalition of Black Trade Unionists (CBTU) - Hole in One Sponsorship	3,000	
Central Strike Donations (L5111/L609/L602/L611/L5109)	264	
Legacy Hope Foundation-Donation M Jasmin	300	
GTA Grizzlies Football Club Sponsorship	5,000	
CLC -United Nations Commission on the Status of Women	1,000	
Layla Staats Grassy Narrows Donation	10,000	
Total Other Donations	64,809	80,000

Board Approvals during 2024

MNRF Provincial Hockey Tournament Donation	5,000	5,000
The Spot Supervised Consumption Site Donation	10,000	10,000
Advocates for Injured Workers Fundraising Gala	5,000	5,000
Local 535 AGO Strike Donation	10,000	10,000
Local 389 LifeLabs Strike Donation	10,000	10,000
City of Bradford Canada Day Donation	5,000	5,000
Worker's Arts and Heritage Centre Donation	15,000	15,000
Horizon Ottawa Donation	5,000	5,000
Sticks to Bricks Donation (Donation paid to Oneida Nation of the Thames)	10,000	10,000
Ontario Health Coalition Legal Challenges Donation	30,000	30,000

FrancoNoir.e Online French Language Training 2024	10,000	
Total Approvals during 2024	115,000	105,000
Total Other Donations and Board Approvals	179,809	185,000
Total 2024 Donations	374,559	383,250

2024-2026 Executive Board Committees

Audit – Robert Hampsey Kelly Martin, and Jennifer Van Zetten

Ad-Hoc Committees:

Dismantling Anti-Black, Anti-Indigenous and All Forms of Racism – Coleen Houlder

Governance – Colleen Houlder, Lucy Morton, and Chrisy Tremblay

Parliamentary Procedures– Veronica Attard, Colleen Houlder, and Jennifer Van Zetten

Board Equity Committee –

Central Political Action – Megan Christou, Carla Goodacre, and Sara Labelle

Coalition of Racialized Workers – Nicole Anozie

Convention Committees:

Resolutions – Joel Usher

Constitutional – Ken Steinbrunner

Credentials – Nicole Anozie

Planning – Tracey Ann Halkyard

Disability Rights Liaison – Tracey Ann Halkyard

Excluded Staff Hiring – Dan Brisson

Francophone Committee – Dan Brisson

Highest Ranking Female (NUPGE & OFL Seats) – Laurie Nancekivell

Indigenous Circle – Tina Stevens

In Solidarity Board Liaison – Vikki Poirier

MDT/SDT Ad Hoc – Ed Arvelin and Dr. Crystal Garvey

OPSEU Resource Centre/Enterprises – Veronica Attard and Carla Goodacre

OPSEU Staff Pension Plan Trustees – Veronica Attard, Sara Labelle, Melissa Shaw, and Ken Steinbrunner

Pension Liaison – Melissa Shaw and Ken Steinbrunner

PHRC Board Liaison – Tracey Ann Halkyard

Policy and Procedures Review Committee – Joel Usher and Dr. Crystal Garvey

PWC Board Liaison – Dr. Crystal Garvey

PYC Board Liaison – Kaylee Heath

Rainbow Alliance Liaison – Robert Hampsey

Retirees Board Liaison – Vikki Poirier

Social Mapping Project – Tina Stevens

Solidarity Fund Board:

HIV/Aids Work (Live and Let Live) – Robert Hampsey

International Humanity Work – Megan Christou

International Solidarity Work – Carla Goodacre

Staff Negotiating – Peter Figliola, Tara Maszczakiewicz, Ken Steinbrunner, and Chrisy Tremblay

Strategic Planning – Peter Figliola, Kaylee Heath, Melissa Shaw

2022-2024 Executive Board Committees: Reports

Governance Ad Hoc Committee

The Ad Hoc Governance Committee was established to explore and enhance governance structures of OPSEU/SEFPO, ensuring they align with best practices and most effectively support the union's strategic vision. This report outlines the Committee's recent activities.

- **Insights on establishing an Ombuds Office:** The Committee met with Peggy Nash, a leader in governance and advocacy, to gather insights on how an external office may aid the union in providing additional support in achieving its mandate. Further conversations and investigation will occur to evaluate the merits of an Ombuds Office and determine if an Ombuds Office would be a valuable addition to the union's structures of accountability.
- **Evaluation of Executive Officer roles:** The Committee has looked at the historical structure of OPSEU/SEFPO and other comparable labour unions, has sought legal advice from OPSEU/SEFPO general counsel, and is also seeking the expertise of third-party organizations to explore the viability and appropriateness of alternate executive structures. This evaluation will allow us to better understand executive oversight in a labour union as it relates to organizational performance, accountability, and strategic decision-making. This expertise is what will allow the committee to bring forward recommendations to the OPSEU/SEFPO Executive Board. In evaluating the role of the executive officers, chairing of executive board meetings, as well as Convention, have been discussed in order to govern meetings most efficiently and effectively.
- **Continuation of the Ad Hoc Governance Committee:** Given the complexity and importance of the issues being explored, the Ad Hoc Governance Committee recommends the continuation of its mandate to ensure thorough examination of the matters it has been assigned, and to ensure considered and appropriate decision-making.

Dismantling Systemic Racism Ad Hoc Committee

In April 2022, OPSEU/SEFPO Convention passed significant changes to the OPSEU/SEFPO Constitution that acknowledged the presence and prevalence of systemic racism affecting Black, racialized, and Indigenous members within the Union. The motion, recommended by the 2019-2022 Executive Board, included the following addition to the Union's Aims and Purposes in Article 4 of the Constitution:

To actively identify and dismantle anti-Black racism, anti-Indigenous racism and all forms of racism and discrimination within its systems and structures so that members have full access to services and can fully participate in the union.

OPSEU/SEFPO's Dismantling Systemic Racism Program (DSRP) is a multi-phased program that will implement changes to OPSEU/SEFPO's systems and structures in accordance with the Aims and Purposes of the Union, and to achieve the following mandate:

7.2.1. Within 60 days of election, selection, appointment, or ascension to any OPSEU/SEFPO office, whether the office is authorized by this Constitution or by OPSEU/SEFPO policy, the Member shall participate in mandatory OPSEU/SEFPO training on dismantling anti-Black racism, anti-Indigenous racism and other forms of racism and discrimination.

Phase One

Since mid-2023, the DSRP has trained elected leaders from OPSEU/SEFPO's Executive Board, sectors, divisions, Local Executive Committees (LEC) and stewards, equity committees and caucus, bargaining teams, and members at large. The one-day DSR training has been provided to more than 2000 of the 8,400 total elected OPSEU/SEFPO leaders from 309 of 538 OPSEU/SEFPO locals/sectors (57% of all locals/sectors). More than 160 staff have received train-the-trainer education to support the delivery of the one-day DSR training.

DSR training will continue to be offered as requested by staff or member leaders, to support groups of LEC, DivEx, and bargaining teams to identify and dismantle structural and systemic barriers created by racism and to build a stronger union among our membership and in our workplaces.

Phase Two - March 2025

In Phase Two, DSRP will offer the one-day DSR training every two months in all seven regions. Newly elected leaders will receive notice to take DSR training at the time of their election and will be invited to take the training along with leaders who have not yet received the training. Bimonthly Phase Two province-wide coordinated training will ensure OPSEU/SEFPO leaders are able to meet the constitutional requirement to

receive training within 60 days election, selection, appointment, or ascension to a leadership position. Training will be tracked to ensure constitutional compliance. DSRP in Phase Two will also offer additional supports to those OPSEU/SEFPO leaders who have completed the one-day DSR training in implementing DSR initiatives/strategies. The DSRP will provide resources to highlight anti-racism strategies in our sectors, divisions, and locals, and provide additional strategic planning tools to track progress and positive change in the fight to dismantle racism.

Record of Minority Reports

DISCLAIMER:

Minority reports are an opportunity for individual Executive Board Members to provide reasons for their decision to vote against a particular board motion. OPSEU/SEFPO distributes all minority reports to OPSEU/SEFPO members in accordance with OPSEU/SEFPO policy. The distribution supports discussion, transparency and accountability. However, the views expressed in a minority report are those of the Executive Board Member responsible for the report, and do not reflect those of OPSEU/SEFPO, the Executive Board, or any other person. OPSEU/SEFPO, members, and staff cannot be held responsible for the accuracy or content of any minority report.

March 20-21, 2024 Executive Board Meeting

April 24, 2024 Executive Board Meeting

The following motions defeated at the April 24, 2024 Executive Board Meeting:

Rise in Anti-Semitism

Whereas there has been an increase in antisemitism in 2023 over 2022, and
Whereas there were increases online during the pandemic which has continued, and

Whereas OPSEU/SEFPO members are being impacted in their workplaces and communities,

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

Whereas OPSEU/SEFPO is a progressive, socially-conscious Union, and

Whereas OPSEU/SEFPO has established caucuses and Committees for members or identified groups which have unique perspectives, shared history, and shared needs, and

Whereas such caucuses and Committees have provided valuable assistance, counsel, and leadership for the Executive Board, Convention, and members, in growing the OPSEU/SEFPO response to diversity, equity, and inclusion challenges, and

Whereas Jewish members of OPSEU/SEFPO comprise a unique and definable community with distinctive perspectives, a shared history of discrimination, and shared needs, and

Whereas the Canadian Jewish community has the highest reported number of incidents of hate crimes (Stats Can), and

Whereas Canada is reporting an unprecedented spike in antisemitic hate crimes (Stats Can), and

Whereas the ongoing rise in antisemitism directly affects many OPSEU/SEFPO members, and

Whereas the ongoing rise in antisemitism has been identified as needing immediate attention, and

Whereas Jewish members are in the best position to advise on antisemitism and Jewish matters, and

Whereas OPSEU/SEFPO would benefit from a caucus of Jewish members, advising the Board and Convention, similar to what has occurred with other defined groups,

Therefore be it resolved that OPSEU/SEFPO establish a Jewish members caucus, effective at the close of Convention 2024, and

Be it further resolved that the initial leadership of the caucus be composed of Jewish members of the submitting bodies of this Resolution, to be selected from among themselves, to a number not greater than 12 members, and

Be it further resolved that this leadership group will determine the membership of the caucus, the meeting times and agendas and orders of business, and will keep minutes of meetings for the use of caucus members, and

Be it further resolved that this caucus will report quarterly to the Executive Board, and annually to the Convention, and

Be it further resolved that an annual budget and staff support be dedicated for the use of the caucus, with limits and reporting obligations as per OPSEU/SEFPO policy, and

Be it further resolved that beginning with Convention 2025 and continuing for each Convention thereafter, OPSEU/SEFPO provide meeting space on the Convention site, for the caucus and its members, and that the caucus be permitted to independently conduct its business and caucus leadership elections.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, EBM, Region 7
- Sara Labelle – RVP, EBM, Region 3
- Jody Tsubouchi – EBM, Region 7
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Joel Usher – EBM, Region 3

- I very much agree with the rationale provided in the “whereas” statements of the Resolution and that rationale correspond well with its desired outcomes. Specifically I agree that:
 - OPSEU/SEFPO is a progressive, socially-conscious Union.

- OPSEU/SEFPO has established caucuses and Committees for members or identified groups which have unique perspectives, shared history, and shared needs.
- Jewish OPSEU/SEFPO members comprise a unique and definable community with distinctive perspectives, a shared history of discrimination, and shared needs.
- Such caucuses and Committees have provided valuable assistance, counsel, and leadership for the Executive Board, Convention, and members, in growing the OPSEU/SEFPO response to diversity, equity, and inclusion challenges.
- The Canadian Jewish community has the highest reported number of incidents of hate crimes (Stats Can).
- Canada is reporting an unprecedented spike in antisemitic hate crimes (Stats Can).
- The ongoing rise in antisemitism directly affects many OPSEU/SEFPO members.
- The ongoing rise in antisemitism has been identified as needing immediate attention.
- Jewish members are in the best position to advise on antisemitism and Jewish matters.
- OPSEU/SEFPO would benefit from a caucus of Jewish members, advising the Board and Convention, similar to what has occurred with other defined groups.
- Furthermore, I empathize with the members who have identified concerns about antisemitism and, as an Executive Board Member of OPSEU/SEFPO, I know I would benefit from the work of an OPSEU/SEFPO Jewish Members Caucus.

May 15-16, 2024 Executive Board Meeting

June 17-18, 2024 Executive Board Hybrid Meeting

The following motion(s) carried at the June 17-18, 2024 Executive Board Meeting:

Adoption of the Agenda

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

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, EBM, Region 3

The following minority reports were filed:

Sara Labelle – RVP, EBM, Region 3

I voted against adoption of the agenda as all motions from officers were added to new business which should have been presented earlier in the agenda as officers updates were always provided at every board meeting prior to new business.

Final Report of the Resolutions Committee

Therefore be it resolved that the recommendation from the Resolutions Committee found in the Resolutions Committee Report for the Executive Board April 2024 be adopted as amended.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4
- Peter Figliola – RVP, EBM Region 2
- Sara Labelle – RVP, EBM, Region 3
- Tara Maszczakiewicz – RVP, EBM, Region 6
- Ken Steinbrunner – EBM, Region 6
- Jody Tsubouchi – EBM, Region 7

- Joel Usher – EBM, Region 3

The following minority reports were filed:

Veronica Attard – EBM, Region 4

I am against this report due to the changes made to B4. This was recommended against the recommendation made by the Resolutions committee. We do not know what the future holds and when these funds will be required for future actions by OPSEU SEFPO. As such, I cannot support the motion as amended.

Sara Labelle – RVP, EBM, Region 3

I voted against adoption of the resolutions package as amended as the resolutions I1, I2 and I4 were moved in to the FOR column. I remain steadfast in my belief the convention floor should have debated these resolutions to adopt as policy and allow the opportunity for amendments. I also voted against as this would create a risk of decertifications in OPSEU/SEFPO due to the adoption of these resolutions. A few years ago when similar policies were adopted in CUPE locals decertified and came to OPSEU/SEFPO.

Joel Usher – EBM, Region 3

- It's an odd thing when the liaison from the Executive Board to the Resolutions Committee is placed in a position where they're unable to support the motion that accepts that Committee's recommendations as the position of the union. That is the position I find myself in, however, due to the Executive Board making what I find to be a few problematic amendments to the recommendations of the Resolutions Committee. Due to process restrictions, I was not able to file a minority report on those particular amendments. What was available to me instead, was voting against the main motion and filing this minority report accordingly.
- So how about all the good in the Resolutions Committee Report? Since the motion ultimately was carried, the good remains. I am happy to support nearly the entirety of the Report as amended. Further, had my "against" vote caused the Report to be defeated, I would have felt a personal obligation to reintroduce Board motions, echoing many of the resolutions, at a later date to ensure the good work of the respective submitting bodies and the Resolutions Committee was recognized, respected, and purposeful.
- First and foremost, with the technicality that led to me having to vote against the entirety of the Resolutions Committee Report, please know that I

stand in solidarity with the Executive Board on nearly all of the decisions made. There are three significant exceptions of note. I now offer my dissenting opinion on Resolutions I1, I2 (discussed together first), and EB10.

Resolution I1 (as amended)

Therefore be it resolved that effective immediately, OPSEU/SEFPO will actively support the international campaign of Boycott, Divestment and Sanctions (BDS) to demand an immediate ceasefire, the immediate release of all hostages, political prisoners and civilians held without charge and that the state of Israel end the siege of Gaza and occupation in the West Bank, and dismantle the apartheid wall and Israeli settlements in the West Bank, and fully comply with international law, including United Nation Resolution 194, which calls for the right of return of Palestinian refugees. It is understood that OPSEU/SEFPO will make all reasonable efforts to divest its own investment holdings and other operations from companies that conduct business with Israel where possible without unduly affecting the union's financial security or operations.

Resolution I2 (divided but both parts were ultimately carried)

Therefore be it resolved that OPSEU/SEFPO:

1. Condemns the killing of unarmed civilians.
2. Deplores any racist, antisemitic or Islamophobic statements or acts against Muslims, Jews, Palestinians, Arabs or Israelis in Canada and internationally;
3. Demands an immediate end to Israel's blockade, bombing and invasion of Gaza, and the mass detentions and killing of Palestinian civilians in the West Bank;
4. Demands that the Canadian government call for an immediate ceasefire, restoration of humanitarian aid and essential services to the people Gaza, and the immediate release of all hostages, political prisoners and individuals held in detention without charge by Israel and Hamas;
5. Calls for a Canadian and international ban on all financing, manufacturing, sale or transportation of arms and military equipment, components or technology to Israel;
6. Calls for an end to Israel's occupation, seizure & annexation of Palestinian lands and the forced displacement of Palestinian people; and immediate negotiations towards a just peace that respects international law, United Nations resolutions, and the historic rights of the Palestinian people;
7. Rejects attempts by governments, politicians, institutions and other

organizations to equate criticism of the State of Israel or its policies, or support for the rights of Palestinians, with antisemitism or support for terrorism;

8. Condemns attempts to silence workers, students, unions, civil society organizations and individuals – including the voices of indigenous, immigrant, racialized and marginalized individuals and communities – who speak out for an immediate ceasefire, an end to the blockade, and the rights of Palestinians;

9. Encourages OPSEU/SEFPO locals, area councils, and other bodies - and our labour and community allies, including the OFL, NUPGE and the CLC – to advocate, mobilize and build the public campaign for the positions outlined above; and

10. Calls for all hostages on the Palestinian and Israeli sides to be released.

- Fundamentally, I support a union's right, and even obligation, to participate in social and political matters that extend beyond the working conditions and rights of its members. The Lavigne v. Ontario Public Service Employees Union, 1991, decision was pivotal in upholding these union rights and obligations. If you have not reviewed that decision, I encourage you to do so. It has helped to shape social unionism and, by extension, Canadian society as a whole.
 - That established, I am confident that an all-member referendum on 11/12 would not have resulted in either of the resolutions being carried. With that in mind, OPSEU/SEFPO's democracy is largely based upon delegated voting. Unfortunately, we'll never know what would have happened if the delegates at the 2024 OPSEU/SEFPO Annual Convention were provided the opportunity to vote on either of those resolutions. Either resolution could have been carried on the Convention floor, but either could also have been defeated.
 - When a Convention is in session, Convention delegates are the union's supreme authority (Constitution article 11.1.2). The Executive Board is the governing body of the union whenever a Convention is not in session (Constitution article 16.2.1).
- While Executive Board Members have the responsibility to formulate and

implement policy in the absence of decisions by Conventions (Constitution article 16.2.1 [d]), they also have the responsibility to uphold and enforce the OPSEU/SEFPO Constitution (Constitution article 16.2.1 [a]). Beyond that, I swore an oath to, among other things, “uphold and obey the Constitution” (Constitution article 14.7.2).

- Keeping in mind the Lavigne v. Ontario Public Service Employees Union, 1991, decision, and my fundamental support for a union’s right and obligation to participate in social and political matters beyond the working conditions and rights of its members, the OPSEU/SEFPO Constitution includes an “Aims and

Purposes” section and that section has an important condition for what interests

are pursued by the union: the “common interests” of the members.

“4.1 The aims and purposes of the Union shall be.... c) To advance the common interests, economic, social and political, of the Members and of all public employees, wherever possible, by all appropriate means;”

- For many reasons, I could not possibly agree that I1 and I2 were in the common interest of OPSEU/SEFPO members. Those two resolutions generated correspondence from passionate member supporters and from passionate member opponents alike. The resolutions were ultimately divisive and revolved around an incredibly complex but specific world political conflict. In my opinion, examples of matters of common interest could have included: general statements that recognize the punishing brutality of all war, as well as a condemnation of all civilian targeting, all acts of terrorism, all genocidal actions, all antisemitism, and all islamophobia. The common interests of members were, furthermore, captured well by Resolution ER1 (carried by Convention delegates):

Therefore be it resolved that OPSEU/SEFPO recognizes that a diversity of opinions related to international conflicts is an inevitable consequence of our diverse membership; and

Be it further resolved that OPSEU/SEFPO reaffirms the paramount importance of human rights, and, through its national union, NUPGE, calls upon the Government of Canada to demand that all countries and parties involved in conflicts respect the human rights of both combatants and civilian populations under international law; and

Be it further resolved that OPSEU/SEFPO, through NUPGE, calls upon the Government of Canada to promote peaceful resolutions to international and regional conflicts.

● ER1 is also non-specific in its intentions. It does not choose the side of any particular world nation. It does, however, very clearly choose a side: the side of international law, populations of people and their collective human rights. The irrefutable side of good.

● I1 was amended by the Executive Board. Added to the Boycott, Divestment, and Sanction resolution to add: "It is understood that OPSEU/SEFPO will make all reasonable efforts to divest its own investment holdings and other operations from companies that conduct business with Israel where possible without unduly affecting the union's financial security or operations."

- I am not certain about who will be determining what efforts are Reasonable or what divestments would/wouldn't affect the union's financial security or operations. What criteria will be followed? Will the criteria be consistent? Will it be subject to review?

● My dissent for I1 and I2 expands beyond the way those resolutions have been adopted, their deviation from OPSEU/SEFPO's aims and purposes, their divisiveness, and the uncertainty around the way OPSEU/SEFPO will participate in the Boycott, Divestment, and Sanction movement. A significant factor is my own desire for truth related to the Israel/Palestine conflict and the limitations I've faced in my personal research. I do, however, find certain matters to be beyond refute:

- An estimated six million Jewish people were killed during the Holocaust perpetrated by the Nazis and their accomplices during WW2.

- Thousands of Jewish people were denied asylum during their time of greatest need by many countries around the globe, including Canada.

- The State of Israel, a Jewish State, was established in the aftermath of WW2.

- The land is among the world's most historically disputed territories.

- Capitalism, colonialism, imperialism, islamophobia, and antisemitism contributed to the jurisdiction where the State of Israel exists today.

- The Palestinian population in the Gaza Strip is currently controlled by Hamas, a terrorist organization.

○ The Palestinian population in the Gaza Strip has been enduring substandard conditions of living and politically confined to what has been known as the world's largest open-air prison for decades.
 ○ Thousands of Palestinian civilians, including children, have been killed since the October 7, 2023 Hamas terrorist massacre of hundreds of Israelis.

- Sadly, I can't be sure of the true origins of the Boycott, Divestment, and Sanction movement. Did it begin as an anti-apartheid, beacon for human rights and Palestinian freedom? Was it started as an extreme, antisemitic vision opposing a two-state solution and the very existence of the State of Israel? The origin matters and seems to be a matter of great dispute.
- Like most people around the world, I desire peace in the Middle East - peace everywhere for that matter. Though I'm always critical of popular media, government propaganda, the military industrial complex, and capitalism in general, I believe that there are many good, well-intentioned people serving as government diplomats and aiming to resolve this conflict. I believe they have been working towards an enduring two-state Israel/Palestine peace for decades and I worry that the BDS movement could potentially disrupt that work and make the horrible reality of the situation worse.

Resolution EB10

Therefore be it resolved that OPSEU/SEFPO enshrine a no-concession policy that opposes concessionary bargaining, opposes two-tier provisions, and defends free bargaining rights; and
Be it further resolved that OPSEU/SEFPO affirms its determination to protect our collective agreement rights, to resist any demands for concessions or two-tier contract provisions, and to defend our right to free collective bargaining, including our right to strike; and
Be it further resolved that OPSEU/SEFPO fights concessions, resists two tier contract provisions, and defending free collective bargaining rights through the close collaboration of staff and elected leaders; and the affected membership as a whole; and
Be it further resolved that, in advance of the commencement of each round of

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

- In 2023, against the recommendation of the Resolutions Committee, Resolution C1 was carried by the Executive Board. That resolution called for OPSEU/SEFPO to, “establish a regulation that stipulates all Local, Sector, Division, and Central bargaining teams actively avoid bargaining two-tiered clauses during rounds of bargaining and not present two-tiered collective agreements to their membership. for ratification”.
- 2024 Resolution EB10 unnecessarily repeats that established process.
- Further, EB10 will have OPSEU/SEFPO “enshrine a no-concession policy that opposes concessionary bargaining”.
- OPSEU/SEFPO’s Negotiating Committees have previously been provided with the ability to negotiate away lesser benefits for the sake of establishing new greater benefits. This policy changes that and removes power from Negotiating Committees and, by extension, the members they represent.
- When asked if a concession would prevent the President of OPSEU/SEFPO from signing a Collective Agreement, the President assured they would still be able to sign.
- Again, referencing the Executive Board Member Oath of Office (Constitution article 14.7.2):

“.... I will uphold and obey the Constitution and duly-authorized policies
Of the Ontario Public Service Employees Union/Syndicat des employés de la fonction publique de l'Ontario”
- While the current President of OPSEU/SEFPO will not feel prevented from signing a given Collective Agreement where a concession has been made, with the new policy, future OPSEU/SEFPO Presidents may not share that same sentiment.

