

MINUTES OF THE NATIONAL EXECUTIVE MEETING
Virtual Meeting
October 5, 2021 at 6:00 p.m. – 8:00 p.m. (EST)

PRESENT:

Kevin King, National President
 Jaison Van Tine, National Executive Vice-President
 Daniel Toutant, National Vice-President for Human Rights
 Ellen Cross, National Vice-President for Occupational Health & Safety
 Geoff Ryan, Regional Vice-President Alberta/N.W.T./Nunavut
 Brian Morrissey, Regional Vice-President Atlantic
 Brian Bakker, Regional Vice-President BC/Yukon
 Jennifer Chieh Ho, Regional Vice-President Manitoba
 Mylène Séguin, Regional Vice-President NCR-SE
 Cindy D'Alessio, Regional Vice-President NCR-TB (Gatineau)
 Virginia Noble, Regional Vice-President NCR-TB (Ottawa)
 Phyllis Allen, Regional Vice-President Ontario
 Isabelle Beaudoin, Regional Vice-President Outside Canada
 Yann Boudreau, Regional Vice-President Quebec
 Gloria Pfeifer, Regional Vice-President Saskatchewan
 Franco Picciano, Director of Member Representation
 Georges St-Jean, Director of Finance & Administration
 Johanne MacAndrew, Executive Assistant to the National President &
 National Executive Vice-President (Recorder)

1. WELCOME

National President, Kevin King welcomed the newly elected National Executive members to this evening's videoconference.

2. INDIGENOUS ACKNOWLEDGEMENT**3. CALL TO ORDER**

Kevin King called the meeting to order at 6:02 p.m.

4. PRESIDENTS REMARKS**(A) House Keeping for Virtual Meetings**

- (i) Recording – this meeting is being recorded. Use only one language when speaking. Please refrain from flipping back and forth from one language to the other.

- (ii) Chat Protocol – Try to refrain from overusing the chat protocol. If using chat which involves everyone, be sure the communications are in both official languages.
- (iii) Phone Users *6 to mute and unmute

(B) Rules of Order – To be observed.

(C) General Remarks – September 30, 2021 – new Federal Statutory Holiday: National Day for Truth and Reconciliation in honour of Indigenous peoples. Hope everyone had a chance to participate in meaningful ceremonies or events related to this day.

5. ROUND TABLE

Round table and introductions ensued.

6. MANDATORY FORMS (Signed Oath of Office, Personal Data Sheet, Privacy Statement of Confidentiality)

Please note that all elected officers must use the oaths of office which were signed by Alex Silas and provided to you via e-mail. You are required to sign the oath, as well as fill in the bottom half of the form. This completed form must be returned to Johanne MacAndrew electronically.

The Personal Data Sheet must be filled out and returned to Johanne MacAndrew electronically. These forms are important because the information captured on these forms will be used to produce the letters to your employers.

The Privacy Statement of Confidentiality. You are required to read the policy that was provided, sign the document, and return it to Johanne MacAndrew.

All of these documents will be secured in a locked cabinet at 150 Isabella.

7. LETTERS TO EMPLOYERS

UNE will be sending these letters out in the weeks to come. We must have received your Personal Data Sheet to produce these letters. Please ensure that you clearly indicate your current reporting relationships.

8. STANDING COMMITTEE ASSIGNMENTS

There are 2 types of committees at UNE, employee/employer committees at national consultation tables (LMCC and OSH) and UNE National Executive Standing Committees.

The national employee/employer consultation committees are currently being reviewed for vacancies, continuity and opportunities. Call-outs will be communicated as needed to fill vacancies. We will be working with Emily Gault-Due to make sure that all committees are filled and have alternates as succession plan.

(A) Discussion on number of committees

Currently, we have 9 standing committees.

- (i) Bylaws and Policies Committee (*for Table officers only*);
- (ii) Collective Bargaining Committee;
- (iii) Communications & Engagement Committee;
- (iv) Discipline Committee (*Jaison Van Tine, NEVP is chairperson and for Table officers only*);
- (v) Education Committee;
- (vi) Finance & Human Resources Committee (*Jaison Van Tine, NEVP is chairperson and for Table officers only*);
- (vii) Francophone Committee;
- (viii) Honours and Awards Committee;
- (ix) Local Governance Committee;

We will be adding a tenth standing committee. The Occupational Health and Safety Committee which will be chaired by the newly elected National Vice-President for Occupational Health and Safety. Three of the standing committees are restricted to table officers only. A call-out was e-mailed to table officers last week. We have asked table officers to provide their preferences and answer 3 questions with regards to serving on these committees. The deadline for these preferences is October 15, 2021.

As for composition of standing committees, the number of members per committee is listed below:

- (i) Bylaws and Policies Committee – *3 table officers;*
- (ii) Collective Bargaining Committee – *5 members;*
- (iii) Communications & Engagement Committee – *5 members;*
- (iv) Discipline Committee – *3 table officers;*
- (v) Education Committee – *4-7 members;*
- (vi) Finance & Human Resources Committee – *3-4 table officers;*
- (vii) Francophone Committee – *5-8 members;*
- (viii) Honours and Awards Committee – *5 members;*
- (ix) Local Governance Committee – *4-5 members;*
- (x) Occupational Health & Safety – *5 members.*

(B) Discussion on membership of standing committees

A round table discussion ensued and the general consensus was that due to this very short mandate, ARVPs should be allowed to sit on non-restricted standing committees to share the workload, to educate and for succession planning.

