

MINUTES OF THE NATIONAL EXECUTIVE MEETING
Held October 6-10, 2014
Salon Royal - Casino Lac Leamy

PRESENT WERE

Doug Marshall, National President
Kevin King, National Executive Vice-President
Geoff Ryan, National Vice-President for Human Rights
Daniel Toutant, Assistant National Vice-President for Human Rights
Angela Decker, Regional Vice-President, Atlantic
Mike Leblanc, Assistant Regional Vice-President, Atlantic
Bill Bennett, Assistant Regional Vice-President, Atlantic
Craig Cameron, Assistant Regional Vice-President, Atlantic
Annette Brown, Human Rights Representative, Atlantic
Yvon Beaudoin, Regional Vice-President , Quebec
Julie Dubois, Assistant Regional Vice-President, Quebec
Keith Lemoine, Human Rights Representative, Quebec
M.A. Walker, Regional Vice-President , Ontario
Diane Levola, Assistant Regional Vice-President, Ontario
Andrew Shaver, Assistant Regional Vice-President, Ontario
Craig Reynolds, Assistant Regional Vice-President, Ontario
Sandy Bello, Human Rights Representative, Ontario
Patrice Remillard, Regional Vice-President , NCR (SE)
André Miller, Assistant Regional Vice-President , NCR (SE)
Jasmin Richer, Assistant Regional Vice-President, NCR (SE)
Carl Laguerre, Human Rights Representative, NCR (SE)
Richard Ballance, Regional Vice-President, NCR (TB)
Cindy D'Alessio, Assistant Regional Vice-President, NCR (TB)
Roman Laroche, Assistant Regional Vice-President, NCR (TB)
June Dale, Human Rights Representative, NCR (TB)
Christopher Little-Gagné, Regional Vice-President , Manitoba
Martin Kaminski, Assistant Regional Vice-President, Manitoba
Melody Raabe, Assistant Regional Vice-President, Manitoba
Jacqueline Nanali , Human Rights Representative, Manitoba
Omar Murray, Regional Vice-President, Saskatchewan
Gloria Pfeifer, Assistant Regional Vice-President, Saskatchewan
Janette Husak, Assistant Regional Vice-President, Saskatchewan
Sandra Ahenakew, Human Rights Representative, Saskatchewan
Dave Burchell, Regional Vice-President, Alberta, NWT and Nunavut
Jaison Van Tine, Assistant Regional Vice-President, Alberta, NWT and Nunavut
Angad Hundal, Assistant Regional Vice-President, Alberta, NWT and Nunavut
Genevieve Babineau, Human Rights Representative, Alberta, NWT and Nunavut
Jennifer Chieh Ho, Regional Vice-President , BC and Yukon

Brian Bakker, Assistant Regional Vice-President, BC and Yukon
 Allan Combres, Assistant Regional Vice-President, BC and Yukon
 Shirley Torres, Human Rights Representative, BC and Yukon
 Karl Lafreniere, Regional Vice-President , Outside Canada
 Rose Touhey, Assistant Regional Vice-President, Outside Canada
 Isabelle Beaudoin, Human Rights Representative, Outside Canada
 Mike Freeman, Equity Representative, Members with disability
 Celine Ahodekon, Equity Representative, Racialized Members
 Rubby Langan, Equity Representative, Aboriginal People
 Hayley Millington, Equity Representative, Woman
 Kate Hart, Equity 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

REGRETS

Heather Brooker, Assistant Regional Vice-President, Outside Canada
 Yann Boudreau, Assistant Regional Vice-President, Quebec
 Eddie Kennedy, National Parks Advisor

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 first National Executive meeting of this new mandate. The meeting has been combined with the Executive planning and study session. Executive Officers would receive relevant training required to assist in achieving individual and collective goals.

3. HOURS OF SITTING

The following hours of sitting were adopted as presented:

Monday, October 6, 2014	- 9:00 a.m. - 12:00 p.m. - 1:00 p.m. - 5:00 p.m.
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Tuesday, October 7, 2014	- 9:00 a.m. - 12:00 p.m. - 1:00 p.m. - 5:00 p.m.
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Wednesday, October 8, 2014	- 9:00 a.m. - 12:00 p.m. - 1:00 p.m. - 5:00 p.m.
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Thursday, October 9, 2014 - 9:00 a.m. - 12:00 p.m.
 - 1:00 p.m. - 5:00 p.m.

