

MINUTES OF THE NATIONAL EXECUTIVE MEETING
HELD SEPTEMBER 11-13, 2012

PRESENT WERE:

Doug Marshall, National President
 Eddie Kennedy, National Executive Vice-President
 Angela Decker, Regional Vice-President, Atlantic
 Jean-Pierre Naud, Regional Vice-President, Quebec
 Yvon Beaudoin, Assistant Regional Vice-President, Quebec
 Richard Ballance, Regional Vice-President, NCR (TB)
 Cindy D'Alessio, Assistant Regional Vice-President, NCR (TB)
 Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)
 Carl Laguerre, Human Rights Representative, NCR (SE)
 Martin Kaminski, Regional Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Kevin King, Regional Vice-President, Alberta, N.W.T. and Nunavut
 Geoff Ryan, Assistant Vice-President, Alberta, N.W.T. and Nunavut
 Dave Burchell, Assistant Regional Vice-President, Alberta, N.W.T. and Nunavut
 Chantelle Favell-Rubenstein, Human Rights Representative, Alberta, N.W.T. and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Steve Houston, Human Rights Representative, BC and Yukon
 Jean-Pierre Ouellet, Acting Regional Vice-President, Outside Canada
 Rodney Hynes, Human Rights Representative, GLBT
 Heather Sams, Human Rights Representative - Woman
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Ben René, Communications and Research Officer
 Johanne MacAndrew, Executive Assistant and Privacy Officer
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

Karoline Klüg, National Vice-President for Human Rights
 Michèle Milotte, Regional Vice-President, NCR (SE)

Brother Doug Marshall assumed the Chair.

1. CALL TO ORDER

Brother Doug Marshall called the meeting to order at 9 a.m.

2. PRESIDENTS REMARKS

Brother Doug Marshall opened by welcoming everyone in attendance. He congratulated Brother Martin Kaminski, who is now assuming the position of Regional Vice-President for the Manitoba Region subsequent to Sister Holly Serle's resignation; Brother Dave Burchell - newly elected Assistant Regional Vice-President for Alberta, N.W.T. and Nunavut; and Sister Chantelle Favell-Rubenstein – assuming the position of Human Rights Representative for Alberta, N.W.T. and Nunavut subsequent to Brother Mo Abba's resignation.

Brother Doug Marshall provided feedback on workforce adjustment situation as follows:

Due to cuts to federal government jobs and services many UNE members have been told that they were "affected" and could lose their jobs. He acknowledged and commended the work of our representatives on WFA Committees. As many of our collective agreements outline the rights and options of indeterminate employees facing workforce adjustment, our WFA Committees are ensuring that employees are treated equitably and given every opportunity to continue their careers. As a Component, we will continue to advocate for our members to ensure that proper protocols are being followed and that the employer respects all terms and conditions of our collective agreements. It is also important that we work together with our members to develop joint strategies and communications in reaction to these cuts.

In terms of membership, more than two thousand UNE members have already received affected notices. So far, the number of our deductees has gone down below the projected budget for 2012-2014. In view of the potential financial impact on our current budget, Brother Doug Marshall indicated that we needed to take appropriate measures within the realm of our possibility to act responsibly and work within our budget.

Brother Doug Marshall highly recommended advance planning for National Executive Standing Committee meetings which will subsequently prevent last minutes change fees and rush translation. Reports could also be prepared in a timely fashion and submitted in both official languages to allow people to read them prior to making decisions at the meeting. He further indicated that Committee Chairs were encouraged, to the extent of their ability, to use videoconferences as opposed to face to face meetings to ensure greater participation.

3. HOURS OF SITTING:

The hours of sitting were adopted with the following changes:

THAT the hours of sitting for Thursday, September 13 be amended as follows:

9:00 a.m. – 11: 45 a.m.

1:00 p.m. – 5:00 p.m.

4. **ADOPTION OF THE AGENDA (Appendix “A”)**

M/S Angela Decker and Jennifer Chieh Ho

THAT the agenda be adopted as presented.

***Recorded vote 1: CARRIED**

Sister Karoline Klüg joined the meeting.

5. **ROUNDTABLE CHECK-IN**

A roundtable check-in ensued.