Motion to Acquire R2 Trailer

Whereas OPSEU/SEFPO's strategic plan includes organizing and mobilizing members; and

Whereas OPSEU/SEFPO executive board members strive to mobilize and bring members together in acts of solidarity; and
Whereas every region in OPSEU/SEFPO has access to a trailer except Region 2; and
Whereas the current Region 2 board members want to be ready to support strike lines, picket lines and host social events in the region and;
Whereas Region 2 has over 55,000 members across a vast geography.
Therefore be it resolved that OPSEU/SEFPO Region 2 RVP in conjunction with the First Vice-President's Office be able to purchase a box trailer no smaller than 7 feet by 12 feet and have it branded (wrapped) in the amount attached with funds to come from the Contingency Fund.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4
- Megan Christou – EBM, Region 5
- Carla Goodacre – EBM, Region 1
- JP Hornick – President
- Coleen Houlder – RVP, Region 5
- Laurie Nancekivell – First Vice-President/Treasurer
- Chrisy Tremblay – EBM, Region 4
- Tina Stevens – Equity EBM
- Jenn Van Zetten – RVP, Region 1

The following minority reports were filed:

Veronica Attard – EBM, Region 4

Multiple offers were made to the mover for a temporary solution to access a trailer as proper process requires it to go to RFP. The funds would come from proper budget line and not Contingency. As it did not follow due process and the alternatives offered were turned down by the mover, I am against.

Meagan Christou – EBM, Region 5

Although I believe that Region 2 needs the asset of a trailer, I feel this motion being brought to the Board as an emergency could have been remedied quickly and immediately through rental or borrowing a trailer from

a neighbouring Region instead of immediate purchase. It was also noted that Region 2 will have its original trailer (currently held due to investigations) available and returned to Region 2 in 3 weeks time from today's date. I think that all OPSEU/SEFPO fleet vehicles should be an agenda item for Board Members to review, as the discussion touched on the aging nature of these assets. I recognize the importance of this asset and endeavour to support Region 2 as they are rapidly growing and covers a diverse geographic territory.

Carla Goodacre – EBM, Region 1

I am against this motion as there were other options and regional offers to obtain a borrowed trailer immediately. While I think that the request for a trailer is needed and I support the need, I believe that the trailer needed to go through the RFP process instead of the contingency fund. For this reason, I am against.

JP Hornick – President

I voted against this motion for a simple reason: there was already a trailer in the region, but they were unable to access it for a few weeks due to a paperwork issue with the provincial government. Region 1 offered theirs as a long-term loan for the summer months so that Region 2 would have access to a trailer during that delay. I believed it was a more judicious use of member funds to use a trailer from an adjacent region while the paperwork was sorted, rather than purchase a brand new trailer.

Laurie Nancekivell – First Vice-President/Treasurer

Region 2 has a trailer that they would have been able to use within a couple of weeks from when the motion came to the Executive Board to buy a new one. There was a delay outside of the union's control with regards to paperwork being updated on the trailer, however once this was sorted, it would be able to be used by Region 2 again. I did not agree with purchasing a new trailer while waiting a couple of weeks for this trailer to be provided. In the interim, if there was an urgent need, the Region 1 trailer was offered to Region 2 for the whole summer. There were discussions about selling the trailer once the original trailer's paperwork was sorted. Whether that happened or not, I do not believe that this is a good use of members' money; especially for such a short wait time.

July 17, 2024 Executive Board EPoll Meeting

July 23-24, 2024 Executive Board Virtual Meeting

The following motion(s) carried at the July 23-24, 2024 Executive Board Meeting:

Procedure re: Duration of Convention

Whereas Section 2.9B (4) of the OPSEU/SEFPO Procedures Manual is entitled “Governance Procedures; Convention Proceedings; Dates and Duration” and addresses the scheduling of OPSEU/SEFPO’s yearly Convention; and
Whereas this section reads, in part:

2. Duration

All future conventions will open on Thursday and adjourn on a Saturday at 12:00 noon. The Convention will be held in late April or May; and

Whereas this section includes Convention’s adjournment day and time in order to make best efforts to ensure that quorum is met throughout Convention and to assist OPSEU/SEFPO members to make firm travel arrangements for the end of Convention; and

Whereas at the 2024 Convention, delegates passed a resolution extending future Conventions by one (1) full day (from 2.5 days to 3.5 days), where possible; and

Whereas the booking of the Convention Centre and the multiple hotel contracts for the full weekend provides greater availability for our required number of guests; and

Whereas staff support OPSEU/SEFPO members by working at Convention and by working their regular duties, outside of Convention; and

Whereas extending Convention by commencing Convention on Wednesday will result in staff being unable to support members outside of Convention for an additional day that week, so it is preferable to extend Convention until Sunday at 12:00 noon.

Therefore be it resolved that the relevant portion of Section 2.9B (4) of the OPSEU/SEFPO Procedures Manual be amended to read:

2. Duration

All future conventions will open on Thursday and adjourn on a ~~Saturday~~

Sunday at 12:00 noon, **where possible**. The Convention will be held in late April or May.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4

The following minority reports were filed:

Veronica Attard – EBM, Region 4

I am against this as there was no fulsome conversation on what day to add. There should been a conversation on choice of day, before assuming that one day over the other should be added. Depending where in the province members are coming from they may have less options to travel back home on a Sunda.

Igbo Nigeria Community Association Hamilton (ICAH)

Whereas The Coalition of Racialized Workers have historically participated in Igbo Nigeria Community Association Hamilton (ICAH) in the past; and
Whereas a strong community tie and relationship has been developed; and
Whereas OPSEU/SEFPO is committed to equity and the Indigenous journey of its members and their families; and
Whereas OPSEU/SEFPO has set an aim and purpose of the Union "to actively identify and dismantle anti-black, anti-Indigenous and all forms of racism and discrimination within its systems and structures so that all members have full access to services and can fully participate in the Union", and
Whereas OPSEU/SEFPO recognizes the importance of raising awareness for racialized members and their contributions to OPSEU/SEFPO and society at large; and
Whereas OPSEU/SEFPO is committed to the Dismantling Systemic Racism training which has been mandated in the constitution;
Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the funds from the Contingency Fund to enable Igbo Nigeria Community Association Hamilton (ICAH) for the attached proposal.

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, EBM, Region 3
- Tara Maszczakiewicz – RVP, EBM, Region 6
- Mandi McNeil – EBM, Region 6
- Melissa Shaw – RVP, EBM, Region 4

The following minority reports were filed:

August 13, 2024 Executive Board EPoll Meeting

September 19-20, 2024 Executive Board Meeting

The following motion(s) carried at the September 19-20, 2024 Executive Board Meeting:

Health Care Unions Roundtable (Phase 1) (Referral)

Whereas OPSEU/SEFPO represents over 60,000 members in its seven (7) Health Care Sectors - Ambulance (Sector 1), Long Term Care Facilities (Sector 8), Hospital Professionals (Sector 10), Hospital Support (Sector 11), Community Health Care Professionals (Sector 17), Mental Health and Addictions Division (Sector 18), and Blood Services and Diagnostics (Sector 19); and

Whereas OPSEU/SEFPO is one of the leading five (5) Unions in Ontario, alongside CUPE, ONA, SEIU, and Unifor, which represents approximately 300,000 health care workers; and

Whereas all the health care workers of the five (5) Unions have been under attack by the Ford government, with underfunding, chronic staff shortages, overwork, burnout, and expanded privatization and profitization of the publicly funded health care system, to name a few issues; and

Whereas the five (5) Unions have been fighting the relentless Ford government attack on their own respective fronts and without major cohesive and coordinated efforts with each other as Unions for frontline health care workers; and

Whereas it is of vital importance that we oust the Ford government in the upcoming provincial election in which health care will remain one of the most important issues for Ontarians;

Therefore be it resolved that OPSEU/SEFPO take a lead to establish a roundtable of the five (5) health care Unions in which the Chairs and the Vice-Chairs of the seven (7) respective OPSEU/SEFPO Health Care Sectors be its representatives; and

Be it further resolved that the representatives would advance the concerns of the frontline health care workers, and in the process make decisions collectively alongside the five (5) Unions on the next steps in relation to relevant coordinated campaigns and strategies to build public awareness and to elect a progressive government in Ontario;

Be it further resolved that the OPSEU/SEFPO Executive Board approve the attached proposal with funds to be drawn from the Contingency Fund.

Motion to refer the motion back to the President's Office with the following instructions: to reach out to the five health care union named (OPSEU, CUPE, ONA, SEIU, and UNIFOR) to determine the appetite for this roundtable and to coordinate a list of dates and locations to be brought back to the oct board meeting for an update.

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, EBM, Region 3

The following minority reports were filed:

NUPGE Convention Delegate Entitlement

Whereas OPSEU/SEFPO Members rely on the elected Sector and Divisional Leaders to coordinate actions and share strategies with other unions during their terms; and

Whereas networking and sharing issues of mutual concern with union components of NUPGE (National Union of Public and General Employees) is beneficial to the Sectors and Divisions; and

Whereas NUPGE has numerous working groups that meet regularly to coordinate and share information; and

Whereas those holding equity seats are granted automatic delegate status to NUPGE for the reasons of advancing and sharing issues of mutual concern with their provincial counterparts across Canada; and

Whereas the NUPGE constitution states the following for delegate entitlement:

Each component of the National Union shall at Conventions be entitled to one delegate for the first 1,000 dues paying members or less, and one additional delegate for each additional 1,000 dues paying members or major fraction thereof. Before each Convention, components will report to the National Executive Board their average dues paying membership for the year preceding the Convention; and

Whereas of the at minimum 180,000 members OPSEU/SEFPO sends 126 automatic delegates (28 EBM's, 42 Regional members, 49 Committee Regional representatives and 7 retirees); and

Therefore be it resolved that elected Chairs of a Division/Sector or designate be granted status to NUPGE Conventions. This will serve to assist the Divisions and Sectors in advancing their issues and concerns with other components across the country.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4
- Meagan Christou – EBM Region 5
- Robert Hampsey – Equity EBM
- JP Hornick – President
- Laurie Nancekivell – First Vice-President/Treasurer

The following minority reports were filed:

Veronica Attard – EBM, Region 4

I am against the motion as written as we do not have the NUPGE entitlement to cover enough spots for the current groups allocated plus the Chairs. We should have had the time to find a solution that is equitable with everyone prior to this vote. As it currently stands with this vote, there is no direction for the spots that will be impacted that were already elected or assigned to Regional delegates, Equity Reps and others at our last Regional meetings.

Robert Hampsey – Equity EBM

Therefore be it resolved that elected Chairs of a Division/Sector or designate be granted status to NUPGE Conventions. This will serve to assist the Divisions and Sectors in advancing their issues and concerns with other components across the country.

I agree with the intent to engage members with comrades across the country.

However, the delegate entitlement calculation is established by NUPGE's constitution. This calculation uses dues paying members as the criteria for calculation, not the total number of members represented by OPSEU/SEFPO.

In short, OPSEU/SEFPO's delegate entitlement is not enough to permit extending credentials to the Division/Sector chairs. To operationalize this motion, OPSEU/SEFPO will have to revoke credentials from other delegates or send folks without delegate status.

For this reason, I am against this motion.

JP Hornick – President

I voted against the motion to increase the number of delegates that OPSEU/SEFPO sends to NUPGE Conventions to include election Chairs of a Division/Sector or designate.

The number of delegates a component is entitled to is set by NUPGE based on a formula related to the number of dues paying members. Calculations of our delegate entitlement means we are currently entitled to 172 delegates.

The additional Executive Board members, plus the addition of elected chairs for the divisions and sector would put us over the current entitlement of delegates.

This motion cannot be operationalized as written. We would need to have a process for allocating our delegate entitlement to prioritize the chairs of sectors and divisions at the expense of other delegate determinations. This has not been discussed or included in the motion.

Laurie Nancekivell – First Vice-President/Treasurer

I voted against the motion to increase the number of delegates that OPSEU/SEFPO sends to NUPGE Conventions for the following reason:

The motion sought to grant elected chairs of a division/sector (or designate) status to attend NUPGE Conventions.

At present, OPSEU/SEFPO has 172,023 dues-paying members; therefore, based on NUPGE's delegate entitlement formula, OPSEU/SEFPO is entitled to send 172 delegates to NUPGE Conventions. OPSEU/SEFPO is currently required to send 128 delegates to NUPGE Conventions. With the addition of elected chairs divisions/sectors (or designates), we will be required to send 180 delegates to NUPGE Conventions. This exceeds our delegate entitlement.

I voted for an increase for these member positions (including PJHSC) as automatic delegates for the OFL and CLC Conventions because OPSEU/SEFPO had room to increase its number of delegates to those conventions.

As this motion caused OPSEU/SEFPO to exceed its delegate entitlement to NUPGE Conventions, I voted against it.

Resolution J1

Whereas the costs of accommodations and travel for union activities have become prohibitively expensive, creating a financial burden for lower-paid members of the Ontario Public Service Employees Union (OPSEU)/Société des employés de la fonction publique de l'Ontario (SEFPO);

Whereas many young and precarious workers within the union are facing difficulties in managing these initial costs, often resulting in financial strain and the accumulation of debt;

Whereas the limited access to high credit limits or credit cards for these members exacerbates the challenge of participating fully in union activities, including holding elected positions and attending key events;

Whereas OPSEU/SEFPO is committed to inclusivity and equity, as outlined in the Strategic Membership Plan (SMP) Recommendations, specifically Recommendations 22, 35, and 36, which emphasize the need for accommodating diverse needs beyond physical disability and family status, addressing unwelcoming aspects in union environments, and fostering a diverse and inclusive leadership;

Therefore be it resolved that OPSEU/SEFPO shall initiate and implement a process, within 120 days of this motion passing, to prearrange and cover the costs of accommodations and travel for elected representatives at various levels (local, Central, Divisional, Occupational) as an initial step;

Be it further resolved that this process shall be reviewed and amended as necessary, with the goal of extending this financial coverage to a broader range of

union members within 9 months of this motion passing, in line with the union's commitment to diversity, equity, and inclusion; and

Be it further resolved that this initiative aligns with OPSEU/SEFPO's commitment to taking a leading role among Canadian labor organizations in diversity, equity, and inclusion, and is essential in building a first-in-class leadership that reflects diverse approaches and ensures a fully inclusive experience for all members.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4
- Kaylee Heath – Equity EBM
- Joel Usher – EBM, Region 3
- Melissa Shaw – EBM Region 4
- Jenn Van Zetten – RVP, Region 1

The following minority reports were filed:

Veronica Attard – EBM, Region 4

I am in agreement with us find a solution to removing barriers to participation with hotel costs. There are 2 other resolutions that passed reflecting this issue that are a better fit than this resolution as it is written. I am against this motion as written as it takes away choices from the membership. This may limit sectors and divisions on where they plan to have events as it may be tied if they can be centrally booked or not. This also increases workload and staffing requirements that were not accounted for in this proposal- and were not costed out as a result of this.

If the member needs to be centrally booked, they should have the ability to choose to do so, but also if they do not wish it - they should also have the option to make their own arrangements. This resolution is all or nothing in the way it is written, therefore I am against. This also may be a financial impediment to the organization as we may be on hook for rooms booked but not used.

Kaylee Heath– Equity EBM

I voted against this resolution that has come to the board because resolution J9 was passed at Convention 2024. It states that the Executive Board will investigate the issue of checking in to a hotel for an OPSEU/SEFPO event for the delegates who do not have a credit card and that the Executive Board implement a process to accommodate the delegates who identify with this need by December 31st, 2024.

RVP's, EBM's, and Equity EBM's who possess an OPSEU/SEFPO credit card are also able to assist with hotel bookings and other expenses (with conditions) as per the FVPT. I have personally experienced issues with the proposed company that will facilitate this resolution. I was at risk of not being fully reimbursed for my hotel, as there was a discrepancy in the original quoted rate. As the receipt goes to the company, I had to attempt to prove that I did not charge items to my room to receive my full claim.

Joel Usher – EBM, Region 3

- I voted against this resolution because, not only does it fail to remedy the existing need, it imposes a new restriction.
- Existing was a system where members could request, receive and reconcile advances. A member without adequate travel/accommodation funds on hand could utilize that existing system to overcome some financial barriers.
- The barrier that remained was the routine need to possess a credit card - a privilege not afforded by all OPSEU/SEFPO members.
- The passing of Resolution J1 does not address the financial barrier of the routine requirement to possess a credit card. A credit card will often continue to be required for the purpose of accommodation incidentals.
- Additionally, a new restriction will be placed on OPSEU/SEFPO members: the removal of choice of hotel.
- Further, OPSEU/SEFPO plans to use a third party to arrange hotel accommodations and that reliance creates a new organizational dependency.

Melissa – EBM, Region 4

The intent of this resolution is to break down barriers for members' with financial restraint. The manner in which the resolution was presented to the board will not remove the barrier for our members. The members will still need a credit card for deposit and incidentals. If a member does not have a credit card this is still a barrier. The Travel piece of this motion as presented by the administration only covers flights and not the barrier of train travel or other means or travel for members. This motion passing has now created a very large workload for staff at a time where staff have a workload campaign against OPSEU/SEFPO, so we have now just created a secondary problem and further burden for staff and not broken down the initial barrier for our members.

I would like to see a program where members can apply and have an arrangement with OPSEU/SEFPO where they can have 100% of their costs and deposit covered to fully remove financial barriers to participation. For all of those reasons I voted against this motion.

Jenn Van Zetten – RVP, Region 1

I truly believe in making Union Activity barrier free, I don't believe this motion meets the need in which leaders were asking for, and may create different barriers for union activity- however I do agree it's a start and hopeful we continue to make changes as needed if barriers are recognized.

October 16-17, 2024 Executive Board Meeting

The following motion(s) carried at the October 16-17, 2024 Executive Board Meeting:

Resolution K10

Whereas OPSEU/SEFPO is a progressive, socially conscious Union, and
Whereas OPSEU/SEFPO has established caucuses and Committees for members or identified groups which have unique perspectives, and
Whereas such caucuses and Committees have provided invaluable assistance, counsel, and leadership for the Executive Board and Convention in establishing and growing the OPSEU/SEFPO response to diversity, equity, inclusion and belonging challenges, and
Whereas Jewish members of OPSEU/SEFPO comprise a unique and definable community " with unique perspectives and needs, and
Whereas the ongoing rise in antisemitism has been identified as needing immediate attention, and
Whereas Jewish members are in the best position to advise on antisemitism and Jewish matters, and
Whereas OPSEU/SEFPO would benefit from a caucus of Jewish members, advising the Board and Convention, similar to what has occurred with other defined groups,
Therefore be it resolved that OPSEU/SEFPO establish a Jewish members caucus, effective at the close of Convention 2024, and
Be it further resolved that the initial leadership of the caucus be composed of members who identify as Jewish, selection to be made from among themselves to a number not greater than 12 members, and that this group works with an interim Executive Board member liaison and the President's Office to develop a terms of reference in keeping with OPSEU/SEFPO Policies and Procedures, to be submitted to the OPSEU/SEFPO Executive Board for approval, to be addressed with the Board Liaison and the President's Office.

The following indicated an intention to file a minority report:

- Nicole Anozie – EBM, Equity
- Veronica Attard – EBM, Region 4
- Meagan Christou – EBM, Region 5
- Robert Hampsey – EBM, Equity

The following minority reports were filed:

Nicole Anozie – Equity, EBM

I believe that establishing this caucus would position OPSEU/SEFPO as taking a side in international matters, rather than maintaining neutrality and focusing on the unification of members across the Province. OPSEU/SEFPO has the resources and infrastructure to support all members equitably. The Board could have explored alternative approaches, such as leveraging our Equity Committees, to ensure that the voices of our Jewish members are heard without creating further division through the establishment of this caucus. For these reasons, I voted against and requested a minority report.

Veronica Attard – EBM, Region 4

I am against the way this resolution is written as it creates one caucus for only one ethnicity and/or religion to be funded centrally. If the mover wanted to amend article 21 or 22 to allow groups who wish to set up their own caucus with affiliates and collect dues (ex-similar to Area Council and Occupational Groups), I would have supported it. As it stands- I am against.

Robert Hampsey – Equity, EBM

The resolution (as amended) has several fundamental issues that couldn't be answered during discussion at the Executive Board meeting.

The only criteria for the initial leaders (members) of the caucus is to identify as Jewish and be selected "among themselves."

The process for organizing and hosting the opportunity for all Jewish members of OPSEU/SEFPO to attend and elect the leadership, is not specified. Without a clear procedure, this may not be an equitable process.

The resolution doesn't identify where this caucus would fall within the OPSEU/SEFPO organization. During discussion I informed it wasn't specified - so it wasn't know.

This causes me great concern because without the support of OPSEU/SEFPO staff, the caucus will have difficulty achieving any of its objectives. For me, the creation of a caucus with no concrete place within OPSEU/SEFPO is akin to leaving folks standing on their own. For this reason, I could not support the motion.

FrancoNoir.e Online French Language Training 2024

Whereas OPSEU/SEFPO members often exist in a linguistic minority setting; and
Whereas the erosion of language and linguistic insecurities are realities faced by francophones and francophiles alike; and
Whereas OPSEU/SEFPO's Provincial Francophone Committee (PFC) has often heard from members a want and need to further develop and practice their French-language skills; and
Whereas the Ontario Public Service's (OPS) group Franco Noir.e offers French-language courses for employees of the OPS of which OPSEU/SEFPO members have participated, would like to expand its offerings, and has approached OPSEU/SEFPO for support achieving this goal; and
Whereas this would create a collaboration between the employer, and two employee representation groups for the OPS and to the greater OPSEU/SEFPO membership; and
Whereas OPSEU/SEFPO PFC will be hosting francophone dialog nights, providing an additional platform for participants to practice and hone their French-language skills acquired during these sessions; and
Whereas OPSEU/SEFPO PFC wishes to further support the intersectionalities lived by francophones and francophiles;
Therefore be it resolved that OPSEU/SEFPO support the 2024 Franco Noir.e French-language course sponsorship in the amount indicated in the attached proposal with funds to be drawn from the Contingency Fund.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4
- Robert Hampsey – EBM, Equity
- Sara Labelle – RVP, Region 3
- Tara Maszczakiewicz – RVP, Region 6
- Mandi McNeil – EBM, Region 6
- Melissa Shaw – RVP, Region 4
- Ken Steinbrunner – EBM, Region 6
- Chrisy Tremblay – EBM, Region 4

- Joel Usher – EBM, Region 3

The following minority reports were filed:

Veronica Attard – EBM, Region 4

This should be funded by the Ontario Government. While the project sounds promising, it could have managers only attending with very little to no OPSEU OPS members involved. We are there to support our OPS members and I see very little benefit to them in this. I am against.

Robert Hampsey – Equity, EBM

FrancoNoir.e's social media states they are a "Black Francophone Employee Group in the Ontario Public Service." The website listed on both the employer site and the group's social media provide an error message.

This group is comprised of OPS employees, many of whom are not OPSEU/SEFPO members.

After listening to the presentation from FrancoNoir.e, it was established the members of this group are hiring other folks to conduct the language instruction and this is where the OPSEU/SEFPO funding is being directed.

I would have rather seen the Comité provincial des francophones / Provincial Francophone Committee organize this training directly because funding an employer-group sends a mixed message - especially when OPS staff are currently engaged in bargaining the next collective agreement.

As an employer-group, this organization should be obtaining funding for its programs from the employer, not bargaining agents. For this reason, I could not support this motion.

Melissa Shaw – RVP, Region 4

FrancoNoir.e Online French Language Training 2024-Minority Report

This training is administered by AMAPCEO and is only available to the OPS members within OPSEU/SEFPO. We would not have any designated spaces for our members and they can not guarantee our members will have spaces in the classes they provide. To give an organization \$10,000 of our money with no guaranteed spaces in the classes and with only a portion of our members having access to the courses is not the best use of our members' dues. AMAPCEO is the Union for the management side of the OPS and as such our members may not feel comfortable participating in this course.

Joel Usher – EBM, Region 3

I am not in solidarity with the Board's decision on this motion. The Ontario government employs more workers represented by OPSEU/SEFPO than any other employer. If that employer is serious about pursuing diversity, equity, and/or inclusion initiatives, they have the financial means to do so without any sponsorship coming from OPSEU/SEFPO. To me, this decision is similar to what it would be like if OPSEU/SEFPO "sponsored" the LCBO so they could donate those funds to children's hospitals or other charities. Certainly not a bad initiative but, in my opinion, there's an exceptionally unnecessary party serving as an intermediary and OPSEU/SEFPO could achieve better results without that party.

Proposed 2025 OPSEU/SEFPO Executive Committee and OPSEU/SEFPO Executive Board Meeting Dates

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the 2025 OPSEU/SEFPO Executive Committee and OPSEU/SEFPO Executive Board Meeting Dates as listed in the attached document.

*November 2025 Executive Committee dates are November 13, 25, 2025

*November 2025 Executive Board Meeting Dates are November 26, 27, 28, 2025

*2025 Executive Board Meeting Dates Added: February 19-20, 2025 virtual only, July 23-24, 2025 virtual only, and August 20-21, 2025 virtual only to include unfinished business and new business.

