

NATIONAL EXECUTIVE MEETING MINUTES
Held April 26-28, 2018
Toronto Marriott City Centre Hotel

PRESENT WERE

Kevin King, National President
 Andrew Shaver, National Executive Vice-President
 Daniel Toutant, National Vice-President for Human Rights
 Mike LeBlanc, Regional Vice-President, Atlantic
 Brian Morissey, Assistant Vice-President, Atlantic
 Matthew Cook, Assistant Vice-President, Atlantic
 Angela Decker, Assistant Vice-President, Atlantic
 Mary Anne Walker, Regional Vice-President, Ontario
 Craig Reynolds, Assistant Vice-President, Ontario
 Yann Boudreau, Assistant Vice-President, Quebec
 Étienne Mathieu, Assistant Vice-President, Quebec
 Patrice Rémillard, Regional Vice-President, NCR (SE)
 Evelyn Beckert, Human Rights Representative, NCR (SE)
 June Dale, Regional Vice-President, Ottawa (TB)
 Virginia Noble, Assistant Regional Vice-President, Ottawa (TB)
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)
 Eric Poitras, Assistant Vice-President, Gatineau (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Sandra Ahenakew, Regional Vice-President, Saskatchewan
 Gloria Pfeifer, Assistant Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Geoff Ryan, Assistant Vice-President, Alberta, NWT and Nunavut
 Shirley Torres, Regional Vice-President, BC and Yukon
 Jennifer Chieh Ho, Human Rights Representative, BC and Yukon
 Karl Lafreniere, Regional Vice-President, Outside Canada
 Rose Touhey, Assistant Vice-President, Outside Canada
 Hayley Millington, Equity Representative for Women
 Keith Lemoine, Equity Representative for GLBTQ2+
 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

1. CALL TO ORDER

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

2. PRESIDENT'S REMARKS

Brother Kevin King welcomed everyone to the Great Toronto Area and provided

welcoming remarks.

3. HOURS OF SITTING

M/S/C Mike Leblanc and Patrice Remillard

THAT the hours of sitting be adopted as follow:

Thursday, April 26, 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)

Friday, April 27, 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, April 28, 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 Daniel Toutant

THAT the agenda be adopted with the following amendments:

Meeting times – Committee meeting times

***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:

Claude Daoust, Local 70151
Alan Driscoll, Local 70263
Brian Aspelund, Local 70130
Joanne Daniel, CEIU's Labour Relations Officer and former UNE LRO
Lloyd Fucille, former National Component Executive Secretary – 1969-2001
Shirley Dennie, former National Component Receptionist
Father of Sister Julie Dumont, Local 10269

7. REPORT OF THE NATIONAL EXECUTIVE

Brother Kevin King relinquished the Chair to Brother Andrew Shaver.

A) National President (Appendix "B")
M/S Kevin King and Cindy D'Alessio

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

***Recorded Vote 2: CARRIED**

Brother Andrew Shaver relinquished the Chair to Brother Kevin King.

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

M/S Andrew Shaver and Karl Lafreniere

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

***Recorded Vote 3: CARRIED**

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

M/S Daniel Toutant and Sandra Ahenakew

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

***Recorded Vote 4: CARRIED**

RECESS

7. **REPORT OF THE NATIONAL EXECUTIVE**

D) **Regional Vice-Presidents Reports**

i) **Annual Reports (Appendix "E")**

Atlantic

M/S Mike LeBlanc and Karl Lafrenière

THAT the report of the Regional Vice-President for the Atlantic Region be adopted as presented.

***Recorded Vote 5: CARRIED**

NCR(SE)

M/S Patrice Remillard and Daniel Toutant

THAT the report of the Regional Vice-President for the NCR(SE) be adopted as presented.

***Recorded Vote 6: CARRIED**

Manitoba

M/S Chris Little Gagne and

THAT the report of the Regional Vice-President for the Manitoba Region be adopted as presented.

***Recorded Vote 7: CARRIED**

Saskatchewan

M/S Sandra Ahenakew and Chris Little-Gagne

THAT the report of the Regional Vice-President for the Saskatchewan Region be adopted as presented.

