

**NATIONAL EXECUTIVE MEETING**  
**Held May 29-31, 2014**  
**in the Lisgar & Massey Boardroom**  
**Minto Suites Hotel, 433 Laurier Avenue West**

**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  
 Annette Brown, Human Rights Representative, Atlantic  
 Yvon Beaudoin, Regional Vice-President , Quebec  
 Julie Dubois, Assistant Regional Vice-President, Quebec  
 Yann Boudreau, Assistant Regional Vice-President , Quebec  
 Garry Larouche, Regional Vice-President , Ontario  
 Stephanie Hewis, Assistant Regional Vice-President , Ontario  
 Michèle Milotte, Regional Vice-President , NCR (SE)  
 Patrice Rémillard, Assistant Regional Vice-President , NCR (SE)  
 Carl Laguerre, Human Rights Representative, NCR (SE)  
 Richard Ballance, Regional Vice-President, NCR (TB)  
 June Dale, Human Rights Representative, NCR (TB)  
 Martin Kaminski, Regional Vice-President , Manitoba  
 Chris Little-Gagné, Assistant Regional Vice-President, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
 Sandra Ahenakew, Assistant Regional Vice-President, Saskatchewan  
 Kevin King, Regional Vice-President, Alberta , NWT and Nunavut  
 Jennifer Chieh Ho, Regional Vice-President , BC and Yukon  
 Andy Yung, Assistant Regional Vice-President , BC and Yukon  
 Heather Brooker, Regional Vice-President , Outside Canada  
 Rose Touhey, Assistant Regional Vice-President, Outside Canada  
 Celine Ahodekon , Human Rights Representative, Racially Visible  
 Kate Hart, Human Rights Representative, GLBT  
 Franco Picciano, Coordinator Member Services  
 Georges St-Jean, Financial Advisor  
 Ben René, Communications Officer  
 Johanne MacAndrew, Assistant to the National President and NEVP  
 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. **PRESIDENT'S REMARKS**  
 Brother Doug Marshall opened his remarks by welcoming everyone to the National Capital Region.

Brother Doug Marshall announced that members of Passport Canada who were transferred to Service Canada will continue to be represented by the UNE. The decision was also based on the fact that the associated Pay Office codes, which identified where members work, were clearly identifiable. A significant dues discrepancy occurred in the course of the transfer resulting in missed dues which will be recovered by fall 2014.

On behalf of the Outside Canada Region, Sister Heather Brooker wished to thank everyone for the collective effort in standing by our members during this difficult transition. This collective effort truly proved our support and maintenance to our members throughout this process.

Brother Doug Marshall further reported that our Treasury Board unit National Bargaining Conference was held in mid-February. In the end members elected their bargaining team members.

The PA Group: The following UNE members were elected as bargaining team members: Sisters Kate Hart and Nathalie Rainville as well as Brothers Stéphane Allard and Geoff Ryan.

The TC Group: Brother Doug Marshall advised that negotiations for the renewal of the collective agreement expiring on June 21, 2014 will commence soon. Sister Suzanne Arsenault, ARVP for the NCR (TB) is one of the bargaining team members. He also wished to acknowledge the valuable contribution of Brother Garry Larouche over the years at TC group bargaining table. This will be the first time in many years that Brother Larouche would not be a bargaining team member for the TC group.

The EB Group: Two UNE members, brother Michael Freeman and Sister Terry-Lynn Brant were elected for the EB group.

The FB Group: Elected their bargaining team for the renewal of their collective agreement expiring in June 2014.

The SV Group: Elected their bargaining team members for the renewal of their collective agreement expiring in August 2014.

The Parks Canada National Conference took place in April 2014 in Ottawa. Likewise, members from Parks Canada elected members to represent them in the next round of collective bargaining with their employer. UNE members on the bargaining team are: Brothers Kevin King, Michael Leblanc, Daniel Toutant as well as Sister Loretta Moar.

CLC convention

Brother Doug Marshall noted that the 27<sup>th</sup> CLC National Convention was held in Montreal with the participation of over 4800 delegates on election day. Brother Hassan Yussuf was elected the CLC's new President and Sister Barbara Byers as its new Secretary-Treasurer.

3. **HOURS OF SITTING**

The hours of sitting were adopted as presented.

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

M/S Garry Larouche and Michèle Milotte

**THAT** the agenda be adopted by adding the following item:

- 12) New Business
  - I) Honours and Awards - G. Larouche

5. **ROUND TABLE CHECK-IN -NATIONAL EXECUTIVE**

A round-table 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:

Joe Quinn of Local 70401  
 Tammy Uganecz of Local 30116  
 Jeanine D 'Antonio of Local 30115  
 Doreen Kearney of Local 80081

7. **OATHS OF OFFICE**

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

Sister Stephanie Hewis, newly elected Assistant Regional Vice-President – Ontario; and  
 Brother Yann Boudreau, newly elected Assistant Regional Vice-President – Quebec.

8. **MINUTES OF PREVIOUS MEETINGS**

It was agreed that this item be postponed to a later date.

9. **REPORTS OF THE EXECUTIVE**

A) **National President**

It was agreed that this item be postponed.

B) **National Executive Vice-President**

It was agreed that this item be postponed.

C) **National Vice-President for Human Rights**

It was agreed that this item be postponed.

D) **Annual Regional Vice-Presidents and Assistant Regional Vice-Presidents Reports (Appendix "B")**

M/S Kevin King and Heather Brooker

**THAT** the annual report of the Regional Vice-President for Alberta, NWT and Nunavut be adopted as presented.

**\*Recorded Vote 1: CARRIED**

M/S Angela Decker and Eddie Kennedy

**THAT** the annual report of the Regional Vice-President for the Atlantic Region be adopted as presented.

**\*Recorded Vote 2: CARRIED**

M/S Jennifer Chieh Ho and Karoline Klüg

**THAT** the annual report of the Regional Vice-President for the BC and Yukon Region be adopted as presented.

**\*Recorded Vote 3: CARRIED**

M/S Andy Yung and Karoline Klüg

**THAT** the annual report of Brother Andy Yung - Assistant Regional Vice-President for the BC and Yukon Region - be adopted as presented.

