

**MINUTES OF THE NATIONAL EXECUTIVE MEETING**  
**HELD September 30 to October 2, 2013**

**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  
Isaac Armstrong, Assistant Regional Vice-President, Atlantic  
Annette Brown, Human Rights Representative, Atlantic  
Jean-Pierre Naud, Regional Vice-President, Quebec  
Yvon Beaudoin, Assistant Regional Vice-President, Quebec  
Julie Dubois, Assistant Regional Vice-President, Quebec  
Garry Larouche, Regional Vice-President, Ontario  
Mary Anne Walker, Assistant Regional Vice-President, Ontario  
Michael Freeman, Human Rights Representative, Ontario  
Michèle Milotte, Regional Vice-President, NCR (SE)  
Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)  
Cindy D'Alessio, Assistant Regional Vice-President, NCR (TB)  
Martin Kaminski, Regional Vice-President, Manitoba  
Loretta Moar, HR Representative, Manitoba  
Omar Murray, Regional Vice-President, Saskatchewan  
Sandra Ahenakew, Assistant Regional Vice-President, Saskatchewan  
Kevin King, Regional Vice-President, Alberta, NWT and Nunavut  
Stefan Jensen, Assistant Regional Vice-President, Alberta, NWT and Nunavut  
Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
Joan Stickney, Assistant Regional Vice-President, BC and Yukon  
Heather Brooker, Regional Vice-President, Outside Canada  
Karl Lafrenière, Assistant Regional Vice-President, Outside Canada  
Mary Jeyanathan, Equity Representative, Racially Visible  
Geoff Ryan, Equity Representative, Members with Disability  
Franco Picciano, Coordinator Member Services  
Georges St-Jean, Financial Advisor  
Ben René, Communications and Research Officer  
Greg McNamara, Web Developer and IT Support  
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)

**1. CALL TO ORDER**

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

**2. PRESIDENTS REMARKS**

Brother Doug Marshall welcomed Executive Officers to Winnipeg. Brother Doug Marshall advised that although the agenda before us appeared lengthy, we would try as much as possible to address every item.

Brother Doug Marshall's remarks included the following:

As the bargaining process was about to start for the Treasury Board bargaining units as well as Parks Canada, this was the time to consider submitting bargaining demands that would address issues in our workplaces. A program of demands has been submitted to each Parks and TB Local. Some of these demands come from unresolved concerns from the last round of bargaining - others reflect long-term goals of our union or issues that have emerged during the life of the current agreements. The deadline for submitting demands is November 1, 2013.

We are also dealing with major changes in the government structure that affects our membership. We have been dealing with the dissolution of Passport Canada, the merger of Foreign Affairs and International Trade (DFAIT) with Canadian International Development Agency (CIDA), and the transfer of programs from the National Capital Commission (NCC) to Canadian Heritage.

**3. HOURS OF SITTING**

The hours of sitting were adopted as presented.

**4. ADOPTION OF THE AGENDA (Appendix "A")**

M/S/C Heather Brooker and Michèle Milotte

**THAT** the agenda be adopted with the following addition:

Under new business

- Y) Labour Program Campaign
- Z) Merge Maritime Heritage Local
- AA) New FedDev Local

5. **ROUNDTABLE CHECK-IN**

A roundtable check-in ensued.

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 and for all members who have suffered losses:

Natachat Gaudreau, Local 10040;  
 William (Bill) Russell Carrie, former President of Local 00358;  
 Carl Osborne, Local 70390;  
 Claude Despatie, recently elected Secretary-Treasurer of Local 70410;  
 Jacqueline Brossard, mother of Raymond Brossard, UNE Labour Relations Officer.

7. **OATH OF OFFICE**

Brother Doug Marshall administered the oath of office to the following newly elected officers:

Sandra Ahenakew, Assistant Vice-President – Saskatchewan  
 Julie Dubois, Assistant Vice-President – Quebec  
 Stefan Jensen, Assistant Vice-President – Alberta, NWT and Nunavut  
 Sister Loretta Moar, Human Rights Representative for Manitoba Region.

8. **MINUTES OF PREVIOUS MEETING**

A) **National Executive Meeting – April 8 to 10, 2013**

M/S Omar Murray and Martin Kaminski

Adoption of the minutes of the National Executive Meeting held April 8-10, 2013 as amended.

**\*Recorded Vote 1: CARRIED**

Amendment:

On page 5126 under Bargaining should read as follows:

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.

**B) National Executive Conference Call – May 28, 2013**

M/S Heather Brooker and Kevin King

Adoption of the minutes of the National Executive Conference Call held May 28, 2013 as presented.