Friday, October 10, 2014 - 9:00 a.m. - 12:00 p.m.
 - 1:00 p.m. - 5:00 p.m.

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

M/S/C Angela Decker and Dave Burchell

THAT the agenda be adopted with the following addition under New Business:

10. (P) – Holiday Season Donation

5. CHECK-IN ROUND - NATIONAL EXECUTIVE

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:

Amy O'Connor of Local X0304
 Theo Klug, father of Sister Karoline Klug (former NVP for Human Rights)

7. REPORTS OF THE EXECUTIVE

It was agreed that this item be postponed as we were awaiting translation.

8. MINUTES OF PREVIOUS MEETINGS

A) National Executive Meeting – August 7-9, 2014

It was agreed that this item be postponed as we were awaiting translation.

9. ONGOING BUSINESS

A) WORKFORCE ADJUSTMENT

Following up with Parks.

B) BARGAINING

i) Treasury Board

Brother Geoff Ryan provided an update with respect to the PA bargaining as follows:

The PA bargaining team met with the Treasury Board counterparts for three days during the week of September 8, 2014. The government presented the elimination of sick banks and a maximum of 37.5 hours of sick leave a year. All accumulated sick leave will be abolished by September 2016. Help support our bargaining team by speaking to your co-workers and participating in your workplace information sessions. The PA bargaining team rejected this proposal.

Sister Kate Hart added that the government's proposal included a short-term disability plan. According to Treasury Board, these demands have nothing to do with money.

ii) EB Table

Brother Michael Freeman provided insight on the proposal submitted by the EB bargaining team. The EB bargaining team put forth a proposal to expand the definition of family used in their collective agreement to include the concept of Aboriginal spirit friend. The EB bargaining team wanted recognition from their employer - Treasury Board of Canada - that the current definition of family is narrower and more limiting than what is used by First Nations and other Aboriginal peoples in Canada.

Monday October 6, 2014 - Afternoon Training Session

- Duties of Officers
- Regional Seminars
- Rand Campaign

Tuesday October 7, 2014 - Morning Training Session
Reconvened at 9 a.m.

- Role of PSAC Versus UNE
- LROs Panel Discussion
- Regional Budgets

Tuesday October 7, 2014 - Afternoon Session
Reconvened at 1 p.m.

PRESENT WERE

Doug Marshall, National President
Kevin King, National Executive Vice-President
Geoff Ryan, National Vice-President for Human Rights
Daniel Toutant, Assistant National Vice-President for Human Rights
Angela Decker, Regional Vice-President, Atlantic
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Rose Touhey, Assistant Regional Vice-President, Outside Canada
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 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

Richard Ballance, Regional Vice-President, NCR (TB)
 Cindy D'Alessio, Assistant Regional Vice-President, NCR (TB)

Brother Roman Laroche assumed the seat for the NCR (TB) Region

Sister Rose Touhey assumed the seat for the Outside Canada Region

- iii) Parks Canada
 Brother Kevin King reported that neither the PSAC nor the employer have proposed dates for negotiations.
- iv) SSO
 Sister Mary Anne Walker reported that the bargaining team is still awaiting the Federal Court's decision. The Arbitrator indicated that matters outstanding in negotiation would not be rendered till the federal court heard case.
- v) NAC
 Brother Doug Marshall announced that a tentative agreement has been reached with NAC management on 26 September.
- vi) Others
 Brother Doug Marshall reported that following ratification of the Canadian Centre for Occupational Health and Safety collective agreement there were issues with the final document presented to members. As a result, PSAC has filed a complaint with the

Canada Industrial Relations Board (CIRB). The employer has fifteen days to respond.

Brother Kevin King advised that the Amethyst house had ratified their collective agreement.

C) 2014 UNE Triennial Convention Debrief

Executive Officers provided the following feedback:

- lack of the internet access on convention floor.
- Finance staff did an awesome job by processing claims on time.
- Number of speakers should be limited - especially when there is a finance debate
- Have electronic voting available for all caucus if required
- Campaigns were very clean and respectful
- Establish a member's crisis assistance
- Regional elections: took too long. Doors were closed for 4 to 5 hours. Meal should have been provided. Review regional elections procedures
- segregation of hospitality rooms. Consider merging hospitality suites to cut down costs and allow members to mingle in the evening
- Outing was great. As the hospitality was split apart, one activity as a group was great
- The hotel was great, however, not easily accessible. Members with disability required assistance in order to access some areas, which made it difficult to attend sessions on time.

