

NATIONAL EXECUTIVE MEETING MINUTES
Held January 23-25, 2018
In the UNE Boardroom

PRESENT WERE

Kevin King, National President
 Andrew Shaver, National Executive Vice-President
 Daniel Toutant, National Vice-President for Human Rights
 Kate Hart, Assistant National Vice-President for Human Rights
 Mike LeBlanc, Regional Vice-President, Atlantic
 Angela Decker, Assistant Regional Vice-President, Atlantic
 Helen Zebedee, Human Rights Representative, Atlantic
 Mary Anne Walker, Regional Vice-President, Ontario
 Sandy Bello, Assistant Vice-President, Ontario
 Navnita Richardson, Human Rights Representative, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Patrice Rémillard, Regional Vice-President, NCR (SE)
 André Miller, Assistant Vice-President, NCR (SE)
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)
 June Dale, Regional Vice-President, Ottawa (TB)
 Janet Connor, Human Rights Representative, Ottawa (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Sandra Ahenakew, Regional Vice-President, Saskatchewan
 Janette Husak, Assistant Vice-President, Saskatchewan
 Drew Davidson, Assistant Vice-President, Alberta, NWT and Nunavut
 Shirley Torres, Regional Vice-President, BC and Yukon
 Linda Woods, Assistant Regional Vice-President, BC and Yukon
 Karl Lafreniere, Regional Vice-President, Outside Canada
 Behiye Cinkilic, Human Rights Representative, Outside Canada
 Ruby Langan, Human Rights Representative, Aboriginals
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Coordinator of Finance and Administration
 Johanne MacAndrew, Executive Assistant to the National President and NEVP
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut

1. CALL TO ORDER

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

Brother Drew Davidson is in the seat for the Alberta, NWT and Nunavut Region replacing Jaison Van Tine, Regional Vice-President for Alberta, NWT and Nunavut Region.

2. PRESIDENT'S REMARKS

Brother Kevin King wished everyone a Happy New Year. He welcomed everyone to the National Capital Region and recognized that we were meeting on unceded and unsundered Algonquin territory.

Personal Protective Services:

The Local has had very extensive discussions with our staff, elected officers as well as PSAC officers for certification of bargaining unit. Hearing date occurred in the beginning of November on how the Parliamentary Protective Service can proceed with collective agreement negotiations. The Local is awaiting a decision on an application from the employer seeking a ruling on whether it can merge the three unions currently under PPS's purview into one bargaining unit.

OLG:

Hard Rock International now assumes responsibility for the day-to-day operations and assets of OLG Slots at Rideau Carleton Raceway. There was a joint meeting with the current management and the Ministry of Ontario with Kevin, Franco and Patrice, along with local members on how to manage the transition collectively.

3. HOURS OF SITTING

M/S/C Mike LeBlanc and Patrice Remillard

THAT the hours of sitting be adopted as follow:

Tuesday, January 23, 2018	—9:00 a.m. - 11:45 a.m. —1:00 p.m. - 3:15 p.m. —3:30 p.m. - 5:00 p.m. (Coordinating Committee Meeting)
Wednesday, January 24, 2018	— 9:00 a.m. –11: 45 a.m. — 1:00 p.m. - 3 p.m. — 3:30 p.m. - 5 p.m. (In-Camera Session)
Thursday, January 25, 2018	— 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 Chris Little-Gagné and June Dale

THAT the agenda be adopted with the following amendments:

Bargaining:	Canadian Museum for Human Rights – C. Little-Gagné
New Business:	Union Activity without Pay Interruption – C. Little-Gagné
	Discussion on Membership – K. Lafrenière
	UNE's approach on our Position around H&S and our approach to Harassment versus using Regulation – M.A. Walker

***Recorded vote 1: CARRIED**

5. CHECK-IN ROUND

A roundtable check-in ensued.

