

NATIONAL EXECUTIVE MEETING MINUTES
Held January 24-26, 2017
In the UNE Boardroom

PRESENT WERE

Doug Marshall, National President
 Kevin King, National Executive Vice-President
 Geoff Ryan, National Vice-President for Human Rights – via teleconference
 Angela Decker, Regional Vice-President, Atlantic
 Mary Anne Walker, Regional Vice-President, Ontario
 Andrew Shaver, Assistant Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Yann Boudreau, Assistant Vice-President, Quebec
 Patrice Rémillard, Regional Vice-President, NCR (SE)
 André Miller, Assistant Vice-President, NCR (SE)
 Dave Cardinal, Assistant Vice-President, NCR (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Janette Husak, Assistant Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Meghraj Khadka, Human Rights Representative, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Shirley Torres, Human Rights Representative, BC and Yukon
 Karl Lafreniere, Regional Vice-President, Outside Canada
 Kate Hart, Human Rights Representative, GLBT
 Ruby Langan, Human Rights Representative, Aboriginals
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Johanne MacAndrew, Executive 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)

1. CALL TO ORDER

The National President, Brother Doug Marshall called the meeting to order at 9:00 a.m.

Brother Dave Cardinal assumed the seat for the NCR (TB) Region.

2. PRESIDENT'S REMARKS

Brother Doug Marshall wished everyone a happy new year. He welcomed everyone to the National Capital Region and recognized that we were meeting on unceded Algonquin territory.

3. HOURS OF SITTING

M/S/C Karl Lafreniere and Omar Murray

THAT the hours of sitting be adopted as follow:

Tuesday, January 24, 2017 —9:00 a.m. - 11:45 a.m.
—1:00 p.m. - 5:00 p.m.

Wednesday, January 25, 2017 — 9:00 a.m. – 10:00 (In-Camera Session)
—10:00 a.m. - 11:45 a.m.
— 1:00 p.m. - 5 p.m.

Thursday, January 26, 2017 — 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 Patrice Rémillard and Karl Lafreniere

THAT the agenda be adopted with the following amendments:

- Withdraw item 11) D) Referral to the Bylaws and Policy Committee

***Recorded vote 1: CARRIED**

5. Oath of Office:

Brother Doug Marshall administered the oath of office to Brother Jaison Van Tine, who has recently assuming the role of Regional Vice-President for the Alberta, NWT and Nunavut Region.

5. CHECK-IN ROUND

A roundtable check-in ensued.

Brother Doug Marshall advised that the PSAC and Treasury Board have reached tentative agreements for the EB and TC tables. The deal includes significant breakthroughs on key issues, such as sick leave and workforce adjustment.

For UNE members, the agreements include:

- A new allowance of \$3,000 year for Technical Inspectors (TI-03 to TI-07) employed at Measurement Canada, effective June 22, 2016.
- A new allowance of \$3,000 for Labour Affairs Officers (LAO) at the TI-05

- level, effective June 22, 2016.
- More support for First Nations teachers

It was noted that part of the success has been achieved through the hard work and commitment of our members and their support and solidarity through mobilization.

6. MOMENT OF SILENCE

Brother Doug Marshall asked everyone who was able to do so 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:

Philippe Corneau, Local 50773

Brian Sloan, Local 30186

Dave Guthrie, husband of Eva Guthrie (past President of Local 00155)

Eva Guthrie, past president of local 00155

Steven Nylas, Local 30117

Robert Thomas Dale, father of June Dale and former member of GSU

Andrew Murdoch, PSAC Procurement & Inventory Control Clerk

Johanne Racine, Local 70130

RECESS

8. REPORT OF THE NATIONAL EXECUTIVE

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

M/S Kevin King and Chris Little-Gagne

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

***Recorded Vote 2: CARRIED**

8. REPORTS OF THE EXECUTIVE

E) Regional Vice-Presidents Reports

i) *Inactive Locals and Locals not in conformance (Appendix "C")*

Ontario

M/S Mary Anne Walker and Jennifer Chieh Ho

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

***Recorded Vote 3: CARRIED**

Brother Karl Lafreniere served notice of motion to amend the agenda.

Quebec

M/S Yvon Beaudoin and Karl Lafreniere

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

***Recorded Vote 4: CARRIED**

9. MINUTES OF PREVIOUS MEETINGS

A) National Executive Meeting – October 25-27, 2016

M/S Jaison Van Tine and Angela Decker

THAT the minutes of the National Executive be adopted with the following amendment:

Page 5388: to add the following update – The PSAC has won a settlement with Statistical Survey Operations (SSO) that will put between \$40-\$45 million pay equity money into the hands of our members.

10. ONGOING BUSINESS

A. Bargaining

i. Treasury Board

Brother Geoff Ryan advised that the agreement include these notable gains:

- Sick leave: will remain unchanged.
The parties have negotiated a Memorandum of Agreement to establish a Task Force to develop recommendations on measures to improve employee wellness and reintegration of employees.

Any future enhancements to the regime would need to be negotiated and agreed to by both parties.

- Workforce adjustment appendix: changes will reduce involuntary layoffs
- Monetary gains: significant improvements to monetary compensation for members. The total compensation for all PA members amounts to a minimum increase of five and a half percent over the four years of the collective agreement, plus a \$650 signing bonus.