Brother Doug Marshall advised that all comments and suggestions would be submitted for consideration for our next convention.

10. NEW BUSINESS

A) Outstanding Convention Resolutions

- i) Constitution and Bylaws Resolutions
Brother Doug Marshall advised that all outstanding Bylaws Resolutions could not be dealt with by the National Executive as they were amendments to the component bylaws, which require a two third majority vote of the convention delegates.

- ii) Finance Resolutions - All non-concurrence
- 1) Resolution FIN 1 - Transparency in Budgeting
 - 2) Resolution FIN 2 - Local Audits
 - 3) Resolution FIN 3 - Conformance of Locals

M/S Angela Decker and Jennifer Chieh Ho

THAT all FIN Resolutions be tabled.

***Recorded Vote 1: CARRIED**

- iii) General Resolutions - All non-concurrence
- 1) Resolution GEN 5 - Parks Bargaining Team Member Increase
 - 2) Resolution GEN 1 - Organ Donation Policy
 - 3) Resolution GEN 12 - Education Course-Bullying in the Workplace
 - 4) Resolution GEN 4 - Political Neutrality
 - 5) Resolution GEN 8A - Full Participation at PSAC Conf & Conv.
 - 6) Resolution GEN 28 - Special Campaign Fund
 - 7) Resolution GEN 27 - HR Committee Review
 - 8) Resolution GEN 14 - Disability Specialist
 - 9) Resolution GEN 22 - UNE Community Involvement
 - 10) Resolution GEN 29 - Life Members
 - 11) Resolution GEN 26 - Bursaries for Locals
 - 12) Resolution GEN 23 - ICM Practitioners
 - 13) Resolution GEN 6 - Bargaining Team Members
 - 14) Resolution GEN 30 - Public Sector Innovation
 - 15) Resolution GEN 20 - Cost of Living Allowance - PSAC Resolution
 - 16) Resolution GEN 15 - Financial Assistance Health Issues
 - 17) Resolution GEN 32 - Union Group Insurance
 - 18) Resolution GEN 11 - Allocation OSH & HR Conferences

M/S Angela Decker and Kevin King

THAT all general resolutions be tabled.

***Recorded Vote 2: CARRIED**

7. REPORTS OF THE EXECUTIVE

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

M/S Kevin King and Angela Decker

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

***Recorded Vote 3: CARRIED**

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

M/S Geoff Ryan and Angela Decker

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

***Recorded Vote 4: CARRIED**

D. Report on Inactive Locals

M/S/C Angela Decker and Omar Murray

THAT the following inactive and non-conformance locals report of the Atlantic Region be adopted.

Local 80414 Library & Archives/Canadian Heritage, NS

Attempts to reach members of Library & Archives to discuss transfer/merger of all Maritime Canadian Heritage MAL into the Local are ongoing.

Local 80020 Parks Local

This Local has been notified of their non conformance status on a number of occasions. Brother Mike LeBlanc, ARVP NB/PEI spoke with Local Secretary/Treasurer on Oct 6. She informed Mike that all reports have been sent in. We will follow up.

Service Centre Parks Canada Local 80352.

Met with a couple of members of this Local to discuss the viability of the Local. There is very little interest to keep the Local viable. I met with Parks Local 80015, President to discuss the possibility of merging Local 80352 with this Local if the current

Local does not become reactivated.

PEI Parks Local 90023

After many attempts, and cancellations, Local 90023 has an AGM set up for Oct 16 & I will be in attendance.

Non Conformance Locals

Industry Local 60349, NB

I recently communicated with President of Local 60349. He is currently on leave & is returning to work mid October at which time he has committed to schedule an AGM.

Louisbourg Parks Local 80018 NS

This Local has been sent a reminder to submit their financial statements.

Quebec

Local 10036 - An email has been sent to the Local treasurer. The majority of now the local executive retired. Will meet members to discuss the issue.

AB, NWT and Nunavut

Two locals at this time:

Local 30402 (Lake Louise) - they should be having their AGM in the next month or two.

