

**NATIONAL EXECUTIVE MEETING MINUTES**  
**Held October 23-25, 2018**  
**UNE Boardroom**

**PRESENT WERE**

Kevin King, National President  
 Andrew Shaver, National Executive Vice-President  
 Daniel Toutant, National Vice-President for Human Rights  
 Angela Decker, Regional Vice-President, Atlantic  
 Mary Anne Walker, Regional Vice-President, Ontario  
 Diane Levola, Assistant Vice-President, Ontario  
 Yvon Beaudoin, Regional Vice-President, Quebec  
 Carole Maillet, Assistant Human Rights Representative, Quebec  
 Patrice Rémillard, Regional Vice-President, NCR (SE)  
 Mylène Seguin, Assistant Regional Vice-President, NCR (SE)  
 June Dale, Regional Vice-President, Ottawa (TB)  
 Carla Ross, Assistant Regional Vice-President, Ottawa (TB)  
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)  
 Sandrine Oka, Human Rights Representative, Gatineau (TB)  
 Christopher Little-Gagné, Regional Vice-President, Manitoba  
 Jason Lee, Assistant Regional Vice-President, Manitoba  
 Michele Morrisseau, Human Rights Representative, Manitoba  
 Sandra Ahenakew, Regional Vice-President, Saskatchewan  
 Joyce Romanchuk, Human Rights Representative, Saskatchewan  
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut  
 Shirley Torres, Regional Vice-President, BC and Yukon  
 Linda Woods, Assistant Regional Vice-President, BC and Yukon  
 Karl Lafrenière, Regional Vice-President, Outside Canada  
 Rose Touhey, Assistant Regional Vice-President, Outside Canada  
 Celine Ahodekon, Equity Representative for Racialized members  
 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 He welcomed everyone to the National Capital Region and recognized that we were meeting on the traditional, unceded and unsundered territory of the Kitchippi peoples of the Algonquin nation.

Brother Kevin King referenced the recent retreat of the National Board of Directors held in Montebello, October 14-16, 2018. This retreat described, amongst other things; PSAC strategic plan from 2018 to 2020, the upcoming federal election in 2019, and a general ongoing discussion between PSAC National President Chris Aylward, and senior PSAC Staff with the Treasury Board Secretariat with respect to various issues such as the Phoenix pay system and expediting the current rounds of collective bargaining.

### 3. HOURS OF SITTING

M/S/C Cindy D'Alessio and Jaison Van Tine

**THAT** the hours of sitting be adopted as follow:

Tuesday, October 23, 2018 — 9:00 a.m. - 11:45 a.m.  
 — 11:45 a.m. - 1:00 p.m.  
 (Coordinating Committee Meeting)  
 —1:00 p.m. - 5:00 p.m.

Wednesday, October 24, 2018 — 9:00 a.m. –11: 45 a.m.  
 — 1:00 p.m. – 5: 30 p.m. (In-Camera Session)

Thursday, October 25, 2018 — 9:00 a.m. – 11: 45 a.m.  
 — 1 p.m. – 5: 00 p.m. (or Close of Business)

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

M/S Daniel Toutant and Jaison Van Tine

**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 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:

Blair Wagner, Local 71201

Annette Brown, former Human Rights Representative – Atlantic

Leanne Tattersal, Local 70151

Trista Cote daughter of Helen Cote of Local 40064

**7. OATH of Office**

Brother Kevin King administered the oath of office to the following Officer:

Sister Angela Decker, Regional Vice-President for Atlantic

Brother Jason Lee, Newly elected Assistant Vice-President for Manitoba

**9. MINUTES OF PREVIOUS MEETING**

**A) National Executive Meeting – April 26-28, 2018**

M/S June Dale and Sandra Ahenakew

**THAT** the minutes of the National Executive held April 26-28, 2018 be adopted with the following amendments:

To add the following names to the list of attendees:

