

NATIONAL EXECUTIVE MEETING MINUTES
Held September 29- October 1, 2015
In the 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 Advisor on Parks
Angela Decker, Regional Vice-President, Atlantic
Mike Leblanc, Assistant Regional Vice-President, Atlantic
Yvon Beaudoin, Regional Vice-President, Quebec
Mary Anne Walker, Regional Vice-President, Ontario
Patrice Rémillard, 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)
Christopher Little-Gagné, Regional Vice-President, Manitoba
Melodie Raabe, Assistant Vice-President, Manitoba
Omar Murray, Regional Vice-President, Saskatchewan
Gloria Pfeifer, Assistant Regional Vice-President, Saskatchewan
Dave Burchell, Regional Vice-President, Alberta, NWT and Nunavut
Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
Karl Lafrenière, Regional Vice-President, Outside Canada
Rose Touhey, Assistant Regional Vice-President, Outside Canada
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

The National President, Brother Doug Marshall called the meeting to order at 9 a.m.

2. PRESIDENT'S REMARKS

Brother Doug Marshall remarked that on October 19 not only trade unionists but all Canadians are strongly urged to exercise their democratic right and vote for the candidate in their riding they think will best represent them. Our whole strategy should be engaging our members so that they'll participate in the democracy of our country. The battles Canadian unions have fought will continue no matter the result of the federal election on Oct 19.

3. HOURS OF SITTING

M/S/C Angela Decker and Patrice Remillard

The hours of sitting were adopted as presented:

Tuesday, September 29, 2015 - 9:00 a.m. - 11:45 a.m.
 - 12:00 p.m. - 1:00 p.m.
 (Coordinating Committee Meeting)
 - 1:00 p.m. - 4:00 p.m.
 - 4:00 p.m. - 5:00 p.m. (In-Camera Session)

Wednesday, September 30, 2015 - 9:00 a.m. - 11:45 a.m.
 - 1:00 p.m. - 5 p.m.

Thursday, October 1st, 2015 - 9:00 a.m. - 11:45 a.m.
 - 1:00 p.m. - 5:00 p.m.

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

M/S Geoff Ryan and Omar Murray

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

- i) Delete Item D) Formation of New Local
- ii) Add the following items:

11(O) – Foreign Affairs Locals

11 (P) - Pay Administration - Miramichi

11(Q) – CCPA Report

11(E) – Policy CC9

11(I) – Peace Officer Memorial

11(K) – Legal Challenges from PSAC

***Recorded vote 1: CARRIED**

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:

Henry Kablalik, Local X0150

Mary Kilabuk, Local X0150

Madeleine Dumouchel, Local 70059

Maria Mazzota, Local 00058

Three young children and their grandfather who died following a car collision

Three women who were slain in separate but related incidents in Eastern Ontario.

Point of Privilege:

Karl Lafreniere: September 30th has been declared Orange Shirt Day annually, in recognition of the harm the residential school system did to aboriginal children's sense of self-esteem and well-being, and as an affirmation of our commitment to ensure that everyone around us matters. Orange Shirt Day is taking place across the country tomorrow. People from all walks of life will be wearing orange shirts to remember the experiences of former students of Indian Residential Schools and to commit to ongoing reconciliation. There will be a group photo in support of this later today.

D. Marshall: Thank you, Brother.

8. **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 2: 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.

***Recorded Vote 3: CARRIED**

D) National Advisor on Parks Canada (Appendix "D")

M/S Eddie Kennedy and Mary Anne Walker

THAT the report of National Advisor on Parks Canada be adopted as presented.

***Recorded Vote 4: CARRIED**

Sister Rose Touhey assumed the seat for the Outside Canada.