The wage increase is 1.25 per cent for each year, plus a point five percent (0.5%) market adjustment for 2016. Helping workers meet family demands.

- It has been agreed that a committee will be established to look at childcare needs. Better family leave, including provisions for extended family, have also been negotiated.
- The agreement has language recognizing gender identity and gender expression as prohibited grounds of discrimination.

Sister Kate Hart noted that an agreement also includes the establishment of a joint task force with Treasury Board as well as improvements to working conditions for members working in call centres.

RECESS

TUESDAY, JANUARY 24, 2017 - AFTERNOON SESSION **Reconvened at 1 p.m.**

PRESENT WERE

Doug Marshall, National President
 Kevin King, National Executive Vice-President
 Angela Decker, Regional Vice-President, Atlantic
 Mary Anne Walker, Regional Vice-President, Ontario
 Andrew Shaver, Assistant Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Yann Boudreau, Assistant Vice-President, Quebec
 Patrice Rémillard, Regional Vice-President, NCR (SE)

André Miller, Assistant Vice-President, NCR (SE)
 Dave Cardinal, Assistant Vice-President, NCR (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Janette Husak, Assistant Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Meghraj Khadka, Human Rights Representative, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Shirley Torres, Human Rights Representative, BC and Yukon
 Kate Hart, Human Rights Representative, GLBT
 Ruby Langan, Human Rights Representative, Aboriginals
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Johanne MacAndrew, Executive Assistant to the National President and NEVP
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

Geoff Ryan, National Vice-President for Human Rights
 Richard Ballance, Regional Vice-President, NCR (TB)
 Karl Lafreniere, Regional Vice-President, Outside Canada

Brother Andrew Shaver assumed the seat for the Ontario Region.

Sister Kate assumed the seat for the National Vice-President for Human Rights.

10. ONGOING BUSINESS (Cont'd)

A) Bargaining

ii. Parks Canada

Brother Kevin King reported that negotiations had been tentatively set to resume at the end of this month.

iii. CMHC Granville Island, B.C.

Sister Jennifer Chieh Ho reported the following:

The current contract expires in March 2017. So far, there have been demands submitted. Erna Post is the PSAC negotiator for Granville Island. A reminder has been sent to the Local President (who sits on bargaining team), PSAC negotiator, PSAC BC REVP and BC Regional Coordinator that the UNE plays an important role in bargaining and that the Regional Vice-President, the Labour Relations Officer and the UNE be

informed or kept up to date of the progress. We are waiting for dates to be set. The current negotiator is aware that I will be participating in the negotiating meetings.

B) Conferences and Conventions Dates and Updates

2017

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) 2017 Triennial Convention

- i) General
- ii) Delegate Registration System – Presentation
- iii) Registration Cut-off Date

M/S Kate Hart and Jaison Van Tine

Where, at least one month before the opening of Convention:

- a) a Local that has not met the requirements of Bylaw 3, Sections 5 and 16; Bylaw 3, Section 8; and Bylaw 5, Section 9; and
- b) a member elected by that Local as its delegate has not registered in accordance with Bylaw 6 Section 14, the member shall not attend Convention as a delegate.

Members shall not be accepted as observers at Convention unless they have both registered and submitted all necessary documentation at least one month before the opening of Convention.

***Recorded Vote 6: CARRIED**

- iv) Resolution Template-Submitted for information.
- v) National Executive Resolutions (To be dealt with under Bylaw Committee Report)

vi) 2017 Convention Committees Co-Chairs and Staff Assignments - Convention Committee Nominations

The National President provided the name of the three staff who will serve as technical advisors to Convention Committees. The names of Committees Co-chairs would be announced soon.

vii) Convention Rules of Order

M/S Angela Decker and Yvon Beaudoin

THAT the convention rules of order be adopted as presented.

***Recorded Vote 7: CARRIED**

viii) Tiling Guidelines

M/S Kate Hart and Patrice Remillard

THAT the tiling guidelines be adopted as presented.

***Recorded Vote 9: CARRIED**

ix) 2016 Countdown Pre-Convention Call Out Letter – For information

x) 2017 Convention/Resolutions Call Out Letter – For information

xi) 2017 Nominations Call Out Letter – For information

xii) 2017 Youth & Equity Alternates Call Out Letter – For information

xiii) 2017 Automatic Delegates Call-Out Letter – For information

xiv) Election Procedures for National Positions

M/S Andrew Shaver and Jaison Van Tine

THAT the Election Procedures for National Positions be adopted as presented.

***Recorded Vote 9: CARRIED**

- xv) Election Procedures for Regional Caucuses – NCR - refer to bylaws report
- xvi) Election procedures for other caucuses
- xvii) Electronic Voting Procedures

M/S Dave Cardinal and Angela Decker

THAT the electronic voting procedures be adopted as presented.

***Recorded Vote 10: CARRIED**

C) Membership Engagement Follow-up

- i) Update on Rand Signing - To be discussed later.
- ii) Welcome Kit – feedback
Reports were provided about Positive comments from members about the kit, including the magnet.

A discussion ensued about obtaining member feedback about the kit, including possible questionnaire or survey.

D) Global Affairs Canada Structure Review

It was agreed that this item be dealt with on Thursday.