The following indicated an intention to file a minority report:

- Meagan Christou – EBM, Region 5
- Coleen Houlder – RVP, Region 5
- JP Hornick – President
- Laurie Nancekivell – First Vice-President/Treasurer

The following minority reports were filed:

JP Hornick – President

I voted against the motion on Proposed 2025 OPSEU/SEFPO Executive Committee and OPSEU/SEFPO Executive Board Meeting Dates for the following reasons:

1. Governance best practices – the OPSEU/SEFPO constitution currently provides for 6 meetings a year as the normative number for the executive board. There is no other Canadian public service union that meets monthly, including any of the

NUPGE components. Monthly meetings are generally perceived as unnecessary and counterproductive, and for the Board to spend more time on operational rather than strategic issues, which is not the Board's Constitutional role in OPSEU/SEFPO.

2. Complexity – OPSEU/SEFPO engages with a broad world of labour and other organizations, many of which also have significant sized boards with meeting schedules that must be accommodated. The Corporate Secretary struggles to find a workable schedule of 8 meetings plus budget while accommodating meetings and conventions for NUPGE, OFL and CLC. This onerous schedule of meetings makes that task even more difficult, and detracts from our ability to engage in shared and collaborative projects with other unions. Each month, there is one Executive Committee meeting, as well as two days of Executive Board meetings, along with several additional days of preparing and reviewing the agenda and minutes, as well as debriefing and acting upon motions, referrals, and questions raised by the Board each month
3. Staff workload – monthly board and executive committee meetings a year have an enormous impact on staff workload in every division of the organization at a time when the workload of staff is already onerous. We have only one individual in the Corporate Secretary job classification who can do the necessary work and handle the significant amount of Board correspondence, time off requests, and other communication and tracking needs required for each meeting, along with ensuring the minutes and agendas are prepared. Monthly meetings are an unnecessary burden on staff.
4. Financial responsibility – in 2024, the board expanded by 7 seven board members, a very welcome initiative, but one that has significantly increased the board meeting costs, even on the historical meeting schedule. I believe that our resources should be directed toward member activities and initiatives, rather than back into the Board. This includes the additional PA days for Board members to review the Board book, along with travel, meals, and hotel stays.
5. Lack of rationale: there was no rationale for the need for additional board meetings, and no proposal for how the additional time spent in meetings would improve the terms and conditions of our members, meet any of the goals set by the board in the 2023 strategic plan, or move OPSEU/SEFPO closer to being an organizing union. The issues of time management in ensuring we get through the agenda are able to be dealt with through behaviour management, such as limiting the number of times a member can speak to an issue and for how long; as well as other strategies such as timed agenda items, reports written ahead of time, and adherence to our code of conduct and other Board policies. These strategies are being implemented to help create more collegial and efficient meetings.

Laurie Nancekivell – First Vice-President/Treasurer

I voted against the motion to increase the number of Executive Committee and Executive Board meeting dates for the following reasons, similar to last year: The motion did not provide a rationale for the need for additional meetings; this rationale is particularly necessary given that the function of the OPSEU/SEFPO Executive Board is strategic, not operational. Further, at Section 16.4, the OPSEU/SEFPO Constitution already provides a manner by which additional meetings may be called by the OPSEU/SEFPO President or Executive Board Members, as follows:

Special and emergency meetings of the Board may be called by the President with a minimum of 14 days' notice, and shall be called by the President with a minimum of seven and a maximum of 21 days' notice on receipt of requests in writing for such a meeting from a majority of the Board Members. All requests and notices shall state the purpose or reason for the special or emergency meeting, and the said matter(s) shall be dealt with before any other substantive issues may be raised.

The process outlined in Section 16.4 of the Constitution ought to continue to be followed when additional meetings are required. When such additional meetings are required, they may not require full one-day (Executive Committee) or two-day (Executive Board) meetings; Section 16.4 provides the Executive board with the ability to tailor the length of additional meetings.

The OPSEU/SEFPO Procedures Manual, at section 2.6.5 (Governance Procedures – Meetings – Executive Board Meeting Administration), stipulates that there will be eight (8) executive Board meetings per year. This motion contravenes the Procedures Manual.

The addition of Executive Committee and Executive Board meeting dates will increase OPSEU/SEFPO's costs and put a strain on staff assigned to these meetings, even when there may not be topics to address at these additional meetings.

Finally, the amount of work required for staff to prepare for Board meetings is great, including the work for the Administration. This also does not allow for as much time to action the decisions of the board from the month before.

The Next Ontario Election Plan Campaign October 2024 – April 2025

Whereas OPSEU/SEFPO will do everything in our power to make sure that Doug Ford and his destructive government are not re-elected to another term in office, whenever that election is called, potentially as early as Spring 2025.

Whereas our goal is to build towards local events and actions that sets the stage for the next election. This work builds the infrastructure and networks we need to win elections, and the fights that come between them.

Therefore be it resolved that the OPSEU/SEFPO Executive Board approve the contribution to the OFL's "The Ontario We Want" campaign as outlined in the attached proposal from the 2024 Contingency Fund and that the remaining funds in the attached proposal be approved from the general operating fund in 2025.

*The proposal was amended to change the "Other Miscellaneous Supplies" line to a \$200,000 donation.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Veronica Attard – EBM, Region 4

I am against the proposal as it promotes us to tell our members to support one party. We should be educating our members with all their options so they can make an informed choice and go out and vote. Any time you tell members how to vote, I am against.

Joel Usher – EBM, Region 3

When I asked the Ontario Federation of Labour representatives about the difference between this campaign and the campaigns from the last two provincial elections, they advised that they plan to recreate the momentum created by the "Stop Hudak" campaign ahead of the 2014 Ontario Election. While I hold the greatest of respect for those representatives, that response failed to inspire me. While the "Stop Hudak" campaign was effective in stopping the "right to work" aspirations of the Progressive Conservative Party Leader of the day, Tim Hudak, the 2014 Ontario election 1) resulted in a disastrous majority Liberal government and 2) was an election held under a completely different set of electoral financing rules.

In 2016, the passing of Bill 201 resulted in electoral finance reform that removed unions' ability to make significant financial donations, in kind or otherwise, to candidates or political parties. At least somewhat evidenced by the two successive Progressive Conservative majority governments elected since, Labour has yet to adequately adapt to those electoral financing reforms.

I also voted against this motion because I did not see the crucial link to how the

actions that OPSEU/SEFPO resolved to carry out, through the adoption of 2024 OPSEU/SEFPO Convention Resolution EB6 re: electoral reform, would be incorporated into this high-cost campaign initiative. I strongly believe that increased discourse about our flawed electoral system, along with a logical path to fix it, will culminate in higher voter turnout and, therefore, a better democracy. I also believe that failing to do so will correlate with a failure to achieve the desired worker participation in the next provincial election.

EB6 (reference)

Therefore be it resolved that OPSEU/SEFPO will provide members with education pertaining to our provincial/federal first-past-the-post electoral system and alternative democratic electoral systems during and between provincial/federal elections; and **Be it further resolved** that OPSEU/SEFPO commits to:

- evaluating several alternative electoral systems used by democracies of the world, including mixed member proportional representation; and
- officially supporting the electoral system that will be the most fair and engaging for provincial/federal voters; and
- completing this work before 2026.

October 18, 2024 Executive Board Meeting

The following motion(s) defeated at the October 18, 2024 Executive Board Meeting:

Motion to refer the motion to the November 2024 Budget Executive Board meeting.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, Region 7
- Peter Figliola – RVP, Region 2
- Kaylee Heath – EBM, Equity
- Sara Labelle – RVP, Region 3
- Kelly Martin – EBM, Region 3
- Jody Tsubouchi – EBM, Region 7
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Sara Labelle – RVP, Region 3

I voted in favour of referring the organization chart discussion to the November budget discussion as it had financial implications.

Joel Usher – EBM, Region 3

I am not in solidarity with the decision of the Board. While I would like to elaborate, I am restricted from doing so because this motion was debated in-camera.

Kaylee Heath – EBM, Equity

I voted in favour of referring this organizational chart to the November budget meeting, as the costs associated with this matter directly impact the OPSEU/SEFPO budget and funding other initiatives. As this is my first time on the OPSEU/SEFPO executive board, I wanted to make an informed decision by having a discussion on this matter after receiving all of November's budget documents.

The following motion(s) carried at the October 18, 2024 Executive Board Meeting:

Divided Motion # 1

Whereas OPSEU/SEFPO has skilled and talented staff committed to building the bargaining power of OPSEU/SEFPO members; and Whereas OPSEU/SEFPO wishes to leverage staff expertise to enable member empowerment through an adjustment to the organizational chart; Therefore be it resolved that OPSEU/SEFPO approve the organizational chart with additional positions as attached.
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*Only the Associate Administrator Position included.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, Region 7
- Peter Figliola – RVP, Region 2
- Sara Labelle – RVP, Region 3
- Kelly Martin – EBM, Region 3
- Jody Tsubouchi – EBM, Region 7

- Joel Usher – EBM, Region 3

The following minority reports were filed:

Ed Arvelin – RVP, Region 7

The org chart and the process of adding staff prior to a budget meeting with a significant associated cost to me is and was inappropriate and should've been discussed full at the November budget meeting.

Joel Usher – EBM, Region 3

I am not in solidarity with the decision of the Board. While I would like to elaborate, I am restricted from doing so because this motion was debated in-camera.

Organizational Chart (In Camera)

Whereas OPSEU/SEFPO has skilled and talented staff committed to building the bargaining power of OPSEU/SEFPO members; and
Whereas OPSEU/SEFPO wishes to leverage staff expertise to enable member empowerment through an adjustment to the organizational chart;
Therefore be it resolved that OPSEU/SEFPO approve the organizational chart with additional positions as attached.

*All positions other than the Associate Administrator Position included.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, Region 7
- Peter Figliola – RVP, Region 2
- Sara Labelle – RVP, Region 3
- Kelly Martin – EBM, Region 3
- Jody Tsubouchi – EBM, Region 7
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Joel Usher – EBM, Region 3

I am not in solidarity with the decision of the Board. While I would like to elaborate, I am restricted from doing so because this motion was debated in-camera.

Sara Labelle – RVP, Region 3

I voted against the organizational chart changes as I could not support a reorg that included more excluded management positions in an organization that is already top heavy.

November 20-21, 2024 Executive Board Meeting

The following motion(s) carried at the November 20-21, 2024 Executive Board Meeting:

Motion that the OPSEU/ SEFPO Executive Board adopt the 2025 OPSEU/SEFPO Budget as amended.

The following indicated an intention to file a minority report:

- Ed Arvelin – RVP, Region 7
- Peter Figliola – RVP, Region 2
- Kaylee Heath – EBM, Equity
- Aisha Jahangir – EBM, Region 2
- Vikkie Poirier – EBM, Region 2
- Melissa Shaw – RVP, Region 4
- Jody Tsubouchi – EBM, Region 7
- Joel Usher – EBM, Region 3

The following minority reports were filed:

Ed Arvelin – RVP, Region 7

I voted against The Budget because the process to which it was brought together and presented to the board as a whole. In my opinion, it creates silos within our union and its equity, sectors, ministries, committees against each other in attempt to get funds to do the work they need to do.

Peter Figliola – RVP, Region 2

I am not in favour of the budget for the following reasons:

- We should not be reducing regional educational budgets by 30% as of December 20th 2024. Education funds ensure that our members are equipped with as much knowledge and information as possible. Our members deserve to have all the necessary resources and courses available to them to equip them to face their employers and sustain their locals.

Reducing educational budgets will also affect any events that have been planned regionally for next year. This could affect events such as leadership conferences, equity conferences, Health and Safety Conferences and other important events. Region 2 just recently held our November educational with over 285 members in attendance. This was the largest educational region 2 has ever had. This reduction in the education fund surplus would not be in alignment with the Union's core function to educate our members

- The Retirees Division did not receive an operating budget for the upcoming year. With a significant number of members retiring in the near future, this is a detriment to some of our most knowledgeable members. The retiree's division poses a wealth of knowledge and experience and should be afforded the necessary tools and funding to sustain and strengthen the division.
- The non-right to Strike fund was initially set up to support members with No Right to Strike. This felt like a personal attack on members without the right to strike. No other designated fund of money within OPSEU SEFPO gets reallocated for purposes other than its original intentions

Kaylee Heath – EBM, Equity

I voted against adopting the OPSEU/SEFPO Budget as amended as there are many committees, caucuses, sectors, and initiatives that did not receive as much funding as they have requested to meet member needs. I also feel I cannot vote in favour of this budget in its entirety, having voted against some of the amendments that passed.

Aisha Jahangir – EBM, Region 2

I am submitting a minority report in relation to adopting the 2025 OPSEU/SEFPO budget and had dissenting views. I have concerns with meeting my independent fiduciary responsibilities as an executive board member to the entire membership. I believe the budget setting process is flawed and failed to clearly identify priorities of OPSEU/SEFPO. The current process doesn't ensure that the organizational objectives are met before consideration of other proposals. I feel that by supporting a deficit budget I was failing in meeting my duty of loyalty, duty of care and duty to manage the corporation. I felt that I was not provided alternatives or fully aware of all material information to consider viable options. I had asked probing questions, with hopes to receive satisfying responses but in conclusion wasn't reassured. In consideration of my fiduciary duty, I could not honestly and in good faith support the deficit budget and the current process.

Vikki Poirier – EBM, Region 2

I voted against the budget as presented:

- As there was business on the floor that could have rectified the deficit
- If a deficit budget was to be passed and brought to the Members at Convention, important requests for the Retiree Division and others were not actioned.

Melissa Shaw – RVP, Region 4

I am not in favour of reducing each regional educational budget surplus (on December 20, 2024) by 30%. Some regions have planned their events for the 2025 year with that surplus in mind. Region 4 has been able to run at a 150% budget for a few years to allow for members to have as much education as possible coming out of the pandemic and with much turnover in local leadership. This reduction will possibly negatively impact all regional educational plans for 2025. With education being part of our focus and Strategic plan, this seems misaligned with our Union's vision and mandate.

I am not in agreement with the president's office having \$100,000 budget for overtime with a staff of 5 people. This implies that each person working in the president's office will use \$25,000 worth of overtime in a year. This appears to me to be a time management or workload management issue in that department.

The retiree's division only received a budget of \$5,000 for printing of Autumn View. They did not get an operating budget or afforded any other opportunities for events, conferences or affiliations. At a time when we have many members retiring and attempting to keep them engaged in the union during retirement, the lack of a budget is detrimental to health and functionality of the retiree's division.

The non-right to strike fund was created for the members of sector 1, sector 8, sector 10, sector 11, sector 18, sector 19, Ministry of Children, Community and Social Services (Youth Justice MCCSS-Y), Ministry of the Solicitor General (MSG) and the Corrections division who can not strike. These funds were set up to be accessed during a bargaining cycle. Forcing the use of this fund prior to the sector and division chairs having the capacity to establish guidelines for acceptable use is both disrespectful and inappropriate, in my opinion! Some of these groups are heading into bargaining in 2025 with a reduced sum of money to access if required to fight against their employers. These funds are also needed to strengthen and unite the members during their bargaining process while they can't strike.

8 Ministries only received a budget of 12 chair days in 2025. Many of these ministries had other financial proposals prepared and did not get granted any funding for those initiatives. (Ministry of the Attorney General, Ministry of Education, Ministry of Environment, Ministry of Finance, Ministry of Health, Ministry of Long-Term Care, Ministry of Mines, and Ministry of Northern Development) The 2025 budget gives some sectors and divisions a substantial budget to use, and other groups are left with little to no budget. The OPSEU/SEFPO budget process is set up to have an imbalance of funding disbursement among the membership. In my opinion this hunger games style of budgeting for 180,000 members of the union

is not conducive to success. For all of these reasons I voted gains the 2025 budget.

Joel Usher– EBM, Region 3

I am not in solidarity with the decision of the Board on this motion for several reasons:

- A flawed process was followed.
 - The amount of time allotted for Executive Board budget deliberations was inadequate to address the approx. 200 budget proposals that were put forward. The preparation of those proposals required a significant amount of time/effort from OPSEU/SEFPO activists and Staff who could have been focusing elsewhere.
 - During the budget Board meeting, no Executive Board Member moved more than two proposals (some only moved one) and that was after extending the second and final day of the budget Board meeting for the second year consecutively. Due to time restrictions, many of the carefully prepared proposals were not debated by the Board.
 - The process before the Board made it more feasible for a group that submitted fewer large proposals to receive approval than a group that submitted a larger number of small proposals. This contributed to an inconsistency in funding distribution from group to group.
 - Throughout the process, there were times when it was permitted for multiple proposals to be combined into a single proposal and times when it was not permitted. When it was permitted, it was a significant advantage for the submitting group, and when it wasn't, it was a significant disadvantage for the submitting group. Especially considering the time restrictions involved, there was a need for greater transparency and clarity on this matter.
- Apparent desire to avoid a deficit budget
 - There were several comments throughout the Executive Board's budget deliberations that, to me, demonstrated a false need to avoid a deficit budget. Comments such as, "there are only _____ dollars remaining in the surplus", were repeated often.
 - Delegates at the 2024 OPSEU/SEFPO Convention approved a notable deficit budget. As an Executive Board Member, that sent me an important message about what the members of this union want. Subject to requirements in the Ontario Not-For-Profit Corporations Act (ONCA), the legislation under which OPSEU/SEFPO is incorporated, I do not believe that presenting a balanced budget is as important as ensuring the union is

pursuing its aims and purposes as defined in article 4 of the OPSEU/SEFPO Constitution.

- The ONCA does not require Directors (Executive Board Members) to present a balanced budget. Rather, it requires them to “a) act honestly and in good faith with a view to the best interests of the corporation; and b) exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances” [ONCA, 43(1)].
- In being open to presenting a deficit budget to Convention delegates, I considered delegate decision making at the last Convention, the overall financial health of the union and the ongoing trend of higher than expected dues revenues.
- During debate on the budget at the budget Board meeting, amendments were made that repurposed resources from two OPSEU/SEFPO funds that are earmarked for specific purposes otherwise.
 - The Non-Right-to-Strike Fund is a new fund that was set up to be used to support those bargaining units that do not have a legal right to strike through their bargaining initiatives. Those initiatives were to be developed by the respective bargaining units. The amendment usurped that process and caused the money in that fund to be allocated for purposes other than intended.
 - As had been the case previously, the 2024 Regional Education Fund surplus was to be carried over from this year to 2025. While OPSEU/SEFPO is a not-for-profit corporation, this type of carryover is permitted because the money is allocated to a specific purpose (the delivery of member education). The amendment caused 30% of those surplus monies to be taken for redistribution to other 2025 initiatives. At the 2024 OPSEU/SEFPO Convention, delegates were clear about what they thought of removing funding from member education. Further, I am uncertain of the potential Ontario Not-For-Profit Corporations Act implications this causes.
- It should be noted that, despite what I perceive as damaging reallocation of resources from funds that were to be used for other purposes, the Executive Board still approved a deficit budget.

December 4-5, 2024 Executive Board Hybrid Meeting

The following motion(s) carried at the December 4-5, 2024 Executive Board Meeting:

External Staff Posting: Regional Grievance Officer - Hamilton R.O.

Whereas OPSEU/SEFPO currently has a temporary vacancy for a Regional Grievance Officer; and

Whereas OPSEU/SEFPO has posted this vacancy both internally and to the membership and there have not been any qualified candidates; and

Whereas OPSEU/SEFPO requires the skills to monitor and maintain the network at all of OPSEU/SEFPO's Head Office, Regional offices and Data Center;

Therefore be it resolved that OPSEU/SEFPO post to the public the vacant Regional Grievance Officer position.

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, Region 3

The following minority reports were filed:

External Posting

Whereas OPSEU/SEFPO is committed to filling staff vacancies with qualified candidates from the OPSEU/SEFPO membership in accordance with the Policy and Procedures Manuals and the relevant collective agreement; and

Whereas the process outlined in Article 2.11 of the Procedures Manual requires the President to request from the Executive Board the authority to solicit external applications on a case-by-case basis after posting in accordance with the relevant collective agreement and posting to the OPSEU/SEFPO membership; and

Whereas it takes over 10 weeks to fill a single vacancy based on the current process;

Therefore be it resolved that the Executive Board grant the President authority to solicit external applications concurrent with soliciting applications from the OPSEU/SEFPO membership for a period of one year; and

Be it further resolved that all applications from OPSEU/SEFPO members will be tested and interviewed before external applications will be considered; and

Be it further resolved that the President will provide an interim recruitment update at the June 2025 Executive Board meeting.

Be it further resolved that the Executive Board will be notified when recruitment moves to external candidates.

The following indicated an intention to file a minority report:

- Peter Figliola – RVP, Region 2
- Melissa Shaw – RVP, Region 4
- Ken Steinbrunner – EBM, Region 6
- Sara Labelle – RVP, Region 3

The following minority reports were filed:

Melissa Shaw – RVP, Region 4

It seems as though many positions are being filled with external candidates instead of internal candidates or members. The process to hire a staff Rep in region 4 has taken over a year just with internal candidates applying. There seems to be a major flaw in the hiring system within OPSEU/SEFPO. Having the need to have many vacant positions and many temporary positions. Having the postings concurrent internally and externally does not fix the issues at hand. I would rather see the organization look at solutions to the issues instead of using band aid solutions or temporary fixes.

Ken Steinbrunner – EBM, Region 6

As I stated in the board meeting, the board has this requirement to get board approval for external hiring for a reason. These policies were not put in place arbitrarily.

Additionally, there was one instance in all of 2024 requiring external hiring.

To hear that board approval for anything is leading to delays is concerning to me.

This board can be called to a meeting in short order should an issue need to be immediately addressed.

So, the board needs to be much more cautious when giving up its responsibilities and should not have allowed this motion to pass. This is an administrative overreach for a non issue.

PHRC Motion

Whereas the OPSEU/SEFPO Provincial Human Rights Committee (PHRC) has an approved budget to attend the 2024 UN Summit for the Future in New York City from September 22 & 23; and

Whereas attending the Summit required special stakeholder accreditation which neither OPSEU/SEFPO nor the CLC would not qualify for; and

Therefore be it resolved that the PHRC is submitting a request to fund members to receive Human Rights Facilitator training program from the John Humphrey Centre for Peace and Human Rights; and

Be it further resolved that the OPSEU/SEFPO Executive Board approve the attached proposal funded from the Contingency fund 2025.

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, Region 3
- Kelly Martin – EBM, Region 3
- Maszczakiewicz– RVP, Region 6
- Mandi McNeil – EBM, Region 6
- Chrisy Tremblay – EBM, Region 4

The following minority reports were filed:

January 28-29, 2025 Executive Board Hybrid Meeting

The following motion(s) carried at the January 28-29, 2025 Executive Board Meeting:

Sanctions Constitutional Amendment (cont.)

Therefore be it resolved that the OPSEU/SEFPO Executive Board refer the attached constitutional amendments to the Constitution Committee to bring to Convention 2025.

*Section 7.7 was amended to, “A Member or Retired Member who is suspended or expelled from membership shall continue to have the right to representation

from the Union as required by law **and all other rights required by law**, but shall be ineligible to seek or hold elected union office, participate in union activities, or access other services from the union.”

The following indicated an intention to file a minority report:

- Meagan Christou – EBM, Region 5
- Sara Labelle – RVP, Region 3

The following minority reports were filed:

Non-Right-to-Strike Fund Terms of Reference

Whereas the Executive Board passed a motion on June 17-18, 2025 to establish the Non-Right-to-Strike Fund to support campaigns and collective bargaining for bargaining units that do not have the right to strike under HLDAA or CECBA, and therefore cannot access the Strike Fund;

Whereas the motion directed OPSEU/SEFPO to establish the Fund using dues from wage reopener and pay equity settlements for the affected sectors/bargaining units, and to contribute 5% of general dues revenue from affected members, to a maximum of \$10 million, effective January 2025;

Whereas the affected sector chairs have met to discuss the implications of the Fund, and to provide input regarding recommended OPSEU/SEFPO policies to administer the Fund;

Therefore be it resolved that the OPSEU/SEFPO Executive Board approves the Non-Right-to-Strike Fund Policy, as follows:

1. OPSEU/SEFPO will establish a separate Non-Right-to-Strike Fund for those sectors and bargaining units that do not have the right-to-strike under the *Hospital Labour Dispute Arbitration Act* (HLDAA) and *Crown Employees Collective Bargaining Act* (CECBA). This affects bargaining units in Sectors 1, 8, 10, 11, 18 and 19 of the BPS Division, and the Correctional Bargaining Unit of the OPS Division.

2. The Non-Right-to-Strike Fund will be implemented for January 1, 2025 with an initial deposit of \$2,475,000.

3. Effective January 2025, 5% of the Union's general dues revenue from bargaining units that do not have the right-to-strike under HLDAA or CECBA will be transferred into the Non-Right-to-Strike Fund on a monthly basis. No funds will be transferred when the Fund exceeds \$10 million.

4. The Executive Board will receive a board report at regular board meetings concerning the Non-Right-to-Strike Fund, including the money transferred to the Fund and any expenditures from the Fund.

5. The President or First Vice-President/Treasurer will receive recommendations from bargaining teams, or Divisional/Ministry Executives of sectors 1, 8, 10, 11, 18 and 19, for lobbying, mobilization, and other necessary member activities, subject to division bylaw restrictions.