***Recorded Vote 8: CARRIED**

BC and Yukon

M/S Shirley Torres and Sandra Ahenakew

THAT the report of the Regional Vice-President for the BC and Yukon Region be adopted as presented.

***Recorded Vote 9: CARRIED**

Outside Canada

M/S/C Karl Lafreniere and

THAT the verbal report of the Regional Vice-President for the Outside Canada Region be adopted.

Ottawa (TB)

M/S/C June Dale and Karl Lafreniere

THAT the verbal report of the Regional Vice-President for the Ottawa (TB) Region be adopted.

Alberta, NWT and Nunavut

M/S/C Jaison Van Tine and Patrice Remillard

THAT the verbal report of the Regional Vice-President for the Alberta, NWT and Nunavut Region be adopted.

ii) Inactive Locals and Locals not in ConformanceAlberta, NWT & Nunavut

M/S Jaison Van Tine and

THAT the inactive locals report of the Alberta, NWT & Nunavut region be adopted as presented.

***Recorded vote 10: CARRIED**

Quebec

M/S Yann Boudreau and Mike LeBlanc

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

***Recorded vote 11: CARRIED**

Manitoba

Brother Chris Little-Gagne advised that the Manitoba local listed would no longer be inactive as all documents have been received and would be processed accordingly.

8. MINUTES OF PREVIOUS MEETING

National Executive Meeting - January 23-25, 2018

M/S Patrice Remillard and Mike LeBlanc

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

Page: 5433 – correct Historic Park

Page: 5436 – Remove the word “tentative” under update on Hard Rock bargaining

Correct spelling of Brother LeBlanc’s name

***Recorded vote 12: CARRIED**

RECESS

THURSDAY, APRIL 26, 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
- Mike LeBlanc, Regional Vice-President, Atlantic
- Brian Morissey, Assistant Vice-President, Atlantic
- Matthew Cook, Assistant Vice-President, Atlantic
- Angela Decker, Assistant Vice-President, Atlantic
- Mary Anne Walker, Regional Vice-President, Ontario
- Craig Reynolds, Assistant Vice-President, Ontario
- Yann Boudreau, Assistant Vice-President, Quebec
- Etiènne Mathieu, Assistant Vice-President, Quebec
- Patrice Rémillard, Regional Vice-President, NCR (SE)
- Evelyn Beckert, Human Rights Representative, NCR (SE)
- June Dale, Regional Vice-President, Ottawa (TB)
- Virginia Noble, Assistant Regional Vice-President, Ottawa (TB)
- Cindy D’Alessio, Regional Vice-President, Gatineau (TB)
- Eric Poitras, Assistant Vice-President, Gatineau (TB)
- Christopher Little-Gagné, Regional Vice-President, Manitoba
- Sandra Ahenakew, Regional Vice-President, Saskatchewan
- Gloria Pfeifer, Assistant Vice-President, Saskatchewan
- Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
- Geoff Ryan, Assistant Vice-President, Alberta, NWT and Nunavut
- Shirley Torres, Regional Vice-President, BC and Yukon
- Jennifer Chieh Ho, Human Rights Representative, BC and Yukon
- Karl Lafreniere, Regional Vice-President, Outside Canada
- Rose Touhey, Assistant Vice-President, Outside Canada

Hayley Millington, Equity Representative for Women
 Keith Lemoine, Equity Representative for GLBTQ2+
 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

9) **ONGOING BUSINESS**

A) **Bargaining**

i) **TB:**

Delegates to the Bargaining Conference shared highlights of their experience at the conference. Elected Bargaining Team members will come together to begin finalizing the demands for the upcoming round of Treasury Board bargaining. They will begin the negotiation process through a number of meetings with the Treasury Board to exchange proposals and common issues affecting all Treasury Board unionized employees.

ii) **Parks Canada**

Brother Kevin King announced that Parks Canada members have ratified the tentative agreement.

iii) **SSO**

Sister Mary Anne Walker advised that the Bargaining team is scheduled to be back at the table to continue discussions on May 8 to 10 and on June 12 to 14, 2018.

iv) **National Capital Commission**

Brother Kevin King advised that a tentative agreement was achieved in February 2018.

v) **Hard Rock International**

Brother Patrice Remillard advised that the Bargaining team is scheduled to exchange demands with the employer in May.

vi) **Unitarian Service Committee**

Brother Patrice Remillard advised that the Bargaining team has not yet met with the employer to exchange demands.

vii) **House of Commons**

Brother Kevin King advised that the print shop received an arbitral award to conclude their round of bargaining.

