

**MINUTES OF THE NATIONAL EXECUTIVE MEETING**  
**HELD OCTOBER 17-20, 2011**  
**IN THE LAURIER BOARDROOM**  
**OTTAWA MARRIOTT HOTEL**

**PRESENT WERE:**

Doug Marshall, National President  
Karoline Klüg, National Vice-President for Human Rights  
Daniel Toutant, Assistant National Vice-President for Human Rights  
Angela Decker, Regional Vice-President, Atlantic  
Pat Leblanc, Human Rights Representative, Atlantic  
Isaac Armstrong, Assistant Regional Vice-President, Atlantic  
Jean Pierre Naud, Regional Vice-President, Quebec  
Yvon Beaudoin, Assistant Regional Vice-President, Quebec  
Rejean Amyotte, Assistant Regional Vice-President, Ontario  
Sandra Bello, Assistant Regional Vice-President, Ontario  
Mary Anne Walker, Assistant Regional Vice-President, Ontario  
Mary Jeyanathan, Human Rights Representative, Racially Visible Members  
Richard Balance, Regional Vice-President, NCR (TB)  
Cindy D'Alessio, Assistant Vice-President, NCR (TB)  
André Poliquin, Assistant Regional Vice-President, NCR (TB)  
Edward Martin, Human Rights Representative, NCR (TB)  
Michèle Milotte, Regional Vice-President, NCR (SE)  
Patrice Remillard, Assistant Regional Vice-President, NCR (SE)  
Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)  
Carl Laguerre, Human Rights Representative, NCR (SE)  
Holly Serle, Regional Vice-President, Manitoba  
Martin Kaminski, Assistant Regional Vice-President, Manitoba  
Chris Gagné, Assistant Regional Vice-President, Manitoba  
Omar Murray, Regional Vice-President, Saskatchewan  
Janette Husak, Human Rights Representative, Saskatchewan  
Geoff Ryan, Assistant Regional Vice-President, Alberta, NWT and Nunavut  
Mo Abba, Human Rights Representative, Alberta, NWT and Nunavut  
Dave Burchell, Human Rights Representative, Members with Disabilities  
Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
Andy Young, Assistant Regional Vice-President, BC and Yukon  
Steve Houston, Human Rights Representative, BC and Yukon  
Rodney Hynes, Human Rights Representative, GLBT  
Louise Patrice, Regional Vice-President, Outside Canada  
Isabelle Beaudoin, Human Rights Representative, Outside Canada

**REGRETS:**

Eddie Kennedy, National Executive Vice-President

Stella Penney, Assistant Regional Vice-President, Atlantic (NFLD and Labrador)  
 Benoit Dubeau, Assistant Regional Vice-President, Quebec  
 Garry Larouche, Regional Vice-President, Ontario  
 Michael Freeman, Human Rights Representative, Ontario  
 Paulette Gaudet, Assistant Regional Vice-President, Manitoba  
 Marc Danis, Human Rights Representative, Manitoba  
 Mike Leblanc, Assistant Regional Vice-President, Atlantic (NB & PEI)  
 Kevin King, Regional Vice-President, Alberta, NWT and Nunavut  
 Jean-Pierre Ouellet, Assistant Regional Vice-President, Outside Canada  
 Karl Lafrenière, Assistant Regional Vice-President, Outside Canada

1. **Call to order**

National President, Brother Doug Marshall called the meeting to order at 1:06 p.m.

2. **President's remarks**

Brother Doug Marshall opened his remarks by welcoming everyone to Ottawa and particularly to this new Executive mandate. In the past three years, had he noted, as a Component, we have made many positive changes which need to be implemented. Most of which were recommended by the Joint Committee. He further noted that as we look ahead, we are now in a position to build on those changes and work together in solidarity with a common responsibility to attain the Component's mission. Also in keeping with our Component values, we would encourage civil and courteous behaviour as well as respectful dialogue during meetings.

3. **Hours of Sitting**

M/S/C Angela Decker and Michele Milotte

**THAT** the hours of sitting be adopted.

4. **Adoption of the Agenda (Appendix "A")**

M/S Holly Serle and Omar Murray

**THAT** the agenda be adopted as presented.

**\*Recorded Vote 1: CARRIED**

5. **Round Table Check-In**

Roundtable check-in ensued.

6. **Moment of Silence**

Brother Tom Ryan, former ARVP of the Ontario Region  
 Cathy Nakota, wife of former president of 00128 (Brantford Six Nations)  
 Brother Dan McPhee, member of Local 00383 (SSO Sturgeon Falls)  
 Husband of Sister Margie Hancock, PSAC Regional Representative- Gander, NL  
 Mother of Sister Francine Auclair, former ARVP of the Quebec  
 Mother of Sister Louise Casselman, PSAC Social Justice Fund Officer  
 Ed Lumley, Brother of Brother Ron Johnston, former RVP for Alberta, NWT and Nunavut

7. **Minutes of previous meeting:**

It was agreed that this item be postponed.

8. **Reports of the executive:**

It was agreed that this item be postponed.

9. **NEW BUSINESS**

B) **2011 National Component Triennial Convention Debrief**

Executive Officers provided feedback and comments with respect to the 2011 Triennial Convention as follow:

Convention Agenda

The Convention agenda was not as open as it should have been. Executive Officers should have been made aware of the proceedings. In the future, the National Executive would be provided with a more explicit agenda.

Key Note Speaker

The Key note speaker was not sensitized with union principles. Considering this, it was noted that union environment sensitization was highly imperative for all future Component events speakers.

In addition, it was further noted that there was also a need to sensitize delegates and observers with union principles in order to build and develop a more supportive and harassment free environment.

On a positive note, as the Interim Leader of the Official Opposition, the Honourable Nycole Turmel, was one of our guest speakers, there was an article with regard to convention in the local newspaper.

#### Election Procedures

There was confusion around regional election procedures. Election Chairs are to be selected prior to election day and briefed on these proceedings. It was noted that regional election process was not functional.