6. The Executive Board, by majority vote, will make decisions on spending monies from the Non-Right-to-Strike Fund based on the recommendations received by the President or First Vice-President/Treasurer.

Be it further resolved that ss. 3.4.4 and 3.4.6 of the Procedures Manual are amended as follows:

3.4.4. Strike Fund **and Non-Right-to-Strike Fund** Investment

Strike Fund Investment

1. OPSEU/SEFPO management

The First Vice-President/Treasurer is empowered to arrange re-investment of cash funds and existing investments, provided that such investments can be redeemed within 90 days, and all investment transactions are to be reported to the Board on a regular basis. Prior Board approval is required for any major changes to the types of investments currently held.

2. Investment Manager

The ~~Strike Fund~~ investments may be managed by more than one investment manager.

3.4.6. Strike Fund, **Non-Right-to-Strike Fund**, and Pension Fund Investment

1. Types of Investment

The Strike Fund, **Non-Right-to-Strike Fund**, and the pension fund will be invested only with companies and in such securities of firms that are not acting in an anti-union fashion.

2. Requirements

All investment managers must adhere to OPSEU/SEFPO's investment policies regarding member's monies under section **3.4.6 - Strike Fund, Non-Right-to-Strike Fund**, and Pension Fund investment (this section).

And be it further resolved that the Policy Manual and Procedures Manual will be amended accordingly.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4

The following minority reports were filed:

Veronica Attard – EBM, Region 4

I could not support the motion as written as there are gaps in these terms of reference. We need proper terms if we want it to be a clear and thoughtful process. The TOR presented do not reflect this. I am against.

Disability Rights Caucus Convention Marketplace

Whereas Convention is the largest attended OPSEU/SEFPO event, bringing together delegates, alternates, observers, and members from all seven (7) Regions and locals across the province, including Provincial Equity Committees, labour allies/affiliates, and esteemed guests and dignitaries; and

Whereas Convention provides an invaluable networking opportunity to engage members in meaningful one-on-one conversations about accessible workplaces, ableism, and disability rights, and to build solidarity in alignment with OPSEU/SEFPO's core values of inclusion and equity; and

Whereas the Disability Rights Caucus is the only caucus currently active that does not have automatic delegate status like other Provincial Equity Committees, resulting in no guaranteed attendance by caucus members to staff a booth at the OPSEU/SEFPO Convention Marketplace; and

Whereas the Disability Rights Caucus seeks to build local champions for disability rights and promote allyship and advocacy by leveraging Convention as a platform to establish a network of members who identify as persons with disabilities or allies interested in accessibility issues; and

Whereas in September 2025, the Disability Rights Caucus will host its inaugural Persons with Disabilities Conference, making Convention a critical platform to highlight and promote this event to a wide audience;

Therefore, be it resolved that the Disability Rights Caucus be approved to have two (2) members attend the 2025 Convention Marketplace and on an ongoing basis to set up a booth alongside other Provincial Equity Committees; and

Therefore, be it further resolved that the Executive Board approve, the amount as indicated in the proposal, the expenses of up to two (2) Disability Rights Caucus members to staff the DRC booth at the 2025 Convention Marketplace and on an ongoing basis until the Caucus completes the Constitutional process for automatic delegate entitlement.

The following indicated an intention to file a minority report:

- Veronica Attard – EBM, Region 4

The following minority reports were filed:

Veronica Attard – EBM, Region 4

I voted against this motion as I couldn't support it with the way the motion was written. I have no problem with supporting DRC attending marketplace. I do have a problem with it being in perpetuity outside of the budget process and limiting the board to duly process and plan accordingly.

February 19-20, 2025 Executive Board Hybrid Meeting

The following motion(s) carried at the February 19-20, 2025 Budget Executive Board Meeting:

OPSSU Collective Agreement

Therefore be it resolved that the OPSEU/SEFPO Executive Board ratify the March 10, 2025 – March 09, 2027 Collective Agreement with OPSSU.

The following indicated an intention to file a minority report:

- Sara Labelle – RVP, Region 3

The following minority reports were filed:

2025 OPSEU/SEFPO Convention Agenda

Therefore be it resolved that the Executive Board approve the Convention 2025 Agenda as presented.

*Three guest speakers were removed.

*The “Reports Continue” on Sunday, April 27, 2025 will start at 9:10 a.m.

*Two guest speakers were added.

*The guest speakers will not be political party leaders.

*Guest speakers will have 30 minute time blocks and the remaining time will be given to the Constitution and Resolutions Committees.

The following indicated an intention to file a minority report:

- Peter Figliola – RVP, Region 2
- Sara Labelle – RVP, Region 3
- Mandi McNeil – EBM, Region 6
- Melissa Shaw – RVP, Region 4
- Ken Steinbrunner – EBM, Region 6

The following minority reports were filed:

Peter Figliola – RVP, Region 2

The delegates at the 2024 Convention were extremely clear and direct when they decided to add an additional day to the 2025 convention. It is quite clear

that they felt there was not enough time allocated or afforded to get through constitutional amendments and resolutions which is the main function of convention. I do acknowledge that guest speakers provide a great deal of insight but if convention delegates feel so strongly about not having enough time to carry out the primary duty of convention, guest speakers should have been removed at least for this convention being the first with an extra day. Once we have a better understanding of how much business we are able to conduct with the additional day, the additions of guest speakers could have been revisited.

Melissa Shaw – RVP, Region 4

The convention body was clear in 2024 that they wanted to have more time to get work of the union done at convention. With a guest speaker present, the convention floor voted to not hear from that guest speaker in an effort to get more union business finished. The focus of convention is to debate and vote on motions that the members submit. All constitutional amendments that do not make it to the floor are no longer viable unless brought back to convention the following year. I believe that we need to earn the right to have guest speakers at convention by getting all the work of the membership done first.

Ken Steinbrunner – EBM, Region 6

I voted against the Convention agenda and asked to submit a minority report in the February board meeting.

Specifically, the guest speakers.

I feel that the convention added an extra day to convention to complete the work of convention and not to have guest speakers.

I don't believe the members want anything to get in the way of hearing the resolutions and amendments.

Resolutions Report

The following resolutions were moved to **redundant**:

E10

Whereas OPSEU/SEFPO recognizes that when bargaining wages, benefits, job security, working conditions, and all aspects of a collective agreement the union must include the voices of workers that have systemically been removed. The union must address systemic barriers to participation at the bargaining table for Black and Racialized Workers. We must acknowledge bargaining effectively, requires the voices of workers with lived experiences and who continue to face barriers and discrimination in their workplace and communities.

Whereas OPSEU/SEFPO is developing a training course for bargaining teams that highlights anti-racism, with examples of language that workplaces have bargained into their collective agreement.

Whereas one of the most important venues for effecting change in our fight against racism is at the bargaining table. Our collective agreements are one of our strongest tools to dismantle systemic racism and other forms of discrimination that members experience. We cannot have justice in the workplace unless we fight for better benefits, working conditions, wages, pensions, and job security for everyone. Fighting precarious work must be a priority at the bargaining table, and it's a critical part of an anti-racism collective agreement.

Whereas OPSEU/SEFPO continues to prioritize employment equity to build a workforce that represents the communities we live in. We achieve this through collective agreement language that establishes fair hiring and promotion processes and training opportunities. Our union is committed to fighting systemic racism and inequities and advancing the priorities of Black and Racialized workers at the bargaining table.

Therefore be it resolved that OPSEU/SEFPO develop a one-day course called "Organizing for Power with an Anti-Racism Lens" to educate and train our members to bargain and advocate for a more inclusive workplace

I3

Whereas as of January 2024, there were at least 7 major conflicts being waged globally, including but not limited to international or civil wars in Russia/Ukraine, Israel/Gaza, Ethiopia, Sudan, Myanmar, and several North African countries, and

Whereas many additional countries and groups are engaged on the periphery of these conflicts or in numerous minor conflicts globally, and

Whereas many OPSEU/SEFPO members may identify with nations involved in these conflicts or have family and friends directly affected by these conflicts, and

Whereas OPSEU/SEFPO has selectively taken positions on international conflicts in the past, and

Whereas in 2023's convention, of the 55 resolutions sent to delegates by the Resolution Committee, only one concerned any international conflict, and

Whereas that resolution exclusively targeted the State of Israel for criticism and called for OPSEU/SEFPO to boycott and sanction the State of Israel indefinitely, and

Whereas it would be discriminatory for OPSEU/SEFPO to hold any one country to a standard that it does not hold all other countries, and

Whereas it would be discriminatory for OPSEU/SEFPO to selectively target one single country for criticism or sanction, for actions that are also undertaken by neighbouring countries, and

Whereas many international conflicts have complex dynamics, and any position taken on them should be based on thoughtful consideration that takes into account those dynamics, including historical factors, territorial claims, and an analysis of international law, and

Whereas the time constraints of Convention do not lend themselves to a sufficiently detailed and thoughtful discussion of any international conflict, let alone several conflicts, on the floor of Convention,

Therefore be it resolved that OPSEU/SEFPO recognizes that a diversity of opinions related to international conflicts is an inevitable consequence of our diverse membership; and

Be it further resolved that OPSEU/SEFPO reaffirms the paramount importance of human rights, and calls upon the Government of Canada to demand that all countries and parties involved in conflicts respect the human rights of both combatants and civilian populations under international law; and

Be it further resolved that OPSEU/SEFPO calls upon the Government of Canada to promote peaceful resolution to international conflicts; and

Be it further resolved that OPSEU/SEFPO will take no further position at the 2024 Convention directly related to any international conflict.

The following resolutions were moved to **carried**:

A1

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

A2

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

A3

Therefore be it resolved that in accordance with section 83 of the Ontario Not-For-Profit Corporations Act, the OPSEU/SEFPO Executive Board approves the 2023 financial statements, as reviewed by the Audit Committee; and
Be it further resolved that the President and First Vice President/ Treasurer will sign the financial statements on behalf of the OPSEU/SEFPO Executive Board.

J5

Whereas OPSEU/SEFPO is a membership driven Union;
Whereas Convention occurs annually;
Whereas Convention is defined in our Constitution as our supreme governing body;
Whereas a 2.5 day Convention is not sufficient to properly debate, question and vote on Resolutions and Constitutional Amendments;
Whereas a 2.5 day Convention is not long enough to properly debate, question and vote on the annual budget and hold caucuses during 'business of the day';
Therefore be it resolved that OPSEU/SEFPO where possible, will add a full day to convention;

Be it further resolved that where possible that the additional day will be added to the 2025 Convention;

Be it further resolved that where possible, the Convention will be 3.5 days going forward.

E1

Whereas as pursuant to the current OPSEU/SEFPO Policy manual section 7 education OPSEU/SEFPOs goal is to provide educational programs that empower our members to effect meaningful change in their workplaces and in communities; It must give us the skills, self-confidence and leadership needed to co-operate and to challenge the arbitrary power of the employer.

Whereas presidents training is currently only inclusive of new presidents

Whereas there are times and circumstances when the Vice President needs to take on the duties of the local president, and often are left without training and the skills to empower members and communities and effect meaningful change, in the workplaces and communities.

Therefore be it resolved that OPSEU/SEFPO permit 1st Vice-Presidents to attend presidents training to educate them and give them the skills, tools and resources to be able to take on the presidents duties when required.

ER1

Whereas on April 13, 2024, Iran launched a military attack on Israel, including missile and military drone strikes and,

Whereas the Iranian attack included sending military drones over Al-Aksa Mosque in Jerusalem and,

Whereas this constitutes an Emergency under the terms of Section G, Emergency Resolutions to Convention, in that it could not have been foreseen prior to the deadline for submission of resolutions, it is urgent, and is of great importance to the Convention and to members of OPSEU/SEFPO and,

Whereas many international conflicts have complex dynamics, and any position taken on them should be based on thoughtful consideration that takes into account those dynamics, including historical factors, territorial claims, and an analysis of international law and,

Whereas the time constraints of Convention do not lend themselves to a sufficiently detailed and thoughtful discussion of any international conflict, let alone several conflicts, on the floor of Convention and,

Whereas the attack from Iran illustrates the urgency of addressing global and regional conflicts,

Therefore be it resolved that OPSEU/SEFPO recognizes that a diversity of opinions related to international conflicts is an inevitable consequence of our diverse membership and;

Be it further resolved that OPSEU/SEFPO reaffirms the paramount importance of human rights, and, through its national union, NUPGE, calls upon the Government of Canada to demand that all countries and parties involved in global and regional conflicts respect the human rights of both combatants and civilian populations under international law and;

Be it further resolved that OPSEU/SEFPO, through NUPGE, calls upon the Government of Canada to promote peaceful resolutions to international and regional conflicts.

K2

Whereas we move closer to 2025 Accessibility for Ontarians with Disabilities Act (AODA) is to be completely implemented ensuring accessibility to all Ontario citizens. The Ford government is unwilling to commit to adherence to these deadlines.

Whereas OPSEU/SEFPO espouses inclusion and supports to allow equal access to all members to their union.

Whereas OPSEU/SEFPO has not implemented Resolution number HR 5 from 2019 convention.

Be it resolved that OPSEU/SEFPO will, in conjunction with the Disability Rights Caucus (DRC), conduct a full audit of all of OPSEU/SEFPO buildings for compliance with AODA by the end of September 2024 and are made compliant by April 2025, with the cost to be borne by the general operating fund;

Be it further resolved that OPSEU/SEFPO will, in conjunction with the DRC, conduct a full audit of the accessibility of all its communications including website and educationals by September 2024 and made competent by January 2025, with the cost to be taken from the general operating fund.

B1

Whereas OPSEU/SEFPO is a membership driven Union;
Whereas the cost of living in Ontario has risen significantly;
Whereas wages and general compensation has not kept up with the cost of living in Ontario;
Whereas those hit by hardship are impacted the most by not maintaining wages at a cost-of-living increase;
Therefore be it resolved that OPSEU/SEFPO will fund the Regional Hardship Committees at \$2.00 per member in good standing;
Be it further resolved that that this increase would start in 2025;
Be it further resolved that increases be maintained to be indexed annually to match COLA increases.

B8

Whereas according to the Ontario Human Rights Code, unions “have a legal duty to accommodate based on a person’s family status”
Whereas it is identified that locals and area councils may not have the funding reserves necessary to provide childcare for its members attending local business and events.
Whereas OPSEU/SEFPO delegates to Convention in 2022 resolved the creation of an ad-hoc childcare committee to remove barriers and improve participation of union members
Whereas OPSEU/SEFPO recognizes the barriers equity deserving groups who face greater participation barriers such as low income workers, precarious/ part-time workers, women, Indigenous, black and racialized workers, and those with family and caregiver responsibilities, and have historically been tasked with the responsibility of childminding, placing careers on hold in lieu of being a parent or caregiver and have historically lower salaries, less positions of leadership, and less opportunity for career advancement.
Whereas OPSEU/SEFPO recognizes that our children are the next generation of Labour activists, and their experiences, or lack thereof within the union, have the potential to create a strong foundation with the potential to inspire generational activism.
Whereas Local members are the foundation of OPSEU/SEFPO, the main revenue stream of the union, and are deserving of, and will greatly benefit from, greater access to information sharing, increased accessibility and transparency in their union, and increased engagement from members.

Therefore be it resolved that OPSEU/SEFPO make funding available, similar to the accessibility fund, in which locals and area councils shall access supplementary funds from OPSEU/SEFPO in order to ensure access to the safe and effective provision of childcare when members actively attend to the business of the union. I.e. LEC meetings, demand set meetings, bargaining, AGMs, team-building engagements, training, committee work, political action campaigns, strike committees, and other events deemed necessary by the local executive or area council.

Be it further resolved that this fund be available to members effective budget 2025.

Be it further resolved that the fund and its policies and procedures will be surveyed by the OPSEU/SEFPO membership and responses be made available to members within a year of implementation.

B10

Whereas Grassy Narrows has a long-standing history of massive mercury contamination of its water system; and

Whereas mercury poisoning has been linked with nervous system disorders, impacting mental health by causing psychological distress and suicide attempts (Mergler, Philibert, Fillion, & Da Silva, 2023); and

Whereas Grassy Narrows has a suicide rate three times higher than any other First Nation's community, with the majority of those dying by suicide being between the ages of 5-17 years old; and

Whereas as of January 3, 2024, Grassy Narrows is in a state of emergency with 3 youth suicides in the prior 2 months; and

Whereas OPSEU/SEFPO has an existing relationship with Layla Staats wherein she spoke to 2023 Convention delegates on the issue of Canada's indigenous youth;

Therefore be it resolved that OPSEU/SEFPO will immediately support Layla Staats to meet her financial fundraising goal of \$10,000. The cost will deliver a mini recording studio, complete with all the gear to record, edit, and produce music and videos to give these youth the tools to share their stories and voices. This will be an outlet to help channel their energy into something positive and empowering in an attempt to lower the rates of suicide among youth in Grassy Narrows.

B11

Whereas The water crisis facing Indigenous communities is profound and Water First offers training and education in three key programs: Drinking Water Internship,

environmental water technical training and school-based water science education workshops with no cost to the students attending the programs, and

Whereas Water First helps address water challenges in Indigenous communities in Canada through their programs and is just one part of a solution to the water crisis facing many Indigenous communities, and

Whereas OPSEU/SEFPO currently donates \$10,000 annually to the Water First programs,

Therefore be it resolved that OPSEU/SEFPO increase its annual donation to Water First Education and Training Inc to \$20,000 to help ensure the continuation of the programs in Indigenous communities so that these programs can continue to be offered with no cost to the students of Ontario.

E4

Whereas year after year, according to Statistics Canada, the Canadian Jewish community is the most targeted religious community in terms of hate crimes, accounting for 67 percent of religiously motivated hate in 2022 (the most recent data available); and

Whereas according to Statistics Canada, on average, more than one hate incident targeted Canada's Jewish community every day in 2022; and

Whereas Canada is experiencing a spike in antisemitism, called 'terrifying' by Canada's Prime Minister; and

Whereas antisemitic incidents make up 53% of reported hate crimes in Toronto since the Israel-Hamas war began on October 7th, 2023; and

Whereas antisemitism directly and harmfully affects the lives of many OPSEU/SEFPO staff and members; and

Whereas OPSEU/SEFPO has a proud history of standing for the human rights of all its members and of all people; and

Whereas OPSEU/SEFPO has rightfully and robustly responded to discrimination and hatred directed toward various identified populations, by instituting mandatory training to prevent and respond to targeted hatred and discrimination; and

Whereas such training encourages a more inclusive and safe Union environment; and

Whereas similar training in understanding the nature of contemporary antisemitism and preventing and responding to it, has not yet occurred as part of OPSEU/SEFPO policy; and

Whereas OPSEU/SEFPO staff and members would benefit from training in the nature of contemporary antisemitism and in methods of preventing and countering said antisemitism.

Therefore be it resolved that OPSEU/SEFPO will undertake to offer training to address antisemitism for its Executive Board, for whom it shall be required; its staff; and its membership;

Be it further resolved that said training shall begin with the Executive Board before July 1st, 2024, and shall continue on a defined and timely schedule, and

Be it further resolved that related expenses will come out of the contingency line for the 2024 budget, thereafter added to the regular training budget line.

E7

Whereas collective bargaining is a critical process that determines OPSEU/SEFPO member wages, benefits, and workplace rights through obtaining a fair collective agreement.

Whereas the only courses on collective bargaining currently available to members is training for bargaining teams once elected which currently limits Locals ability to organize.

Whereas Educational Weekends are regularly held throughout all seven Regions of OPSEU/SEFPO.

Therefore be it resolved that OPSEU/SEFPO will commit to creating a course on collective bargaining to be offered at Regional Educational Weekends and made available to Locals upon request.

E8

Whereas Members of the Retired Members Division are active members of OPSEU/SEFPO; and

Whereas of these, many members take part in OPSEU/SEFPO events, such as rallies, picket lines and campaigns; and

Whereas many of these members represent their Locals and/or OPSEU/SEFPO at Area Councils and Labour Councils; and

Whereas OPSEU/SEFPO has Regional Educationals that can have and do have topics that would be helpful or useful to these RMD activists such as equity, political or social issues and

Therefore be it resolved that OPSEU/SEFPO policy reflect the need to train all of its members in these issues, such as equity, political or social issues and where possible, include RMD members.

Whereas OPSEU/SEFPO is a bilingual corporate entity, which is to be reinforced by standard practices that are to be observed, in both languages to avoid linguistic disparity and to dismantle linguistic insecurities by providing francophones learning spaces.

Whereas OPSEU/SEFPO Constitution Article 19.4 indicates that the Francophone Committee is to develop and promote programs to encourage Francophones to participate in activities and to increase the awareness and understanding of Francophone issues, and OPSEU/SEFPO's vision: "Organizing to Win" has encouraged collaboration and mobilization of the different members with the respect of all their different needs and rights.

Whereas as per the Social Mapping has found that one in twelve OPSEU/SEFPO members identify themselves as Francophone and the same study indicates that the francophone committee plays an active role in advocating for materials, events and information to be accessible to Francophones/francophiles and lack opportunities for involvement in the activities already proposed by OPSEU/SEFPO.

Whereas publications and materials and press releases offered in French contribute personal, educational, and professional development by promoting linguistic diversity, cultural understanding, inclusion and providing valuable skills for an increasingly interconnected and intersectional inclusive union.

Whereas OPSEU/SEFPO is promoting equity and inclusion focused in a multi-level educations, and skill building for bargaining and is only almost exclusively offered in the English language, preventing francophones and francophiles alike from benefiting from appropriate learning resources that can be the basis of equity learning pathways for leaders in French.

Whereas French publications and materials and press releases are rarely provided for Francophones which is detrimental and discriminatory increasing barriers to the Francophone membership and to their participation in OPSEU/SEFPO activities.

Therefore be it resolved that OPSEU/SEFPO provide a minimum of 1 virtual educational, in French per year, composed of 2 courses. These educational will be province wide and available to all members.

Be it further resolved that the determination of which courses are offered will be decided upon by the Provincial Francophone Committee, and rolled out before the end of 2024.

Be it further resolved that the funding of this provincial initiative will come from the central budget.

EB1

Whereas communities across Ontario are facing unprecedented environmental challenges that necessitate urgent and collective action; and
Whereas OPSEU/SEFPO recognizes the importance of transitioning toward a sustainable and green economy to better address climate change and advocate for environmental stewardship; and
Whereas the public sector plays a critical role in driving sustainable practices and fostering a resilient green community; and
Whereas collaboration, coalition building, and resource-sharing among public sector entities can enhance the effectiveness of green initiatives and promote innovation; and
Whereas a summit provides a platform for stakeholders to exchange ideas, share best practices, and develop collaborative strategies;
Therefore be it resolved that OPSEU/SEFPO calls for the organization of a public sector summit on greening the economy in Ontario; and
Be it further resolved that the summit aims to convene key stakeholders from various government agencies, organizations, union allies, and others to discuss and strategize on initiatives that promote sustainability and environmental responsibility; and
Be it further resolved that OPSEU/SEFPO is directed to coordinate and organize the summit; and
Be it further resolved that the outcomes and recommendations from the summit be documented and shared within the public sector to encourage the implementation of green initiatives.

EB2

Whereas the LCBO plays a crucial role in regulating the sale and distribution of alcoholic beverages in the province, ensuring responsible consumption and generating critical revenue for public services, including education and health care; and
Whereas the LCBO is a cornerstone of revenue generation for essential public services; bringing in \$2.5 billion dollars a year; and
Whereas the Ontario Government has proposed and implemented policies that suggest a move towards the privatization of the LCBO; and
Whereas the preservation of unionized jobs is a cornerstone of OPSEU/SEFPO; and
Whereas the privatization of the LCBO may lead to negative consequences, including reduced oversight, increases in alcohol-related harm, and a loss of

revenue for public services; and

Whereas the LCBO contributes to harm reduction and public safety; and

Whereas the residents of Ontario deserve transparent and inclusive decision-making regarding any changes that may impact public health, safety, and the funding of public services;

Therefore be it resolved that OPSEU/SEFPO strongly opposes the Ontario Government's efforts to privatize the LCBO; and

Be it further resolved that OPSEU/SEFPO advocate around the significance of the LCBO's role in promoting responsible alcohol consumption and generating revenue for public services; and

Be it further resolved that OPSEU/SEFPO commits to raising awareness about the potential negative consequences of LCBO privatization in Ontario and actively engaging in advocacy efforts to safeguard public interest.

EB3

Whereas access to quality healthcare – from hospitals to community based health care and mental health and addiction support – is a fundamental right critical for the well-being of Ontario residents; and

Whereas the Ontario Government has proposed and implemented policies that privatize and monetize health care services in the province; and

Whereas the privatization of health care leads to increased costs, reduced accessibility, and compromised quality of care; and

Whereas public health care system is pivotal in ensuring equitable access to medical services; and

Whereas the privatization of health care disproportionately affects vulnerable and marginalized populations, exacerbating existing health disparities;

Therefore be it resolved that OPSEU/SEFPO vehemently oppose the Ontario Government's efforts to privatize health care in Ontario; and

Be it further resolved that OPSEU/SEFPO urges the government to prioritize the preservation and strengthening of our public health care system, ensuring accessibility, universality and quality of care; and

Be it further resolved that OPSEU/SEFPO calls for increased transparency and public engagement in decision-making processes related to the health care system to better serve Ontarians; and

Be it further resolved that OPSEU/SEFPO commits to fighting any and all forms of privatization of our health care system and will allocate the appropriate resources in fighting privatization.