11. NEW BUSINESS

A) CLC Convention

Information was provided about the upcoming CLC in Toronto in May 2017. It was noted that there was money set aside in the budget for each region to help fund delegates from locals. There was also a discussion with respect to locals affiliation with federations of labour and district labour councils. Related information would be provided to regional teams and locals in the near future.

C) PSAC Regional Conventions

Brother Georges advised Executive Officers that according to PSAC records, the number of UNE delegates have significantly decreased from 2014 Regional Conventions.

12. **COMMITTEE REPORTS**

C) **Communications, Education, Honours and Awards Committee (Appendix "D")**

M/S Jennifer Chieh Ho and Chris Little-Gagne

THAT the report of the Communications, Education, Honours and Awards Committee be adopted.

***Recorded Vote 11: CARRIED**

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

M/S Kevin King and Jennifer Chieh Ho

THAT the November 2016 Financial Statement be adopted.

***Recorded Vote 12: CARRIED**

M/S Kevin King and Yvon Beaudoin

THAT the 2017 per diem rates be set as follows:

<u>All Provinces</u>	<u>Yukon</u>
Breakfast \$ 18.00	Breakfast \$ 18.00
Lunch 19.00	Lunch 21.00
Dinner 47.00	Dinner 57.00
Incidentals 19.00	Incidentals 19.00
Total \$103.00	Total \$115.00

<u>NWT</u>	<u>Nunavut</u>
Breakfast \$ 25.00	Breakfast \$ 26.00
Lunch 27.00	Lunch 37.00
Dinner 63.00	Dinner 77.00
Incidentals 19.00	Incidentals 19.00
Total \$134.00	Total \$159.00

***Recorded Vote 13: CARRIED**

Component Per Diem 2017 Convention

M/S Kevin King and Yvon Beaudoin

THAT the 2017 convention per diem rates be set as follows:

Breakfast \$ 18.00
 Lunch 19.00
 Dinner 47.00
 Incidentals 19.00
 Total \$103.00

***Recorded Vote 14: CARRIED**

Component Average Hourly Rate

M/S Kevin King and Jaison Van Tine

THAT the UNE average hourly rate be kept at \$27.00 for 2017 as the average salary for members has not increased.

***Recorded Vote 15: CARRIED**

Kilometre Rates

The committee advised that the 2017 rates have been calculated accordingly and updated on the UNE website.

Deadline for Expense Claims

The Committee would like to remind members of the National Executive that the final deadline for submitting expense claims for which expenses were incurred in 2016 was January 25, 2017.

Finance Bylaws and Policies

The Committee recommended that the following editorial changes be made to the following UNE Bylaws and Policies.

Bylaw 3 Sec 14**Hiring Staff**

Subject to Bylaw 5 Section 42 **10**, locals may hire staff to handle their affairs. Each local is responsible to select, pay and manage its own staff.

Bylaw 3 Section 15

Acquiring Facilities

Subject to Bylaw 5, Section 42 **10**, locals may acquire space and facilities to conduct their businesses. All costs for these facilities are borne by the local.

Bylaw 3 Sec 23

Should a local no longer function for any reason, all documents, property and funds will be returned to the Union of National Employees for care and safekeeping. These assets will either be placed into trust by the national executive until the local is reinstated, or placed in the Union of National Employees' general revenue account.

No local may have its charter amended or revoked, nor will any local be placed under trusteeship without conducting a binding referendum of the local's members. The only exception is when the national executive determines the local has ceased to function or is inactive due to the local's inability to meet the requirements set out by Bylaw 3, Section 16; Bylaw 3 Section 8, and Bylaw 5 Section 6 **9**, or when no officers have been elected to the local as per Bylaw 3, Section 5.

Policy LOC 2 Section 1

Non-conformant locals

The Union of National Employees considers a local to be non-conformant when :

1. The local is unable to adhere to Bylaw 3, Section 16; Bylaw 3, Section 8; and Bylaw 5, Section 6 **9**;

Policy FIN 1 Section 1

Financial Records

In addition to the annual ~~audited~~ reviewed statement of local finances required under Bylaw 5, Section 44 **9**, locals will submit, on a form supplied by the Union of National Employees (Schedule D):

M/S Kevin King and Jennifer Chieh Ho

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

***Recorded Vote 16: CARRIED**

RECESS

IN-CAMERA SESSION – 9 a.m. to 10 a.m.

WEDNESDAY, JANUARY 25, 2017 - MORNING SESSION
Reconvened at 10 a.m.**PRESENT WERE**

Doug Marshall, National President
 Kevin King, National Executive Vice-President
 Geoff Ryan, National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Mary Anne Walker, Regional Vice-President, Ontario
 Andrew Shaver, Assistant Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Yann Boudreau, Assistant Vice-President, Quebec
 Patrice Rémillard, Regional Vice-President, NCR (SE)
 André Miller, Assistant Vice-President, NCR (SE)
 Dave Cardinal, Assistant Vice-President, NCR (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Janette Husak, Assistant Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Meghraj Khadka, Human Rights Representative, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Shirley Torres, Human Rights Representative, BC and Yukon
 Karl Lafreniere, Regional Vice-President, Outside Canada,
 Rose Touhey, Assistant Vice-President, Outside Canada
 Ruby Langan, Human Rights Representative, Aboriginals
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Johanne MacAndrew, Executive 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)
 Kate Hart, Human Rights Representative, GLBT

Brother André Miller assumed the seat for the NCR (SE)

8. REPORT OF THE EXECUTIVE

C) National Vice-President for Human Rights (Appendix “F”)

M/S Geoff Ryan and Karl Lafreniere

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

***Recorded Vote 17: CARRIED**

E) Regional Vice-Presidents Reports

i) Inactive Locals (Appendix “C”)

BC and Yukon

M/S Jennifer Chieh Ho and David Cardinal

THAT the inactive locals report for the BC and Yukon Region be adopted.