Sister Cindy D’Alessio assumed the seat for the NCR (TB)

Sister Evelyn Beckert assumed the seat for the NCR (SE)

6. **MOMENT OF SILENCE**

Brother Doug Marshall asked everyone to stand for a moment of silence in memory of the following members who have recently passed away:

Sister Laurel Gladu – ARVP Alberta, N.W.T. and Nunavut

Brother Brian Fletcher - Local 30402, Alberta, N.W.T. and Nunavut

Brother Pierre Loyer – Local 70148, NCR (TB)

Brother Doug Andrew – Local 29266, BC and Yukon

Brother Bob Redhead – Local 20266, BC and Yukon

Brother Kevin Reide - Local 29266, BC and Yukon

Brother Andrew Stewart, founding member of the PSAC

Late father of Sister Nadine Kirychuk – Local 20150, BC and Yukon

7. **OATHS OF OFFICE**

Brother Doug Marshall administered the oath of office to the following members:

Brother Martin Kaminski as Regional Vice-President for Manitoba

Brother Dave Burchell as Assistant Regional Vice-President for Alberta, N.W.T. & Nunavut

Sister Chantelle Favell-Rubensahl as Human Rights Representative for Alberta, N.W.T. & Nunavut

RECESS

Brother Edward Martin – Human Rights Representative for the NCR (TB) - joined the meeting.

8. MINUTES OF PREVIOUS MEETING

M/S Jean-Pierre Ouellet and Angela Decker

THAT the minutes of the National Executive held April 26-28, 2012 be adopted as presented.

***Recorded vote 2: CARRIED**

Editorial Change: It was pointed out that Brother Kevin King's name was left out of the attendee list for Friday.

Recording Against During National Executive Meetings:

Brother Doug Marshall advised Executive Officers that Brother John Gordon provided the following interpretation with respect to recording against a recommendation during National Executive meetings:

During National Executive meetings, when a vote has been taken and a motion declared both carried or defeated, that decision becomes formally the decision of the body in question and its adoption is recorded in the minutes of the meeting. There is therefore no need to indicate that one wishes to be recorded as being against the recommendation. The only difference being during Convention Committee meetings, one may wish to be recorded as being against the Committee's recommendation allowing him or her to speak against the Committee's recommendation on the convention floor.

10. NEW BUSINESS**B) Discipline and NE Minutes**

Brother Doug Marshall advised that due privacy reasons, there was a need to review our procedures with regard to Disciplinary reports.

Disciplinary reports must be dealt with separately from any other National Executive Meeting business. The Disciplinary Committee has been tasked to review the practice on how NE Disciplinary Committee Reports are dealt with, distributed and published.

C) **Peace officers' memorial**

Brother Doug Marshall advised that the Canadian Police and Peace Officers' 35th memorial ceremony will take place on Sunday, September 30 on Parliament Hill. Brother Eddie Kennedy, on behalf of the National Executive, will be attending the ceremony.

E) **Workforce adjustment**

Brother Doug Marshall asked Executive Officers to provide an update on what is happening with regard to WFA and projected job cuts they are aware of within departments and agencies in their jurisdiction.

A discussion ensued with respect to the lack of consistency on sharing of information with various departments. Brother Doug Marshall indicated that it was incumbent on us as a Component to ensure that departments provide complete and accurate information on the total number of job cuts. It was noted that there was a lack of consistency and transparency from the government when dealing with job cuts notices.

LUNCH

TUESDAY, SEPTEMBER 11, 2012 - AFTERNOON SESSION
Reconvened at 1: 15 p.m.

PRESENT WERE:

Doug Marshall, National President
 Eddie Kennedy, National Executive Vice-President
 Karoline Klüg, National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Jean-Pierre Naud, Regional Vice-President, Quebec
 Yvon Beaudoin, Assistant Regional Vice-President, Quebec
 Richard Ballance, Regional Vice-President, NCR (TB)
 Cindy D'Alessio, Assistant Regional Vice-President, NCR (TB)
 Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)
 Carl Laguerre, Human Rights Representative, NCR (SE)
 Martin Kaminski, Regional Vice-President, Manitoba

Omar Murray, Regional Vice-President, Saskatchewan
 Kevin King, Regional Vice-President, Alberta, N.W.T. and Nunavut
 Geoff Ryan, Assistant Regional Vice-President, Alberta, N.W.T. and Nunavut
 Dave Burchell, Assistant Regional Vice-President, Alberta, N.W.T. and Nunavut
 Chantelle Favell-Rubenstein, Human Rights Representative, Alberta, N.W.T. and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Steve Houston, Human Rights Representative, BC and Yukon
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 Rodney Hynes, Human Rights Representative, GLBT
 Heather Sams, Human Rights Representative - Woman
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Ben René, Communications and Research Officer
 Johanne MacAndrew, Executive Assistant and Privacy Officer
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

Michèle Milotte, Regional Vice-President, NCR (SE)
 Richard Ballance, Regional Vice-President, NCR (TB)

Brother Yvon Beaudoin assumed the seat for the Quebec Region

Announcement:

Brother Doug Marshall advised that UCTE Members at the St. John's Airport are officially on strike. After four days of unsuccessful talks facilitated by a federal mediator, workers at St. John's International Airport are backing up their 100% strike mandate. Picket lines went up at the airport at 5 a.m. this morning. Please be advised that this strike could disrupt airport operations and access to the airport. The public and all union members have been asked not to cross the picket line. Anyone planning to travel is encouraged to use alternative means of travel.