#### Banquet

The banquet was described as boring and bizarre. The food was good but there was no entertainment.

#### Hotel Accommodation:

Hotel accommodation was a challenge for members with disabilities. It was advised to ideally consider one venue for all activities for future events i.e. breakfast, banquet and caucuses.

Brother Doug Marshall requested that all suggestions or comments could still be submitted for consideration for future component events.

### **F) National Executive Meeting Dates:**

It was agreed that dates for 2012 National Executive Meetings be as follow:

- January 23-26, 2012
- April 25-28, 2012
- September 11-14, 2012

#### iv) Attendance at National Executive Meetings

Brother Doug Marshall advised that the current UNE Boardroom has the capacity of holding to a maximum of thirty participants. As per the new resolution adopted at the 2011 Convention, Human Rights Representatives may also attend one meeting of the National Executive

per year as an observer. Therefore, we will now be required to confirm our attendance to meetings in a timely fashion in order to determine meetings location. Advance planning would be necessary in this case.

- v) Conflict Resolution Training  
 Brother Doug Marshall advised that one of the recommendations from the Joint Committee was to provide a conflict resolution training to incoming National Executive, Assistant Regional Vice-Presidents and Human Rights Representatives at the beginning of this mandate. The two day training dates will be communicated to everyone as soon as they are selected.

\*\*\*\*\*  
**RECESS**  
 \*\*\*\*\*

Brother Richard Ballance assumed the seat for the NCR (TB).

G) **Proposals:**

- i) OSH Conference:

M/S Geoff Ryan and Holly Serle

**THAT** the Health and Safety Conference be held at the Marriott Chateau Champlain as the first hotel choice and the Queen Elizabeth as the second hotel choice.

**\*Recorded Vote 2: CARRIED**

- ii) All Presidents Conference:

M/S Karoline Klüg and Angela Decker

**THAT** the All President Conference be held in the Montebello Hotel as the first hotel choice and the Delta as a second hotel choice.

**\*Recorded vote 3: CARRIED**

H) **2011 PSAC Health and Safety Forum:**

Brother Doug Marshall noted that the deadline for registration was November 7, 2011. He advised that we were presently awaiting a decision on the number of

seats allocated to the Component. The 2011 PSAC Health and Safety Forum would be held in Ottawa on November 22 and 23.

**I) 2011 PSAC Conference of the North**

Brother Doug Marshall advised that the deadline for registration for the upcoming NJC Conference of the North was October 3<sup>rd</sup>. Topics for this Conference include:

- A day in the life of a land supervisor;
- Demystifying data gathering – Statistics Canada
- Better understanding of living in an isolated post; (Brother Geoff Ryan, Assistant Regional Vice-President for AB, NWT and Nunavut would be the panellist)
- Success and challenges of the Canadian North Economic Development Agency;
- Northern reality – recruitment and retention;
- Environment changes – impacts on communities and workforce; and
- Duty to accommodate in the North - realities

The NJC Conference on the North will be held November 22-23, 2011 at the Explorer Hotel in Yellowknife, NWT.

Brother Doug Marshall reminded everyone that the NJC conference on the North was one of the recommendations from our Component to the 2009 PSAC Convention which read as follows:

**THE NATIONAL COMPONENT WILL** support Northern Members in contributing to and participating in the development of Isolated Post Allowance Policy (IPA), National Component – Public Service Alliance of Canada (PSAC), will pursue agreement with the National Joint Council (NJC) to reactivate Conferences of the North, including financial resources necessary for reasonable direct membership representation.

Brother Geoff Ryan advised that as one of the panellists at this conference addressing working and leaving conditions in an isolated post and its consequences, he would welcome inputs, comments and suggestions.

**J) Outstanding Convention Resolutions:**

**A) Bylaws Resolutions:**

Brother Doug Marshall advised that all outstanding Bylaws Resolutions were ruled out of order as they were amendments to the Component

bylaws which required a two third majority vote of the convention delegates.

**B) General Resolutions:**

**1) Resolution GEN 14**

**Title: Education Course – Facing Management**

M/S Omar Murray and Holly Serle

**BE IT RESOLVED THAT** the National Component create and offer an education course to the members of the Component entitled Facing Management. It will be a regularly offered course to its activists, stewards and local executive members.

A/S/C Mary Anne Walker and Richard Balance

**THAT** this matter be referred to the Education, Honours and Awards Committee with the following instruction:

to develop through the website a useful tips for facing management similar to the top ten reasons to join a Union which speaks to various forums such as facing management during informal negotiations, grievance hearings, LUMCC's, RUMCC's etc.

**2) Divided Resolution GEN 18a**

**Title: Regulation 15 – Rewrite of Regulation – Ensure Local Input**

Brother Doug Marshall ruled Divided Resolution GEN 18a out of order as this was a resolution to be forwarded to the PSAC and required a vote on National Component Convention floor.

3) **Resolution GEN 19**

**Title: Ratification votes pursuant to PSAC Regulation 15**

Brother Doug Marshall ruled Resolution GEN 19 out of order as this was a resolution to be forwarded to the PSAC and required a vote on National Component Convention floor.

4) **Divided Resolution GEN 20a**

**Title: Terms and conditions of employment for offices of the Alliance Executive Committee (AEC) of the PSAC**

Brother Doug Marshall ruled Divided Resolution GEN 20a out of order as this was a resolution to be forwarded to the PSAC and required a vote on National Component Convention floor.

5) **Divided Resolution GEN 20b:**

**Title: Terms and conditions of employment for offices of the Alliance Executive Committee (AEC) of the PSAC**

Brother Doug Marshall ruled Divided Resolution GEN 20b out of order as this was a resolution to be forwarded to the PSAC and required a vote on National Component Convention floor.

6) **Resolution GEN 22:**

**Title: Accommodation for lone parents – main caregivers**

Brother Doug Marshall ruled Resolution GEN 22 out of order due to lack of mover and seconder.

