

NATIONAL EXECUTIVE MEETING MINUTES
Held November 13-14, 2019
Salon Royal – Hilton Lac Leamy

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
 Diane Levola, Regional Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Patrice Rémillard, Regional Vice-President, NCR (SE)
 Virginia Noble, Regional Vice-President, Ottawa (TB)
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Janette Husak, Assistant Regional Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Shirley Torres, Regional Vice-President, BC and Yukon
 Rose Touhey, Regional Vice-President, Outside Canada
 Franco Picciano, Director Member Services and Labour Relations
 Georges St-Jean, Director of Administration and Finance
 Greg McNamara, Communications & Research Officer
 Aurelie McDonald, Communications & Research Officer
 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 9:05 a.m.

2. PRESIDENT'S REMARKS

Brother Kevin King welcomed everyone to the National Capital Region and acknowledged that we were meeting on the traditional, unceded and unsurrendered territory of the Anishinaabe people of the Algonquin nation. The beginning of reconciliation not only in this nation but around the country.

3. HOURS OF SITTING

M/S/C Patrice Remillard and Andrew Shaver

THAT the Hours of sitting be adopted as presented.

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

M/S Jaison Van Tine and Cindy D'Alessio

THAT the agenda be adopted as presented.

***Recorded vote 1: CARRIED**

5. **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:

Margie Hancock of UTE
Caroline Pilon, Local 70396

6. **CHECK-IN ROUND - NATIONAL EXECUTIVE**

A check-in ensued.

9) **COMMITTEE REPORTS**

A) **Bylaws and Policy Committee (Appendix B)**

M/S Jaison Van Tine and Virginia Noble

THAT the following recommendations be forwarded to the 2020 National Triennial Convention as National Executive Resolutions:

Bylaw 2 Sec 24 22

The assistant national vice-president for human rights:

- a) replaces the national vice-president for human rights if that person cannot attend meetings of the national executive, the UNE human rights committee;
- b) works with the national vice-president for human rights in the fulfillment of duties of the position;
- c) attends one meeting a year of the national executive as an observer;
- d) fulfils other duties at the request of, and in discussion with, the national vice-president for human rights; and
- e) submits a written report of that officer's activities ~~once per year~~ **by April 1st**. This report forms part of the minutes of the next national executive meetings and will be forwarded to the members of the

human rights committee and all locals of the UNE **four months prior to the UNE triennial convention.**

***Recorded vote 2: CARRIED**

M/S/C Andrew Shaver and Diane Levola

THAT Bylaw 2, Sec 22 23 be divided to deal with the last sentence separately.

Bylaw 2 Sec ~~22~~ 23

The human rights committee comprises:

- a) the national vice-president human rights;
- b) the assistant national vice-president human rights;
- c) the regional human rights representatives;
- d) one **national** representative from each of the four equity groups - ~~Racially Visible~~ **Racialized** members, ~~Aboriginal~~ **Indigeneous** members (~~First Nations, Métis and Inuit~~), members with disabilities and ~~Gay, Lesbian, Bisexual and Transgender~~ **LGBTQ2+** members; and
- e) one ~~woman~~ **national** representative **for women.**

***Recorded Vote 3: CARRIED**

M/S/C Angela Decker and Daniel Toutant

THAT the following be referred back to the Bylaws and Policies Committee for a clarified recommendation on the platform and term of election.

The representatives referred to in d) and e) are elected at the Human Rights Conference by their respective caucuses.

Bylaw 2 Sec ~~23~~ 24

Human rights regional representatives:

- a) establish and maintain contact with a human rights representative in each local in their region;
- b) share human rights and equity information among the national executive, the national human rights committee and with locals in their respective regions;
- c) ~~develop and foster working relationships with the first and second alternate human rights regional representatives in their region, including keeping them advised of all the activities of the human rights committee and integrating them into regional planning;~~

- d) submit annual written reports to the national vice-president for human rights at a human rights committee meeting and forward these reports to the vice-president and assistant vice-president for their region and the region's locals;
- e) **submits a written report of that officer's activities once per year by April 1st. This report forms part of the minutes of the next national executive meetings and will be forwarded to the members of the human rights committee and all locals of the UNE four months prior to the UNE triennial convention**
- f) report proposed activities to the national vice-president for human rights and ~~keep~~ the regional vice-president ~~informed of their human rights and equity work~~;
- g) promote human rights and equity issues in their region by attending regional seminars;
- h) actively participate and promote UNE and PSAC campaigns involving human rights and equity issues;
- i) attend one meeting of the national executive per year as observers;
- j) actively participate in the PSAC Regional Human Rights/Equity Committee meetings;
- k) replace the national vice-president for human rights, if the assistant vice-president for human rights is unavailable, at the UNE National Executive meeting if asked to do so by the national vice-president for human rights; and
replace the Regional Vice-President, if an assistant regional vice-president is unavailable, in accordance with this bylaw.