6. MOMENT OF SILENCE

Brother Kevin King 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:

Theresa Freeman, Secretary of Local 00128 and Sister of Michael Freeman
 Daniel Roy, Local 70390
 Bela Benschik, Kevin King's father in law
 John Pyper, Cistel IT Technician
 Bob Haywood, PSAC staff member and spouse of Debbie McLaughlin, former RVP for NCR (TB)

8. REPORT OF THE NATIONAL EXECUTIVE

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

M/S Andrew Shaver and Sandra Ahenakew

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/C Daniel Toutant and Yvon Beaudoin

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

RECESS

8. MINUTES OF PREVIOUS MEETINGS

A) National Executive Meeting – October 31 to November 4, 2017

M/S Karl Lafreniere and Mike LeBlanc

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

Editorial:

LeBlanc (correct spelling)

Helen (correct spelling)

On page 5419 under Donations:

To amend to reflect Local 50600's donation was just under \$10,000.

Sister Ruby Langan referenced “Aboriginal Peoples” which should always be capitalized.

***Recorded Vote 3: CARRIED**

7. REPORTS OF THE EXECUTIVE

E) Regional Vice-Presidents Reports

i) *Inactive Locals and Locals not in conformance (Appendix “D”)*

M/S/C Karl Lafreniere and Chris Little-Gagne

THAT the verbal inactive report for the Outside Canada Region be adopted

M/S/C June Dale and Karl Lafreniere

THAT the verbal inactive locals report for the Ottawa (TB) region be adopted.

M/S Chris Little-Gagne and Mike LeBlanc

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

***Recorded Vote 4: CARRIED**

M/S Yvon Beaudoin and Daniel Toutant

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

***Recorded Vote 5: CARRIED**

Referral to Locals and Governance Committee

M/S/C Shirley Torres and Mike LeBlanc

THAT Parks Canada Members at Fort Rodd Hill National Historic Site, presently assigned to UNE Local 20088, be transferred to the Local 20280, Parks Canada – Gulf Islands; and

THAT a letter confirming agreement of transfer from UNE Local 20088, and a separate letter confirming the agreement to accept the transfer of members from Local 20088 into UNE Local 20280 are made available to the appropriate Standing Committee of The Union of National Employees.

M/S/C Shirley Torres and Daniel Toutant

THAT the verbal inactive locals report for the BC region be adopted.

M/S/C Patrice Rémillard and Mike LeBlanc

THAT the verbal inactive locals report for the NCR (SE) region be adopted.

M/S/C Cindy D'Alessio and Mike LeBlanc

That the verbal inactive locals report for the Gatineau (TB) be adopted.

M/S/C Mike LeBlanc and Sandra Ahenakew

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

RECESS

TUESDAY, JANUARY 23, 2018 - AFTERNOON SESSION
Reconvened at 1 p.m.

PRESENT WERE

- Kevin King, National President
- Andrew Shaver, National Executive Vice-President
- Daniel Toutant, National Vice-President for Human Rights
- Kate Hart, Assistant National Vice-President for Human Rights
- Mike LeBlanc, Regional Vice-President, Atlantic
- Angela Decker, Assistant Regional Vice-President, Atlantic
- Helen Zebedee, Human Rights Representative, Atlantic
- Mary Anne Walker, Regional Vice-President, Ontario
- Sandy Bello, Assistant Vice-President, Ontario
- Navnita Richardson, Human Rights Representative, Ontario
- Yvon Beaudoin, Regional Vice-President, Quebec
- Patrice Rémillard, Regional Vice-President, NCR (SE)
- André Miller, Assistant Vice-President, NCR (SE)
- Cindy D'Alessio, Regional Vice-President, Gatineau (TB)
- June Dale, Regional Vice-President, Ottawa (TB)
- Janet Connor, Human Rights Representative, Ottawa (TB)
- Christopher Little-Gagné, Regional Vice-President, Manitoba
- Sandra Ahenakew, Regional Vice-President, Saskatchewan
- Janette Husak, Assistant Vice-President, Saskatchewan
- Drew Davidson, Assistant Vice-President, Alberta, NWT and Nunavut
- Shirley Torres, Regional Vice-President, BC and Yukon
- Linda Woods, Assistant Regional Vice-President, BC and Yukon
- Karl Lafreniere, Regional Vice-President, Outside Canada
- Behiye Cinkilic, Human Rights Representative, Outside Canada
- Ruby Langan, Human Rights Representative, Aboriginals
- Franco Picciano, Coordinator Member Services
- Georges St-Jean, Coordinator of Finance and Administration

Johanne MacAndrew, Executive Assistant to the National President and NEVP
Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut

9. ONGOING BUSINESS

A. Bargaining

i. Treasury Board

Brother Andrew Shaver advised that the ad hoc committee met and reviewed TB demands. A final package of demands for all four tables were submitted as below:

PA 20
TC 20
EB 17
SV 5

Dates for next bargaining conference are March 26-29, 2018 at the Ottawa Westin Hotel (double check). Registration information has been sent to all delegates by the PSAC.