7) **Resolution GEN 23:**

**Title: Guaranteed annual income for all Canadians similar to the top up scheme for seniors**

Brother Doug Marshall ruled Resolution GEN 23 out of order as this was a resolution to be forwarded to the PSAC and required a vote on National Component Convention floor.



**8) Resolution GEN 33:****Title: Advanced representation training**

Brother Doug Marshall ruled Resolution GEN 33 out of order as this was a resolution to be forwarded to the PSAC and required a vote on National Component Convention floor.

**9) Resolution GEN 36:****Title: Severance Pay for elected full-time Officers of National Component and PSAC**

Brother Doug Marshall ruled Resolution GEN 36 out of order due to lack to mover and seconder.

**K) Laying of Component wreath at the Remembrance Day ceremonies at the war memorial**

Brother Doug Marshall advised that he was seeking a volunteer who will place a wreath on behalf of the Union of National Employees during the 2011 National Remembrance Day Ceremony.

\*\*\*\*\*

**RECESS**

\*\*\*\*\*

**TUESDAY, OCTOBER 18, 2011 – MORNING SESSION**  
**Reconvened at 9: 16 a.m.**

**PRESENT WERE:**

Doug Marshall, National President  
Eddie Kennedy, National Executive Vice-President  
Karoline Klüg, National Vice-President for Human Rights  
Daniel Toutant, Assistant National Vice-President for Human Rights  
Angela Decker, Regional Vice-President, Atlantic  
Pat Leblanc, Human Rights Representative, Atlantic  
Isaac Armstrong, Assistant Regional Vice-President, Atlantic  
Jean Pierre Naud, Regional Vice-President, Quebec  
Yvon Beaudoin, Assistant Regional Vice-President, Quebec  
Geraldine Fortin, Human Rights Representative, Quebec

Rejean Amyotte, Assistant Regional Vice-President, Ontario  
 Sandra Bello, Assistant Regional Vice-President, Ontario  
 Mary Anne Walker, Assistant Regional Vice-President, Ontario  
 Mary Jeyanathan, Human Rights Representative, Racially Visible Members  
 Richard Balance, Regional Vice-President, NCR (TB)  
 Cindy D'Alessio, Assistant Vice-President, NCR (TB)  
 André Poliquin, Assistant Regional Vice-President, NCR (TB)  
 Edward Martin, Human Rights Representative, NCR (TB)  
 Michèle Milotte, Regional Vice-President, NCR (SE)  
 Patrice Remillard, Assistant Regional Vice-President, NCR (SE)  
 Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)  
 Carl Laguerre, Human Rights Representative, NCR (SE)  
 Holly Serle, Regional Vice-President, Manitoba  
 Martin Kaminski, Assistant Regional Vice-President, Manitoba  
 Chris Gagné, Assistant Regional Vice-President, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
 Janette Husak, Human Rights Representative, Saskatchewan  
 Geoff Ryan, Assistant Regional Vice-President, Alberta, NWT and Nunavut  
 Mo Abba, Human Rights Representative, Alberta, NWT and Nunavut  
 Dave Burchell, Human Rights Representative, Members with Disabilities  
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
 Andy Young, Assistant Regional Vice-President, BC and Yukon  
 Steve Houston, Human Rights Representative, BC and Yukon  
 Rodney Hynes, Human Rights Representative, GLBT  
 Louise Patrice, Regional Vice-President, Outside Canada  
 Isabelle Beaudoin, Human Rights Representative, Outside Canada

Brother Yvon Beaudoin assumed the seat for Quebec.

**9. NEW BUSINESS**

**J) Outstanding Convention Resolutions (Cont'd)**

**B) General Resolutions**

**10) Resolution GEN 37**

**Title: PSAC Regulation 15 – Dispute Settlement Route**

Brother Doug Marshall ruled Resolution GEN 37 out of order as this was a resolution to be forwarded to the PSAC and required a vote on National Component Convention floor.

11) **Resolution GEN 39**

**Title: Balance between family life and union activities**

Brother Doug Marshall ruled Resolution GEN 39 out of order for the lack of mover and seconder.

12) **Resolution GEN 40**

**Title: Increase in member participation at the Component Triennial Convention**

Brother Doug Marshall ruled Resolution GEN 40 out of order due to the lack of mover and seconder.

13) **Resolution GEN 41**

**Title: Youth Observer to Bargaining Team**

Brother Doug Marshall ruled Resolution GEN 41 out of order as this was a resolution to be forwarded to the PSAC and required a vote on National Component Convention floor.

14) **Late Resolution GEN 42:**

**Title: National Day to Celebrate Diversity within the National Component**

M/S Geoff Ryan and Jennifer Chieh Ho

**Be it resolved that** the National Component establishes and recognizes August 14 as a historical national day of “Celebrating diversity” within the component; a day that all members, locally, regionally and nationally celebrate and promote diversity with members from their workplaces.

**\*Recorded Vote 4: CARRIED**

M/S Mary Anne Walker and Richard Balance

**THAT** any resolution that was not dealt with by the National Executive be ruled out of order.

**\*Recorded Vote 5: CARRIED**

7. **MINUTES OF PREVIOUS MEETING:**

M/S Geoff Ryan and Richard Balance

**THAT** the minutes of the National Executive meeting held August 4-6 be adopted as amended.

**\*Recorded Vote 6: CARRIED**

M/S Omar Murray and Karoline Klüg

**THAT** the minutes of the National Executive meeting held August 13 be adopted as amended.

**\*Recorded Vote 7: CARRIED**

9) **NEW BUSINESS**

L) **Annual Holiday 2011 Season Donation**

M/S Holly Serle and Omar Murray

**THAT** the Component make a donation in the amount of \$500 to the Society of Manitoban with disabilities in lieu of sending cards during the holiday season.

A/S Mary Anne Walker and Eddie Kennedy

**THAT** in addition to the donation made for the holiday season, a New Year's electronic message be forwarded to all locals.