Refer to Policy CC6 for information on standing committees.

The first order of business for each standing committee will be to review their Terms of Reference. The Occupational Health and Safety will need to develop Terms of Reference and Roles & Responsibilities.

(C) UNE National Conferences

Kevin announced that UNE's first National Conference would be a combined President's/Occupational Health & Safety Conference slated for late March, early April 2022. We will be asking for a member from each region to be on the steering committee for that conference. RVPs and ARVPs are welcome to sit on this committee. Theme – Pandemic.

RVP's are to identify who from their regional team is interested in sitting on the steering committee for this conference. Please send their names to Suzanne Boucher no later than the end of October.

Kevin King confirmed that as soon as we have dates for National Conferences and Regional Seminars, they will be shared and posted on the website. Hopefully, by the end of October we will have a better idea. This will be brought forward to the November National Executive meeting.

9. ROUND TABLE CHECK-OUT

A round table ensued.

Geoff Ryan announced that he has been working on an MOU for Indigenous language committee. A survey will be coming out soon which will be circulated to DMs of each agency and department who use Indigenous language in the workplace. Another survey will be circulated to team leads supervisors and managers. Geoff asked that this be brought forward at NLMCC tables to highlight the importance of the survey. The survey will be launched by Treasury Board on October 18, 2021, with a deadline sometime in December. It is important to get a true understanding of how and where indigenous languages are used, that they are identified in collective agreement and if they are part of their body of work, that employees be properly compensated.

Many of the table officers had questions and concerns regarding vaccinations. Specifically, if PSAC would present a comprehensive policy or opinion following the Federal Government decision on mandatory vaccinations. Many government employees fear losing their jobs if they do not comply. Some members of the National Executive expressed concerns regarding infringement of human rights, religious beliefs and too much personal information being requested.

Regional Vice-Presidents each outlined their regions mandates in terms of transfer of files, local engagement, organizing and education.

Another concern identified was that UNE members are not following the proper chain of command. Members are bypassing the local and going straight to the regional team, the NLRO, the National President and even the PSAC with their grievances. Regional teams would like this problem addressed during this term of office. Kevin responded that this would be part of the chain of communications piece to be addressed at the November meeting.

Ellen Cross reported that she was very happy to see Parks Canada release a comprehensive Harassment Policy.

Franco Picciano reported that direction of legalities of vaccination is rooted in Health & Safety. Health & Safety trumps human rights. PSAC has their position on their website. Exemptions will be granted to those with valid medical or religious issues. The bottom line is that the employers have a responsibility to the public and to their employees to provide a healthy and safe work environment. Even schools require children to have their vaccinations up-to-date to enter school. Whatever the PSAC's stand is on this issue, UNE will be bound by the same. Employers Policies will be developed by employer OSH committees. All federally regulated departments will be obliged to have OSH committees develop this policy.

Franco Picciano also shared some of the cases that his team has been dealing with. Case law on vaccination is being developed as we speak. PSAC legal department is also working on this. When in doubt the deference will be with the public's health and safety.

Georges St-Jean mentioned that the interim audit would be taking place next week. Finance staff will be very busy in the weeks to come. Conference & Seminar dates are being worked on and we will try to get those settled by the end of the month and share them as soon as possible. Georges referred to Convention expenses as stated in Policy FIN10 with regards to expense claims. Even if you do not have campaign expenses, please submit a report. Georges mentioned how impressed Encore Global was with the level of engagement and participation during our recent convention.

Our caucuses were well attended and surpassed all other conventions. Level of participation for the All-candidates debate was 160 members. Encore Globe even assisted a delegate vote from a plane in the air. That was a first! A huge thank you goes out to Encore Global. Our virtual convention was a huge success. He thanked UNE staff that worked on convention. There's still a lot of work to be done. Georges informed the table officers that from now until the end of December he and his staff would be taking vacation time.

Kevin King announced that as soon as we hear from PSAC about g Mandatory Vaccination Policy, we will share. Since the election, the PM has announced a strong possibility for a vaccination policy for federally regulated workplaces. PSAC's existing position aligns with health and safety legislation with exemptions for proven religious and medical issues. Language to that effect will need to be incorporated in collective agreements in the future.

Another challenge will be admitting unvaccinated clients into buildings. PSAC's Legal section to look at the federal undertaking and that part of the code to ensure it is respected. Employers are walking a tight rope. Regulation 19 on occupational health & safety in the workplace will be in effect.

A 4-day virtual meeting is scheduled from November 15-18, 2021. All nationally and regionally elected officers are to attend. We ask that ARVPs that have attended their one meeting per year, not attend in November.

The 4th day of the meeting in November is slated for training. With efficiency in mind, we ask that ARVPs, and HR Reps send their concerns and questions to their respective RVP who will then speak up on behalf of their respective region at the November meeting. This should expedite matters.

10. ADJOURNMENT –

There being no further business, the meeting was adjourned at 8:13 p.m.