10. ONGOING BUSINESS

A) Bargaining

i) Treasury Board

Brother Geoff Ryan advised that the negotiations were still ongoing. The team made it clear at the bargaining table that they were not planning on backing down on sick leave. The proposal to add gender identity and expression to the prohibited grounds of discrimination under Article 19 has been signed off.

ii) Parks Canada

Sister Angela Decker advised that the bargaining team met with the Agency on May 26, 27 and 28. The Agency presented its proposal to replace the current sick leave system with a short-term disability scheme. The next round of bargaining has been scheduled for October 6-8, 2015.

iii) SSO

Sister Mary Anne Walker advised that the parties signed off on language which brought the 2011-2014 round of bargaining to an end. The new notice to bargain has already been filed with the employer and PSAC will be holding the SSO Bargaining Conference later this year when the new bargaining teams will be elected.

- iv) Museum of Science and Technology
Brother Patrice Remillard announced that the new collective agreement has been ratified by the membership.
- v) OLG Slots at Rideau Carleton Raceway
Brother Doug Marshall provided an update on the new bargaining team. The next bargaining session is set for November 2015.
- vi) Amethyst House
Brother Doug Marshall provided an update regarding the status of negotiations and their outcome.
- vii) Unitarian Services Committee of Canada
Brother Doug Marshall advised that there was a discrepancy on the appropriate bargaining unit determination. The composition of the bargaining unit has since been revised and the new bargaining certificate would hopefully be issued as soon as possible.

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

The National Executive discussed items and major decisions made at the PSAC Convention. Brother Doug Marshall would follow up on the outcome of these decisions at the next NBoD meeting.

C) Conferences and Conventions Dates and Updates

Dates for the next UNE Events are as follows:

2015

National Executive Meeting	September 29 - October 1
Occupational Health and Safety Conference	October 1 - 4

2016

National Executive Meeting	January: TBD
National Executive Meeting	April 18-20
All Presidents' Conference	April 21 – 24
National Executive Meeting	October 24-26
Human Rights Conference	October 27 - 30

2017

National Executive Meeting	January TBD
National Executive Meeting	June 1 - 3

UNE Convention Committee meetings	June 4 – 6
National Executive Meeting	August 20-22
UNE National Triennial Convention	August 23 - 27

D) UNE Contact Centre Advisory Committee

Brother Doug Marshall announced that members who were interested in sitting on this advisory committee should forward their names for consideration.

E) Ongoing Group Issues

i) Labour

Brother Doug Marshall advised that the Canadian Centre for Policy Alternatives this week released a report on why we needed major changes to the health and safety regime in federally-regulated workplaces. The study examines occupational health and safety developments between 2007 and 2012 in sectors under federal jurisdiction, including banking, communications, broadcasting, postal services, as well as the federal government. This document has been posted on the UNE website and would be available to all participants at the UNE Health and Safety Conference this weekend.

ii) Measurement Canada:

Brother Doug Marshall advised that they have been meeting with the Measurement Canada National Labour Management Consultation Committee in order to discuss ongoing issues.

RECESS

Tuesday September 29, 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 Advisor on Parks
Angela Decker, Regional Vice-President, Atlantic
Mike Leblanc, Assistant Regional Vice-President, Atlantic
Yvon Beaudoin, Regional Vice-President, Quebec

Mary Anne Walker, Regional Vice-President, Ontario
Patrice Rémillard, 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)
Christopher Little-Gagné, Regional Vice-President, Manitoba
Melodie Raabe, Assistant Vice-President, Manitoba
Omar Murray, Regional Vice-President, Saskatchewan
Gloria Pfeifer, Assistant Regional Vice-President, Saskatchewan
Dave Burchell, Regional Vice-President, Alberta, NWT and Nunavut
Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
Karl Lafrenière, Regional Vice-President, Outside Canada
Rose Touhey, Assistant Regional Vice-President, Outside Canada
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

M/S Karl Lafreniere and Jennifer Chieh Ho

THAT the agenda be amended by adding the following item under New Business:

P) Employee Pay (Miramichi)

***Recorded vote 5: CARRIED**

10. ONGOING GROUP ISSUES (Cont'd)

iii) **Passport Canada**

Brother Doug Marshall advised that the PSAC has once again confirmed that the UNE continues to represent PSAC members at Passport.

iv) **Foreign Affairs**

Brother Doug Marshall announced that the Treasury Board had changed the Foreign Service (FS) classification standard and as a result, the classification most of the UNE Management Consular Officers (MCOs) had changed from AS to FS effective June 1, 2015.