**\*Recorded Vote 8: CARRIED**

\*\*\*\*\*  
**RECESS**  
\*\*\*\*\*

9) **NEW BUSINESS**

M) **Lay-offs**

Brother Doug Marshall advised that some of our departments are faced with Work Force Adjustment (WFA) situations which are not different than lay-offs. He

noted that in some work force adjustment situations only specific individuals are involved, while in other cases the adjustment may involve an entire work sections, functions or departments. He also noted that departments and organizations must notify Brother John Gordon in writing and in confidence at the earliest possible convenience regarding any work force adjustment as soon as the decision has been made. The Component must also be advised of any plans to pursue an Alternative Service Delivery (ASD) initiative at least 180 days before it happens. The notice must include: the program being considered for ASD, the reason for the ASD and the type of approach anticipated for the initiative. A joint WFA – ASD committee had been created with equal representation from the union and departments. The mandate of these committees is to engage in meaningful consultation on human resource issues related to the ASD in order to provide employees with information that will help them decide whether to accept the job offer.

Brother Doug Marshall further noted that the PSAC was developing a guide for PSAC members with respect to work force adjustment. For more information in this regard please visit the PSAC website using the following link <http://www.pfac-afpc.com/what/wfa/index-e.shtml>.

The National Executive requested that Labour Relations Officers ensure that Workforce Adjustment and Shared Services Canada be standing items on all NLMCC agendas. They also requested that when a Labour Relations Officer receives a layoff notice, whether confidential or not, this be shared with the UNE National President.

Brother Doug Marshall requested that any information in this regard should be directly forwarded to Howie West, PSAC Work Re-organization Officer.

**A) Standing Committee Assignments:**

Brother Doug Marshall announced that the National Executive Standing Committees have been assigned as follow:

**1) By-Laws & Policy Committee:**

**Garry Larouche - Co-Chairperson**  
**Omar Murray - Co-Chairperson**  
 Isaac Armstrong  
 Michèle Milotte  
 Louise Patrice  
**Franco Picciano - Technical Advisor**

- 2) **Collective Bargaining Committee:** **Kevin King - Co-Chairperson**  
**Garry Larouche - Co-Chairperson**  
Cindy D'Alessio  
Martin Kaminski  
Mary Anne Walker  
Andy Yung  
***Susan Phillips - Technical Advisor***
- 3) **Communications Committee:** **Angela Decker - Co-Chairperson**  
**Karoline Klüg - Co-Chairperson**  
Chris Gagné  
André Poliquin  
Geoff Ryan  
***Benoit René - Technical Advisor***
- 4) **Education, Honours & Awards Committee:** **Michèle Milotte-Co-Chairperson**  
**Jennifer Ho - Co-Chairperson**  
Richard Ballance  
Sandy Bello  
Angela Decker  
***Franco Picciano - Technical Advisor***
- 5) **Finance & Human Resources Committee:** **Eddie Kennedy - Chairperson**  
Evelyn Beckert  
Jennifer Ho  
Karoline Klüg  
Jean-Pierre Naud  
Holly Serle  
***Georges St-Jean - Technical Advisor (Finance)***  
***Johanne MacAndrew - Technical Advisor (Human Resources)***
- 6) **Francophone Committee:** **Jean-Pierre Naud-Co-Chairperson**  
**Louise Patrice-Co-Chairperson**  
Yvon Beaudoin  
Mike Leblanc  
Paulette Gaudet  
Patrice Rémillard

Daniel Toutant  
***Benoit René - Technical  
 Advisor***

7) **NE Disciplinary Committee:**

**Eddie Kennedy - Chairperson**  
 Jean-Pierre Naud  
 Holly Serle  
***Johanne MacAndrew -  
 Technical Advisor***

8) **Locals & Membership Committee:**

**Richard Balance - Co-  
 Chairperson**  
**Holly Serle - Co-Chairperson**  
 Réjean Amyotte  
 Kevin King  
 Karl Lafrenière  
 Omar Murray

\*\*\*\*\*

**RECESS**

\*\*\*\*\*

**TUESDAY, OCTOBER 18, 2011 – AFTERNOON SESSION**  
**Reconvened at 1: 16 p.m.**

**PRESENT WERE:**

Doug Marshall, National President  
 Eddie Kennedy, National Executive Vice-President  
 Karoline Klüg, National Vice-President for Human Rights  
 Daniel Toutant, Assistant National Vice-President for Human Rights  
 Angela Decker, Regional Vice-President, Atlantic  
 Pat Leblanc, Human Rights Representative, Atlantic  
 Isaac Armstrong, Assistant Regional Vice-President, Atlantic  
 Jean Pierre Naud, Regional Vice-President, Quebec  
 Yvon Beaudoin, Assistant Regional Vice-President, Quebec  
 Geraldine Fortin, Human Rights Representative, Quebec  
 Rejean Amyotte, Assistant Regional Vice-President, Ontario  
 Sandra Bello, Assistant Regional Vice-President, Ontario  
 Mary Anne Walker, Assistant Regional Vice-President, Ontario  
 Mary Jeyanathan, Human Rights Representative, Racially Visible Members

Richard Balance, Regional Vice-President, NCR (TB)  
 Cindy D'Alessio, Assistant Vice-President, NCR (TB)  
 André Poliquin, Assistant Regional Vice-President, NCR (TB)  
 Edward Martin, Human Rights Representative, NCR (TB)  
 Michèle Milotte, Regional Vice-President, NCR (SE)  
 Patrice Remillard, Assistant Regional Vice-President, NCR (SE)  
 Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)  
 Carl Laguerre, Human Rights Representative, NCR (SE)  
 Holly Serle, Regional Vice-President, Manitoba  
 Martin Kaminski, Assistant Regional Vice-President, Manitoba  
 Chris Gagné, Assistant Regional Vice-President, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
 Janette Husak, Human Rights Representative, Saskatchewan  
 Geoff Ryan, Assistant Regional Vice-President, Alberta, NWT and Nunavut  
 Mo Abba, Human Rights Representative, Alberta, NWT and Nunavut  
 Dave Burchell, Human Rights Representative, Members with Disabilities  
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
 Andy Young, Assistant Regional Vice-President, BC and Yukon  
 Steve Houston, Human Rights Representative, BC and Yukon  
 Rodney Hynes, Human Rights Representative, GLBT  
 Louise Patrice, Regional Vice-President, Outside Canada  
 Isabelle Beaudoin, Human Rights Representative, Outside Canada