10. NEW BUSINESS (CONT'D)

E) Workforce Adjustment (Cont'd)

WFA and Seniority

Brother Doug Marshall indicated that because management has extremely broad discretion about how "merit" is assessed, seniority should replace merit. However, there is nothing that stops an employer from including seniority among the qualifications used for assessment. This should be raised with the employer at work force adjustment committees and at the bargaining table. Merit criteria must not act as a barrier to members of equity groups likewise downsizing must not adversely affect these workers more than others. The PSAC emphasizes that seniority must be applied in

a manner that is consistent with notions of substantive equality and respect the rights of employment equity groups.

G) **Bargaining updates:**

i) **Parks Canada**

Brother Eddie Kennedy advised that the team will be back at the table with Parks Canada Agency next week and will again focus on our members' key issues.

ii) **TC Bargaining**

Brother Garry Larouche reported that the TC bargaining team is preparing for conciliation. Dates for the Public Interest Commission have been established for the week of November 12-16, 2012. Brother Garry Larouche advised that for the next round of negotiations, the union should give consideration to the revision of the language in the WFA appendices. The union needs to strengthen its WFA applications language with respect to affected employees as well as strengthen the requirements to consult with the union on workplace changes.

v) **Statistics Canada**

Sister Evelyn Beckert reported that the parties are scheduled to resume negotiations for both the Regional Office and Field Interviewer groups in early October.

H) **National Conferences Update**

i) **Health and Safety Conference**

Brother Eddie Kennedy advised that the Committee is scheduled to meet this week and will be reporting to the Executive afterwards.

ii) **All Presidents Conference**

Brother Doug Marshall advised that the call out for the steering Committee will soon be forwarded to locals. He asked Executive Officers to indicate their interest by e-mail should they wish to sit on this committee.

iii) **Human Rights Conference**

It was agreed that this item be postponed.

iv) **AANDC 10 Month Teacher Conference**

Brother Doug Marshall reported that the conference was held in Toronto in July and was very successful. The conference aimed to address workplace issues and conditions for teachers on reserves.

I) **2014 UNE Triennial Convention**

- i) **Steering Committee**
Brother Doug Marshall asked those who would like to sit on this committee to indicate their interest in writing via e-mail.
 - ii) **Convention Rules of Order**
It was agreed that this item be postponed.
 - iii) **Critical Path for Convention**
It was agreed that this item be postponed.
- J. **Mental Health:**
A brief discussion was held with respect to ways to raise mental health awareness and also understanding how to assist those suffering from it.
- L. **Remembrance Day Wreath Laying Ceremony:**
Each year Ottawa hosts the National Ceremony of Remembrance at the National War Memorial. On Remembrance Day, November 11, 2012, Canadians honour and remember our veterans, and all who served Canada during war, armed conflict and peace. Veterans will gather at the War Memorial on Elgin Street, for the annual Remembrance Day National Ceremony.
- Sister Heather Sams, on behalf of the UNE, will lay a wreath at the ceremony.
- O. **Local Dues:**
Brother Doug Marshall provided clarification with regard to the vote on local dues. Local Dues are set by a simple majority. When new locals are formed, they may establish dues by a simple majority vote of the members in attendance at a general meeting. A local may also amend its dues not more than once a year if authorized by a simple majority of members in attendance at an annual or special meeting.
- He noted that a communication would go out announcing this interpretation.

Sister Cindy D'Alessio left due to a previous commitment

9. **REPORT OF THE NATIONAL EXECUTIVE**

B) **National Executive Vice-President (Appendix "B")**

M/S Eddie Kennedy and Karoline Klüg

Adoption of the report of the National Executive Vice-President as presented.

***Recorded vote 3: CARRIED**

F. Compensation advisors:

Brother Doug Marshall advised that the first wave for implementation of Compensation Advisors move to Miramichi was already completed. The next wave will begin in the New Year. This wave should encompass approximately 200 positions.

Sister Michèle Milotte joined the meeting.

N. Report of all UNE Employer groups regarding

Brother Garry Larouche served notice of motion.

