

MINUTES OF THE NATIONAL EXECUTIVE TELECONFERENCE
HELD ON JULY 10, 2018 AT 7:00 P.M.

PRESENT:

Kevin King, National President
Andrew Shaver, National Executive Vice-President
Mike LeBlanc, Regional Vice-President, Atlantic
Yvon Beaudoin, Regional Vice-President, Quebec
Mary Anne Walker, Regional Vice-President, Ontario
Patrice Rémillard, Regional Vice-President, NCR (SE)
Cindy D'Alessio, Regional Vice-President, NCR (TB-Gatineau)
June Dale, Regional Vice-President, NCR (TB-Ottawa)
Karl Lafrenière, Regional Vice-President, Outside Canada
Christopher Little-Gagné, Regional Vice-President, Manitoba
Sandra Ahenakew, Regional Vice-President, Saskatchewan
Jaison Van Tine, Regional Vice-President, Alberta NWT and Nunavut
Shirley Torres, Regional Vice-President, BC/Yukon
Georges St-Jean, Coordinator, Finance & Administration
Franco Picciano, Coordinator, Member Representation
Johanne MacAndrew, Executive Assistant to the National President and
National Executive Vice-President

REGRETS:

Daniel Toutant, National Vice-President for Human Rights

1. Call to Order

National President, Brother Kevin King called the teleconference to order at 7:05 p.m.

2. Resolution: Rideau Carleton (Local 71201)

Brothers Kevin King and Brother Franco Picciano provided background information on this issue as follows: Rideau Carleton members were locked out from December 2015 to May 2016. A Memorandum of Settlement was achieved between PSAC and the members representing Rideau Carleton Raceway Ontario Lottery & Gaming Commission. One of the articles within the Memorandum of Settlement was not adhered to by the employer and the PSAC did not follow up to ensure that members received what they were promised. The result of this is that 3 members of that local were denied access

to a provision of the collective agreement which was a \$2,800 per member signing bonus. UNE inquired with the PSLREB and the PSAC to find out if these bonuses were paid out, which they have not. Brother King will be taking this to the PSAC National President, Chris Aylward asking that it be rectified. This is causing our members hardship. These 3 members were just hired when the lockout occurred and thus were on probation. The employer did not recognize the 3 employees' time during the lockout as time served or time worked off of their probation period. Brother King will report back on this at the October meeting.

The other article in the Memorandum of Settlement relates to accrued vacation days during the lockout which adds up to 83.3 hours of vacation leave for the 50 members equaling about \$100,000. This issue is very much alive for these members. They were assured by the PSAC officials that they should have been earning vacation leave credits during their time on the picket line and have it funded. When the Memorandum of Settlement was implemented it was not funded for the 50 members. They feel they have been falsely informed. UNE reported the violation 2 weeks after it occurred. Brother King will follow-up with PSAC National President, Chris Aylward asking that this be rectified. He will report back on this at the October meeting.

3. 2023 Convention Site

Brother Kevin King and Brother Georges St-Jean explained that due to the very large number of delegates the UNE has attending our conventions it is becoming increasingly difficult to find a facility that can not only house 300+ delegates but a facility that can provide all the meeting space we require. Also, there are many other considerations such as accessibility, special needs and UNE wants to host conventions in cities where our members work. The National President suggested the Greater Toronto Area in the Ontario Region. It is a main hub for flights, trains. A discussion followed.

M/S Mary Anne Walker and Mike LeBlanc

TO consider having the 2023 UNE Triennial Convention in the Greater Toronto Area.

***Recorded Vote #1: CARRIED**

4. Strategic Planning Session

Brother Kevin King reported that since Convention he and the management team have set aside time to discuss matters pertaining to staff planning and other issues relating to staff compliment, conferences, committee appointments and day to day operations at UNE. We have planned to have a National Executive committee catch up on our strategic objectives with respect to what's been going on with the managers, in the Spring of 2019, prior to the All President's conference. The management team is currently in its second strategic planning session. Another two-day session is scheduled in March 2019. We plan to include an extra day at the Spring National Executive meeting as a discussion day/Information session.