- viii) Parliamentary Protection Services
Brother Kevin King reported that the determination of the bargaining certificate application (to merge PPS, the House of Commons and the Senate Constables into one bargaining unit) would take place at the Federal Public Service Labour Relations and Employment Board in the month of October.
- ix) The National Battlefields Commission
Brother Yann Boudreau reported that the second meeting was scheduled today for exchange of demands.
- x) Canadian Centre for Occupational Health and Safety
Sister Mary Anne Walker reported that the team met once with the employer. A new negotiator would be appointed since the former negotiator stepped down.
- xi) Social Science and Humanities Research Council
Brother Andrew Shaver reported that as the round of bargaining was closing, they would soon need to start a new round shortly.

Brother Geoff Ryan assumed the seat for AB, NWT and Nunavut.

B) Phoenix Pay System

Brother Kevin King provided comments with respect to the phoenix pay system.

11. COMMITTEE REPORTS

C) Communications and Member Engagement (Appendix “F”)

M/S Karl Lafreniere and Shirley Torres

THAT the terms of reference of the Communications and Member Engagement Committee be adopted as presented.

***Recorded vote 14: CARRIED**

M/S Karl Lafreniere and Shirley Torres

THAT the report of the Communications and Member Engagement Committee be adopted as whole.

***Recorded Vote 15: CARRIED**

H) Local Governance and Membership Committee (Appendix “G”)

M/S Patrice Remillard and Mike LeBlanc

THAT the terms of reference of the Local Governance and Membership Committee be adopted as provided.

***Recorded Vote 16: CARRIED**

M/s Patrice Remillard and Mike Leblanc

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

***Recorded Vote 17: CARRIED**

10. NEW BUSINESS (CONT'D)

I) Ti 6's Exclusions at Labour Program

Brother Andrew Shaver advised with regards to the fundamental change of duties that the employer had proposed. UNE is opposing any exclusions at the Ti6 level that do not meet the standards set in section 59 of the PSLRA.

RECESS

FRIDAY, APRIL 27, 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
- Mike LeBlanc, Regional Vice-President, Atlantic
- Brian Morissey, Assistant Vice-President, Atlantic
- Matthew Cook, Assistant Vice-President, Atlantic
- Angela Decker, Assistant Vice-President, Atlantic
- Mary Anne Walker, Regional Vice-President, Ontario
- Craig Reynolds, Assistant Vice-President, Ontario
- Yann Boudreau, Assistant Vice-President, Quebec
- Etiënne Mathieu, Assistant Vice-President, Quebec
- Patrice Rémillard, Regional Vice-President, NCR (SE)
- Evelyn Beckert, Human Rights Representative, NCR (SE)

June Dale, Regional Vice-President, Ottawa (TB)
 Virginia Noble, Assistant Regional Vice-President, Ottawa (TB)
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)
 Eric Poitras, Assistant Vice-President, Gatineau (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Sandra Ahenakew, Regional Vice-President, Saskatchewan
 Gloria Pfeifer, Assistant Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Geoff Ryan, Assistant Vice-President, Alberta, NWT and Nunavut
 Shirley Torres, Regional Vice-President, BC and Yukon
 Jennifer Chieh Ho, Human Rights Representative, BC and Yukon
 Karl Lafreniere, Regional Vice-President, Outside Canada
 Rose Touhey, Assistant Vice-President, Outside Canada
 Hayley Millington, Equity Representative for Women
 Keith Lemoine, Equity Representative for GLBTQ2+
 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

Sister Gloria Pfeifer assumed the seat for the Saskatchewan Region.

11. COMMITTEE REPORTS (CONT'D)

A) Bylaws and Policies

M/S/C Jaison Van Tine and June Dale

The Bylaws and Policies Committee reported progress and was planning a face to face meeting in the near future.