***Recorded Vote 4: CARRIED**

Bylaw 2 Sec 24-25

National Equity representatives:

- a) are full voting members of the human rights committee;
- b) share equity information and issues with the ~~national~~ human rights committee and the **national** executive;
- c) participate in and promote UNE and PSAC campaigns involving equity issues;
- d) verbally report activities to the national vice-president for human rights and the human rights committee;
- e) submit annually written reports to the human rights committee meeting and to the national vice-president for human rights;
- f) **submits a written report of that officer's activities once per year by April 1st. This report forms part of the minutes of the next national executive meetings and will be forwarded to the members of the human rights committee and all locals of the UNE four months prior to the UNE triennial convention**

- g) promote human rights and equity issues ~~by attending PSAC Equity Conferences;~~
- h) ~~promote equity issues at regional seminars;~~
- i) maintain and establish contact and connections with their equity communities;
- j) attend one meeting of the national executive per year as observers;
- k) actively participate in the PSAC Regional Human Rights/Equity Committee meetings ***if available and as required***; and
- l) replace the national vice-president for human rights, if the assistant vice-president for human rights is unavailable, at the UNE national executive meeting if asked to do so by the national ***president***.

***Recorded Vote 5: CARRIED**

Bylaw 2 Sec 25-26

Officers and employees

All officers and employees of the UNE will deal promptly and appropriately with matters submitted to them by the membership or by national officers.

~~**Bylaw 2 Sec 26**~~

~~**Officer turnover**~~

~~When they vacate their positions, all officers of the UNE will deliver to their successors all documents, money and other UNE property.~~

***Recorded Vote 6: CARRIED**

Election of UNE officers

Bylaw 2 Sec 27

Tenure

No member may be elected to the same UNE, national or regional officer position for more than ***three*** consecutive terms.

***Recorded Vote 7: CARRIED**

Bylaw 3

Locals

Bylaw 3 Sec 1

Form of the organization

Locals

The UNE is composed of groups of members that we refer to as locals.

Locals will be composed of all members of the UNE:

- a) in a department ***or agency***

b) *by way of a separate employer with a singular bargaining certificate, and by way of assignment of that separate employer to UNE by the PSAC;* or

~~e) within geographic area; or~~

d) on any other basis as authorized by the national executive.

e) *Recorded Vote 8: CARRIED

Bylaw 3 Sec 2

~~Criteria by which locals may be formed~~

~~In establishing locals, the national executive will ensure that they are:~~

~~a) viable; and~~

~~b) in best interests of the UNE membership.~~

~~Normally a local will have at least 20 members, although the national executive may approve the establishment of locals with fewer members.~~

Local Charters

The National Executive has the exclusive authority to charter, merge, modify, dissolve or otherwise manage the structure and composition of UNE Locals.

In rendering such decisions, the National Executive will consider:

a) *The best interests of the UNE membership*

b) *The viability of the local*

c) *The number of members who are prepared and committed to serve as local executive officers*

d) *Any other condition or information deemed necessary before rendering a final decision*

*Recorded Vote 9: CARRIED

Bylaw 3 Sec 6

Taking office

All officers of Union of National Employees locals will take office at the end of the meeting at which they are elected.

The oath of office will be administered to all *elected* officers *by the Vice-President for the Region or designate* immediately before taking office.

In the event that any member-elect is not able to take the oath at the local meeting, the elected member will not be, or act as, an officer until the member takes the oath, regardless of having served previously on the local.

The Union of National Employees local oath of office will read as follows:

"I, having been elected an officer of Local of the Union of National Employees, Public Service Alliance of Canada, solemnly declare that for my term of office I will fulfil the duties of such office to the best of my ability, will maintain and uphold the dignity of the union, will always keep confidential all matters concerning the affairs of the union that are brought to my attention, and will promptly deliver to the local or UNE all monies, records, and other property of the union in my possession at the close of my term in office."

The oath of office will be printed and signed by each elected official and kept on a master file at Union of National Employees headquarters.