***Recorded Vote 18: CARRIED**

NCR (TB)

M/S David Cardinal and Angela Decker

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

***Recorded Vote 19: CARRIED**

Manitoba

M/S Chris Little-Gagne and Jennifer Chieh Ho

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

***Recorded Vote 20: CARRIED**

NCR (SE)

M/S André Miller and Yvon Beaudoin

THAT the inactive locals report for the NCR (SE) Region be

adopted.

***Recorded Vote 21: CARRIED**

ii) Local Grievance Tracking Report

Quebec

M/S Yvon Beaudoin and Karl Lafreniere

THAT the local grievance tracking report for the Quebec Region be adopted.

***Recorded Vote 22: CARRIED**

Ontario

M/S Mary Anne Walker and Angela Decker

THAT the local grievance tracking report for the Ontario Region be adopted.

***Recorded Vote 23: CARRIED**

Saskatchewan

M/S Omar Murray and Karl Lafreniere

THAT the local grievance tracking report for the Saskatchewan Region be adopted.

***Recorded Vote 24: CARRIED**

Brother Patrice Remillard left due to previous commitment.

10. ONGOING BUSINESS

E) Membership Engagement Follow-up

i) Update on Rand Signing

Executive Officers shared success stories as well as difficulties encountered during the rand signing campaign.

A discussion ensued with respect to conducting a campaign evaluation survey in order to collect data and campaign feedback.

RECESS

WEDNESDAY, JANUARY 25, 2017 - AFTERNOON SESSION
Reconvened at 1: 00 p.m.

PRESENT WERE

Doug Marshall, National President
 Kevin King, National Executive Vice-President
 Geoff Ryan, National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Mary Anne Walker, Regional Vice-President, Ontario
 Andrew Shaver, Assistant Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Yann Boudreau, Assistant Vice-President, Quebec
 André Miller, Assistant Vice-President, NCR (SE)
 Dave Cardinal, Assistant Vice-President, NCR (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Janette Husak, Assistant Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Meghraj Khadka, Human Rights Representative, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Shirley Torres, Human Rights Representative, BC and Yukon
 Karl Lafreniere, Regional Vice-President, Outside Canada
 Kate Hart, Human Rights Representative, GLBT
 Ruby Langan, Human Rights Representative, Aboriginals
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Johanne MacAndrew, Executive 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)
 Patrice Rémillard, Regional Vice-President, NCR (SE)

M/S/C Karl Lafreniere and Jennifer Chieh Ho

THAT the agenda be amended to add a discussion on locals not in conformance.

10. ONGOING BUSINESS

F) Membership Engagement Follow-up

ii) Update on Rand Signing

Further suggestions to encourage the signing of membership cards were discussed, as well as providing locals with preprinted cards at the beginning of each year.

8. REPORT OF THE EXECUTIVE

F) Regional Vice-Presidents Reports (Cont'd)

i) Inactive Locals (Appendix "C")

Atlantic

M/S Angela Decker and Omar Murray

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

***Recorded Vote 25: CARRIED**

12. COMMITTEE REPORTS

F) Locals and Membership Committee (Appendix "G")

M/S Angela Decker and Omar Murray

THAT the report of the locals and membership committee meeting held November 14 be adopted.

***Recorded Vote 26: CARRIED**

Brother Patrice Remillard joined the meeting.

M/S Angela Decker and Omar Murray

THAT the report of the locals and membership committee meeting held November 28 be adopted.

***Recorded Vote 27: CARRIED**

M/S Angela Decker and Omar Murray

THAT the report of the locals and membership committee meeting held January 9 be adopted.

***Recorded Vote 28: CARRIED**

M/S Angela Decker and Omar Murray

THAT the report of the locals and membership committee meeting held January 18 be adopted.

It was agreed to deal with this report in conjunction with agenda item 10) F) Global Affairs Canada Structure Review.

E) FRANCOPHONE COMMITTEE (Appendix “H”)

M/S Yvon Beaudoin and Karl Lafreniere

THAT the report of the Francophone Committee be adopted.

***Recorded Vote 29: CARRIED**

NE Resolution to Convention

M/S Karl Lafreniere and André Miller

The PSAC will add \$1.5 million to the staff line item of the PSAC budget.

***Recorded Vote 30: CARRIED**

Recess

10. ONGOING BUSINESS (Cont’d)

C) Human Rights Conference Debrief

Brother Geoff Ryan reported that the feedback from the conference evaluation showed the following:

- 91% of the participants found the conference content to be good to

- excellent;
- 94% of the participants found the opportunity to participate to be good to excellent; and
- 94% of the participants found the venue for the conference to be good to excellent.