EB4

Whereas OPSEU/SEFPO is committed to upholding principles of equity, justice, and human rights; and

Whereas transgender and gender non-conforming people deserve to be treated with dignity, respect, and without discrimination or threat of violence; and

Whereas there has been a rise in harmful and regressive policies across Canada aimed at transgender youth and children manufactured to stoke moral panic over 2SLGBTQIA+ people; and

Whereas advocating against discriminatory policies is aligned with OPSEU/SEFPO values; and

Whereas it is essential to use our collective voice and worker power to oppose and actively fight against legislation that is transphobic at local, provincial, and national levels;

Therefore be it resolved that OPSEU/SEFPO strongly condemns any legislation that discriminates against transgender individuals and violates their rights; and

Be it further resolved that OPSEU/SEFPO commit to actively advocating against legislation that is transphobic by engaging lawmakers, policymakers, and other stakeholders to express our outrage; and

Be it further resolved that OPSEU/SEFPO collaborate with like-minded organizations, unions, community groups, and individuals to build a strong coalition against legislation that is transphobic, pooling resources for more effective and impactful advocacy; and

Be it further resolved that OPSEU/SEFPO will use its communication channels, including social media, newsletters, and public statements, to raise awareness about the harmful impacts of legislation that is transphobic; and

Be it further resolved that OPSEU/SEFPO will actively support legal challenges against discriminatory laws, providing assistance, resources, and advocacy where possible.

EB5

Whereas opioid-related deaths saw a stark increase in Ontario in 2015 when illicit fentanyl made its way into the province; and

Whereas there were 272 suspected drug-related deaths according to the Office of the Chief Coroner (OCC) of Ontario between November 2023 and January 2024, a 31% increase from the same period four years ago; and

Whereas supervised consumption and harm reduction sites, including The Spot Supervised Consumption Site (SCS) in Sudbury, provide life-saving

services that reduce preventable deaths, reduce the transmission of HIV and Hepatitis C, and connect some of Ontario's most vulnerable members to additional healthcare and health promotion services; and

Whereas Ontario has paused new site approvals since October 2023, and in December 2023 paused provincial funding for the supervised consumption and harm reduction site in Sudbury;

Therefore be it resolved that OPSEU/SEFPO calls on the Ontario government to resume immediately the funding of all supervised consumption and harm reduction sites that are currently providing services; and

Be it further resolved that the funding being sought for all supervised consumption and harm reduction sites is sufficient to optimize the safety of harm reduction workers at the sites;

Be it further resolved that OPSEU/SEFPO urge the Ontario government to expedite new site approvals for supervised consumption and harm reduction sites to ensure these services are available in all regions of the province.

EB6

Whereas The OPSEU/SEFPO Policy Manual confirms that "OPSEU/SEFPO officially supports the NDP both provincially and federally"; and

Whereas the NDP is not always a competitive election option in the provincial/federal electoral ridings where OPSEU/SEFPO members reside; and

Whereas our provincial/federal first-past-the-post (aka single member plurality) electoral system prompts consideration of strategic voting, where Ontarians are faced with voting for the least bad competitive option rather than the best option for themselves and their loved ones; and

Whereas voter turnout is trending low in provincial and federal elections; and

Whereas engaging OPSEU/SEFPO members in electoral politics is one way to seek to achieve social and economic improvements for workers and the entire working class; and

Whereas it is difficult to engage OPSEU/SEFPO members in electoral politics when the provincial/federal first-past-the-post electoral system leaves much to be desired in many ridings across Ontario.

Therefore be it resolved that OPSEU/SEFPO will provide members with education pertaining to our provincial/federal first-past-the-post electoral system and alternative democratic electoral systems during and between provincial/federal elections; and

Be it further resolved that OPSEU/SEFPO commits to:

- evaluating several alternative electoral systems used by democracies of the world, including mixed member proportional representation; and

- officially supporting the electoral system that will be the most fair and engaging for provincial/federal voters; and
- completing this work before 2026.

EB7

Whereas OPSEU/SEFPO continues to be engaged in an organizational transformation process to move from a servicing model to an organizing model of unionism that centres its work on the membership building their bargaining power; and

Whereas OPSEU/SEFPO has developed a strategic plan that frames its work and decision-making according to shared principles; and

Whereas Convention 2023 passed a resolution to convene a Governance Ad Hoc Committee of the OPSEU/SEFPO Executive Board to conduct a review of OPSEU/SEFPO's governance structure with the analysis and any recommendations from the committee to be presented to OPSEU/SEFPO Convention 2024; and

Whereas the Governance Ad Hoc Committee of the OPSEU/SEFPO Executive Board has completed Phase One of a review that has resulted in constitutional amendments coming to Convention 2024 for debate; and

Whereas there is additional need for a governance review of OPSEU/SEFPO structures and systems;

Therefore be it resolved that an ad-hoc committee be established by the President's office, with membership of the committee being the President or designate, the First Vice- President/Treasurer or designate, and three OPSEU/SEFPO Executive Board Members, and at least one of which will be an OPSEU/SEFPO Equity Executive Board member as elected by the OPSEU/SEFPO Executive Board at its first meeting after Convention 2024, with support from OPSEU/SEFPO General Counsel and any professional expert(s) chosen by the President and approved by the ad-hoc committee as a whole to continue the review of OPSEU/SEFPO's governance structure; and

Be it further resolved that the mandate of the committee shall include exploring the creation of an OPSEU/SEFPO Ombuds Office, assessing the combined role of President, CEO and Chair, assessing the combined role of First Vice-President and Treasurer, and reviewing OPSEU/SEFPO Executive Board policy and procedure; and

Be it further resolved that the committee bring forward any recommendations to the OPSEU/SEFPO Executive Board to consider bringing to OPSEU/SEFPO Convention 2025.

EB8

Whereas the OPSEU/SEFPO Constitution enshrines the use of Roberts Rules of Order and the O. Garfield Jones' Parliamentary Procedure in addition to the provisions found in Article 13.11 as the procedures used to ensure the smooth function of OPSEU/SEFPO Convention and meetings; and
Whereas Robert's Rules of Order is used to govern the meeting procedures in most organizations in Canada; and
Whereas Robert's Rules may be seen to pose dysfunctional and incomprehensible procedural barriers to participation by members of OPSEU/SEFPO; and
Whereas OPSEU/SEFPO has identified an interest in identifying and removing structural and systemic barriers that impede participation by its full membership;
Therefore be it resolved that an ad-hoc committee be established by the President's office, with membership of the committee being the President or designate, the First Vice- President/Treasurer or designate, and three OPSEU/SEFPO Executive Board Members, one of whom is an OPSEU/SEFPO Equity Executive Board Member, as elected by the OPSEU/SEFPO Executive Board at its first meeting after Convention 2024, with support from OPSEU/SEFPO General Counsel and any professional expert(s) chosen by the President and approved by the ad-hoc committee as a whole to review parliamentary procedures used by OPSEU/SEFPO with the analysis and any recommendations from the committee to be presented to the OPSEU/SEFPO Executive Board to consider bringing to OPSEU/SEFPO Convention 2025.

EB9

Whereas the availability of affordable housing is a fundamental right that contributes to the well-being and stability of our communities; and
Whereas the rising cost of housing in Ontario has created significant challenges for working people and their families, leading to housing insecurity and homelessness; and
Whereas, as a public sector union, OPSEU/SEFPO recognizes the direct impact of housing affordability on the lives of our members and the broader community; and
Whereas access to affordable housing is critical for uplifting the workforce; and
Whereas the lack of affordable housing negatively affects the physical and

mental health of individuals and families, exacerbating social inequities and contributing to the social determinants of health;

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

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

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

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

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

Be it further resolved that OPSEU/SEFPO lobby the Ontario government to adequately fund the landlord and tenant board.

J3

Whereas OPSEU/SEFPO is a membership driven Union; and

Whereas we celebrate our members at our annual OPSEU/SEFPO convention by handing out awards and lifetime memberships; and

Whereas travel and accommodation costs have risen significantly; and

Whereas we wouldn't want our award winners and lifetime members to be burdened with additional costs;

Therefore be it resolved that all attendance costs will be covered the same as any member, for award winners traveling into convention.

J9

Whereas members benefit from attending events in person, giving them the opportunity to network with other OPSEU/SEFPO members

Whereas hotels are only accepting check in with a valid credit card

Whereas not all members have credit cards and not all members are able to have a credit card

Whereas this is a barrier for members preventing them from attending OPSEU/SEFPO events including Convention, Educational events, Divisional Meetings, Bargaining Conferences and participating fully in Equity events or being a delegate on Provincial Committees.

Therefore be it resolved that the Executive Board investigates the issue of checking in to a hotel for an OPSEU/SEFPO event for the delegates who do not have a credit card.

Be it further resolved that the Executive Board implement a process to accommodate the delegates who identify with this need by December 31st ,2024.

K3

Whereas OPSEU/SEFPO is an inclusive union and espouses the concepts of Equity Diversity and Inclusion (EDI) as one of its primary guiding principles

Whereas OPSEU/SEFPO is inclusive of members with disabilities.

Whereas equity, diversity and inclusion does not denote accessibility.

Be it resolved that OPSEU/SEFPO support Locals with resources, funding, and training to include Inclusion, Diversity, Equity and Accessibility in all collective agreements;

Be it further resolved that all structures, communications, and events are developed with an Inclusion, Diversity, Equity and Accessibility (IDEA) lens.

K8

Whereas diversity and equity are paramount priorities amongst OPSEU/SEFPO membership, necessitating that campaigns be accessible to members across various work sectors and regions of Ontario;

Whereas it is essential for campaigns within OPSEU/SEFPO to be accessible and equitable for all members, particularly in relevance to their workplace;

Whereas the Equity Chair of Chairs plays a critical role in facilitating communication between the caucus, committee chairs, and their respective provincial representatives;

Whereas Social Mapping Project (SMP) Recommendation 31 emphasizes the need to “Solidify and extend the equity-related links between campaign topics and the diverse lived experiences and concerns of members, stakeholders, and communities”;

Therefore be it resolved that regular and structured communication channels be established with the Equity Executive Board Members. This communication shall

include consultation, input and feedback as part of the development of all upcoming campaigns;

Be it further resolved that the Equity Executive Board Members shall disseminate such information to all Equity, ensuring their involvement in providing insights and feedback. This process is crucial for ensuring that OPSEU/SEFPO campaigns are equitable and accessible to all members, aligning with our commitment to diversity and equity across Ontario.

K9

Whereas OPSEU/SEFPO is a bilingual corporate entity, which is to be reinforced by standard practices that are to be observed, in both languages to avoid linguistic disparity and to dismantle linguistic insecurities by providing francophone learning spaces, and

Whereas a resolution has already been passed, but is not being fully implemented nor utilized, requiring OPSEU/SEFPO to release all publications, materials and press releases in both English and French, and

Whereas OPSEU/SEFPO Constitution Article 19.4 indicates that the Francophone Committee is to develop and promote programs to encourage Francophone to participate in activities and to increase the awareness and understanding of Francophone issues, and OPSEU/SEFPO's vision: "Organizing to Win" has encouraged collaboration and mobilization of the different members with the respect of all their different needs and rights, and

Whereas the Social Mapping project has found that one in twelve OPSEU/SEFPO members identify themselves as Francophone and the same study indicates that the francophone committee plays an active role in advocating for materials, events, and information to be accessible to Francophones/francophiles and lack opportunities for involvement in the activities already proposed by OPSEU/SEFPO, and

Whereas publications and materials and press releases offered in French contribute personal, educational, and professional development by promoting linguistic diversity, cultural understanding, inclusion and providing valuable skills for an increasingly interconnected and inclusively intersectional union, and

Whereas OPSEU/SEFPO is promoting equity and inclusion focused multi-level educations, and skill building for bargaining, and

Whereas courses are mainly offered exclusively in the English language, preventing francophones and francophiles alike from benefiting from appropriate learning resources that can be the basis of equity learning pathways for leaders in French, and

Whereas French publications, materials and press releases are rarely provided for Francophones which is detrimental and discriminatory increasing barriers to the Francophone membership and to their participation in OPSEU/SEFPO activities, and

Therefore be it resolved that OPSEU/SEFPO shall immediately provide all publications, materials and press releases in French and English simultaneously.

K12

Whereas member education helps locals be informed, represent the membership, and to be fully engaged with the union,

Whereas members need to be accommodated to have education that meets their specific needs,

Whereas universal and accessible design meet the needs of learners.

Therefore be it resolved that OPSEU/SEFPO set up an Education Accessibility Ad-Hoc Committee comprised of members who identify with disability and members whose needs are not being met by current education.

Be it further resolved that OPSEU/SEFPO strike up the committee within 30 days of end of convention 2024 and they report back to the board by December 2024 to bring back changes to education policy and practises.

K13

Whereas unions have historically excluded Black and Racialized Workers, mirroring the colonial history of Canada. That history and continuing practices of systemic racism and colonialism have caused deep inequities for workers. These inequities can be seen in the unequal wages, working conditions, job security, and advancement opportunities, specifically for Black and Racialized people. Many Canadians are only starting to learn the truth about the slavery of African People in Canada.

Whereas for unions to build trust in marginalized communities we must organize alongside groups that have historically been oppressed and excluded. The real work in building people's power is supporting our community grassroots organizations that did the work of advocating long before unions did.

Whereas unions cannot survive on short-term solutions but commit to long-term solutions that will engage workers in Ontario. We have actions that are often seen by the communities most affected by provincial cutbacks as bandage solutions. We need to start listening to the communities that are living and experiencing the effects of the Ford government.

Therefore be it resolved that OPSEU/SEFPO create two positions for Black or Racialized Workers as mobilizers to reach out and engage Black and Racialized members. The two mobilizing positions are to take OPSEU/SEFPO in a positive direction in addressing the needs of Black and Racialized members by doing outreach

to locate Black and Racialized members, and to empower Black and Racialized workers by organizing and mobilizing with our members.

K14

Whereas OPSE/SEFPO is a diverse member driven Union, it is imperative that equity representation from all Regions be fulfilled; and
Whereas there have been vacancies on the equity committees; and
Whereas that Equity Committee delegate and alternate are voted in at Regionals;
Therefore be it resolved that Equity Committee seats voted on at Regionals, vote for two (2) alternates per region, to be run by plurality at Regional Meetings.

L1

Whereas the allied health professionals in the Hospital Professionals Division in numerous professions are routinely working short staffed, working extended shifts, multiple shifts in a row without time off; and
Whereas the shortage of health professionals in hospitals has resulted in closures of emergency rooms, cancellation of diagnostic testing and has created backlogs in surgeries and diagnoses; and
Whereas recruitment and retention is one of the criteria for consideration by an Arbitrator under the Hospitals Labour Dispute Arbitration Act in bargaining; and
Whereas the government's solution to the staffing crisis has been privatization of services and increasing the number of private clinics in Ontario; and
Whereas the government has done nothing to address the staffing crises other than create a parallel, private system; and
Whereas the staffing crisis can only be solved through a public education campaign on the myriad of health professions that contribute to patient care to recruit people into these professions; and
Whereas the shortage of health professionals will require investments in Colleges and Universities to boost enrollment; and
Whereas the Hospital Professionals Division will be going back into bargaining beginning of 2025;
Therefore be it resolved that OPSEU/SEFPO launch a public-facing campaign of profiling the vital role of allied health professionals in hospitals and the need to train and hire more of every profession; and
Be it further resolved OPSEU/SEFPO commission a paper to publish the data around recruitment and retention of professionals in hospitals; and

Be it further resolved the hospital professionals division will be consulted and provide input into the campaign prior to launching.

L2

Whereas Indigenous women, girls, and two-spirit people, like all people, have the fundamental right to be safe. Supporting and working alongside Indigenous women, girls, and two-spirit people, the Indigenous Circle know all too well that they are not safe in their everyday lives. We have to be strong advocates for prevention-focused supports and services that ensure Indigenous women, girls, and two-spirit people and their families are safe.

Whereas OPSEU/SEFPO needs to stand in solidarity and work with Indigenous leadership to prevent the further loss of young Indigenous people's lives.

Whereas OPSEU/SEFPO needs to encourage quick action through the development of an Indigenous Women's Community Safety Plan.

Whereas OPSEU/SEFPO must act now. It will take everyone, working together, to address the systemic issues that Indigenous women, girls, and two-spirit people and their families continue to face and that play a role in their lives being cut too short.

Whereas Justice is needed for missing and murdered Indigenous women, girls, and two-spirit people (MMIWG2S)

Whereas OPSEU/SEFPO recognizes that Indigenous women, girls, and two-spirit people are strong and resilient, despite the systemic, physical, and emotional violence that they have been subjected to and the multiple barriers they experience in their daily lives

Whereas OPSEU/SEFPO needs to actively continue its call for action on Missing and Murdered Indigenous Women and Girls and Two-Spirit people in conjunction with the Canadian Labour Congress (CLC) and National Union of Public and General Employees (NUPGE) and the OPSEU/SEFPO Indigenous Circle to accelerate fulfillment of all the Calls for Justice from the final report of the National Inquiry Missing and Murdered Indigenous Women, Girls, and Two-Spirit people;

Whereas First Nations, Métis, and Inuit women are continually impacted by colonialism in what is now known as Canada and continue to face significantly higher rates of violence and sexual assault than non-Indigenous women;

Therefore be it resolved that OPSEU/SEFPO in conjunction with the Canadian Labour Congress (CLC) and National Union of Public General Employees (NUPGE) and the OPSEU/SEFPO Indigenous Circle, continue its actions in pressuring the federal government immediately for a definitive timeline to create a national Red Dress Alert system to notify the public when an Indigenous woman, girl, or two-spirit person goes missing

L3

Whereas The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) states:

Article 5: Indigenous peoples have the right to maintain and strengthen their distinct political, legal, economic, and social and cultural institutions, while retaining their right to participate fully, if they so choose, in the political, economic, social and cultural life of the State.

Article 11 (2): States shall provide redress through effective mechanisms, which may include restitution, developed in conjunction with indigenous peoples, with respect to their cultural, intellectual, religious and spiritual property taken without their free, prior and informed consent or in violation of their laws, traditions and customs.

Article 17(1): Indigenous individuals and peoples have the right to fully enjoy all rights established under applicable international and domestic labour law.

Article 18: Indigenous peoples have the right to participate in decision-making in matters which would affect their rights, through representatives chosen by themselves in accordance with their own procedures, as well as to maintain and develop their own indigenous decision-making institution

Article 27: States shall establish and implement, in conjunction with indigenous peoples concerned, a fair, independent, impartial, open and transparent process, giving due recognition to indigenous peoples laws, traditions, customs and land tenure systems, to recognize and adjudicate the rights of indigenous peoples pertaining to their lands, territories and resources, including those which were traditionally owned or otherwise occupied or used. Indigenous peoples shall have the right to participate in this process.

Article 40: Indigenous peoples have the right to access and to prompt decision through just and fair procedures for the resolution of conflicts and disputes with States or other parties, as well as to effect remedies for all infringements of their individual and collective rights. Such a decision shall give due consideration the customs, traditions, rules and legal systems of the indigenous peoples concerned and international human rights.

Whereas the Summary of the final Truth and Reconciliation Commission (TRC) Report stated: Indigenous peoples must be recognized as possessing the responsibility, authority, and capability to address their disagreements by making laws within their communities. This is necessary to facilitating truth and reconciliation within Indigenous societies.

Whereas the TRC defines reconciliation as follows: An ongoing process of establishing and maintaining respectful relationships. A critical part of this process involves repairing damaged trust by making apologies, providing individual and collective reparations, and following through with concrete actions that demonstrate real societal

change. Establishing respect relations also requires the revitalization of Indigenous law and legal traditions.

Whereas the TRC's Call to Action 50 states: In keeping with the United Nations Declaration on the Rights of Indigenous Peoples, we call upon the federal government, in collaboration with Indigenous organizations, to fund the establishment of Indigenous law institutes for the development, use and understanding of Indigenous laws and access to justice in accordance with the unique cultures of Indigenous peoples in Canada.

Whereas The National Inquiry into Missing and Murdered Indigenous Women and Girls' Call to Justice 5.11 states: We call upon all governments to increase accessibility to meaningful and culturally appropriate justice practices by expanding restorative justice programs and Indigenous Peoples court. The decolonization and indigenization of justice is a legal evolution that is required to make space for Indigenous laws and jurisdictions to operate alongside Canada's common law and civil law systems. Indigenous peoples require capacity to support this transformation beyond existing oppressive regimes. Traditional justice and healing practices that intertwine with modern justice practices could provide that space.

Be it resolved that OPSEU/SEFPO in conjunction with the Canadian Labour Congress (CLC) and National Union of Public General Employees (NUPGE) and the OPSEU/SEFPO Indigenous Circle, call upon the Government of Canada to support First Nations initiatives to revitalize their traditional justice practices by adequately funding an innovative First Nations-led approach to justice and healing that is meaningfully informed by the sacred Knowledge Keepers and oral traditions of First Nations.

Be it resolved that OPSEU/SEFPO in conjunction with the CLC and NUPGE and the OPSEU/SEFPO Indigenous Circle encourage the continued engagement with First Nations and national or regional Indigenous organizations to determine options to support all First Nations as they seek to revitalize their legal practices and traditions and, where requested, by working with all First Nations and required internal and external partners in their co-development of processes that will revitalize Indigenous laws and traditional justice systems where mandated to do so,

Be it further resolved that OPSEU/SEFPO in conjunction with the CLC and NUPGE and the OPSEU/SEFPO Indigenous Circle demand that a first report be provided within 2 years and a first report on actions to be taken be provided within 5 years of this Resolution passing

Be it further resolved that OPSEU/SEFPO will develop a campaign in conjunction with the Indigenous Circle on this issue to be started within 3 months of this Resolution passing.

L4

Whereas the Workplace Safety and Insurance Board (WSIB) is an employer sponsored Insurance plan and does not support the best interest of workers;
Whereas Chronic Mental Stress, Traumatic Mental Stress, PTSD are legitimate workplace injuries;
Whereas the WSIB has a history of systemic discrimination of denying claims related to workplace mental health by denying 90% of claims arising from workplace mental health injuries, while only denying 25% of all other claims;
Therefore be it resolved that OPSEU / SEFPO develop a strategy in consultation with all sectors to lobby the provincial government to end the discrimination of Mental health injuries in the workplace.

L5

Whereas OPSEU/SEFPO bargaining units in Sector 11 – Hospital Support currently negotiates with their respective employer hospitals separately, and not directly and centrally with the Ontario Hospital Association (OHA); and
Whereas OPSEU/SEFPO centrally negotiates with the OHA for its Sector 10 – Hospital Professional’s participating hospitals; and
Whereas the OHA does central bargaining with other Unions that represent hospital support workers, including but not limited to the Canadian Union of Public Employees (CUPE) and the Service Employees International Union (SEIU) for the monetary provisions of their respective collective agreements; and
Whereas central bargaining has resulted in better outcomes for workers in respective Sectors; and
Whereas our greater objective is to better organize and enhance solidarity within our membership for superior results during negotiations;
Therefore be it resolved that OPSEU/SEFPO lobby the OHA to create a central table to negotiate on behalf of its members and bargaining units in Sector 11 – Hospital Support, similar to CUPE and SEIU;
Be it further resolved that OPSEU/SEFPO create the necessary new bargaining procedures to aptly negotiate with OHA.

L6

Whereas the Ford Government announced the elimination of the Criminal Injuries Compensation Board (CICB) in 2019, leading to its cessation on December 31, 2021;

Whereas the CICB provided crucial compensation and lifetime support for victims of various crimes, including sexual assault, domestic assault, human trafficking, and workplace assaults;

Whereas in its last year of operation, the CICB disbursed over \$23,000,000 in financial support for lost wages, medical expenses, legal expenses, and pain and suffering;

Whereas numerous members of OPSEU/SEFPO have been victims of crime, both within and outside the workplace, and the absence of this tribunal has created a significant void for members and the broader community seeking compensation;

Whereas the Workplace Safety & Insurance Board (WSIB) offers employer-sponsored insurance but provides inadequate coverage for wages and minimal support for pain and suffering and other non-economic losses;

Whereas the financial impacts are particularly severe for marginalized communities and those in precarious working conditions;

Therefore be it resolved that OPSEU/SEFPO immediately commence organizing and lobbying the provincial government to reinstate a system for victims of crime to pursue compensation.

Be it further resolved that OPSEU/SEFPO actively seek input from all sectors and equity committees to understand the impact of the CICB's elimination on the respective sectors and communities.