12. COMMITTEE REPORTS

D) Finance and Human Resources Committee (Appendix "E")

1. August 2015 Financial Statement

M/S Kevin King and Jennifer Chieh Ho

THAT the August 2015 Audited Financial Statement be accepted.

***Recorded Vote 6: CARRIED**

2. Membership Statistics

Submitted for information.

3. Regional Budgets

For information.

4. Overtime

Information.

5. Donations

M/S Kevin King and Jennifer Chieh Ho

THAT a donation of \$3,000 be made to an appropriate body for Syrian refugees.

***Recorded Vote 7: CARRIED**

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

6. Inactive locals

Submitted for Regional Team's action.

M/S Kevin King and Geoff Ryan

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

***Recorded Vote 8: CARRIED**

E) Francophone Committee (Appendix "F")

M/S Yvon Beaudoin and Patrice Remillard

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

***Recorded 9: CARRIED**

Steering Committee Representatives

The Francophone Committee recommended that representation on the steering committees of the national conferences and the Convention be as follows:

Human Rights Conference:	Patrice Rémillard
All Presidents Conference:	Yvon Beaudoin
2017 UNE Convention:	Karl Lafrèniere.

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

11. NEW BUSINESS

A) REGIONAL SEMINARS UPDATE - All RVPs

Regional Teams provided updates on their regional seminars preparations.

B) EMAIL PROTOCOL POLICY

Brother Doug Marshall advised that common signature blocks would be created for all UNE officers and staff. Brother Doug Marshall also reminded everyone that the UNE Email Protocol Policy has been developed as a standard method for everyone to properly transmit the information to or from the mail server.

C) TRACKING LOCAL GRIEVANCE

M/S Mary Anne and Angela Decker

THAT the UNE look at establishing a process of tracking Level One grievances from the moment they get filed and bring back a recommendation at the NE.

***Recorded Vote 10: CARRIED**

D) Bylaw 2, section 8 - National Executive Meetings

M/S/C Mary Anne Walker and Jennifer Chieh Ho

THAT Bylaw 2, Section 8 be referred back to the Bylaws and Policy committee for total review of wording.

E) REMEMBRANCE DAY WREATH CEREMONY

Brother Doug Marshall requested a volunteer to attend and place the memorial wreath at the Remembrance Day service on November 11 on behalf of the UNE.

F) 2015 NE HOLIDAY SEASON DONATION

M/S Karl Lafreniere and Angela Decker

THAT the 2015 Christmas donation as follows:
\$500 to Maison Unis-Vers-Femme and \$500 to Be Brave Ranch.

***Recorded Vote 11: CARRIED**

IN-CAMERA SESSION

12. COMMITTEE REPORTS

G. National Executive Discipline Committee

M/S Kevin King and Karl Lafreniere

THAT a member be removed from all Union of National Employee offices, effective immediately; and

BE IT FURTHER RESOLVED THAT the Union of National Employees recommends to the PSAC that the member's PSAC membership be suspended from the PSAC membership for a period of 3 years.

***Recorded Vote 12: CARRIED**

M/S/C Karl Lafreniere and Dave Burchell

THAT the following recommendations be referred to the Finance & Human Resources Committee.