10. NEW BUSINESS (CONT'D)

B) Process for Elected Officers who take Maternity or Parental Leave and Laptops and Cell Phones

Brother Chris Little-Gagné sought clarification with respect to providing electronic equipment to the incumbent under exceptional extended leave such as maternity or parental leave.

Brother Kevin King explained that when an elected officer is on an exceptional leave such as maternity or parental leave, the incumbent would be provided with all entitled assets in order to carry out duties of the office.

Brother Karl Lafreniere served notice of motion to move item 10) E) in-camera.

C) Structure, Role, Responsibilities – To discuss and clarify the roles of National, Regional and Local Representatives to ensure a consistent and more efficient approach between ourselves and also within the employer and the PSAC

It was agreed that this matter be referred to the Local Governance and Membership Committee. It was further agreed that this be added as a training subject during Regional teams' strategic planning.

RECESS

10. NEW BUSINESS (CONT'D)

M/S Karl Lafreniere and Patrice Remillard

THAT item E) Policy CC9 – UMCC Selection Process be moved to be discussed in-camera.

***Recorded Vote 18: CARRIED**

H) Bilingualism at the PSAC

Brother Daniel Toutant shared his experience with respect to the difficulty of French language communication.

RECESS

FRIDAY, APRIL 27, 2018 - AFTERNOON SESSION

Reconvened at 2 p.m.

PRESENT WERE

- Kevin King, National President
- Andrew Shaver, National Executive Vice-President
- Daniel Toutant, National Vice-President for Human Rights
- Mike LeBlanc, Regional Vice-President, Atlantic
- Brian Morissey, Assistant Vice-President, Atlantic
- Matthew Cook, Assistant Vice-President, Atlantic
- Angela Decker, Assistant Vice-President, Atlantic
- Mary Anne Walker, Regional Vice-President, Ontario
- Craig Reynolds, Assistant Vice-President, Ontario

Yann Boudreau, Assistant Vice-President, Quebec
 Étienne Mathieu, Assistant Vice-President, Quebec
 Patrice Rémillard, Regional Vice-President, NCR (SE)
 Evelyn Beckert, Human Rights Representative, NCR (SE)
 June Dale, Regional Vice-President, Ottawa (TB)
 Virginia Noble, Assistant Regional Vice-President, Ottawa (TB)
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)
 Eric Poitras, Assistant Vice-President, Gatineau (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Sandra Ahenakew, Regional Vice-President, Saskatchewan
 Gloria Pfeifer, Assistant Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Geoff Ryan, Assistant Vice-President, Alberta, NWT and Nunavut
 Shirley Torres, Regional Vice-President, BC and Yukon
 Jennifer Chieh Ho, Human Rights Representative, BC and Yukon
 Karl Lafreniere, Regional Vice-President, Outside Canada
 Rose Touhey, Assistant Vice-President, Outside Canada
 Hayley Millington, Equity Representative for Women
 Keith Lemoine, Equity Representative for GLBTQ2+
 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

Sister Jennifer assumed the seat for the BC and Yukon Region.

11. COMMITTEE REPORTS (CONT'D)

G) Francophones Committee (Appendix "H")

M/S Yann Boudreau and Mike LeBlanc

THAT the Francophones Committee be adopted as a whole.

***Recorded vote 19: CARRIED**

Brother Matt Cook assumed the seat for the Atlantic Region.

Brother Geoff Ryan assumed the seat for the AB, NWT and Nunavut Region.

F) Finance and Human Resources Committee (Appendix "I")

M/S Andrew Shaver and Karl Lafreniere

THAT the 2017 Audited Financial Statement be accepted.

***Recorded Vote 20: CARRIED**

Recess

Brother Jaison Van Tine assumed the seat for the AB, NWT and Nunavut Region.

Brother Brian Morrissey assumed the seat for the Atlantic Region.

Brother Eric Poitras assumed the seat for the Gatineau (TB) Region.

Brother Daniel Toutant assumed the Chair.

M/S Andrew Shaver and Karl Lafreniere

THAT Policy FIN 10 be amended as presented.

M/S/C Mike LeBlanc and June Dale

THAT the National Executive go into the Committee of the whole.

