

NATIONAL EXECUTIVE MEETING Minutes
Held January 26-28, 2021
Video Conferencing

PRESENT WERE

Kevin King, National President
 Andrew Shaver, National Executive Vice-President
 Daniel Toutant, National Vice-President for Human Rights
 Kate Hart, Assistant National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Brian Morrissey, Assistant Regional Vice-President, Atlantic
 Diane Levola, Regional Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Yann Boudreau, Assistant Regional Vice-President, Quebec
 André Miller, Regional Vice-President, NCR (SE)
 Virginia Noble, Regional Vice-President, Ottawa (TB)
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)
 Eric Poitras, Assistant Regional Vice-President, Gatineau (TB)
 Martin Kaminski, Regional Vice-President, Manitoba
 Jason Lee, Assistant Regional Vice-President, Manitoba
 Sandra Ahenakew, Regional Vice-President, Saskatchewan
 Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut
 Drew Davidson, Assistant Regional Vice-President, Alberta, NWT and Nunavut
 Shirley Torres, Regional Vice-President, BC and Yukon
 Brian Bakker, Assistant Regional Vice-President, BC and Yukon
 Isabelle Beaudoin, Assistant Regional Vice-President, Outside Canada
 Hayley Millington, National Equity Representative for Racially Visible People
 Franco Picciano, Director Member Services and Labour Relations
 Georges St-Jean, Director of Administration and Finance
 Greg McNamara, Communications & Research Officer
 Aurélie McDonald, Communications & Research Officer
 Johanne MacAndrew, Executive Assistant to the National President and NEVP
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

REGRETS

Rose Touhey, Regional Vice-President, Outside Canada

1. CALL TO ORDER

The National President, Brother Kevin King called the meeting to order at 11:05 a.m.

2. PRESIDENT'S REMARKS - Indigenous Acknowledgement

Brother Kevin King welcomed everyone to the Conference Call and made the following

statement:

UNE acknowledges that our offices, located in Ottawa, are on the unceded, unsurrendered Territory of the Anishinabe Algonquin Nation whose presence here reaches back to time immemorial. We further recognize the Algonquins as the customary keepers and defenders of the Ottawa River Watershed and its tributaries. We honour their long history of welcoming many Nations to this beautiful territory and uphold and uplift the voice and values of our Host Nation. Our union respects and affirms the inherent and Treaty Rights of all Indigenous Peoples across this land and we will continue to honour the commitments to self-determination and sovereignty we have made to Indigenous Nations and Peoples. We acknowledge the historical oppression of lands, cultures and the original Peoples in what we now know as Canada and fervently believe the need to contribute to the healing and decolonizing journey we all share together.

a) House Keeping

Brother Kevin King reminded everyone of the importance to know basic rules of order to conduct our meetings in a respectful manner that allows everyone to be heard and make decisions without confusion.

Sisters Trish Roach and Jennifer Chieh Ho joined the meeting.

3. PRESENTATION OF NEW OFFICERS

Brother Kevin King administered the Oath of Office to Sister Jennifer Chieh Ho, recently elected Assistant Regional Vice-President – Manitoba as well as Sister Trish Roach, recently elected Assistant Regional Vice-President- Ontario.

4. 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:

- Ashley Levac - Local 00780
- Joy Johnson – Local 00128

5. HOURS OF SITTING

M/S/C Andrew Shaver and Jaison Van Tine

THAT the hours of sitting be adopted as presented.

6. ADOPTION OF THE AGENDA (Appendix “A”)

M/S Virginia Noble and Cindy D’Alessio

THAT the agenda be adopted as presented.

***Recorded Vote 1: CARRIED**

7. CHECK-IN ROUND - NATIONAL EXECUTIVE

A check-in ensued.

8. Previous Minutes of the NE Meeting

M/S Daniel Toutant and Sandra Ahenakew

THAT the minutes of the National Executive Meeting held October 6-7, 2020 be adopted.

***Recorded Vote 2: CARRIED**

Brother Andrew Shaver assumed the Chair.

9. REPORTS OF THE EXECUTIVE

A. National President (Appendix B)

M/S Kevin King and Daniel Toutant

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

***Recorded Vote 3: CARRIED**

Brother Andrew Shaver relinquished the Chair to Brother Kevin King.

Brother Kevin King assumed the Chair.

