

MINUTES OF THE NATIONAL EXECUTIVE MEETING
HELD April 8-10, 2013

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
 Bill Bennett, Assistant Regional Vice-President, Atlantic
 Jean-Pierre Naud, Regional Vice-President, Quebec
 Géraldine Fortin, Human Rights Representative, Quebec
 Garry Larouche, Regional Vice-President, Ontario
 Rejean Amyotte, Assistant Regional Vice-President, Ontario
 Michèle Milotte, Regional Vice-President, NCR (SE)
 Patrice Rémillard, Assistant Vice-President, NCR (SE)
 Richard Ballance, Regional Vice-President, NCR (TB)
 Edward Martin, Human Rights Representative, NCR (TB)
 Martin Kaminski, Regional Vice-President, Manitoba
 Chris Little-Gagné, Assistant Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Paulette Gaudet, Assistant Vice-President, Saskatchewan
 Kevin King, Regional Vice-President, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Steve Houston, Human Rights Representative, BC and Yukon
 Heather Brooker, Regional Vice-President, Outside Canada
 Rodney Hynes, Equity Representative, LGBT
 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

1. CALL TO ORDER

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

2. PRESIDENTS REMARKS

Brother Doug Marshall's remarks included the following:

There was an interesting article in the newspaper today, "The Fog Finally Clears: The Job and Services Impact of Federal Austerity" by the Canadian Centre for Policy Alternatives (CCPA). According to the CCPA's Senior Economist David McDonald, the total number of federal public service jobs cut over the entire austerity period, from March 2012 to March 2016, will be 28,700, much higher than the 19,200 figure that the government has claimed. By 2016, the total

number of people working for the federal government will have fallen by 8%, almost double the 4.8% figure reported in the 2012 Budget. This analysis provides new insight about which services federal departments are going to cut. The author examined over 180 departmental reports on plans and priorities in order to estimate employment cuts down to the program level—finding that cuts have disproportionately focused on service delivery. The analysis also determines the total number of federal public service jobs cut over the government's austerity period, and indicates which federal departments will experience the largest loss of positions. To read the full report please visit the PSAC website at <http://www.psac-afpc.com/news/2013/issues/20130410-e.shtml>

3. HOURS OF SITTING

M/S/C Angela Decker and Garry Larouche

THAT the hours of sitting be adopted as presented.

4. OATH OF OFFICE

Brother Doug Marshall administered the oath of office to Brother Bill Bennett, newly elected Assistant Regional Vice-President for the Atlantic Region (Newfoundland and Labrador).

5. ADOPTION OF THE AGENDA (Appendix “A”)

M/S/C Omar Murray and Martin Kaminski

THAT the Agenda be adopted with the following addition:

11. NEW BUSINESS:

- H) Parks Canada Waterways Employees – J-P Naud
- I) Intranet – G. McNamara

6. ROUND TABLE CHECK-IN

A roundtable check-in ensued.

7. 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 Manon Morissette of Local 70027
 Brother Ed Bruce of Local 40340
 Sister Charlotte Trudel-Sioui of Local 70027
 Marjorie Kaminski, Sister of Brother Martin Kaminski - RVP Manitoba

8. **MINUTES OF PREVIOUS MEETING**

M/S Garry Larouche and Jean-Pierre Naud

THAT the minutes of the National Executive held January 22-24, 2013 be adopted as amended.

Addition:

Add the following names under attendance:
 Heather Brooker, Regional Vice-President, Outside Canada
 Michèle Milotte, Regional Vice-President, NCR (SE)
 Garry Larouche, Regional Vice-President, Ontario
 Sandy Bello, Assistant Regional Vice-President, Ontario
 Mike Leblanc, Assistant Regional Vice-President, Atlantic

Add the following name under regrets:

Kevin King, Regional Vice-President, Alberta, NWT and Nunavut

Amendment:

Page 5103 – Outside Canada Regional Seminar – To be determined
 Page 5110 – replace National Component Assets with UNE Assets

***Recorded Vote 1: CARRIED**

9. **REPORTS OF THE EXECUTIVE**

A) National President

It was agreed that this item be postponed until the document is received from translation.

