

MINUTES OF THE NATIONAL EXECUTIVE MEETING
Held January 20-22, 2015
UNE Boardroom

PRESENT WERE

Doug Marshall, National President
 Kevin King, National Executive Vice-President
 Geoff Ryan, National Vice-President for Human Rights
 Eddie Kennedy, National Parks Advisor
 Angela Decker, Regional Vice-President, Atlantic
 Craig Cameron, Assistant Regional Vice-President, Atlantic
 Yvon Beaudoin, Regional Vice-President , Quebec
 Julie Dubois, Assistant Regional Vice-President, Quebec
 M.A. Walker, Regional Vice-President , Ontario
 Andrew Shaver, Assistant Regional Vice-President, Ontario
 Patrice Remillard, Regional Vice-President , NCR (SE)
 Jasmin Richer, Assistant Regional Vice-President, NCR (SE)
 Richard Ballance, Regional Vice-President, NCR (TB)
 Christopher Little-Gagné, Regional Vice-President , Manitoba
 Jacqueline Nanali , Human Rights Representative, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Janette Husak, Assistant Regional Vice-President, Saskatchewan
 Dave Burchell, Regional Vice-President, Alberta, NWT and Nunavut
 Angad Hundal, Assistant Regional Vice-President, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President , BC and Yukon
 Brian Bakker, Assistant Regional Vice-President, BC and Yukon
 Karl Lafreniere, Regional Vice-President , Outside Canada
 Heather Brooker, Assistant Regional Vice-President, Outside Canada
 Ruby Langan, Equity Representative, Aboriginal People
 Kate Hart, Equity Representative, GLBT
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 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 wished everyone all the best in the new year 2015. He advised that he had met earlier this morning with Parks Canada management to discuss some of their initiatives and staffing issues.

Brother Doug Marshall further reported that all name plates have now been mounted on the wall in the UNE boardroom.

3. **HOURS OF SITTING**

M/S/C Angela Decker and Omar Murray

THAT hours of sitting be adopted as presented:

Tuesday, October 7, 2014 - 9:00 a.m. - 12:00 p.m.
- 1:00 p.m. - 5:00 p.m.

Wednesday, October 8, 2014 - 9:00 a.m. - 11:45 p.m.
- 11:45 a.m. - 1:00 p.m.
(Coordinating Committee Meeting)
- 1:00 p.m. - 5:00 p.m.

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

4. **ADOPTION OF THE AGENDA**

M/S/C Patrice Remillard and Karl Lafreniere

THAT the agenda be adopted as amended by adding the following items:

10. NEW BUSINESS

- H) Health and Safety Conference - K. King
- I) Call-In Centre Committee - D. Marshall
- J) Black History Month - J. Chieh Ho
- K) Location of UNE Office - J. Chieh Ho
- L) Promotional Items - D. Marshall
- M) Credit Checks in the Public Service - D. Marshall

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:

- Line Beauregard of Local 70160

- Bernhard Brandt, father of Sister Melissa Brandt
- André Lavictoire, husband of Sister June Dale
- Aurèle Lévesque, step father of Nicole Clermont
- Gregory Melville, brother of Sister Hayley Millington
- Maria Picciano, mother of Franco Picciano

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 1: CARRIED**

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

M/S Geoff Ryan and Omar Murray

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

In addition to his written report, Brother Geoff Ryan provided the following highlights:

- Participated for the first time in the PSAC Human Rights Committee meeting in November; and
- Organized a meeting with Sister Kate Hart, Conservative Senator Patterson from Nunavut and himself, to discuss Bill C-279 - Gender Identity.

***Recorded Vote 2: CARRIED**

D. Regional Vice-Presidents Reports (Appendix "D")

M/S Dave Burchell and Omar Murray

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

M/S Dave Burchell and Kevin King

THAT the issue regarding local 30094 be referred to the Locals and Membership Committee for their review and recommendation.