**\*Recorded Vote 4: CARRIED**

M/S Martin Kaminski and Omar Murray

**THAT** the annual report of the Regional Vice-President for the Manitoba Region be adopted as presented.

**\*Recorded Vote 5: CARRIED**

M/S Garry Larouche and Kevin King

**THAT** the annual report of the Regional Vice-President for the Ontario Region be adopted as presented.

**\*Recorded Vote 6: CARRIED**

M/S Chris Little-Gagné and Omar Murray

**THAT** the annual report of Brother Chris Little-Gagné - Assistant Regional Vice-President for the Manitoba Region - be adopted as presented.

**\*Recorded Vote 7: CARRIED**

M/S Rose Touhey and Garry Larouche

**THAT** the annual report of Sister Rose Touhey - Assistant Regional Vice-President for the Outside Canada Region - be adopted as presented.

**\*Recorded Vote 8: CARRIED**

M/S Yvon Beaudoin and Jennifer Chieh Ho

**THAT** the annual report of the Regional Vice-President for the Quebec Region be adopted as presented.

**\*Recorded vote 9: CARRIED**

M/S Julie Dubois and Michèle Milotte

**THAT** the annual report of Sister Julie Dubois - Assistant Regional Vice-President for the Quebec Region - be adopted as presented.

**\*Recorded Vote 10: CARRIED**

M/S Omar Murray and Garry Larouche

**THAT** the annual report of the Regional Vice-President for the Saskatchewan Region be adopted as presented.

**\*Recorded Vote 11: CARRIED**

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**In-Camera Session**  
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**12. COMMITTEE REPORTS**

**H) Report of The National Executive Disciplinary Committee**

M/S Eddie Kennedy and Michèle Milotte

**THAT** Valle Grimes, PSAC ID #841274, be suspended from PSAC membership for a period of three years; and

**THAT** Valle Grimes, PSAC ID #841274 be barred from holding office in the local, UNE and PSAC for a period of three years.

**\*Recorded Vote 12: CARRIED**

M/S Eddie Kennedy and Heather Brooker

**THAT** Brenda McCullough , PSAC ID #841257, be suspended from PSAC membership for a period of three years; and

**THAT** Brenda McCullough PSAC ID #841257 be barred from holding office in the local and UNE and PSAC for a period of three years.

**\*Recorded Vote 13: CARRIED**

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**END OF IN-CAMERA SESSION**  
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**THURSDAY, MAY 29, 2014 - AFTERNOON SESSION**  
**Reconvened at 1: 15**

**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  
 Annette Brown, Human Rights Representative, Atlantic  
 Yvon Beaudoin, Regional Vice-President, Quebec  
 Julie Dubois, Assistant Regional Vice-President, Quebec  
 Yann Boudreau, Assistant Regional Vice-President, Quebec  
 Garry Larouche, Regional Vice-President, Ontario  
 Stephanie Hewis, Assistant Regional Vice-President, Ontario  
 Patrice Rémillard, Assistant Regional Vice-President , NCR (SE)  
 Carl Laguerre, Human Rights Representative, NCR (SE)  
 Richard Ballance, Regional Vice-President, NCR (TB)  
 June Dale, Human Rights Representative, NCR (TB)  
 Martin Kaminski, Regional Vice-President , Manitoba  
 Chris Littel-Gagné, Assistant Regional Vice-President, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
 Sandra Ahenakew, Assistant Regional Vice-President, Saskatchewan  
 Kevin King, Regional Vice-President, Alberta , NWT and Nunavut  
 Jennifer Chieh Ho, Regional Vice-President , BC and Yukon  
 Andy Yung, Assistant Regional Vice-President , BC and Yukon  
 Heather Brooker, Regional Vice-President , Outside Canada  
 Rose Touhey, Assistant Regional Vice-President, Outside Canada  
 Celine Ahodekon , Human Rights Representative, Racially Visible  
 Kate Hart, Human Rights Representative, GLBT  
 Franco Picciano, Coordinator Member Services  
 Georges St-Jean, Financial Advisor  
 Ben René, Communications Officer  
 Johanne MacAndrew, Assistant to the National President and NEVP  
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

**REGRET**

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

**10. ONGOING BUSINESS**

**A) Pledge Card Campaign**

A regional pledge card campaign report was presented for information.

**B) Workforce Adjustment***i) AANDC*

Brother Doug Marshall advised that as a result of the Yukon Northern Affairs Program Devolution Transfer Agreement, more than 100 members have been transferred to the Union of Northern Workers Component. He further advised that Brother Kevin King, Regional Vice-President for the Alberta, NWT and Nunavut Region made several trips to the north in order to ensure a smooth transfer and to provide guidance to affected members.

*ii) Heritage Canada*

The Federal Government announced its intention to transfer the Virtual Museum of Canada and the Online Works of Reference from the Department of Canadian Heritage to the Canadian Museum of History. We would keep everyone informed as details get confirmed.

*iii) Passport Canada*

Despite the fact that Passport Canada members were moved to become Service Canada and Citizenship & Immigration Canada employees, they will remain under UNE jurisdiction.

*iv) ECBC*

Brother Doug Marshall announced that very recently the federal government informed the UNE of its intention to dissolve ECBC and move its staff and programs to ACOA and the federal Public Works Department.

**C) Bargaining***i) Treasury Board**ii) Parks Canada**iii) SSO**iv) Others**v) Flow Chart for the NJC Bargaining Cycle (Appendix "C")***D) Regional Seminars Update****E) 2014 UNE Triennial Convention (Appendix "D")***i) Convention Organizing Committee - Report*

Brother Doug Marshall advised that the committee has been meeting regularly and reported on the progress of the Convention preparation.



- ii) Draft Convention Agenda :  
A convention agenda was provided to Executive Officers for information purposes.
- iii) Delegates Report by Region  
A draft regional delegates list was provide to each Regional Vice-President for information purposes.
- iv) Convention Resolutions  
Brother Doug Marshall provided an update with regards to resolutions received to date.
- v) Harassment Prevention Coordinators  
It was agreed that Brother Yvon Beaudoin and Sister Jennifer Chieh Ho would be harassment coordinators during the Convention Committee Meetings week.