**\*Recorded Vote 2: CARRIED**

**9. REPORT OF THE 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**

**D) Regional Vice-Presidents Reports on Inactive Locals**

M/S Kevin King and Eddie Kennedy

Adoption of the report of Inactive Locals for the Alberta, NWT and Nunavut Region as presented.

**\*Recorded Vote 4: CARRIED**

M/S Cindy D'Alessio and Michèle Milotte

Adoption of the report of Inactive Locals for the National Capital Region (TB) as presented.

**\*Recorded Vote 5: CARRIED**

M/S Martin Kaminski and Isaac Armstrong

Adoption of the report of Inactive Locals for the Manitoba Region as presented.

**\*Recorded Vote 6: CARRIED**

**10. ONGOING BUSINESS**

**A) Pledge Campaign**

Brother Doug Marshall restated the need to encourage members to sign pledge cards in order to demonstrate their support to their union, and for us to ensure that we can keep everyone updated on the latest developments in our campaign.

A discussion also took place with regard to a strategy to help send signed pledge cards to a centralised location for better tracking this process.

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**ONGOING BUSINESS**

**B) Workforce Adjustment**

Brother Doug Marshall advised that over the last period the number of job cuts has decreased significantly in most departments. He also noted that although the pace of reduction may be slower, there would be a continuing decrease of our membership.

**C) COLLECTIVE BARGAINING*****i) Treasury Board and Parks Canada***

Brother Doug Marshall advised that a program of demands were sent to each local to engage members in discussion about bargaining demands. Bargaining demands are due at the Component by November 1<sup>st</sup> for both the Treasury Board and Parks Canada. Bargaining demands could be submitted electronically. Demands submitted electronically should however reflect that they have been submitted by the local.

Treasury Board National Bargaining Conferences will take place on February 13-16, 2014 at the Westin Ottawa.

The next Parks Canada National Bargaining Conference will take place in Ottawa on March 28-30, 2014.

***ii) TC group***

The TC group tentative agreement was ratified by the membership. Highlights of the tentative agreement include wage increases and other economic improvements.

Brother Yvon Beaudoin assumed the seat for the Quebec Region.

***iii) SSO***

Sister Mary Anne Walker reported that the two major demands in this round are seniority rights and work assignment. Following the Employer's refusal to agree to any such provisions in negotiations, the union filed for arbitration. The Labour Board decided that both issues could not be dealt with in arbitration despite the fact that the same Labour Board awarded seniority rights in arbitration for hours of work assignment for PSAC members at the House of Commons. The Bargaining Team has since decided to withdraw the request to submit contract dispute to arbitration and have contacted the employer to return to the bargaining table and restart negotiations.

***iv) Others***

Brother Doug Marshall advised that the database that shows which table is currently bargaining will soon be available on the intranet.

The following groups are currently bargaining:

Canadian Museum of Civilization  
 Enterprise Cape Breton Corporation  
 House of Commons – Operational Group  
 House of Commons – Reporting and Text Processing  
 House of Commons – Scanners  
 SSO – Field Survey Interviewers  
 SSO – Regional Office Interviewers  
 Treasury Board – Table 3 – Tech Services

**D) Resolutions of Record**

Brother Doug Marshall presented the resolutions of record book that has been developed for ease of reference to provide guideline for the National Executive decision-making and follow up on binding decisions.

**E) National Conferences**

Sister Karoline Klüg provided an update on the Human Rights Conference final preparation.

**F) Regional Seminars Update**

Brother Doug Marshall advised that the list of all upcoming regional seminars could be found on the UNE website. He also reminded everyone that two youth delegates are elected at the regional seminar to attend our Triennial Convention.

**G) 2014 UNE Triennial Convention**

Brother Doug Marshall advised that the Convention Planning Committee meets regularly via teleconference call.

**2014 Convention Committees Assignments:**

Brother Doug Marshall announced the following:

- **Finance Convention Resolutions Committee:**  
 The National Executive Vice-President will be the Co-chairperson of the Finance Convention Resolutions Committee. The other co-chair will be chosen in the new year.
- **Constitution and Bylaws Convention Resolutions Committee:**  
 The two co-chairs of this committee will be determined next year.

➤ **General and Collective Bargaining Convention Resolutions Committee:**

The two co-chairs will be determined next year.

H) **Organising**

Brother Doug Marshall noted that considering the overall membership loss due to federal public sector employment cuts, there was a need to organize new units. Given that these cuts will continue into the next year, so will the number of our deductees continue to decrease. We need to look at growing our membership by working in conjunction with the PSAC to organise new groups.

Brother Jean-Pierre Naud assumed the seat for the Quebec Region.

11. **NEW BUSINESS**

B) **High School Bursaries**

Executive Officers provided verbal reports on the awarding of high school bursaries in their respective region.