## 9. **NEW BUSINESS**

### Q) **UNE Logo:**

Brother Benoit René advised that there would be a survey on the Component website as well as on the Component facebook page to hear members' thoughts on the various logo options being proposed. Members would be asked, among other things, to think about whether a bilingual logo would suit our Component better, or whether two unilingual logos would be preferable.

### C) **Allocation of Indian Residential School Adjudication Secretariat Members**

It was agreed that this item be referred to the locals and membership National Executive Standing Committee. It was also noted that anything related to the membership allocation or to the creation of a new local would be referred to this newly formed Committee.

### H. **PSAC 2011 Health and Safety Forum:**

Brother Doug Marshall advised that this matter be referred to the Finance and Human Resources Committee for a recommendation on funding members' attendance as this item was not budgeted at our convention.



**Note:**

An e-mail vote was conducted on November 7, 2011 dealing with the FHR Committee's recommendation as follows:

M/S/C Richard Ballance and Holly Serle

**THAT** the Union of National Employees allocate a maximum of \$50,000.00 to cover the costs of supporting members to attend the 2011 PSAC National Health and Safety Forum in Ottawa, Ontario but will not pay loss of salary.

\*\*\*\*\*

**RECESS**

\*\*\*\*\*

**9. NEW BUSINESS**

**N) Transformation of Pay Administration (TPA) Initiative**

Brother Doug Marshall raised concerns over the government's recent announcement to establish a pay centre in Miramichi, New Brunswick. Contrary to what was discussed at the bargaining table on union management consultation to ensure the government respects the collective agreement rights of members affected by the TPA, the government has decided to proceed with the initiative. The union management consultation was to provide a forum for discussion of transition strategies designed to treat employees in a fair, consistent and transparent manner; to engage in high-level consultation on the workforce adjustment transition plans for employees who may be affected by the initiative. Any specific WFA situation should be administered by Departments in consultation with Components.

The Employer advised that pay services from departments and agencies would be consolidated over five years. Their intent was to transfer 92,000 pay accounts in the first three waves beginning in January 2012 and ending in April 2015. The fourth wave was to transfer another 92,000 accounts beginning in 2015. This new section will be coordinated by Public Works which will result on the transfer of some of our members to the Government Services Union (GSU).

**R) National Executive Retreat:**

Sister Karoline Klüg, on behalf of the Steering Committee, provided an update on the upcoming National Executive Retreat. She also advised that the agenda will be forwarded to everyone by the beginning of November.

O) **UNE Policy on Selection and Regional Allocation of Candidates for UNE and PSAC National Conferences, Forums and Training sessions:**

It was emphasized that whenever conference applications are ranked by the regional team and forwarded for National Officers' consideration, any changes to this recommendation be communicated to the regional team prior to the final decision.

\*\*\*\*\*

**RECESS**

\*\*\*\*\*

**WEDNESDAY, OCTOBER 19, 2011 – MORNING SESSION**

**Reconvened at 9: 17**

**PRESENT WERE:**

Doug Marshall, National President  
 Eddie Kennedy, National Executive Vice-President  
 Daniel Toutant, Assistant National Vice-President for Human Rights  
 Angela Decker, Regional Vice-President, Atlantic  
 Pat Leblanc, Human Rights Representative, Atlantic  
 Isaac Armstrong, Assistant Regional Vice-President, Atlantic  
 Jean Pierre Naud, Regional Vice-President, Quebec  
 Yvon Beaudoin, Assistant Regional Vice-President, Quebec  
 Geraldine Fortin, Human Rights Representative, Quebec  
 Rejean Amyotte, Assistant Regional Vice-President, Ontario  
 Sandra Bello, Assistant Regional Vice-President, Ontario  
 Mary Anne Walker, Assistant Regional Vice-President, Ontario  
 Mary Jeyanathan, Human Rights Representative, Racially Visible Members  
 Richard Balance, Regional Vice-President, NCR (TB)  
 Cindy D'Alessio, Assistant Vice-President, NCR (TB)  
 André Poliquin, Assistant Regional Vice-President, NCR (TB)  
 Edward Martin, Human Rights Representative, NCR (TB)  
 Michèle Milotte, Regional Vice-President, NCR (SE)  
 Patrice Remillard, Assistant Regional Vice-President, NCR (SE)  
 Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)  
 Carl Laguerre, Human Rights Representative, NCR (SE)  
 Holly Serle, Regional Vice-President, Manitoba  
 Martin Kaminski, Assistant Regional Vice-President, Manitoba  
 Chris Gagné, Assistant Regional Vice-President, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
 Janette Husak, Human Rights Representative, Saskatchewan  
 Geoff Ryan, Assistant Regional Vice-President, Alberta, NWT and Nunavut

Mo Abba, Human Rights Representative, Alberta, NWT and Nunavut  
 Dave Burchell, Human Rights Representative, Members with Disabilities  
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
 Andy Young, Assistant Regional Vice-President, BC and Yukon  
 Steve Houston, Human Rights Representative, BC and Yukon  
 Rodney Hynes, Human Rights Representative, GLBT  
 Louise Patrice, Regional Vice-President, Outside Canada  
 Isabelle Beaudoin, Human Rights Representative, Outside Canada

**Absent:**

Karoline Klüg, National Vice-President for Human Rights

**Observers:**

Vaughan Davies, President of Parks Canada Local 90023  
 Lindsay Oehlke, Vice-President of Parks Canada Local 90023

**P) Annual General Meeting Checklist (Appendix “**

It was advised that the Annual General Meeting Checklist was developed in order to assist Local Executives for the preparation and during their local meetings. Executive Officers were asked to provide feedback, suggestions or comments on the checklist. This document would be available on the Component website under members self serve kiosk.