It was also agreed that Brother Martin Kaminski and Sister Celine Ahodekon would be the Convention Harassment Coordinators.

- vi) Convention Rules of Order  
Submitted for information purposes.
- vii) Procedural Motions – assignments

Acceptance of Late Delegates  
M/S Heather Brooker and Garry Larouche // Patrice Rémillard

Adoption of the Rules of Order  
M/S Eddie Kennedy and Omar Murray // Kate Hart

Adoption of the Convention Agenda  
M/S Angela Decker and Yvon Beaudoin // Kate Hart

Ratification of Union of National Employees, Policies & National Executive Decisions  
M/S Kevin King and Andy Yung// Celine Ahodekon

Appointment to Convention Committees  
M/S June Dale and Kate Hart // Sandra Ahenakew

## Referral of Resolutions and Recommendations

M/S Omar Murray and Angela Decker // Martin Kaminski

## Per Diem Rates

M/S Eddie Kennedy and Karoline Klüg // Kate Hart

## National President's Report

M/S Doug Marshall and June Dale // Omar Murray

## Outstanding Business

M/S Angela Decker and Andy Yung // Carl Laguerre

## Next Convention Site

Richard Ballance and Michèle Milotte // Heather Brooker

## Adjournment

M/S June Dale and Chris Little-Gagné // Sandra Ahenakew

## Destroy the data

M/S June Dale and Martin Kaminski // Patrice Rémillard

viii) Convention Per diem and Mileage Rate

It was agreed that this item be postponed.

ix) Convention Attendance - Policy CC 2

Brother Doug Marshall reminded Executive Office of the requirement as members of the Regional Team to monitor delegates' attendance each day as per the UNE Policy CC2.

x) Tiling Guidelines for Staff and Volunteers

M/S Andy Yung and Eddie Kennedy

**THAT** the tiling guideline be adopted.

A/S/C Kevin King and Heather Brooker

**THAT** the requirement to grant permission for people to leave be removed.

**\*Recorded Vote 14 on the main motion as amended: CARRIED**

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**RECESS**  
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10. **ONGOING BUSINESS**

E) **2014 UNE Triennial Convention (Appendix "D") (Cont'd)**

- xi) Election Procedures  
 M/S Andy Yung and Omar Murray

**THAT** the election procedures be adopted as presented.

**\*Recorded Vote 15: CARRIED**

- xii) Electronic Voting Procedures  
 M/S Patrice Rémillard and Garry Larouche

**THAT** the electronic voting procedures be adopted as presented.

**\*Recorded Vote 16: CARRIED**

- xiii) Regional Caucus Elections Chairs & Support Staff List  
 The list of Regional Caucus elections chairpersons and support staff has been finalized. A training session for election chairpersons and support staff would be held prior to Election Day.

- xiv) Regional Caucus Elections Scripts  
 The Regional Caucus Elections Scripts were presented for information purposes.

- xv) Nominations Committee  
 Brother Doug Marshall noted that the nominations Committee list would soon be finalized.

- xvi) All-Candidates Session Rules  
 Brother Doug Marshall noted that the same rules used at our last convention during the All-Candidates Sessions would apply to this convention.

xvii) Guest Speakers

Brother Doug Marshall advised that the names of our guest speakers would be communicated at the next National Executive meeting.

xviii) New Delegates Information

Brother Doug Marshall advised that there will be a first time delegates session on Sunday morning. All first time delegates were to be advised of this training.

xix) Written Reports

Brother Doug Marshall reminded all officers of the requirement, as per the UNE Bylaws, to provide a written report of their activities and recommendations to the Component's Triennial Convention. In order to coordinate all administrative requirement as well as shipping logistics of the printed reports, all written reports are to be sent to the office no later than June 27.

xx) Name Tags

Brother Doug Marshall advised that we will proceed as per past practice with different colour coded badges for delegates, observers and guests. Members who require special accommodation while doors are tiled would be required to self identify during registration or by advising staff.

xxi) Hospitality Suites

Executive Officers were presented with the Hospitality Suite Checklist. Brother Doug Marshall reminded Executive Officers that the Hospitality Suite checklist has been developed to assist the Regional Vice-Presidents to efficiently oversee their hospitality suite. The checklist also includes the general statement regarding alcohol which will be posted outside each hospitality suite.

xxii) Seating Selections at Convention

As per past practice, seating selection for each Region was randomly drawn.

viii) Convention Per diem and Mileage Rate

M/S Eddie Kennedy and Angela Decker

**THAT** the per diem for this convention be \$95.00 per day as

per the component's current per diem breakdown.

Breakfast	\$16.00
Lunch	\$18.00
Dinner	\$42 .00
Incidentals	\$19.00
	\$95.00

**\*Recorded Vote 17: CARRIED**

M/S Eddie Kennedy and Angela Decker

**THAT** the mileage rate used for convention be the standard UNE mileage rate.

**\*Recorded Vote 18: CARRIED**

- E) **PSAC Regional Conventions - D. Marshall and all**  
 Brother Doug Marshall provided a briefing with respect to Regional Conventions that are currently being held in all PSAC Regions.
- F) **CLC Convention Debrief - D. Marshall and all**  
 Brother Doug Marshall and Executive Officers who attended the CLC convention provided highlights of events that took place. They also shared their experiences as first time delegates at the CLC Convention.

Sister Jennifer Chieh Ho advised that she would submit written report to the National Executive in the near future.

**11. NEW BUSINESS**

- A) **National Executive Meeting**  
 Brother Doug Marshall advised that the National Executive would have a planning and study session in conjunction with the National Executive Meetings in Ottawa from Monday October 6 to Friday, October 10, 2014.
- B) **Air travel**  
 Based on a recent personal experience, Sister Kate Hart brought to the attention of the National Executive the fact that the UNE's use of tango fares was a concern for her while flying to Ottawa on a union business. As

per her personal experience, tango fares travelers could easily be bumped. As opposed to Flex fare which costs a bit more without the possibility of being involuntarily bumped.