D) **Remembrance Day Wreath Laying Ceremony**

Volunteers were solicited to lay the wreath on Remembrance Day in the NCR on behalf of the UNE.

E) **Labour Management Consultation**

Brother Doug Marshall reminded Executive Officers to submit all the terms of reference, meeting minutes and membership information from their Regional Labour-Management Consultation Committees and Local Labour-Management Consultation Committees. All documents will be placed on the intranet for ease of reference.

F) **UNE Telephone System**

Brother Doug Marshall advised that the contract was being finalized and that the new telephone system would be operative in the New Year.

H) **Dissolution of Passport Canada**

Brother Doug Marshall advised that Passport management announced the dissolution of the organization in May 2013. However, the operational



structure of the passport program is not complete and will be under development at least until the end of this fiscal year. The UNE will continue to represent members in the passport program.

**I) DFAIT/CIDA**

Brother Doug Marshall advised that CIDA and DFAIT were uncooperative in entering into consultations regarding the merger. It took over 50 days for the employer to provide a written reply about our complaint for lack of consultation.

**K) Peace Officer Memorial**

Brother Doug Marshall reported that he attended the Canadian Police and Peace Officer's Memorial Ceremony held in Ottawa yesterday, Sunday September 29. A maximum of ten members from Parks Canada attended the memorial ceremony, with the costs shared between UNE and Parks Canada.

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**TUESDAY, OCTOBER 1, 2013 - MORNING SESSION**

**Reconvened at 9 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  
 Isaac Armstrong, Assistant Regional Vice-President, Atlantic  
 Annette Brown, Human Rights Representative, Atlantic  
 Jean-Pierre Naud, Regional Vice-President, Quebec  
 Yvon Beaudoin, Assistant Regional Vice-President, Quebec  
 Julie Dubois, Assistant Regional Vice-President, Quebec  
 Garry Larouche, Regional Vice-President, Ontario  
 Mary Anne Walker, Assistant Regional Vice-President, Ontario  
 Michael Freeman, Human Rights Representative, Ontario  
 Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)  
 Cindy D'Alessio, Assistant Regional Vice-President, NCR (TB)  
 Martin Kaminski, Regional Vice-President, Manitoba  
 Loretta Moar, HR Representative, Manitoba

Omar Murray, Regional Vice-President, Saskatchewan  
 Sandra Ahenakew, Assistant Regional Vice-President, Saskatchewan  
 Kevin King, Regional Vice-President, Alberta, NWT and Nunavut  
 Stefan Jensen, Assistant Regional Vice-President, Alberta, NWT and Nunavut  
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
 Joan Stickney, Assistant Regional Vice-President, BC and Yukon  
 Heather Brooker, Regional Vice-President, Outside Canada  
 Karl Lafrenière, Assistant Regional Vice-President, Outside Canada  
 Mary Jeyanathan, Equity Representative, Racially Visible  
 Geoff Ryan, Equity Representative, Members with Disability  
 Franco Picciano, Coordinator Member Services  
 Georges St-Jean, Financial Advisor  
 Ben René, Communications and Research Officer  
 Greg McNamara, Web Developer and IT Support  
 Johanne MacAndrew, Executive Assistant and Privacy Officer  
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

**Absent**

Michèle Milotte, Regional Vice-President, NCR (SE)

**Notice of motion:**

Brother Jean Pierre Naud served notice of motion.

**C) Holiday Season's donation**

M/S Eddie Kennedy and Isaac Armstrong

**THAT** the Christmas donation be made to Christmas Daddies in Atlantic Canada.

**\*Recorded Vote 7: CARRIED**

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

## 12. COMMITTEE REPORTS

### E) Finance and Human Resources (Appendix "C")

#### 1. Financial Statement August 2013

M/S Eddie Kennedy and Karoline Klüg

**THAT** the August 2013 financial statements be approved.

**\*Recorded Vote 8: CARRIED**

#### 2. Regional Expenses

It was noted that the Regional Budget Allocations amounts for each region included the amounts allocated for the PSAC Pledge Card Campaign.

#### 3. Overtime

For information.

Sister Michèle Milotte joined the meeting.

#### 4. Inactive locals

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

M/S/C Kevin King and Heather Brooker

**That** this item be referred back to the Finance and Human Resources Committee with the following instruction:

- 1) **THAT** any Local who has not been (present tense) in conformance with UNE Bylaws for a period of at least 24 months, that Local be placed in trusteeship by UNE; and
- 2) **IF** any Local returns to conformance within a further 12-month period all monies safe-guarded (held in trust) by UNE shall be returned; and
- 3) **THAT** UNE become an equal authority with respect to a Local's financial holdings once reactivated.