**S) Communications plan 2011-2014**

Brother Benoit René, UNE Communications Officer provided an overview of the 2011 – 2014 UNE communications plan. One of the new initiatives that he recommended was to encourage citizen journalism which not only involves the membership at all levels but also educate members on various issues at hand touching the union and/or communities. In addition, he encouraged social media platforms such as blogs, Facebook, Twitter and You Tube in order to reach a broader audience and to strengthen communications and relationships throughout the union. These platforms, he noted, are public relations strategies that increase message awareness and build relationships. He also advised that ideas and suggestions could still be submitted for consideration.

\*\*\*\*\*

**RECESS**

\*\*\*\*\*

**8. REPORT OF THE EXECUTIVE**

**B) Report of the National Executive Vice-President (Appendix "B")**

M/S Eddie Kennedy and Michele Milotte

**THAT** the report of the National Executive Vice-President be adopted as presented.

**\*Recorded Vote 9: CARRIED**

\*\*\*\*\*

**RECESS**

\*\*\*\*\*

**THURSDAY, OCTOBER 20, 2011 – MORNING SESSION**  
**Reconvened at 9: 30 a.m.**

**PRESENT WERE:**

Doug Marshall, National President  
 Eddie Kennedy, National Executive Vice-President  
 Karoline Klüg, National Vice-President for Human Rights  
 Daniel Toutant, Assistant National Vice-President for Human Rights  
 Angela Decker, Regional Vice-President, Atlantic  
 Pat Leblanc, Human Rights Representative, Atlantic  
 Isaac Armstrong, Assistant Regional Vice-President, Atlantic  
 Jean Pierre Naud, Regional Vice-President, Quebec  
 Yvon Beaudoin, Assistant Regional Vice-President, Quebec  
 Geraldine Fortin, Human Rights Representative, Quebec  
 Rejean Amyotte, Assistant Regional Vice-President, Ontario  
 Mary Anne Walker, Assistant Regional Vice-President, Ontario  
 Mary Jeyanathan, Human Rights Representative, Racially Visible Members  
 Richard Balance, Regional Vice-President, NCR (TB)  
 Cindy D'Alessio, Assistant Vice-President, NCR (TB)  
 André Poliquin, Assistant Regional Vice-President, NCR (TB)  
 Edward Martin, Human Rights Representative, NCR (TB)  
 Michèle Milotte, Regional Vice-President, NCR (SE)  
 Patrice Remillard, Assistant Regional Vice-President, NCR (SE)  
 Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)  
 Carl Laguerre, Human Rights Representative, NCR (SE)  
 Holly Serle, Regional Vice-President, Manitoba  
 Martin Kaminski, Assistant Regional Vice-President, Manitoba

Chris Gagné, Assistant Regional Vice-President, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
 Janette Husak, Human Rights Representative, Saskatchewan  
 Geoff Ryan, Assistant Regional Vice-President, Alberta, NWT and Nunavut  
 Mo Abba, Human Rights Representative, Alberta, NWT and Nunavut  
 Dave Burchell, Human Rights Representative, Members with Disabilities  
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
 Andy Young, Assistant Regional Vice-President, BC and Yukon  
 Steve Houston, Human Rights Representative, BC and Yukon  
 Rodney Hynes, Human Rights Representative, GLBT  
 Louise Patrice, Regional Vice-President, Outside Canada  
 Isabelle Beaudoin, Human Rights Representative, Outside Canada

**ABSENT:**

Sandra Bello, Assistant Regional Vice-President, Ontario

Brother Doug Marshall relinquished the Chair to Brother Eddie Kennedy.

Brother Eddie Kennedy assumed the Chair.

**8. REPORT OF THE EXECUTIVE (Cont'd)**

**A) National President Report (Appendix "C")**

M/S Doug Marshall and Karoline Klug

**THAT** the report of the National President be adopted as presented.

**\*Recorded Vote 10: CARRIED**

Brother Eddie Kennedy relinquished the Chair to Brother Doug Marshall

Brother Doug Marshall assumed the Chair

**C. National Vice-President for Human Rights (Appendix "D")**

M/S Karoline Klug and Angela Decker

**THAT** the report of the National Vice-President for Human Rights be adopted as presented.

**\*Recorded Vote 11: CARRIED**

**10. COMMITTEE REPORTS**

**E) Finance Committee Report (Appendix "E")**

**1. Financial Statement to August 31, 2011**

M/S Eddie Kennedy and Karoline Klug

**THAT** the Financial Statement to August 31, 2011 be accepted.

**\*Recorded Vote 12: CARRIED**

**2. Investment Presentation**

M/S Eddie Kennedy and Karoline Klug

**THAT** the investment policy be amended to include Equity Securities at a minimum of 0% and at a maximum of 10%.

**\*Recorded Vote 13: CARRIED**

**3. Inactive Locals Report**

The Committee reviewed the report including the monies being held and the number of months for which the Locals were in non-conformance.