G) Human Rights Committee terms of reference:

Policy statement:

M/S Karoline Klüg and Angela Decker

THAT the policy statement reads as follow:

The Union of National Employees promotes universal and egalitarian human rights and equity for all members regardless of Aboriginal, First Nations, Métis or Inuit status, sex, sexual orientation, gender identity and gender expression, age, mental or physical ability, race, colour, creed, ethnic/national origin, religious belief, political belief, marital status, family status or conviction for which a pardon has been granted.

***Recorded vote 4: CARRIED**

It was noted that Policy RF 2 will be amended to reflect this change.

IN CAMERA SESSION

WEDNESDAY, SEPTEMBER 12 – MORNING SESSION
Reconvened at 9 a.m.

PRESENT WERE:

Doug Marshall, National President
 Karoline Klüg, National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Jean-Pierre Naud, Regional Vice-President, Quebec
 Yvon Beaudoin, Assistant Regional Vice-President, Quebec
 Richard Ballance, Regional Vice-President, NCR (TB)
 Cindy D'Alessio, Assistant Regional Vice-President, NCR (TB)
 Michèle Milotte, Regional Vice-President, NCR (SE)
 Carl Laguerre, Human Rights Representative, NCR (SE)
 Martin Kaminski, Regional Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Kevin King, Regional Vice-President, Alberta, N.W.T. and Nunavut
 Geoff Ryan, Assistant Vice-President, Alberta, N.W.T. and Nunavut
 Dave Burchell, Assistant Regional Vice-President, Alberta, N.W.T. and Nunavut
 Chantelle Favell-Rubenstein, Human Rights Representative, Alberta, N.W.T. and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Steve Houston, Human Rights Representative, BC and Yukon
 Jean-Pierre Ouellet, Acting Regional Vice-President, Outside Canada
 Rodney Hynes, Human Rights Representative, GLBT
 Viola Thomas, Human Rights Representative, Indigenous people
 Heather Sams, Human Rights Representative - Woman
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Ben René, Communications and Research Officer
 Johanne MacAndrew, Executive Assistant and Privacy Officer
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

Eddie Kennedy, National Executive Vice-President
 Richard Ballance, Regional Vice-President, NCR (TB)

Brother Dave Burchell assumed the seat for Alberta, N.W.T. and Nunavut.

10. NEW BUSINESS

- G) **Update on Occupational Group Structure Review and Classification Reform**

Brother Doug Marshall advised that the PSAC is continuing its consultations with Treasury Board to review the classification of the groups within the PA (Program and Administrative Services) bargaining unit. They are scheduled to resume consultations this fall.

Brother Doug Marshall welcomed Sister Andrea Dean – PSAC’s Public Service Modernization and National Joint Council Officer.

10. NEW BUSINESS (CONT’D)

A) Presentation on Treasury Board Policy

Sister Andrea Dean provided a presentation on understanding the current Treasury Board Policy framework as well as the current oversight and accountability structure of Deputy Heads on the interpretation and application of Treasury Boards policies.

Brother Doug Marshall, on behalf of the National Executive thanked Sister Andrea Dean for joining us today.

Sister Andrea Dean left the meeting.

H) National Conferences:

***iii)* The Human Rights Conference**

Sister Karoline Klüg provided an update with respect to the Human Rights Conference preparation. She noted that the Committee has chosen to develop “Activism” as the Conference theme. The Conference will take place on October 3-6, 2013 in Winnipeg.

M) Set Dates for National Executive Meetings in 2013 and 2014

It was agreed that the 2013 National Executive Meetings be scheduled as follow:

January 22-24, 2013

April 8-10, 2013 (following the All-Presidents Conference)

September 30 to October 2, 2013 (prior to the Human Rights Conference)

I) 2014 UNE Triennial Convention

***iii)* Critical Path for convention**

Brother Ben René advised that a critical path to Convention is a document that is being created in order to help us plan more effectively and alleviate pressure on staff. This document would also be very helpful for everyone involved as well as committees, to see where we need to contribute, prepare, and deliver items and/or services in order for us to remain on schedule.

RECESS

WEDNESDAY, SEPTEMBER 12, 2012 – AFTERNOON SESSION

Reconvened at 1 p.m.