5. Conference Budget Allocations  
For information.

6. January Meetings  
The committee will be reviewing the budget and possible convention resolutions that might have an impact on the budget.

M/S Eddie Kennedy and Karoline Klüg

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

**\*Recorded Vote 9: CARRIED**

11. **NEW BUSINESS**

**G) Database Tracking Members Activities Update**  
Brother Doug Marshall advised that a database that tracks union activists' career has been developed as a follow up to the April 2010 NE Meeting Motion as follows:

Brother Doug Marshall further advised that this database would also assist the Education Honours and Awards Committee in their mandate.

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**TUESDAY, OCTOBER 1, 2013 - AFTERNOON SESSION**

**Reconvened at 1 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  
 Isaac Armstrong, Assistant Regional Vice-President, Atlantic  
 Annette Brown, Human Rights Representative, Atlantic  
 Jean-Pierre Naud, Regional Vice-President, Quebec  
 Yvon Beaudoin, Assistant Regional Vice-President, Quebec  
 Julie Dubois, Assistant Regional Vice-President, Quebec  
 Garry Larouche, Regional Vice-President, Ontario  
 Mary Anne Walker, Assistant Regional Vice-President, Ontario  
 Michael Freeman, Human Rights Representative, Ontario  
 Michèle Milotte, Assistant Regional Vice-President, NCR (SE)  
 Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)  
 Cindy D'Alessio, Assistant Regional Vice-President, NCR (TB)  
 Martin Kaminski, Regional Vice-President, Manitoba  
 Loretta Moar, HR Representative, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
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 Kevin King, Regional Vice-President, Alberta, NWT and Nunavut  
 Stefan Jensen, Assistant Regional Vice-President, Alberta, NWT and Nunavut  
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
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 Geoff Ryan, Equity Representative, Members with Disability  
 Franco Picciano, Coordinator Member Services  
 Georges St-Jean, Financial Advisor  
 Ben René, Communications and Research Officer  
 Greg McNamara, Web Developer and IT Support  
 Johanne MacAndrew, Executive Assistant and Privacy Officer  
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

**11) NEW BUSINESS**

- J. Transfer from NCC to Canadian Heritage**  
 Brother Doug Marshall advised that this was announced during the March Budget. The government would transfer members from the National

Capital Commission to the Department of Canadian Heritage. There has been lots of work involved in making sure that the negotiated terms and conditions of employment from the collective agreement with the NCC as well as salary protection be respected in this process.

**L) National and Regional Budget**

A request was made to receive a monthly Regional Budget Expense. It was advised this is already the current practice. Monthly budget expense reports may not accurately reflect the actual regional expense if those expenses have not yet been claimed.

**M) Redistribution of Labour Relations Officers**

A request was made to share draft decision on LRO's assignments with the Regional Teams prior to their implementation.

Brother Doug Marshall provided insight on LRO's workload distribution. He noted that a fair assignment distribution amongst LROs required team-based and workload balanced criteria.

**N) Permanent Standing Committees**

Brother Doug Marshall reminded everyone that, wherever possible, Standing Committee Meetings be held a month prior to the National Executive meeting.

Committee chairs are strongly encouraged to consult their committee members to set dates in advance. Unless there are exceptional circumstances, conference calls or video conferences should be used for committee meetings.

**O) Harassment Policy**

M/S/C Michèle Milotte and Garry Larouche

**TO** refer Bylaw 7 to a National Executive Standing Committee for a clear language.

**P) Travel Policy**

Sister Michèle Milotte requested the need to clarify Policy FIN 6. As per a recent example in her region, a member was denied a business-class travel by train although this appeared to be less expensive at the time.

Brother Marshall advised that in the particular instance in question, the member's proposal would have resulted in considerable increased costs for very small benefit on such a short trip.

- Q) Regional Teams, National Officers, LROs involvement in Locals**  
Sister Michèle Milotte requested the need to advise or consult with the UNE prior to the reassignment of LROs Brother Marshall stated that the current UNE bylaws set out many of RVPs' authorities and responsibilities regarding Locals in their region.

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- R) National Executive Meeting Attendance**  
Brother Doug Marshall reminded everyone that the 2014 National Executive Meetings attendance chart will soon be forwarded to the regional team. Please take the time to fill this out in consultation with your regional team in order to secure your seat.
- U) Workers' Compensation for Members on Union Business**  
It was noted that the Finance and Human Resources Committee would seek clarification with respect to insurance compensation for accidental death and dismemberment of Executive Officers while on union duty.
- V) Passport Privacy Complaint**  
Brother Doug Marshall advised that the President of Local 70130 had recently filed a complaint under the privacy act on behalf of eleven local members alleging security breach by improperly using security cameras to monitor attendance and performance of employees.

