

NATIONAL EXECUTIVE MEETING MINUTES
Held August 19-21, 2017
In the Oak room of the Ottawa Westin Hotel

PRESENT WERE

Doug Marshall, National President
 Kevin King, National Executive Vice-President
 Geoff Ryan, National Vice-President for Human Rights
 Daniel Toutant, Assistant National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Bill Bennett, Assistant Vice-President, Atlantic
 Mary Anne Walker, Regional Vice-President, Ontario
 Craig Reynold, Assistant Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Geraldine Fortin, Assistant Vice-President, Quebec
 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 Vice-President, NCR (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Jacqueline Nanali, Human Rights Representative, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Gloria Pfeifer, Assistant Vice-President, Saskatchewan
 Jaison Van Tine, 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 Vice-President, Outside Canada
 Celine Ahodekon, Human Rights Representative for Racialized members
 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

1. CALL TO ORDER

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

2. PRESIDENT'S REMARKS

Brother Doug Marshall welcomed everyone to the National Executive meeting. He recognized that we were meeting on unceded Algonquin territory.

3. HOURS OF SITTING

M/S/C Patrice Remillard and Jaison Van Tine

THAT the hours of sitting be adopted as follow:

Saturday, August 19, 2017—9:00 a.m. - 11:45 a.m.

—1:00 p.m. - 5:00 p.m.

Sunday, August 20, 2017 — 9:00 a.m. – 10: 00 a.m. (In-Camera Session)

– 10: 15 a.m. - 11:45 a.m.

— 1:00 p.m. - 5 p.m.

Monday, August 21, 2017 — 9:00 a.m. - 11:45 a.m.

— 12:00 p.m. - 12:50 p.m. (Convention Committees co-chairs Meeting)

— 1:00 p.m. – 5:00 p.m.

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

M/S Jaison Van Tine and Chris Little Gagne

THAT the agenda be adopted as presented.

***Recorded vote 1: CARRIED**

5. CHECK-IN ROUND

A roundtable check-in ensued.

6. MOMENT OF SILENCE

Brother Doug Marshall asked everyone who was able 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:

Dean Flick, Local 20106

David Tillman, father of Gloria Pfeifer

Richard J. Langan, father of Ruby Langan

7. REPORT OF THE EXECUTIVE

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

M/S Kevin King and Geoff Ryan

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 Angela Decker

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

***Recorded Vote 3: CARRIED**

D) Regional Vice-Presidents Reports

i) Inactive locals (Appendix “D”)

Quebec

M/S Yvon Beaudoin and Karl Lafreniere

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

***Recorded Vote 4: CARRIED**

Manitoba

M/S Chris Little Gagne and Omar Murray

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

***Recorded Vote 5: CARRIED**

Ontario:

M/S/C Mary Anne Walker and Karl Lafreniere

THAT the oral inactive locals report for the Ontario region be adopted.

8. MINUTES OF PREVIOUS MEETING

A. National Executive Meeting – June 2-4, 2017

M/S Karl Lafreniere and Angela Decker

THAT the minutes of the National Executive held June 2-4, 2017 be adopted.

***Recorded Vote 6: CARRIED**

B. National Executive Conference Call – July 19, 2017

M/S Jennifer Chieh Ho and Patrice Remillard

THAT the minutes of the National Executive conference call held on July 19, 2017 be adopted.

***Recorded Vote 7: CARRIED**

RECESS

9. ONGOING BUSINESS

A. Bargaining

i) Treasury Board

A call out for bargaining demands and for delegates to the national bargaining conference has been sent by the PSAC. The National bargaining conference would be held March 26-29, 2018 at the Ottawa Westin Hotel. There was a discussion on how UNE would review the demands from locals.

ii) Parks Canada

The bargaining team tabled a pay proposal to mirror what was achieved at the core public administration. This includes market and wage adjustments, grid restructuring and harmonization. The Agency also responded to the proposal regarding Work Force Adjustment. The bargaining team believes that this counter proposal is bare minimum to match what was achieved at the core public administration and informed the Agency accordingly.

iii) SSO

The next round of bargaining is scheduled for September.

RECESS

SATURDAY, AUGUST 19, 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
 Daniel Toutant, Assistant National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Bill Bennett, Assistant Vice-President, Atlantic
 Mary Anne Walker, Regional Vice-President, Ontario
 Craig Reynold, Assistant Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Geraldine Fortin, Assistant Vice-President, Quebec
 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 Vice-President, NCR (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Jacqueline Nanali, Human Rights Representative, Manitoba
 Omar Murray, Regional Vice-President, Saskatchewan
 Gloria Pfeifer, Assistant Vice-President, Saskatchewan
 Jaison Van Tine, 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 Vice-President, Outside Canada
 Celine Ahodekon, Human Rights Representative for Racialized members
 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

9. ONGOING BUSINESS**B) 2017 Triennial Convention**

M/S Richard Ballance and Jaison Van Tine

THAT anyone who comes to the 2017 Triennial Convention using the two struck airports (Winnipeg and Toronto) not be permitted to attend convention and be sent home.