Brothers Andrew Shaver and Kevin King will be attending as observers.

Costs that are not otherwise covered by the PSAC i.e. childcare would be covered by the UNE.

Parks Canada

Brother Daniel Toutant reported that the bargaining team met with the employer. Parks Canada continued to not meet the bargaining teams proposal on parity with regards to all outstanding items with the Core Public Administration.

Sister Angela Decker echoed that it was very frustrating to see the employer's unwillingness to cooperate. The next dates have been scheduled going with the same mandate in mind which will be the third week of February.

Brother Kevin King noted that he was meeting sister Julie Chiasson with respect to essential services. Half day meetings are planned in February and March with the employer to address this issue.

SSO

Sister Mary Anne Walker reported that there was a new negotiator, Hassan Hussaini.

Next dates for bargaining are February and March.

NCC

Brother Kevin King reported that a tentative agreement was reached and that we were waiting on a ratification vote.

Hard Rock International

Brother Patrice Remillard reported that their agreement was expiring. Everything is in order and going well towards negotiation.

Parliament Protective Services

The Local is awaiting a decision on an application from the employer seeking a ruling on whether it can merge the three unions currently under PPS's purview into one bargaining unit.

The National Battlefields Commission

Brother Yvon Beaudoin there were bargaining proposals revised by the component and forwarded to the PSAC to be sent to the employer.

Unitarian Service Committee

Brother Kevin King reported that they have reached a tentative agreement.

Canadian Centre for Occupational Health and Safety

Sister Sandy Bello reported that the bargaining team met to discuss bargaining proposals to be submitted at the beginning of November. The current management requested notice to bargain. Bargaining dates have been proposed for April 2018.

Brother Kevin King announced that Brother Denis St-Jean was appointed as a Governor representing workers to the Canadian Centre for Occupational Health and Safety (CCOHS).

Canada Mortgage and Housing Corporation

Sister Shirley Torres reported that a ratification vote took place on October 19, 2017. The Collective Agreement has been ratified.

Social Sciences and Humanities Research Council

Brother Patrice Remillard reported that a tentative agreement has been reached which will be voted on this coming Friday.

Canada Council for the Arts

Brother Andrew Shaver reported that local members are meeting march 6

to vote on bargaining demands which will be submitted to the PSAC march 16.

Amethyst House:

Brother Franco Picciano reported that they were in bargaining.

Canada Museum for HR

Brother Chris Little Gagne reported that a Tentative agreement reached after 18 months.

C) 2018 NE Meetings Dates Reminder

- April 26-28 – Toronto, ON
- October 23-25 (TBD) – UNE Boardroom

RECESS

7. REPORTS OF THE EXECUTIVE

E) Regional Vice-Presidents Reports

M/S/C Kate Hart and June Dale

THAT the verbal report for the Assistant National for Human Rights be adopted.

9. ONGOING BUSINESS

B) Phoenix Pay System

Executive officers expressed ongoing concerns with regard to unresolved Phoenix Pay System issues.

Brother Chris Little-Gagne sought clarification with respect to union leave covered by the new invoicing system.

Brother Kevin King clarified the following:

Article 14.14 (for PA and EB groups) and article 14.15 (for TC and SV groups) provide additional details as to the specific union activities under which union leave will now be without pay

interruption as follows:

- 14.02: representing PSAC on a certification or intervention
- 14.09: contract negotiation meetings
- 14.10: preparatory contract negotiation meetings
- 14.12: Board of Directors and Executive Board meetings and conventions
- 14.13: representatives' training courses

As of January 1st, members attending PSAC events covered by any of the above clauses must no longer submit loss of salary via the Member Expense Portal. Only non-salary expenses are to be claimed for reimbursement.