B) Report of the National Executive Vice-President (Appendix “B”)

M/S Eddie Kennedy and Karoline Klug

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

***Recorded Vote 2: CARRIED**

RECESS

9. C) **Report of the National Vice-President for Human Rights**
It was agreed that this item be postponed.
9. D) **Regional Vice-Presidents and Assistant Regional Vice-Presidents Annual Reports (“Appendix C”)**
Brother Doug Marshall stated that all activity reports received to date will be part of the minutes of this executive meeting and will also be posted on the UNE website and forwarded to all locals in everyone’s respective region.
9. E) **Regional Vice-Presidents reports on Inactive Locals and Locals not in Conformance**
Regional Vice-Presidents provided verbal updates on the status of inactive locals in their respective regions as follows:
- Ontario:
Local 00058 Statistics Canada – recently held their AGM, all documentation will soon be forwarded to the Component Office.
Local 00128 AIN Six Nations – local executives met with the Component Financial Advisor to sort out their finances.
Local 00221 Passport Metro – local will hold their AGM on May 9
Local 00383 Statistics Canada – local will hold an AGM on May 18
- Quebec:
Local 10209 Industry – awaiting independent review to be done by a professional accountant.
Local 10520 Passport – spoke with local president during the All Presidents Conference who advised that a date is yet to be established for the local’s AGM. The delay is due to different work schedules.
- BC and Yukon:
Local 20089 Labour – Brother Andy Yung is working with the local
Local 20378 CHMC – held their AGM a month ago, so will soon be in conformance.

Alberta, NWT and Nunavut:

Local X0304 INA – local is in the process of completing their documents.
 Local 39261 Labour Edmonton – local is in trusteeship. No projected date for their return to conformance. In the future we may have to assign members elsewhere.

9. (E) **Regional Vice-Presidents reports on Inactive Locals and Locals not in Conformance (Continued)**

Alberta, NWT and Nunavut:

Local X0119 INA/Parks – will hold their AGM in May. Local may be placed in trusteeship as a recommendation at next meetings.

Saskatchewan:

Local 40198 INA – local will hold their AGM on Monday, April 15.

Manitoba:

Local 50262 Labour – there is a new local executive in place who is now working with the Component's Finance Officer with regard to local finances.

Local 50773 Museum of HR – this is a newly organised local that is still working on their first collective agreement. The date for their first AGM is still to be determined. Brother Doug Marshall is scheduled to attend their next AGM.

Atlantic:

Local 60349 Industry NB – the local president has recently retired. Working with the rest of the local executive to assume the duties.

Local 80414 Heritage/Library and Archives – a local representative attended the All Presidents Conference. There are members who are willing to run for local executive positions. Still working with the local.

Local 80160 ACOA – working to schedule their AGM and set up their dues structure.

Local 80020 Parks - Getting in touch with the treasurer with respect to local finances.

NCR (SE):

Local 70174 OSFI – will hold an AGM on Wednesday May 15.

Local 70291 NAC – awaiting local executives response.

Local 70367 Nordion – 2011 and 2012 local finances are still being audited.

Local 70399 Parks NCR – held their AGM on March 20 and have elected new local executives.

Local 70501 Parks Hull – held their AGM in February and have elected their local executives.

9. (E) **Regional Vice-Presidents reports on Inactive Locals and Locals not in Conformance (Continued)**

NCR (SE):

Local 71201 Rideau Carleton OLG – held their AGM recently and have elected their local executives.

NCR (TB)

Brother Edward Martin, on behalf of Brother Richard Ballance, reported that there were six Locals with financial statements that were not up to date.

10. **ONGOING BUSINESS**

A) **The RAND formula**

A report will be presented.

B) **Workforce Adjustment**

Brother Doug Marshall began the discussion by stating that it took quite few analyses from outside groups since the federal government itself failed to provide the clear impact of cutbacks to the public service. Some departments will see further cuts in 2014 and 2015.

C) Bargaining**(i) Parks Canada:**

Brother Kevin King reported that the majority of membership voted in favour of the tentative agreement. The PSAC and Parks Canada were working on drafting the negotiated changes to the collective agreement. Once the parties agree on the changes, the new collective agreement will be ready for signing.

Brother Eddie Kennedy advised that the PSAC and Parks Canada are currently before the Public Service Labour Relations Board (PSLRB) dealing with the Essential Services Agreement.