***Recorded Vote 8: CARRIED**

- i) Convention Agenda
The convention agenda was presented for information.
- ii) Delegates Report by Region
The regional delegates list was provided to each Regional Vice-President.
- iii) Harassment Prevention Coordinators –
Convention Harassment Prevention Coordinators are: Geraldine Fortin, Isabelle Beaudoin, Sandy Bello and Andre Miller.
- iv) Procedural Motions
The procedural motions document was provided.
- v) Convention Attendance - Policy CC 2
Brother Doug Marshall reminded Executive Officers of the requirement as members of the Regional Team to be aware of delegates' attendance as per UNE Policy CC2.
- vi) Nominations Committee
The members of the committee are Steve Houston, Garry Larouche and Elisabeth Woods.
- vii) New Delegates Information
Brother Doug Marshall advised that there will be a first-time delegates session on Tuesday morning. All first-time delegates are to be advised of this training.
- viii) Credentials Committee assignments
Sandrine Oka, Sandy Bello, Diane Levola
- ix) Incoming National Executive Meeting – August 27, 2017 (12:00 p.m. to 12:30 p.m.)

RECESS

Brother Craig Reynold assumed the seat for the Ontario region.

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

A) **2017 Triennial Convention**

Brother Doug Marshall provided a run-through of the convention daily run sheet.

11. **COMMITTEE REPORTS**

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

M/S Kevin King and Karl Lafreniere

THAT the June 2017 Financial Statement be adopted as presented.

***Recorded Vote 9: CARRIED**

M/S Kevin King and Geoff Ryan

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

***Recorded Vote 10: CARRIED**

E. **Francophone Committee (Appendix "F")**

M/S Yvon Beaudoin and Karl Lafreniere

THAT the report of the Francophone Committee be adopted as presented.

***Recorded Vote 11: CARRIED**

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

M/S Angela Decker and Patrice Remillard

THAT the UNE create of a new local consisting of all UNE members working for Parliamentary Protective Service.

***Recorded Vote 12: CARRIED**

M/S Angela Decker and Jennifer Chieh Ho

THAT the report of the Locals and Membership Committee be adopted as a whole.

***Recorded Vote 13: CARRIED**

9. ONGOING BUSINESS

A. Bargaining (Cont'd)

iv) OAG

There was a collective agreement signed and well received by the members. A new round of bargaining would commence shortly.

v) NCC

Negotiations have gone on for a long time. The employer has not been dealing with issues of importance to our members. An impasse was reached and the parties will go to conciliation.

vi) SSHRC

An impasse was reached and the parties will go to conciliation.

vii) OLG

Collective agreement reached last year expires in 2018 or when a new organisation takes over management of the OLG slots. Hard Rock Casino Ottawa will assume management starting in September.

viii) PPS

The PSLREB will decide the scope of the bargaining unit. Hearing dates are scheduled in the coming month.

ix) Others

Canadian Museum of Human Rights' negotiations are not going well.

National Battlefields Commission: members ratified their collective agreement.

CMHC: Members have recently begun negotiations.

RECESS

IN-CAMERA SESSION

SUNDAY, AUGUST 20, 2017 - 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
- Angela Decker, Regional Vice-President, Atlantic
- Mary Anne Walker, Regional Vice-President, Ontario
- Yvon Beaudoin, Regional Vice-President, Quebec
- Patrice Rémillard, Regional Vice-President, NCR (SE)
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- 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

M/S Jennifer Chieh Ho and Karl Lafreniere

THAT an Honorary Membership Award be bestowed on [name to be inserted later].

***Vote by secret ballot: CARRIED**

M/S/C Geoff Ryan and Omar Murray

THAT the ballots be destroyed.

9. ONGOING BUSINESS (Cont'd)

C. Trusteeship

M/S Karl Lafreniere and Kevin King

THAT Local 70125 be put in trusteeship.

A/S/C Geoff Ryan and Patrice Remillard

THAT the effective date be August 28, 2017.

The motion as amended would read:

THAT Local 70125 be put in trusteeship effective August 28, 2017.

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

RECESS

PRESENT WERE

- Doug Marshall, National President
- Kevin King, National Executive Vice-President
- Geoff Ryan, National Vice-President for Human Rights
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- Bill Bennett, Assistant Vice-President, Atlantic
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- Rose Touhey, Assistant Vice-President, Outside Canada
- Celine Ahodekon, Human Rights Representative for Racialized members
- 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

D) Regional Vice-Presidents Reports

i) Inactive locals (Appendix "D")

Atlantic

M/S Angela Decker and Karl Lafreniere

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

***Recorded Vote 15: CARRIED**

NCR (TB)

M/S Richard Ballance and Angela Decker

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

***Recorded Vote 16: CARRIED**

NCR (SE)

M/S Patrice Remillard and Yvon Beaudoin

THAT the inactive locals report for the NCE (SE) be adopted.

***Recorded Vote 17: CARRIED**

Alberta, NWT, Nunavut

M/S/C Jaison Van Tine and Omar Murray

THAT the oral inactive locals report for the Alberta, NWT and Nunavut be adopted.