Brother Georges St-Jean provided the following clarification: Airline bumping can happen to anyone regardless of their choice of fare. It can be voluntary or involuntary. When flights are overbooked, they usually ask if any passengers are willing to get bumped from the flight in exchange for a payoff. If there are no volunteers, then the airline will have to involuntarily bump someone.

Brother Doug Marshall suggested that this item could be reviewed by the next incoming National Executive.

- C) **Notice of Motion - RE: Local X0305**  
Brother Kevin King served notice of motion.

- D) **Standard Local Bylaws**  
A discussion ensued with respect to issues that few locals have encountered with the new standard bylaw template.

It was suggested that a sub-committee of the Bylaws and Policy Committee in conjunction with UNE Staff be struck to pre-vet the current process of Local Bylaws.

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**RECESS**

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**FRIDAY, MAY 30, 2014 - 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  
Angela Decker, Regional Vice-President , Atlantic  
Annette Brown, Human Rights Representative , Atlantic  
Yvon Beaudoin, Regional Vice-President, Quebec  
Julie Dubois, Assistant Regional Vice-President , Quebec  
Yann Boudreau, Assistant Regional Vice-President, Quebec

Garry Larouche, Regional Vice-President , Ontario  
 Stephanie Hewis, Assistant Regional Vice-President , Ontario  
 Patrice Rémillard, Assistant Regional Vice-President , NCR (SE)  
 Carl Laguerre, Human Rights Representative , NCR (SE)  
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 Ben René, Communications Officer  
 Johanne MacAndrew, Assistant to the National President and NEVP  
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

### **REGRET**

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

## 12) **COMMITTEE REPORTS**

### I) **Education Honours and Awards Committee Report**

M/S Jennifer Chieh Ho and Angela Decker

**THAT** a life membership be awarded to a member.

**\*Vote by secret ballot: YES**

## 8) **MINUTES OF PREVIOUS MEETINGS**

### **National Executive Meeting - September 30-October 2, 2013**

M/S Karoline Klüg and Heather Brooker

**THAT** the minutes of the National Executive Meeting held

September 30 to October 2, 2013 in Winnipeg, MB be adopted.

**\*Recorded Vote 19: CARRIED**

**12) COMMITTEE REPORTS (CONT'D)**

**H) NE DISCIPLINARY COMMITTEE REPORT (Appendix "E")**

M/S Eddie Kennedy and Martin Kaminski

**THAT** the report of the NE Disciplinary Committee Meeting held February 25 be adopted as a whole.

**\*Recorded Vote 20: CARRIED**

M/S Eddie Kennedy and Martin Kaminski

**THAT** Bylaw 7 Sec be amended to read as follows:

**Bylaw 7  
Discipline**

**Bylaw 7 Sec 1 (former Bylaw 12 Sec 1)  
Discipline by national executive**

- a) The national executive of this component has the authority to discipline—including remove from office—any local officer or national officer, excluding the national president, who contravenes any provision of these bylaws or the PSAC Constitution.
- b) ~~Any written complaints forwarded to the national executive within 90 calendar days of an alleged offence or within 90 calendar days of someone becoming aware of an alleged offence, will be investigated. The process followed in investigations is governed by the provisions of Policy NEN 5, *Investigating complaints* and Regulation 19 of the PSAC Constitution.~~

***Any written complaints forwarded to the National President or his or her designate within 90 calendar days of an alleged offence may be investigated. The process followed in investigations is governed by the provisions of UNE Policy NEN 5 - Investigating complaints and the PSAC Constitution***



***and Regulations.***

- c) The national president or the national executive may waive the 90 calendar-day timeframe.

**Bylaw 7 Sec 4 (former Bylaw 12 Sec 4)**

**Actions that can lead to penalties**

If an officer commits any of the offenses listed in Subsections a) to m), below, he or she may be penalized under Sections 1 and 2 of this bylaw. The offences are as follows:

- a) violating any provision of the local bylaws, the bylaws ***or policies*** of the Union of National Employees or the PSAC Constitution;
- b) obtaining membership or soliciting members by misrepresentation;
- c) instituting, urging or advocating that a member of any local take court action against the Union of National Employees or the Public Service Alliance of Canada or any of their officers or against a local or any of its officers without first exhausting all remedies through appeal within the organization;
- d) advocating or attempting to bring about the withdrawal ***or disaffiliation*** of any member or group of members from the Union of National Employees or any local, other than through the proper component channels ***as outlined in Policy LOC 1; (TO BE REFERRED TO: Bylaws and Policy Committee to develop a process that complies with the PSAC Constitution and Regulations)***
- e) publishing or circulating among the members false reports or wilful misrepresentations;
- f) working in the interests of a rival organization;
- g) slandering, libelling or wilfully wronging an officer or member of the Union of National Employees or of the Public Service Alliance of Canada;

- h) using abusive language or disturbing the peace of any meeting of the Union of National Employees or its locals;
- i) fraudulently receiving money due to the Union of National Employees or any of its locals or misappropriating the monies of the component or any of its locals;
- j) using the name of a local of the Union of National Employees to solicit funds, advertising and the like without the consent of the local concerned or the national executive of the component, whichever applies;
- k) giving a complete or partial list or any information on the membership of the Union of National Employees or of any local to anyone other than those whose official position entitles them to have such a list;
- l) deliberately interfering with an official of the Union of National Employees or of the Public Service Alliance of Canada in the discharge of his or her duties; or
- m) any other conduct prejudicial to the good order and welfare of the Union of National Employees or of the Public Service Alliance of Canada.

**\*Recorded Vote 21: CARRIED**

M/S Eddie Kennedy and Martin Kaminski

**THAT** Policy NEN 5 be amended to read as follows:

**Policy NEN 5**

**Investigating complaints**

Where the National President has received a written complaint against a local officer or national officer of this component, this policy and the provisions of Regulation 19 of the PSAC Constitution will be adhered to.

**Role of the National President**

The National President of this component will review the complaint to determine whether there is enough *prima facie* evidence to proceed.

The National President will make this determination within 60 days of receiving the complaint. ***This time period may be extended in order to facilitate mediation or settlement.***

If the complainant is not satisfied with the National President determination, ~~he or she~~ the **complainant** may, within 30 days, appeal the decision to the National Executive.