A short discussion took place with respect to election processes that would require bylaw changes.

D) 2017 Triennial Convention

xvi) Election procedures for other caucuses (Appendix “I”)

M/S Angela Decker and Omar Murray

THAT the election procedures for other caucuses be adopted.

***Recorded Vote 31: CARRIED**

11. NEW BUSINESS

B) Family Life/Union Life Balance

Brother Karl Lafreniere would like to remind everyone when scheduling union activities to consider facilitating the ability to balance union activities with family life.

Brother Dave Cardinal left due to previous commitment.

D) Discussion on Locals not in Conformance

A lengthy discussion took place regarding the process for dealing with locals not in conformance.

RECESS

THURSDAY, JANUARY 26, 2017 - MORNING SESSION
Reconvened at 9: 00 a.m.

PRESENT WERE

- Doug Marshall, National President
- Kevin King, National Executive Vice-President
- Geoff Ryan, National Vice-President for Human Rights
- Angela Decker, Regional Vice-President, Atlantic

Mary Anne Walker, Regional Vice-President, Ontario
 Andrew Shaver, Assistant Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Yann Boudreau, Assistant Vice-President, Quebec
 Patrice Rémillard, Regional Vice-President, NCR (SE)
 André Miller, Assistant Vice-President, NCR (SE)
 Richard Ballance, Regional Vice-President, NCR (TB)
 Dave Cardinal, Assistant Vice-President, NCR (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Janette Husak, Assistant Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Meghraj Khadka, Human Rights Representative, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
 Shirley Torres, Human Rights Representative, BC and Yukon
 Karl Lafreniere, Regional Vice-President, Outside Canada
 Kate Hart, Human Rights Representative, GLBT
 Ruby Langan, Human Rights Representative, Aboriginals
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Johanne MacAndrew, Executive Assistant to the National President and NEVP
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

10. ONGOING BUSINESS

F) Global Affairs Canada Structure Review

A discussion was held with respect to allocation of members within the Outside Canada Region.

12. COMMITTEE REPORTS

F) Locals and Membership Committee (Appendix “J”)

M/S Angela Decker and Omar Murray

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

***Recorded Vote 32: CARRIED**

A) Bylaws and Policies Committee (Appendix “K”)

M/S Richard Ballance and Omar Murray

THAT the following resolution be referred to the 2017 Triennial Convention:

Bylaw 1

Union of National Employees role and function

Name and headquarters

Bylaw 1 Sec 1

This organization will be known as the Union of National Employees (PSAC).

The UNE's headquarters are located in the National Capital Region.

Aims and objectives

Bylaw 1 Sec 2

The mission of the Union of National Employees, a progressive and democratic component of the Public Service Alliance of Canada, is to ensure members, elected officials and staff:

- Work in solidarity to represent a diverse membership;
- Support and empower locals and members;
- Protect, promote and advance workers rights and human rights.

Bylaw 1 Sec 3

The Union of National Employees seeks to:

- unite our members into a single union that acts on their behalf, regardless of classification, position, vocation, location or nature of employment;
- subscribe unconditionally to the aims and objectives outlined in the Public Service Alliance of Canada Constitution, and fully support PSAC in furthering its constitutional responsibility to improve and protect wages and other terms of employment for our members; and
- obtain for our members, through democratic means, the best possible standards of wages, salaries and other conditions of employment, and to protect our members' interests, rights and privileges.

Consequential Amendments: Replace “Component” with “UNE” throughout the Bylaws, where appropriate.

***Recorded Vote 33: CARRIED**

RECESS

TUESDAY, JANUARY 24, 2017 - 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
 Angela Decker, Regional Vice-President, Atlantic
 Mary Anne Walker, Regional Vice-President, Ontario
 Andrew Shaver, Assistant Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Yann Boudreau, Assistant Vice-President, Quebec
 Patrice Rémillard, Regional Vice-President, NCR (SE)
 André Miller, Assistant Vice-President, NCR (SE)
 Dave Cardinal, Assistant Vice-President, NCR (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Janette Husak, Assistant Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Meghraj Khadka, Human Rights Representative, Alberta, NWT and Nunavut
 Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
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 Kate Hart, Human Rights Representative, GLBT
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 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Financial Advisor
 Johanne MacAndrew, Executive 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)

12. COMMITTEE REPORTS

- B) Bylaws and Policies Committee - Report (Appendix "K")**
- a) Resolutions already adopted by the NE
 - b) Others

M/S Omar Murray and Geoff Ryan

THAT the following resolution be referred to the 2017 Triennial Convention:

New Bylaw 2

National executive duties and responsibilities **National executive**

Bylaw 2 Sec 1 **Composition**

The national executive is composed of the national president, the national executive vice-president, the national vice-president for human rights, and ten regional vice-presidents.