A) Training on expense claims and all other useful information should be given within 30 days after Executive members are appointed;

B) UNE policies should be applied uniformly across the country. Any regional differences should be communicated in writing to the members;

M/S Kevin King and Dave Burchell

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

***Recorded Vote 13: CARRIED**

END OF IN-CAMERA SESSION

RECESS

WEDNESDAY, September 30, 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 Advisor on Parks
Angela Decker, Regional Vice-President, Atlantic
Mike Leblanc, Assistant Regional Vice-President, Atlantic
Yvon Beaudoin, Regional Vice-President, Quebec
Mary Anne Walker, Regional Vice-President, Ontario
Patrice Rémillard, 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)
Christopher Little-Gagné, Regional Vice-President, Manitoba
Melodie Raabe, Assistant Vice-President, Manitoba
Omar Murray, Regional Vice-President, Saskatchewan

Gloria Pfeifer, Assistant Regional Vice-President, Saskatchewan
 Dave Burchell, Regional Vice-President, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Karl Lafrenière, Regional Vice-President, Outside Canada
 Rose Touhey, Assistant Regional Vice-President, Outside Canada
 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

Blue Line taxi chits

Brother Doug Marshall advised that Coventry Connections offers corporate accounts where customers are provided booklets of taxi chits bearing their account number. Chits are filled out and given to the taxi driver as payment. When this is invoiced to us as the account holder, an administration fee of 17% is applied based on the total amount charged for metered taxi trips, thus making trips more expensive than paying with cash. Everyone is strongly encouraged to refrain from using taxi chits in Ottawa. Members requiring cash advances may do so upon request.

11. NEW BUSINESS

G) MEMBERSHIP ENGAGEMENT

Brother Doug Marshall advised that we were looking at hiring a membership engagement consultant in order to develop specific strategies to address membership engagement plan. This work will be conducted early in the new year. Local executives will be the primary source of resource and discussion before implementation.

Rand campaign

Brother Georges St-Jean advised that this campaign will be launched in the new year. Pre-filled membership cards would be provided in advance in order to expedite the process at AGMs. Door prizes would be available every month for each region. A list of Rand members would be available for each local upon request. At this point, the campaign can make use of alternative media to reach members using same message across all platforms.

RECESS

11. NEW BUSINESS (CONT'D)

H) POLICY CC9 CALL OUT

Brother Doug Marshall advised that the call-out has been sent for members interested in actively participating on the National Labour Management Consultation Committees. The Committee Application Questionnaire and form must be completed. All of the submissions will be turned over to the National President who will make a decision in accordance with UNE Policy CC 9. Applicants, locals and the employer will then be advised of the selection.

I) PEACE OFFICERS MEMORIAL

The 2015 Canadian Police and Peace Officers' Memorial Service was held on Sunday, September 27 on Parliament Hill.

Brother Doug Marshall advised that the UNE recognizes the importance of honouring fallen peace officers who are killed in the line of duty. This honour allows members of the Component to participate in paying homage to their fallen colleagues. This honour is jointly coordinated with Parks Canada. A maximum of 9 members were able to attend the memorial ceremony (5 funded by Parks Canada and 4 funded by the Component).

Brother Doug Marshall, Brother Kevin King and Brother Eddie Kennedy attended this event as representatives of the Component.

RECESS

Wednesday, September 30, 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 Advisor on Parks
Angela Decker, Regional Vice-President, Atlantic
Mike Leblanc, Assistant Regional Vice-President, Atlantic
Yvon Beaudoin, Regional Vice-President, Quebec
Mary Anne Walker, Regional Vice-President, Ontario
Patrice Rémillard, 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)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Melodie Raabe, Assistant Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Gloria Pfeifer, Assistant Regional Vice-President, Saskatchewan
 Dave Burchell, Regional Vice-President, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Karl Lafrenière, Regional Vice-President, Outside Canada
 Rose Touhey, Assistant Regional Vice-President, Outside Canada
 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

11. NEW BUSINESS (CONT'D)

J) LEGAL CHALLENGES FROM PSAC

Brother Doug Marshall provided an update on recent developments.

K) CONFLICT OF INTEREST

Brother Doug Marshall reviewed the UNE conflict of interest policy and discussed how to avoid and handle a conflict of interest situation.

He reminded everyone to ensure that in situations of real, apparent or potential conflict of interest and situations where there is a conflict, decisions are made in a manner which complies with the requirements outlined in the UNE policies.