RECESS

MONDAY, APRIL 8, 2013 - AFTERNOON SESSION

Reconvened at 1 p.m.

PRESENT WERE:

Eddie Kennedy, National Executive Vice-President
 Karoline Klüg, National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Bill Bennett, Assistant Regional Vice-President, Atlantic
 Jean-Pierre Naud, Regional Vice-President, Quebec
 Géraldine Fortin, Human Rights Representative, Quebec
 Garry Larouche, Regional Vice-President, Ontario
 Rejean Amyotte, Assistant Regional Vice-President, Ontario
 Michèle Milotte, Regional Vice-President, NCR (SE)
 Patrice Rémillard, Assistant Vice-President, NCR (SE)
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 Kevin King, Regional Vice-President, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Steve Houston, Human Rights Representative, BC and Yukon
 Heather Brooker, Regional Vice-President, Outside Canada
 Rodney Hynes, Equity Representative, LGBT
 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:

Doug Marshall, National President
 Richard Ballance, Regional Vice-President, NCR (TB)

Brother Eddie Kennedy assumed the Chair.

10. ONGOING BUSINESS (Cont'd)

C) Bargaining

iii) Statistics Canada – Statistical Survey Operations (SSO):

Regional Office Interviewers

Brother Rejean Amyotte, Bargaining team member for Regional Office Interviewers, provided an update on the status of their negotiation with the employer. He also noted that members working at a number of SSO regional offices took time out of their day to picket in front of their workplaces.

10. ONGOING BUSINESS (Cont'd)

C) Bargaining

iii) Statistics Canada – Statistical Survey Operations (SSO):

Field Survey Interviewers

Sister Géraldine Fortin, bargaining team member for Field Interviewers, also provided an update on the status of their negotiation with the employer.

It was noted that Bargaining Teams for both Regional Offices and Field Interviewers filed for arbitration.

Brother Eddie Kennedy relinquished the Chair to Brother Doug Marshall

Brother Doug Marshall assumed the Chair.

- C) **Bargaining**
- iv) **Slots at Rideau Carleton (OLG):**
Brother Doug Marshall stated that members at the Ontario Lottery and Gaming Corporation's Slots (OLG) at Rideau Carleton have already ratified their collective agreement in 2011. This document will be placed on our intranet.
10. D) **2011 Convention Report**
Brother Doug Marshall stated that the current Convention report was the final version and would be forwarded to all 2011 UNE Convention delegates and to all locals. He apologized for the length of time it took to produce the report, which was due to the fact that the individual who had been hired to prepare the report had failed to do so. He also thanked Ateau Zola for her work in producing the report in such difficult circumstances.
10. E) **Resolutions of Records and Presidential Rulings**
Brother Doug Marshall informed that this document was being finalized and would be available at the next National Executive Meeting.
10. F) **National Conferences Update**
- i) **All Presidents Conference:**
Executive Officers provided their feedback on the All Presidents Conference held from April 4-7, 2013 at the Hilton Lac Lemay in Gatineau, Quebec. They commended the steering committee on organizing a successful conference and thanked the staff for their dedication and hard work.
- Brother Richard Ballance joined the meeting.
10. A) **Attack on the Rand Formula**
Brother Doug Marshall stated that the National Board of Directors (NBoD) of the PSAC has endorsed a plan to protect our members against new threats on the Rand Formula. In order to push back these attacks, the PSAC is requesting Component and Local leaders to attend meetings to discuss strategies and plans to build our union member by member. This

will also be an opportunity to receive special training on how to organize our members.

Brother Doug Marshall further advised that the UNE would be covering costs for National Executive members to attend the meeting held in their region.

RECESS

Point of Privilege:

M. Kaminski: I have to leave and would like to thank everyone for their support. Hope to see lots of you very soon. I relinquish the seat of the Manitoba region to Brother Chris Gagné.

D. Marshall: Thank you Brother Martin, you will still be in our thoughts.

10. A) Attack on the Rand Formula (Cont'd)

A broad range discussion was held on how to carry out a one-on-one conversation with members. A number of suggestions were provided with regard to ways to improve our engagement with members. It was noted that the face-to-face contact was well worth the effort while communication may be more challenging.