RECESS

WEDNESDAY, JANUARY 24, 2018 - MORNING SESSION
Reconvened at 9 a.m.

PRESENT WERE

Kevin King, National President
 Andrew Shaver, National Executive Vice-President
 Daniel Toutant, National Vice-President for Human Rights
 Kate Hart, Assistant National Vice-President for Human Rights
 Mike LeBlanc, Regional Vice-President, Atlantic
 Angela Decker, Assistant Regional Vice-President, Atlantic
 Helen Zebedee, Human Rights Representative, Atlantic
 Mary Anne Walker, Regional Vice-President, Ontario
 Sandy Bello, Assistant Vice-President, Ontario
 Navnita Richardson, Human Rights Representative, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Patrice Rémillard, Regional Vice-President, NCR (SE)
 André Miller, Assistant Vice-President, NCR (SE)
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)
 June Dale, Regional Vice-President, Ottawa (TB)
 Janet Connor, Human Rights Representative, Ottawa (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Sandra Ahenakew, Regional Vice-President, Saskatchewan
 Janette Husak, Assistant Vice-President, Saskatchewan
 Drew Davidson, Assistant Vice-President, Alberta, NWT and Nunavut
 Shirley Torres, Regional Vice-President, BC and Yukon

Linda Woods, Assistant Regional Vice-President, BC and Yukon
 Karl Lafreniere, Regional Vice-President, Outside Canada
 Behiye Cinkilic, Human Rights Representative, Outside Canada
 Ruby Langan, Human Rights Representative, Aboriginals
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Coordinator of Finance and Administration
 Johanne MacAndrew, Executive Assistant to the National President and NEVP
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut

Sister Sandy Bello assumed the seat for the Ontario region.

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

Moment of Silence (Cont'd)

To add Roger Reynolds, brother of Craig Reynolds

Point of Privilege

Sister Mary Anne Walker provided an update on the donation to the breakfast programme of Food for Thought Foundation. The amount collected was \$850.

Update on Women's March - Saturday January 20

Members around the table shared experiences on women's March across the country.

10) **NEW Business**

B) Phoenix Pay System

M/S Chris Little-Gagné and Sandra Ahenakew

THAT the PSAC lobby the government of Canada to have each individual pay file audited and provide the results back to the individual members.

***Recorded Vote 6: CARRIED**

Sister Cindy D'Alessio left due to previous commitment.

Brother Steve Racicot assumed the seat for Gatineau (TB) Region.

Direction to the UNE National President

The following has been recommended as an action item follow-up on Phoenix - to be communicated by Brother Kevin King to PSAC Centre on behalf of the UNE National Executive:

THAT the UNE does not believe it is the union's responsibility to administer the Phoenix pay system. Training "Pay Advocates" is not a solution. The UNE believes we need to target our resources on real solutions, and in all cases, hold the Employer accountable for their own broken pay system.

10. NEW BUSINESS**A) 2018 PSAC Triennial Convention**vi) PSAC Delegates Motion

M/S Karl Lafrenière and June Dale

THAT the UNE will ensure to send 49 delegates to the upcoming Triennial Convention 2018 and assign the region allocation as follows:

AB	2	
AT	2	
BC	2	
SK	1	
MB	1	
ON	4	
Gatineau (TB)		6
Ottawa (TB)		4
NCR (SE)		5
Outside Canada		6
QC	2	

***Recorded Vote 7: CARRIED**i) PSAC Convention Dates

Brother Kevin King advised that the 2018 PSAC Triennial Convention will be held at the Metro Toronto Convention Centre, North Building in Toronto, Ontario beginning Sunday, April 29, 2018 at 2: 30 p.m. and concluding Friday, May 4, 2018 at 12 p.m.

He also advised that the Component has requested a block reservation through the PSAC at the Intercontinental Toronto Hotel.

- ii) Travel
Brother Kevin King reminded everyone that beginning January 29, delegates will be able to contact WE Travel to make their travel arrangements.
- iii) Registration fees
Brother Kevin King advised that there is a registration fee for each delegate and observer of \$300 which must be submitted to the PSAC no later than March 9, 2018.