***Recorded Vote 3: CARRIED**

9. ONGOING BUSINESS

A) Regional Rand Campaigns

BC and Yukon:

divided the work amongst the regional team. Each team member is responsible for following up with members within their jurisdiction. The team has not met yet for an update. Presently Parks employees are unavailable in order to fill in their cards due to the season.

Ontario:

a reminder has been sent out to locals. Taking advantage of the AGM season to get Rands to fill out their membership cards.

Manitoba:

already started the campaign. All PSAC calendars have been sent along with membership cards to be filled out. Will provide feedback at the next meeting. Parks members will also be reached once they are back to work.

NCR, (SE):

the region will be starting their campaign in the near future and will report at the next meeting.

NCR (TB):

the work has been split amongst the regional team. Kudos to Local 70059 with a great success on their campaign - about 200 membership cards filled out and sent the PSAC.

Outside Canada:

the campaign has not yet started. Consequently to changes with our different departments and agencies, allocation of members has made this process difficult. Hopefully, this will be sorted out in the near future in order to quick off our rand campaign.

Quebec:

membership cards have been sent at the end of the year last year. The region is now awaiting responses and will track them down during the next AGM season.

Alberta, NWT and Nunavut:

the campaign is still ongoing. Planning to get members together whenever possible while visiting locals and get them to sign cards.

Atlantic:

the campaign is also ongoing. During local visits lots of cards have been filled out. The team is meeting this week for a leadership meeting and will further discuss the campaign. Better report at the next NE Meeting.

Saskatchewan:

the campaign is also ongoing using the PSAC calendar for distribution along with a membership card to be filled out.

B) Bargainingi) General

Brother Doug Marshall advised that an internal bargaining process is currently being developed in order to assist with the bargaining process to assist local executive officers in managing and better understanding this important process that requires full participation and input from our members.

ii) Treasury Board

Brother Geoff Ryan reported that the team met with the employer from January 13-15 and have signed off on some demands. The team tabled languages on the following:

Mental Health: to protect the psychological health of employees. The proposal calls for the adoption of the National Standard for Psychological Health and Safety in the Workplace.

Child care: an affordable child care for employees with young children. Affordable and accessible child care remains a pressing concern for many working families.

Union Leave: proposed language change on union leave for training for all members whether active or not.

Classification: new language on classification reform, emphasizing the importance of developing updated classification standards by 2017.

Brother Geoff Ryan reminded everyone that members of the bargaining team are always available should they wish an update on bargaining during their AGMs whether in person or via teleconference.

- iii) Parks Canada
Brother Eddie Kennedy advised that the Parks bargaining team met with the employer to exchanged demands. Highlights of the demands proposed by the employer includes the end to accumulated sick leave, the exact same proposal that was made across the core public administration. The next meeting has been scheduled for February 23-26.

- iv) SSO
Sister Mary Anne Walker advised that they have recently been informed that the court finally issued its decision and upheld SSO's position concerning the seniority-based proposals that were in dispute. The team have scheduled a conference call this afternoon to discuss their next steps.

- v) CCOHS
Brother Doug Marshall advised that the PSAC is still awaiting a response as documents have been filed with the Canada Industrial Relations Board (CIRB) with respect to the missing appendices in the collective agreement.

- vi) Social Sciences and Humanities Research Council (SSHRC)
In face of the legislation, workers at SSHRC have voted to adopt the conciliation/strike route. The employer has been pushing for an agreement. One of the proposals tabled by the employer is to amend the sick leave clause.

- vii) Canada Council for the Arts
The employer has informed the bargaining unit that the issue on the short term disability plan will be discussed at the table.

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

The PSAC 2015 National Triennial Convention will be held at the Québec City Convention Centre in Québec from April 26 to May 1, 2015.

i) UNE Resolutions Forwarded to PSAC

Brother Doug Marshall reminded all officers to support UNE resolutions forwarded to the PSAC for debate and endorsement.

He advised that UNE members who will sit on PSAC Resolutions Committees are as follows:

Sister Angela Decker for Collective Bargaining Resolutions
 Brother Kevin King for Finance Resolutions
 Brother Geoff Ryan for General Resolutions
 Brother Doug Marshall for Constitution Resolutions

iii) Delegates Registration

The deadline for delegates to register for the upcoming 2015 PSAC National Triennial Convention was Friday, January 9th.