IN-CAMERA SESSION

M/S/C Sandra Ahenakew and Jaison Van Tine

TO accept the findings of the Investigation Committee Report.

END OF IN-CAMERA SESSION

M/S Karl Lafrenière and Mike LeBlanc

TO amend the recommendation of the investigation Committee.

***Recorded Vote 21: CARRIED**

M/S June Dale and Sandra Ahenakew

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

***Recorded Vote 22: CARRIED**

RECESS

SATURDAY, APRIL 28, 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
- Mike LeBlanc, Regional Vice-President, Atlantic
- Brian Morissey, Assistant Vice-President, Atlantic
- Matthew Cook, Assistant Vice-President, Atlantic
- Angela Decker, Assistant Vice-President, Atlantic
- Mary Anne Walker, Regional Vice-President, Ontario
- Craig Reynolds, Assistant Vice-President, Ontario
- Yann Boudreau, Assistant Vice-President, Quebec
- Etiènne Mathieu, Assistant Vice-President, Quebec
- Patrice Rémillard, Regional Vice-President, NCR (SE)
- Evelyn Beckert, Human Rights Representative, NCR (SE)
- June Dale, Regional Vice-President, Ottawa (TB)
- Virginia Noble, Assistant Regional Vice-President, Ottawa (TB)
- Cindy D’Alessio, Regional Vice-President, Gatineau (TB)
- Eric Poitras, Assistant Vice-President, Gatineau (TB)
- Christopher Little-Gagné, Regional Vice-President, Manitoba
- Sandra Ahenakew, Regional Vice-President, Saskatchewan
- Gloria Pfeifer, Assistant Vice-President, Saskatchewan
- Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
- Geoff Ryan, Assistant Vice-President, Alberta, NWT and Nunavut
- Shirley Torres, Regional Vice-President, BC and Yukon
- Jennifer Chieh Ho, Human Rights Representative, BC and Yukon
- Karl Lafreniere, Regional Vice-President, Outside Canada
- Rose Touhey, Assistant Vice-President, Outside Canada
- Hayley Millington, Equity Representative for Women
- Keith Lemoine, Equity Representative for GLBTQ2+
- 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

Sister Mary Anne thanked all the volunteers for the hospitality suite.

April 28 National Day of Mourning. Read PSAC statement.

Brother Daniel Toutant assumed the seat.

Brother Kevin King relinquished the Chair to Brother Daniel Toutant.

11. COMMITTEE REPORTS (CONT'D)

F) Finance and Human Resources (Appendix "I")

M/S Karl Lafrenière and Patrice Rémillard

THAT Policy FIN 10 be adopted as presented.

M/S/C Patrice Remillard and June Dale

THAT the previous question be put.

***Recorded Vote 23 on the main motion: CARRIED**

M/S Andrew Shaver and Karl Lafreniere

THAT any revision to Policy FIN 10 be retroactive to the beginning of the current mandate.

***Recorded Vote 24: CARRIED**

Regional Seminars Allocations

M/S Andrew Shaver and Cindy D'Alessio

THAT the regional Seminars allocations be as follows:

Atlantic	\$	74, 000
Quebec		40, 000
Ottawa TB		22, 000
Gatineau TB		25, 000
NCR SE		36, 000
Ontario		44, 000

Manitoba	23, 000
Saskatchewan	23, 000
AB/NT/NU	65, 000
BC/YK	43, 000
Outside Canada	55, 000
Total	\$ <u>450, 000</u>

***Recorded Vote 25: CARRIED**

Brother Daniel Toutant relinquished the Chair to Brother Kevin King.

M/S Andrew Shaver and Karl Lafreniere

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

***Recorded Vote 26: CARRIED**

Sister Virginia Noble assumed the seat for Ottawa TB Region.

RECESS

11. COMMITTEE REPORTS (CONT'D)

D) Collective Bargaining (Appendix "J")

M/S Mary Anne Walker and Patrice Remillard

THAT the Terms of reference of the Collective Bargaining Committee be adopted as presented.

***Recorded Vote 27: CARRIED**

M/S Mary Anne Walker and Sandra Ahenakew

THAT Policy NG1 be adopted as amended.