\*\*\*\*\*

**RECESS**

\*\*\*\*\*

**THURSDAY, OCTOBER 20, 2011 – AFTERNOON SESSION**  
**Reconvened at 1: 30 p.m.**

**PRESENT WERE:**

Doug Marshall, National President  
Eddie Kennedy, National Executive Vice-President  
Karoline Klüg, National Vice-President for Human Rights  
Daniel Toutant, Assistant National Vice-President for Human Rights  
Angela Decker, Regional Vice-President, Atlantic  
Pat Leblanc, Human Rights Representative, Atlantic

Isaac Armstrong, Assistant Regional Vice-President, Atlantic  
 Jean Pierre Naud, Regional Vice-President, Quebec  
 Yvon Beaudoin, Assistant Regional Vice-President, Quebec  
 Geraldine Fortin, Human Rights Representative, Quebec  
 Rejean Amyotte, Assistant Regional Vice-President, Ontario  
 Mary Anne Walker, Assistant Regional Vice-President, Ontario  
 Mary Jeyanathan, Human Rights Representative, Racially Visible Members  
 Cindy D'Alessio, Assistant Vice-President, NCR (TB)  
 André Poliquin, Assistant Regional Vice-President, NCR (TB)  
 Edward Martin, Human Rights Representative, NCR (TB)  
 Michèle Milotte, Regional Vice-President, NCR (SE)  
 Patrice Remillard, Assistant Regional Vice-President, NCR (SE)  
 Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)  
 Carl Laguerre, Human Rights Representative, NCR (SE)  
 Holly Serle, Regional Vice-President, Manitoba  
 Martin Kaminski, Assistant Regional Vice-President, Manitoba  
 Chris Gagné, Assistant Regional Vice-President, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
 Janette Husak, Human Rights Representative, Saskatchewan  
 Geoff Ryan, Assistant Regional Vice-President, Alberta, NWT and Nunavut  
 Mo Abba, Human Rights Representative, Alberta, NWT and Nunavut  
 Dave Burchell, Human Rights Representative, Members with Disabilities  
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
 Andy Young, Assistant Regional Vice-President, BC and Yukon  
 Steve Houston, Human Rights Representative, BC and Yukon  
 Rodney Hynes, Human Rights Representative, GLBT  
 Louise Patrice, Regional Vice-President, Outside Canada  
 Isabelle Beaudoin, Human Rights Representative, Outside Canada

**ABSENT:**

Richard Balance, Regional Vice-President, NCR (TB)

**10. COMMITTEE REPORTS (Cont'd)**

**E) Finance Committee:**

**4. Policy NEN 9 Acquisition and disposal of assets**

M/S Eddie Kennedy and Karoline Klug

**THAT** Policy NEN 9 Acquisition and disposal of assets be amended to read as follows:

**Policy NEN 9 (former Policy 21)**

Acquisition and disposal of assets Equipment acquired during a term of office is expected to last for the term and remains the property of the Union of National Employees.

The national executive, assistant regional vice-presidents and human rights committee members have the option to purchase these assets, subject to approved financial policies. Otherwise, assets purchased with component funds will be returned to the Union of National Employees office.

Items that may be required but are not listed in this policy may be requested, accompanied by rationale and costs, to the national president.

Capital-asset expenditures of more than \$300 per item will be pre-approved by the national president. If an officer is elected or moved to a subsequent Union of National Employees position, the officer is allowed to request a review of all IT hardware and operating systems. The component may supply IT assets or any other asset to a member should the national president recognize and approve a need.

The national executive, assistant regional vice-presidents and human rights committee members are entitled to a basic start-up package.

Note: All IT hardware procured by the national executive requires written pre-authorization from the Union of National Employees.

**Basic start-up package:**

1. personal computer—laptop with docking station preferred, or stand-alone;
2. Black Berry
3. internet connection
4. DSL Carrying case—for notebook, (Maximum \$100 per term)
5. Copier//scanner/printer/;
6. Shredder

All ongoing applicable expenses emanating from the start-up package should be charged to the regional budget.



**Variables**

Regional expenses will be approved by regional vice-presidents; human rights representatives' expenses will be approved by the vice-president, human rights. These include:

1. computer desk (Maximum \$150 One time)
2. Computer Chair (Maximum \$150 per term)
3. Filing Cabinet (\$100 one time)  
fax and additional reasonable cost for additional fax line to personal home phone
4. Suitcase (maximum \$200 per term)

For further clarification refer to Policy FIN 7, *Executive expenses*.

**Disposal of assets— Union of National Employees' office:**

1. Items will be depreciated according to financial policies.
2. Fair market value will be considered in determining the disposal price.
3. Union of National Employees staff will be offered a chance to purchase items. If more than one staff member is interested in purchasing an item, a lottery will be used.
4. Items will be offered for purchase to the national executive and assistants.

Items not claimed will be donated to charitable organizations or disposed of.

**Disposal of assets—items in possession of national executive and assistants:**

1. Items will be depreciated according to financial policies.
2. Fair market value will be considered in determining the disposal price.
3. Union of National Employees executive, assistants and human rights committee members will be offered a chance to purchase items.

4. In the case that the national executive, assistants and human rights committee members are not interested, the Union of National Employees will determine fair-market value and method of disposal.

**For information related to officers' duties and responsibilities, please see:**

Proposed Bylaw 7—*Discipline*  
 Policy CE 2, Section 8—*Third-party agreement policy*  
 Policy CC 6—*Selecting Union of National Employees committee members*  
 Policy FIN 5—*Payable allowances*  
 Policy FIN 7—*Executive expenses*  
 Policy FIN 9—*National executive election-campaign expenses*

**Note:** with respect to internet connection, depending on circumstances people will have to identify their needs depending on their location. Indicate the need depending on the services in your area. To provide something equivalent.

**\*Recorded Vote 14: CARRIED**

**5. Policy FIN5 Payable Allowances**

M/S Eddie Kennedy and Karoline Klug

**THAT** Policy FIN5 Payable Allowances be amended as follows:

**Policy FIN 5  
 Section 3 (former Regulation 2.02)**

**Air travel**

The Union of National Employees will cover the cost of air-travel insurance to a maximum insured value of \$100,000 per trip.

**Policy FIN 5 Section 4 (former Regulation 2.04)  
 Submitting claims**

Expense claims will be submitted to the Union of National Employees for payment no later than the third Monday of the month following the month in which expenses were incurred.

