

**NATIONAL EXECUTIVE MEETING Minutes**  
**Held November 16-18, 2021**  
**Video Conferencing**

**PRESENT WERE**

Kevin King, National President  
 Jaison Van Tine, National Executive Vice-President  
 Daniel Toutant, National Vice-President for Human Rights  
 Hayley Millington, Assistant 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  
 Kate Hart, Assistant Regional Vice-President Alberta/NWT/Nunavut  
 Meghraj Khadka, Assistant Regional Vice-President, Alberta/NWT/Nunavut  
 Brian Morrissey, Regional Vice-President Atlantic  
 Kassandra McKinnon, Assistant Regional Vice-President, Atlantic  
 Gail Budgell, Assistant Regional Vice-President, Atlantic  
 Helen Zebedee, Assistant Regional Vice-President, Atlantic  
 Cherise Hart, Human Rights Representative, Atlantic  
 Brian Bakker, Regional Vice-President BC/Yukon  
 Celine Ahodekon, Assistant Regional Vice-President, BC and Yukon  
 Jennifer Chieh Ho, Regional Vice-President Manitoba  
 Martin Kaminski, Assistant Regional Vice-President, Manitoba  
 Frances Bitney, Assistant Regional Vice-President, Manitoba  
 Mylène Séguin, Regional Vice-President NCR-SE  
 André Miller, Assistant Regional Vice-President, NCR (SE)  
 Jean-Michel Lavergne, Assistant Regional Vice-President, NCR (SE)  
 Shane Patey, Assistant Regional Vice-President, NCR (SE)  
 Evelyn Beckert, Human Rights Representative, NCR (SE)  
 Cindy D'Alessio, Regional Vice-President Gatineau (TB)  
 Arbin Gurung, Assistant Regional Vice-President Gatineau (TB)  
 Virginia Noble, Regional Vice-President, Ottawa (TB)  
 June Dale, Assistant Regional Vice-President, Ottawa (TB)  
 Janet Eileen Connor, Human Rights Representative, Ottawa (TB)  
 Phyllis Allen, Regional Vice-President, Ontario  
 Prabir Roy, Assistant Regional Vice-President, Ontario  
 Danielle Waters, Assistant Regional Vice-President, Ontario  
 Isabelle Beaudoin, Regional Vice-President Outside Canada  
 Archie Campbell, Assistant Regional Vice-President, Outside Canada  
 Paul Robinson, Assistant Regional Vice-President, Outside Canada  
 Yann Boudreau, Regional Vice-President Quebec  
 Gloria Pfeifer, Regional Vice-President Saskatchewan  
 Joyce Romanchuk, Assistant Regional Vice-President, Saskatchewan  
 Sandra Ahenakew, Assistant Regional Vice-President, Saskatchewan  
 Janette Husak, Human Rights Representative, Saskatchewan  
 Sam Padayachee, National Equity Representative, Racialized Members  
 Franco Picciano, Director of Member Representation

Georges St-Jean, Director of Finance & Administration  
 Greg McNamara, Communications & Research Officer  
 Aurélie McDonald, Communications & Research Officer  
 Johanne MacAndrew, Executive Assistant to the National President &  
 National Executive Vice-President  
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

**1. CALL TO ORDER**

The National President, Kevin King called the meeting to order at 11:03 a.m.

**2. PRESIDENT'S REMARKS - Indigenous Acknowledgement**

Kevin King welcomed everyone to the Conference Call and made the following statement:

The Union of National Employees acknowledges that our National Offices, located in Ottawa, are on the unceded, unsurrendered Territory of the Anishinaabe Algonquin Nation whose presence here reaches back to time immemorial.

UNE recognizes 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.

Further, UNE respects and affirms the inherent and Treaty Rights of all Indigenous Peoples across this land. Our Union has and will continue to honour the commitments to self-determination and sovereignty we have made and will continue to make to Indigenous Nations and Peoples.

UNE acknowledges the historical oppression of lands, cultures, and the original Peoples in what we now know as Canada and fervently believes that our actions contribute to the healing and decolonizing journey we all share together. Miigwetch...

a) House Keeping

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 appropriate decisions to be made.

**3. PRESENTATION OF NEW OFFICERS**

Kevin King administered the Oath of Office to Sam Padayachee, Local 00058, Statistics Canada – Toronto, assuming the position of National Equity Representative for Racialized Members.

**4. MOMENT OF SILENCE**

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:

Patricia Leblanc, former HR representative - Atlantic  
 Donna Martin, Local 50262  
 John Eric Chaisson, Local 80018  
 Stuart Kennedy, Local 80018  
 Ronald Ahenakew, brother of Sandra Ahenakew

**5. HOURS OF SITTING**

M/S/C Geoff Ryan and Cindy D'Alessio

**THAT** the hours of sitting be adopted as presented.

**6. ADOPTION OF THE AGENDA (Appendix "A")**

M/S Jaison Van Tine and Gloria Pfeifer

**THAT** the agenda be adopted as amended by adding the following:

13. COMMITTEE REPORTS – Standing Committees Assignments

**\*Recorded Vote 1: CARRIED**

Janet Connor assumed the seat for the Ottawa (TB) Region.

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

A check-in ensued.

Kevin King relinquished the Chair to Jaison Van Tine.

Jaison Van Tine assumed the Chair.

**8. REPORTS OF THE EXECUTIVE**

**A. National President (Appendix B)**

M/S Kevin King and Jennifer Chieh Ho

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

**\*Recorded Vote 2: CARRIED**

Jaison Van Tine relinquished the Chair to Kevin King.

Kevin King assumed the Chair.