BC and Yukon

M/S/C Jennifer Chieh Ho and Omar Murray

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

9. ONGOING BUSINESS

C) PSAC Regional Conventions

Executive officers provided highlights of PSAC Regional Conventions that have been recently held.

RECESS

SUNDAY, AUGUST 20, 2017 - AFTERNOON SESSION
RECONVENED AT 1 P.M.

PRESENT WERE

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 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

Brother Craig Reynolds assumed the seat for the Ontario Region.

10. NEW BUSINESS

A) Future Dates – October 2017 - National Executive Meeting and Training Session

A discussion ensued with respect to meeting dates for the next National Executive and training session.

Peace Officers Memorial

Brother Doug Marshall announced the names of the 2017 Peace Officer Memorial attendees.

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

C) **Trusteeship**

Brother Richard Ballance provided an update with respect to local 70027.

D) **Members in good standing and union office:**

Brother Doug Marshall advised of the need for National and Regional Officers to inform the National President of any change of their membership status or employment. Local executives should advise the regional vice-president of any changes of their membership status or employment. It was noted that this item be placed on the agenda for the future NE meeting to deal with this matter more formally.

E) **Pay Equity for SSO Members**

There was an agreement signed last year to settle the pay equity dispute between PSAC and SSO, which provided that payment would be made in 2017. Unfortunately, the employer failed to make complete payment on the money owed. PSAC is dealing with this matter. An information is available on the PSAC and UNE website.

11. **COMMITTEE REPORTS**

A) **Bylaws and Policy Committee (Appendix "H")**

M/S/C Richard Balance and Karl Lafreniere

THAT Annexe A be referred to the FHR Committee for review.

M/S Richard Ballance and Jennifer Chieh Ho

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

***Recorded Vote 18: CARRIED**

RECESS

11. COMMITTEE REPORTS

C) Communications, Honours and Awards Committee

It was agreed that students who are awarded a high school scholarship also receive a certificate.

M/S/C Jennifer Chieh Ho and Chris Little Gagne

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

10. NEW BUSINESS

A) Future Dates – October 2017 - National Executive Meeting and Training Session

Brother Georges St-Jean stated that he would review alternate dates for this event.

RECESS

M/S Karl Lafreniere and Chris Little Gagne

THAT the national executive nominate Claude Barrot to be an honorary member of UNE.

***Recorded Vote 19: CARRIED**

11. COMMITTEE REPORTS

C) Communications, Honours and Award Committee Report

M/S Jennifer Chieh Ho and Richard Ballance

THAT the national executive award an honorary membership to Claude Barrot.

Vote by Secret Ballot: CARRIED

M/S/C Kevin King and Geoff Ryan

THAT the ballots be destroyed.

M/S/C Jennifer Chieh Ho and Richard Ballance

THAT the report of the Committee be adopted.

RECESS

MONDAY, AUGUST 20, 2017 - 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
 Daniel Toutant, Assistant National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Bill Bennett, Assistant Vice-President, Atlantic
 Mary Anne Walker, Regional Vice-President, Ontario
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Johanne MacAndrew, Executive Assistant to the National President and NEVP
Ateau Zola, Assistant to the National Executive and Human Rights Committee

Brother Craig Reynolds assumed the seat for the Ontario Region.

10. NEW BUSINESS

F) Delegates Selection Process for National Bargaining Conference

Brother Doug Marshall announced the PSAC has scheduled a national bargaining conference in March 2018 in Ottawa. Registration can be done online. As per PSAC Regulations, only members who hold union office could register.

G) Standard Local Bylaws

M/S Craig Reynolds and Angela Decker

THAT as of the end of 2017, all locals that have not adopted the local standards bylaws that were approved in 2011, automatically have their bylaws updated to reflect the local standard bylaws.

***Recorded Vote 20: CARRIED**

Note: The update will be done by the UNE office with the “blanks” being filled in with the information in the existing bylaws. Any other provisions in the existing bylaws will not continue in the new bylaw.

CONVENTION SITE TOUR

H) Treasury Board Bargaining Demands

M/S Karl Lafreniere and Craig Reynolds

THAT the National President in consultation with the two vice-presidents strike a sub-committee consisting of 2 members per table to deal with Treasury Board demands.

***Recorded Vote 21: CARRIED**

Brother Doug Marshall relinquished the Chair to Brother Kevin King.

Brother Kevin King assumed the Chair.

7. REPORTS OF THE EXECUTIVE

A) National President (Appendix "I")

M/S Doug Marshall and Karl Lafreniere

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

***Recorded Vote 22: CARRIED**

Brother Kevin King relinquished the Chair to Brother Doug Marshall.

Brother Doug Marshall assumed the Chair.

12. ROUND TABLE CHECK-OUT

A check-out ensued.

RECESSED AT 2:30 p.m.

THURSDAY, AUGUST 24, 2017

The following motion was adopted by secret vote of the National Executive.

M/S/C Geoff Ryan and Angela Decker

THAT Sister Annette Brown receive the Human Rights Award.

13. ADJOURNMENT

The meeting adjourned at the closing of the 2017 National Triennial Convention on Sunday, August 27 at 11:30 a.m.

Kevin King

National President, UNE