***Recorded Vote 28: CARRIED**

M/S Mary Anne Walker and Sandra Ahenakew

THAT the report of the Collective Bargaining Committee be adopted as a whole.

***Recorded Vote 29: CARRIED**

I) **National Executive Disciplinary Committee**

M/S Mary Anne Walker and Sandra Ahenakew

THAT the investigation Committee report be adopted as presented.

***Recorded Vote 30: CARRIED**

M/S Andrew Shaver and Mary Anne Walker

THAT the National Executive recommends the following to the NBoD:

Six members of Local 70027 (ISC/CIRNA Gatineau) be suspended from the PSAC membership for a period of four years.

***Recorded Vote 31: CARRIED**

M/S Andrew Shaver and Mary Anne Walker

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

***Recorded Vote 32: CARRIED**

D) **Education Committee (Appendix "K")**

M/S Chris Little-Gagne and Cindy D'Alessio

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

***Recorded Vote 33: CARRIED**

Policy NEN 4

M/S Chris Little-Gagne and Daniel Toutant

THAT Policy NEN 4 be amended as follows:

Policy NEN 4

Language training

The Union of National Employees promotes and supports Canada's official bilingualism policy. We will consider requests for language training from the members of our executive, our assistant regional vice-presidents and the human rights committee, provided each request:

1. is submitted in writing;
2. is submitted for prior approval of the executive;
3. is for French - or English-language training;
4. is for a recognized course;
5. includes an estimated schedule and cost;
6. identifies a goal; and
7. can be accommodated under the current budget.

***Recorded Vote 34: CARRIED**

Policy NEN 8

M/S/C Mary Anne Walker and Andrew Shaver

THAT policy NEN 8 be referred back to the committee with the following instruction:

THAT the planning session and executive planning session be held separately and that consideration be made with component staff regarding schedule.

Policy FIN 2

M/S Chris Little Gagne and Virginia

THAT Policy FIN 2 be amended as follows:

Policy FIN 2 Section 5 Courses and conferences

The Union of National Employees will not assist locals in attending courses or conferences offered by another organization when these courses (or similar ones) are available through PSAC. In the event that a PSAC course or conference is not offered at a particular time and place, the local or member may ask the Union of National Employees' education committee (through their RVP) for an exemption. This request will meet all of the following criteria for assistance:

1. The request will include a rationale for attending the course or conference, including a needs analysis for the skills, knowledge and benefit it will bring to the local and the membership.

2. Each request will be accompanied by a copy of the latest local financial statement and a justification for requesting Union of National Employees funds instead of using local funds.
3. The request will be accompanied by a complete costing for attending the course or conference, including travel, loss of salary, meals, incidentals, child/family care and any additional costs related to accommodation. This costing will include what portion will be borne by the member or local, if any, and what portion is being sought from the component.
4. Each request will be accompanied with a course or conference outline and any other supporting documentation (i.e. registration form, etc.).

Reviewing requests

Once the education committee receives all of the documentation listed above, it will review the request and make a recommendation to the national executive. Every effort will be made to respond to requests within six weeks.

***Recorded Vote 35: CARRIED**

Policy CC5

M/S Chris Little Gagne and Sandra Ahenakew

THAT Policy CC5 be amended as follows:

Policy CC 5

Process for electing youth delegates to the Union of National Employees Triennial Convention

The Union of National Employees fully supports the active participation of youth in all union activities. To this end, the 2008 Triennial Convention adopted a resolution that entitled two youth delegates per region to attend the convention (as per Bylaw 6, Section 3).

The criteria and process for electing youth delegates are as follows:

1. Youth delegates will meet convention-eligibility requirements.

2. Youth delegates will be 35 years of age or younger on December 31 of the year in which the Union of National Employees Triennial Convention is held.
3. Locals will elect a youth delegate to attend the regional seminar per convention cycle.
4. The regional team will organize a youth caucus during regional seminar to elect youth delegates for the Union of National Employees Triennial Convention.

***Recorded Vote 36: CARRIED**

Policy CC 6

M/S Chris Little Gagne and Cindy D'Alessio

THAT Policy CC6 be amended as follows:

Policy CC 6

Selecting Union of National Employees committee members

According to the Bylaw 2, Section 14, 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 on the standing committees.