**B. National Executive Vice-President (Appendix C)**

M/S Jaison Van Tine and Daniel Toutant

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

**\*Recorded Vote 3: CARRIED**

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

M/S Daniel Toutant and Yann Boudreau

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

**\*Recorded Vote 4: CARRIED**

**D. National Vice-President for Occupational Health and Safety (Appendix E)**

M/S Ellen Cross and Virginia Noble

**THAT** the report of the National Vice-President for Occupational Health and Safety be adopted as presented.

**\*Recorded Vote 5: CARRIED**

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**RECESS**  
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**9. Previous Minutes of the NE Meeting**

A) National Executive Meeting – September 1-2, 2021

M/S Cindy D’Alessio and Virginia Noble

**THAT** the minutes of the National Executive meeting held September 1-2, 2021 be adopted as amended.

**\*Recorded Vote 6: CARRIED**

B) National Executive Conference Call – October 5, 2021

M/S Geoff Ryan and Mylène Seguin

**THAT** the minutes of the National Executive meeting held October 5, 2021 be adopted as presented.

**\*Recorded Vote 7: CARRIED**

\*\*\*\*\*  
**RECESS**  
\*\*\*\*\*

**12. NEW BUSINESS**

**a) Schedule for 2022 NE Meetings – Meeting Attendance**

**i) January 24 - 27, 2022**

M/S Geoff Ryan and Virginia Noble

**THAT** the National Executive Meeting be held virtually on January 24 - 27, 2022.

**\*Recorded Vote 8: CARRIED**

**ii) May 24-27, 2022 – Winnipeg, Manitoba**

M/S Geoff Ryan and Daniel Toutant

**THAT** the Spring National Executive Meeting be held in Winnipeg, Manitoba prior to the PSAC Triennial Convention on May 24-27, 2022.

**\*Recorded Vote 9: CARRIED**

**b) UNE Holiday Donation**

Kevin King advised that the 2021 Holiday Donation has been given to La Soupière de l'Amitié de Gatineau Inc. From the Gatineau (TB) Regional team.

c) **Remembrance Day Wreath Laying Ceremony**

Kevin King advised that a donation in the amount of \$1,000.00 was given in lieu of Canadian Peace Officers Memorial celebration and the Remembrance Day Ceremony to: The Veterans Transition Network of Canada

Kevin King relinquished the chair to Jaison Van Tine, to attend a PSAC related matter.

Jaison Van Tine Assumed the Chair.

**Component Union Dues Adjustments**

Georges St-Jean provided an update on union dues adjustments following the UNE Triennial Convention. He noted that all changes will be effective January 2022.

**11. ONGOING BUSINESS**

**A. Bargaining**

Kevin King provided an update with respect to bargaining.

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**RECESS**

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**NATIONAL EXECUTIVE MEETING Minutes**  
**Held November 17, 2021**

**PRESENT WERE**

Kevin King, National President  
Jaison Van Tine, National Executive Vice-President  
Daniel Toutant, National Vice-President for Human Rights  
Hayley Millington, Assistant National Vic-President for Human Rights  
Ellen Cross, National Vice-President for Occupational Health & Safety  
Geoff Ryan, Regional Vice-President Alberta/N.W.T./Nunavut  
Kate Hart, Assistant Regional Vice-President Alberta/NWT/Nunavut  
Meghraj Khadka, Assistant Regional Vice-President, Alberta/NWT/Nunavut  
Brian Morrissey, Regional Vice-President Atlantic  
Kassandra McKinnon, Assistant Regional Vice-President, Atlantic  
Gail Budgell, Assistant Regional Vice-President, Atlantic

Helen Zebedee, Assistant Regional Vice-President, Atlantic  
 Cherise Hart, Human Rights Representative, Atlantic  
 Brian Bakker, Regional Vice-President BC/Yukon  
 Celine Ahodekon, Assistant Regional Vice-President, BC and Yukon  
 Jennifer Chieh Ho, Regional Vice-President Manitoba  
 Martin Kaminski, Assistant Regional Vice-President, Manitoba  
 Frances Bitney, Assistant Regional Vice-President, Manitoba  
 Mylène Séguin, Regional Vice-President NCR-SE  
 André Miller, Assistant Regional Vice-President, NCR (SE)  
 Jean-Michel Lavergne, Assistant Regional Vice-President, NCR (SE)  
 Shane Patey, Assistant Regional Vice-President, NCR (SE)  
 Evelyn Beckert, Human Rights Representative, NCR (SE)  
 Cindy D'Alessio, Regional Vice-President Gatineau (TB)  
 Arbin Gurung, Assistant Regional Vice-President Gatineau (TB)  
 Virginia Noble, Regional Vice-President, Ottawa (TB)  
 June Dale, Assistant Regional Vice-President, Ottawa (TB)  
 Janet Eileen Connor, Human Rights Representative, Ottawa (TB)  
 Phyllis Allen, Regional Vice-President, Ontario  
 Prabir Roy, Assistant Regional Vice-President, Ontario  
 Danielle Waters, Assistant Regional Vice-President, Ontario  
 Isabelle Beaudoin, Regional Vice-President Outside Canada  
 Archie Campbell, Assistant Regional Vice-President, Outside Canada  
 Paul Robinson, Assistant Regional Vice-President, Outside Canada  
 Yann Boudreau, Regional Vice-President Quebec  
 Gloria Pfeifer, Regional Vice-President Saskatchewan  
 Joyce Romanchuk, Assistant Regional Vice-President, Saskatchewan  
 Sandra Ahenakew, Assistant Regional Vice-President, Saskatchewan  
 Janette Husak, Human Rights Representative, Saskatchewan  
 Sam Padayachee, National Equity Representative, Racialized Members  
 Franco Picciano, Director of Member Representation  
 Georges St-Jean, Director of Finance & Administration  
 Greg McNamara, Communications & Research Officer  
 Aurélie McDonald, Communications & Research Officer  
 Johanne MacAndrew, Executive Assistant to the National President &  
 National Executive Vice-President  
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

## 12. **NEW BUSINESS**

### f) **National Conferences Dates**

Suzanne Boucher provided the following Conference Schedule for 2022:

All Presidents Conference:	March 31 <sup>st</sup> -April 3 <sup>rd</sup> , 2022
Youth Conference:	August 11- 14, 2022
Human Rights Conference:	November 17-20, 2022

g) **Regional Seminar Dates**

Suzanne Boucher advised the Regional Team to plan for their regional seminar sooner rather than later.

h) **2022 PSAC Triennial Convention**

Kevin King advised that the 2022 PSAC Triennial Convention is scheduled to be held Saturday May 28 at 2: 30 p.m. and concluding Thursday, June 2, 2022 at noon in Winnipeg, MB.

\*\*\*\*\*  
**RECESS**  
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11. **ONGOING BUSINESS**b) **2021 Triennial Convention**

**Resolution GEN 2  
 Convention Date Change**

The Union of National Employees will change the month of convention to October also change the month that convention committees meet to August also change the month of conformance to June.

Kevin King ruled Resolution GEN 2 **out of order** as this is resolution has a cost associated with it and required a majority vote of delegates of the Component National Convention.

**Amended Resolution GEN 16  
 Treaty and Land Acknowledgement**

The Union of National Employees will acknowledge First Nations, Metis, Inuit and Treaty Land before all UNE sanctioned events.