Brother Jason Lee assumed the Chair for the Manitoba Region.

B. National Executive Vice-President (Appendix C)

M/S Andrew Shaver and Diane Levola

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

***Recorded Vote 4: CARRIED**

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

M/S Daniel Toutant and Andre Miller

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

***Recorded Vote 5: CARRIED**

D. Regional Vice-Presidents Reports (Appendix E)

i) Inactive Locals Reports by Region:

Ottawa (TB)

M/S Virginia Noble and Cindy D’Alessio

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

***Recorded Vote 6: CARRIED**

BC and Yukon

M/S Shirley Torres and Virginia Noble

THAT the inactive locals report of the BC and Yukon Region be adopted as presented.

***Recorded Vote 7: CARRIED**

RECESS

11. COMMITTEE REPORTS

G) Francophone Committee (Appendix F)

M/S Yvon Beaudoin and Daniel Toutant

THAT the Francophone Committee report be adopted as a whole.

***Recorded Vote 8: CARRIED**

C) Communications and Member Engagement Committee (Appendix G)

M/S Andrew Shaver and Shirley Torres

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

***Recorded Vote 9: CARRIED**

13. NEW BUSINESS

A) UNE Triennial Convention

7. Meetings for the NE in 2021

M/S Diane Levola and Cindy D'Alessio

THAT the spring NE Meeting be held May 10-12, 2021.

***Recorded Vote 10: CARRIED**

M/S Andrew Shaver and Sandra Ahenakew

THAT the agenda be amended to add under New Business:

A. 1) Convention Site.

***Recorded Vote 11: CARRIED**

M/S Andrew Shaver and Virginia Noble

THAT all UNE Convention Dates be reviewed.

***Recorded Vote 12: CARRIED**

In Camera Session of the National Executive

Wednesday, January 27, 2021
Reconvened at 11 a.m.

PRESENT WERE

Kevin King, National President
 Andrew Shaver, National Executive Vice-President
 Daniel Toutant, National Vice-President for Human Rights
 Kate Hart, Assistant National Vice-President for Human Rights
 Angela Decker, Regional Vice-President, Atlantic
 Brian Morrissey, Assistant Regional Vice-President, Atlantic
 Diane Levola, Regional Vice-President, Ontario
 Yvon Beaudoin, Regional Vice-President, Quebec
 Yann Boudreau, Assistant Regional Vice-President, Quebec
 André Miller, Regional Vice-President, NCR (SE)
 Virginia Noble, Regional Vice-President, Ottawa (TB)
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 Martin Kaminski, Regional Vice-President, Manitoba
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 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

REGRETS

Rose Touhey, Regional Vice-President, Outside Canada

Brother Brian Morrissey assumed the seat for the Atlantic Region.

11. COMMITTEE REPORTS**F) Finance and Human Resources Committee (Appendix H)****1. Financial Statement to November 30, 2020**

M/S Andrew Shaver and Cindy D'Alessio

THAT the Financial Statement to November 30, 2020 be adopted as

presented.

***Recorded Vote 13: CARRIED**

3. Component Per Diem 2021

M/S Andrew Shaver and Cindy D'Alessio

THAT the per diem rates be set at the following amounts for 2021.

All Provinces		Yukon	
Breakfast	\$ 22.00	Breakfast	\$ 23.00
Lunch	22.00	Lunch	23.00
Dinner	53.00	Dinner	62.00
Incidentals	<u>19.00</u>	Incidentals	<u>19.00</u>
Total	\$116.00	Total	\$127.00
NWT		Nunavut	
Breakfast	\$ 28.00	Breakfast	\$ 29.00
Lunch	31.00	Lunch	40.00
Dinner	66.00	Dinner	93.00
Incidentals	<u>19.00</u>	Incidentals	<u>19.00</u>
Total	\$144.00	Total	\$181.00

***Recorded Vote 14: CARRIED**

4. Component Average Hourly Rate

M/S Andrew Shaver and Yvon Beaudoin

THAT the UNE average hourly rate be \$31.00 for 2021 as the average salary.

***Recorded Vote 15: CARRIED**

5. Deadline for Expense Claims

The Committee would like to remind members of the National Executive that the final deadline for submitting expense claims for which expenses were incurred in 2020 was January 18, 2021.