PRESENT WERE:

Doug Marshall, National President
 Eddie Kennedy, National Executive Vice-President
 Karoline Klüg, National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Jean-Pierre Naud, Regional Vice-President, Quebec
 Yvon Beaudoin, Assistant Regional Vice-President, Quebec
 Richard Ballance, Regional Vice-President, NCR (TB)
 Cindy D’Alessio, Assistant Regional Vice-President, NCR (TB)
 Michèle Milotte, Regional Vice-President, NCR (SE)
 Carl Laguerre, Human Rights Representative, NCR (SE)
 Martin Kaminski, Regional Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Kevin King, Regional Vice-President, Alberta, N.W.T. and Nunavut
 Geoff Ryan, Assistant Vice-President, Alberta, N.W.T. and Nunavut
 Dave Burchell, Assistant Regional Vice-President, Alberta, N.W.T. and Nunavut
 Chantelle Favell-Rubensahl, Human Rights Representative, Alberta, N.W.T. and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Steve Houston, Human Rights Representative, BC and Yukon
 Jean-Pierre Ouellet, Acting Regional Vice-President, Outside Canada
 Rodney Hynes, Human Rights Representative, GLBT
 Viola Thomas, Human Rights Representative, Indigenous people
 Heather Sams, Human Rights Representative - Woman
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Ben René, Communications and Research Officer
 Johanne MacAndrew, Executive Assistant and Privacy Officer

Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

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

Sister Paulette Gaudet assumed the seat for Saskatchewan

Brother Andy Young assumed the seat for BC and Yukon

10. **NEW BUSINESS**

I. 2014 UNE Triennial Convention

ii. Convention Rules of order (Appendix "C")

M/S Omar Murray and Angela Decker

Adoption of the Convention Rules of order as presented.

***Recorded Vote 5: CARRIED**

K. 2012 Holiday Season Donation

M/S Dave Burchell and Angela Decker

THAT we provide a donation in the amount of \$500 to the Inuvik foodbank for our Christmas donation.

***Recorded Vote 6: CARRIED**

N. Report of all UNE Employer groups

M/S Garry Larouche and Karoline Klüg

THAT UNE examine the feasibility of maintaining an updated list of all employer groups with the following information.

- a) Established Employment Equity Committees and Employment Equity Plans
- b) Health & Safety Policy Committees and developed policies

THAT the above updated list be kept current and accessible on the UNE website.

***Recorded vote 7: CARRIED**

11. COMMITTEE REPORTS

A. Collective Bargaining (Appendix “D”)

M/S Garry Larouche and Dave Burchell

Adoption of the report of the Collective Bargaining Committee meeting held March 12, 2012.

***Recorded Vote 8: CARRIED**

i) Website link between employer groups and collective agreements

M/S Garry Larouche and Dave Burchell

THAT the on UNE website, each Employer group be linked to their respective collective agreement.

***Recorded Vote 9: CARRIED**

ii) Education module on how to write and submit a demand

M/S Garry Larouche and Andy Young

THAT a link be provided on the UNE website with respect to how to write and submit a demand once a call out occurs.

***Recorded Vote 10: CARRIED**

M/S Garry Larouche and Dave Burchell

Adoption of the report of the Bargaining Committee as a whole.

***Recorded Vote 11: CARRIED**

Sister Jennifer Chieh Ho assumed the seat for the BC and Yukon Region.

11. COMMITTEE REPORTS

D. Education, Honours and Awards Committee (Appendix “E”)

Report of the meeting held on April 28, 2012

M/S Jennifer Chieh Ho and Michèle Milotte

Adoption of the report of Committee meeting held on April 28, 2012 as presented.

***Recorded Vote 12: CARRIED**

Report of the Committee Meeting held on September 10, 2012

1. High School Outreach
The committee discussed the reporting relation regarding the Jer's Vision Project and determined that it will now assume complete responsibility for the delivery of the project.
2. Training Needs Assessment Initiative (TNAI)
The committee was presented with the analysis and findings related to the comprehensive training needs survey of UNE activists.
3. Laurier Auger Bursary Applications Review

M/S Jennifer Chieh Ho and Angela Decker

THAT the Laurier Auger Bursary be awarded as follows:

Applicant B \$550.00
Applicant D \$400.00
Applicant E \$1050.00

***Recorded Vote 13: CARRIED**

M/S Jennifer Chieh Ho and Angela Decker

THAT should any candidate not register in the program identified, that their portion be distributed to the remaining candidate(s) proportionally.

***Recorded Vote 14: CARRIED**

4. Mental Health First Aid Training
The Committee discussed a Mental Health First Aid Training Program that could prove useful to UNE members and leaders

5. TNAI-FACT Sheet Facing Management

M/S Jennifer Chieh Ho and Angela Decker

THAT the fact sheet found as a n appendix to the report be adopted and posted on the website

***Recorded Vote 15: CARRIED**

M/S Jennifer Chieh Ho and Angela Decker

Adoption of the report of the Education, Honours and Awards Committee as a whole.

***Recorded Vote 16: CARRIED**

RECESS

THURSDAY, SEPTEMBER 13, 2012 – MORNING SESSION
Reconvened at 9 a.m.