10. I) Organising - Eskasoni

Brother Eddie Kennedy reported that he had an opportunity, along with Sister Angela Decker (RVP-Atlantic), to address the Local Executive of the Eskasoni DCL to see if they were interested in becoming part of the UNE. The Eskasoni DCL is the largest First Nations reserve school in Nova Scotia.

RECESS

TUESDAY APRIL 9, 2013 – MORNING SESSION

Reconvened at 9 a.m.**PRESENT WERE:**

Doug Marshall, National President
 Eddie Kennedy, National Executive Vice-President
 Angela Decker, Regional Vice-President, Atlantic
 Bill Bennett, Assistant Regional Vice-President, Atlantic
 Jean-Pierre Naud, Regional Vice-President, Quebec
 Géraldine Fortin, Human Rights Representative, Quebec
 Garry Larouche, Regional Vice-President, Ontario
 Rejean Amyotte, Assistant Regional Vice-President, Ontario
 Patrice Rémillard, Assistant Vice-President, NCR (SE)
 Richard Ballance, Regional Vice-President, NCR (TB)
 Edward Martin, Human Rights Representative, NCR (TB)
 Martin Kaminski, Regional Vice-President, Manitoba
 Chris Little-Gagné, Assistant Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Paulette Gaudet, Assistant Vice-President, Saskatchewan
 Kevin King, Regional Vice-President, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Steve Houston, Human Rights Representative, BC and Yukon
 Heather Brooker, Regional Vice-President, Outside Canada
 Rodney Hynes, Equity Representative, LGBT
 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)

Point of Privilege:

E. Kennedy: As most people know, Brother Richard Ransom, former Regional Vice-President of the NCR (SE) Region had a stroke. In recognition of his long time activism with this component, I am bringing forward the following motion:

M/S/C

Eddie Kennedy and Patrice Remillard

THAT a get well card along with a fruit basket be delivered to his home in recognition of his long time activism and contribution to the UNE.

C. Gagné: I would like to remind everyone that tomorrow Wednesday, April 10 is the Day of Pink for the anti-bullying campaign. I will also take this opportunity to wish Brother Rodney Hynes a Happy Birthday.

D. Marshall: Thank you. And we wish you a Happy Birthday, Brother Rodney.

R. Hynes: Thank you very much everyone.

Notice of Motion - Scholarship

Sister Heather Brooker served a notice of motion regarding High School Scholarships.

10. NEW BUSINESS

A) The federal budget

Brother Doug Marshall stated that the 2013 federal budget was a further attack on public services. The government made unclear announcements regarding changes such as changes to the labour relations regime, overall employee compensation and pension benefits.

The 2013 federal budget announcement also included the elimination of the Canadian International Development Agency (CIDA) which performs essential aid work in developing countries. The department will instead be merged with the Department of Foreign Affairs and International Trade. The government says that it will continue to serve the same functions as the old departments. Brother Doug Marshall expressed concerns about subsequent job losses as a result of the amalgamation.

Brother Doug Marshall advised that as our contribution to the CCPA and in order to make the report available to francophone members, the UNE would pay for the translation of the CCPA report "The Fog Finally Clear".

10. B) Parks Canada Local Survey (Appendix "D")

Brother Eddie Kennedy shared the result of a survey developed by the local officers of Local 20106. He noted that the purpose of the survey was to:

- Take the pulse of the local membership, determine if the issues brought forward by some staff were representative of the broader group;
- Advise managers of how some of their actions were being perceived by staff;
- Help identify morale problems so solutions could be developed; “awareness will lead to improvements”.

Brother Doug Marshall advised Executive Officers that this document could be shared and used as a template in their region.

10. C) **PSAC Regulation 19 – Discipline**

Brother Doug Marshall stated that the NBoD had amended Regulation 19 – Regulation governing membership discipline- for a better understanding of the process.

10. G) **Regional Seminars Updates**

Atlantic: Holiday Inn Halifax June 21-23, 2013

Ontario: Delta August 23-25

BC/Yukon: December 6 to 8 in Vancouver

Alberta: January 17-19, 2014

Outside Canada: To be determined

Reminder for those who have not set dates and times to do so as soon as possible as the calendar is starting to fill up and locations are becoming difficult to secure.

10. H) **2014 UNE Triennial Convention**

Brother Doug Marshall stated that a site visit is scheduled on May 3rd and 4th. A convention plan and timeline is being finalised.