6. 2020 Salary rates for Paid Officers

M/S Andrew Shaver and Yvon Beaudoin

THAT the 2020 salary rate for the National President be set at \$130,832 and that the 2020 salary rate for the National Executive Vice-President be set at \$111,208.

***Recorded Vote 16: CARRIED**

M/S Andrew Shaver and Cindy D'Alessio

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

***Recorded Vote 17: CARRIED**

RECESS

11. COMMITTEE REPORTS

E) Honours and Awards Committee (Appendix I)

M/S Virginia Noble and Sandra Ahenakew

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

***Recorded Vote 18: CARRIED**

12. ONGOING BUSINESS

A. Bargaining

a. Treasury Board

Brother Kevin King reported as of last week our locals have submitted more than 200 demands that will be vetted by an ad hoc committee before submitting them to the PSAC.

b. Parks Canada

Brother Daniel Toutant reported that the new Collective Agreement has been ratified on January 14, 2021.

c. Statistical Survey Operations

Brother Kevin King reported the following:

Both Collective Agreements for Field Interviewers and Regional Office expired on November 30, 2018. The National Bargaining Conference for this next round took

place in mid-October (16-18) in Ottawa. Bargaining teams were elected and issues were prioritized. The SSO teams (FI & RO) met virtually in the first week of December and prepared their respective Program of Demands.

d. National Capital Commission

Brother Kevin King advised that the negotiation was on going. Bargaining team members meeting was scheduled for October 6, October 29-30 and in November 2020.

e. SeedChange (formerly Unitarian Service Committee)

Brother Kevin King advised that the negotiation is on going.

f. Canadian Centre for Occupational Health and Safety

Sister Diane Levola advised that there was no update presently.

g. Social Sciences and Humanities Research Council

It was noted that the negotiations are still on going.

h. Museum of Nature

Brother Kevin King reported that bargaining was just underway.

i. Library of Parliament

It was noted that members of the bargaining unit are in the process of selecting their bargaining team. And will be exchanging demands with the employer in the Spring of 2021.

j. House of Commons

It was noted that the bargaining team were going through proposals received.

k. Office of the Superintendent of Financial Institutions

Brother Kevin King advised that UNE and the bargaining team are reviewing bargaining demands prior to submission to the PSAC.

l. Canadian Museum of Human Rights

Brother Martin Kaminski advised that the bargaining was still ongoing.

m. Mohawk Council of Akwesasne

Sister Diane Levola advised that negotiations are still ongoing.

n. Office of the Auditor General

Brother Kevin King advised that the bargaining team has advanced the pay proposal to the employer. The parties are in further discussions.

o. Museum of Science and Technology

Brother Franco Picciano advised that negotiations were ongoing.

- p. CMHC Granville Island, BC
Sister Shirley Torres advised that negotiations were still ongoing as the bargaining team met with the employer in September dealing with nonmonetary demands. Negotiations have resumed in October dealing with monetary demands.
- q. Canadian Museum of History
Brother Kevin King indicated that the Local Bargaining Team has been selected, working with the negotiator for meeting dates with the employer.
- r. Senate Canada
They returned to the table in September; however, we have declared impasse and have contacted the Canada Industrial Relations Board.
- s. Best Theratronics
Brother Kevin King noted that parties achieved tentative agreement January 15, 2021.
- t. BWXT Canada
This report will be available at the May 2021 National Executive Meeting.
- u. Nordion
This report will be available at the May 2021 National Executive Meeting.

10. REPORTS OF THE EXECUTIVE

E) Inactive Locals (Appendix E)

Gatineau TB

M/S Cindy D'Alessio and Andrew Shaver

THAT the inactive locals report of the Gatineau (TB) Region be adopted as presented.

***Recorded Vote 19: CARRIED**

13. NEW BUSINESS

C) Revised 699 Directive Form TBS

A discussion ensued regarding leave with pay for reasons not directly attributable to employee during the global pandemic.

10. REPORTS OF THE EXECUTIVE

E) Inactive Locals (Appendix E)

Atlantic

M/S Angela Decker and Virginia Noble

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

***Recorded Vote 20: CARRIED**

Ontario

M/S Diane Levola and Virginia Noble

THAT the inactive locals report of the Ontario Region be adopted as presented.

***Recorded Vote 21: CARRIED**

13. NEW BUSINESS

A) UNE Triennial Convention

Motion of Reconsideration

M/S Jaison Van Tine and Virginia Noble

THAT we reconsider the 2021 UNE Triennial Convention Date of July 12-16, 2021.