Local 30094 - Has 6 members remaining with no interest to have a viable Local or sending anyone to anything. They are simply spending their money until it is gone. I will be contacting the Local President when I get back to work. I will be proposing they merge with another Local in Edmonton as there are several options.

Manitoba

Local 50353 (Parks) - Local has gone through some major leadership changes. I am in contact with the current remaining local and will have meetings to bring local into conformance. Financial documents for conformance requirements are enroute to UNE Office was what was reported by the prior RVP in July.

Local 50773 (Human Right Museum) - Signed their first Collective

agreement. Dues will be started shortly. As they are now finally open as a museum, I will be in contact with the local to have this corrected in the next couple months.

NCR (SE)

Local 70174 - New local executive elected before convention will make sure that they send their paper work. Will meet the new executive and will connect with them.

NCR (TB)

NCR(TB) currently has 2 inactive locals:

70342 (Governor General) - The RVP has compiled an email list of members of this local, and in conjunction with the PSAC Regional Representative, Jay Castonguay, is convening a meeting for November 12 in an effort to reactivate the Local.

70059 (Statistics Canada) - The local's financial records are currently with their accountant for review. A meeting is planned for November to accept local finances.

B) National Executive Standing Committees Work Preferences

M/S Dave Burchell and Jennifer Chieh Ho

THAT the Communications Committee and the Education, Honours and Awards Committee be merged to form the Communications, Education, Honours and Awards Committee.

Carried Unanimously

**WEDNESDAY, OCTOBER 7, - MORNING TRAINING SESSION
RECONVENED AT 9 a.m.**

- Collective Bargaining
- Finance for Officers
- IT Training on the Intranet and Website Use

WEDNESDAY, OCTOBER 7 - AFTERNOON SESSION
Reconvened at 1 p.m.

PRESENT WERE

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REGRETS

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

Brother Hundal Angad assumed the seat for AB, NWT and Nunavut.

Sister Rose Touhey assumed the seat for the Outside Canada Region.

C) Local Rand Campaign

A brainstorming exercise took place. Each region reported on their plan and strategy to reduce the number of rand deductees in their respective region:

BC and Yukon Region

Divided their locals into 4 groups - each team member is responsible for following up with members within his or her jurisdiction. And will provide an update to the regional team at their regular meetings. By the end of November is their goal to have all rands in the region signed up. In the past the region had also provided a reintroduction to the union meeting.

Saskatchewan

The majority of rand deductees in the Saskatchewan region are Parks seasonal employees. Which makes it a bit complicated and requires a specific strategy in order to connect with members as soon as they are back to work. All the letters and envelopes have been prepared and are ready for distribution.

NCR (SE)

The team has set a goal to reduce 10% of number of rands every month. They have divided tasks amongst the regional team, each one of them is responsible for certain departments and areas.

Atlantic

The regional Team is committing to get in touch with Parks Canada Local presidents in order to identify Term employees where most of the rand deductees are. The intent would be to speak to them personally either in person or by telephone. The application forms will also be used every time there will be an AGM in the region.

Manitoba

The Regional Team is trying to figure out the exact number of rand deductees in order to avoid duplicates and frustration of those who have already done so. They are still trying to find a way of signing seasonal workers as soon as they are back to the workforce. They are also work towards assisting and coaching those who willingly refuse to sign an application. They are using the PSAC calendar to reach out to members that have not yet signed an application.

Alberta

As in other regions, Parks seasonal members are a challenge as they are gone before we get to know them. A close monitoring during AGMs before letting members in the meeting room would be used as a strategy to sign up those who have not done so. For this we will need an updated list of rand deductees.

Ontario

The Ontario regional team will use our own UNE promotional items to reach out to rand deductees. They are still thinking on a good strategy to reach Parks seasonal employees as soon as they are employed. Everyone gets a pen as they sign their cards. Send an introductory email out to all ON Locals to introduce ourselves to our membership as a new Regional Team. Make it a Not just an ongoing communication not just a one time campaign. Working on a new way of communicating with our locals.

It was suggested to find a way to engage the human resources department signing up members up as soon as they are hired for more than three months.

NCR (SE)

The NCR (SE) team reported that in some collective agreements there is an orientation session provided to new employees. Some employers have allowed us to provide employees with membership applications.