The regional vice-presidents shall be from the following regions:

1. **Atlantic:** The provinces of Nova Scotia, New Brunswick, Prince Edward Island, and Newfoundland and Labrador.
2. **Quebec:** The province of Quebec, except Gatineau
3. **Ontario:** The province of Ontario, except Ottawa
4. **National Capital Region (Treasury Board):** All Treasury Board locals in the NCR, except Global Affairs Canada locals and Passport Program locals,
5. **National Capital Region (Separate Employers):** All non Treasury Board employer locals in the NCR
6. **Manitoba:** The province of Manitoba.
7. **Saskatchewan:** The province of Saskatchewan.
8. **Alberta, Northwest Territories and Nunavut:** The province of Alberta, the Northwest Territories and Nunavut, including Kootenay and Yoho National Parks.
9. **British Columbia and Yukon:** The province of British Columbia and Yukon Territory, except Kootenay and Yoho National Parks.
10. **Outside Canada:** All Global Affairs Canada locals and Passport Program locals in the NCR and outside Canada

Bylaw 2 Sec 3
VP nominations

Vice-presidents for each region are nominated from among their respective regional delegations. Each vice-president is elected by the voting delegates from his or her region who are attending the National Convention.

~~**Bylaw 2 Sec 6**~~
~~**National executive membership**~~

~~All members of the national executive will be members in good standing of the Union of National Employees.~~

Bylaw 2 Sec 8
Executive meetings

The national executive will hold meetings at least three times a year at the call of the national president or at any other time if requested by five or more members of the national executive. Notice of executive meetings will be forwarded to locals and posted to the website no later than ten working days prior to the start of the meeting. The executive meeting agenda shall be posted to the website no later than five working days prior to the start of the meeting. Locals may send observers to executive meetings, at the expense of the Local. Minutes of the executive meetings are provided to locals and posted to the website within 30 working days of their approval.

Duties of officers
Bylaw 2 Sec 17

The national president:

- a) Is a full-time paid officer
- b) lives in the National Capital Region;
- c) functions as the chief executive officer of the Union of National Employees and, as such, supervises the affairs of the component and signs all official documents;
- d) follows and implements the decisions taken by the national executive;
- e) represents the component on the National Board of Directors of the Public Service Alliance of Canada as required by the PSAC Constitution;
- f) calls and presides at all regular and special meetings of the national executive in accordance with Bylaw 2, Section 8;
- g) is an *ex-officio* member of all committees of the national executive;
- h) presides at all sessions of the Union of National Employees Triennial Convention or special conventions;

- i) interprets the bylaws of this component, subject to review by the national executive;
- j) establishes—in consultation with the national executive vice-president, the national vice-president for human rights and the vice-presidents for each region—all national executive committees;
- k) ensures that the national executive carries out the directives, policies, aims and aspirations of the union as established by the National Conventions of the Public Service Alliance of Canada and of this component;
- l) ensures that members of the national executive carry out their duties as described in these bylaws and gives them direction where necessary;
- m) ensures that the national executive is informed of all component affairs that affect the members they represent, and that such information is delivered to the national executive in a complete, relevant and timely manner;
- n) ensures that the national executive vice-president is informed of all matters relevant to component affairs;
- o) presides at all meetings of the component senior management team, which comprises the national president and excluded managerial staff. Such meetings will occur, at a minimum, once a month;
- p) ensures that the component senior management team carries out its day-to-day duties and that it implements decisions of the Triennial Conventions of both PSAC and the Union of National Employees;
- q) assesses and addresses—in consultation with the senior management team and the national executive vice-president—the staffing requirements of the component to ensure that the members are well served;
- r) abides by the component's budget, as established by the Triennial Convention, and does not enter into any contractual or discretionary spending over \$5,000 that has not been pre-approved by the national executive;
- s) reports in writing on his or her activities and those of the component senior management team at all meetings of the national executive and forwards a copy to the presidents of all Union of National Employees locals;
- t) reports in writing to the Union of National Employees Convention on his or her activities, and on the activities of the national executive and the component senior management team. The report should also include recommendations for continuing the aims and objectives of the component and the Public Service Alliance of Canada;
- u) is the chief spokesperson for the Union of National Employees in dealings with the media, the public, and with the national heads of

- departments and agencies that fall within the jurisdiction of the Union of National Employees;
- v) is accorded all the rights and privileges of and performs such other duties as are within the authority of presiding officers of deliberative bodies; and
 - w) performs other duties assigned by the national executive.

Bylaw 2 Sec 20

The vice-president for each region:

- a) follows the decisions taken by the national executive and the Triennial Component and PSAC conventions;
- b) attends all meetings of the national executive and submits a written report of regional activities annually by April first. This report forms part of the minutes of the next national executive meetings and will be forwarded to all the locals in their respective regions;
- c) participates in the committees of the national executive as required;
- d) represents the Union of National Employees at meetings of the national board of directors, on PSAC committees or in other forums as required;
- e) files a report to the national executive on his or her activities and recommendations four months prior to the Union of National Employees Triennial Convention. This report is forwarded to the national executive and to local presidents and convention delegates from his or her jurisdiction;
- f) is responsible to the national president and national executive for the affairs of his or her region and performs regional duties required by the national executive;
- g) contacts locals within his or her region on a regular basis and is available to visit locals upon reasonable request;
- h) has authority to attend any local meeting within his or her respective region and to examine the records and accounts of any local or sub-local of the Union of National Employees within his or her jurisdiction;
- i) participates in PSAC activities in his or her region and encourages locals within the region to do the same;
- j) provides guidance to locals in his or her region;
- k) coordinates and monitors the activities of the assistant vice-president for the region;
- l) works cooperatively with the assistant vice-president for the region, the human rights representative and the alternate human rights representative and meets with them at least once per quarter;
- m) encourages membership participation in PSAC and other union-sponsored education;

- n) organizes and coordinates regional seminars within his or her region in accordance with the budgetary policies set at convention. (In lieu of regional seminars, the vice-president for the region of countries outside Canada will visit twice per term an overseas location where members can assemble for membership services and educational courses); and
- o) performs other duties as assigned by the national president or the national executive.