***Recorded Vote 10: CARRIED**

Bylaw 3 Sec 8

Hiring staff

Subject to ~~Bylaw 5, Section 10~~ the UNE bylaws, locals may hire staff to handle their affairs. Each local is responsible to select, pay and manage its own staff.

***Recorded Vote 11: CARRIED**

Bylaw 3 Sec 9

Acquiring facilities

Subject to ~~Bylaw 5, Section 10~~ the UNE bylaws, locals may acquire space and facilities to conduct their businesses. All costs for these facilities are borne by the local.

***Recorded Vote 12: CARRIED**

Sister Angela Decker left the meeting due to prior commitment.

Bylaw 3 Sec 16

Inactive locals

A local will be deemed to be inactive when

- a) the local has ceased to function;
- b) the local has failed to carry out its responsibilities;
- c) the local fails to meet any of the requirements set out in ~~Bylaw 3, Section 5;~~ within any section of the UNE bylaws; or
- d) no officers have been elected to the local, as per Bylaw 3, Section 4.

M/S/C Cindy D'Alessio and Shirley Torres

THAT this motion to tabled.

Bylaw 3 Sec 18

Resolving jurisdictional disputes

Jurisdictional disputes between locals, and which concern members, will be referred to the national executive. **Locals may appeal the national executive's decision at the UNE's Triennial Convention.** whose decision is binding.

***Recorded Vote 13: CARRIED**

RECESS

Thursday, November 14, 2019 - 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

Diane Levola, Regional Vice-President, Ontario

Yvon Beaudoin, Regional Vice-President, Quebec

Patrice Rémillard, Regional Vice-President, NCR (SE)

Virginia Noble, Regional Vice-President, Ottawa (TB)

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

Christopher Little-Gagné, Regional Vice-President, Manitoba

Janette Husak, Assistant Regional Vice-President, Saskatchewan

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

Shirley Torres, Regional Vice-President, BC and Yukon

Rose Touhey, Regional Vice-President, Outside Canada

Franco Picciano, Director Member Services and Labour Relations

Georges St-Jean, Director of Administration and Finance

Greg McNamara, Communications & Research Officer

Aurelie McDonald, Communications & Research Officer

Johanne MacAndrew, Executive Assistant to the National President and NEVP

Ateau Zola, Assistant to the National Executive and Human Rights Committee

9) **COMMITTEE REPORTS**

A) **Bylaws and Policy Committee (Cont'd)**

M/S Jaison Van Tine and Virginia Noble

THAT the following recommendations be forwarded to the 2020 National Triennial Convention as National Executive Resolutions:

Bylaw 4 Sec 10

Your responsibilities

When you become a member of the Union of National Employees, you are expected to abide by the provisions of the ~~UNE~~ local bylaws, **the UNE bylaws and policies** and the PSAC Constitution.

***Recorded Vote 14: CARRIED**

Bylaw 4 Sec 11

We act as your agents and delegated representative

For the duration of your membership, it is understood that you have appointed the ~~UNE~~ **PSAC as your agent in contract negotiations and the UNE** and PSAC as your **delegated representative** agents in negotiations **labour relations matters** with your employer.

The UNE shall not be responsible for any external representational expenses, contractual arrangements, commitments, etc. entered into by any member or by any local.

***Recorded Vote 15: Carried**

Bylaw 6 Sec 3

National Convention

The convention **delegates** of the **UNE triennial convention** comprises:

- a. accredited delegates from locals;
- b. national executive officers and their assistants;
- c. representatives of the human rights committee of the UNE,
- d. the 16 equity-group delegates; and
- e. four delegates from the women's caucus elected at the UNE Human Rights Conference and two youth delegates elected by each region; and
- f. two youth delegates elected by each region.

d) and e) are elected at the UNE Human Rights Conference.

***Recorded Vote 16: CARRIED**

~~Bylaw 6 Sec 4~~**Language**

~~All documents relating to the convention and all documents submitted for consideration by the convention will be presented in both official languages.~~

~~Simultaneous translation will be provided in all plenary sessions of the convention.~~

~~All other official meetings related to the convention will be provided with simultaneous translation services, as required.~~

***Recorded Vote 17: CARRIED**~~Bylaw 6 Sec 8-7~~**Convention committees**

At least three months prior to the UNE ***triennial*** Convention, the National President, in consultation with ~~members~~ of the national executive, will appoint from amongst accredited delegates the committees necessary for the convention's business. At least two months prior to the UNE Triennial Convention, delegates will be advised of committee assignments and supplied with the committee's agenda and resolutions.