M) UNION EMAIL ACCESS ON EMPLOYER SYSTEMS

A brief discussion was held with respect to alternative ways of communications in departments where the employer has blocked computer systems to access personal or union email accounts.

RECESS

10. **NEW BUSINESS**

O) **Foreign Affairs Locals**

M/S/C Karl Lafreniere and Kevin King

THAT the issue of the jurisdiction of Locals 70044 and 70125 be referred to the Locals and Membership committee.

8. **REPORT OF THE EXECUTIVE**

E) **Regional Vice-Presidents Reports (Appendix "G")**

Inactive Locals

AB, NWT and Nunavut.

M/S Dave Burchell and Angela Decker

THAT the inactive locals report of AB, NWT and Nunavut be adopted as presented.

Note: It was requested that a confirmation message be forwarded to the local with a copy to the regional team when the UNE finance section receives financial statements from locals to be in conformance.

***Recorded vote 14: CARRIED**

Atlantic

M/S Angela Decker and Karl Lafreniere

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

***Recorded Vote 15: CARRIED**

Brother Karl Lafreniere left due to previous commitment.

BC and Yukon

M/S Jennifer Chieh Ho and Angela Decker

THAT the report of the inactive locals in the BC and Yukon region be adopted as presented.

***Recorded Vote 16: CARRIED**

Manitoba

M/S Chris Little-Gagne and Jennifer Chieh Ho

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

***Recorded Vote 17: CARRIED**

NCR SE

M/S Patrice Remillard and Dave Burchell

THAT the report of the inactive locals of the NCR (SE) region be adopted as presented.

***Recorded Vote 18: CARRIED**

NCR TB

M/S Richard Ballance and Angela Decker

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

***Recorded Vote 19: CARRIED**

Quebec

M/S Yvon Beaudoin and Geoff Ryan

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

***Recorded Vote 20: CARRIED**

RECESS

THURSDAY, October 1, 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 Advisor on Parks
Angela Decker, Regional Vice-President, Atlantic
Mike Leblanc, Assistant Regional Vice-President, Atlantic
Annette Brown, Human Rights Representation, Atlantic
Yvon Beaudoin, Regional Vice-President, Quebec
Yann Boudreau, Assistant Vice-President, Quebec
Mary Anne Walker, Regional Vice-President, Ontario
Patrice Rémillard, 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)
Dave Cardinal, Assistant Regional Vice-President, NCR (TB)
Christopher Little-Gagné, Regional Vice-President, Manitoba
Melodie Raabe, Assistant Vice-President, Manitoba
Omar Murray, Regional Vice-President, Saskatchewan
Gloria Pfeifer, Assistant Regional Vice-President, Saskatchewan
Dave Burchell, Regional Vice-President, Alberta, NWT and Nunavut
Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
Karl Lafrenière, Regional Vice-President, Outside Canada
Rose Touhey, Assistant Regional Vice-President, Outside Canada
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

7. OATH OF OFFICE

Brother Doug Marshall administered the oath of office to Brother Dave Cardinal, newly-elected Assistant Vice-President, NCR (TB).

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

Sister Melody Raabe assumed the seat for the Manitoba Region.

L) STAFFING COMPLAINTS - CURRENT PROCEDURES/PROTOCOL//STAFFING COMPLAINTS IN RELATION TO UNE BYLAWS

M/S/L Melody Raabe and Angela Decker

TO refer the current membership representation procedure for staffing complaints to the Bylaws and Policy Committee for review.

Brother Kevin King left due to previous commitment.

Karl Lafreniere assumed the seat for the Outside Canada Region.

Brother Doug Marshall relinquished the Chair to Brother Geoff Ryan.

Brother Geoff Ryan assumed the Chair.

9. MINUTES OF THE NATIONAL EXECUTIVE

B) National Executive Meeting - April 22-24, 2015

M/S Angela Decker and Patrice Remillard

THAT the minutes of the National Executive Meeting held April 22-24, 2015 be adopted as presented.