~~**Bylaw 2 Sec 30**~~

~~**Nominees**~~

~~All nominees will be members in good standing of the Union of National Employees.~~

Vacancies

Bylaw 2 Sec 38

If, not less than six months prior to the next National Triennial Convention, no assistant is available, the delegates for that region who attended the previous National Triennial Convention and who remain in good standing will elect, in accordance with Bylaw 2, Section 30, a candidate to assume the duties of the vice-president for that region. The assistant vice-president for that region will be elected in the same manner.

~~**Bylaw 2 Sec 39**~~

~~**Nominee qualifications**~~

~~Only one of the following persons may be permitted to speak for not more than three minutes on the nominee's qualifications: the nominee, the nominator or the seconder.~~

Bylaw 2 Sec 40

Eligibility

Members of the national executive will not hold local office.

Members of the national executive will not hold any other nationally or regionally office established in this bylaw.

***Recorded Vote 34: CARRIED**

M/S Omar Murray and Geoff Ryan

THAT the following resolution be referred to the 2017 Triennial Convention:

New Bylaw 6

Conventions and Committees

Bylaw 6 Sec 6

National Convention date

The Union of National Employees convention is held in Canada at a date consistent with the PSAC Constitution.

Bylaw 6 Sec 7

National Convention venue

The national executive recommends a component region for each Triennial Union of National Employees convention. The incoming National Executive will be tasked with the exact venue, place and costing within that selected component region for the next Union of National Employees Convention.

~~**Bylaw 6 Sec 8**~~

~~**Convention votes**~~

~~Each accredited delegate present at the National Convention is entitled to one vote on each question. Proxy votes are not permitted~~

Bylaw 6 Sec 9

Convention committees

At least three months prior to the Union of National Employees National Convention, the National President, in consultation with the National Executive Vice-President and Vice-President of Human Rights, will appoint from amongst accredited delegates the committees necessary for the convention's business. At least two months prior to the National Convention, delegates will be advised of committee assignments and supplied with the committee's agenda and resolutions. Simultaneous translation will be available to National Convention committees while they are in session, if required.

~~**Bylaw 6 Sec 19**~~~~**Votes to be carried by simple majorities**~~~~Unless otherwise stated by these bylaws, all decisions that require votes will be carried by simple majorities.~~~~**Bylaw 6 Sec 20**~~~~**Rules of order**~~~~Unless otherwise stated by these bylaws, PSAC's Rules of Order will apply at all meetings and conventions of this component.~~~~**Bylaw 6 Sec 21**~~~~**Guest speakers and panelists**~~~~Guest speakers and panelists will be limited to a total of three hours between the opening to close of Convention.~~***Recorded Vote 35: CARRIED**

M/S Omar Murray and Karl Lafreniere

THAT the following resolution be referred to the 2017 Triennial Convention:**Bylaw 6 Sec 7****National Convention venue**

The place and date of each Convention shall be decided by the National Executive.

***Recorded Vote 36: CARRIED**

Brother Karl Lafreniere served notice of motion to amend the agenda to include a discussion on amending Policy RF1.

M/S Omar Murray and Geoff Ryan

THAT the following resolution be referred to the 2017 Triennial Convention:**New Bylaw 7**

Discipline

Bylaw 7 Sec 1

Discipline by national executive

The national executive of this component has the authority to discipline—including remove from office—any UNE officer who contravenes any provision of these bylaws or the PSAC Constitution.

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 UNE Policies and the PSAC Constitution and Regulations.

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

Bylaw 7 Sec 2

Discipline by locals

All locals of the Union of National Employees may remove from office any officer for contravening a provision of the local's bylaws, the component's bylaws, or the PSAC Constitution. The provisions to be followed are governed by Regulation 19 of the PSAC Constitution.

Bylaw 7 Sec 3

Appeals

An officer disciplined under Sections 1 or 2 of this bylaw has the right to appeal the decision to the next National Triennial Convention of the component. The procedures for the proper handling of such matters will be in accordance with Section 25 of the PSAC Constitution.

Bylaw 7 Sec 4

Actions that can lead to penalties

An officer or member commits an offence by:

- a) violating any provision of the local bylaws or the UNE bylaws or policies;
- b) using the name of a local, region, or the Union of National Employees in an inappropriate manner or without the consent of the local, RVP or national executive, whichever applies;

- c) 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; or
- d) 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 37: CARRIED**

RECESS

xv) *Election Procedures for Regional Caucuses – NCR*

Appendix F

M/S Omar Murray and Geoff Ryan

THAT Policy CC4 Section 3 be amended as follows:

Policy CC4 Section 3

Electing delegates to the PSAC Convention from regions

The Union of National Employees president or that person's designee assigns individuals to chair and preside over the regional caucus elections for delegates and alternates to the PSAC Convention.