Ad hoc committees

These are created for a specific purpose by the national executive, with a membership span of no more than three years (created between Triennial Conventions of the component). Example: Triennial Convention Committees of the Union of National Employees.

***Recorded Vote 37: CARRIED**Policy CC 7

M/S Chris Little Gagne and Cindy D'Alessio

THAT Policy CC 7 be amended as follows:

Policy CC 7**Types of seminars**

The Education Committee recommends that the Union of National Employees structure two types of seminars: regional seminars and special seminars.

A regional seminar brings together members within the region to deal with current regional and national issues, impart knowledge, provide networking opportunities, share workplace experiences and promote human rights issues.

A special seminar brings together members within the region to deal with time-sensitive regional matters and issues specific to bargaining units that may fall outside the normal regional seminar cycle.

Regional seminars

1. The regional seminar should be conducted once during the term of office. In addition, the date of any Union of National Employees seminar should be established by the regional team(s) in consultation with the national president.
2. Regional seminars will be hosted by the regional team, and the regional team will be responsible, in consultation with the national president, for ensuring a sufficient level of participation by national officers and Union of National Employees staff.
3. Agenda items may include:
 - organization of PSAC and Union of National Employees;
 - requirements of locals within the Union of National Employees;
 - servicing provided by the Union of National Employees;
 - role and purpose of elected officers;
 - collective bargaining (update and local/component/PSAC procedures); and

- occupational safety and health.

Other agenda items may be submitted by attending locals.

Note: Pursuant to Policy CC 5, the regional team will organize a youth caucus during the regional seminar to elect youth delegates for the Union of National Employees Triennial Convention.

- Planning should begin at least four months prior to the anticipated date of the seminar. The call-out to members should take place minimum of 10 weeks prior to the event.
- The seminar agenda, with the time and location of the seminar, will be given to participants prior to the seminar.
- Regional vice-president(s) should chair the seminar, introduce participants and participate in open discussions. The president and/or the national vice- president(s), if they attend, should speak on their role, participate in open discussions, and assist with modules or presentations, as requested by the regional vice-president(s). The regional vice-president(s) may invite component staff to attend the seminar. Staff who have been invited may speak on agenda items and assist with the co-ordination of administrative matters.

Special seminars

Regional budgets allow each regional officer to hold such seminars as long as they have the funds available in their regional budgets. Special seminars should be organized in consultation with the national president.

Location of seminars

The regional team(s), in consultation with the national president, will select the location for their seminar based on the following criteria:

- It must be a unionized facility.
- The facility must be accessible.
- It must be a suitable venue.
- It must conform to the total projected cost

Note: For further information please refer to the attached Union of National Employees Seminar 'To Do' Checklist.

Participation and attendance

- a) The Union of National Employees will endeavour to ensure that members do not experience barriers to participation and attendance at seminars because of age, race, colour, sex, marital status, family status, national or ethnic origin, disability, sexual orientation, gender expression, gender identity or language.
- b) The Union of National Employees will fund two delegates per local to attend the regional seminar. A third youth delegate will be funded to attend the regional seminar. Members who have not previously attended a seminar should be given priority. The local president or designate should be one of the two local delegates.
- c) Participation at special seminars will be determined by the regional team in consultation with the national president.
- d) When locals are selecting or electing delegates to attend a seminar, equity standards should be applied, and locals should encourage attendance by members from under-represented groups i.e., members with disabilities; gay, lesbian, transgender and bisexual members; Aboriginal (First Nations, Metis and Inuit) members; racially visible members; and women.
- e) Component Human Rights Committee members or alternates in their own regions will be asked to attend their respective seminars to speak on Human Rights Committee matters including how to increase the attendance of women; racially visible members; gay, lesbian, transgender and bisexual members; Aboriginal (First Nations, Metis and Inuit) members; and members with disabilities. They will also be asked to speak on how to improve the communications networks between members of these target groups.
- f) PSAC representatives may be invited to speak.
- g) Members who have been elected to regional positions within the respective region(s) will be allowed to attend regional seminars as delegates. Their attendance at special meetings will be determined by the regional vice-president(s) and will be by invitation.
- h) If available, the Union of National Employees' president and national vice-presidents will attend.