Sister Cindy D'Alessio joined the meeting

- iv) Caucuses – Motion – to allow all delegates to arrive Saturday, April 28 by 6 p.m. – Postponed

M/S Andrew Shaver and Sandy Bello

THAT the UNE breakfast caucuses be scheduled as follows:

Sunday, April 29, from 9 a.m. to 12 p.m.

Monday, April 30 to Friday, May 4 every morning from 7 a.m. to 8:15 a.m.

***Recorded Vote 8: CARRIED**

- v) Convention Hospitality Suite
Brother Kevin King advised that hospitality suites have not yet been assigned as the hotel's capacity does not meet the number of component in order to allow each component to host a hospitality suite.
- vi) PSAC Convention Committees
Brother Kevin King advised that UNE members who will sit on PSAC Resolutions Committees are as follows:
 - Kevin King – Constitution Resolutions
 - Andrew Shaver – Finance Resolutions
 - Daniel Toutant – General Resolutions
 - Mary Anne Walker – Collective Bargaining Resolutions
- vii) Convention Attendance
Brother Kevin King reminded Executive Officers of the requirement as members of the Regional Team to monitor delegates' attendance each day as per UNE Policy CC2.

- viii) UNE Resolutions Forwarded to PSAC
Brother Kevin King reminded all officers to support UNE resolutions forwarded to the PSAC for debate and endorsement.
- ix) Observers
The deadline for observers to register to the 2018 Triennial Convention is March 8.
- B) April 28, National Day of Mourning
Brother Kevin King advised that the UNE will join PSAC Ontario and other labour organisations on Front Street in Toronto to recognize and pay our respects to remember thousands of workers who have been killed, injured or suffered illness as a result of work-related incidents.
- F) Health and Safety Conference Steering Committee
Brother Kevin King requested RVPs to submit the names of their regional team representatives to sit on the UNE OSH steering committee no later than Friday February 2nd.
- E) Policy CC 6, Sec 3 – National Committees

M/S June Dale and Cindy D'Alessio

THAT Policy CC6 be amended to read as follows:

Policy CC 6

Selecting Union of National Employees committee members

According to the Bylaw 2, Section 15, the national executive has the authority to establish any committee necessary to conduct of the affairs of the Union of National Employees. The national president is *ex-officio* member of any committee so formed.

Standing committees

Standing committee members are composed of members of the national executive. The composition of these committees is determined by the national president, national executive vice-president and the national vice-president for human rights in consultation with the remainder of the national executive. To assist in the selection process, the National Executive may refer to the voluntary Standing Committee Application Form to guide their decision making (Appendix C). The composition is revisited following each Triennial Convention. The president may ask the national executive to approve the participation of assistant regional

vice-presidents ***and assistant national vice-president for Human Rights*** on the standing committees.

***Recorded Vote 9: CARRIED**

RECESS

WEDNESDAY, JANUARY 24, 2018 - AFTERNOON SESSION

Reconvened at 1: 00 p.m.

PRESENT WERE

Kevin King, National President
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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

REGRETS:

Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut

Martin Kaminski assumed the seat for Manitoba.

Patrice Remillard assumed the seat for the NCR (SE) region.

B) Local Bylaws

Brother Kevin King reminded everyone that locals that have not adopted the local standards bylaws that were approved in 2011, will automatically have their bylaws updated by UNE staff to reflect the local standard bylaws.

D) Agenda items for the NE meetings

Brother Kevin King reminded everyone that items to be placed on the agenda that should have a motion or action item must be provided to the UNE office at least five days prior to the start of the NE Meeting.

12. COMMITTEE REPORTS

A) Finance and Human Resources Committee (Appendix “E”)

1. Terms of Reference

M/S Andrew Shaver and Sandra Ahenakew

THAT the terms of reference be accepted.

***Recorded Vote 10: CARRIED**

2. Financial Statement to November 30, 2017

M/S Andrew Shaver and Karl Lafrenière

THAT the Financial Statement to November 30, 2017 be accepted as presented.

***Recorded Vote 11: CARRIED**

Recess

Sister Behiye Cinkilic assumed the seat for the Outside Canada Region.