***Recorded Vote 22: CARRIED with the necessary 2/3 majority**

RECESS

Thursday, January 28, 2021
Reconvened at 11 a.m.

PRESENT WERE

- Kevin King, National President
- Andrew Shaver, National Executive Vice-President
- Daniel Toutant, National Vice-President for Human Rights
- Kate Hart, Assistant National Vice-President for Human Rights
- Angela Decker, Regional Vice-President, Atlantic
- Brian Morrissey, Assistant Regional Vice-President, Atlantic
- Diane Levola, Regional Vice-President, Ontario

Yvon Beaudoin, Regional Vice-President, Quebec
 Yann Boudreau, Assistant Regional Vice-President, Quebec
 André Miller, Regional Vice-President, NCR (SE)
 Virginia Noble, Regional Vice-President, Ottawa (TB)
 Cindy D'Alessio, Regional Vice-President, Gatineau (TB)
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 Martin Kaminski, Regional Vice-President, Manitoba
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 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

REGRETS

Rose Touhey, Regional Vice-President, Outside Canada

13. NEW BUSINESS

A) UNE Triennial Convention

1) Convention Site 2026

M/S Virginia Noble and Diane Levola

THAT the UNE reset the venue for Convention 2021 (scheduled at the Queen Elizabeth Hotel, Montreal) to the UNE Triennial Convention 2026.

***Recorded Vote 23: CARRIED**

M/S Daniel Toutant and Yvon Beaudoin

THAT we reschedule Convention 2021 from July 12-16, 2021 to appropriate dates during the Fall of 2021, allowing for the implementation of a one-time virtual convention while complying with PSAC NBoD decisions of April 2021.

***Recorded Vote 24: CARRIED**

M/S Andrew Shaver and Sandra Ahenakew

Subject to the availability of vendors required for the 2021 UNE virtual convention, that the UNE Triennial Convention be held September 13-17, 2021.

***Recorded Vote 25 CARRIED**

Brother Archie Campbell assumed the seat for the Outside Canada Region.

M/S Andre Miller and Jaison Van Tine

THAT the UNE will establish a Host Committee made of National Executive members or their substitute to identify issues with respect to holding a virtual convention.

***Recorded Vote 26: CARRIED**

2) Registration

Brother Kevin King advised that the deadline for resolutions and delegate registration would be May 13, 2021, to conform with UNE Bylaw 6.

3) Method of selection

- i. All regions will be represented on each of the three Committees (a minimum of 11 regions, 1 equity and 1 youth delegate per Committee).
- ii. UNE Convention Committees of 2021 will be comprised of 2 co-chairs (2); RVP or designate (11); 1 ARVP per region (11); 6 HR Committee representatives (6); 3 Youth delegates (3); 9 Local delegates (9), and 3 "at large: delegates, (if certain employer, equity or geography, not aptly represented (3); total = 45

Note:

Committees Co-chairs are as follows:

Constitution and Bylaws:	Diane Levola and Jaison Van Tine
General Resolutions:	Yvon Beaudoin and Angela Decker
Finance Resolutions	Cindy D'Alessio and Andrew Shaver

- iii. Committee members will be selected by National President, in Consultation with Regional Vice Presidents (UNE Bylaw 6, Section 8)

- iv. Deadline for Committee application would be March 31, 2021
- v. Selections for Committee - by 12 noon Eastern Time, April 7.

4) Inactive Locals

a) Convention Attendance - Motion:

M/S Andrew Shaver and Virginia Noble

In consideration of the exceptional pandemic situation and in light of NBoD suspending timelines, Locals deemed inactive by UNE and have not completed the **2018** financial statements (as a minimum requirement) will not be permitted to seat their delegates for the 2021 UNE Triennial Convention.

***Recorded Vote 27: CARRIED**

5) Trusteeship

No locals in Trusteeship will be able to seat their delegates to the 2021 UNE Triennial Convention.

6) UNE Locals

The March 12, 2021 deadline to submit "on time" to register delegates and to submit on time resolutions has been extended to May 13, 2021.

7) Meetings for the NE in 2021

M/S Andrew Shaver and Angela Decker

THAT all NE Meeting dates up to Convention 2021 will be amended.

***Recorded Vote 28: CARRIED**