Sister Cindy D'Alessio, Regional Vice-President, Gatineau (TB)

Brother Eric Poitras, Assistant Vice-President, Gatineau (TB)

**\*Recorded vote 2: CARRIED**

**B) National Executive Conference Call Held July 10, 2018**

M/S June Dale and Cindy D'Alessio

**THAT** the minutes of the National Executive Conference Call held July 10, 2018 be adopted as presented.

**\*Recorded Vote 3: CARRIED**

8. **REPORT OF THE NATIONAL EXECUTIVE**

**D) Regional Vice-Presidents Reports (Appendix “B”)**

**Inactive Locals and Locals not in conformance**

M/S Yvon Beaudoin and Patrice Rémillard

**THAT** the inactive locals report for the Québec Region be adopted as presented.

**\*Recorded Vote 4: CARRIED**

M/S Chris Little Gagné and Sandra Ahenakew

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

**\*Recorded Vote 5: CARRIED**

M/S Shirley Torres and Angela Decker

**THAT** the inactive locals report for the Atlantic Region be adopted as presented.

**\*Recorded Vote 6: CARRIED**

Brother Kevin King relinquished the Chair to Brother Andrew Shaver.

**A) National President (Appendix “C”)**

M/S Kevin King and June Dale

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

**\*Recorded Vote 7: CARRIED**

Brother Andrew Shaver relinquished the Chair to Brother Kevin King.

**B) National Executive Vice-President (Appendix “D”)**

M/S Andrew Shaver and Chris Little-Gagné

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

**\*Recorded Vote 8: CARRIED**

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**RECESS**

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**Tuesday, October 23, 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  
 Angela Decker, Regional Vice-President, Atlantic  
 Mary Anne Walker, Regional Vice-President, Ontario  
 Diane Levola, Assistant Vice-President, Ontario  
 Yvon Beaudoin, Regional Vice-President, Quebec  
 Carole Maillet, Assistant Human Rights Representative, Quebec  
 Patrice Rémillard, Regional Vice-President, NCR (SE)  
 Mylène Seguin, Assistant Regional Vice-President, NCR (SE)  
 June Dale, Regional Vice-President, Ottawa (TB)  
 Carla Ross, Assistant Regional Vice-President, Ottawa (TB)  
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)  
 Sandrine Oka, Human Rights Representative, Gatineau (TB)  
 Christopher Little-Gagné, Regional Vice-President, Manitoba  
 Jason Lee, Assistant Regional Vice-President, Manitoba  
 Michele Morrisseau, Human Rights Representative, Manitoba  
 Sandra Ahenakew, Regional Vice-President, Saskatchewan  
 Joyce Romanchuk, Human Rights Representative, Saskatchewan  
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut  
 Shirley Torres, Regional Vice-President, BC and Yukon  
 Linda Woods, Assistant Regional Vice-President, BC and Yukon  
 Karl Lafrenière, Regional Vice-President, Outside Canada  
 Rose Touhey, Assistant Regional Vice-President, Outside Canada  
 Celine Ahodekon, Equity Representative for Racialized members  
 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

**7. REPORT OF THE NATIONAL EXECUTIVE**  
**C) National Vice-President for Human Rights**

M/S/C Daniel Toutant and Yvon Beaudoin

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

10) **ONGOING BUSINESS**

A) **Bargaining**

i) **TB:**

Brother Andrew Shaver reported on the frustration and disappointment with respect to lack of response and meaningful engagement by government representatives at the table. The next bargaining sessions dates are November 27-29 and December 4-6.

ii) **Parks Canada**

Executive Officers provided highlights of the Parks Canada Bargaining Conference held in the National Capital Region September 25-27, 2018.