The report of findings from the Privacy Commission states the following:

Passport Canada has not demonstrated that its use of video footage to further investigations into suspected employee misconduct complies with section 7 of the Privacy Act or its own Departmental Policy and Procedures on CCTV surveillance.

Accordingly, the complaints are well-founded.

**W) Contracting out work with Parks Canada**

Concerns were raised with respect to requests made to some employees of Parks Canada to compile a list of outside contractors. The contractors are to perform work of employees that were affected by workforce adjustment.

Brother Doug Marshall advised that National Officers would follow up on this at the national level and report back to the National Executive.

**X) Devolution of AANDC**

Brother Doug Marshall advised that the implementation of the Devolution Agreement transfers was underway. The agreement transferred decision-making and administration for land and resource management from the Government of Canada to the Government of the Northwest Territories. As a result, the membership of UNE and several other unions will be transferred to the Union of Northern Workers.

**AB) Donation**

M/S                    Jean-Pierre Naud and Garry Larouche

**THAT** the U.N.E. donate \$2,000 toward the education of the orphaned children of our colleague Natachat Gaudreau, who died tragically in the Lac Mégantic derailment.

**\*Recorded Vote 10: CARRIED**

**Y) Labour Program**

Garry Larouche informed the executive that there were many disgruntled Labour Program members. They felt ignored in the TC negotiations and have expressed concerns that other inspectors, including transportation inspectors have been recognized with pay or retention allowances.

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**WEDNESDAY, OCTOBER 2, 2013 - MORNING SESSION****Reconvened at 9 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  
Isaac Armstrong, Assistant Regional Vice-President, Atlantic  
Annette Brown, Human Rights Representative, Atlantic  
Jean-Pierre Naud, Regional Vice-President, Quebec  
Yvon Beaudoin, Assistant Regional Vice-President, Quebec  
Julie Dubois, Assistant Regional Vice-President, Quebec  
Garry Larouche, Regional Vice-President, Ontario  
Mary Anne Walker, Assistant Regional Vice-President, Ontario  
Michael Freeman, Human Rights Representative, Ontario  
Michèle Milotte, Regional Vice-President, NCR (SE)  
Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)  
Cindy D'Alessio, Assistant Regional Vice-President, NCR (TB)  
Martin Kaminski, Regional Vice-President, Manitoba  
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Stefan Jensen, Assistant Regional Vice-President, Alberta, NWT and Nunavut  
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Heather Brooker, Regional Vice-President, Outside Canada  
Karl Lafrenière, Assistant Regional Vice-President, Outside Canada  
Mary Jeyanathan, Equity Representative, Racially Visible  
Geoff Ryan, Equity Representative, Members with Disability  
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

Brother Stefan Jensen assumed the seat for AB, NWT and Nunavut.

Brother Daniel Toutant assumed the seat for Human Rights.

9. **Report of the Executive**

**D) Regional Vice-Presidents Reports on Inactive Locals**

Ontario

M/S Garry Larouche and Heather Brooker

Adoption of the report of inactive locals for the Ontario region.

**\*Recorded Vote 11: CARRIED**

Atlantic

M/S Isaac Armstrong and Cindy D'alessio

Adoption of the report of inactive locals for the Atlantic Region.

**\*Recorded Vote 12: CARRIED**

**T) Annual Bylaw Letter**

Brother Doug Marshall advised a new annual Bylaw letter will be forwarded to all locals. It was advised that a reference to the requirement for 30 days notice be added in letter.

**Z) Merge Maritime Heritage Local**

M/S/C Isaac Armstrong and Omar Murray

**THAT** this item be referred to the Local and membership Committee.

**AA) New FedDev Local**

M/S/C Garry Larouche and Michèle Milotte

**THAT** this item be referred to the Locals and Membership Committee.

## 12. COMMITTEE REPORTS

### A. Bylaws and Policies Committee (Appendix "D")

#### 1. Approval of Local Bylaw Amendments

The Committee reported that a sub-committee reviewed the bylaws of the following locals to ensure they were in conformance with Policy LOC 7:

00034  
 00210  
 10283  
 20278  
 30040  
 30117  
 30194  
 50040  
 70183  
 70390  
 80150  
 80178

Changes made will be sent to the Locals for approval at their respective AGMs.

#### 2. Report on Local Bylaws

M/S Garry Larouche and Omar Murray

**THAT** the local bylaws review progress update report be a standing item for the Bylaws and Policy Committee reports to the National Executive.

**\*Recorded Vote 13: CARRIED**

M/S Eddie Kennedy and Karoline Klüg

**THAT** the National President sends a letter to locals that appear on the list of locals not in compliance with Policy LOC 7 to make Local Standing Bylaws a standing agenda item for their AGMs until they are in alignment with this Policy.