Brother Franco Picciano explained that the management received a list containing 153 issues from the office staff and from the politicians which management has grouped into themes. In April 2018, the National Executive adopted a resolution that there will be an additional day added to the All President's conference. In future the National Executive will plan its objectives and the check in point will be done at the All Presidents conference. A reach out exercise will be sent out to NE 14 and group of 55 by call out. Headquarters identified many, many issues. Also, all 23 full time positions are being reviewed from top down. Position Descriptions will be updated to reflect current day work being performed. Once the work of review is completed, the Position Descriptions will be re-evaluated.

Members of the NE asked if the AEU Collective Agreement can be made available.

Brother Kevin King responded that we will have the AEU Collective Agreement uploaded to our Intranet.

Discussion ensued regarding National Executive being brought in to review the Position Descriptions. Brother King responded that once they are finalized, we can share with the National Executive.

5. Local Bylaws Project (Information)

Brother Kevin King reported that the issue is to make sure all the local bylaws adhere to UNE Local standard bylaws. Language to be cleaned up by December 31st, 2017 or UNE would do the necessary work to bring all Locals bylaws into conformance with the standard. If Locals did not comply to the local standard bylaws they would be sent a notice. The work that has happened is that existing local bylaws are being incorporated into the Local standard bylaws and there are 51 on Georges' desk ready to be reviewed. Locals are all different but the 11 blanks in the template of the standard local bylaws must be filled out. The goal is to have this completed by the fall National Executive. This was a 2011 Convention Resolution.

6. Location of the October NE meeting (Oct. 23-25, 2018)

Brother Kevin King announced that the National Executive meeting in October will be in one of 2 locations, either at 150 Isabella in our Boardroom (space permitting) or at the Hilton Lac Leamy if they can provide us with free space since we are having our conference in their facility. We will get back to all of you asap.

Brother King did mention that due to our growing numbers (group of 55) that our boardroom is getting a little too tight. We also have to consider that there is a mention in our bylaws that allows any member to attend a National Executive meeting with the National President's permission.

7. Parks Ad-Hoc Committee (5th member from the Warden community)

Kevin King announced that the Bargaining demands deadline is July 25th. We currently have 4 categories under Treasury Board. In order for all groups to be represented, the National President is asking for approval from the National Executive to add one more category to vet bargaining demands. The group is from the law enforcement group (GT-4 and 5) which are similar to the FB group of CBSA represented by CEIU.

M/S Jaison Van Tine and Shirley Torres

THAT a fifth member be added to the Ad-hoc Committee that reviews bargaining demands for Parks Canada and

that this should be an active member from the law enforcement community.

***Recorded Vote 2: CARRIED**

Names are to be submitted to Kevin King and must be from locals who have submitted demands.

Brother Kevin King passed the chair to Brother Andrew Shaver

Brother Andrew Shaver assumed the Chair.

8. Approval of National President's French Language Training

Brother Kevin King announced that he will abstain from voting on this agenda item.

Brother Kevin King requested the approval from the NE in his pursuit of French Language training as stated in UNE Policy NEN 4. Policy NEN 4 allows for the provision through the National Executive for opportunities to follow language training. Brother King believes that a National President should be able to function in French as he represents members from coast to coast to coast and French being one of the official languages of Canada. The organization suggested for this training is Académie de formation linguistique. Brother King attended his evaluation in May. The Académie suggested that he should attain a working Level BBB oral, verbal and comprehension which amounts to 2 hours per day, twice per week for approximately 208 hours at \$34.00 per hour, for a total of \$7,072.00. This expenditure would come out of the National President's budget. He requires the approval from the NE.

M/S Jaison Van Tine and Christopher Little-Gagné

THAT the National Executive approve the expenditures for the National President's French language training as outlined by the Académie de formation Linguistique proposal dated June 12, 2018.

***Recorded vote 3: CARRIED**

Brother Andrew Shaver passed the chair back to Brother Kevin King.

Brother Kevin King assumed the chair.

Brother King thanked all for participating.

Anything outstanding from the last meeting will be brought forward to the fall National Executive meeting.

9. Adjournment

There being no further business, the meeting was adjourned at 8:57 p.m.

Kevin A. King
National President
Union of National Employees, PSAC