The Public Service Alliance of Canada will acknowledge First Nations, Metis, Inuit and Treaty Land before all PSAC sanctioned events.

M/S/C Cindy D'Alessio and Mylene Seguin

**THAT** Amended Resolution GEN 16 be divided.

**Amended Resolution GEN 16 A)**



The Union of National Employees will acknowledge First Nations, Metis, Inuit and Treaty Land before all UNE sanctioned events.

**Recorded Vote 10: CARRIED**

**Amended Resolution GEN 16 B)**

The Public Service Alliance of Canada will acknowledge First Nations, Metis, Inuit and Treaty Land before all PSAC sanctioned events.

To divide.

Kevin King ruled Amended Resolution GEN 16 B) **out of order** as this is a resolution to be forwarded to the PSAC Convention and required a majority vote of delegates of the Component National Convention.

**Resolution GEN 10**

**Kairos Blanket Exercise for Nationally and Regionally Elected Officers**

M/S Virginia Noble and Daniel Toutant

The Union of National Employees will during its orientation process invite nationally and regionally elected officers to participate in the Kairos Blanket exercise.

**Recorded Vote 11: CARRIED**

**Resolution GEN 3**

**To Change Wording from Brothers/Sisters to Members of Union Family**

M/S/C Mylene Seguin and Cindy D'Alessio

**THAT** Resolution GEN 3 be divided.

**Resolution GEN 3 A)**

The Union of National Employees will change all wording to be more inclusive. The terms Brothers and Sisters will be changed to "Members of the Union Family". This change to be made immediately after adoption.

**Recorded Vote 12: CARRIED**

**Resolution GEN 3 B)**

The Public Service Alliance of Canada will change all wording to be more inclusive. The terms Brothers and Sisters will be changed to "Members of the Union Family". This change to be made immediately after adoption.

Kevin King ruled Amended Resolution GEN 3 B) **out of order** as this is a resolution

to be forwarded to the PSAC Convention and required a majority vote of delegates of the Component National Convention.

Hayley Millington assumed the seat for the Human Rights Portfolio.

**Resolution GEN 29**  
**Change of Title - Persons with Disabilities**

The Union of National Employees will change the title of Persons with Disabilities to Persons with Different Abilities.

Kevin King ruled Amended Resolution GEN 29 **out of order** because this require a bylaw change by way of a 2/3 majority vote of delegates of the Component National Convention.

**Resolution GEN 7**  
**Reducing the Use of Printed Materials at all UNE Seminars and Conventions**

The Union of National Employees will provide digital copies of conference materials with access to digital devices to review said materials.

M/S/C Mylene Séguin and Hayley Millington

**THAT** Resoluton GEN 7 be divided to read as follows:

**Resolution GEN 7 A)**

The Union of National Employees will provide digital copies of conference materials.

**Recorded Vote 13: CARRIED**

**Resolution GEN 7 B)**

The Union of National Employees will provide access to digital devices to review said materials. with access to digital devices to review said materials.

Kevin King ruled Amended Resolution GEN 7 B) out of order as this required a majority vote of delegates of the Component National Convention.

**Resolution GEN 14**  
**Definition of Terms and Addition of Glossary to the UNE Bylaws**

M/S Virginia Noble and Mylène Séguin

The Union of National Employees will add a glossary which describes the

definition of terms as an annex to the Bylaws.

**Recorded Vote 14: CARRIED**

Archie Campbell assumed the seat for the Outside Canada Region.

**Resolution GEN 31  
Electronic Membership Registration**

The Public Service Alliance of Canada will allow UNE members to register electronically on-line with provision for the PSAC to reform the overall hard copy membership registration.

Kevin King ruled Amended Resolution GEN 31 out of order as this is a resolution to be forwarded to the PSAC Convention and required a majority vote of delegates of the Component National Convention.

**Resolution GEN 5  
Revised Collective Agreement Voting Mechanism**

The Public Service Alliance of Canada will only accept mailed in ballots for Collective Bargaining Agreement voting. Many members were confused by electronic voting options, lessening turnout and discouraging full participation.

Kevin King ruled Amended Resolution GEN 5 out of order as this is a resolution to be forwarded to the PSAC Convention and required a majority vote of delegates of the Component National Convention.

**Resolution GEN 18  
Climate Change: PSAC Partnering with Tree Canada**

The Public Service Alliance of Canada will contribute 10 cents per member per month from members' dues that have already been collected;

The Public Service Alliance of Canada will ensure that this will not result in an increase of the members' monthly dues;

The Public Service Alliance of Canada will ensure that this amount would go directly towards Tree Canada's reforestation programs to fight climate change; and

The Public Service Alliance of Canada will also publish Tree Canada's annual report on its web site showcasing PSAC members contribution towards the positive impact on the environment across the nation.

Kevin King ruled Amended Resolution GEN 18 out of order as this is a resolution to be forwarded to the PSAC Convention and required a majority vote of delegates of the Component National Convention.

**Resolution GEN 11**  
**Political Structure Review of UNE**

The Union of National Employees will review its political organizational structure, and establish an ad hoc Committee (composed of the National President, the chairs of the NE Finance Committee and of the Bylaws and Policies Committee) plus nationally and regionally elected officers to meet face to face 3 times per year, to examine a preferred political structure and report to the 2023 UNE Triennial Convention Committees with respect to a proposal for a revised political structure of UNE.

Kevin King ruled Amended Resolution GEN 11 out of order as this is a resolution with a cost requires a majority vote of delegates of the Component National Convention.

**Resolution GEN 9**  
**UNE National Conference Venues**

The Union of National Employees will move National Conferences locations to venues outside of the National Capital Region, at a time and place to be determined by National Executive during the next convention cycle.

Kevin King ruled Amended Resolution GEN 9 out of order as this is a resolution with a cost requires a majority vote of delegates of the Component National Convention.

**Resolution GEN 6**  
**Convention and Seminar Dates**

The Union of National Employees will not schedule UNE Conventions or Seminars between July to September.

Kevin King ruled Amended Resolution GEN 6 out of order as this is a resolution with a cost requires a majority vote of delegates of the Component National Convention.

**Resolution GEN 4**  
**Retirement Seminar**

The Union of National Employees will sponsor a retirement seminar represented by Labour friendly subject matter experts with respect to pension financial and estate

planning; and

The Union of National Employees will sponsor such a seminar over a weekend that is not adjacent to a statutory holiday, with 8 attendees per component region.