PRESENT WERE:

Doug Marshall, National President
 Karoline Klüg, National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Jean-Pierre Naud, Regional Vice-President, Quebec
 Yvon Beaudoin, Assistant Regional Vice-President, Quebec
 Cindy D'Alessio, Assistant Regional Vice-President, NCR (TB)
 Michèle Milotte, Regional Vice-President, NCR (SE)
 Carl Laguerre, Human Rights Representative, NCR (SE)
 Martin Kaminski, Regional Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Kevin King, Regional Vice-President, Alberta, N.W.T. and Nunavut
 Geoff Ryan, Assistant Vice-President, Alberta, N.W.T. and Nunavut
 Dave Burchell, Assistant Regional Vice-President, Alberta, N.W.T. and Nunavut
 Chantelle Favell-Rubenstein, Human Rights Representative, Alberta, N.W.T. and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Steve Houston, Human Rights Representative, BC and Yukon
 Jean-Pierre Ouellet, Acting Regional Vice-President, Outside Canada

Rodney Hynes, Human Rights Representative, GLBT
 Heather Sams, Human Rights Representative – Woman
 Viola Thomas, Human Rights Representative – indigenous people
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Ben René, Communications and Research Officer
 Johanne MacAndrew, Executive Assistant and Privacy Officer
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

Eddie Kennedy, National Executive Vice-President
 Richard Ballance, Regional Vice-President, NCR (TB)

Brother Geoff Ryan assumed the seat for Alberta, N.W.T. and Nunavut Region
 Sister Cindy D'Alessio assumed the seat for the NCR (TB) Region

9. REPORTS OF THE EXECUTIVE

E. National Vice-President for Human Rights

M/S

Karoline Klüg and Angela Decker

Adoption of the oral report of the National Vice-President for Human Rights.

Sister Karoline Klüg reported on her recent activities as follow:

- Recently attended and graduated from the 2012 CLC Labour college;
- A subcommittee of the Human Rights Committee, under the leadership of Sister Celine Ahodekon, came up with two actions to celebrate the new Multicultural Day of UNE – celebrated, for the first year, on Tuesday August 14. We encouraged locals to celebrate the day with potlucks or lunch BBQs.
- We also launched a contest for drawings to celebrate Multiculturalism. The contest was launched on August 14 and will last over a few months. All information are available on the Component website.
- A 2013 calendar will be made with the winning posters. There will be UN's declarations of Human Rights in it along with some special dates. The calendar's design will be forwarded to the HR Committee for comments and feedback.

***Recorded Vote 17: CARRIED**

Brother Doug Marshall relinquished the Chair to Sister Karoline Klüg

Sister Karoline Klüg assumed the Chair

A. National President

M/S

Doug Marshall and Jennifer Chieh Ho

Adoption of the oral report of the National President.

- Met with the PSAC newly elected National President
- Met with the newly elected National Executive Vice-President
- Workers employed by the Ontario Lottery and Gaming Corporation c.o.b. OLG Slots at Rideau Carleton Raceway located in Ottawa have recently been assigned to the UNE.
- There has been a number of meetings with the new executive. Brother Frank Grimes is the LRO that has been assigned to this new group for representation.
- Have been working to create the Resolutions of Records in conjunction with the President's team.
- Will attend the Public Services International Convention which will be held November 27-30 in Durban, South Africa. Every five years, PSI holds a World Congress where discussion and decisions strengthen our activities and organising ability.
- Travelled to visit Locals in BC and in the Atlantic Region
- We have found a union-owned and operated travel agency with full bilingual service to help us with our travel arrangements

Brother Eddie Kennedy joined the meeting.

Recess

Sister Angela Decker left due to a previous commitment.

Sister Karoline Klüg left due to a previous commitment.

Brother Eddie Kennedy assumed the Chair.

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

A. **National President**

M/S Doug Marshall and Jennifer Chieh Ho

Adoption of the oral report of the National President.

***Recorded Vote 18: CARRIED**

Brother Eddie Kennedy relinquished the Chair to Brother Doug Marshall.

Brother Doug Marshall resumed the Chair.

11. **COMMITTEE REPORTS**

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

1. **July 2012 Financial Statements**

M/S Eddie Kennedy and Jean-Pierre Ouellet

THAT the July 2012 Financial Statements be adopted as presented.

***Recorded Vote 19: CARRIED**

Note: The committee reviewed the membership statistics report and was informed that the actual revenues are already significantly lower than budgeted and the component has yet to be fully affected by WFA. Various possibilities are being evaluated to reduce expense line items.

2. **Regional Budgets**

It was noted that the regional budget actual expenses are as accurate as the information provided. It was noted that some members of certain regional teams have not sent any claims to date and that some are considerably behind in submitting them. The committee will be reviewing the policy on submitting expense claims during the January meeting.