***Recorded vote 21: CARRIED**

A) National Executive Meeting - January 20-22, 2015

M/S Karl Lafreniere and Jennifer Chieh Ho

THAT the minutes of the National Executive Meeting held January 20-22, 2015 be adopted as presented.

***Recorded Vote 22: CARRIED**

RECESS

12. COMMITTEE REPORTS

A. Bylaws and Policies Committee (Appendix "H")

M/S Richard Ballance and Omar Murray

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

***Recorded vote 23: CARRIED**

B. Collective Bargaining

M/S/C Angela Decker and Jennifer Chieh Cho

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

C. Communications, Education, Honours and Awards

M/S/C Jennifer Chieh Ho and Angela Decker

THAT the verbal report of progress of the Communication, Education, Honours and Awards Committee report be adopted.

F. Locals and Membership Committee

M/S/C Angela Decker and Omar Murray

THAT the verbal report of progress of the Locals and Membership Committee be adopted.

11. NEW BUSINESS (CONT'D)

M) Grievance Training/Facing Management - Local Levels - Campaign Ideas? 'Leaders Do' And/Or 'Say Something'

M/S/L Melody Raabe and Mary Anne Walker

Referral to the Education Committee

THAT the education committee discuss having an annual initiative where the labour relations officers train newly elected officials at the local level on an annual basis.

***Referral Lost.**

RECESS

Thursday, October 1, 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 Advisor on Parks
 Angela Decker, Regional Vice-President, Atlantic
 Mike Leblanc, Assistant Regional Vice-President, Atlantic
 Annette Brown, Human Rights Representation, Atlantic
 Yvon Beaudoin, Regional Vice-President, Quebec
 Yann Boudreau, Assistant Vice-President, Quebec
 Mary Anne Walker, Regional Vice-President, Ontario
 Patrice Rémillard, Regional Vice-President, NCR (SE)
 Carl Laguerre, Human Rights Representative, NCR (SE)
 Richard Ballance, Regional Vice-President, NCR (TB)
 Dave Cardinal, Assistant Regional Vice-President, NCR (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Melodie Raabe, Assistant Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Gloria Pfeifer, Assistant Regional Vice-President, Saskatchewan
 Dave Burchell, Regional Vice-President, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Karl Lafrenière, Regional Vice-President, Outside Canada
 Rose Touhey, Assistant Regional Vice-President, Outside Canada
 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 Doug Marshall relinquished the Chair to Brother Geoff Ryan.

Brother Geoff Ryan assumed the Chair.

8. REPORT OF THE EXECUTIVE

A. Report of the National President (Appendix "I")

M/S Doug Marshall and Karl Lafreniere

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

***Recorded Vote 25: CARRIED**

Brother Geoff Ryan relinquished the Chair to Brother Doug Marshall.

Brother Doug Marshall assumed the Chair.

11. NEW BUSINESS

R) Election report

A lengthy discussion took place as the regional team reported on their plans to bring together activists from their wide range of communities and workplaces to assist in reaching out to the members and initiating election conversations.

P) Pay Administration (Miramichi)

A discussion ensued with respect to a number of complaints from members who were not getting their regular pay. Brother Doug Marshall advised that Brother Chris Aylward, PSAC has been seized with this matter and has been meeting with the Assistant Deputy Minister in charge. All pay concerns related to Miramichi should be brought to his attention.

Announcement

Sister Jennifer Chieh Ho announced that Brother Steve Houston retired as of September 11, 2015, after over 30 years of service. We wish Steve all the best in his retirement and would like to thank him for his hard work and dedication to the UNE National Executive, our members and to the labour and social justice movement.

Sister Jennifer Chieh Ho made a suggestion that starting with the next National Executive meeting, the UNE agenda acknowledge and thank the Algonquin traditional territory and its people for the safe place for our meetings.

13. **ROUNDTABLE CHECK-OUT**

A check out ensued.

14. **ADJOURNMENT**

M/S/C Omar Murray and Chris Little-Gagné

THAT the meeting be adjourned.

The meeting adjourned at 3: 47 p.m.