Note:

UNE will place a watermark "Review Required with Standard Local Bylaws" on local bylaws if they are not compliant with Policy LOC 7. Locals have questions are encouraged to consult their regional team for assistance.

**\*Recorded Vote 14: CARRIED**3. Local Bylaw Tracking Sheet

The Committee advised that the UNE local bylaws tracking sheet has been updated.

4. Local Bylaw Process

M/S Garry Larouche and Omar Murray

**THAT** the local bylaw amendment process be appended to the LOC section of the policy manual as a resource tool.

**\*Recorded vote 15: CARRIED**

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**RECESS**

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**WEDNESDAY, OCTOBER 2, 2013 - 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  
 Daniel Toutant, Assistant National Vice-President for Human Rights  
 Isaac Armstrong, Assistant Regional Vice-President, Atlantic  
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 Garry Larouche, Regional Vice-President, Ontario  
 Mary Anne Walker, Assistant Regional Vice-President, Ontario

Michael Freeman, Human Rights Representative, Ontario  
 Michèle Milotte, Regional Vice-President, NCR (SE)  
 Evelyn Beckert, Assistant Regional Vice-President, NCR (SE)  
 Cindy D'Alessio, Assistant Regional Vice-President, NCR (TB)  
 Martin Kaminski, Regional Vice-President, Manitoba  
 Loretta Moar, HR Representative, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
 Sandra Ahenakew, Assistant Regional Vice-President, Saskatchewan  
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 Stefan Jensen, Assistant Regional Vice-President, Alberta, NWT and Nunavut  
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
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 Greg, McNamara, Web Developer and IT Support  
 Johanne MacAndrew, Executive Assistant and Privacy Officer  
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

## 12. **COMMITTEE REPORTS**

### A) **Bylaws and Policies Committee (Appendix "D")**

**THAT** all appendices in the UNE policy manual reflect the section to which they are appended for clarity.

NEN Appendix A  
 LOC Appendix A  
 FIN Appendix A  
 CC Appendix A  
 CE Appendix A  
 NG Appendix A

All future modifications to the UNE Policy document would reflect this approach.

5. *Duties of Stewards and Oath of Office*

M/S Garry Larouche and Omar Murray

**THAT** a new Policy LOC 8 section 7 be created for Stewards which includes an Oath of Office; and

**THAT** this oath be added to the forms section of the UNE web site.

The new Policy LOC 8, Section 7 will read as follows:

**Local Stewards**

For many members, the Steward is the face of the union. The Steward is the visible presence of the union in the workplace. He/she works with and interacts with the members at the workplace and represents them in a specific work area. Stewards are elected or appointed within the Local but are not considered to be a member of Local Executive unless specifically mentioned in the local bylaws.

Local Stewards will:

1. Act as the link between members and their elected local officials
2. Serve as local builders who unite members, organize locals, and get members involved
3. Deal with management on workers' on issues
4. Get to know the membership they represent
5. Make themselves available to the membership
6. Meet with members to hear individual or group concerns or complaints
7. Be proactive in identifying and solving problems, rather than waiting and reacting to problems
8. Talk informally to supervisors to address members' issues
9. Mobilize members when management breeches the collective agreement, their own policies or the law
10. Provide representation to members on grievances
11. Organize and participate in workplace actions
12. Work with and take direction from local executive and union staff
13. Engage members in union campaigns

Stewards must take the following oath and sign it before assuming their duties:

### Steward's Oath

"I, \_\_\_\_\_, having been appointed/elected as a steward of Local \_\_\_\_\_ of the Union of National Employees, Public Service Alliance of Canada, solemnly declare that, for my term, I will work with the Officers of the Local to represent the members, and fulfil the obligations and responsibilities of my position as Steward to the best of my ability. I will maintain and uphold the dignity of the union, will always keep confidential all matters concerning the affairs of the union that are brought to my attention, and will promptly deliver to the local or component all monies, records, and other property of the union in my possession at the close of my term."

The Oath will be administered by a member of the UNE Regionally-Elected Team

**\*Recorded Vote 16: CARRIED**

6. NEN 1, Section 3

M/S Garry Larouche and Omar Murray

**THAT** Policy NEN1 section 3 be amended as follows:

**Policy NEN 1 Section 3**

**Support local operations**

Regional vice-presidents ~~should be capable to~~ **will** assist the locals under their jurisdiction in conducting annual meetings, electing officers and encouraging membership campaigns.