~~Simultaneous translation will be available to National Convention committees while they are in session, if required.~~

***Recorded Vote 18: CARRIED**~~Bylaw 6 Sec 9 8~~**Local attendance**

All locals ***in conformance*** have the right to send observers to the UNE Triennial ~~National~~ Convention at local expense. Observers do not have the right to vote or to participate in debate at ~~National Conventions~~ **UNE Triennial Convention.**

***Recorded Vote 19: CARRIED**~~Bylaw 6 Sec 10 9~~**Special National Conventions**

A special UNE ~~National~~ Convention is held when two-thirds of the national executive votes for such a convention or when 51 percent of locals ***that represent one third of membership*** request it **petition for such a convention.**

If the national executive vote or the petition succeeds, A **a** special **UNE** National Convention occurs at a time, place and duration decided by the national executive.

Special **UNE** National Conventions are composed **of all accredited delegates** of delegates ~~elect~~ed by locals in accordance with the numerical table specified **from the preceding UNE Triennial convention** in Section 11 of this bylaw.

Special **UNE** National Conventions deal only with the matters for which they are called unless the convention agrees by a two-thirds majority vote of assembled delegates to consider other urgent matters. Dealing with such issues will fall within the time limit set for the convention.

***Recorded vote 20: CARRIED**

Bylaw 6 Sec 11 10
Election of delegates

At least four months prior to the opening date of the UNE National Convention, each local that has met the requirements ~~Bylaw 3, Sections 4 and 11; Bylaw 3, Section 5; and Bylaw 5, Section 9~~ of **the UNE Bylaws**, will elect from among members at a general meeting an accredited delegate(s) to the convention. The number of delegates per local is based on the number of members in good standing in the local six months prior to the opening date of the convention:

- a) four to 100 members = one delegate
- b) one accredited delegate for each 100 members or portion thereof to a maximum of five delegates for any given local.

***Recorded Vote 21: CARRIED**

Bylaw 6 Sec 12 11
Alternates

Each local will elect alternates to attend **UNE Triennial** ~~National~~ Convention in place of any accredited delegates who cannot attend.

***Recorded Vote 22: CARRIED**

Bylaw 6 Sec 13 12
Accreditation

Immediately after locals elect delegates to **UNE Triennial** ~~National~~ Convention, they will submit the delegates' names to the UNE on a UNE credential form. The form will include an extract from the local minutes that shows the actual motion of election of delegates.

Recorded Vote 23: CARRIED*Bylaw 6 Sec 14 13****Equity-seeking delegates**

Four equity-seeking groups— ~~racially visible members~~ **racialized people**; ~~Aboriginals, First Nations, Métis and Inuit members~~ **Indigenous Peoples**; persons with disabilities; and ~~gay, lesbian, bisexual and transgender members~~ **LGBTQ2+**, will, at the Human Rights Conference preceding each UNE Triennial Convention, each elect four delegates (for a total of 16 delegates) and their respective alternates to attend the next **UNE** Triennial Convention.

These delegates and their alternates will be elected by the members of the same equity-seeking group that holds delegate status at the Human Rights Conference. The delegates and alternates will be inclusive of gender diversity. A candidate is not required to attend the conference to run for a delegate or alternate position.

If four members of an equity-seeking group are not elected at the Human Rights Conference, the human rights committee, in consultation with equity-group members present at the conference will appoint the delegates and alternates from that group.

Recorded Vote 24: CARRIED*Bylaw 6 Sec 15 14****Supplementary Late resolutions**

Supplementary **Late** resolutions to a **UNE Triennial** National Convention will be submitted to the UNE **no later than** 48 hours **20 working days** prior to the opening date of the convention. Such resolutions will be **deemed as** the last order of **convention** business.

Recorded Vote 25: CARRIED*Bylaw 7 Sec 1****Discipline by national executive**

~~The national executive has the authority to discipline—including remove from office—any UNE officer who contravenes any provision of these bylaws or the PSAC Constitution.~~

~~Any written complaints forwarded to the national executive within 90 calendar days of an alleged offence or within 90 calendar days of someone becoming aware of an alleged offence, may be investigated. The process followed in investigations is governed by the provisions of UNE Policies and the PSAC Constitution and Regulations.~~

The national president or the national executive may waive the 90 calendar-day timeframe.

Bylaw 7 Sec 1

Discipline of nationally and regionally elected officers

The national executive has the authority to discipline—including remove from office—any UNE officer who contravenes any provision of these bylaws or the PSAC Constitution.