Brother Doug Marshall advised that we are entitled to send 48 delegates to the PSAC convention. Our delegate entitlement is divided by region. In case of a vacancy in a region when the region's elected delegates are unable to attend, they are replaced by the alternates. However, once the list of alternates is exhausted, there can be no replacements available for the region. Should a region be unable to provide the number of delegates it has been allotted, the delegate seat would be filled from another region.

iv) Observers Registration and Funding

The deadline for observers to register to the 2015 Convention is Marsh 2nd.

Brother Doug Marshall advised that as the current budget does not support funding for observers, the National Executive can not endorse any request for funding for observers at the PSAC Convention. Any Local that wish to send observers to the PSAC Convention may do so providing the Local/observer is willing to pay their expenses.

- v) Accommodations
Brother Doug Marshall advised that the Component has requested a block reservation through the PSAC at the Hilton Quebec.
- vi) Caucuses
Brother Doug Marshall advised that there will be a UNE caucus everyday from 7: 15 a.m. to 8: 15 a.m. Breakfast will be served at 6:30 a.m. each day.
- vii) UNE Hospitality Suite
A UNE hospitality suite has been booked at the Hilton Québec starting Friday April 24.
- viii) Promotional item
Brother Doug Marshall advised that UNE clothing will be distributed to UNE members attending the PSAC Convention.

RECESS

Tuesday January 20, 2015 - 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
Eddie Kennedy, National Parks Advisor
Angela Decker, Regional Vice-President, Atlantic
Craig Cameron, Assistant Regional Vice-President, Atlantic
Yvon Beaudoin, Regional Vice-President , Quebec
Julie Dubois, Assistant Regional Vice-President, Quebec
M.A. Walker, Regional Vice-President , Ontario
Andrew Shaver, Assistant Regional Vice-President, Ontario
Patrice Remillard, Regional Vice-President , NCR (SE)
Jasmin Richer, Assistant Regional Vice-President, NCR (SE)
Richard Ballance, Regional Vice-President, NCR (TB)
Christopher Little-Gagné, Regional Vice-President , Manitoba

Jacqueline Nanali , Human Rights Representative, Manitoba
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 Ruby Langan, Equity Representative, Aboriginal People
 Kate Hart, Equity Representative, GLBT
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Johanne MacAndrew, Assistant to the National President and NEVP
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

Sister Heather Brooker assumed the seat for the Outside Canada Region.

10. **NEW BUSINESS**

C) PSLRA UPDATE

Brother Franco Picciano provided a presentation on the PSLRA amendments and their impact on the representation work of the union.

D) BILL C - 525

Brother Doug Marshall advised that Private Member's Bill C-525 should be a concern. If adopted, this bill would amend the Canada Labour Code, the Parliamentary Employment and Staff Relations Act and the Public Service Labour Relations Act to provide that the certification and decertification of a bargaining agent under these Acts must be achieved by a secret ballot.

E) Conferences and Conventions Dates

2015

National Executive Meeting	April 22-24
PSAC Convention	April 26 – May 1
Occupational Health And Safety Conference	October 2 - 4

2016

National Executive Meeting	TBD
All President's Conference	April 21 – 24
Human Rights Conference	October 27 - 30

2017

National Executive Meeting	TBD
National Executive Meeting	June 1 - 3
UNE Convention Committee meetings	June 4 – 6
National Executive Meeting	August 6 - 8
UNE National Triennial Convention	August 23 - 27

F) SSO DAY OF ACTION ON NOVEMBER 19 – SHERBROOKE, QC

Brother Yvon Beaudoin wished to convey the gratitude expressed by SSO members to the National President for this presence in Sherbrooke on the day of action.