(i) **Convention committee dates:**

Brother Doug Marshall stated that Convention Committee dates would be confirmed in the next few weeks in order to coordinate this with the PSAC Calendar.

12. **COMMITTEE REPORTS**

A) NE Disciplinary Committee Report

The committee also discussed the issue of defining the parameters of who is to be present during an “in camera sessions” when dealing with disciplinary and Human Resources issues.

The committee recommends that in line with past practices “in camera sessions” dealing with Discipline and Human Resources matters will include the ten Regional Vice-President’s and the three National Officers only.

M/S Eddie Kennedy and Angela Decker

THAT we follow the proposed template labelled “Appendix 3(A)” in the Discipline Committee report.

***Recorded Vote 3: CARRIED**

M/S Eddie Kennedy and Angela Decker

THAT the report of the NE Disciplinary Committee be adopted as a whole.

Recorded Vote 4: CARRIED**11. NEW BUSINESS****D) National Executive Meeting Dates**

January 21-23, 2014
May 1-3, 2014
September 15-18, 2014

12. A) Bylaws and Policy Committee (Appendix “E”)

M/S Garry Larouche and Omar Murray

THAT the PSST Staffing Complaints’ Policy be adopted, as presented.

THAT the policy be included in the ‘Resolutions of Records’ document and that the policy be provided to all Staffing Complaint Representatives

(SCR) and complainants during the contracting and confirmation process respectively.

RECESS

TUESDAY APRIL 9, 2013 – AFTERNOON SESSION

Reconvened at 1 p.m.

PRESENT WERE:

Doug Marshall, National President
 Eddie Kennedy, National Executive Vice-President
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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:

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

12. A) Bylaws and Policy Committee - (Appendix “E”) (Cont’d)

1. Staffing Complaints PSST Policy

M/S Garry Larouche and Omar Murray

THAT the PSST Staffing Complaints' Policy be adopted, as presented.

THAT the policy be included in the 'Resolutions of Records' document and that the policy be provided to all Staffing Complaint Representatives (SCR) and complainants during the contracting and confirmation process respectively.

***Recorded Vote 5: CARRIED**

M/S Garry Larouche and Omar Murray

THAT the issue of SCR compensation and contracts be reviewed.

***Recorded vote 6: CARRIED**

M/S Garry Larouche and Omar Murray

THAT the report of the Bylaws and Policy Committee be adopted as a whole.

***Recorded Vote 7: CARRIED**

Sister Paulette Gaudet assumed the seat for the Saskatchewan Region.

12. F) Finance and Human Resources Committee (Appendix "F")

1. Draft Audited Financial Statement December 2012:

M/S Eddie Kennedy and Angela Decker

THAT the 2012 Audited financial statements be approved as presented.

***Recorded Vote 8: CARRIED**

2. Membership Statistics:

Submitted for information.

3. Regional Budgets:
The Committee reviewed the regional budget statement. It was mentioned that every region was under their regional budget allocation in 2012.

Brother Richard Ballance joined the meeting.

12. F) **Finance and Human Resources Committee – Appendix “F”
(Continued)**

4. Overtime:
Submitted for information.

5. Inactive locals:

M/S Eddie Kennedy and Jennifer Chieh Ho

THAT Policy LOC 2, Section 2 be amended to read as follows:

Prior to the next national executive meeting, the Regional Vice-President will communicate with the non-conformant local's members to evaluate the situation and develop a plan to reactivate the local. The Regional Vice-President will report *in writing* on his or her progress on these fronts at the next – and any subsequent – National Executive meeting.

***Recorded Vote 9: CARRIED**

6. Rand Campaign Regional Allocation:

M/S Eddie Kennedy and Angela Decker

That a total amount of \$40,000 be distributed to regions to assist with the Rand campaign. The purpose of this allocation is to facilitate locals in holding the one-on-one meetings. This is a onetime only expenditure. The purpose section of the expense claim will need to be clearly identified as the Rand campaign. This amount will be divided proportionally using the regional budget allocation formula as follows.