Kevin King ruled Amended Resolution GEN 4 out of order as this is a resolution with a cost requires a majority vote of delegates of the Component National Convention.

**Thursday, November 19, 2021**  
**Reconvened at 11 a.m.**

**PRESENT WERE**

Kevin King, National President  
 Jaison Van Tine, National Executive Vice-President  
 Daniel Toutant, National Vice-President for Human Rights  
 Hayley Millington, Assistant 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  
 Kate Hart, Assistant Regional Vice-President Alberta/NWT/Nunavut  
 Meghraj Khadka, Assistant Regional Vice-President, Alberta/NWT/Nunavut  
 Brian Morrissey, Regional Vice-President Atlantic  
 Kassandra McKinnon, Assistant Regional Vice-President, Atlantic  
 Gail Budgell, Assistant Regional Vice-President, Atlantic  
 Helen Zebedee, Assistant Regional Vice-President, Atlantic  
 Cherise Hart, Human Rights Representative, Atlantic  
 Brian Bakker, Regional Vice-President BC/Yukon  
 Celine Ahodekon, Assistant Regional Vice-President, BC and Yukon  
 Jennifer Chieh Ho, Regional Vice-President Manitoba  
 Martin Kaminski, Assistant Regional Vice-President, Manitoba  
 Frances Bitney, Assistant Regional Vice-President, Manitoba  
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 Shane Patey, Assistant Regional Vice-President, NCR (SE)  
 Evelyn Beckert, Human Rights Representative, NCR (SE)  
 Cindy D'Alessio, Regional Vice-President Gatineau (TB)  
 Arbin Gurung, Assistant Regional Vice-President Gatineau (TB)  
 Virginia Noble, Regional Vice-President, Ottawa (TB)  
 June Dale, Assistant Regional Vice-President, Ottawa (TB)  
 Janet Eileen Connor, Human Rights Representative, Ottawa (TB)  
 Phyllis Allen, Regional Vice-President, Ontario  
 Prabir Roy, Assistant Regional Vice-President, Ontario

Danielle Waters, Assistant Regional Vice-President, Ontario  
 Isabelle Beaudoin, Regional Vice-President Outside Canada  
 Archie Campbell, Assistant Regional Vice-President, Outside Canada  
 Paul Robinson, Assistant Regional Vice-President, Outside Canada  
 Yann Boudreau, Regional Vice-President Quebec  
 Gloria Pfeifer, Regional Vice-President Saskatchewan  
 Joyce Romanchuk, Assistant Regional Vice-President, Saskatchewan  
 Sandra Ahenakew, Assistant Regional Vice-President, Saskatchewan  
 Janette Husak, Human Rights Representative, Saskatchewan  
 Sam Padayachee, National Equity Representative, Racialized Members  
 Franco Picciano, Director of Member Representation  
 Georges St-Jean, Director of Finance & Administration  
 Greg McNamara, Communications & Research Officer  
 Aurélie McDonald, Communications & Research Officer  
 Johanne MacAndrew, Executive Assistant to the National President &  
 National Executive Vice-President  
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

Kevin King relinquished the Chair to Jaison Van Tine.

Jaison Van Tine assumed the Chair.

M/S Kevin King and Jennifer Chieh Ho

**THAT** the agenda be amended by adding a new agenda item:

12) I) National Labour Consultation Committee Tables

**Recorded Vote 15: CARRIED unanimously.**

## **12. NEW BUSINESS**

### **I) National Labour Consultation Committee Tables**

Kevin King advised that participation on the any joint consultation table with our employers require collaboration, conduct and solution oriented approaches as per policy cc 9 and the appendices namely appendices D and E.

The appendices speak to the competencies and abilities necessary to table proposals and comments to respective employers with diplomacy and discretion.

Jaison Van Tine relinquished the Chair to Kevin King.

Kevin King assumed the Chair.

### **13. COMMITTEE REPORTS**

Kevin King advised that Standing Committees have been assigned as follows:

- 1) Bylaws & Policies Committee:  
 Virginia Noble      Chairperson  
 Jennifer Chieh Ho  
 Brian Morrissey  
 Franco Picciano      Technical Advisor  
 Michelle Brunet      Administrative Assistant
  
- 2) Collective Bargaining Committee:  
 Daniel Toutant      Chairperson  
 Beverly Brown  
 André Miller  
 Hayley Millington  
 Paul Robinson  
 Mylène Séguin  
 Franco Picciano      Technical Advisor  
 Emily Gault Due      Administrative Assistant
  
- 3) Disciplinary Committee:  
 Jaison Van Tine      Chairperson  
 Gloria Pfeifer  
 Geoff Ryan  
 Franco Picciano      Technical Advisor  
 Johanne MacAndrew Administrative Assistant
  
- 4) Education Committee:  
 Jennifer Chieh Ho      Chairperson  
 Phyllis Allen  
 Ellen Cross  
 Meghraj Khadka  
 Christopher Little-Gagné  
 Shane Patey  
 Danielle Waters  
 Georges St-Jean      Technical Advisor  
 Zoelie Albert      Administrative Assistant
  
- 5) Finance & Human Resources Committee:  
 Jaison Van Tine      Chairperson  
 Ellen Cross  
 Cindy D'Alessio  
 Geoff Ryan

- Georges St-Jean    Technical Advisor
- 6)    Francophone Committee:  
Yann Boudreau    Chairperson  
Isabelle Beaudoin  
Yvon Beaudoin  
Jean-Michel Lavergne  
Carole Maillet  
Eric Poitras  
Daniel Toutant  
Georges St-Jean    Technical Advisor  
Zoelie Albert        Administrative Assistant
- 7)    Honours & Awards Committee:  
Brian Bakker Chairperson  
Sandra Ahenakew  
Phyllis Allen  
Kate Hart  
Hayley Millington  
Daniel Toutant  
Franco Picciano    Technical Advisor  
Emily Gault Due    Administrative Assistant
- 8)    Locals Governance & Membership Committee:  
Gloria Pfeifer        Chairperson  
Céline Ahodékon  
Étienne Mathieu  
Kassandra McKinnon  
Brian Morrissey  
Virginia Noble  
Georges St-Jean    Technical Advisor  
Robert Vanasse     Administrative Assistant
- 9)    Member Engagement Committee:  
Mylène Séguin        Chairperson  
Brian Bakker  
Isabelle Beaudoin  
Gail Budgell  
Martin Kaminski  
Helen Zebedee  
Georges St-Jean    Technical Advisor  
Zoelie Albert        Administrative Assistant  
Greg McNamara  
Aurélie McDonald
- 10)   Occupational Health & Safety:



Ellen Cross	Chairperson
Yann Boudreau	
Archie Campbell	
Cindy D'Alessio	
Arbin Gurung	
Joyce Romanchuk	
Prabir Roy	
Franco Picciano	Technical Advisor
Michelle Brunet	Administrative Assistant

14. **ROUND TABLE CHECK-OUT**

A roundtable check-out ensued.