M2

Whereas consistent, efficient, and effective communication and centralized access to pertinent Local correspondence is imperative to strong member engagement;

Whereas the labour movement relies on collective power to organize and mobilize effectively;

Whereas challenges exist at the Local level in finding and utilizing communication platforms and mechanisms that work for all members due to varying levels of technological accessibility, literacy, and comfort among members, and the resource intensity of maintaining current member email lists;

Whereas OPSEU/SEFPO lacks a consistent and centralized platform that enables Local leadership to communicate consistently and effectively with members;

Whereas the OPSEU/SEFPO Member Portal already offers members secure online access to some services and member information;

Therefore be it resolved that OPSEU/SEFPO explore options to enable Local leadership to utilize the Member Portal as an accessible and efficient tool for centralized communication at the Local level; and

Therefore be it further resolved that OPSEU/SEFPO explore other options for consistent, centralized communication at the Local level, in the event that it is not

feasible or possible to enact this function through the current Member Portal and report back to the next OPSEU/SEFPO Convention.

M3

Whereas Manulife coverage benefits under the SH&H OPSEU Benefits Plan for employees represented by OPSEU for services provided by an accredited and registered Psychotherapist applies ONLY if the professional is practicing under the supervision of a Registered Psychologist. Services provided by a Psychotherapist who is not supervised by a registered Psychologist are not eligible for coverage under your SH&H Benefits Plan.

Whereas Psychotherapists who are fully certified and registered in the College of Registered Psychotherapists of Ontario (CRPO) are not required by their association to work under a psychologist's supervision.

Whereas over 12,000 certified and registered psychotherapists in Ontario are not supervised by psychologists, according to the CRPO. Therapy services by these professionals are not paid benefits for OPSEU employees, whereas those represented by AMAPCEO are covered for registered and accredited psychotherapy services.

Whereas the ongoing mental health services have been identified as needing immediate attention. Every year, more than one million Ontarians experience a mental health or addiction issue. This can severely impact their quality of life and everyone around them, including in the workplace. Every day, Ontarians struggle to find the help they need when experiencing a mental health or addiction challenge.

Whereas OPSEU SEFPO members should be able to access the quality mental health care we need and deserve.

Whereas the requirement of psychoanalysts needing to be supervised by a registered psychologist in order for our members to receive coverage is a major barrier for these services.

Therefore be it resolved that OPSEU/SEFPO supports broadening access to psychotherapy by members having access and benefit coverage for the use of psychotherapists;

Therefore be it resolved that OPSEU/SEFPO through its bargaining processes pursue that the service provider for benefits be taken to market by the employers.

M5

Whereas remote work has steadily increased since 2020, and OPSEU/SEFPO members ability to attend local functions has been greatly impacted by this reality; and

Whereas locals have been increasingly reliant on virtual platforms for the organizing of meetings including GMMs; and

Whereas providers of such virtual platforms often function on a scale that makes obtaining such services cost prohibitive for locals; and

Whereas OPSEU/SEFPO already hires the services of Zoom.us in a scale that would allow for additional accounts;

Therefore be it resolved that OPSEU/SEFPO opens up the possibility of requesting a zoom account with an OPSEU/SEFPO domain by members of any local executive, with the cost of such account being passed down to the local via a deduction to their rebates; and

Be it further resolved that OPSEU/SEFPO should investigate the acquiring of a platform to facilitate hybrid (in person/online) meetings for all future meetings including those run by locals.

B3

Whereas OPSEU/SEFPO Members rely on the elected Sector and Divisional Leaders to improve and maintain Labour Relations during their terms and

Whereas networking and sharing issues of mutual concern with associated Labour Movements is beneficial to the Sectors and Divisions and

Whereas those holding equity seats are granted automatic delegate status for OFL, CLC and NUPGE for the reasons of advancing and sharing issues of mutual concern with other associated Labour Movements

Therefore be it resolved that elected Chairs of a Division or a Sector including elected Provincial Health and Safety Chairs be granted status to CLC, and OFL Conventions. This will serve to assist the Divisions and Sectors in advancing their issues and concerns within our associated Labour Movements.

B4

Whereas OPSEU/SEFPO is a fair and transparent union, and

Whereas OPSEU/ SEFPO shares resources as a way to build strength and solidarity, and

Whereas the current strike fund can be accessed for the purposes of campaigns to strengthen bargaining and for strike pay by groups in a right to strike environment by way of a vote in the units but those that don't have the right to strike cannot access said funds for campaigns to strengthen bargaining positions, and

Whereas all members of OPSEU/SEFPO support those who have the right to strike by contributing a portion of general dues revenue in to the strike fund whether they have the right to strike or not, and

Whereas members who do not have the right to strike and can not access the strike fund also require financial supports to strengthen their positions in bargaining, access legal supports and/or to defend members work from privatization through lobbying and political campaigns, and

Whereas members who do not have the right to strike do not have access to funds and require individual motions to the executive board which may or may not be approved as per the executive board members decision at said board meeting based on financial position at the time,

Therefore be it resolved that OPSEU/ SEFPO implement a fund for sectors that have no access to the strike fund which would allocate resources for sectors who do not have the right to strike and are covered under HLDAA (Hospital Labour Dispute Arbitration Act) and by the Corrections Collective Agreement under the Crown Employees Collective Bargaining Act, and

Be it further resolved this fund be implemented using dues from wage reopener monies from said sectors and pay equity retro monies earnings from recent HPD pay equity settlement, and

Be it further resolved that each of the sector chairs impacted by this new fund meet to discuss the implications, access and coordination and recommended policies for executive board approval, and

Be it further resolved after initial implementation from funds mentioned above, the fund shall be increased via five (5) percent of the general dues revenue from impacted sectors (as mentioned above) and shall be transferred on a monthly basis.

Be it further resolved the fund shall be capped at ten (10) million.

EB10

Whereas legislative attacks on free collective bargaining over the last three decades have stripped language from collective agreements, curtailed our bargaining rights, set out strict essential service levels, and imposed settlements, and restricted the ability of OPSEU/SEFPO to take meaningful action when faced with concession bargaining; and

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

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

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

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

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

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

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

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

11

Whereas on January 11th, 2024, the International Court of Justice (ICJ) convened to address the South African legal case, asserting that the state of Israel is in violation of its obligations under the United Nation (UN) Genocide Convention; and

Whereas OPSEU/SEFPO has a long and proud record of actively contributing to the struggle against South African apartheid through the systematic boycott of South African goods; and

Whereas prominent figures in the realm of social justice, and many trade unions in the international labour movement fervently advocate for the Boycott, Divestment, and Sanctions (BDS) campaign against apartheid in Israel; and

Whereas the intent of BDS is the targeted consumer boycott from select retailers to stop selling products from companies profiting from war

Whereas Section 29.9.3 of the OPSEU/SEFPO Constitution mandates that every new member shall "... promise to uphold the Union's commitment to dismantling anti-Black racism, anti-Indigenous racism and all forms of racism and discrimination."; and

Whereas the struggle against colonialism and genocide is a matter that pertains not solely to Palestinian workers but encompasses all Canadians, as outlined in the Truth and Reconciliation Commission's first 42 calls to action, urging the full and public acknowledgment of the genocide perpetrated against First Nations, Inuit, and Métis; and

Whereas labour rights are human rights and the labour movement should fight for the rights of workers everywhere;

Therefore be it resolved that effective immediately, OPSEU/SEFPO will actively support the international campaign of Boycott, Divestment and Sanctions (BDS) to demand an immediate ceasefire, the immediate release of all hostages, political prisoners and civilians held without charge and that the state of Israel end the siege of Gaza and occupation in the West Bank, and dismantle the apartheid wall and Israeli settlements in the West Bank, and fully comply with international law, including United Nation Resolution 194, which calls for the right of return of Palestinian refugees. It is understood that OPSEU/SEFPO will make all reasonable efforts to divest its own investment holdings and other operations from companies that conduct business with Israel where possible without unduly affecting the union's financial security or operations.

I2 (Divided Resolution #1)

Whereas OPSEU/SEFPO proudly supports the principles of human rights, social justice and international workers' solidarity and has a long history of mobilizing to support workers' rights and communities in Canada and internationally; and

Whereas OPSEU/SEFPO and our members have been horrified by the unprecedented escalation of violence against unarmed civilians in Israel-Palestine since October 7 - including the deaths of approximately 1,200 Israelis, more than 28,000 Palestinians in Gaza and almost 400 Palestinians in the West Bank; and the mass destruction of civilian neighbourhoods, hospitals, schools and civil infrastructure in Gaza; and

Whereas on January 26th, 2024, the International Court of Justice (ICJ) i) issued an interim finding that there is a plausible case that Israel is committing acts of genocide in violation of the United Nation (UN) Convention on Genocide, and ii) directed Israel to take all immediate steps to prevent the killing of Palestinians, ensure resumption of humanitarian aid and basic services to Gaza, and prevent and punish incitement to genocide (<https://www.ici-cii.org/node/203454>): and

Whereas international law imposes a positive duty on all nations, including Canada, to oppose and take all steps in their power to prevent acts or potential acts of genocide by other states; and

Whereas since the IJC ruling, Israel has escalated its war on Gaza and extended it into the so-called "safe zones" in southern Gaza to which more than 1.5 million Palestinians have fled for safety; and

Whereas a coalition of major Canadian unions (including CUPW, CUPE, NUPGE, PSAC, Unifor and UNITE/HERE) - together with more than 250 other union locals, labour councils and community, social justice and faith groups - have issued a national call for a Ceasefire Now; an end to Israel's blockade of Gaza; immediate humanitarian assistance; the release of all hostages; an end to increased Anti-Arab and anti-Palestinian racism, Islamophobia, and antisemitism in Canada; and a just and lasting peace in Israel-Palestine and an end Israel's decades-long occupation of Palestinian territory (<https://ceasefirenow.ca/who-we-are>); and

Whereas these groups have marched together with hundreds of thousands of Canadians — including many members of OPSEU/SEFPO, other unions and our diverse communities — in mass demonstrations as part of the growing movement for a Ceasefire Now and a just peace;

Therefore be it resolved that OPSEU/SEFPO;

1. Condemns the killing of unarmed civilians.
2. Deplores any racist, antisemitic or Islamophobic statements or acts against Muslims, Jews, Palestinians, Arabs or Israelis in Canada and internationally;
4. Demands that the Canadian government call for an immediate ceasefire, restoration of humanitarian aid and essential services to the people Gaza, and the immediate release of all hostages, political prisoners and individuals held in detention without charge by Israel and Hamas;

I2 (Divided Resolution #2)

Whereas OPSEU/SEFPO proudly supports the principles of human rights, social justice and international workers' solidarity and has a long history of mobilizing to support workers' rights and communities in Canada and internationally; and

Whereas OPSEU/SEFPO and our members have been horrified by the unprecedented escalation of violence against unarmed civilians in Israel-Palestine since October 7 - including the deaths of approximately 1,200 Israelis, more than 28,000 Palestinians in Gaza and almost 400 Palestinians in the West Bank; and the mass destruction of civilian neighbourhoods, hospitals, schools and civil infrastructure in Gaza; and

Whereas on January 26th, 2024, the International Court of Justice (ICJ) i) issued an interim finding that there is a plausible case that Israel is committing acts of genocide in violation of the United Nation (UN) Convention on Genocide, and ii) directed Israel to take all immediate steps to prevent the killing of Palestinians, ensure resumption of humanitarian aid and basic services to Gaza, and prevent and punish incitement to genocide (<https://www.ici-cii.org/node/203454>); and

Whereas international law imposes a positive duty on all nations, including Canada, to oppose and take all steps in their power to prevent acts or potential acts of genocide by other states; and

Whereas since the IJC ruling, Israel has escalated its war on Gaza and extended it into the so-called "safe zones" in southern Gaza to which more than 1.5 million Palestinians have fled for safety; and

Whereas a coalition of major Canadian unions (including CUPW, CUPE, NUPGE, PSAC, Unifor and UNITE/HERE) - together with more than 250 other union locals, labour councils and community, social justice and faith groups - have issued a national call for a Ceasefire Now; an end to Israel's blockade of Gaza; immediate humanitarian assistance; the release of all hostages; an end to increased Anti-Arab and anti-Palestinian racism, Islamophobia, and antisemitism in Canada; and a just and lasting peace in Israel-Palestine and an end Israel's decades-long occupation of Palestinian territory (<https://ceasefirenow.ca/who-we-are>); and

Whereas these groups have marched together with hundreds of thousands of Canadians — including many members of OPSEU/SEFPO, other unions and our diverse communities — in mass demonstrations as part of the growing movement for a Ceasefire Now and a just peace;

Therefore be it resolved that OPSEU/SEFPO;

3. Demands an immediate end to Israel's blockade, bombing and invasion of Gaza, and the mass detentions and killing of Palestinian civilians in the West Bank;

5. Calls for a Canadian and international ban on all financing, manufacturing, sale or transportation of arms and military equipment, components or technology to Israel;
6. Calls for an end to Israel's occupation, seizure & annexation of Palestinian lands and the forced displacement of Palestinian people; and immediate negotiations towards a just peace that respects international law, United Nations resolutions, and the historic rights of the Palestinian people;
7. Rejects attempts by governments, politicians, institutions and other organizations to equate criticism of the State of Israel or its policies, or support for the rights of Palestinians, with antisemitism or support for terrorism;
8. Condemns attempts to silence workers, students, unions, civil society organizations and individuals — including the voices of indigenous, immigrant, racialized and marginalized individuals and communities — who speak out for an immediate ceasefire, an end to the blockade, and the rights of Palestinians;
9. Encourages OPSEU/SEFPO locals, area councils, and other bodies - and our labour and community allies, including the OFL, NUPGE and the CLC — to advocate, mobilize and build the public campaign for the positions outlined above; and
10. Calls for all hostages on the Palestinian and Israeli sides to be released.

J1

Whereas the costs of accommodations and travel for union activities have become prohibitively expensive, creating a financial burden for lower-paid members of the Ontario Public Service Employees Union (OPSEU)/Société des employés de la fonction publique de l'Ontario (SEFPO);

Whereas many young and precarious workers within the union are facing difficulties in managing these initial costs, often resulting in financial strain and the accumulation of debt;

Whereas the limited access to high credit limits or credit cards for these members exacerbates the challenge of participating fully in union activities, including holding elected positions and attending key events;

Whereas OPSEU/SEFPO is committed to inclusivity and equity, as outlined in the Strategic Membership Plan (SMP) Recommendations, specifically Recommendations 22, 35, and 36, which emphasize the need for accommodating diverse needs beyond physical disability and family status, addressing unwelcoming aspects in union environments, and fostering a diverse and inclusive leadership;

Therefore be it resolved that OPSEU/SEFPO shall initiate and implement a process, within 120 days of this motion passing, to prearrange and cover the costs of accommodations and travel for elected representatives at various levels (local, Central, Divisional, Occupational) as an initial step;

Be it further resolved that this process shall be reviewed and amended as necessary, with the goal of extending this financial coverage to a broader range of union members within 9 months of this motion passing, in line with the union's commitment to diversity, equity, and inclusion; and

Be it further resolved that this initiative aligns with OPSEU/SEFPO's commitment to taking a leading role among Canadian labor organizations in diversity, equity, and inclusion, and is essential in building a first-in-class leadership that reflects diverse approaches and ensures a fully inclusive experience for all members.

K10

Whereas OPSEU/SEFPO is a progressive, socially conscious Union, and

Whereas OPSEU/SEFPO has established caucuses and Committees for members or identified groups which have unique perspectives, and

Whereas such caucuses and Committees have provided invaluable assistance, counsel, and leadership for the Executive Board and Convention in establishing and growing the OPSEU/SEFPO response to diversity, equity, inclusion and belonging challenges, and

Whereas Jewish members of OPSEU/SEFPO comprise a unique and definable community " with unique perspective s and needs, and

Whereas the ongoing rise in antisemitism has been identified as needing immediate attention, and

Whereas Jewish members are in the best position to advise on antisemitism and Jewish matters, and

Whereas OPSEU/SEFPO would benefit from a caucus of Jewish members, advising the Board and Convention, similar to what has occurred with other defined groups,

Therefore be it resolved that OPSEU/SEFPO establish a Jewish members caucus, effective at the close of Convention 2024, and

Be it further resolved that the initial leadership of the caucus be composed of members who identify as Jewish, selection to be made from among themselves to a number not greater than 12 members, and that this group works with an interim Executive Board member Liaison and the President's Office to develop a terms of reference in keeping with OPSEU/SEFPO's Policies and Procedures, to be submitted to the Executive Board for approval, to be addressed with the Executive Board Liaison and the President's Office.

E5 1, 2, 5 Divided

Whereas the continuous education and training of our union members, stewards and executive is crucial for the effective representation and support of our members;

Whereas the current training methods for stewards may benefit from enhanced accessibility, flexibility, and a wider range of educational resources;

Whereas an internal Learning Management System (LMS) can provide a platform for both asynchronous and synchronous learning, allowing stewards to access training materials, participate in educational sessions at their convenience, and increase timelines for steward training.

Whereas "asynchronous learning" refers to educational activities that do not occur in the same place or at the same time, enabling members to learn at their own pace by accessing materials, resources, and assignments anytime and anywhere, which is especially beneficial for those with varying schedules and those in remote locations;

Whereas "synchronous learning" involves live, real-time interaction between instructors and learners, facilitating direct communication, instant feedback, and a sense of community among participants, but requires participants to be available at specific times;

Whereas it is essential to ensure that our training is inclusive and accessible to all members, including those in remote communities and members with disabilities;

Be it resolved that OPSEU/SEFPO will:

1. Investigate the Feasibility:

- Conduct a thorough investigation into the feasibility of onboarding an internal LMS - study to be completed within the next 12 months and submitted to the next convention.
- Evaluate various LMS providers, considering cost, functionality, ease of use, and compatibility with our current systems.

2. Assess Educational Needs:

- Collaborate with experienced stewards, **Equity EBMs, Regional Educational Committees**, and educational experts to identify the training needs of our stewards and our members.
- Develop a list of potential courses and resources that would be beneficial for steward training (either asynchronous or synchronous).

5. Report and Decision:

- Prepare a comprehensive report detailing the investigation's findings, including potential costs, benefits, and a proposed implementation plan.
- Present the report to the union's **Executive Board** for review and a decision on whether to proceed with the LMS implementation.

Be it further resolved that this initiative aims to enhance the skills and effectiveness of our stewards, ultimately benefiting the entire membership by ensuring high-quality, inclusive, and accessible representation and support

J2

Whereas Resolution J2 reads, “Whereas many OPSEU/SEFPO meetings occur in Toronto. Whereas union engagement is best served by attending meetings in person which allows for members to build solidarity. Whereas members in region 7 must travel a significant distance to attend in person meetings. Therefore be it resolved that OPSEU/SEFPO covers the travel expenses for an additional night for members who must travel over 200 km from the returning airport or train station at the conclusion of an OPSEU/SEFPO meeting. Therefore be it further resolved that OPSEU/SEFPO implement this policy at the conclusion of convention 2024”; and

Whereas OPSEU/SEFPO’s 2024 Convention Resolution J2 provides additional travel expense reimbursement to members who travel by airplane or train to attend OPSEU/SEFPO events, where the closest airport or train station to the member’s home is greater than 200 kilometres from the member’s home; and

Whereas the additional travel expenses are those that are incurred when the member requires accommodation for one (1) additional night on the date on which the OPSEU/SEFPO event concludes due to the over 200 kilometre distance between the nearest airport or train station and the member’s home.

Therefore be it resolved that OPSEU/SEFPO will reimburse members for one (1) additional night on the date on which the OPSEU/SEFPO event concludes when the member is required to travel over a 200 kilometre distance between the nearest airport or train station and that member’s home; and

Be it further resolved that the OPSEU/SEFPO Policy Manual shall incorporate this change at the end of Subsection 4.2 (1.9) – Financial Administration; Expense Claims; Unionized Hotels as follows:

OPSEU/SEFPO will reimburse members for one (1) additional night on the date on which the OPSEU/SEFPO event concludes when a member is required to travel over a 200 kilometre distance between the nearest airport or train station and that member’s home.

The following resolutions were **defeated**:

B9

Whereas some EBMs have a great geographical area to cover which requires them to spend a lot of time on the road, thereby increasing the time they must take off from their regular work duties, and

Whereas waiting for time off letters to reach their employers puts unnecessary stress on EBMs and the members they support, and

Whereas some EBMs have jobs where taking sporadic time off negatively affects the populations they serve.

Therefore be it resolved that the following amendment be included in Article 16 as follows:

Members of the Board shall be granted the opportunity to take a leave of absence with pay (full time book off) from their regular employment to fulfill their duties as Executive Board Members and provide adequate support to locals in their region. Their wages will be reimbursed to their employer by the Union

J4

Whereas the current hotel billing process can sacrifice the prospectives of members living with financial instability, and

Whereas the claim process can be delayed and can cause financial hardship and halt the participation of active activists, and

Whereas a process is already in place for OPSEU/SEFPO staff and co-facilitators for central hotel billing, and

Whereas many OPSEU/SEFPO members work in precarious employment and do not have access to credit to cover high costs expenses and security deposits, and

Whereas the cost of hotel accommodation has increased substantially, and

Therefore be it resolved that OPSEU/SEFPO facilitate a more direct billing process with their hotel contracts

Therefore be it resolved that OPSEU/SEFPO be billed centrally and cover all costs and security deposit for all approved hotel stays for all union events booked centrally.

Therefore be it further resolved that this be available to members by September 2024.

K7

Whereas it is the requirement for OPSEU/SEFPO to have board representation at Equity Conferences it is our recommendation that these EBM attending Equity Committee be from the committees that they represent.

Whereas each committee will have representation through the newly elected Board Equity EBM will be responsible for report back at the next board meeting details of the conference, calls to action and any other important information to the entire Executive Board.

Therefore be it resolved that the respective Equity EBM be assigned as the liaison to the said conference,

Be it further resolved that the EBM's will apply like any other member for each equity conference or equity event,

Be it further resolved that the equity EBM shall be the only participant at their respective equity conference on behalf of the board.

K11

Whereas OPSEU/SEFPO holds most of its conferences, Educational, Divisionals and Conventions in Toronto

Whereas OPSEU/SEFPO spends Millions of Dollars on Accommodation for members attending these events

Whereas OPSEU/SEFPO members work with students in the hospitality Industry through its community colleges program

Whereas these students need experience in the workplace

Therefore be it resolved that OPSEU/SEFPO will explore a partnership with a Community College in Toronto to build and operate a hotel in partnership with the Community colleges by way of Project Home

B2

Whereas OPSEU/SEFPO Members rely on the elected Sector and Divisional Leaders to improve and maintain Labour Relations during their terms; and

Whereas Members on Equity Boards, that also fight hard for our Members during their Terms, have a yearly operating budget of \$1,000 per Member

Therefore be it resolved that all elected leaders of a Division or a Sector including elected leaders of a Division or a Sector including elected Provincial Health and Safety

Leaders be granted a \$1,000 per year as an operating budget pending receipts. The budget will be used to offset costs associated with furthering the Divisions and Sectors interests and improve and maintain Labour Relations.

B5

Whereas OPSEU/SEFPO conducted a Forensic Audit that noted multiple financial irregularities and policy breaches.

Whereas OPSEU/SEFPO commenced civil litigation against multiple parties and companies based on the findings of the Forensic Audit.

Whereas OPSEU/SEFPO is the respondent in cross claims and counter claims as a result of the above noted litigation.

Whereas OPSEU/SEFPO has a fiduciary responsibility to spend member dues in the best interest of the corporation and its members based on the budget approved at Convention.

Whereas OPSEU/SEFPO members have not been provided costing of the above noted litigation, nor have they been provided the anticipated / potential future costs associated with litigation.

Therefore be it resolved that all Local Presidents and Area Council chairs be provided complete financial disclosure of current costs associated with each of the lawsuits arising from the results of the Forensic Audit within 60 days of resolution.

Be it further resolved that all Local Presidents and Area Council chairs be provided with all documentation filed with the court related to the above noted litigation including but not limited to statements of claim, statements of defense etc., within 60 days of resolution.

Be it further resolved that OPSEU/SEFPO convene a 2 day hybrid All Presidents / Area council chair meeting within 90 days of resolution for the purpose of reviewing the above noted financial disclosure with OPSEU/SEFPO legal counsel with full transparency.

Be it further resolved that the Presidents and Area Council chairs will be tasked with directing the OPSEU/SEFPO Executive Board on how to proceed with litigation, and what, if any, financial resources will be approved.

Be it further resolved that the outcome of the meeting will be communicated to members as soon as practical following adjournment.

B6

Whereas OPSEU/SEFPO communications do not live in a vacuum and are competing for attention against a rich media environment

Whereas our employer uses public resources to produce its own messaging

Whereas members require information and compelling material to build up capacity, self- respect and the energy to fight anti-worker sentiment and campaigns

Whereas the current media team at OPSEU/SEFPO is made up of a single person with no backup

Whereas media production requires a team to fulfill all necessary roles from filming, to lighting, to editing, to distribution

Whereas OPSEU/SEFPO membership is diverse in stories and geography

Whereas solidarity and collectivism is a central tenet of the labour movement and our constitution

Therefore be it resolved that OPSEU/SEFPO hire no less than five (5) full-time production staff.