Regional caucuses will elect their delegates as determined by the formula described in Section 2, above. They will also elect an equal number of alternates or 3, whichever is greater, to allow for ready replacement.

Regions, except the two National Capital Regions, will elect each delegate and alternate separately by secret ballot in accordance with normal PSAC elections procedures.

Election of delegates for the two National Capital Regions will be conducted as follows:

1. The caucus chair calls three times for delegates willing to stand for election.

2. A list of all delegates is provided to delegates by the caucus chair. The chair instructs delegates to strike from the list the names of delegates not standing for election.
3. Candidates are afforded an opportunity to speak for up to three minutes.
4. The chair instructs delegates to circle the names of their preferred candidates. The number of names circled will be equal to the number of PSAC delegates to which the region is entitled or the ballot is spoiled.
5. The ballots are counted by designated component staff or other individuals appointed by the President.
6. The candidates are ranked from those receiving the greatest number of votes to those receiving the least number of votes.
7. To be elected, a delegate's name will be circled on a majority of ballots.
8. Should the number of delegates who receive a majority of votes exceed the number of PSAC delegates required, those receiving the most votes will be declared elected. In case of a tie vote between delegates or alternates, a runoff vote is held.
9. Should the number of delegates who receive a majority of votes be less than the number of PSAC delegates required, the caucus chair will provide delegates with a list that:
 - A. Removes the names of members who have been declared elected.
 - B. Equals twice the number of the remaining PSAC delegates required. This list will be taken from the top vote-getters (as per the process described in 6). In the case of a tie at the spot equal to twice the remaining PSAC delegate entitlement, those delegates will appear on subsequent ballots.
10. Steps 3) through 9) are repeated until the required number of delegates has been elected.
11. The process outlined above (steps 1 to 10) is repeated for the election of alternates.

***Recorded Vote 38: CARRIED**

M/S Omar Murray and Chris Little-Gagne

THAT the following resolution be referred to the 2017 Triennial Convention:

Bylaw 8

General

Interpretation

Bylaw 8 Sec 1

In these Bylaws, "UNE" means the Union of National Employees.

Nothing in the UNE bylaws may conflict with the PSAC Constitution.

Section 2

Voting

Unless otherwise stated by these bylaws, all decisions that require votes will be carried by simple majorities

All elections are by secret ballot.

Proxy voting is not permitted

Section 3.

Rules of order

Unless otherwise stated by these bylaws, PSAC's Rules of Order will apply, except at UNE conventions.

Section 4.

Requirement for UNE officers

Only members in good standing may hold UNE office.

***Recorded Vote 39: CARRIED**

M/S Richard Balance and Omar Murray

THAT the report of the Bylaws and Policy Committee be adopted.

***Recorded Vote 40: CARRIED**

10. **ONGOING BUSINESS (Cont'd)**

D) **2017 Triennial Convention**

- ii) Delegate Registration System –
A presentation on how to register for the 2017 Triennial Convention.

Rose Touhey left due to previous commitment.

Brother Patrice left due to previous commitment.

Brother Andre Miller assumed the seat for the NCR (SE)

Full time paid NEVP

M/S Karl Lafreniere and Jaison Van Tine

THAT the following resolution be referred to the 2017 Triennial Convention:

1. Additions to Bylaw 2 Sec 18

The national executive vice-president:

- a) is a full-time paid officer; (new)
b) lives in the National Capital Region; (new)

2. The salary of the NEVP is 85% of the President's or the salary of the NEVP's substantive position, whichever is greater

***Recorded Vote 41: CARRIED**

Brother Doug Marshall relinquished the Chair to Brother Kevin King

8. **REPORT OF THE NATIONAL EXECUTIVE**

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

M/S Doug Marshall and Geoff Ryan

THAT the report of the National President be adopted.

***Recorded Vote 42: CARRIED**

Brother Kevin King relinquished the Chair to Brother Doug Marshall

Policy RF1

M/S Karl Lafreniere and Andre Miller

THAT Policy RF1 be amended to read:

**Policy RF 1
Regions**

The regions referred to in Bylaw 2, Section 1 are defined as follows:

1. **Atlantic:** The provinces of Nova Scotia, New Brunswick, Prince Edward Island, and Newfoundland and Labrador.
2. **Quebec:** The province of Quebec, except Gatineau
3. **Ontario:** The province of Ontario, except Ottawa
4. **National Capital Region (Treasury Board):** All Treasury Board locals in the NCR, except Global Affairs Canada locals and Passport Program locals,
5. **National Capital Region (Separate Employers):** All non Treasury Board locals in the NCR
6. **Manitoba:** The province of Manitoba.
7. **Saskatchewan:** The province of Saskatchewan.
8. **Alberta, Northwest Territories and Nunavut:** The province of Alberta, the Northwest Territories and Nunavut, including Kootenay and Yoho National Parks in the province of BC.
9. **British Columbia and Yukon:** The province of British Columbia and Yukon Territory, except Kootenay and Yoho National Parks.
10. **Outside Canada:** All Global Affairs Canada locals and Passport Program locals in the NCR and Outside Canada

***Recorded Vote 43: CARRIED**

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

14. **ADJOURNMENT**
There being no further business the meeting adjourned at 5 p.m.