3. Membership Statistics
The Committee reviewed the membership statistical report. The average yearly number of members is 20,497 as of November 2017.
4. Investments
The Committee was provided with the Investment Policy and Investment reports for review. The Investment policy will be reviewed at a future FHR Committee meeting.
5. Regional Budgets
The Committee reviewed the Regional Expenses Report.
6. Overtime
The Committee reviewed the Staff Overtime expenses to the end of December 2017.
7. Donations
The Committee reviewed the 2017 Donations.
8. Inactive locals
The Committee reviewed the report including the monies being held and the number of months for which the Locals have been in non-conformance.

Brother Steve Racicot left the meeting due to previous commitment.

9. Component Per Diem 2018

M/S Andrew Shaver and Cindy D'Alessio

THAT the 2018 per diem rates be set as follows:

<u>All Provinces</u>		<u>Yukon</u>	
Breakfast	\$ 20.00	Breakfast	\$ 20.00
Lunch	20.00	Lunch	22.00
Dinner	49.00	Dinner	59.00
Incidentals	19.00	Incidentals	19.00
Total	\$108.00	Total	\$120.00

<u>NWT</u>		<u>Nunavut</u>
Breakfast	\$ 26.00	Breakfast \$ 27.00
Lunch	29.00	Lunch 37.00
Dinner	63.00	Dinner 90.00
Incidentals	19.00	Incidentals 19.00
Total	\$137.00	Total \$173.00

***Recorded Vote 12: CARRIED**

10. Component Average Hourly Rate

M/S Andrew Shaver and Sandra Ahenakew

THAT the UNE average hourly rate be \$28.00 for 2018 as the average salary.

***Recorded Vote 13: CARRIED**

11. Kilometre Rates

The Committee reviewed the standing motion regarding kilometre rates. 2018 rates have been calculated accordingly and updated on the UNE website.

12. 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 2017 is January 29, 2018.

13. National Executive Hospitality Allowances

The Committee was informed that the payment of the National Executive hospitality allowances will be made during the week of January 29, 2018.

M/S/C Sandra Ahenakew and Mike LeBlanc

THAT we recess from now until tomorrow 9 a.m.

IN-CAMERA SESSION – 3: 30 p.m. to 5 p.m.

THURSDAY, JANUARY 25, 2018 - MORNING SESSION
Reconvened at 9: 00 a.m.

PRESENT WERE

Kevin King, National President
 Andrew Shaver, National Executive Vice-President
 Daniel Toutant, National Vice-President for Human Rights
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 Georges St-Jean, Coordinator of Finance and Administration
 Johanne MacAndrew, Executive Assistant to the National President and NEVP
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Patrice Rémillard, Regional Vice-President, NCR (SE)

M/S/C Mike LeBlanc and Cindy D'Alessio

THAT we come out of in-camera session.

M/S Mike LeBlanc and Karl Lafrenière,

THAT Local 70027 remain in Trusteeship pending investigations, findings and outcomes.

***Recorded Vote 14: CARRIED**

M/S Sandra Ahenakew and Christopher Little-Gagné,

THAT Local 70125 remain in Trusteeship until local governance issues are resolved.

***Recorded Vote 15: CARRIED**

CLC meeting re: UNIFOR request for disaffiliation

Brother Kevin King advised the National Executive of a recent decision by UNIFOR to disaffiliate from the Canadian Labour Congress.

Sister Robyn Benson advised the NBoD that the AEC met to discuss the political standing of CLC President Brother Hassan Yussuf and offered him honorary membership in the PSAC.

She explained to the NBoD that the practices of offering honorary membership in the PSAC is a long-standing past tradition, with a number of presidential rulings on similar matters from past PSAC National Presidents.

NDP Leadership Convention

Brother Kevin King advised that the NDP's convention was scheduled February 16-18, 2018 in Ottawa and that he was scheduled to attend.

Sister Behiye Cinkilic assumed the seat for the Outside Canada Region

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

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

Brother Andre Miller provided information on Broadbent institute upcoming symposium.

Brother Brian Bakker provided an update on the E-petition E-1266 regarding the Phoenix Pay System.