Brother Kevin King announced that Parks Canada members of the bargaining team will have a caucus meeting with the PSAC November 20-22, 2018.

iii) **SSO**

Sister Mary Ann Walker reported that the SSO negotiations was heading to binding arbitration. The sides persons have been appointed and are waiting for the appointment of an arbitrator and subsequent meeting dates.

iv) **National Capital Commission**

This unit is about to go back into bargaining as their contract expiration date is December 31<sup>st</sup>.

v) **Hard Rock International**

Negotiations are ongoing. They do have upcoming bargaining dates in November.

vi) **House of Commons**

This unit is expected to exchange demands with the employer very shortly.

vii) **Parliamentary Protection Services**

The employer has hinted that they were ready to resume bargaining as a result of a labour board decision affecting another bargaining agent on the Parliamentary Precinct. PSAC is hopeful to engage with the employer by the end of this year.

viii) **The National Battlefields Commission**

Brother Yvon Beaudoin reported that there were 4 rounds of negotiations. The employer would like to go to arbitration. We'll be reporting back in January on this.

Danielle Palmer assumed the seat for the AB, NWT and Nunavut.

- ix) Canadian Centre for Occupational Health and Safety  
Sister Mary Anne Walker reported that they have a new president who is committed to the bargaining process and the negotiating team is close to exchange demands.
- x) Social Science and Humanities Research Council  
The team has been selected and are awaiting negotiations dates.

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

## 11. COMMITTEE REPORTS

### F) Finance and Human Resources (Appendix "E")

#### 1. 2018 August Financial Statement

M/S Andrew Shaver and Chris Little Gagné

**THAT** the 2018 August Financial Statement be accepted.

**\*Recorded Vote 9: CARRIED**

#### 2. Membership Statistics

The Committee reported that they have reviewed the membership statistical report. At this point in time the average number of members for the first eight months is 20,654.

#### 3. Regional Budgets

The committee reported that they have reviewed the Regional Expenses Report.

#### 4. Overtime

The Committee reported that have reviewed the Staff Overtime expense to the end of August 31, 2018.

#### 5. Donations

The Committee reported that they have reviewed the Donations expense to the end of August 31, 2018.

#### 6. Inactive locals

The committee reported that they have reviewed the report including the monies being held and the number of months for which the Locals have been in non-conformance.

7. **Policy LOC 2**

M/S Andrew Shaver and

**THAT** Policy LOC 2 be revised to read as attached:

M/S/C Chris Little Gagné and Karl Lafrenière

**THAT** Policy LOC 2 be referred back to the FHR Committee with the following instruction:

**To** provide a more comprehensive rewrite of the entire Policy LOC 2 and report back for the January 2019 NE Meeting.

Sister Sandrine Oka assumed the seat for the NCR Gatineau-TB.

8. **Policy FIN 11 Investments**

M/S Andrew Shaver and Karl Lafrenière

**THAT** Policy FIN 11 be revised to read as attached:

**\*Recorded Vote 10: CARRIED**

9. **Staff Update**

The committee reported that staffing update was provided.

M/S Andrew Shaver and Karl Lafrenière

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

**\*Recorded Vote 11: CARRIED**

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**RECESS**

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**Wednesday, October 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  
 Angela Decker, Regional Vice-President, Atlantic  
 Mary Anne Walker, Regional Vice-President, Ontario  
 Diane Levola, Assistant Vice-President, Ontario  
 Yvon Beaudoin, Regional Vice-President, Quebec  
 Carole Maillet, Assistant Human Rights Representative, Quebec  
 Patrice Rémillard, Regional Vice-President, NCR (SE)  
 Mylène Seguin, Assistant Regional Vice-President, NCR (SE)  
 June Dale, Regional Vice-President, Ottawa (TB)  
 Carla Ross, Assistant Regional Vice-President, Ottawa (TB)  
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)  
 Sandrine Oka, Human Rights Representative, Gatineau (TB)  
 Christopher Little-Gagné, Regional Vice-President, Manitoba  
 Jason Lee, Assistant Regional Vice-President, Manitoba  
 Michele Morrisseau, Human Rights Representative, Manitoba  
 Sandra Ahenakew, Regional Vice-President, Saskatchewan  
 Joyce Romanchuk, Human Rights Representative, Saskatchewan  
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut  
 Shirley Torres, Regional Vice-President, BC and Yukon  
 Linda Woods, Assistant Regional Vice-President, BC and Yukon  
 Karl Lafrenière, Regional Vice-President, Outside Canada  
 Rose Touhey, Assistant Regional Vice-President, Outside Canada  
 Celine Ahodekon, Equity Representative for Racialized members  
 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 Rose Touhey assumed the seat for the Outside Canada Region.