The national executive of the UNE may remove from office any nationally or regionally elected officer for any dereliction or abandonment of duties of their elected office or for any violation of any provision of the UNE's bylaws, or the PSAC Constitution.

Any written complaints forwarded to the national executive within 90 calendar days of an alleged offence or within 90 calendar days of someone becoming aware of an alleged offence, may be investigated. The process followed in investigations is governed by the provisions of UNE Policies and the PSAC Constitution and Regulations.

The national president or the national executive may waive the 90 calendar-day timeframe.

*Recorded Vote 26: CARRIED

Bylaw 7 Sec 2

Discipline by locals

All locals of the UNE may remove from office any officer for contravening a provision of the local's bylaws, the UNE's bylaws, or the PSAC Constitution. The provisions to be followed are governed by Regulation 19 of the PSAC Constitution.

Bylaw 7 Sec 2

Discipline of local officers

All locals of the UNE or the Vice-President for the region may recommend removal from office any local officer(s) for dereliction or abandonment of duties of their elected office or for any violation of any provision of the local's bylaws, the UNE's bylaws, or the PSAC Constitution.

Recommendation for removal of a local officer are made to the national executive through the vice-president for the region.

***Recorded Vote 27: CARRIED**

~~Bylaw 7, sec 3~~

~~**Actions that can lead to penalties**~~

~~An officer or member commits an offence by:~~

- ~~a) violating any provision of the local bylaws or the UNE bylaws or policies;~~
 - ~~b) using the name of a local, region, or the Union of National Employees in an inappropriate manner or without the consent of the local, Regional Vice-President or national executive, whichever applies;~~
 - ~~c) giving a complete or partial list or any information on the membership of the UNE or of any local to anyone other than those whose official position entitles them to have such a list;~~
- ~~any other conduct prejudicial to the good order and welfare of the UNE.~~

Bylaw 7 Sec 3

Actions that can lead to sanctions

If an officer commits any of the offenses listed in Subsections a) to s), below, he or she may be penalized under Sections 1 and 2 of this bylaw.

The offences are as follows:

- a) violating any provision of the local bylaws, the bylaws of the UNE or the PSAC Constitution;**
- b) obtaining membership or soliciting members by misrepresentation;**
- c) instituting, urging or advocating that a member of any local take court action against the UNE or the PSAC or any of their officers or against a local or any of its officers without first exhausting all remedies through appeal within the organization;**
- d) advocating or attempting to bring about the withdrawal of any member or group of members from the UNE or any local, other than through the proper component channels;**
- e) publishing or circulating among the members false reports or wilful misrepresentations;**
- f) working in the interests of a rival organization;**
- g) slandering, libelling or wilfully wronging an officer or member of the UNE or of the PSAC;**
- h) using abusive language or disturbing the peace of any meeting of the UNE or its locals;**
- i) fraudulently receiving money due to the UNE or any of its locals or misappropriating the monies of the component or any of its locals;**
- j) using the name of a local, region, or the UNE in an inappropriate manner or without the consent of the local, Regional Vice-President or national executive, whichever applies;**
- k) giving a complete or partial list or any information on the membership of the UNE or of any local to anyone other than those whose official position entitles them to have such a list;**
- l) deliberately interfering with an official of the UNE or of the PSAC in the discharge of his or her duties; or**

- m) any other conduct prejudicial to the good order and welfare of the UNE or of the PSAC.
- n) is a worker in a legal strike position, who either crosses the picket line or is paid by the employer not to participate in strike action, or performs work for the employer, unless required to do so by law, or who voluntarily performs struck work;
- o) being a PSAC, Regional Council, Component, Local or Branch Officer who wilfully does not initiate disciplinary action against scabs as defined in paragraph (n) of this Section;
- p) sexually or personally harasses another member.
- q) unjustly causes a fellow member to lose their job
- r) circulating reports designed or calculated to injure or weaken the UNE
- s) refusing to comply with a direction of the national executive

A/S/C Chris Little Gagne and Andrew Shaver

THAT q) be amended to read as follows:

q) Have actively worked to unjustly cause a fellow member to lose their job.

*Recorded Vote 28: CARRIED as amended

New Bylaw 8 Sec 2
Language

All documents relating to any UNE proceedings will be presented in both official languages.

Simultaneous translation will be provided at all UNE proceedings.