12. COMMITTEE REPORTS (Cont'd)

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

14. Regional Budget Allocations

M/S Andrew Shaver and Daniel Toutant

THAT the annual regional budget allocations be as follows:

Atlantic	\$ 65,000
Quebec	\$ 40,000
Ontario	\$ 43,000
NCR-SE	\$ 20,000
NCR TB – Ottawa	\$ 20,000
NCR TB – Gatineau	\$ 30,000
Outside Canada	\$ 20,000
Manitoba	\$ 17,000
Saskatchewan	\$ 25,000
AB/NT/NU	\$ 40,000
BC/YT	\$ 30,000
TOTAL	\$ 350,000

RECESS

12. COMMITTEE REPORTS (Cont'd)

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

14. Regional Budget Allocations

M/S Andrew Shaver and Daniel Toutant (question for Kevin)

THAT the annual regional budget allocations be as follows:

Atlantic	\$ 65,000
Quebec	\$ 40,000
Ontario	\$ 43,000
NCR-SE	\$ 20,000
NCR TB – Ottawa	\$ 20,000
NCR TB – Gatineau	\$ 30,000
Outside Canada	\$ 20,000

Manitoba	\$ 17,000
Saskatchewan	\$ 25,000
AB/NT/NU	\$ 40,000
BC/YT	\$ 30,000
 TOTAL	 \$ 350,000

Sister Kate Hart assumed the seat for the National Vice-President for HR.

***Recorded Vote 16: CARRIED**

15. Policy FIN 10

The committee was provided with an update on the relocation of the elected officers. Both officers have now relocated permanently. We are currently on the final reports. The committee will review and propose amendments to FIN 10 for the April 2018 meeting.

16. Staff Update

The committee was provided with a staffing update.

M/S Mary Anne Walker and Karl Lafreniere

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

***Recorded Vote 17: CARRIED**

RECESS

THURSDAY, JANUARY 25, 2018 - AFTERNOON SESSION
Reconvened at 1:15 p.m.

PRESENT WERE

Kevin King, National President
Andrew Shaver, National Executive Vice-President
Daniel Toutant, National Vice-President for Human Rights
Kate Hart, Assistant National Vice-President for Human Rights
Mike LeBlanc, Regional Vice-President, Atlantic
Angela Decker, Assistant Regional Vice-President, Atlantic
Helen Zebedee, Human Rights Representative, Atlantic
Mary Anne Walker, Regional Vice-President, Ontario

Sandy Bello, Assistant Vice-President, Ontario
 Navnita Richardson, Human Rights Representative, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 André Miller, Assistant Vice-President, NCR (SE)
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)
 June Dale, Regional Vice-President, Ottawa (TB)
 Janet Connor, Human Rights Representative, Ottawa (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Sandra Ahenakew, Regional Vice-President, Saskatchewan
 Janette Husak, Assistant Vice-President, Saskatchewan
 Drew Davidson, Assistant Vice-President, Alberta, NWT and Nunavut
 Shirley Torres, Regional Vice-President, BC and Yukon
 Linda Woods, Assistant Regional Vice-President, BC and Yukon
 Karl Lafreniere, Regional Vice-President, Outside Canada
 Behiye Cinkilic, Human Rights Representative, Outside Canada
 Ruby Langan, Human Rights Representative, Aboriginals
 Franco Picciano, Coordinator Member Services
 Georges St-Jean, Coordinator of Finance and Administration
 Johanne MacAndrew, Executive Assistant to the National President and NEVP
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS:

Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Patrice Rémillard, Regional Vice-President, NCR (SE)

Brother Daniel Toutant relinquished the Chair of NVP-Human Rights to Sister Kate Hart.

Moment of Silence

To add to the following name to the moment of silence:

Walter Desjarlais of Local 40064 and father of Troy Desjarlais.

10. NEW BUSINESS

- H) **Foreign Service International Assistance Initiative (Global Affairs Canada)**
 Brother Kevin King advised the NE with regards to Global Affairs Canada reworking the development officers and rotationality within Global Affairs which could affect a classification change of the PM or AS classification to a FS classification designation.