The National President will ensure that the investigation in question is carried out with due process in mind ~~(as outlined below)~~. ***in conformance with the PSAC Constitution and Regulations and in accordance with the UNE Harassment Policy and the UNE Prevention of Harassment Program. (See appendix NEN-B and NEN-C).*** All parties will be made fully aware of all charges and all contents of the allegations, including any submissions made by any party, and any testimony made by any witnesses.

**\*Recorded Vote 22: CARRIED**

M/S Eddie Kennedy and Martin Kaminski

**THAT** the UNE Policy NEN 6 be amended as follows:

**HARASSMENT POLICY**

Union of National Employees is committed to provide an environment where everyone is treated with respect, dignity and is harassment-free.

Harassment is defined in the Act as “engaging in a course of vexatious comment or conduct against a member that is known or ought reasonably to be known to be unwelcome”. The comment or actions may be directed at one member or a group of members. It is a form of psychological violence which is unacceptable and it will not be tolerated from any member in this organization.

Harassment includes:

- Remarks, jokes, innuendos that are demeaning, intimidating, embarrassing or offensive
- Bullying
- Spoken or written put downs
- Teasing or insults about members physical appearance or characteristics
- Displaying or circulating offensive pictures or materials
- Inappropriate sexual comments, suggestions, advances or touching
- Threatening or offensive emails or phone calls

Harassment also relates to a form of discrimination as set out in the ~~Ontario Human Rights Code~~. ***Canadian Human Rights Act or in***

~~the~~ **relevant Provincial Human Rights Legislation.** This policy applies to all employees and members of the Union of National Employees, PSAC. It applies when harassment is between members and either a Union of National Employees staff person, local, regional or national elected official and members. This policy is not intended to limit or constrain the reasonable exercise of management functions in this organization.

UNE staff person, local, regional or national elected official and members are expected to uphold this policy, and will be held accountable by the Union of National Employees.

In consultation with the Joint Health and Safety Committee, The Union of National Employees has developed and maintained a program to implement this policy. The program includes, but not limited to, measures and procedures for members to report incidents of harassment to the ~~union's National Executive Vice-President~~ **Union of National Employees' National President** ~~or his or her designate~~ **and** ~~or~~ sets out how the union will investigate and deal with incidents and complaints of harassment.

Every member must work in compliance with this policy and supporting program. All members are encouraged to report any incident of harassment that involves UNE staff persons, local, regional or national elected officials and members.

The UNE will investigate and deal with all concerns, complaints, or incidents of harassment within the organization in a fair and timely manner.

Union of National Employees will review this policy annually to ensure it continues to meet our needs.

Nothing in this policy prevents or discourages a staff person, local, regional or national elected official or member from filling an ~~application~~ **a complaint with the appropriate Human Rights Tribunal.** ~~of Ontario. on a matter related to Ontario's Human Rights Code within one year of the last alleged incident.~~ **A staff person, local, regional or national elected official or member may also retains** the right to exercise any other legal avenues that

may be available.

**\*Recorded Vote 23: CARRIED**

M/S Eddie Kennedy and Martin Kaminski

**THAT** the Prevention of Harassment Program be adopted as amended. (See Appendix E)

**\*Recorded Vote 24: CARRIED**

M/S Eddie Kennedy and Martin Kaminski

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

**\*Recorded Vote 25: CARRIED**

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**RECESS**  
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**FRIDAY, MAY 30, 2014 - 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
- Annette Brown, Human Rights Representative , Atlantic
- Yvon Beaudoin, Regional Vice-President, Quebec
- Julie Dubois, Assistant Regional Vice-President , Quebec
- Yann Boudreau, Assistant Regional Vice-President, Quebec
- Garry Larouche, Regional Vice-President , Ontario
- Stephanie Hewis, Assistant Regional Vice-President , Ontario
- Patrice Rémillard, Assistant Regional Vice-President , NCR (SE)
- Carl Laguerre, Human Rights Representative , NCR (SE)
- Richard Ballance, Regional Vice-President , NCR (TB)

June Dale, Human Rights Representative , NCR (TB)  
 Martin Kaminski, Regional Vice-President , Manitoba  
 Chris Little-Gagné, Assistant Regional Vice-President, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
 Sandra Ahenakew , Assistant Regional Vice-President , Saskatchewan  
 Kevin King, Regional Vice-President, Alberta, NWT and Nunavut  
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
 Andy Yung, Assistant Regional Vice-President, BC and Yukon  
 Heather Brooker, Regional Vice-President , Outside Canada  
 Rose Touhey, Assistant Regional Vice-President , Outside Canada  
 Celine Ahodekon, Human Rights Representative, Racially Visible  
 Kate Hart, Human Rights Representative , GLBT  
 Franco Picciano, Coordinator Member Services  
 Georges St-Jean, Financial Advisor  
 Ben René, Communications Officer  
 Johanne MacAndrew, Assistant to the National President and NEVP  
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

### **REGRET**

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

## **12) COMMITTEE REPORTS**

### **A) Bylaws and Policy Committee (Appendix “F”)**

M/S Omar Murray and Garry Larouche

**THAT** the report of the Bylaws and Policy sub-committee be adopted as presented.

**\*Recorded Vote 26: CARRIED**

### **D) Finance and Human Resources Committee (Appendix “G”)**

#### **Convention 2014 Hospitality Allowance at Convention**

M/S Eddie Kennedy and Angela Decker

**BE IT RESOLVED THAT** a special hospitality allowance be provided to each Regional Vice-President for the regions to permit the provision of refreshments and snacks to their regional caucuses at Convention and that the funding be based on the following formula: the number of delegates times \$60.00 plus a flat rate of

\$100 .00 with a minimum of \$600.00 and that these funds be advanced to the Regional Vice- Presidents against undertakings to provide a detailed accounting for the funds immediately following Convention.

**BE IT FURTHER RESOLVED THAT** special hospitality allowances be provided to the National Executive Vice-President and the National Vice- President (Human Rights) in an amount of \$350.00 each and to the National President in an amount of \$750.00 for the provision of hospitality at Convention, and that these funds be advanced to these National Officers against undertakings to provide a detailed accounting for the funds immediately following Convention.