	Regional Budget	Rand Campaign
Atlantic	75,570	7,436
Quebec	44,323	4,360
Ontario	52,337	5,152
NCR-SE	24,807	2,440
NCR-TB	25,907	2,548
Outside Canada	26,803	2,636
Manitoba	22,045	2,168
Saskatchewan	29,181	2,872
AB/NT/NU	62,633	6,164
BC/YT	42,915	4,224

***Recorded Vote 10: CARRIED**

12. F) Finance and Human Resources Committee (Continued)

7. National Executive Expenses – National:

M/S Eddie Kennedy and Jennifer Chieh Ho

THAT the budget allocation for line item National Executive Expenses – National expense be distributed as follows covering the mandate from 2012-2014:

Regional	\$45,000
National Vice President	\$40,000
National Vice President – HR	\$25,000

***Recorded Vote 11: CARRIED**

8. Policy FIN 7 Section 2:

The committee reported that they had reviewed Policy FIN7 Section 2 and has no further recommendation.

9. Repayment of loss of salary analysis:

The committee reported that they reviewed the payment of loss of salary for Field Interviewers and Parks' members when off strength. They are currently reviewing the formula for the allocation of loss of salary issued to SSO members of the National Executive. Questions still need to be answered before proceeding with this matter.

10. Workplace Safety Insurance:
The committee reported that in previous discussions with the insurance broker, this type of insurance was not available because of the insurability of members. The committee advised that more discussions would take place at their next meeting.

RECESS

12. COMMITTEE REPORTS

F) Finance and Human Resources Committee (Cont'd)

M/S Eddie Kennedy and Angela Decker

THAT the report of the Finance and Human Resources Committee be adopted as a whole.

***Recorded Vote 11: CARRIED**

12. E) Education Honours and Awards Committee (Appendix "G")

1. Jer's Vision:
The Committee reported that they had contacted Jeremy Dias asking him to meet with the committee to obtain a copy of the product, timelines, revisit the budget etc.
2. Training for Nationally and Regionally Elected Officers:
The committee discussed the training for the national and regional elected officers. The committee agreed that the training would commence in April 2013.
3. PSST:
The committee reported that they were given a heads-up that the PSAC Standing Education Committee would be seeking input on PSST Training and how the UNE chooses its facilitators. The committee will be preparing a response.

- 4. Youth Member Involvement:
The committee discussed youth member involvement. A strategy was discussed whereby UNE would raise donations to deliver a scholarship. It was noted that the committee will discuss the issue with the All Presidents Conference Steering Committee.

- 5. Training Needs Survey:
The committee was informed that the key learning objectives identified in the UNE Training Survey has been addressed in the agenda proposed for the All Presidents Conference.

Notice of Motion - Scholarship

M/S Heather Brooker and Jennifer Chieh Ho

THAT the Union of National Employees match the core amount of \$1,000 which was raised for High School Scholarships that were distributed at the All Presidents Conference; and

THAT all ten regions further pledge up to \$400 from their Regional budgets to ensure that there is \$1000 scholarships for each region.

***Recorded Vote 13: CARRIED**

M/S Heather Brooker and Jennifer Chieh Ho

THAT the report of the Education, Honours and Awards Committee be adopted as a whole.

***Recorded Vote 14: CARRIED**

Brother Eddie Kennedy left due to a previous commitment.

RECESS

WEDNESDAY APRIL 10, 2013 – 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
 Bill Bennett, Assistant Regional Vice-President, Atlantic
 Jean-Pierre Naud, Regional Vice-President, Quebec
 Géraldine Fortin, Human Rights Representative, Quebec
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 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

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

Brother Rejean Amyotte assumed the seat for the Ontario region.

10. F) **National Conferences Update**
 - ii) **Human Rights Conference**

Sister Karoline Klüg stated that the Human Rights Committee has been working in preparation for the Human Rights Conference. The Committee is scheduled to meet for three days in June to continue its work on the logistics of the conference in conjunction with staff. The Human Rights Conference will be held at the Fairmont Winnipeg from October 3 to 6, 2013.

11. E) Email Communications

Doug Marshall stated that the communications sent out was what we thought would be a simple way to strategize, code and prioritize e-mail messages.