If implemented this convention cycle, the loss of PM or AS members could have

an impact on overall UNE membership.

l) Discussion of National Functions/Position Residing in Regional Offices

Brother Andrew Shaver asked executive officers to share experiences regarding national functions. (Information)

7. REPORT OF THE EXECUTIVE

D) Regional Vice-President Reports (Appendix “D”)

Saskatchewan

M/S Sandra Ahenakew and Kate Hart

THAT the report of the SK region be adopted as submitted.

***Recorded Vote 18: CARRIED**

Brother Daniel Toutant assumed the Chair for NVP-Human Rights.

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

M/S Daniel Toutant and Yvon Beaudoin

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

***Recorded Vote 19: CARRIED**

D) Regional Vice-President Reports (Appendix “D”)

M/S Cindy D’Alessio and Mike LeBlanc

THAT the report of the RVP for Gatineau (TB) be adopted as provided.

***Recorded Vote 20; CARRIED**

RECESS

Brother Kevin King relinquished the chair to Brother Andrew Shaver

Brother Andrew Shaver assumed the chair.

8. REPORT OF THE NATIONAL EXECUTIVE

A) National President (Appendix “F”)

M/S Kevin King and Chris Little-Gagne

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

***Recorded Vote 21: CARRIED**

12. COMMITTEE REPORTS

E) FRANCOPHONE COMMITTEE (Appendix “G”)

1. Committee Mandate
The Committee’s mandate was presented to its members.
2. Steering Committee Representatives to National Conferences
Committee Members were asked to communicate their interests in sitting on the steering committees of national conferences to the Committee Chair before January 22, 2018. The assignment to the steering committees is to be carried out at the next meeting.
3. Publication on UNE’s Website of the Article on Francophonie Day on March 20, 2018
The Committee will ensure, following the numerous articles prepared by its members, to choose an article by March 10, 2018 at the latest, in order to publish it on UNE’s website on March 20, 2018. The Committee recognized UNE’s efforts to ensure that its Francophone members be respected, and it was suggested that the article address this topic.
4. Participation to the FTQ’S Francization Committee Members Annual Meeting on March 23, 2018 in Montreal
The Committee Members were to state their interests and availabilities to the Committee Chair by February 9, 2018.
5. UNE Member Complaints

The Committee had not received any complaints concerning French.

M/S Yvon Beaudoin and Mike LeBlanc

THAT the report of the Francophone Committee be adopted.

***Recorded Vote 22: CARRIED**

Brother Kevin King assumed the Chair.

10. NEW BUSINESS (Cont'D)

F) Policies CC 9, Sec 3 (National Committees)

Brother Kevin King advised that we were starting the project very soon. 76 committees that will need to be populated. Committees will be assigned and vacancies will be filled using the broader membership via call out.

Brother Karl Lafreniere assumed the seat for Outside Canada Region.

Brother Kevin King relinquished the chair to Brother Andrew Shaver.

Brother Andrew Shaver assumed the Chair.

K) Union's position on H&S

Sister Mary Anne Walker sought clarification on our position on H&S harassment complaints under Canadian Occupational Health and Safety Regulations (Regulation xx)

A) PSAC Triennial Convention

M/S Kevin King and Mary Anne Walker

To allow UNE delegates to the 2018 PSAC Triennial Convention to arrive on April 28 in order to attend the UNE Caucus on Sunday morning.

***Recorded Vote 23: CARRIED**

RECESS

Brother Kevin King assumed the Chair.

11. **NEW BUSINESS**

J) **Discussion on Membership**

M/S Kate Hart and Andre Miller

THAT the National President bring this matter regarding allocation of membership to components to the appropriate persons at the PSAC Centre in order to take correct if actions on this issue.

***Recorded Vote 24: CARRIED**

Brother Kevin King relinquished the Chair to Brother Andrew Shaver.

Brother Andrew Shaver assumed the Chair.

Brother Kevin King expressed his gratitude to everyone.

Brother Kevin King left due to previous commitment.

12. **ROUND TABLE CHECK-OUT**

A roundtable check-out ensued.

13. **ADJOURNMENT**

M/S June Dale and Karl Lafrenière

THAT the meeting adjourn.

There being no further business the meeting adjourned at 4: 30 p.m.