*Recorded Vote 29: CARRIED

Bylaw 8 Sec 3 4
Rules of order

Rules of Order for the UNE Triennial Convention will be adopted by the delegates to Convention by way of a corresponding motion. Unless otherwise stated by these bylaws, All other meetings will follow the PSAC's Rules of Order will apply except at UNE conventions.

*Recorded Vote 30: CARRIED

M/S Jaison Van Tine and Patrice Remillard

THAT the UNE will distribute a record of decision of all changes made to Policies during the national executive meetings within 10 working days of the meeting.

***Recorded Vote 31: CARRIED**

M/S Jaison Van Tine and Virginia Noble

THAT the report of the Bylaws and Policies Committee meeting (August 2019) be adopted as a whole.

***Recorded Vote 32: CARRIED**

RECESS

Thursday, November 14, 2019 - 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
 Diane Levola, Regional Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Patrice Rémillard, Regional Vice-President, NCR (SE)
 Virginia Noble, Regional Vice-President, Ottawa (TB)
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Janette Husak, Assistant Regional Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Shirley Torres, Regional Vice-President, BC and Yukon
 Rose Touhey, Regional Vice-President, Outside Canada
 Franco Picciano, Director Member Services and Labour Relations
 Georges St-Jean, Director of Administration and Finance
 Greg McNamara, Communications & Research Officer
 Aurelie McDonald, Communications & Research Officer
 Johanne MacAndrew, Executive Assistant to the National President and NEVP
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

7. MINUTES OF PREVIOUS MEETING

M/S Patrice Remillard and Virginia Noble

THAT the minutes of the previous meeting of the National Executive held September 23-25, 2019 be adopted as amended.

***Recorded vote 33: CARRIED**

9. COMMITTEE REPORT (CONT'D)

C) AD HOC COMMITTEE (Appendix C)

1) NEN 2

M/S Yvon Beaudoin and Cindy D'Alessio

THAT Policy NEN 2 be amended to read as follows:

Policy NEN 2

Compensation of full-time paid national officers

Policy NEN 2 Section 1

Base salary - National President

The annual salary of the National President was set at \$90,473 for 2002 and has been adjusted each year in accordance with Section 3. This salary is based on a seven-hour day, 35-hour work week. The salary of the National President will be set at the following rates or at the National President's substantive salary which ever is greater:

2017 \$124, 967

2018 \$126, 892

2019 \$128, 847

***Recorded Vote 34: CARRIED**

Policy NEN 2 Section 2

Base salary- National Executive Vice-President

The annual salary of the National Executive Vice-President is to be set at 85% of the National President salary as per 2017 Triennial Convention. This salary is based on a seven-hour day, 35-hour work week. The salary of the National Executive Vice-President will be set at the following rates or at the National Executive Vice President's substantive salary which ever is greater:

2017 \$106, 222

2018 \$107, 859

2019 \$109, 520

Recorded Vote 35: CARRIED*Policy NEN 2 Section 6
Overtime**

Overtime on weekends and holidays is compensated. This remuneration will not exceed seven (7.0) hours per day and will be paid at straight time rate. Paid elected Officers may accumulate up to thirty-five (35) hours of compensatory time in lieu of this remuneration. All overtime must be pre-approved by another paid elected officer.

Recorded Vote 36: CARRIED*Policy NEN 2 Section 7
Travel Time**

Travel time is paid for all travel while the paid elected officer is in travel status (more than 60 km away from one's headquarters or home). Remuneration is straight time rate.

Recorded Vote 37: CARRIED*Policy NEN 2 New Section 8
Annual leave**

The full-time paid national officers are entitled to annual leave of 25 days per year in a first mandate, thirty (30) days per year in a second or further mandate, or the actual leave allocation from their substantive position, which ever is greater. The maximum carry-over is 35 days; amounts in excess of this will be cashed out within 45 days of December 31. This will be effective as of August 2017.

Recorded Vote 38: CARRIED*Policy NEN 2 New Section 9
Sick leave**

Sick leave is 1.25 days per month for which the elected officer receives pay for at least ten (10) days. Paid elected officers can be advanced up to 15 days (105 hours).

***Recorded Vote 39: CARRIED**

- 2) Salary
M/S Yvon Beaudoin and Cindy D'Alessio

THAT the salary portion be reviewed in the next mandate to ensure that it still reflects the value of the position.

***Recorded Vote 40: CARRIED**

M/S Yvon Beaudoin and Cindy D'Alessio

THAT the report of the Ad Hoc Committee be adopted as a whole.