NCR (TB)

The regional team will have pre-filled the card for rand provided that we they have information on the membership database. Members will only have to ensure that all information are accurate and only requires their signature. A rand signing special meeting would be held. A special gift package will also be prepared including our very own promotional items. Held a successful promotional day in the workplace with UNE promotional items. Over 100 membership union cards were signed.

Alberta, NWT and Nunavut

The team suggested that something be negotiated at the Human Resources level in order to add a union orientation package which would include a membership application for new employees. It was suggested that this item be brought forward at NLMCCs.

Outside Canada

The Regional team has successfully used the membership card in the past as a ticket for a special draw. Everyone was able to fill out a membership card in order to enter the draw. As the holiday season approaches the region will try something in the same manner.

Quebec

The team requested the list of all rands to provide to respective local executive to assist in this process.

It was also suggested that the PSAC investigate on the possibility of an additional PDF application that could be filled on line in order to expedite the process.

D) National Executive Meeting Dates

It was agreed that National Executive meetings be scheduled as follows:

- January 20-22, 2015 - UNE Boardroom
- April 22-24 - Quebec City Convention Centre
- September or October 2015 - to be determined, either before or after our Health and Safety Conference.

E) PSAC 17th National Triennial Convention - Take a stand for fairness - Our future depends on it

Brother Doug Marshall advised that the final delegate entitlement will be communicated to Components in the near future. The UNE will request that all our delegates be placed in the same hotel. All other administrative requirements are being coordinated with the PSAC Convention staff.

F) Laying of Component Wreath at the Remembrance Day Ceremonies at the War Memorial

Brother Doug Marshall requested that anyone interested in laying of component wreath at the Remembrance Day ceremonies at the war memorial should advise us at their earliest convenience.

G) UNE fitting into the PSAC NBOD Strategic Plan

A short discussion ensued with respect to how the UNE could fit into the PSAC's strategic plan leading to the next federal election. As the PSAC is taking the lead at the regional level, how could we as Component leaders assist them by mobilizing our local membership and encouraging their participation in these conversations?. We will need to make sure that our locals are prepared and ready by starting dealing with this at a local level and encouraging and assisting our members who are involved in political campaigns.

**THURSDAY, OCTOBER 8 - MORNING TRAINING SESSION
Reconvened at 9 a.m.**

- Communications
- Local Finances
- Role of UNE Staff - Who do you call?

THURSDAY, OCTOBER 8 - AFTERNOON SESSION
Reconvened at 1 p.m.

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REGRETS

Richard Ballance, Regional Vice-President, NCR (TB)
 Karl Lafreniere, Regional Vice-President , Outside Canada
 Dave Burchell, Regional Vice-President, Alberta, NWT and Nunavut

Brother Jaison Van Tine assumed the seat for Alberta, NWT and Nunavut.

10. NEW BUSINESS

P) Holiday Donation

M/S Brian Bakker and Omar Murray

THAT the 2014 Christmas donation be provided as follows:
 \$500 to the Whitehorse food bank and \$500 to the Dawson City Women
 Shelter.

***Recorded Vote 5: CARRIED**

Brother Doug Marshall relinquished the Chair to Brother Kevin King.

Brother Kevin King assumed the Chair.

7. **REPORTS OF THE EXECUTIVE**

A) National President (Appendix "D")

M/S Doug Marshall and Patrice Remillard

Adoption of the report of the National President as provided.

***Recorded Vote 6: CARRIED**

Brother Kevin King relinquished the Chair to Brother Doug Marshall

Brother Doug Marshall assumed the Chair.

H) Having the key issues on our web – Re-Think Child Care

Sister Mary Anne Walker requested that key issues that are crucial be placed on the Component Web such as the re-think child care campaign launched by the PSAC. This information should be accessible on our website. It was suggested to select on a monthly basis key issues faced by our membership to be placed on the web.

A short discussion also ensued with regards to how else we could be engaged beside the web. How we could address concerns about our members involvement in politics. The regional team should share as much information as possible to other regions to keep others informed on pertinent activities in their regions.

It was also suggested that archived NBoD minutes be easily accessible online for ease of reference. Brother Doug Marshall advised that minutes will be provided to the regional teams as soon as they are approved by the NBoD.

I) Local Email Accounts

It was suggested that email addresses be created for locals to avoid the use of employer's email. The IT department will investigate further on the feasibility of this request.

RECESS