**\*Recorded Vote 17: CARRIED**

7. Staffing Complaint Representative Compensation

M/S Garry Larouche and Michèle Milotte

**THAT** the UNE compensation to Staffing Complaint Representatives be increased from \$250 to \$350 per complaint.

**\*Recorded Vote 18: CARRIED**

8. Convention Resolutions

M/S Garry Larouche and Omar Murray

**THAT** the following bylaws be amended to read as follows;  
and

**THAT** the National Executive forwards these recommendations to the Constitution and Bylaws Convention Committee for the UNE 2014 Triennial Convention.

**Bylaw 4 Sec 17**

**Local dues**

When new locals are formed, they may establish dues by a ~~two-thirds~~ simple majority vote of the members in attendance at a general meeting. Members will be provided a notice of motion 30 days before such meetings. Such dues are collected by the Union of National Employees and paid to the local, provided that the local conforms with all rules in Bylaw 5 and Policy FIN 1.

**Bylaw 4 Sec 18**

A local may amend its dues not more than once a year if authorized by a ~~two-thirds~~ majority of members in attendance at an annual or special meeting. Members will be provided a notice of motion 30 days before such meetings. The local will forward to the Union of National Employees office notice that dues have been changed so that the component can implement the change.

**Bylaw 3 Sec 5 (former Bylaw 7 Sec 5)**

**Locals' officers**

In accordance with its bylaws and the bylaws of the Union of National Employees, each local will elect at least three executive officers—a president, a vice-president, **and** a secretary treasurer **and a health and safety representative** — to conduct its affairs.

A local may divide the secretary-treasurer's responsibilities among two or more **executive office members**. It may also combine the duties of the health and safety representative with another **executive office position**. As required, it may also establish additional **executive office positions** such



as, but not exclusively, those **health and safety representative**, chief steward or human rights representative.

A/S/C Heather Brooker and Eddie Kennedy

**THAT** Bylaw 3, Sec 5 be amended to add that one of the three local executive officers shall serve as a health and safety representative.

**Bylaw 3 Sec 5 (former Bylaw 7 Sec 5)**

**Locals' officers**

Bylaw 3, Sec 5 as amended would read as follows:

In accordance with its bylaws and the bylaws of the Union of National Employees, each local will elect at least three executive officers—a president, a vice-president, **and** a secretary treasurer- **one of the three local executive officers shall serve as a health and safety representative** — to conduct its affairs. A local may divide the secretary-treasurer's responsibilities among two or more **offices executive members**. It may also combine the duties of the health and safety representative with another **office executive position**. As required, it may also establish additional **offices executive positions** such as, but not exclusively, those **health and safety representative**, chief steward or human rights representative.

**\*Recorded Vote 19 on the main motion as amended: CARRIED**

a) Bylaw 2 sections 9, 10, 21, 22, 24, 25

The Committee reviewed Bylaw 2 sections 9, 10, 21, 22, 24, and 25 and was not able to come to a consensus recommendation to bring forward to the National Executive. It seeks direction from the National Executive.

M/S Garry Larouche and Omar Murray

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

**\*Recorded Vote 20: CARRIED**

Sister Morna Ballantyne, PSAC's Special Project Officer, joined the meeting.

Brother Doug Marshall, on behalf of the National Executive, welcomed Sister Morna Ballantyne to our meeting.

9. **ONGOING BUSINESS**

A. **Pledge Card Campaign**

Sister Morna Ballantyne provided a presentation on the We are all Affected member-to member campaign overview across the country.

Brother Doug Marshall thanked Sister Morna Ballantyne for joining us today.

Sister Morna Ballantyne left the meeting.

Brother Doug Marshall relinquished the Chair to Brother Eddie Kennedy.

Brother Eddie Kennedy assumed the Chair.

9. **REPORT OF THE EXECUTIVE**

A) **National President (Appendix "E")**

M/S Doug Marshall and Karoline Klüg

Adoption of the report of the National President as presented.

**\*Recorded Vote 21: 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 “F”)**

M/S Karoline Klüg and Isaac Armstrong

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

**\*Recorded Vote 22: CARRIED**

**11. NEW BUSINESS**

**S) AGM Checklist (Appendix “G”)**

As requested by the National Executive, an updated AGM checklist was provided.

M/S Garry Larouche and Omar Murray

**THAT** the local annual general meeting checklist be appended to the LOC section of the policy manual as a resource tool.

**\*Recorded Vote 23: CARRIED**

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

**NCR (SE)**

M/S Michèle Milotte and Cindy D’Alessio

Adoption of the report of inactive locals in the NCR (SE) as provided.

**\*Recorded Vote 24: CARRIED**

**Quebec**

M/S Jean-Pierre Naud and Stefan Jensen

Adoption of the report of inactive report locals in the Quebec region as provided.