Administrative arrangements

- a) The organization of seminars must adhere to established Union of National Employees deadlines. Please refer to the attached Union of National Employees Seminar 'To Do' Checklist for specific deadlines.
- b) Confirmed participants will be advised by telephone, fax, email or regular mail that they have been selected.
- c) Late delegates are responsible for any difference in accommodation costs.
- d) Participants should be advised to bring some money with them because any advance cheques provided during the seminar may not be cashable at the time of the seminar. Advance cheques will be distributed at the seminar.
- e) Participants should make travel arrangements in accordance with Policy FIN 6 using the Union of National Employees' approved travel agent.
- f) Airfare will be approved by the coordinator, finance and administration.
- g) Non-conventional travel arrangements will be approved in advance by the coordinator, finance and administration in consultation with the regional vice- president and the national president.

Costs

Regional seminars and special seminars

Each delegate who participates in a Union of National Employees regional seminar and special seminar will be reimbursed the following:

- a) normal travel expenses in accordance with Policy FIN 6 and other applicable component policies;
- b) the regular component per diem for each day of the seminar; and
- c) loss of salary when a delegate is scheduled to work.

Note: Where a seminar terminates early or is extended, normal expenses will be paid with respect to actual travel and accommodation.

The Union of National Employees encourages further participation of each local at seminars. Expenses for additional local members are to be borne entirely by the local.

***Recorded vote 38: CARRIED**

Brother Geoff Ryan assumed the seat for the AB, NWT and Nunavut Region.

M/S Chris Little-Gagne and Cindy D'Alessio

THAT the appendix to Policy CC7 be amended as follows:

**Appendix A: National Executive Standing Committee
Application Form (*completion is voluntary*)
Purpose of this form**

This form was developed to:

1. Inform National Executive members of the Terms of Reference of the UNE Standing Committees.
2. Better understand the knowledge and know-how of National Executive members in relation to skills and competencies required with a view to ensuring that standing committees work in an efficient manner.

Information drawn from this form will be used for 2 purposes:

1. Help appoint standing committee members.
2. Highlight specific needs that must be addressed when learning and professional development programs are developed to support elected officials in building and strengthening their competencies as part of an ongoing learning process.

Note: This information will only be used for the expressed purpose and will be viewed by the National Officers only. A list of current and active committees will be maintained on the web site.

***Recorded Vote 39: CARRIED**

M/S Chris Little-Gagné and Virginia Noble

THAT Appendix A to Policy CC be adopted as amended.

***Recorded Vote 40: CARRIED**

M/S Chris Little-Gagné and Virginia Noble

THAT the National Executive schedule a one-day training/update to coincide with the Presidents Conference in 2019.

***Recorded Vote 41: CARRIED**

M/S Chris Little Gagne and Sandra Ahenakew

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

***Recorded vote 42: CARRIED**

E) Honours and Awards Committee (Appendix “L”)

M/S Sandra Ahenakew and Chris Little-Gagné

THAT the terms of reference of the Honours and Awards Committee be adopted as presented.

***Recorded Vote 43: CARRIED**

M/S Sandra Ahenakew and June Dale

THAT a life membership be bestowed on Brother John Baglow.

***Vote by Secret Ballot: CARRIED**

M/S Sandra Ahenakew and Mike LeBlanc

THAT the local activist award be awarded to Applicant A.

***Vote by Secret Ballot: CARRIED**

The Local Activist Award’s recipient is Brother Michael Freeman.

M/S Sandra Ahenakew and Geoff Ryan

THAT the Local Activist Award be awarded to Applicant B.

***Vote by Secret Ballot: CARRIED**

The Local Activist Award’s recipient is Sister Theresa Freeman.

M/S Sandra Ahenakew and Mike LeBlanc

THAT Applicant B be awarded the Laurier Auger Bursary in the amount of \$2000.

***Vote by Secret Ballot: CARRIED**

The Laurier Auger Bursary recipient is Amy Combres.

M/S Sandra Ahenakew and June Dale

THAT the report of the Honours and Awards Committee be adopted as a whole.

***Recorded Vote 44: CARRIED**