B7

Whereas open, transparent and public information is part of any healthy decision making capacity

Whereas there are many challenges being faced by our members including but not limited to classifications, some of which that go back decades

Whereas members already understand that wages have not kept up with rising costs of living

Whereas a better understanding of our history will aid in determining the direction of our shared future

Whereas historically unions have leveraged membership funds to fund independent research that can help inform crucial decisions that impact members

Whereas information and education is the only antidote to ignorance and anti-worker sentiment

Therefore be it resolved that OPSEU/SEFPO will hire no less than two (2) full time research positions to investigate discrepancies, trends and data that affects our membership.

E2

Whereas OPSEU/ SEFPO currently supports hybrid viewing of the annual convention

Whereas OPSEU/SEFPO could increase member involvement in convention literacy

Whereas OPSEU/SEFPO seeks to promote inclusivity, belonging and unity, and encourage membership involvement and remove barriers to union activities
Therefore be it resolved that OPSEU/SEFPO will have live stream at convention available to member centers or designated meeting spaces at no additional travel or wage costs, and live stream events could be locally funded by local units for their members to view as guests.
Therefore be it further resolved that this be in place for convention 2025.

E3

Whereas the Ontario Public Service Employees Union (OPSEU)/Société des employés de la fonction publique de l'Ontario (SEFPO) recognizes the importance of addressing Diversity, Equity, and Inclusion (EDI) issues effectively within the workplace;
Whereas Recommendation 16 of the Social Mapping Project calls for "building accountability and expectations among headquarters staff to identify and resolve subtle EDI issues embedded in grievances";
Whereas there is a recognized need to strengthen the role of Grievance Officers in addressing equity-related tasks, knowledge, and competencies, ensuring a more comprehensive and inclusive approach to grievance resolution;
Whereas integrating EDI considerations more explicitly into the job description and competencies of Grievance Officers can lead to more equitable and effective resolutions of workplace issues;
Therefore be it resolved that OPSEU/SEFPO shall work with Ontario Public Service Staff Union (OPSSU) to amend the job description of all OPSEU/SEFPO Grievance Officers to include specific responsibilities and skills related to equity, diversity, and discrimination issues, particularly in the identification of themes and barriers faced by equity-seeking groups;
Be it further resolved that the Major Tasks section of the Grievance Officer's job description shall explicitly mention the need to address equity/diversity/discrimination issues and identifying systemic themes within grievances;
Be it further resolved that the knowledge requirements for the Grievance Officer position shall include an understanding of potential workplace barriers faced by equity-seeking groups, and the Valuing Diversity competency requirement shall be elevated from Level 2 to at least Level 3 or 4;
Be it further resolved that specific references to understanding and reflecting identity-related perspectives in reaching agreed-upon solutions shall be incorporated into the role of the Grievance Officer;

Be it further resolved that the competency title "Valuing Diversity" shall be revised to "Fostering Equity" to better reflect the proactive and inclusive approach required in grievance resolution.

E6

Whereas OPSEU/SEFPO is committed to the principles of equity and inclusion and believes in the importance of member-driven action across the province and beyond;

Whereas member education is a fundamental strategy in the engagement and development of a strong union;

Whereas a significant part of our membership works irregular hours, precarious jobs and across diverse locations;

Whereas remote work has increased since 2020, and OPSEU/SEFPO members now increasingly live outside of the region they work in;

Whereas the current model for educational opportunities has been mostly structured around the understanding of a traditional workweek for abled bodies;

Whereas asynchronous online learning opportunities enable members to learn at their own pace and in a flexible manner by accessing materials and resources anytime and anywhere;

Whereas synchronous online learning opportunities enable immediate communication, feedback and real-time connection;

Whereas access to educational opportunities should be as barrier-free as possible;

Therefore be it resolved that OPSEU/SEFPO will:

1. Ensure that there is an equivalent online, synchronous version of every in-person workshop provided in a Weekend Educational session, so that members can choose the mode of delivery that works best for them, and so that those who choose to attend online have the same content options as those who choose to attend in person.
2. Investigate the feasibility of onboarding an internal Learning Management System (LMS), conducting a study to be submitted at the 2025 convention that considers: cost, functionality, ease of use, and compatibility with our current systems.
3. Redevelop existing educational workshops into asynchronous training modules that can be accessed at any time by any member, to be hosted on a chosen LMS.

4. Redevelop existing stewards training into asynchronous training modules, to be hosted on a chosen LMS, that are augmented by synchronous opportunities to connect with other OPSEU/SEFPO stewards.

Be it further resolved that a version of asynchronous resources (Items 3 and 4), to the degree that it is possible, should be available to everyone, including non-OPSEU/SEFPO members; and

Be it further resolved that an update regarding the development and implementation of Items 1 and 2 should be presented no later than the 2025 convention; and

Be it further resolved that an update regarding the development and implementation of Items 3 and 4 should be presented no later than the 2026 convention; and

Be it further resolved that this initiative aims to enhance the skills and knowledge of all our members, benefitting all of OPSEU/SEFPO by ensuring high-quality, inclusive, and accessible knowledge and support.

J6

Whereas the Ontario Public Service Employees Union (OPSEU)/Syndicat des employes de la fonction publique de l'Ontario (SEFPO) recognizes the importance of active participation by members of its Article 19 Provincial Committees in equity leadership roles within affiliate unions or federations;

Whereas the election of Article 19 Provincial Committee members to such positions is beneficial for the representation and advancement of equity objectives within the broader labor movement;

Whereas the financial responsibilities associated with performing duties in these elected leadership roles can be substantial and may not align with the primary budgetary objectives of Article 19 Provincial Committees;

Whereas it is vital to ensure that the budgets of Article 19 Provincial Committees remain focused on their core activities and mandates, without being unduly burdened by additional expenses;

Therefore be it resolved that any expenditures related to the performance of duties by an OPSEU/SEFPO member elected to leadership in affiliate unions or federations shall be funded through the OPSEU/SEFPO Central budget;

J7

Whereas OPSEU/SEFPO is an equity driven union and

Whereas equity deserving members face barriers to equal participation and
Whereas when meetings are held some members are unable to fully participate due to the geographic area of where they live and
Whereas the 60km rule prohibits fostering networking capabilities of members and
Whereas the meetings extend past normal business hours
Therefore it be it resolved that the current 60km rule be waived for all scheduled OPSEU/SEFPO meetings and events.

J8

Whereas 12.2.1 of the OPSEU/SEFPO Constitution lists several examples of locals having a degree of autonomy including, but not limited to, negotiating local collective agreements, processing grievances, establishing joint labour-management committees on local working conditions, exercising control over expenditure of their revenues, joining local labour councils and other organizations and engaging in social and community activities, and;
Whereas OPSEU/SEFPO aims to, “. . . promote justice, equality, and efficiency in services to the public” (Article 4.1(9) of the OPSEU Constitution), and internalizes those same values, and;
Whereas OPSEU/SEFPO provides complete paid time off for a single member in large composite 650+ member locals and large single-unit 750+ member locals and;
Whereas even after fully utilizing the local time off fund, smaller locals can find themselves with disproportionately less paid local representation, and;
Whereas OPSEU/SEFPO has budgeted for time off for local work.
Therefore be it resolved that OPSEU/SEFPO restructures the current 80/20 fund by funding time off day(s) per local as a percentage of local dues paid per member in the form of time off for local executive members, and
Be it further resolved that the OPSEU/SEFPO Executive Board amend the current policy to ensure locals not meeting the full time book off threshold shall receive more time off while also addressing the disproportionate impact to small locals by providing a minimum threshold of book off days regardless of number of members.

K1

Whereas OPSEU/SEFPO is committed to principles of trade unionism and social justice and
Whereas OPSEU/SEFPO holds current funds with financial institutions that have questionable investment and banking practices that conflict with our principles and

Whereas members would benefit from an ethical, solidarity focused institution to bank with

Therefore be it resolved that OPSEU/SEFPO create a committee to explore options for forming a member's credit union and

Be it further resolved that the committee will report back to the membership quarterly and at convention 2025, with a budget not to exceed \$200,000

K4

Whereas universal accessibility is quintessential to full inclusion; and

Whereas the pandemic has demonstrated barriers to that inclusion; and

Whereas OPSEU/SEFPO has already demonstrated and acquired the technological ability to provide hybrid events with existing equipment and resources; and

Whereas equity, inclusion, diversity, and accessibility are a priority and are fundamental principles of the labour movement and OPSEU/ SEFPO; and

Whereas members of the disability community are more likely to be impacted by airborne viruses and mobility issues and travel barriers.

Be it resolved that all in person general membership, educational, conferences, convention, and meetings be made in a functional and accessible hybrid format, to meet the needs of all OPSEU/SEFPO members;

Be it further resolved that OPSEU/SEFPO will update all of its facilities and offices to ensure hybrid functions are available and these functions will be available by the end of 2024.

K5

Whereas the Social Mapping Project recommendation 43 identified the need for "alternative and effective methodologies" regarding educational offerings; and,

Whereas alternative methods of education will meet the needs of members of equity deserving groups and workers who may face barriers attending education both regionally and centrally; and,

Whereas Recommendation 43 specifically outlined "women, Indigenous peoples, workers with disabilities, young workers, those in precarious jobs, members in northern/rural/remote regions, etc." but shall also prioritize Black, Racialized, and Indigenous members; and,

Whereas regions may offer education courses that will be beneficial to these participants that may not be available in their own regions; and,

Whereas it is more cost effective to provide hybrid format to allow maximum educational opportunities,

Therefore be it resolved that all OPSEU/SEFPO regions offer a minimum of one hybrid educational session per year, open to members identified as experiencing barriers to attending education with prioritization of Black, Indigenous, and Racialized members.

K6

Whereas The Workers of Colour Caucus initiated the Living Wall at the 2004 OPSEU/SEFPO Convention to document how few Black and Racialized members attended the convention. The Living Wall continued year after year at conventions as a way to show whose voices were missing in our union. This also made OPSEU/SEFPO acknowledge the barriers Black and Racialized members face accessing and participating in our union. OPSEU/SEFPO Equity Committees and Caucuses lobbied for a demographic profile of our membership, where in 2008 the Social Mapping Resolution was passed at our annual convention.

Whereas our members voted to amend the OPSEU/SEFPO Constitution to enact important changes that recognized the presence and prevalence of systemic racism affecting Black, Racialized, and Indigenous members within the union.

Whereas systemic racism and our colonial history have pitted workers against each other. The injustice and divisions they cause have never served the workers' movement. OPSEU/SEFPO realizes it's time to repair the damages and build the trust and engagement of workers in our union and communities. It's time to help workers see what we have in common so that we can work together more strongly for social justice.

Whereas on May 13, 2021, The Coalition of Racialized Workers (CoRW) wrote a letter to the OPSEU/SEFPO Executive Board urging them to do better as an organization and to eradicate all forms of white supremacy, intimidation, and bullying tactics found within our political structure. We need real-time and relevant solutions to move our union forward.

Therefore be it resolved that OPSEU/SEFPO allocate a Regional Equity Budget of \$140,000 to each region. This budget is to be used for equity work within the regions. In particular, to focus on member mobilization of Black and Racialized members. This budget is to be shared between the seven Equity Committees and Caucus.

M4

Whereas transparency and communication are integral to the strength and unity of OPSEU/SEFPO;

Whereas an informed membership is crucial for a thriving democratic union;

Whereas executive board debates and decisions directly impact the lives of OPSEU/SEFPO members;

Whereas the minutes of executive board meetings, while essential, may not provide sufficient detail and context for members to grasp the nuances of discussions and decisions fully;

Be it resolved that OPSEU/SEFPO establishes and supports the creation of a newsletter dedicated to reporting on executive board debates and decisions.

The newsletter shall:

1. Provide regular updates on executive board debates, decisions, and discussions.
2. Feature articles that explain the rationale behind key decisions, ensuring members have a comprehensive understanding.
3. Include a section for members to submit questions or topics they want addressed.
4. Be easily accessible through OPSEU/SEFPO communication channels.

Be it further resolved that OPSEU/SEFPO allocates resources, including funding and personnel, to ensure the successful establishment and maintenance of the newsletter.

E5 3,4 Divided

Whereas the continuous education and training of our union members, stewards and executive is crucial for the effective representation and support of our members;

Whereas the current training methods for stewards may benefit from enhanced accessibility, flexibility, and a wider range of educational resources;

Whereas an internal Learning Management System (LMS) can provide a platform for both asynchronous and synchronous learning, allowing stewards to access training materials, participate in educational sessions at their convenience, and increase timelines for steward training.

Whereas "asynchronous learning" refers to educational activities that do not occur in the same place or at the same time, enabling members to learn at their own pace by accessing materials, resources, and assignments anytime and anywhere, which is especially beneficial for those with varying schedules and those in remote locations;

Whereas "synchronous learning" involves live, real-time interaction between instructors and learners, facilitating direct communication, instant feedback, and a sense of

community among participants, but requires participants to be available at specific times;

Whereas it is essential to ensure that our training is inclusive and accessible to all members, including those in remote communities and members with disabilities;

Be it resolved that OPSEU/SEFPO will:

3. Explore Asynchronous and Synchronous Learning Options:

- Determine the balance between asynchronous and synchronous learning modes to maximize accessibility and engagement.
- Consider the development of custom educational content tailored to the specific needs of our stewards.

4. Pilot Testing and Feedback:

- Implement a pilot program after convention 2025 with a select group of stewards to test the functionality and effectiveness of the chosen LMS.
- Collect and analyze feedback from pilot participants to make necessary adjustments before a full rollout.

M1

Whereas OPSEU/SEFPO Members rely on the elected Sector and Divisional Leaders to improve and maintain Labour Relations during their terms

Therefore be it resolved that all elected leaders of a Division or a Sector including elected Provincial Health and Safety Leaders and those holding Equity Seats within OPSEU be granted key fobs for access to Regional Membership Centres.

No Recommendation was made for the following resolutions:

14

Whereas OPSEU/SEFPO supports the principle that human rights, social justice and international solidarity are key issues for our members and the labour movement; and

Whereas OPSEU/SEFPO has a long and proud history of organizing and mobilizing to build labour solidarity and political action to support workers' rights and our communities in Canada and internationally; and

Whereas OPSEU/SEFPO and our members have been shocked by the unprecedented escalation of violence against unarmed civilians in Palestine since October 7.

Whereas a coalition of major Canadian unions (including ATU, CUPW, CUPE, NUPGE, PSAC, Unifor and UNITE/HERE) – together with more than 250 other union locals, labour councils and

community, social justice and faith groups - have issued a national call for a Ceasefire Now; an end to Israel's genocide in Gaza; immediate humanitarian assistance and reinstatement of funding to UNRWA; the release of all hostages and political prisoners, including men, women and children; an end to increased Anti-Arab and anti-Palestinian racism, Islamophobia, and antisemitism in Canada; and a just and lasting peace in Israel-Palestine including an end Israel's decades-long occupation of Palestinian territory; and

Whereas these groups have marched with hundreds of thousands of Canadians – including many members of OPSEU/SEFPO, other unions and our diverse communities – in mass demonstrations as part of the growing movement for a ceasefire and a just peace; and

Whereas the psychological safety of workers is impacted by witnessing this genocide and made worse by the suppression of speech in the workplace in support of Palestinians;

Therefore be it resolved that OPSEU/SEFPO Local 556 submit the following to OPSEU/SEFPO Provincial for debate at the annual convention on April 25-27, 2024;

i. Supports the statements on the escalating violence in Israel-Palestine issued by NUPGE (<https://nupge.ca/2023/nupge-statement-israel-and-palestine/>) and Ceasefire Now! (<https://ceasefirenow.ca/who-we-are>)

ii. Deplores any Islamophobic, racist or antisemitic or statements or acts against

Muslims, Palestinians, Jews, Arabs or Israelis in Canada and internationally;

iii. Demands an immediate end to Israel's blockade, bombing and invasion of Gaza, and the mass detentions and killing of Palestinian civilians in the West Bank;

iv. Demands that the Canadian government call for an immediate ceasefire and that Canada immediately restore funding to UNRWA;

v. Calls for a Canadian and international ban on all financing for and/or direct/indirect shipments of arms and military equipment to the region;

vi. Calls for an end to Israel's occupation, seizure and annexation of Palestinian lands and the forced displacement of Palestinian people;

vii. Calls for immediate negotiations towards a just peace that respects international law, United Nations resolutions, and the historic rights of the Palestinian people;

viii. Rejects attempts by governments, politicians, educational institutions and other organizations to equate criticism of the State of Israel and its policies, or support for the rights of Palestinians, with antisemitism or support for terrorism;

ix. Condemns attempts to silence workers, students, unions, civil society organizations and individuals – including the voices of immigrant, racialized and marginalized individuals and communities – who speak out for an immediate ceasefire, an end to the blockade, and the rights of Palestinians;

x. Encourages OPSEU/SEFPO area councils, locals and other bodies – including our labour and

community allies, such as the OFL, NUPGE and the CLC – to advocate, mobilize and build the public campaign for the positions outlined above.

Acronyms:

ATU: Amalgamated Transit Union

CLC: Canadian Labour Congress

CUPW: Canadian Union of Postal Workers

NUPGE: National Union of Public and General Employees

OFL: Ontario Federation of Labour

PSAC: Public Service Alliance of Canada

Provincial Committee Reports

OPSEU/SEFPO Procedures Manual: Governance Procedure 2.6b.1.

The Indigenous Circle, Provincial Francophone Committee, Provincial Women's Committee, Provincial Human Rights Committee and Provincial Young Workers Committee will prepare and submit to each Convention a report of the previous year's activities. For ease of filing, the reports may be appended to the report of the Executive Board and the contents may be debated by the delegates.

Coalition of Racialized Workers

ELECTION SUMMIT

OPSEU/SEFPO's Coalition of Racialized Workers (CoRW) held its 1st Election Summit in 2024 in Downtown Toronto.

The theme was, "The Right of Self-Selection in a Democratic Environment," which speaks to the trials, tribulations and victories of the past, the resistance of today and the path forward for the work ahead. Using an anti-racist and intersectional lens, participants came together and mobilized by understanding the importance of this election for Black and racialized workers.

Delegates at the 2022 OPSEU/SEFPO Convention voted to amend the union's Constitution which changed CoRW's status to a provincial equity committee under Article 19. This was a significant milestone in the union's history because members of CoRW can make an even greater impact in supporting and engaging with OPSEU/SEFPO's Black and racialized members.

The main purpose of this Election Summit was to mobilize Black and racialized members and to elect representatives to the Coalition of Racialized Workers (CoRW) Committee. This Summit also explored and discussed critical strategies that will advance OPSEU/SEFPO's priorities on dismantling anti-Black racism through sustainable and meaningful change.

We also built upon other key achievements for OPSEU/SEFPO which included the addition of seven equity-designated seats on the Executive Board as well as the ongoing mandatory training on dismantling anti-Black, anti-Indigenous and all forms of systemic racism for all elected union officials.

BLACK HISTORY MONTH

We held our annual Black History Month event in downtown Toronto at the OPSEU/SEFPO Wellesley Membership Centre. We celebrated Black History Month with a focus on the theme “Resilience! Moving Forward” as we work towards a future free from anti-Black racism. We celebrated the strength and resilience of Black people in the face of systemic racism and racial violence. As we celebrate Black History Month, it is the responsibility of Canadians – and especially white Canadians – to dismantle systemic barriers of anti-Black racism, discrimination and oppression.

Coalition of Black Trade Unionists

We attended the 53rd International Coalition of Black Trade Unionists (CBTU) Convention, which took place in Houston, Texas. The theme was “Never Back, Always Forward: Hate Cannot Erase Us.” The theme was meant to uphold the gains we have made and acknowledge the struggles ahead. The convention featured topics and speakers that addressed the victories of 2023 and we also discussed the organizing we need to do in 2024. The guests were both national and international leaders of this great Labor Movement.

SHARED CLOSET

We partnered with ANKOB EA Inc and Afri-Can FoodBasket to organized the Shared Closet event that was held at the OPSEU/SEFPO Membership Centre.

ANKOB EA Inc is a not-for-profit organization that is committed to providing educational, mentoring and parenting programs and support to African, Caribbean & Black (ACB) children, families and communities.

Afri-Can FoodBasket (AFB) is a Black-Led, Black-Serving, and Black-Mandated (B3) organization pioneering a progressive food movement. We champion reducing hunger, enhancing cultural food access, and promoting health and wellness through food and nutrition initiatives within African, Caribbean, and Black (ACB) communities across the GTA.

WORKSHOP: NAVIGATING THE WORKPLACE AS A RACIALIZED EMPLOYEE

The workshop was held in Region 6 to empower participants by providing insights into workplace dynamics. Understanding these dynamics is essential for fostering positive

relationships with colleagues, safeguarding against discrimination, and maximizing professional opportunities—particularly for those aspiring to advance their careers.

KIDDIES CARNIVAL BAND LAUNCH

OPSEU/SEFPO members were invited to join the Coalition of Racialized Workers (CoRW) at the Saldenah Carnival Mas Camp and register their kids to participate. CoRW's Kiddie's section for Junior carnival included kid's entertainment, food, beverages, music, face painting and much more.

SOLIDARITY WITH PALESTINE

OPSEU/SEFPO's Coalition of Racialized Workers Committee issued a solidarity statement calling for an end to all settler-colonial occupation and violence.

We stand in solidarity with Palestine and strongly condemn the settler colonial apartheid that has been perpetrated. The displacement and violent killings of Palestinians are in direct contradiction with the principles of social justice, equity and human rights. Canada is built on the intentional design, implementation, and ongoing strategies of colonial violence against Indigenous peoples. Throughout the ethnic cleansing of Palestine, our government failed to denounce this violence, refusing to speak out against the forced displacement of Palestinians and the theft of their lands and resources because doing so would force them to confront the past and present colonial violence through which Canada exists today. We acknowledge the interconnected movements for Black liberation and Palestinian solidarity as well as the history and framework of apartheid.

PRIDE BREAKFAST

We continued our annual Pride Breakfast during Toronto Pride on Sunday morning before the big parade. We recognize that we are lucky to live in a country where we can do this, while so many places around the world still do not have this privilege. More importantly, we also recognize the voices that have been historically excluded when we celebrate PRIDE and fight for 2SLGBTQIA+ equality. For 2SLGBTQIA+ Black and racialized people here in Canada, it is still not safe. Not safe within our families, our communities and the 2SLGBTQIA+ community. This is why we continue to have our Pride Breakfast to create space where ALL members of the 2SLGBTQIA+ community can feel accepted and celebrated. This event has always been advertised to OPSEU/SEFPO members and shared within the labour movement, but we've welcomed everyone and anyone who just so happened to be walking by the Wellesley office! The OPSEU/SEFPO CORW Pride Breakfast is a small step to creating a space where nobody feels that they are left out, nobody feels alone.

TORONTO CARIBBEAN CARNIVAL

At the 56th Toronto Caribbean Carnival (TCC) (Toronto Carnival), the CORW participated in the parade with float that displayed OPSEU/SEFPO. The Toronto Caribbean Carnival began in 1967 as "Caribana," a community-led initiative to celebrate Canada's Centennial by showcasing Caribbean culture. It has since grown into one of North America's largest cultural festivals, becoming a key part of Toronto's cultural landscape. From its early days on Yonge Street, the carnival has expanded significantly, attracting international attention and participation.

The inaugural Caribana parade in 1967 was a groundbreaking event, laying the foundation for the massive cultural festival it is today. It attracted 50,000 people, setting the stage for the future of the carnival.

Most beliefs attribute the modern-day Caribbean carnivals to the island nation of Trinidad and Tobago. The festival initially emerged from African traditions and cultural elements of French colonizers. The white French plantocracy staged grand masquerade balls just before Lent. The enslaved African population mimicked these balls in clandestine celebrations, incorporating elements of African music and drumming.

EQUITY EXECUTIVE BOARD MEMBERS

The election of the OPSEU/SEFPO Equity Executive Board Members in 2024 was a historic moment that the CORW is very proud of. This has been over a decade in the making. Stemming from recommendations from the Social Mapping Project – pushed for and steered by the Coalition of Racialized Workers (CoRW) – to the fight to pass a Constitutional Amendment for 7 Equity Board Seats at the 2023 Convention to the Board Equity Committee (BEC) dedicating countless hours to ensure a fair and equitable process.

Ensuring that our Executive Board is reflective of our membership is a critical step on the path to becoming a more equitable and inclusive union that works for everyone.

The successful Equity EBM representing Black and Racialized Workers is Nicole Anozie from Region 4. As the liaison to the CORW, she has worked with us to ensure our voice is at Executive Board meetings where important decisions are made.

EMANCIPATION DAY

On Emancipation Day, we participated in events across Ontario. On this day, we reconcile with the past to chart towards a better future. 190 years ago, the Slavery Abolition Act came into effect, commemorating the day slavery was abolished across the British Empire and over 800,000 enslaved people of African descent across the Caribbean, Africa, South America, and Canada were legally freed.

CARROUSEL OF NATIONS (REGION 1)

CORW participated and sponsored the Carrousel of Nations at the Caribbean Center/Windsor West Indian Association. Windsor/Essex County Carrousel of Nations has been named the province's best festival and event for the second straight year.