J) Black History Month

Sister Jennifer Chieh Ho shared with everyone her project done in the BC region for February Black History Month - in her role as the Regional Co-ordinator for Racially Visible/Racialized workers and the BCFED Representative for Workers of Colour. Using the great idea from the UNE Human Rights Committee presentation to the 2014 Convention on Water Campaign book marks, she created poster/bookmarks for each week for six weeks. They will be distributed to all PSAC BC members, area councils, committees, national officers, district labour councils as well as union affiliates of BCFED.

11. COMMITTEE REPORTS**D. Communications, Education, Honours and Awards Committee (Appendix "E")**Terms of Reference

M/S Jennifer Chieh Ho and Richard Ballance

THAT the Terms of Reference be modified as indicated in Appendix A.

***Recorded Vote 4: CARRIED**

Alfred Papineau Bursary

M/S Jennifer Chieh Ho and Richard Ballance

THAT applicants A and B each be awarded \$250.00 each.***Recorded Vote 5: CARRIED**

Applicant A is Sister Michelle Payne from Local 90265

Applicant B is Sister Karine Oluyole from Local 70263

High School Bursary

M/S Jennifer Chieh Ho and Richard Ballance

THAT the High School Bursary as outlined in Appendix B be adopted.***Recorded Vote 6: CARRIED**

M/S Jennifer Chieh Ho and Richard Ballance

THAT Regional Vice-Presidents consider conducting Local AGM training in their region.***Recorded Vote 7: CARRIED**

M/S Jennifer Chieh Ho and Chris Little Gagné

THAT the report of the Communication, Education, Honours and Awards Committee be adopted as a whole.***Recorded Vote 8: CARRIED****E. National Executive Discipline Committee (Appendix "F")**

M/S Kevin King and Yvon Beaudoin

THAT the terms of reference of the National Executive Discipline Committee be adopted as presented.***Recorded Vote 9: CARRIED**

M/S Kevin King and Yvon Beaudoin

THAT the report of the National Executive Discipline Committee be adopted as a whole.

***Recorded Vote 10: CARRIED**

K) NATIONAL LEVEL CONSULTATION COMMITTEES

Brother Doug Marshall advised that appointment of representatives at the national labour-management consultation committees will soon be finalized wherever we have vacancies. The national president will communicate the names of the committee members and alternates to the locals in the near future.

L) POLICY CC-9 - GENERAL DISCUSSION

A discussion ensued with respect to Policy CC 9 - Participation in Local Labour-Management Consultation Committees. It was agreed that this policy be reviewed in its entirety as the process was outdated.

RECESS

WEDNESDAY, January 21, 2015 - MORNING SESSION
Reconvened at 9 a.m.

PRESENT WERE

Doug Marshall, National President
Kevin King, National Executive Vice-President
Geoff Ryan, National Vice-President for Human Rights
Eddie Kennedy, National Parks Advisor
Angela Decker, Regional Vice-President, Atlantic
Craig Cameron, Assistant Regional Vice-President, Atlantic
Yvon Beaudoin, Regional Vice-President , Quebec
Julie Dubois, Assistant Regional Vice-President, Quebec
M.A. Walker, Regional Vice-President , Ontario
Andrew Shaver, Assistant Regional Vice-President, Ontario
Patrice Remillard, Regional Vice-President , NCR (SE)
Jasmin Richer, Assistant Regional Vice-President, NCR (SE)
Richard Ballance, Regional Vice-President, NCR (TB)
Christopher Little-Gagné, Regional Vice-President , Manitoba
Jacqueline Nanali , Human Rights Representative, Manitoba
Omar Murray, Regional Vice-President, Saskatchewan
Janette Husak, Assistant Regional Vice-President, Saskatchewan
Dave Burchell, Regional Vice-President, Alberta, NWT and Nunavut
Angad Hundal, Assistant Regional Vice-President, Alberta, NWT and Nunavut
Jennifer Chieh Ho, Regional Vice-President , BC and Yukon
Brian Bakker, Assistant Regional Vice-President, BC and Yukon
Karl Lafreniere, Regional Vice-President , Outside Canada
Heather Brooker, Assistant Regional Vice-President, Outside Canada
Ruby Langan, Equity Representative, Aboriginal People
Kate Hart, Equity Representative, GLBT
Franco Picciano, Coordinator Member Services
Georges St-Jean, Financial Advisor
Johanne MacAndrew, Assistant to the National President and NEVP
Ateau Zola, Assistant to the National Executive and Human Rights Committee

Brother Brian Bakker assumed the seat for BC and Yukon Region.