**BE IT FURTHER RESOLVED THAT** the number of members of the Host Committee be included in the formula to be used to calculate the allowance for the BC and Yukon Region and that these funds be advanced to the Regional Vice-President for the BC and Yukon against an undertaking to provide a detailed accounting for the funds immediately following Convention .

**\*Recorded Vote 27: CARRIED**

M/S Eddie Kennedy and Karoline Klüg

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

**\*Recorded Vote 28: CARRIED**

**I) Honour and Award**

The National Executive recommends the following:

M/S Richard Ballance and Angela Decker

**THAT** a life membership be awarded to a member.

**\*Vote by secret ballot: YES**

9) **REPORT OF THE EXECUTIVE**

E) **Regional Vice-Presidents Reports on Inactive Locals (Appendix “H”)**

Alberta

M/S Kevin King and Martin Kaminski

**THAT** the report of the Alberta, NWT and Nunavut Region report on inactive locals be adopted as presented.

**\*Recorded Vote 29: CARRIED**

BC and Yukon

M/S Andy Yung and Eddie Kennedy

**THAT** the report of the BC and Yukon report on inactive locals be adopted as presented.

**\*Recorded Vote 30: CARRIED**

Manitoba

M/S Martin Kaminski and Angela Decker

**THAT** the report of the Manitoba Region on inactive locals be adopted as presented.

**\*Recorded Vote 31: CARRIED**

NCR (TB)

M/S Richard Ballance and Angela Decker

**THAT** the report of the NCR (TB) region on inactive locals be adopted as presented.

**\*Recorded Vote 32: CARRIED**

Quebec

M/S Yvon Beaudoin and Karoline Klüg

**THAT** the report of the Quebec region on inactive locals be adopted as presented.

**\*Recorded Vote 33: CARRIED**



Ontario

M/S Garry Larouche and Martin Kaminski

**THAT** the Ontario region report on inactive locals be adopted as presented.

**\*Recorded Vote 34: CARRIED**

Saskatchewan

M/S/C Omar Murray and Angela Decker

**THAT** the oral report of the Saskatchewan region be adopted.

NCR (SE)

The NCR (SE) Region has two inactive locals. No report was presented by the region.

**D) Annual Regional Vice-Presidents and Assistant Regional Vice-Presidents Reports**

M/S Richard Ballance and Karoline Klüg

**THAT** the annual report of the Regional Vice-President for the NCR (TB) Region be adopted as presented.

**\*Recorded Vote 35: CARRIED**

**12) COMMITTEE REPORTS (CONT'D)**

**I) Education Honours and Awards Committee (Appendix "I")**

M/S Heather Brooker and Angela Decker

**THAT** the life membership criteria be modified as follows:

**UNION OF NATIONAL EMPLOYEES  
LIFE MEMBERSHIP**

**Purpose**

Life Membership may be bestowed on a member who has made outstanding contributions and rendered exceptional service to the

welfare of the Union of National Employees members.

### **Criteria**

1. The person nominated for Life Membership must have held position at various levels of the component for a period of at least ten years, not necessarily consecutive.
2. Outstanding contribution shall mean service of a very significant nature or service of a high calibre over a period of time; in any case, the service may be at any level of the component as a whole, but it must have benefited other segments of the component other than the Local in which the person holds membership.
3. A member shall be granted applicant status if nominated during a period of lay-off or on leave without pay.

### **Process**

1. Nominations for Life Membership shall be made by the Executive of a Local or the National Executive of the Union of National Employees.
2. All applications for a Life Membership shall be referred to the Standing Committee on Education, Honours and Awards. The Standing Committee shall review all applications and make appropriate recommendations to the National Executive.
3. All decisions in the awarding of Life Membership shall in all circumstances require a two-thirds majority of the National Executive assembled in a regular meeting and voting by secret ballot.
4. A Life Membership may be withdrawn for any act considered prejudicial to the good and welfare of the component.
5. Withdrawal of a Life Membership shall require a motion and two-thirds majority vote of the National Executive assembled at a regular meeting and voting by secret ballot.

**Award**

The award shall consist of a suitably framed certificate and a gift (token of appreciation) not to exceed \$500.

**Presentation**

The Life Membership shall be made by the President of the Union of National Employees (or designate) at the Union of National Employees Triennial Convention.

A suitable announcement will be placed on the component's web site.

**\*Recorded 36: CARRIED**

Note: It was agreed that all life members' plaques past and recent would be displayed on the UNE boardroom wall.

**Bylaw 4 Sec 8**

M/S Heather Brooker and Angela Decker

**THAT** Bylaw 4 Sec 8 be amended to read as follows:

**Bylaw 4 Sec 8****Life membership (Union of National Employees)**

Any member who has devoted extraordinary time and energy to the affairs of this component, and who has given of him or herself personally to our affairs, may be awarded a life membership. Decisions for such memberships are made by the national executive. ~~Or by a local nomination approved by the national executive.~~ ***This honour may also be bestowed on former members provided that their membership has not lapsed for more than three years.***

**\*Recorded Vote 37: CARRIED**

Note: It was noted that the UNE policy may require amendment should this resolution be adopted at convention.

M S Heather Brooker and Angela Decker

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

**\*Recorded Vote 38: CARRIED**

9) **REPORT OF THE EXECUTIVE (CONT'D)**

B) **NATIONAL EXECUTIVE VICE-PRESIDENT (Appendix "J")**

M/S Eddie Kennedy and Karoline Klüg

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

**\*Recorded Vote 39: CARRIED**

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**RECESS**

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**SATURDAY, MAY 31, 2014 - 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  
 Angela Decker, Regional Vice-President , Atlantic  
 Annette Brown, Human Rights Representative , Atlantic  
 Yvon Beaudoin, Regional Vice-President, Quebec  
 Julie Dubois, Assistant Regional Vice-President , Quebec  
 Yann Boudreau, Assistant Regional Vice-President, Quebec  
 Garry Larouche, Regional Vice-President , Ontario  
 Carl Laguerre, Human Rights Representative , NCR (SE)  
 Richard Ballance, Regional Vice-President , NCR (TB)  
 June Dale, Human Rights Representative , NCR (TB)  
 Martin Kaminski, Regional Vice-President , Manitoba  
 Chris Littel-Gagné, Assistant Regional Vice-President, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
 Sandra Ahenakew , Assistant Regional Vice-President , Saskatchewan  
 Kevin King, Regional Vice-President, Alberta, NWT and Nunavut  
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
 Andy Yung, Assistant Regional Vice-President, BC and Yukon  
 Heather Brooker, Regional Vice-President , Outside Canada  
 Rose Touhey, Assistant Regional Vice-President , Outside Canada  
 Celine Ahodekon, Human Rights Representative, Racially Visible  
 Kate Hart, Human Rights Representative , GLBT  
 Geoff Ryan, Human Rights Representative, People with Disability