**Point of Privilege**

Sister Shirley Torres, on behalf of Sister Joanne Collinson, wished to thank everyone for their generous support during the critical moment that Tauren Collinson was going through. Tauren Collinson, a member of Local 20723 and the son of local President Joanne Collinson, was seriously injured on duty from a fall during a height performing resource conservation duties. Tauren has suffered spinal injuries and is presently paralyzed, with further medical assessment to follow.

11. **COMMITTEE REPORTS**

**G) Francophone Committee (Appendix “F”)**

M/S Yvon Beaudoin and Daniel Toutant

**THAT** the report of the Francophone Committee’s report be adopted as a whole.

**\*Recorded Vote 12: CARRIED**

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

M/S Patrice Rémillard and Yvon Beaudoin

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

**\*Recorded Vote 13: CARRIED**

11. **NEW BUSINESS (CONT’D)**

**J) CLC Labour College**

Brother Kevin King announced that deadline for submitting applications to the PSAC would be tomorrow Thursday, October 25, 2018. The 2018 sponsored candidate to the CLC Labour College is Sister Loretta Moar.

**K) Peace Officer Memorial**

The 2018 Canadian Police and Peace Officers' Memorial Service was held on Sunday, September 30 on Parliament Hill.

Brother Kevin King advised that The UNE recognizes the importance of honouring fallen police and peace officers who are killed in the line of duty. This honour allows members of the Component to participate in paying homage to their fallen colleagues. This honour is jointly coordinated with Parks Canada. A maximum of 9 members were able to attend the memorial ceremony (5 funded by Parks Canada and 4 funded by the Component).

Brother Kevin King, Brother Andrew Shaver as well Sister Aurélie McDonald attended this event as representatives of the Component.

L) **Laying of Component Wreath at the Remembrance Day Ceremonies at the War Memorial**

Brother Kevin King advised that he will be laying the Component wreath at the Remembrance Day ceremonies at the national war memorial.

8. **REPORT OF THE NATIONAL EXECUTIVE**

D) **Regional Vice-Presidents Reports**  
*Inactive Locals and Locals not in conformance*

M/S Cindy D'Alessio and Angela Decker

**THAT** the inactive locals report of the Ottawa (TB) be adopted as presented.

**\*Recorded Vote 14: CARRIED**

10. **ONGOING BUSINESS**

C) **2019 NE Meeting Dates**

M/S Andrew Shaver and Angela Decker

**THAT** the January meeting dates be follows:

January 21- NE strategic planning  
January 22-24 – NE Meeting

A/S/C Jaison Van Tine and Cindy D'Alessio

**THAT** the meeting Dates be amended as follows:

January 22 – National Executive strategic planning meeting  
January 23-25 – Regular NE Meeting

**\*Recorded vote 15 on the main motion as amended: CARRIED**

M/S Angela Decker and Jaison Van Tine

**THAT** the NE Spring Meeting Dates be as follows:

March 19-21, 2019

**\*Recorded Vote 16: CARRIED**

M/S Angela Decker and Jaison Van Tine

**THAT** the Fall meeting dates be as follows:

September 24-26, 2019

**\*Recorded Vote 17: CARRIED**

Sister Celine Ahodekon assumed the seat for Brother Daniel Toutant, National Vice-President for Human Rights.