7. REPORT OF THE EXECUTIVE

D. Regional Vice-Presidents Reports (Appendix "D")

Atlantic

Referral to Locals and Membership Committee

M/S Angela Decker and Dave Burchell

THAT the current Local 80414 be enlarged to absorb all the Member at Large members of Canadian Heritage in the Maritimes.

M/S Angela Decker and Omar Murray

THAT Local Service Centre Parks Canada Local 80352 be merged with the current Parks Local 80015.

M/S Angela Decker and Dave Burchell

THAT Local 60349 be merged with Industry Local 80216, NS.

M/S Angela Decker and Dave Burchell

THAT the inactive locals report of the Atlantic Region be adopted.

***Recorded Vote 11: CARRIED**

Manitoba

M/S Chris Little Gagne and Omar Murray

THAT the inactive locals report for the Manitoba Region be adopted as presented.

***Recorded Vote 12: CARRIED**

NCR (SE)

M/S Patrice Remillard and Yvon Beaudoin

THAT the inactive locals for the NCR (SE) Region be adopted as presented.

***Recorded Vote 13: CARRIED**

NCR (TB)

M/S Richard Ballance and Angela Decker

THAT the inactive locals for the NCR (TB) Region be adopted as presented.

***Recorded Vote 14: CARRIED**

10. NEW BUSINESS

L) Location of the UNE Office

M/S Mary Ann Walker and Patrice Remillard

THAT the we renew the lease with Metcalfe Realty for the office space to continue the lease at 150 Isabella.

***Recorded Vote 15: CARRIED**

IN CAMERA SESSION

WEDNESDAY, January 21, 2015 - AFTERNOON SESSION
Reconvened at 1 p.m.

PRESENT WERE

- Doug Marshall, National President
- Geoff Ryan, National Vice-President for Human Rights
- Eddie Kennedy, National Parks Advisor
- Angela Decker, Regional Vice-President, Atlantic

Craig Cameron, Assistant Regional Vice-President, Atlantic
 Yvon Beaudoin, Regional Vice-President , Quebec
 Julie Dubois, Assistant Regional Vice-President, Quebec
 M.A. Walker, Regional Vice-President , Ontario
 Andrew Shaver, Assistant Regional Vice-President, Ontario
 Patrice Remillard, Regional Vice-President , NCR (SE)
 Jasmin Richer, Assistant Regional Vice-President, NCR (SE)
 Christopher Little-Gagné, Regional Vice-President , Manitoba
 Jacqueline Nanali , Human Rights Representative, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Janette Husak, Assistant Regional Vice-President, Saskatchewan
 Dave Burchell, Regional Vice-President, Alberta, NWT and Nunavut
 Angad Hundal, Assistant Regional Vice-President, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President , BC and Yukon
 Brian Bakker, Assistant Regional Vice-President, BC and Yukon
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 Georges St-Jean, Financial Advisor
 Johanne MacAndrew, Assistant to the National President and NEVP
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

Kevin King, National Executive Vice-President
 Richard Ballance, Regional Vice-President, NCR (TB)

Brother Andrew Shaver assumed the seat for the Ontario Region.

Point of Privilege:

Brother Brian Bakker: Some of our members, on strike, put together a film on their local's historic and all the changes experienced over the years. I am looking forward seeing this film.

I would also request a moment of silence to acknowledge a member who recently passed away on duty while responding to an emergency call.

Doug Marshall: Thank you Brother Brian Bakker.

Brother Doug Marshall asked that a moment of silence be observed at this time.