Franco Picciano, Coordinator Member Services  
 Georges St-Jean, Financial Advisor  
 Ben René, Communications Officer  
 Johanne MacAndrew, Assistant to the National President and NEVP  
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

### **REGRETS**

Michèle Milotte, Regional Vice-President, NCR (SE)  
 Patrice Rémillard, Assistant Regional Vice-President , NCR (SE)

#### **11) NEW BUSINESS (CONT'D)**

##### **F) Parks Canada**

Brother Eddie Kennedy provided clarification and answered questions on the Parks Canada issues with respect to the record of employment.

#### **9) REPORT OF THE EXECUTIVE (CONT'D)**

##### **E) Regional Vice-Presidents Reports on Inactive Locals**

###### *Atlantic*

M/S Angela Decker and Martin Kaminski

**THAT** the Atlantic region report of inactive locals be adopted as presented.

**\*Recorded Vote 40: CARRIED**

#### **11) NEW BUSINESS (CONT'D)**

##### **E) Honours and Awards**

M/S Garry Larouche and Karoline Klüg

**THAT** the Education, Honours and Awards Committee review its honours and awards policies for the UNE to include ways that locals can recognize the contributions made by members or officers of their local through awards or certificates.

**\*Recorded Vote 41: CARRIED**

12) **COMMITTEE REPORTS (CONT'D)**

A) **Bylaws and Policy Committee Cont'd (Appendix "K")**

M/S Garry Larouche and Omar Murray

**THAT** Policy LOC 1 be amended to read as follows:

***Policy LOC 1***

***Union of National Employees Affiliation***

*The following policy outlines the process to be followed when advocating or attempting to bring about the withdrawal of any members or group of members from the Union of National Employees.*

***Policy LOC 1 Section 1***

***Prohibition***

*Local Funds or Union of National Employees resources of any kind may not be used for the purpose of assisting in the process of terminating or severing the affiliation with the Union of National Employees or PSAC.*

***Policy LOC 1 Section 2***

***Requests for Disaffiliation***

*Requests for disaffiliation will be in writing and must include a detailed outline of all the allegations including factual evidence and a signed petition featuring the names of least 25% of the membership.*

***Policy LOC 1 Section 3***

*Requests for disaffiliation will be presented to the Union of National Employees' President and the respective Regional Vice President.*

***Policy LOC 1 Section 4***

*The Union of National Employees' President may refer the matter to the National Executive Standing Committee on Locals and Membership. The committee will recommend a course of action to be followed to the National Executive.*

***Policy LOC 1 Section 5***

*The Union of National Employees' President may refer the matter to the National Executive Standing Committee on Locals and Membership. The committee will recommend a course of action to be followed to the National Executive.*

A/S/C Eddie Kennedy and Heather Brooker

**THAT** the motion be amended by adding the following sentence:

Any member who is involved in the process of terminating or severing the process of affiliation with the UNE or PSAC will immediately step down from any office held with the UNE.

**\*Recorded Vote 42 on the motion as amended: CARRIED**

M/S Garry Larouche and Omar Murray

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

**\*Recorded vote 43: CARRIED**

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

12) **COMMITTEE REPORTS (CONT'D)**

F) **Locals and Membership Committee**

M/S Richard Ballance and Martin Kaminski

**THAT** the UNE dissolve Local X0305, Aboriginal Affairs and Northern Development, Inuvik. NT.

**\*Recorded Vote 43: CARRIED**

M/S Richard Ballance and Martin Kaminski

**THAT** the UNE dissolve Local 00381, Ontario Library and Archive.

**\*Recorded Vote 44: CARRIED**

M/S Richard Ballance and Martin Kaminski

**THAT** the report of the Locals and Membership Committee be

adopted as a whole.

**\*Recorded Vote 45: CARRIED**

Brother Doug Marshall relinquished the Chair to Brother Eddie Kennedy.

Bother Eddie Kennedy assumed the Chair.

**9) REPORT OF THE EXECUTIVE (CONT'D)**

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

M/S Doug Marshall and Karoline Klüg

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

**\*Recorded Vote 47 : CARRIED**

Brother Eddie Kennedy relinquished the Chair to Brother Doug Marshall.

Brother Doug Marshall assumed the Chair.

\*\*\*\*\*

**RECESS**

\*\*\*\*\*

**SATURDAY, MAY 31, 2014 - 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  
Annette Brown, Human Rights Representative , Atlantic  
Yvon Beaudoin, Regional Vice-President, Quebec  
Yann Boudreau, Assistant Regional Vice-President, Quebec  
Garry Larouche, Regional Vice-President , Ontario  
Carl Laguerre, Human Rights Representative , NCR (SE)



Richard Ballance, Regional Vice-President , NCR (TB)  
 June Dale, Human Rights Representative , NCR (TB)  
 Martin Kaminski, Regional Vice-President , Manitoba  
 Chris Littel-Gagné, Assistant Regional Vice-President, Manitoba  
 Omar Murray, Regional Vice-President, Saskatchewan  
 Sandra Ahenakew , Assistant Regional Vice-President , Saskatchewan  
 Kevin King, Regional Vice-President, Alberta, NWT and Nunavut  
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon  
 Andy Yung, Assistant Regional Vice-President, BC and Yukon  
 Heather Brooker, Regional Vice-President , Outside Canada  
 Rose Touhey, Assistant Regional Vice-President , Outside Canada  
 Celine Ahodekon, Human Rights Representative, Racially Visible  
 Kate Hart, Human Rights Representative , GLBT  
 Geoff Ryan, Human Rights Representative, People with Disability  
 Franco Picciano, Coordinator Member Services  
 Georges St-Jean, Financial Advisor  
 Ben René, Communications Officer  
 Johanne MacAndrew, Assistant to the National President and NEVP  
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