The Carrousel of Nations is a 49-year-old celebration of culture and tradition, with villages around Windsor/Essex County sharing music, history, language and food dishes from around the world. This year's event took place from June 14 to 16 and June 21 to 23, providing diverse local communities the opportunity to showcase themselves. There were seven new villages this year, bringing the total number of villages to 30.

MIGRANT WORKERS OUTREACH (REGION 1)

Throughout the year, numerous events have been held to support Migrant Workers across Ontario. Together with community organizations like Justicia for Migrant Workers, we've held community events where workers share their current working and living conditions. Region 1 CORW Representatives have been collecting and distributing PPE, toiletries, clothes and other requested items for workers in Windsor and Essex County. Region 1 EBMs have provided the OPSEU/SEFPO van to assist with the deliveries. People in the community continue to show up almost weekly to volunteer.

UNION BUILDING WITH OUR FAMILIES (REGION 2 & 5)

Black and Racialized members from Region 2 & 5 participated in a gathering to network and support each other at Bronte Creek Park in Oakville.

ORGANIZING & MOBILIZING INITIATIVES (REGION 2)

Members from Region 2 who attended the CORW Election Summit held a meeting and quickly started planning on staying connected. A Region 2 QR code was created with an accompanying Google sheet for a database of our members. This QR code was distributed at the Region 2 Fall Educational in Mississauga, and also at both the Guelph

and the Fonthill offices. This has also been emailed to the members in the region by the Region 2 Executive Board Members in their Newsletter.

Region 2 launched a WhatsApp chat in March 2024 where members can share ideas, and support each other, where the CORW Region 2 Representatives and the membership can post about upcoming educationals and conferences. It has been a respectful and popular space where everyone has been able to exchange ideas, provide support, find resources and celebrate each other. It's been an inspirational way to learn together.

A Region 2 CORW Committee is up and running with executive positions elected and sub-committees created.

IGBO NIGERIA COMMUNITY ASSOCIATION HAMILTON (REGION 2)

CoRW in Region 2 went to work immediately within the Community and was integral in the success of an authentic African Igbo event held in Hamilton on August 17, 2024. OPSEU/SEFPO Equity Executive Board member, Nicole Anozie was in attendance to cheer on CoRW members and to represent our union in the community.

ANNUAL COOK OUT (REGION 5)

Our annual Cook-Out in 2024 was held in Toronto, Region 5, at Christie Pitts. The day was filled with music, games, food and fun.

ASIAN HERITAGE MONTH (REGION 5)

Region 5 CORW hosted the Asian Heritage Month celebration with a screening of "Big Fight in Little Chinatown" at the OPSEU/SEFPO Wellesley Membership Centre in May.

Also in May, the celebration continued with South Asian Heritage Month with Tamil dance performances and a discussion with representatives from the Tamil Workers Network and the Rohingya Human Rights Network at the Lesmill Building. This event offered members an opportunity to actively partake and learn about the history of people of Tamil and Rohingya origin.

COMMUNITY BUILDING WITH PHILIPPINE COMMUNITY (REGION 5)

Region 5 CORW Representatives joined an event hosted by the International Coalition for Human Rights in the Philippines Canada Chapter featuring the Secretary-General of

the Alliance of Concerned Teachers (Phillipines) to hear about the deterioration of the labour rights situation in the education sector of the country.

ORGANIZING & MOBILIZING INITIATIVES (REGION 5)

Region 5 CORW members have maintained a WhatsApp chat group to stay connected with Black & Racialized member in their region and to share information.

LCBO STRIKE

During the LCBO Strike in 2024, CORW Representatives from every region went out to show support and stand in solidarity with our members out on strike. When a strike was announced after talks with the Ford government over the expansion of alcohol sales broke down, we organized and committed to be out there to support our members.

Disability Rights Caucus

The Disability Rights Caucus (DRC) has actively engaged on local, regional, provincial, and national levels over the past year, in alignment with the Convention 2023 Calls to Action.

Growth and Membership

The Caucus experienced positive growth with the addition of two new members and a new Equity Executive Board Member while achieving full regional representation. The inclusion of the Equity Board Member, who liaises with the Board, reflects the DRC's motto: "Nothing about us, without us." This growth strengthens the DRC's advocacy, education, and activism in promoting the rights of persons with disabilities.

While the DRC celebrates this growth, it also mourns the loss of former member, Tony Cunningham, whose respected leadership and years of dedicated service exemplified inclusion, solidarity, and kindness.

Advocacy

The DRC has been actively involved in advocating for the implementation of Resolution K2, passed at Convention 2023. This resolution mandates OPSEU/SEFPO, in collaboration with the DRC, to "conduct a full audit of all OPSEU buildings for compliance with the AODA by the end of September 2024, with compliance achieved by April 2025."

Resolution K2 builds upon the earlier HR5 Resolution, passed in 2019, which required that all OPSEU/SEFPO buildings—leased and owned—as well as communications, technology, and services, meet or exceed the standards as set out in the *Accessibility for Ontarians with Disabilities Act (AODA)*. The goal is to ensure that all members can participate with dignity and enjoy equal access to union activities with minimal need for accommodation.

The resolution also calls for OPSEU/SEFPO to work with the DRC by providing biannual accessibility reports. As part of these efforts, the 2025 budget includes funding for a full-time Accessibility Officer to implement HR5. Additionally, the DRC continues to contribute to the Social Mapping objectives.

Regional and National Engagement

DRC members regularly participate in regional activities such as:

- Delivering plenaries;

- Co-facilitating educational sessions;
- Attending area and regional council meetings;
- Contributing to regional equity conferences; and
- Advocating for the inclusion of accessibility language in collective agreements.

The DRC also commemorates key dates of significance, including:

- **April 28th**: National Day of Mourning for Workers Injured or Killed on the Job
- **December 3rd**: International Day of Persons with Disabilities

In July 2024, DRC members participated in the Toronto Disability Pride March at Queen's Park to promote the principles of Disability Justice. Collaboration with other activist groups during this event amplified the call for disability inclusion.

The DRC also spearheaded an intersectional event, partnering with the Indigenous Circle to attend the Indigenous Disability and Wellness Gathering, held on the traditional, unceded lands of the Lekwungen peoples, including the Songhees and Esquimalt First Nations. This event fostered dialogue with disability advocates across Canada on critical issues such as Medical Assistance in Dying (MAID), the Canada Disability Benefit, and strategies to prevent persons with disabilities from being legislated into poverty. The gathering also deepened members' understanding of Jordan's Principle, which ensures equitable access to health services for Indigenous children with disabilities.

Continuing its national engagement, the DRC presented at the Disability and Work Conference in Ottawa, participating in a panel discussion on the topic: "As a person with a disability, how has the union helped you?" This conference is unique in its focus on workplace disability rights, addressing themes such as universal access, dismantling ableism and stigma, and promoting workplace dignity.

Looking ahead, the DRC plans to host its inaugural conference for persons with disabilities in 2025. With the percentage of Canadians with disabilities rising from 25% to 27% in recent years, the DRC remains committed to its mission.

Call to Action

The Disability Rights Caucus invites all members and allies to join in advancing these efforts, ensuring a future of equity, dignity, and accessibility for all persons with disabilities.

Provincial Francophone Committee

The Provincial Francophone Committee (PFC) had a productive and impactful year, fostering connections, promoting Francophone culture, and supporting equity initiatives. Here are the highlights of our activities and accomplishments throughout 2024:

Pratique ton français avec nous par Zoom (Sessions)

These highly successful regular virtual sessions continued to provide a welcoming space for members to practice conversational French while building connections across regions. They fostered confidence in speaking French and strengthened community ties.

Key Events and Initiatives

- **LBED Strike Support – 2024:** PFC members showed solidarity with LBED workers during their strike, joining the picket line and demonstrating the committee's commitment to fair labour practices.
- **United Way – 2024**
PFC supported the United Way Thunder Bay campaign launch, highlighting the union's commitment to social justice and community-building initiatives in Northern Ontario.
- **Labour Day Picnic – September 2024:** PFC members joined fellow OPSEU/SEFPO members at the Labour Day picnic, celebrating the achievements of workers and the labour movement.
- **Journée du Drapeau Francophone – September 25, 2024**
We proudly celebrated this key date, organizing activities to highlight the rich cultural and historical contributions of Francophones in Ontario.
- **Editors' Weekend – 2024**
The PFC contributed to discussions on inclusive communication and representation during this important gathering of OPSEU/SEFPO editors.

- **Social Mapping Survey Promotion – *Get Mapped!***
The PFC actively promoted the *Get Mapped!* social mapping survey, encouraging member participation to better understand the union's diversity and foster future equity initiatives.
- **The Gathering – January 2025**
PFC joined other equity committees and caucuses to share insights, collaborate, and strengthen partnerships at this key union event.
- **Coldest Night of the Year – February 2025**
PFC members participated in this vital event, walking to raise awareness and funds to support people experiencing homelessness and hunger.

Looking Back and Looking Ahead

The PFC was dedicated to advancing French-speaking culture, fostering engagement among members, and supporting equity-driven projects, including the Bonjour campaign which aimed to increase the use of French within the union and promote bilingualism. We are pleased to confirm that the Bonjour campaign continues to be an important focus for the committee, and we look forward to furthering its goals in the coming year. Furthermore, the PFC is actively planning a Francophone conference to celebrate the 50th anniversary of the Franco-Ontarian flag on September 25, 2025.

Indigenous Circle

2024 was a busy year for the Indigenous Circle we continued to make changes to how we work and communicate.

The Circle has been busy in our respective regions and communities giving support to our members and trying to help our communities through these difficult times. The Circle has helped in several causes within Indigenous communities, such as sending support to 1492 Land Back Lane in Caledonia, supporting the February 14th Strawberry Ceremonies, Sisters in Spirit Online Vigils and many other ceremonies and events over the past year.

On June 21st the OPSEU/SEFPO Indigenous Circle was honored with the Bromley Lloyd Armstrong Award in recognition of the strides they have made in exemplifying the labour movement value of promoting and demonstrating, an organizational commitment to Indigenous rights, human rights, equity and inclusion.

The Circle has been steadily working away on our water campaign in the hopes to provide clean and accessible drinking water to First Nations communities throughout Turtle Island. In September the Circle held another Water Conference in London, Ontario. OPSEU/SEFPO Members listened to community members from the Oneida nation speak about their continued water issues on their reserve. A dinner was held for conference participants on the Oneida reserve where Layla Staats showcased her documentary “Blood and Water” which highlights the importance of water. The Circle also presented a workshop at the International Water Association (IWA) Water Conference in Toronto in August of 2024. The conference was attended by over 9000 delegates from around the world to discuss everything from wastewater management to protecting our freshwater resources. The Circle’s workshop entitled “Water is a Human Right-Labours response to the Indigenous Water Crisis” was presented on the second day of the conference and highlighted the work that Unions are currently doing as well as how much work still needs to be done to ensure there is clean safe drinking water for all Indigenous communities across Canada.

Some of the Circle members also attended the BCANDS - Indigenous Disability and Wellness Gathering along with the Disability Rights Caucus. At this conference, members listened to many panels and guest presenters. They spoke of learning the history of interaction between our cultures, that youth today are dying faster than those institutionalized - more than those who went through residential school, foster care, and judicial systems and regarding reconciliation and Canada. Members took workshops and heard speakers on; Accessibility Standards in Canada, Peoples with disabilities are not a distinct community, why accessibility legislation is required at all levels of

government, and Canada's progress in the ASA, continued focus and conversations both here in Canada and globally. The need to listen to Indigenous people with disabilities to hear their unique perspective of encountering ableism and racism was also looked at. Further discussions on MAiD and that the unbearable aspect isn't from the disability itself but from the socioeconomic consequences that arise from having the disability. The big take away was "you can't decolonize a colonialist system, you must start from the beginning and start again"

The Indigenous Circle continues the ReDress Campaign to raise awareness and encourage the federal government to implement all the recommendations of the Missing and Murdered Indigenous Women and Girls (MMIWG) Inquiry. The Circle asks all OPSEU/SEFPO members to support our campaign and to buy a Red Dress Pin and spread the word about the campaign.

One of the Circle's annual goals is to increase education on Indigenous Issues within OPSEU/SEFPO so non-Indigenous members can understand our culture and history. This is achieved through the "*Indigenous Journey*" courses offered at regional educationals. The Circle is still working on developing the 3rd course as well as updating and revising the 1st and 2nd courses with new and relevant information for all union members. Circle members have also done teachings and educational sessions at different locals/area councils across the province and are happy to continue to do this important work of educating OPSEU/SEFPO members. To help Circle members develop more ways to educate our members, the Circle participated in the "Gender, Work and Organization 14th International Interdisciplinary Conference-Cape Breton University. The Conference theme was "Imagining Decolonising Knowledge Exchanges: Embracing the Justice, Equity, Diversity and Decolonisation, Inclusion and Indigenisation (JEDDII) Way". The Circle along with members from the Provincial Young Workers Committee attended the conference and the tools that were gained from the many workshops and activities will help OPSEU/SEFPO to decolonize its systems and policies.

The Circle also started working on the next Indigenous Circle biennial conference. It will be held from May 30th-June 1st, 2025 in Oshweken Ontario on the Six Nations Reserve. The conference theme is: Rising of Indigenous Women-Protecting the Land and Water. We look forward to welcoming OPSEU/SEFPO members to learn more about Haudenosaunee culture and traditions as well as current issues on protecting our lands and waters.

The Circle continues its work on the Social Mapping Project bringing insight into Indigenous issues and barriers that are faced by our members and developing ways to increase participation in Union activities and events.

The Circle has also been busy this past year on the Dismantling Systemic Racism Advisory group in helping to develop important Anti-Racism training for all elected OPSEU/SEFPO members. Prior to the start of the 2024 Convention, the Circle also hosted a Blanket Exercise for those OPSEU/SEFPO member who had already taken the DSRP training. This exercise adds a new level of understanding to supplement the DSRP training that leaders have taken to help members understand more of the harms that Indigenous people faced since the start of colonization. We encourage all locals to contact their staff rep to ensure your elected officers and stewards receive this extremely important training.

At the 2024 Convention, the Indigenous Circle was very proud to be able to participate in the opening and closing ceremonies alongside our fellow Indigenous OPSEU/SEFPO members and look forward to continuing this new tradition in the coming years.

We anticipate another eventful and productive year ahead and would like to thank OPSEU/SEFPO members and staff for all their support as we continue to find our voice within OPSEU/SEFPO and the labour movement.

Provincial Human Rights Committee

The year 2024 marked a fresh start for the PHRC, with new faces and innovative ideas invigorating the committee. The committee refocused on the fundamentals of human rights, emphasizing the importance of ensuring that all members have access to essential information to empower them as advocates and supporters of their fellow OPSEU/SEFPO members.

After getting acquainted and electing a new executive, the committee quickly transitioned to conference planning and familiarized themselves with the current needs of the membership. In light of ongoing global human rights violations and their impact on our members, the committee reprioritized its goals and mission for the term. The primary objective became providing practical tools and educational resources to equip members with the confidence to advocate for human rights within their locals. The Human Rights Conference, "Back to Basics," was exceptionally well-received, with an unprecedented number of applications to attend. The enthusiastic participation reflected the committee's commitment to engaging members and supporting the union's goal of organizing for power. The conference aimed to illustrate the connection between human rights and the labour movement and how labour activists can defend, promote, and advance human rights.

Attendees heard from distinguished speakers, including Fatima Gardaad of the Canadian Labour Congress, who provided insight into the legal aspects of human rights. Dr. Crystal Garvey built on Megan Carter's presentation about dismantling systemic racism and organizing for power. A captivating panel shared their lived experiences, such as Jacqui Du Toit's journey from Africa to Canada and Matthew Behrens' activism with Homes Not Bombs.

The conference also featured Executive Vice President of the Canadian Labour Congress, Siobhan Vipond, who presented strategies for building activism through three impactful campaigns. Bilan Arte from the CLC inspired participants by addressing current human rights issues in Canada and offering actionable steps for advocacy. The incomparable Layla Staats performed and spoke passionately about Indigenous issues and the ongoing fight for justice. Attendees were also honored to hear from Jagmeet Singh and had the opportunity to network with fellow activists, fostering crucial relationships for future collaboration.

The final day of the conference focused on human trafficking in Ontario, culminating in a robust discussion where attendees reflected on their learnings, shared takeaways, and discussed how they would apply this knowledge in their locals. The PHRC extends heartfelt gratitude to everyone who contributed to the planning and execution of the

2024 Human Rights Conference, as well as to those who collaborated, shared insights, and supported the committee's initiatives.

Beyond the conference, the PHRC actively supported various initiatives, including the LBED strike, where committee members provided water, snacks, sun protection, and rain gear for picketers. The committee also stood in solidarity with striking Canada Post workers and supported campaigns advocating for child welfare reform, alongside other regional efforts.

With a clear mandate from its members, the PHRC remains committed to equipping OPSEU/SEFPO members with the skills and resources needed to advocate for human rights within their locals, across Ontario and Canada, and on a global scale. The committee is continuously seeking innovative, cost-effective ways to engage and support members.

Looking ahead to 2025, the PHRC will focus on serving as an unbiased, accessible resource for human rights information. The committee's top priority remains grassroots education and mobilization, achieved through collaborative efforts across all levels of the union.

In the fall, committee members will be undergoing Human Rights Facilitator Training delivered by the John Humphrey Centre for Peace and Human Rights. Once completed, the committee will begin offering this training to interested members. Additionally, the committee is working on a comprehensive manual for all elected representatives and alternates to streamline information sharing and succession planning. The committee has also revised its Terms of Reference, ensuring a more robust framework that reinforces the commitment to grassroots mobilization.

The committee has developed strategic plans for member engagement across all regions in 2025. Please feel free to reach out to the PHRC to view our strategic plan for more details.

We encourage all members to connect with their regional representatives to explore opportunities for engagement, networking, and education within their regions. Together, we will continue to champion human rights and build a stronger, more inclusive union community.

OPSEU/SEFPO Provincial Women's Committee (PWC)

The priority of the Provincial Women's Committee continues to be committed to remaining vigilant in our fight for equality within OPSEU/SEFPO and our communities at large.

Throughout 2024, the members of the PWC attended multiple functions which increased their education and involvement within women's rights in Ontario, Canada and internationally. This includes attending the UNCSW68 (2024) in New York City, hosting International Women's Day events, to name a few.

The committee keeps its feet rooted within the communities across the province. This way we are aware of when our help is needed within our regions and can assist with clothing and food drive and collection and distribution of menstrual products and supplies for shelters and the homeless. We also support the Coldest Night initiatives.

The Provincial Women's Committee also held our Bread and Roses awards ceremony at our annual breakfast at Convention. We celebrate the work and activism shown by sisters from each region as well as a Bread and Roses Award recipient from one of the regions of Ontario.

The committee is currently working on their upcoming 2025 biennial Women's Conference, to be held in the fall of 2025. Stay tuned for more information.

Provincial Young Workers Committee (PYC)

In 2024, the Provincial Young Workers Committee (PYC) dedicated the first year of their two-year term to educating themselves and OPSEU/SEFPO members. They attended multiple educational opportunities and used what was learned to give back to the membership and young workers.

Succession Planning

A PYC subcommittee was formed in 2024 to work on the Young Worker Mentorship Program. This program is an amazing opportunity for young workers aged 35 or younger to learn from experienced union activists in leadership roles.

The PYC included the committee alternates from each Region in many learning opportunities: alternates attended the PYC's first meeting virtually before Convention 2024 and were also included in the opportunity to join the Canadian Association of Labour Media (CALM) mini conference that they attended in Hamilton in November 2024.

Regional and Provincial Training

Throughout 2024, the PYC attended and organized training around the province. Regions 1 & 6 hosted Zoom Rooms with Labour for Palestine, and Region 1 hosted a virtual education series - *OPSEU/SEFPO at a Glance: Through the Eyes of a Young Worker*.

Collectively, the committee members organized and presented a Zoom Room in January 2025 to educate young workers on what OPSEU/SEFPO Convention is and how to get there. The committee also attended the Canadian Labour College (CLC) Summer School, as well as the Gender, Work & Organization Conference in Cape Breton, Nova Scotia with the Indigenous Circle. Members from the PYC also attended *BES FEST: Actioning Change* in September 2024.

2024 OPSEU/SEFPO Young Workers Conference

To build up anticipation for the annual OPSEU/SEFPO Young Workers Conference, the PYC hosted a virtual screening of Dr. Seuss' "The Lorax" (2012) to prepare conference participants for the conversation of climate change. In October of 2024, the PYC ventured out of the Toronto area to host its annual conference for the first time in the country's capital, Ottawa.

The conference theme was “Learning to Fight in a World on Fire: Empowering Young Workers to Fight for Climate Action”; centering around climate action and how it is impacting young workers.

The conference started with a panel discussion on the effects of climate change on workers and featured OPSEU/SEFPO President, JP Hornick, OPSEU/SEFPO First Vice President and Treasurer, Laurie Nancekivell, OFL President, Laura Walton, and the Young Worker Equity Executive Board Member, Kaylee Heath. The second day included presentations from OFL President, Laura Walton, and Swelen Andari - the Director of Strategy, Climate Resilience & Youth Mental Health at the Centre for Addiction and Mental Health (CAMH). The conference concluded with a march to Parliament Hill for a rally with speaker Siobhán Vipond - Canadian Labour Congress (CLC) Executive Vice President.

Other PYC Initiatives

PYC members continue to focus on networking and visibility within OPSEU/SEFPO. They are active in their area councils and labour councils. Various PYC members are currently busy assisting with provincial election campaigns in their ridings and continue to work in elected roles within the CLC and OFL.

If you would like more information, please reach out to your regional representative to discuss events or plans in your area. The PYC can be reached at hello@pyc-opseu.org or by phone at 1-888-405-9559. You can also contact your regional representative by emailing them at region#@pyc-opseu.org. (example for region 7 region7@pyc-opseu.org)

Rainbow Alliance arc-en-ciel (RAA)

1. Introduction

The OPSEU/SEFPO Rainbow Alliance arc-en-ciel (RAA) Committee continues to advocate for 2SLGBTQIA+ rights within OPSEU/SEFPO and beyond. Our focus remains on equity, education, and advocacy, ensuring that 2SLGBTQIA+ members feel represented, supported, and empowered within our union and workplaces.

This report outlines our committee's key activities, achievements, and challenges in 2024/2025.

2. Key Activities & Initiatives

A. Pride Events & Community Engagement:

Pride Season (2024):

- The Rainbow Alliance arc-en-ciel had a strong presence at various Pride events across Ontario, including Toronto, Ottawa, Thunder Bay, North Bay and Windsor.
- Members participated in parades, information booths, and solidarity actions.
- A virtual Pride panel discussion was held, featuring 2SLGBTQIA+ activists discussing workplace rights and inclusion.

Transgender Day of Remembrance (November 20, 2024):

- Released a statement honoring transgender lives lost to violence and discrimination.
- Shared educational resources with locals to promote transgender workplace inclusion.

Solidarity with other Equity Committees:

- Collaborated with OPSEU/SEFPO's Indigenous Circle, Coalition of Racialized Workers, Disability Rights Caucus, and Provincial Women's Committee on intersectional equity projects.

B. Member Engagement & Education

Workshops & Webinars:

- Hosted a "2SLGBTQIA+ Rights in the Workplace" webinar with labor lawyers and activists.
- Organized a mental health and wellness session for 2SLGBTQIA+ members.

- Conducted bystander intervention training to address workplace harassment.

Rainbow Alliance arc-en-ciel Newsletter & social media:

- Launched a quarterly email newsletter to keep members informed about advocacy efforts.
- Increased social media engagement on OPSEU/SEFPO's platforms to highlight 2SLGBTQIA+ issues.

C. Policy & Advocacy Work

Policy Review & Bargaining Support:

- Worked with OPSEU/SEFPO's bargaining team to ensure inclusive contract language regarding gender identity and expression.
- Pushed for stronger anti-discrimination and equity language in collective agreements.

Political & Legislative Advocacy:

- Supported campaigns against anti-2SLGBTQIA+ policies and legislative attacks.
- Engaged with MPPs to discuss provincial policies affecting 2SLGBTQIA+ workers.

3. Challenges & Areas for Improvement

Funding & Resources:

- Need increased budget allocations to support regional outreach and in-person events.

Member Engagement:

- More outreach required to engage rural and remote members.

Workplace Discrimination Issues:

- Continued reports of workplace discrimination highlight the need for stronger grievance support and training for stewards.

4. Future Plans & Recommendations

- Expand regional representation to better support members outside major urban centers.
- Develop more training modules for union stewards on handling 2SLGBTQIA+ workplace issues.
- Strengthen alliances with other labour and community organizations advocating for 2SLGBTQIA+ rights.

- Increase political action efforts to challenge discriminatory laws and workplace policies.

5. Conclusion

The OPSEU/SEFPO Rainbow Alliance arc-en-ciel (RAA) Committee remains committed to fighting for 2SLGBTQIA+ equity in our union and workplaces. We thank our members, allies, and OPSEU/SEFPO leadership for their continued support.

OUR TIME | NOTRE TEMPS
is NOW | D'AGIR!