**B) Phoenix Pay System**

Brother Andrew Shaver provided an update on Phoenix pay system. He also mentioned that there has been a change of tone.

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**RECESS**

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Brother Andrew Shaver introduced Brother Pierre Chartrand who provided a presentation on Phoenix Change File Issue; an update to the PSAC dues checkoff procedure and the relationship between the procedure and the governance of the Phoenix pay administration system.

A question answer period ensued.

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**RECESS**

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**WEDNESDAY, OCTOBER 24, 2018 - AFTERNOON SESSION**  
**FOR THE NATIONAL EXECUTIVE ONLY**  
**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
- 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)  
 June Dale, Regional Vice-President, Ottawa (TB)  
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)  
 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 and Yukon  
 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

**RECUSED**

Karl Lafrenière, Regional Vice-President, Outside Canada

**11. COMMITTEE REPORTS (CONT'D)**

**I) National Executive Disciplinary Committee**

M/S Andrew Shaver and Chris Little Gagné

**THAT** the investigation committee report be adopted as presented.

**\*Recorded Vote 18: CARRIED**

M/S Andrew Shaver and Yvon Beaudoin

**THAT** a member of local 70125 be suspended from holding any UNE office for a period of 2 years.

**\*Recorded Vote 19: CARRIED**

M/S Andrew Shaver and Chris Little-Gagné

**THAT** a member of local 70125 be suspended from the PSAC and any of its constituent bodies for a period of 2 years.

**\*Recorded Vote 20: CARRIED**

M/S Andrew Shaver and Chris Little-Gagné

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

**\*Recorded Vote 21: CARRIED**

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**IN-CAMERA SESSION**  
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**THURSDAY, OCTOBER 25, 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  
 Angela Decker, Regional Vice-President, Atlantic  
 Mary Anne Walker, Regional Vice-President, Ontario  
 Diane Levola, Assistant Vice-President, Ontario  
 Yvon Beaudoin, Regional Vice-President, Quebec  
 Etienne Mathieu, Assistant Regional Vice-President, Quebec  
 Carole Maillet, Assistant Human Rights Representative, Quebec  
 Patrice Rémillard, Regional Vice-President, NCR (SE)  
 Mylène Seguin, Assistant Regional Vice-President, NCR (SE)  
 June Dale, Regional Vice-President, Ottawa (TB)  
 Carla Ross, Assistant Regional Vice-President, Ottawa (TB)  
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)  
 Sandrine Oka, Human Rights Representative, Gatineau (TB)  
 Christopher Little-Gagné, Regional Vice-President, Manitoba  
 Jason Lee, Assistant Regional Vice-President, Manitoba  
 Sandra Ahenakew, Regional Vice-President, Saskatchewan  
 Joyce Romanchuk, Human Rights Representative, Saskatchewan  
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut  
 Shirley Torres, Regional Vice-President, BC and Yukon  
 Linda Woods, Assistant Regional Vice-President, BC and Yukon  
 Karl Lafrenière, Regional Vice-President, Outside Canada  
 Rose Touhey, Assistant Regional Vice-President, Outside Canada  
 Celine Ahodekon, Equity Representative for Racialized members  
 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 Mylène Seguin assumed the seat for NCR (SE)

Sister Linda Woods assumed the seat for the BC and Yukon Region.

Sister Rose Touhey assumed the seat for the Outside Canada Region.

## 11. NEW BUSINESS

### A) PSAC Convention Debrief

Executive Officers provided highlights of their experience during the PSAC Annual Triennial Convention.

Brother Karl Lafrenière assumed the seat for the Outside Canada Region.

Brother Andrew Shaver assumed the Chair.

### C) Policy LOC 4 – LOC 5 (CREATING MERGING LOCALS)

A discussion took place with respect to the need to set a plan in place.

Brother Kevin King assumed the Chair.