15. **ADJOURNMENT OF FORMAL PROCEEDINGS**

There being no further business, the meeting was adjourned at 3: 45 p.m.

**NATIONAL EXECUTIVE MEETING AGENDA  
November 15-18, 2021**

**1. INDIGENOUS ACKNOWLEDGEMENT**

**2. CALL TO ORDER**

**3. PRESIDENT'S REMARKS**

**4. ANNOUNCEMENT AND PRESENTATION OF NEW OFFICER**

Sam Padayachee, National Equity Representative, Racialized Members

**5. HOURS OF SITTING**

Monday, November 15, 2021 :11:00 a.m. – 1: 00 p.m.  
1: 30 p.m. - 3:00 p.m.  
3: 30 p.m. – 5: 00 p.m.

Tuesday, November 16, 2021 :11:00 a.m. – 1:00 p.m.  
1: 30 p.m. - 3:00 p.m.  
3: 30 p.m. – 5: 00 p.m.

Wednesday, November 17, 2021 :11:00 a.m. – 1: 00 p.m.  
1: 30 p.m. - 3:00 p.m.  
3: 30 p.m. – 4: 30 p.m.  
4: 30 p.m. – 5: 00 p.m. (In-camera Session)

Thursday, November 18, 2021 :11:00 a.m. – 1:00 p.m.  
1: 30 p.m. - 3:00 p.m.  
3: 30 p.m. – 5: 00 p.m.

**6. ADOPTION OF THE AGENDA**

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

**8. MOMENT OF SILENCE**

Patricia Leblanc, former HR representative - Atlantic  
Donna Martin, Local 50262

**9. REPORTS OF THE EXECUTIVE**

- A) National President
- B) National Executive Vice-President
- C) National Vice-President for Human Rights
- D) National Vice-President for Occupational Health and Safety

**10. MINUTES OF PREVIOUS MEETINGS**

- A) National Executive Meeting – September 1-2, 2021
- B) National Executive Conference Call – October 5, 2021

**11. ONGOING BUSINESS**

**A) Bargaining Updates**

**B) 2021 Triennial Convention**

- GEN 2 - Convention Date Change
- Amended GEN 16 - Treaty and Land Acknowledgement
- GEN 10 - Kairos Blanket Exercise for Nationally and - Regionally Elected Officers
- GEN 3 - To Change Wording from Brothers/Sisters to - Members of Union Family
- GEN 29 - Change of Title - Persons with Disabilities
- GEN 7 - Reducing the Use of Printed Materials at all UNE Seminars and Conventions
- GEN 14 - Definition of Terms and Addition of Glossary to the UNE Bylaws
- GEN 31 - Electronic Membership Registration

**Non-Concurrence**

- GEN 5 - Revised Collective Agreement Voting Mechanism
- GEN 18 - Climate Change: PSAC Partnering with Tree Canada
- GEN 11 - Political Structure Review of UNE
- GEN 9 - UNE National Conference Venues
- GEN 6 - Convention and Seminar Dates
- GEN 4 - Retirement Seminar

**12. NEW BUSINESS**

- A) Schedule for 2022 NE Meetings – Meeting Attendance

- January 24-27, 2022
  - May 24-27, 2022 – Winnipeg, MB
  - Fall (TBD) –
- B) UNE Holiday Donation
  - C) Remembrance Day Wreath Laying Ceremony (Information)
  - D) National Leadership Training
  - E) Component Union Dues Adjustments
  - F) National Conferences Dates
  - G) Regional Seminar Dates
  - H) 2022 PSAC Triennial Convention

**13. COMMITTEE REPORTS**

- A) Bylaws and Policies Committee
- B) Collective Bargaining Committee
- C) Communications and Member Engagement Committee
- D) Education Committee
- E) Honours and Awards Committee
- F) Finance and Human Resources Committee
- G) Francophone Committee
- H) Local Governance and Membership Committee
- I) National Executive Disciplinary Committee
- J) Occupational Health and Safety

**14. ROUND TABLE CHECK-OUT**

**15. ADJOURNMENT**

## **REPORT OF THE NATIONAL PRESIDENT September 20 to November 20, 2021**

Friends of our Union Family,

I am submitting my report for the period of September 20 to November 20, 2021, and a brief summary of activities in fulfillment of my obligations as per the bylaws of our Component.

### **UNE Triennial Convention 2021:**

The UNE convention was amazingly supported by our 3<sup>rd</sup> party providers, Encore Global, CIC (interpretation Services), but none of those arrangements work without the talented staff of UNE, dealing with technical matters, and patience exhibited with our delegates and observers.

There were 162 delegates attending convention, the lowest number of delegates since 2005 UNE Triennial Convention in Quebec City. Reasons were varied, owing to loss of engagement of locals to submit financial information, and some members navigation of all the requirements to send delegates to our Convention.

I will list a few things:

#### **Financial documents**

- Can be onerous to put together for a local, in a pandemic, especially if a local has not been recently active, and if documents are locked away in a file cabinet on the employer premises.

#### **Meeting Minutes**

- Some have difficulty attesting delegates and alternates to convention, because of meeting minutes handed in “piece meal” that may not have been with other documents.

#### **Credentials**

- Many locals had difficulty finding convention credentials, and I suggest credentials need to be part of the package checklist before being confirmed as registered on the database for convention – hint it is Bylaw6, Section 13.

## **The database**

- The database should not be allowed to populate as “Registered” or “Pending” until the three items above are fulsome and complete. It gives a mistaken impression that locals were registered for convention, when there was work to do re: minutes, and especially, credentials.

I would suggest that no communication messages be populated, except for “things to do” messages, if not fully compliant with the existing governance documents of the convention. On this topic, I will conclude that staff took an unprecedented effort attempting to help locals and regions reach out to delegates, and staff are ready to assist to improve convention experience going forward.