7. REPORTS OF THE EXECUTIVE (CONT'D)

D. Regional Vice-Presidents Reports (Appendix "D")

Quebec

M/S Yvon Beaudoin and Angela Decker

THAT the inactive locals report of the Quebec Region be adopted as presented.

***Recorded Vote 16: CARRIED**

10. NEW BUSINESS

F. Classification Grievances

Brother Doug Marshall advised that some departments have started to reject classification and pay grievances received at the same time as job content grievances, ruling them premature. We would strongly recommend our members to file all three grievances (classification, job content and pay) at the same time. The effective date of the new work description should be in their job content grievance for any potential retroactive pay.

I. Call Centre Committee:

Brother Doug Marshall advised that he has been appointed to the PSAC Call Centre Committee. The Committee has been struck to deal with working conditions in federal government contact centres.

Brother Doug Marshall requested for few volunteers to sit on a sub-committee to provide input on common standards that the union should develop. Currently, working conditions vary depending in which employer group the work is being carried out. They should also provide input on various areas where improvements can be achieved such as health and safety as well as a decent working environment for workers.

Brothers Kevin King and Richard Ballance joined the meeting.

11. COMMITTEE REPORTS**H) Francophones Committee (Appendix "G")**

M/S Yvon Beaudoin and Karl Lafreniere

THAT the terms of reference of the Francophones Committee be adopted as presented.

***Recorded Vote 17: CARRIED**

M/S Yvon Beaudoin and Patrice Remillard

THAT the Francophones Committee report be adopted as a whole.

***Recorded Vote 18: CARRIED**

10. NEW BUSINESS**H) Health and Safety Conference**

Brother Kevin King reminded everyone that the Health and Safety Conference will be held October 2-4, 2015 at the Hilton Lac Leamy. Each region is entitled to send eight delegates.

I) Youth Engagement Committee

M/S Karl Lafreniere and Andrew Shaver

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 National Executive.

***Recorded Vote 19: CARRIED**

11. **COMMITTEE REPORTS (CONT'D)**

G) Finance and Human Resources (Appendix "H")

M/S Kevin King and Geoff Ryan

THAT the terms of reference of the Finance and Human Resources Committee be adopted as presented.

***Recorded Vote 20: CARRIED**

M/S Kevin King and Geoff Ryan

THAT the Financial Statement to November 30, 2014 be accepted.

***Recorded Vote 21: CARRIED**

Component Per Diems 2015

M/S Kevin King and Dave Burchell

THAT the 2015 per diem rates be set as follows:

<u>All Provinces</u>		<u>Yukon</u>	
Breakfast	\$ 16.00	Breakfast	\$ 18.00
Lunch	18.00	Lunch	20.00
Dinner	43.00	Dinner	56.00
Incidentals	<u>19.00</u>	Incidentals	<u>19.00</u>
Total	\$ 96.00	Total	\$113.00
<u>NWT</u>		<u>Nunavut</u>	
Breakfast	\$ 24.00	Breakfast	\$ 24.00
Lunch	25.00	Lunch	35.00
Dinner	61.00	Dinner	75.00
Incidentals	<u>19.00</u>	Incidentals	<u>19.00</u>
Total	\$129.00	Total	\$154.00

***Recorded Vote 22: CARRIED**

RECESS

11. **COMMITTEE REPORTS (CONT'D)**

G) Finance and Human Resources (Appendix "H")

Component Average Hourly Rate

M/S Kevin King and Geoff Ryan

THAT the UNE average hourly rate be kept at \$27.00 for 2015 as the average salary for members has not increased.

***Recorded Vote 23: CARRIED**

Brother Craig Cameron assumed the seat for the Atlantic Region.

Walmart Receipts

M/S Kevin King and Geoff Ryan

THAT Walmart receipts submitted to UNE no longer be reimbursed.

***Recorded Vote 24: CARRIED**

Sister Heather Brooker assumed the seat for the Outside Canada Region.