***Recorded Vote 41: CARRIED**

RECESS

Thursday, November 14, 2019 - 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
 Diane Levola, Regional Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Patrice Rémillard, Regional Vice-President, NCR (SE)
 Virginia Noble, Regional Vice-President, Ottawa (TB)
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)
 Christopher Little-Gagné, Regional Vice-President, Manitoba
 Janette Husak, Assistant Regional Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Shirley Torres, Regional Vice-President, BC and Yukon
 Rose Touhey, Regional Vice-President, Outside Canada
 Franco Picciano, Director Member Services and Labour Relations
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 Greg McNamara, Communications & Research Officer
 Aurelie McDonald, Communications & Research Officer
 Johanne MacAndrew, Executive Assistant to the National President and NEVP
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

8. NEW BUSINESS

C) **Local Executive Updates Form**

Brother Kevin King presented the new template for Local Executive updates Forms.

9. **COMMITTEE REPORTS**

A) **Bylaws and Policies Committee (Appendix D)**

1) **Term of Office – Overlap**

M/S Jaison Van tine and Virginia Noble

THAT the following recommendations be forwarded to the 2020 National Triennial Convention as National Executive Resolutions:

Proposed Bylaw 2 Sec 28

The term is defined as the period from the close of convention to November 30 of the year in which the subsequent convention is held.

As a transitional provision, the term for the current National Executive will be extended to November 30th. The National Executive elect will take office on December 1st.

*Recorded Vote 42: CARRIED

Proposed Bylaw 2 Sec 30

Order of elections

The election of the national president, national executive vice-president, **the first and second alternate national vice president**, national vice-president for human rights, assistant vice-president for human rights, vice-presidents for each region and the assistant vice-presidents for each region will proceed in the following order:

1. the nomination and election for the national president;
2. the nomination and election for the national executive vice-president;
3. **the nomination and election for a first and second alternate national executive vice-president;**
4. the nomination and election for the national vice-president for human rights;
5. the nomination and election for the assistant national vice-president for human rights; and

6. the vice-president, assistant vice-president, human rights representative and the first and second human rights alternates for the region are nominated and then elected in caucus by delegates from the geographical regions they are to represent. Elections will be held during the National Convention and the election results will be announced to the convention for ratification.

***Recorded Vote 43: CARRIED**

M/S Jaison Van Tine and Virginia Noble

THAT Policy RF 1 Section 7 be amended to read as follows:

RF 1 Section 7

Human rights regional representatives

In addition to the roles and responsibilities outlined in the bylaws and in subsequent policies, the Human rights regional representatives under the direction of ~~the National Vice-President for Human Rights~~ **their respective UNE region** will:

- a) ***be a member of the regional team;***
- b) ***be a standing committee member of the UNE*** ~~work with the Human Rights Committee (the committee) to set the objectives for the mandate.~~
- c) ~~perform~~ **possibly be assigned** other duties as may be deemed necessary by the ~~committee~~ **vice-president of the region pertaining to local's governance and administration;**
- d) promote human rights and equity issues throughout the mandate.
- e) educate the membership within the region throughout the mandate.
- f) organize and coordinate human rights activities including rallies, demonstrations etc. within the region.
- g) participate in educational opportunities in order to assist members in their region with duty to accommodate, accessibility, disability and human rights related issues.
- h) promote and establish employment equity committees within the region.
- i) recommend candidates to the Human Rights Committee for the UNE Human Rights Award.
- j) acquire a working knowledge of the Collective Agreements in their regions and the applicable legislations which may include; PESRA (Parliamentary Employees Staff Relations Act), FPSLRA (Federal Public Sector Labour Relations Act), OLRA (Ontario Labour Relations Act) , CLC (Canada Labour Code), PSEA (Public Service Employment Act) and OHSA (Occupational Health and Safety Act of Ontario) Canadian Human Rights Act and the Ontario Human Rights Act.

A/S/C Rose Touhey and Shirley Torres

THAT point c) reads as follows:

Perform other duties ~~that may be assigned or otherwise~~ deemed necessary by the vice-president of the region pertaining to the governance and administration of locals.

***Recorded Vote 44: CARRIED as amended**

M/S Jaison Van Tine and Virginia Noble

THAT the report of the Bylaws Committee meeting held October 30 be adopted as a whole.

***Recorded Vote 45: CARRIED**

Brother Kevin King requested that Executive Officers who were interested to be co-chairs of the 2020 UNE Triennial Convention Resolutions Committees to express their interest by December 2019. Decisions would be identified at the January NE Meeting.