**Policy FIN 5 Section 5 (former Regulation 2.05)**

**National Capital Region members**

Members of the Union of National Employees who work in the National Capital Region and are required to attend committee meetings authorized by the national executive during working hours will be granted a *per diem*. Such *per diems* are all-inclusive as the member is not in travel status.

**Policy FIN 5 Section 6 (former Regulation 2.06)**

**Private accommodation**

Component members, officers and staff members who stay in private accommodation during travel are entitled to an allowance of \$50 per night. This allowance is in lieu of any other accommodation expense.

**\*Recorded Vote 15: CARRIED**

**6. Policy FIN 6 Travel Expenses**

M/S Eddie Kennedy and Karoline Klug

**THAT** Policy FIN 6 Travel Expenses be amended as follows:

**Policy FIN 6 (former Guideline 1)**

Travel expenses

Where the Union of National Employees is responsible for the payment of travel costs, the following will be adhered to:

1. All airfare will be at economy or lower rates except where upgrading or an alternate form of travel is required for a medical condition, or in an exceptional situation as determined by the national president or his or her designate. First-class air travel is strictly prohibited. Business-class or executive-class air travel, or their equivalent, will be preauthorized by the national president or his or her designate.

2. Where it is economically more feasible to depart or return on a weekend, the Union of National Employees pays additional *per diem* and hotel costs. This occurs only when the reduced cost of airfare is a greater saving than the additional cost of the *per diem* and hotel and possible loss of salary. The component will advise the individual of this option; however, the final choice remains with the individual involved.
3. The Union of National Employees applies a 'midnight' policy. If the member is able to return to his or her home by midnight of the day of an event's closing, travel will take place on that day. If travel times prevent arrival at home by midnight, an overnight stay will be approved. The appropriate *per diem* and salary replacement will be paid in accordance with the fastest way home.
4. Wherever possible, all services and products used by the Union of National Employees, its executive and staff should be purchased from unionized businesses.
5. If travel by personal automobile is approved, transportation rates for the use of an individual's car are paid at the component rate up to the equivalent lowest airfare available, as per part a). No additional money is to be paid if the kilometre rate is used as a result of a personal request. Individuals who use a personal vehicle for a Union of National Employees business or function will ensure that they are appropriately insured. Insurance costs will be assumed by the individual using the vehicle.
6. Where appropriate, car rentals at a rate of compact or mid-size may be approved rather than the individual using their personal vehicle. All associated costs due to the rental will be covered by the Union of National Employees.

- 7. Where an advance has been issued and no claim has been received to substantiate it, no further advances will be issued until the outstanding claim is received.
- 8. Taxi, train, bus and ferry fares will be paid to up to the price of economy airfare when they are incurred for Union of National Employees business and when receipts are provided.

**Note:** It was noted that this policy be withdrawn to look at the possibility of changing the midnight policy to the number of hours worked.

**7. Policy FIN 7 Section 1 - Pay**

M/S Eddie Kennedy and Jennifer Chieh Ho

**THAT** Policy FIN 7 Section 1 Executive Expenses - Pay be amended as follows:

**Policy FIN 7 Section 1 (former Guideline 3 C-iii)  
Pay**

They are paid on days of rest and holidays while they are on Union of National Employees business. This pay does not exceed 7.5 hours per day and is paid at a rate equivalent to the average wage of a Union of National Employees member **and is paid only when required to work outside their home**. Component business also includes travel time as defined in the next paragraph. The minimum average wage of component members is reviewed at the first national executive meeting of each calendar year.

**\*Recorded Vote 16: CARRIED**

\*\*\*\*\*  
**RECESS**  
\*\*\*\*\*

Brother Rejean Amyotte assumed the seat for Ontario.

Brother Isaac Armstrong assumed the seat for Atlantic.

**8. Policy FIN 7 Section 4 – Secretarial Assistance**

M/S Eddie Kennedy and Karoline Klug

**THAT** Policy FIN 7 Section 4 – Secretarial Assistance be deleted:

**\*Recorded Vote 17: CARRIED**

**9. Policy FIN 7 Section 5 - Meetings**

M/S Eddie Kennedy and Karoline Klug

**THAT** Policy FIN 7 Section 5 - Meetings be amended as follows:

**Policy FIN 7 Section 4 (former Guideline 3 G)  
Meetings**

Members of the national executive are paid actual and reasonable expenses when they attend meetings within their headquarters area. (Hotel accommodation must be approved by the National President.)

**\*Recorded Vote 18: CARRIED**

Point of Privilege:

M. A. Walker: I have to leave now as I have to go to an AGM in Cornwall. It's always a pleasure to attend the National Executive Meeting. I wish you all a safe travel home.

D. Marshall: Point well taken. Thank you, Sister.

**10. Policy FIN 7 Executive Expenses**

M/S Eddie Kennedy and Karoline Klug

**THAT** Policy FIN 7 Executive Expenses be amended to include Human Rights Representative.

**\*Recorded Vote 19: CARRIED**

**Note:**

Brother Doug Marshall advised that this expense would be taken out of the regional budget. He further noted that there won't be any extra money allocated to the region in this regard. Any conferences and seminars they participate in there will be an additional charge.

M/S Eddie Kennedy and Karoline Klug

Adoption of the report of the Finance and Human Resources Committee Meeting as presented.

**\*Recorded Vote 20: CARRIED**

Point of Privilege:

Angela Decker: I would like to thank everyone around the table for their contribution for my walk for Autism. Your help is greatly appreciated in this effort to raise awareness and funds to support individuals with Autism. Also, Sister Pat Leblanc may be retiring and I would like to take this opportunity to thank her for her union activism as an ARVP and now as a Human Rights Representative. I wish her well in all her future endeavour.

Pat Leblanc: Thank you so much everyone!

**Roundtable Check-out**

Check-out ensued.

M/S/C Karoline Klüg and Eddie Kennedy

**THAT** we go in-camera.

\*\*\*\*\*

**In Camera Session**

\*\*\*\*\*