## 12. COMMITTEE REPORTS

### A) Bylaws and Policies Committee (Appendix H)

M/S Jaison Van Tine and June Dale

**THAT** the terms of reference of the Bylaws and Policies Committee be adopted as presented.

**\*Recorded Vote 22: CARRIED**

M/S Jaison Van Tine and June Dale

**THAT** the following resolution be referred to the 2020 Triennial Convention:

#### **Bylaw 2 Sec 6**

#### **Quorum**

A quorum of the national executive requires the national president or the national president's designate, and ~~six other members~~ **the majority** of the national executive.

**\*Recorded Vote 23: CARRIED**

M/S Jaison Van Tine and June Dale

**THAT** the following resolution be referred to the 2020 Triennial

Convention:

**Bylaw 2 Sec 7**

**Executive meetings**

The national executive will hold meetings at least three times a year at the call of the national president or at any other time if requested by five or more members of the national executive. Notice of executive meetings will be forwarded to locals **all nationally and regionally elected officers and locals** and posted to the website no later than ten working days prior to the start of the meeting. The executive meeting agenda will be posted to the website no later than five working days prior to the start of the meeting. Locals may send observers to executive meetings, at the expense of the Local. **Approved Minutes** of the executive meetings are provided to **all nationally and regionally elected officers and locals**, and posted to the website within 10 working days. of their approval.

M/S/C Karl Lafrenière and Mylène Seguin

**THAT** the resolution be referred back to the Bylaws and Policy Committee.

M/S Jaison Van Tine and June Dale

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

**\*Recorded Vote 24: CARRIED**

Sister Celine Ahodekon assumed the seat for Daniel Toutant, National Vice-President for Human Rights.

**11. NEW BUSINESS**

**G) Strategic Planning**

Brother Kevin King advised that there would be an additional day in January in front of the National Executive Meeting for a facilitating discussion with respect to strategic planning within UNE.



## 12. COMMITTEE REPORTS

### J) Policy CC9 Subcommittee (Appendix "I")

M/S Patrice Rémillard and Mary Anne Walker

**THAT** Policy CC 9 be adopted as presented:

#### **Policy CC 9**

#### **Establishment of, and participation in, joint labour-management consultation committees**

##### **Principles of Consultation:**

Consultation is the cornerstone to good union management relations and ultimately to a healthier and more productive workplace.

Consultation is based on full disclosure to the utmost possible extent, of contemplated actions by both parties.

In order for consultation to be meaningful it has to be done before the fact, before ideas are set in people's minds and before implementation of plans are started, even before some of the inevitable trade-offs are fully identified. Both parties need to feel that they are part of the process and that they are partners in analyzing workplace/departmental issues, developing and assessing the various options and recommending specific actions.

Consultation requires a commitment on both parties to share information, listen and respect the opinion and observations of others and to work together to solve problems and resolve differences.

Consultation does not remove Management's authority and right to manage, or the union's legal rights as established by various acts and collective agreements.

The Union of National Employees recognizes the benefit of joint consultation with employers to resolve workplace issues and share information. The UNE will strive to establish national consultation forums for all national and regional bargaining units. The component and employer should ensure that committees such as labour-management consultation and health and safety are established and meet on a regular basis. It is the policy of Union of National Employees that the employer will pay all costs associated with their employees' participation in such consultations.

As a general principle, the Union of National Employees will not meet with the employer for consultative purposes at the national, regional, or local levels without the presence of at least two members unless the Terms of Reference prescribe differently. It is preferable that these members be

employed by the employer group affected. At the national level, the two members will represent different regions unless the committee is exclusive to one region. At the regional level, every attempt will be made to ensure that membership on the committee is equitably distributed.

It is understood that the terminology used throughout the Policy (LLMCCs, RLMCCs and NLMCCs) refers to all labour management consultation forums including Health and Safety Committees, Equity Committees, Human Resource sub-committees, Uniform committees, etc.

The following outlines the composition of joint labour management consultation committees.