M/S Eddie Kennedy and Michèle Milotte

THAT Regions that will be over budget, will have to submit a written proposal with rationale to the National President for approval to obtain an advance to get them through the fiscal year before being reimbursed for any additional expenses. Such advances will be deducted from the next fiscal year regional allocation.

RECESS

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PRESENT WERE:

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 Georges St-Jean, Financial Advisor
 Ben René, Communications and Research Officer
 Johanne MacAndrew, Executive Assistant and Privacy Officer
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

Angela Decker, Regional Vice-President, Atlantic
 Richard Ballance, Regional Vice-President, NCR (TB)

11. COMMITTEE REPORTS (Cont'd)**E) Finance Committee (Appendix "F")****1. Regional Budgets**

It was noted that the regional budget actual expenses are as accurate as the information provided. It was noted that some members of certain regional teams have not sent any claims to date and that some are considerably behind in submitting them. The committee will be reviewing the policy on submitting expense claims during the January meeting.

M/S Eddie Kennedy and Michèle Milotte

THAT Regions that will be over budget, will have to submit a written proposal with rationale to the National President for approval to obtain an advance to get them through the fiscal year before being reimbursed for any additional expenses. Such advances will be deducted from the next fiscal year regional allocation.

A/S/L Kevin King and Garry Larouche

THAT if any region has a short for the end of the year 2012, any request for additional funding be taken out of the unrestricted surplus.

Recorded Vote 19: CARRIED*2. Conferences and Seminars Expenses**

The committee reviewed the conferences and seminars summary. It was noted that regions will have to look at best possible locations to ensure that they stay within their regional seminar allocation.

3. Conferences and Seminars Expenses

The committee reviewed the conferences and seminars summary. It was noted that regions will have to look at best possible locations to ensure that they stay within their regional seminar allocation.

4. Ted Lupinski C.A. approval as 2012

M/S Eddie Kennedy and Karoline Klüg

THAT Ted Lupinski C.A. be appointed to conduct the 2012 Financial Audit of the Union of National Employees.

***Recorded Vote 20: CARRIED**

5. 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. The inactive locals report is now being sent electronically to regional teams on a monthly basis as previously requested.

It was noted that Local 50262 Labour Winnipeg was placed in trusteeship as per Policy LOC2 Section 3 but that the local's bank account had been closed as it was down to a negative balance.

The Committee reviewed Policy LOC 2.

The committee recommends that remain intact but that Regional teams and the National Executive be more vigilant when assessing the functionality of the locals to ensure the protection of the local funds and documents.

6. Overtime

The Committee reviewed the Staff Overtime expense up to August 2012.

7. Scotia Bank Letter

As per last National Executive meeting recommendation, the component's National President wrote a letter to the president of Scotia Bank regarding their involvement with CFIB. The letter and the response from Scotia Bank was provided to the committee for information.

8. Travel Insurance

A request had been made to the finance section to provide information about the component's travel insurance policies.

The insurance company expressed some resistance in providing a pamphlet. A meeting will take place with the insurance broker and a presentation will be made to the next National Executive meeting.

9. Policy FIN 6 Travel Expenses

M/S Eddie Kennedy and Karoline Klüg

THAT Policy FIN 6 Travel Expenses paragraph 3 be amended to read as follows:

The Union of National Employees applies a time of return home policy. If the member is able to return to his or her home by 10:00pm on the day of an event's closing, travel will take place on that day. If travel time prevents arrival home by 10:00pm, an overnight stay will be approved.

***Recorded Vote 21: CARRIED**

10. Repayment of loss of salary analysis

The committee tabled this item for the FHR January Meeting.

11. Policy on collecting money or equipment

It was agreed that members of the National Executive will be asked to sign off on the assets from that will be given to them in January 2013. In the future, acknowledgment forms will need to be signed when issuing and receiving equipment. The committee requested a report on the unrecoverable equipment history, which will be provided in January 2013 to help establish an appropriate policy.

12. Policy FIN 7 Section 4 (Meetings accommodation)

The committee received a request to review policy FIN 7 Section 4 (Meetings accommodation) It was agreed that more information needed to be provided and that the committee will review during its January 2013 meeting.

M/S Eddie Kennedy and Karoline Klüg

Adoption of the report of the Finance and Human Resources Committee as a whole.

***Recorded Vote 22: CARRIED**

9. REPORT OF THE EXECUTIVE (Cont'd)

F. Regional Vice-Presidents reports on inactive locals (Appendix "G")

Regional Vice-President reported on the status of inactive locals in their respective regions.