9. REPORTS OF THE EXECUTIVE

C) Report of the National Vice-President for Human Rights

M/S Karoline Klüg and Angela Decker

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

Sister Karoline Klug reported on her recent activities as follows:

- Has been playing an active role in developing “the Union Module”, project lunched by the PSAC NCR Education Committee. The Union Module is designed to provide education with a variety of union related principles and actions in order to engage our members;
- Has been a member of the All Presidents Conference Steering Committee;
- She was unable to attend the Manitoba Regional Seminars due to illness;
- Joined the BC and Yukon Local Presidents discussion via teleconference;
- Attended the CLC Political Conference Action –Stand up for Fairness - in Toronto from March 22-24, 2013. The conference was a huge success - 1,500 delegates and Labour activists from coast to coast were asked to share strategies and tactics to engage with both union members and the broader community in the context of the challenges and opportunities facing the labour movement today. Speakers from around world provided international perspectives on how they were able to create resurgence around union and activism in spite of anti-union movements and government attacks.

***Recorded Vote 15: CARRIED**

RECESS

11. I) **Presentation on the Intranet**
 Brother Greg McNamara provided an update on the status of the intranet project.

Sister Michèle Milotte joined the meeting.

11. H) **Waterways Employees – Parks Canada**
 Brother Jean-Pierre Naud sought clarification on the allocation of Parks Canada Waterways Employees who had been recently reassigned to new field units. As a result, these employees should be transferred to the UNE.

Brother Doug Marshall advised that there will be a meeting with UCTE National President to discuss the allocation of members who are part of the new structure.

RECESS

Wednesday, April 10, 2013 – AFTERNOON SESSION
Reconvened at 1 p.m.

PRESENT WERE:

Doug Marshall, National President
 Karoline Klüg, National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Bill Bennett, Assistant Regional Vice-President, Atlantic
 Jean-Pierre Naud, Regional Vice-President, Quebec
 Géraldine Fortin, Human Rights Representative, Quebec
 Garry Larouche, Regional Vice-President, Ontario
 Rejean Amyotte, Assistant Regional Vice-President, Ontario
 Michèle Milotte, Regional Vice-President, NCR (SE)
 Patrice Rémillard, Assistant Vice-President, NCR (SE)

Edward Martin, Human Rights Representative, NCR (TB)
 Martin Kaminski, Regional Vice-President, Manitoba
 Chris Little-Gagné, Assistant Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Paulette Gaudet, Assistant Vice-President, Saskatchewan
 Kevin King, Regional Vice-President, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Steve Houston, Human Rights Representative, BC and Yukon
 Heather Brooker, Regional Vice-President, Outside Canada
 Rodney Hynes, Equity Representative, LGBT
 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)

12. G) Francophone Committee Report (Appendix “H”)

M/S Jean-Pierre Naud and Patrice Remillard

THAT the report of the Francophone Committee be adopted as a whole.

***Recorded Vote 16: CARRIED**

12. C) Collective Bargaining Committee Report

Brother Garry Larouche reported progress on the work of Collective Bargaining Committee.

12. I) Membership Engagement Committee

M/S Karoline Klüg and Garry Larouche

THAT UNE local, regional and national leadership set a goal of engaging one-on-one with every UNE member by the end of this year.

***Recorded Vote 17: CARRIED**

Brother Chris Gagne left due to a previous commitment.

RECESS

Brother Garry Larouche assumed the seat for the Ontario Region.

Sister Karoline Klüg assumed the Chair.

9. REPORTS OF THE EXECUTIVE

A) National President's Report (Appendix "I")

M/S Doug Marshall and Angela Decker

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

***Recorded Vote 18: CARRIED**

Sister Karoline Klüg relinquished the Chair to Brother Doug Marshall.

Brother Doug Marshall assumed the Chair.

10. F) National Conferences Update

(ii) Human Rights Conference

M/S Karoline Klüg and Angela Decker

THAT the Human Rights Awards nominations be submitted to the Union of National Employees no later than August 1st, 2013.

***Recorded Vote 19: CARRIED**

Point of privilege: Sister Jennifer Chieh Ho announced that according to a new article in the National Post, Passport Canada will be issuing ten year passports commencing April 1st, 2013. This could seriously affect Passport Canada jobs drastically. Jennifer will send the link to all.

13. **ROUND TABLE CHECK-OUT**
A round table check-out ensued.

14. **ADJOURNMENT:**
There being no further business the meeting adjourned at 3:40 p.m.

Doug Marshall
National President
Union of National Employees, PSAC