### **Policy CC 9 Section 1 Local committees**

At the local level, participation in local labour-management consultation committees (LLMCCs) will include, at minimum, the local president and one other local executive officer. Locals should ensure that management representatives do not outnumber labour representatives.

### **Policy CC 9 Section 2 Regional committees**

Whenever possible, regional labour-management consultation committees (RLMCCs) should include, at minimum, the president of each local (or his or her designate) within the region that has members working for the employer.

In the event that the terms of reference for the RLMCCs not allow at least one participant from each local within the region, the following will apply:

Based on a three -year cycle, and respecting terms of references of RLMCCs and legislation, the regional vice-president (RVP), in consultation with the assistant vice presidents and the human rights representatives, will select members in good standing to participate on RLMCCs. These members will be members of their respective local executives. This process begins when the RVP or his or her designate requests that locals submit the names of interested local executive officers. The RVP, or his or her designate, will communicate the names of the committee members and alternates to the local.

In the event that the regional labour-management consultation crosses more than one component region, and the number of seats available is less than the number of affected locals, the following process will apply:

Where the employer region is represented by more than one component region, the affected RVPs will meet early in the mandate to determine which RVP will take the lead on the RLMCCs organization.

The lead RVP, as defined above will contact the affected locals with administrative assistance from the component, if required. Locals will submit to the RVP the names of interested local executive officers in good standing. The affected RVPs or their designates will meet to select the regional representatives. If consensus is not reached, the national president will make the final determination.

Where the employer region is represented by one component region, the RVP is responsible for organizing the agenda items, the pre-consultative meeting and any required follow-up that results from the meeting.

**Policy CC 9 Section 3  
National committees**

These provisions apply to all national committees that are established for national and regional bargaining units. It is understood that not all regional bargaining units have or will establish national consultation forums due to unwillingness of the employer, feasibility etc.

Representatives at national labour-management consultation committees (NLMCCs) will be members who have been elected to regional or national positions from within that employer group who wish to participate and with consideration to regional representation. On an exceptional basis and with the approval of the National Officers, the President may conduct a call-out for an NLMCC when the interests of the membership are better served by doing so.

In the event that no elected officer is available or is employed by that employer, the following will apply:

- The UNE National Office will conduct a call out to all locals within the specified employer group (including composite locals with members from the employer group).
- Once applications are received, the National President will consult with the regional teams from which applications were received.
- After consultation with the regional teams the President will select applicants and make appointments to the respective committee(s).
- To conclude this process, the Union of National Employees office will communicate the names of the committee members and alternates to the locals.

The national president or a designate should participate at all national labour-management consultation meetings. As well, the labour-relations officer responsible for the department should attend all national labour-management consultation as a technical advisor.

Every effort will be made to post the schedule of all known LLMCCs to foster a smooth transition between local and regional LMCCs and their national counterparts.

Issues should be discussed at each level before they can be transmitted to the next level of the LLMCCs.

#### **Policy CC 9 Section 4**

##### **Organizing a regional LMCC**

If an employer region is represented by one component region, the regional vice-president (or designee) is responsible for organizing agenda items, pre-consultative meetings and any follow-ups that result from a consultation meeting.

If the employer region is represented by more than one component region, the regional vice-presidents will meet early in the mandate to determine which among them will lead the regional LMCC's organization.

#### **Policy CC 9 Section 5**

##### **Organizing a national LMCC**

The labour-relations officer assigned to the employer group will organize the NLMCC, make the call-out for the agenda items, and conduct the pre-consultation teleconference, the pre-consultative meeting, the post-consultation teleconference and any required follow-up.

Call-outs will be sent to all locals with instructions for submitting agenda items for regional and national committees. These call-outs will take place a minimum of four weeks before the consultation meeting.

To facilitate the processes outlined in Policy CC9 Sections 4 and 5, UNE will provide a current list of all known consultation committees, early in the mandate, to all Nationally and Regionally elected officials.