M/S Kevin King and Cindy D'Alessio

THAT local 39261 be put under trusteeship.

***Recorded Vote 24: CARRIED**

H. National Conferences Update (Cont'd)

i) Health and Safety Conference

Brother Eddie Kennedy reported that all selections have now been completed. Confirmation letters would be sent to all selected participants. He also presented them with samples of UNE promotional items ordered for the conference.

11. COMMITTEE RPORTS

A) Bylaws and Policy (Appendix "H")

M/S Garry Larouche and Omar Murray

Adoption of the report of March 12.

Recorded Vote 25: CARRIED

1. Approval of Agenda

Information.

2. Review of Standard Local Bylaws in Policy LOC7

M/S Garry Larouche and Omar Murray

THAT the changes found in Appendix A to Policy LOC 7 and Policy LOC 8 be adopted.

***Recorded Vote 26: CARRIED**

M/S/C Garry Larouche and Omar Murray

THAT Policy LOC 8 be linked to the AGM checklist on the web site for ease of reference.

In reviewing the changes set out above, the Committee also noted that the term 'proposed' still appears throughout the English policy document in reference to Bylaw. The Committee asks that all such referrals be removed since they were adopted by the 2011 Convention.

3. Local Bylaws Review

The Committee reviewed the bylaws of the following locals and asks that the respective regional teams liaise with them to ensure conformance with Policy LOC7:

Local 00258
 Local 00296
 Local 00394
 Local 10269
 Local 10512
 Local 10515
 Local 10727
 Local 20278
 Local 30070
 Local 30115
 Local 30117
 Local 30186
 Local 40064
 Local 60029
 Local 60350
 Local 70148
 Local 80150
 Local 80178
 Local 84200
 Local 90023
 Local 90350

Report of the Committee Meeting held Monday, September 10, 2012

1. Review of LOC 2, Section 2, 3, & 4 (Firmer Action on Inactive Locals)

It was noted that the Finance Committee has agreed to deal with this item.

2. Review of Bylaw Process and Tracking Sheet

The Committee reviewed the Bylaw process and tracking sheet. Discussions will continue at its next meeting.

3. **Young Worker vs. Youth**

The Committee identified two differences that exist between the PSAC governance documents and those of the UNE, namely the PSAC refers to young workers with a quantum of 30 years old, whereas the UNE refers to youth with a quantum of 35 years. In reviewing these two separate issues, the Committee noted that the UNE quantum was established by the 2011 UNE convention. It then turned its mind to youth versus young worker and concluded that by labelling them differently, it avoids confusion. Therefore, the UNE will continue to use the term youth. The Committee also understands that the Collective Bargaining Committee will be making corrections to Collective Bargaining policies so that they agree with the PSAC.

4. **Review of March 2012 Committee Report**

The Committee reviewed its previously adopted its March 2012 report. Action items from this meeting include:

- a) Review of Staffing Complaints PSST Policy:
After some discussion, the Committee agreed to defer this item to its next meeting.
- b) Review of Bylaw 7 Sec 5

THAT Bylaw 7 Sec 5 be amended to read as follow:

**Bylaw 7 Sec 5 (former Bylaw 12 Sec 5)
Membership suspensions**

The national executive may recommend to the PSAC Board of Directors the suspension from membership of any individual or group of members for acts detrimental to the Union of National Employees, or for violating any provision of the bylaws of the component, or the PSAC Constitution **and regulations.**, ~~or for any of the reasons listed in Section 4, Subsections a) to m).~~

The local may request the presence of a national executive officer at one of their meetings to explain the cause of the suspension. Any member who has been suspended, ~~and their local,~~ is **may submit an appeal to the PSAC National President.** ~~National Board of Directors under Section 25, Subsection 4 of the PSAC Constitution and PSAC Regulation 19, Section 12.~~

M/S Garry Larouche and Omar Murray

- c) Employer Name Changes
The PSAC President has confirmed that employer name changes are strictly editorial and changes to Local bylaws can be made unilaterally. This also applies to the Component's name change.
- d) Policy NEN1 Sec 3
The Committee reviewed the policy and decided that no further action was required at this time.

***Recorded Vote 27: CARRIED**

5. **Local Dues**

The Committee has identified that the mention of local dues in their bylaws is an issue and agreed to bring forward a recommendation to the National Executive for referral to the Convention 2014 Committee.

M/S Garry Larouche and Michèle Milotte

Adoption of the report of Bylaws and Policies Committee as a whole.

***Recorded Vote 28: CARRIED**

12. **Roundtable Check-Out**

A check-out ensued.

13. **ADJOURNMENT**

There being no further business the meeting adjourned at 5 p.m.