

NATIONAL EXECUTIVE CONFERENCE CALL NOTES
Held Tuesday, March 24, 2020
from 7:00 p.m. to 9:00 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)
Martin Kaminski, 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
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
Ateau Zola, Assistant to the National Executive and Human Rights Committee

The purpose of this call is to assist with COVID-19 matters related to UNE members in workplaces, along with an update on UNE workplaces and website and email updates.

- Workplaces should be critical services only, for the benefit of the state and security of Canada, and not to be confused with essential services, which are services and employees designated because of a labour withdrawal or employer lockout of non-essential workforce as a result of a serious impasse in contract negotiations;
- Each employer should be in the place of defining critical operations, establishing social distancing in workplaces, allowing people to work from home, and for those not deemed critical, to have them at home on leave with pay for other reasons;
- If working from home, to be given full support, including IT matters such as increased bandwidth or access to cloud technology;
- Members with compromised immune system should discuss these matters with their manager, and given all resources if able to work from home, including employer provided and supported hardware and software, and removing the cap in certain jurisdiction with respect to data;

- If an employee is in a workplace, to distance from colleagues, and using hygienic practices frequently at workstations, and being mindful of any congestion in common areas.

We are updating our website with advisories from the following sources:

- Public Health Agency of Canada;
- Office of the Chief Human Resources Officer, Treasury Board Secretariat;
- Mental Health Commission of Canada;
- Employee Assistance Program for those in Federal Jurisdictions.

With respect to UNE and its operations:

- All staff are either self isolating, or working from home;
- Labour Relations Officers are working on files, with priorities given to cases involving suspensions terminations or financial penalties arising from labour relations decisions, and are communicating with employers, to further define critical functions, as circumstances warrant;
- Finance is continuing to process accounts payables from a business continuity perspective, along with the maintenance of payroll functions, with cheque signing capabilities that still passes through internal verification processes, with these processes confirmed by our auditor;
- IT functions are being monitored from home offices, including the servers, and the temperature settings in the server room;
- Communications are constantly updating webpages, reviewing and editing items for the benefit of membership;
- Communications is also vetting requests for media interviews, and maintaining a communications link with PSAC;
- Communications, and external media sources;
- Admin assistants are supporting most of the above functions, with scanners and printers at their home offices;
- Directors are managing the above functions, including staffing logistics and any procurement required for the sustainability and business continuity during the COVID-19 Pandemic;
- The President and the National Executive Vice President are involved in consultations with employer groups, some of which on an urgent basis, and circumstances change;
- The President remains the contact for media and works with Communications to ensure our speaking points are both accurate and beneficial to the membership.

Governance PSAC:

- All PSAC Regional Conventions have been postponed, and no new dates have been established, by vote of the NBoD;

- PSAC NEVP Magali Picard and senior staff reviewing how regional conventions can be conducted, and within a certain timeframe;
- PSAC National Board of Directors are meeting by teleconference at least weekly;
- Any urgent difficulties in workplaces, first step is through local OSH meetings, if not OSH related, through local consultation, and should issues persist, through the component, then through PSAC to address with the Office of the Chief Human Resources Officer.

Governance UNE:

- NBOD has directed components to postpone all deadlines associated with Component Conventions;
- Present deadline was April 24th – motion is required:

M/S

Jaison Van Tine and Patrice Remillard

THAT UNE will suspend any timelines contained in Local Bylaws regarding on time conformance, on time election of delegates, and on time resolution deadlines to the UNE Triennial Convention until May 22, 2020, and should this resolution require an extension, such extension will be made by majority vote of the National Executive of UNE.

- **Because** public health directives in response to the COVID-19 pandemic have banned public gatherings, closed many workplaces, and enforced the self-isolation of our membership; and
- **Because** adherence to these public health directives and the unknown duration of the COVID-19 pandemic will make it impossible to uphold the present deadlines stipulated in our governance documents pertaining to the upcoming UNE Triennial Convention.

***Recorded Vote #1: CARRIED**

M/S

Daniel Toutant and Sandra Ahenakew

THAT UNE will postpone the requirement for national and regional officers to submit their reports until June 1, 2020

- **Because** officers can not complete some national and regional responsibilities because of isolation associated with COVID-19.

***Recorded Vote #2: CARRIED**

April NE Meeting:

This meeting will exist by teleconference April 21 22 and 23, 2020

Swearing in of any new regional officers

April 21- UNE Budget 2021-2023 a.m.

April 21 – UNE Budget 2021-2023 p.m.

April 22 – Disciplinary Committee – Appeal and Motions. Ad hoc reports and recommendations p.m. (President and NEVP recused).

April 22 Disciplinary Committee – New complaint

April 23 – Disciplinary Committee regular meeting.

Please cancel any travel for April 2020 for the NE meeting with WE Travel.

Convention 2020 – General:

We will need to make a decision about timelines for Convention within 2 weeks – it means moving resolution and delegate deadline today May 24, with everything else staying the same

If not, (Excel sheet will out line scenarios, wholly dependent on venue availability)

A Sept 2020

B Nov 2020

C Jan 2021

D Aug 2021

Plan A and B still fit PSAC Triennial Convention dates in 2021.

I have a proposal in place to the NBOD to consider to post-pone the PSAC Triennial Convention to 2022, and to also consider moving convention cycles to every 4 years from 3.

If D, major decisions would have to be made about UNE Conferences in next cycle, such as suspension or possible amalgamation of conferences.

Respectfully Submitted, and In Solidarity,

Kevin A. King

National President

Union of National Employees, PSAC