Regional Budgets

M/S Kevin King and Dave Burchell

THAT the Regional Budget allocations be as follows:

Atlantic	\$ 78,500
Quebec	\$ 43,500
Ontario	\$ 56,500
NCR-SE	\$ 24,500
NCR-TB	\$ 25,500

Outside Canada	\$ 25,600
Manitoba	\$ 21,545
Saskatchewan	\$ 25,500
AB/NT/NU	\$ 52,870
BC/YT	\$ 42,500
TOTAL	\$ 396,515

***Recorded Vote 25: CARRIED**

Note: Brother Doug Marshall strongly recommended everyone to refrain from using taxi chits. Although this looks like a unique easy to use taxi cheque, a 17% administration fee is applied to our invoice on the total amount noted on the taxi chit.

M/S Kevin King and Dave Burchell

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

***Recorded Vote 26: CARRIED**

RECESS

THURSDAY, January 22, 2015 - MORNING SESSION
Reconvened at 9 a.m.

PRESENT WERE

Doug Marshall, National President
Kevin King, National Executive Vice-President
Geoff Ryan, National Vice-President for Human Rights
Eddie Kennedy, National Parks Advisor
Angela Decker, Regional Vice-President, Atlantic
Craig Cameron, Assistant Regional Vice-President, Atlantic
Yvon Beaudoin, Regional Vice-President , Quebec
Julie Dubois, Assistant Regional Vice-President, Quebec
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Andrew Shaver, Assistant Regional Vice-President, Ontario
Patrice Remillard, Regional Vice-President , NCR (SE)
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Richard Ballance, Regional Vice-President, NCR (TB)

Christopher Little-Gagné, Regional Vice-President , Manitoba
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 Ateau Zola, Assistant to the National Executive and Human Rights Committee

11. **COMMITTEE REPORTS**

A. **Collective Bargaining**

M/S/C Geoff Ryan and Angela Decker

THAT the verbal progress report of the Collective Bargaining Committee be adopted.

C. **Bylaws and Policies Committee (Appendix "I")**

M/S Richard Ballance and Omar Murray

THAT the Terms of Reference of the Bylaws and Policies Committee be adopted as presented.

***Recorded Vote 27: CARRIED**

RECESS

Brother Patrice Remillard left the meeting due to previous commitment

Brothers Eddie Kennedy and Jasmin Richer joined the meeting

Brother Doug Marshall relinquished the Chair to Brother Kevin King

Brother Kevin King assumed the Chair

7. **REPORT OF THE EXECUTIVE**

A. **Report of the National President (Appendix "J")**

M/S Doug Marshall and Jennifer Chieh Ho

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

***Recorded Vote 28: CARRIED**

Brother Geoff Ryan advised the National Executive that Brother Larry Rousseau, on behalf of the UNE, laid our wreath at the Remembrance day memorial ceremony.

Brother Kevin King relinquished the Chair to Brother Doug Marshall

Brother Doug Marshall assumed the Chair

Parks Meeting Summary

Brother Eddie Kennedy provided the following update:

The Agency's HR management provided an update on the staffing process and the need to move rapidly to staff up positions to respond to the projects that will be initiated as a result of more than \$2.5 billion over the next 5 years.

The Agency will put in place processes that will be streamlined and managed nationally to enable hiring. He also explained that the Agency will be creating pools of qualified candidates that can be used by managers across the country to fill new positions or backfill for others. These pools can be accessed by managers using the "right fit" approach to select candidates. The intent is to provide clear guidelines so that processes are transparent.

A variety of "advertising" methods, including social media, will be used to post open positions. Opportunities may be posted internally only but may also

externally to PCA and to the public at the same time, depending on the level and or specific skills required. Managers may still hire locally from outside the pools but only for determinate staffing and only by using the same Statement of Qualifications as the national competition.

The Agency remains committed to its obligation for priority placement process as a part of the staffing process. They will keep us informed as things develop and on a regular basis.

A question and answer period ensued.