**\*Recorded Vote 25: CARRIED**

**12. COMMITTEE REPORTS**

**D. Education, Honours and Awards Committee (Appendix "H")**

1. Outstanding Bursary Awards

M/S Heather Brooker and Jennifer Chieh Ho

**THAT** Applicant A be awarded \$1292 from the Laurier Auger Bursary.

Vote by secret ballot

Number of ballots cast: 13

Spoiled ballot: 1

Yes: 12

No: 0

**CARRIED**

Brittany Deveau of St-Joseph du Moine, Nova Scotia is the recipient of the Laurier Auger Bursary.

M/S/C Stefan Jensen and Karoline Klüg

**That** the ballots be destroyed.

2. Update on university scholarships

The Committee recommends that the RVPs or their designate update the National Executive on their experience with the awarding of High School Bursary, in their Region.

The Committee believes that the High School Bursaries should become one of the annual suites of awards. The Committee will develop the criteria and bring it to a future National Executive meeting.

3. Jeremy Dias

M/S Heather Brooker and Michèle Milotte

**THAT** the Component pays the balance of \$7000 to offset the work performed and paid to Jeremy Dias' which produced the project deliverables.

**\*Recorded Vote 26: CARRIED**

4. Other business

The Committee noted that the web site needs to be updated with a specific section dedicated to UNE awards.

Brother Marshall replied that this is one of the ongoing projects of the Communications Officer. He added that this has been a time-consuming project because there are a considerable documents that need to be updated, edited, and translated.

M/S Heather Brooker and Jennifer Chieh Ho

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

**\*Recorded Vote 27: CARRIED**

**H. Membership Engagement Committee (Appendix "I")**

M/S Karoline Klüg and Stefen Jensen

**THAT** we create a committee of youth UNE members to offer suggestions for youth engagement and ways of connecting with young UNE members.

The committee will be comprised of 5 members who will meet via conference call. The committee shall submit a report of its recommendations to the January National Executive.

**TO** create an ad hoc committee of youth UNE members to write a report of recommendations for engaging UNE youth members.

**\*Recorded Vote 28: CARRIED**

2<sup>nd</sup> recommendation

M/S Karoline Klüg and Stefan Jensen

It's been called citizen journalism, participatory journalism, guerrilla journalism and street journalism. No matter what you want to call it, the end result is more information, more points of view and a democratization of media.

At the UNE, we want to launch our own version of citizen journalism. Let's call it *member journalism*.

**THAT** the UNE encourage increased participation in the member journalism initiative and provoke discussion about issues by soliciting more timely and topical articles from the rank and file membership, and by disseminating links to articles to Local Presidents for further distribution to Local members.

**\*Recorded Vote 29: CARRIED**

3<sup>rd</sup> recommendation

M/S Karoline Klüg and Eddie Kennedy

**THAT** the National President on a bi-weekly basis communicate news events to the membership.

**\*Recorded Vote 30: CARRIED**

M/S Karoline Klüg and Martin Kaminski

Adoption of the Membership Engagement Committee's report as a whole.

**\*Recorded Vote 31: CARRIED**

**Check-Out**

Check-out ensued.

There being no further business the meeting recessed at 5: 35.

**NATIONAL EXECUTIVE MEETING**

**THURSDAY, OCTOBER 3, 2013 – NOON SESSION**  
**Reconvened at 12: 30 p.m.**

**ATTENDANCE:**

Doug Marshall, National President  
 Eddie Kennedy, National Executive Vice-President  
 Daniel Toutant, Assistant National Vice-President for Human Rights  
 Isaac Armstrong, Assistant Regional Vice-President, Atlantic  
 Jean-Pierre Naud, Regional Vice-President, Quebec  
 Garry Larouche, Regional Vice-President, Ontario  
 Patrice Remillard, Assistant Regional Vice-President, NCR (SE)  
 Cindy D'Alessio, Assistant Regional Vice-President, NCR (TB)  
 Martin Kaminski, Regional Vice-President, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
 Kevin King, Regional Vice-President, Alberta, NWT and Nunavut  
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
 Heather Brooker, Regional Vice-President, Outside Canada  
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

M/S Daniel Toutant and Cindy D'Alessio

**THAT** Applicant A be the recipient of the Human Rights Award be as per the Human Rights Committee's recommendation.

**\*Vote by secret ballot:**

Number of ballots cast: 13

Spoiled ballot: 0

Yes: 12

No: 1

**CARRIED**

M/S/C Cindy D'Allesio and Patrice Remillard

**THAT** the ballots be destroyed.

Sister Joyce Hendy, UNE Life Member, is the recipient of the 2013 Human Rights Award.

M/S/C        Jean-Pierre Naud and Heather Brooker

**THAT** the meeting adjourned.

There being no further business the meeting adjourned at 2: 15 p.m.

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Doug Marshall  
National President  
Union of National Employees (PSAC)