#### **Policy CC 9 Section 6**

##### **Communication**

The Union of National Employees will develop and maintain an intranet site for all LLMCCs RLMCCs and NLMCCs where:

:

- All members of the respective committee will be posted.

- All corresponding minutes will be posted
- All corresponding terms of reference will be posted
- All known scheduled meetings will be posted
- All employer policies/directives etc, will be posted

Local presidents, RVPs and the national president or their designates are responsible for forwarding final minutes of all local, regional and national labour-management committee meetings to the Union of National Employees for inclusion on its intranet.

Consultation committee representatives will advise the lead RVP or the Component labour-relations officer as early as possible if he or she is unable to attend. Alternates will be used when the representative is unable to attend a meeting and when a representative resigns from his or her position.

**\*Recorded Vote 26: CARRIED**

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**RECESS**

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**THURSDAY, OCTOBER 25, 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  
 Angela Decker, Regional Vice-President, Atlantic  
 Mary Anne Walker, Regional Vice-President, Ontario  
 Diane Levola, Assistant Vice-President, Ontario  
 Yvon Beaudoin, Regional Vice-President, Quebec  
 Etienne Mathieu, Assistant Regional Vice-President, Quebec  
 Carole Maillet, Assistant Human Rights Representative, Quebec  
 Patrice Rémillard, Regional Vice-President, NCR (SE)  
 Mylène Seguin, Assistant Regional Vice-President, NCR (SE)  
 June Dale, Regional Vice-President, Ottawa (TB)  
 Carla Ross, Assistant Regional Vice-President, Ottawa (TB)  
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)  
 Sandrine Oka, Human Rights Representative, Gatineau (TB)  
 Christopher Little-Gagné, Regional Vice-President, Manitoba

Jason Lee, Assistant Regional Vice-President, Manitoba  
 Sandra Ahenakew, Regional Vice-President, Saskatchewan  
 Joyce Romanchuk, Human Rights Representative, Saskatchewan  
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut  
 Shirley Torres, Regional Vice-President, BC and Yukon  
 Linda Woods, Assistant Regional Vice-President, BC and Yukon  
 Karl Lafrenière, Regional Vice-President, Outside Canada  
 Rose Touhey, Assistant Regional Vice-President, Outside Canada  
 Celine Ahodekon, Equity Representative for Racialized members  
 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

**12. COMMITTEE REPORTS (CONT'D)**

**J) Policy CC9 SubCommittee**

M/S Patrice Rémillard and Mary Anne Walker

**THAT** the roles and responsibilities of members selected to National Labour Management Consultation Committees table be adopted as an appendix to Policy CC 9.

**\*Recorded Vote 27: CARRIED**

Note: To look at competencies as a continued work in progress.

**8. REPORT OF THE EXECUTIVE**

**D) Regional Vice Presidents Reports**

Ottawa TB

M/S June Dale and Angela Decker

**THAT** the inactive locals report of the Ottawa TB Region be adopted as presented.

**\*Recorded Vote 28: CARRIED**

**12. COMMITTEE REPORTS (CONT'D)**

**C) Communications and Member Engagement Committee (Appendix "J")**

M/S Karl Lafrenière and Shirley Torres

**THAT** the report of the Communication and Member Engagement Committee be adopted as a whole.

**\*Recorded Vote 29: CARRIED**

**B) Collective Bargaining**

Sister Mary Anne Walker provided a verbal report of progress.

**D) Education Committee**

Brother Chris Little-Gagné provided a verbal report of progress.

**E) Honours and Awards Committee**

Sister Sandra Ahenakew provided a verbal report of progress.

**13. ROUNDTABLE CHECKOUT**

A roundtable checkout ensued.

**14. ADJOURNMENT**

M/S Cindy D'Alessio and June Dale

**THAT** the meeting adjourn.

There being no further business the meeting adjourned at 2: 20 p.m.