RECESS

THURSDAY, January 22, 2015 - 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
 Eddie Kennedy, National Parks Advisor
 Angela Decker, Regional Vice-President, Atlantic
 Craig Cameron, Assistant Regional Vice-President, Atlantic
 Yvon Beaudoin, Regional Vice-President , Quebec
 Julie Dubois, Assistant Regional Vice-President, Quebec
 M.A. Walker, Regional Vice-President , Ontario
 Andrew Shaver, Assistant Regional Vice-President, Ontario
 Patrice Remillard, Regional Vice-President , NCR (SE)
 Jasmin Richer, Assistant Regional Vice-President, NCR (SE)
 Richard Ballance, Regional Vice-President, NCR (TB)
 Christopher Little-Gagné, Regional Vice-President , Manitoba
 Jacqueline Nanali , Human Rights Representative, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Janette Husak, Assistant Regional Vice-President, Saskatchewan
 Dave Burchell, Regional Vice-President, Alberta, NWT and Nunavut
 Angad Hundal, Assistant Regional Vice-President, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President , BC and Yukon
 Brian Bakker, Assistant Regional Vice-President, BC and Yukon
 Karl Lafreniere, Regional Vice-President , Outside Canada

Heather Brooker, Assistant Regional Vice-President, Outside Canada
 Ruby Langan, Equity Representative, Aboriginal People
 Kate Hart, Equity Representative, GLBT
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Johanne MacAndrew, Assistant to the National President and NEVP
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

Brother Craig Cameron assumed the seat for the Atlantic Region.

8. MINUTES OF PREVIOUS MEETING

M/S Jasmin Richer and Geoff Ryan

THAT the minutes of the National Executive Meeting be adopted as amended by adding adjournment in the end.

***Recorded Vote 29: CARRIED**

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

11. COMMITTEE REPORTS (CONT'D)

C. Bylaws and Policies Committee (Appendix "I")

In addition to the written report, Brother Richard Ballance, chairperson of the Bylaws and Policies Committee, provided the following update:

The Bylaws and Policy Committee is proposing the following business for future committee meetings: Review of Policies CC 9, CC 4, and late resolutions from the 2014 convention.

The Bylaws and Policy Committee would like you, as members of the National Executive, to bring to our attention areas of the policies that you view as problematic. Please be reminded that depending on the topic, these “problematic policies” may be referred on to a particular committee for review.

It was agreed that a tracking report be reconciled with the website. The tracking sheet would be available and regularly updated on the intranet for ease of access.

It was noted that each year we ask our Locals to review their bylaws, make any necessary changes and adopt them during their annual general meetings to ensure that any proposed changes conform with the Standard Local Bylaws. A similar letter should also be sent to all locals emphasizing the importance of locals being in compliance.

M/S Richard Ballance and Jennifer Chieh Ho

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

***Recorded Vote 30: CARRIED**

Brother Karl Lafreniere assumed the seat for the Outside Canada Region.

B. Locals and Membership Committee (Appendix "K")

M/S Omar Murray and Dave Burchell

THAT the terms of reference be accepted.

***Recorded Vote 31: CARRIED**

M/S Omar Murray and Jasmin Richer

THAT the National President of the UNE serve a 30 day notice letter to members of local 80352 informing them that the membership will be transferred to local 80015. If there are no objections, the transfer will be completed after the 30 day period.

***Recorded Vote 32: CARRIED**

Sister Heather Brooker assumed the seat for the Outside Canada Region.

The Locals and Membership Committee recommended that the Regional Rand reports be provided and appended to all National Executive Meetings.

M/S Omar Murray and Dave Burchell

Adoption of the report of the Locals and Membership Committee as a whole.

***Recorded Vote 33: CARRIED**

L. Promotional items

Brother Georges St-Jean advised that at the beginning of April, some items are going to be placed on our website. The shipping and handling will be handled by Cavan.

M. Credit Checks for Pulic Servants

Brother Doug Marshall explained some of the concerns with respect to the government's new standard on security screening of new and current government employees as part of its revamped security clearance screening process.

12. Round-table Check-out

A check out ensued.

13. Adjournment

M/S/C Heather Brooker and Jennifer Chieh Ho

THAT the meeting adjourn.

The meeting adjourned at 2:53 p.m.