Brother Kevin King relinquished the Chair to Brother Andrew Shaver.

Brother Andrew Shaver assumed the Chair.

8) NEW BUSINESS

A) NE Recommendations to the 2021 PSAC Triennial Convention

M/S Kevin King and Jaison Van Tine

THAT the following recommendations be forwarded to the 2021 PSAC Triennial Convention:

Recommendation #1

The PSAC will amend Section 8, subsection 3c to read as follows

Section 8 Components

Subsection 3 c)

A Separate Employer Bargaining Unit within one Component may request the PSAC Centre to allocate jurisdiction of all or part of its membership to some other Component now in existence or to be established, **and if the affected component agrees by a 2/3 majority vote of its National Executive. If the affected Component National Executive does not grant the proposal above, tThe NBoD, by a two thirds (2/3) majority vote, shall then** order a referendum of affected members. The NBoD shall be bound by the wishes of the majority of members voting in such a referendum. The AEC shall allocate affected members based on the results of the referendum vote.

Because Components understand the unique situations and the terms and conditions of separate employers within one Component that have unique bargaining certificates

Because Components enforce collective agreements of their assigned membership in between discussion related to Collective Bargaining, which is the express jurisdiction of the PSAC.

***Recorded vote 46: CARRIED**

Recommendation #2

M/S Kevin King and Angela Decker

SECTION 10

DIRECTLY CHARTERED LOCALS (DCLs)

Sub-Section (1)

(a) DCL means **an currently** organized group of members established by the Alliance Executive Committee (AEC) in accordance with this Constitution and deriving its jurisdiction, authority and rights from Section 11 of this Constitution.

(b) Notwithstanding Sub-Section (1) (a), a DCL shall not be established for an organized group of members employed by Treasury Board or the Territorial Governments, or for a nationally-certified bargaining unit

(c) Where an existing Local has been assigned to an established Component, the Local may only become a DCL:

i) if the affected Local, by majority vote, petitions the affected Component, and that the affected Component, by 2/3 majority vote of

its National Executive, allows the transfer of membership to a future decision to the AEC, to establish a new DCL.

~~(c) Notwithstanding Sub-Section (1) (a) and (b) of this Section, a DCL may be established for an organized group of members employed by Treasury Board, if the bargaining unit joins the PSAC after April 22, 1994.~~

(d) A DCL may request the PSAC Centre to allocate jurisdiction of all or part of its membership to some other DCL or Component now in existence or to be established.

(e) DCLs will report to the NBoD through the REVP.

***Recorded Vote 47: CARRIED**

Recommendation #3

M/S Kevin King and Cindy D'Alessio

Amendment to PSAC Constitution Section 19:

CLOSED-OPEN SHOP UNITS AND THE CALCULATION OF PSAC CONVENTION DELEGATE ENTITLEMENT

The PSAC will employ a ~~maintain~~ the minimum 80% ratio to calculate the delegate entitlement of Component members with **either open or** closed shop collective agreement language to PSAC Conventions; and

The PSAC will also employ a **minimum** ~~an~~ 80% ratio to calculate the delegate entitlement of DCL members with closed shop collective agreement language to PSAC Conventions; and

The PSAC will also ensure that both the Component and DCL formulas be updated in October of each year preceding a PSAC Convention and applied to the next PSAC National Convention and the next round of PSAC Regional Conventions.

Because, in October 2017, the PSAC National Board of Directors passed a motion establishing ratios representing the average number of signed up members to Rand deductees. For Components, the ratio established was 80%. For DCLs, the ratio established was 43%; and

Because, these ratios **had adversely** impacted the calculation of PSAC Convention delegate entitlement for units with closed-shop collective

agreement language, as per Section 19, Sub-**Sections** ~~(1)~~ and (2) of the PSAC Constitution; and

Because this **delegate** calculation does not consider any differences in members' employment status (for example between full-time and part-time workers); and

Because and since 2017, PSAC has worked with our closed-shop DCL units to strengthen the process and administration of membership cards.

***Recorded Vote 48: CARRIED**

Brother Kevin King assumed the chair.

D) NBoD Matters

Brother Kevin King provided highlights of discussions at the NBoD meeting held October 2019.

10. ROUND TABLE CHECK-OUT

A roundtable check-out ensued.

11. ADJOURNMENT

M/S Angela Decker and Patrice Remillard

THAT the meeting adjourn.

There being no further business the meeting adjourned at 5: 25 p.m.