I will go on to state that our Convention will have better delegate participation, if face to face, and if health conditions of the future improve. It is my preference for face-to-face Convention experiences, full disclosure.

## **Chairing Convention:**

This was first time chairing convention, and it was educational. I thank the delegates for navigating all the formal sessions.

I thank all those listening in, as well as those who put themselves forward for discussion and debate for all convention resolutions debated.

It was an interesting attempt to convene convention, from a staged environment with not a single convention delegate in person, but with much assistance from UNE Staff assigned to the Convention production, and to the Convention Committees.

I hope for my personal improvement on this matter at our upcoming 2023 Convention.

## **Convention Budget, and Convention Resolutions:**

Counting the budget matters 2022-2023, UNE got through 32 resolutions total: 4 finance, 17 Bylaws and Constitution, and 11 General. 32 resolutions ties for the record of resolutions since my involvement with the component.

UNE has also changed its bylaws at Convention to elect a new National Vice President for Occupational Safety and Health and amended the regional team structure for National Capital Region – Separate Employers. There will be other highlights in the UNE Triennial Convention report of 2021 and will be available to the UNE membership and UNE Locals in early 2022.

## **Standing Committees and Joint Employer Committees of UNE:**

Committees are in the process of being established, with the UNE Standing Committees of the National Executive being announced around the National Executive Meeting of 2021, and an ongoing process of reviewing and appointing joint union employer committees, with full completion of those appointments in early 2022.

## **Covid 19, a fourth wave and vaccinations:**

COVID-19 and the strains of its variants into 2021 are continuing the virus and is recognized as a worldwide contagion, affecting health, business transactions, family gathering and personal freedoms.

The government moved to mandate mandatory vaccinations for federally regulated workers on Wednesday, October 6<sup>th</sup>, without consulting its departments, crown corporations, or any of its 19 bargaining agents.

The PSAC and unions were only notified during the government's announcement through the media.



Since then, PSAC has sent out its press releases, along with website messages to membership, that PSAC and its components are reviewing the vaccination policy, supportive of its public health initiatives, to make workplaces, employees and even communities safe from the COVID-19 contagion and its variants.

PSAC will support members that are unable to be vaccinated for medical reasons or for reasons cited as protected grounds described in the Canadian Human Rights Act.

I believe that the federal government has failed to fully understand that PSAC members, who have adverse reaction to vaccines, may not be able to get vaccinated. Specific accommodations may come into place, as mentioned above. My understanding is that UNE and PSAC will actively review any such concerns on a case-by-case basis.

Should vaccines be mandatory for our members who may be working away from the public and from government clients, when full workplace resumption resumes, UNE will consult with the respective employers to address mandatory vaccination for these workers.

I wish to state that there are members that believe it is their personal choice not to be vaccinated. I respect their right to their freedom of choice, and including the right to send emails, and messages to UNE. We are referring such letters to PSAC and directing members to review matters on the PSAC website, regarding this matter. From my viewpoint, it is one of the largest policy pieces of the government of Canada, even as a temporary measure; reviewable in 6 months, over the course of the last 30 years.

### **The Federal election of 2021:**

Virtually no change occurred during the election campaign in the late summer of 2021. That stated, it is telling when the union suggestions to elect progressive candidates become more of a defensive posture to protect certain interests, as compared to an offensive posture to advance certain interests.

## **Employer Consultations:**

The mandate of this elected office has been extended by an additional 13 months, year and a month, and our membership have been impacted by a worldwide pandemic for the last year and a half. Our members continue to service Canadians with in-person health precautions, and remote working arrangements.

Consultations with employer have never been so frequent, and with the new notice of consultations, it is a strenuous time of even more consultations with employers since the beginning of the pandemic.

These consultations have increased, if that is possible, which is a real challenge on members of local, regional and national consultation committees and resources within UNE and PSAC.

## **Collective Bargaining:**

While all the above is going on, Treasury Board Negotiations have commenced, as well as Statistical Survey Operations, and perhaps Parks Canada and PSAC will exchange demands prior to the end of 2022.

However, there are many bargaining units as separate employers still in negotiations, and some members are compelled to exercise their bargaining rights and take strike votes to give their negotiation teams the mandate to achieve fair and just collective agreements.

UNE will have need to support its workforces at many of its National Capital Region Locals that are separate employers, including:

- Office of the Auditor General – Strike Vote conducted Oct 28 and Oct 29 with almost a 90% strike vote to force their employer back to the negotiating table and bring a mandate to bargain.
- National Arts Centre - Both Bargaining Units are being taken to Mediation by the Employer, and our membership there, still suffering from job losses during pandemic, are holding to a collective agreement that restores bargaining unit rights for part-time workers forcibly severed from their positions in 2021.

- Hard Rock International on Albion Road – The Casino is permitted to finally return to full operations, but the employer has not meaningfully described its business model that impacts on table games, and valet services, and common understandings are recall from layoff by site seniority or sector seniority. I truly believe that concept of seniority at Hard Rock, must be completely reconstructed, and I believe that the facility needs table game options, to make the operation successful and the membership employed.

Bargaining goes on all the time at UNE, and not just defined by the cycles of Treasury Board, or national negotiation tables.

## **VARIA**

### **The UNE National Office:**

The Office is Restricted Access, with employees set up in home office environments.

This is expected to be the UNE office access position until the PSAC, as the parent union of its components, reviews its return-to-work policy in its national and regional offices.

Our staff have been set up for success in their home environments, as well as our continuing elected leadership, and we are looking at our virtually licences to ensure that employees, and our national and regional elected leadership are resourced to meet our challenges.

### **Personal:**

I am mindful of the challenges, and thankful for the interactions of all staff and our membership that sustain me as your UNE National President.

The highlights of my consultation committees are below between September 20 and November 15, 2021.