## **REGRETS**

Michèle Milotte, Regional Vice-President, NCR (SE)  
 Patrice Rémillard, Assistant Regional Vice-President , NCR (SE)

## 9) **REPORT OF THE EXECUTIVE**

### **C) National Vice-President for Human Rights**

M/S/C Karoline Klüg and Omar Murray

**THAT** the National Vice-President for Human Rights' verbal report be adopted. Highlights of the report included:

- Face to face meeting in February with the newly elected National Equity Representatives
- Meeting in March with the Human Rights Committee
- Working on developing the Human Rights 101 UNE Manual as a resource for the UNE
- Working on the HR Calendar for the Triennial Convention
- Developing an information kit on Human Rights to be provided to delegates on a USB key
- Carrying out different tasks for Convention as adopted by the Human Rights Committee

- Chaired meeting of the Youth Committee as mandated by the membership engagement committee
- Participated in the Labour Relations Officers and Administrative Assistants job interviews
- Active participant of the PSAC NCR Education Committee

**D) Annual Regional Vice-Presidents and Assistant Regional Vice-Presidents**

M/S/C Heather Brooker and Eddie Kennedy

**THAT** the verbal report of the Regional Vice-President for Outside Canada Region be adopted. Highlights of her report included:

- Many discussion with the Regional Team on many occasion.
- Continue to play a very strong mentoring role as Convention soon approaching
- Held the Region's Caucus last night
- Assumed the role of a steward overseas
- Worked in conjunction with Management with respect to issues around repatriation.
- Worked on different issues around WFA

Brother Dave Burchell joined the meeting.

**11) NEW BUSINESS (CONT'D)**

**G) Supplementary Resolutions**

A brief discussion was held with respect to supplementary resolutions and the Committees Priority orders.

**Supplementary Resolution CS 33**

M/S Eddie Kennedy and Garry Larouche

**The Union of National Employees will** amend bylaw 2 section 1 to create the position of full time National Vice president – Parks Canada to become part of the UNE national Executive .

**The Union of National Employees will** amend bylaw 2 section 2 to include the National Vice President for Parks Canada to be elected by parks delegates to the UNE 2014 triennial convention; and

**The Union of National Employees will** amend bylaw 2 duties of officer to include the following for the duties of the national Vice president - Parks Canada:

**The national executive vice-president Parks:**

- a) follows and assists the national president in implementing the decisions taken by the national executive; the Triennial Component and PSAC conventions;
- b) at the direction of the national president represents the UNE in relations to Parks Canada Agency at a national level
- c) attends all meetings of the national executive;
- d) participates on national executive committees, as required by the national president
- e) reports, in writing, on his or her activities at all meetings of the national executive and at the Component Triennial Convention. This report forms part of the minutes of these meetings and will be forwarded to all locals of the Union of National Employees;
- f) attends all sessions of the Union of National Employees and PSAC conventions;
- g) represents the component on PSAC committees and in other forums as requested by the national president or the national executive;
- h) assists—at the direction of the national president or the national executive—regional officers as they carry out their duties, specifically concerning issues involving Parks Canada;
- l) performs other duties assigned by the national president or the national executive
- j) resigns any local office or other component position within one month of being elected as the National Vice president Parks
- k) participates in PSAC activities in his or her region and National, at the direction of the national President
- l) provides guidance to Parks Canada Locals Nationally
- m) works cooperatively with the National executive. assistant vice-president for the regions, the human rights representatives and the alternate human rights representatives of the component is assisting them on issues involving Parks Canada

- m) attends the regional seminar of the region in which they reside and others as invited by regional Vice presidents

The election for the National Vice-President for Parks Canada UNE will take place at a Parks Canada caucus immediately preceding the commencement of the Regional Caucus elections.

The position will only be filled if the UNE is successful in negotiating with the employer (Parks Canada Agency) the following:

- a) That the member elected to this office be freed from their regular duties as a Parks Canada Employee and be allowed to fulfill the duties of the office for the triennial cycle of 2014-2017.
- b) That the member will continue to receive their salary and paid benefits paid in full by Parks Canada. This includes any increases in salary adjustments of statutory increase and benefits that may become due during the triennial cycle 2014-2017 periods, under the terms and conditions of employment and collective agreement of Parks Canada.
- c) Travel costs associated with the position as required by the employer will be paid by Parks Canada

These bylaw amendments shall expire and no longer be in force immediately after the close of the 2017 UNE Convention.

**Because** Parks Canada is one of the largest employer groups within the UNE composing 52 locals spread through every province and territory;

**Because** Parks Canada is a complex separate employer with a multitude of classifications and a mixture of seasonal and fulltime members;

**Because** the National President and National Executive Vice President have an extremely heavy workload obligation in dealing with the current 60 employer groups and 41 collective agreements within UNE;

**Because** Parks Canada Labour relations occupies a significant amount of time of both the national president and the national Executive;

**Because** it would foster a better understanding between UNE and Parks Canada and strengthen national labour management relations;

**Because** it would establish a stronger working relationship with the Chief Human resource officer of Parks Canada while representing the interest and rights of the members of UNE; and

**Because** it would ensure that both the UNE and Parks Canada have a direct and expedient method of consultation on all labour relations.

### **Resolution of the UNE NE**

The UNE will establish an operational budget of \$15,000.00 for the position to cover the standard costs associated with a position on the national executive, this budget to be absorbed within the already existing national officers' budget line item.

**\*Recorded Vote 48: CARRIED**

- 13) **ROUND TABLE CHECK-OUT**  
A roundtable check-out ensued.

14) **ADJOURNMENT**

M/S Karoline Klüg and Heather Brooker

**THAT** the meeting be adjourned.

There being no further business the meeting adjourned at 4: 31 p.m.