A detailed chronology of my activities follows:

<b>September 2021:</b>		
September 20-21	-	UVAE Virtual Triennial Convention
September 20	-	National President's & National Executive Vice-President's 1 <sup>st</sup> videoconference meeting
September 20	-	Rental grievance videoconference for Local X0200
September 21	-	UNE Labour Relations Officers videoconference meeting
September 21	-	PSAC National Board of Directors videoconference meeting
September 21	-	Canadian Northern Economic Development Agency National Labour Management Consultation Committee videoconference meeting
September 21	-	Parks Canada Informal monthly UNE-UCTE Labour Relations videoconference meeting
September 22-26	-	PSAC National Women's Conference
September 23	-	National Joint Council – Isolated Posts & Government Housing Grievance Hearing 101
September 23	-	UNE National Officers Employer Assignment List videoconference meeting
September 23	-	Parks Canada Human Resources videoconference meeting
September 24	-	UNE Signing Documents meeting
September 27	-	Employment, Skills Development Canada Labour Program Union-Management Consultation Committee agenda preparation videoconference meeting

September 27	-	Citizenship, Immigration Canada National Labour Management Consultation Committee videoconference meeting
September 27	-	Local 90265 Annual General Meeting
September 28	-	UNE Labour Relations Officers videoconference meeting
September 28	-	UNE National Officers Employer Assignment – Finalization videoconference meeting
September 28	-	PSAC-National Joint Council, Isolated Posts & Government Housing Standing Committee videoconference meeting
September 28	-	Social Sciences & Humanities Research Council Labour Relations videoconference meeting
September 29	-	Social Sciences & Humanities Research Council videoconference meeting
September 29	-	Videoconference meeting with National Executive Vice-President & Executive Assistant
September 29	-	Employment, Skills Development Canada PA Conversion Discussion with Unions - Biweekly videoconference meeting
September 29	-	Local 70153 Annual General Meeting
September 29	-	1st Bargaining Demands Video Conference for National Capital Commission
September 30	-	National Day for Truth & Reconciliation ceremony on Parliament Hill

<b>October 2021:</b>		
October 4	-	Indigenous Services Canada committee discussion videoconference meeting
October 4	-	Component Presidents videoconference meeting
October 5-7	-	NEU Virtual Triennial Convention
October 5-7	-	GSU Virtual Triennial Convention
October 5	-	UNE Labour Relations Officers videoconference meeting
October 5	-	PSAC-National Board of Directors videoconference meeting
October 5	-	UNE National Executive videoconference meeting
October 5	-	PSAC-National Board of Directors Federal Election Oversight Committee videoconference meeting
October 6	-	2nd Bargaining Demands Video Conference for National Capital Commission
October 7	-	Employment, Skills Development Canada Labour Program Monthly Union Management informal videoconference meeting
October 7	-	Employment, Skills Development Canada COVID-19 Vaccination Policy videoconference meeting
October 8	-	Parks Canada Monthly Covid-19 Update videoconference meeting with Bargaining Agents
October 8	-	Statistics Canada COVID-19 Vaccination Update videoconference meeting
October 12	-	Indigenous Services Canada teleconference
October 12	-	Citizenship, Immigration Canada Mandatory vaccination videoconference meeting
October 12	-	UNE Senior Management meeting regarding mandatory vaccines
October 13	-	PSAC-National Board of Directors - Honours & Awards Standing Committee videoconference meeting

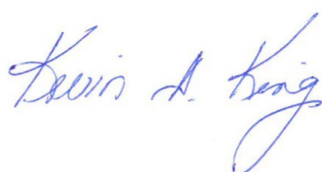
October 13	-	Privy Council Office Mandatory Vaccination videoconference meeting
October 14	-	Office of the Auditor General Regional Strike/Strategy Consultation Committee videoconference meeting
October 14	-	Employment, Skills Development Canada COVID-19 Vaccination Policy videoconference meeting
October 15	-	Videoconference meeting with PSAC staff and UNE staff regarding a Parks Canada grievance
October 15	-	Statistics Canada COVID-19 Vaccination Union Update videoconference meeting
October 15	-	Videoconference meeting with Parks Canada – Human Resources
October 19-22	-	PSAC National Board of Directors videoconference meeting
October 21	-	Crown-Indigenous & Northern Affairs Canada Covid-19 Mandatory Vaccination videoconference meeting
October 22	-	Statistics Canada COVID-19 Vaccination Union Update videoconference meeting
October 22	-	Parks Canada UNE-UCTE Labour Relations Informal videoconference meeting
October 25-29	-	USJE Virtual Triennial Convention
October 26	-	UNE Labour Relations Officers videoconference meeting
October 26	-	PSAC-National Board of Directors National Joint Council - Isolated Posts & Government Housing Standing Committee videoconference meeting
October 27	-	Employment, Skills Development Canada PA Conversion Discussion with Unions - Biweekly videoconference meeting
October 28	-	Parks Canada Discussion about UNE Agenda Items for National Labour Management Consultation Committee videoconference meeting

October 28	-	Office of the Auditor General Union Management Consultation Committee videoconference meeting
October 29-31	-	YEU Virtual Triennial Convention
October 29	-	Statistics Canada COVID-19 Vaccination Union Update videoconference meeting
<b>November 2021:</b>		
November 2	-	UNE Labour Relations Officers videoconference meeting
November 2	-	PSAC National Board of Directors videoconference meeting
November 2	-	Crown-Indigenous & Northern Affairs Canada National Union Management Consultation Committee videoconference meeting
November 4	-	National Joint Council-Foreign Service Directives Committee videoconference meeting
November 4	-	PSAC-National Board of Directors - Honours & Awards Standing Committee videoconference meeting
November 4	-	3rd Bargaining Demands Video Conference for National Capital Commission
November 5	-	Statistics Canada COVID-19 Vaccination Union Update videoconference meeting
November 5	-	Parks Canada Human Resources videoconference meeting
November 8	-	Elections Canada National Union Management Consultation Committee videoconference meeting
November 9	-	UNE Labour Relations Officers videoconference meeting
November 10	-	Parks Canada National Office Union Management Consultation Committee videoconference meeting
November 10	-	Employment, Skills Development Canada PA Conversion Discussion with Unions - Biweekly videoconference meeting



November 12	-	Parks Canada Monthly Covid-19 Update with Bargaining Agents videoconference meeting
November 12	-	Statistics Canada COVID-19 Vaccination Union Update videoconference meeting
November 15-18	-	UNE National Executive videoconference meeting
November 16	-	PSAC National Board of Directors videoconference meeting
November 18	-	PSAC Founders' Day
November 18	-	ESDC Service Union-Management Consultation Committee videoconference meeting
November 20	-	PSAC NCR Separate Employer Function

Respectfully submitted in solidarity,



Kevin A. King  
National President  
Union of National Employees, PSAC

## **REPORT OF THE NATIONAL EXECUTIVE VICE-PRESIDENT September 20 to November 20, 2021**

Friends of our Union Family,

I am happy to report that as of October 4, 2021, I have been full-time in the role as the National Executive Vice-President for the Union of National Employees. I am writing this report just 2 days short of a full month in the role. It has been a busy month and I find the work engaging and exciting. Immediately after convention, Kevin and I met to distribute the employer groups amongst ourselves. I currently have thirty-four (34) employer groups as follows:

- Amethyst Women's Addiction Centre / Centre Amethyst pour femmes toxicomanes (Ontario Labour Relations Act)
- Canada Agriculture & Food Museum (CSTMC) / Musée de l'agriculture et de l'alimentation du Canada (SMSTC)
- Canada Aviation & Space Museum (CSTMC / Musée de l'aviation et de l'espace du Canada (SMSTC)
- Canada Economic Development for Quebec Regions / Agence de développement économique du Canada pour les régions du Québec
- Canada Education Savings Program - ESDC / Programme canadien pour l'épargne-études – EDSC
- Canada Science and Technology Museum (includes the Canada Agriculture museum and the Canada Aviation and Space Museum) / Musée des sciences et de la technologie du Canada (comprend le Musée de l'aviation et de l'espace du Canada et le Musée de l'agriculture du Canada (Public Service Labour Relations Act)
- Canada Student Loans & Grants (ESDC) / Subventions et prêts canadiens d'études (EDSC)
- Canadian Heritage (PCH) / Patrimoine canadien
- Canadian Intellectual Property Office (CIPO) part of ISED / Office de la propriété intellectuelle du Canada (OPIC) partie de ISDE
- Canadian Museum for Human Rights / Musée canadien pour les droits de la personne (Canada Labour Code)
- Canadian Museum of History (includes the Canadian War Museum) / Musée canadien de l'histoire (comprend le Musée canadien de la guerre) (Canada Labour Code)
- Canadian Museum of Nature / Musée canadien de la nature (Canada Labour Code)
- Canadian War Museum / Musée canadien de la guerre

- Communications Research Centre Canada – Shirley’s Bay (ISED) / Centre de recherches sur les communications Canada – Shirley’s Bay (ISDE)
- Competition Bureau Canada (ISED) / Bureau de la concurrence du Canada (ISDE)
- Department for Women & Gender Equility (formerly Status of Women Canada (WAGE) / Ministères des Femmes et de l'égalité des genres (anciennement Condition féminine Canada)
- Employment and Social Development Canada (formerly Human Resources and Social Development Canada) / Emploi et Développement social Canada
- Federal Economic Development Agency for Northern Ontario (FEDNOR) / Agence fédérale de développement économique pour le nord de l'Ontario
- Federal Economic Development Agency for Southern Ontario (FEDDEV) / Agence fédérale de développement économique pour le sud de l'Ontario
- Finance Canada / Finances Canada
- Infrastructure Canada / Infrastructure Canada
- Innovation, Science and Economic Development Canada (ISED) (formerly Industry Canada) / Innovation, Sciences et Développement économique Canada (ISDE)
- Labour Program (ESDC) / Programme du travail (EDSC)
- Learning Branch (ESDC) / Direction générale de l'apprentissage (EDSC)
- Library and Archives Canada / Bibliothèque et Archives Canada
- Measurement Canada (ISED) / Mesures Canada (ISDE)
- National Battlefields Commission (NBC) / Commission des champs de batailles (CCB) (Public Service Labour Relations Act)
- Office of the Commissioner of Lobbying of Canada (OCLC) / Commissariat au lobbying du Canada (Public Service Labour Relations Act)
- Office of the Commissioner of Official Languages (OCOL) / Commissariat aux langues officielles
- Office of the Superintendent of Bankruptcy (ISED) / Le Bureau du surintendant des faillites (ISDE)
- SEED Change (Formerly Unitarian Services) / SÈME l'avenir (Ontario Labour Relations Act)

- Translation Bureau (Public Services and Procurement Canada) / Bureau de la traduction (Services publics et Approvisionnement Canada)
- Treasury Board of Canada Secretariat / Secrétariat du Conseil du trésor

In addition to the above, Kevin and I are both collaborating on the Parks Canada file. I have already attended or co-chaired numerous Labour Management Consultation Committee meetings. Many of these meetings have been preambled by a meet and greet with the senior management representative from that employer. I have been coordinating with Members and Labour Relations Officers in preparation and follow-up of these meetings. If you have a Labour Management Consultation Committee meeting that is part of my portfolio, I encourage you to reach out to me so that we may prepare for upcoming meetings if I have not already done so.

In early October, I attended my first PSAC National Board of Directors meeting as an observer. From these meeting I was able to pull information that would be useful for our elected officers in answering members questions about the Government of Canada's Mandatory Vaccination Policy. I collaborated with Kevin and Franco to host two (2) zoom meetings to pass information along to our National, Regional, and Local elected officers. During the second meeting which included Local Officers, we had greater than 220 participants on the call.

Kevin and I have been actively working on the Standing Committee appointment list. To help support our standing committees I have organized a 1.5-hour governance session focused on best practices for standing committees to empower our National and Regional Officers who will serve on those committees.

In preparation for our November 15-18, 2021, National Executive Meetings, I am very pleased to announce that Dr. Richard Leblanc a subject matter expert in the field of Governance will be providing Governance Session to our National and Regional Officers in attendance at this meeting. There will be three (3) governance sessions as follows:

1. 11:30 a.m.-1:00 p.m. General Governance for elected officers
2. 1:30 p.m.-3:00 p.m. Best practices for standing committees
3. 3:30 p.m.-5:00 p.m. Best practices for in-camera meetings of a board

In a past life on another non-for-profit board I had the privilege of expanding my understanding of good governance from Dr. Leblanc. I am very excited to be sharing Dr. Leblanc's expertise with our Union at our upcoming National Executive Meeting.

Along with all the above and below activities, I have also been responding to Local Officers, Regional Officers, National Officers, and Members alike. Together with a Regional Vice-President, Labour Relations Officer, and myself, we have a strategy to establish a new local where there has not been local representation in the past. I am also actively working on confirming my language training. If you ever want to collaborate on matters, please feel free to contact me or schedule a meeting with me.

Below is a summary of key meetings and events that I participated in during the period of September 20 to November 20, 2021:

<b>September 2021:</b>		
September 20	-	National President's & National Executive Vice-President's 1 <sup>st</sup> videoconference meeting
September 21	-	UNE National Labour Relations Officers videoconference meeting
September 21	-	Videoconference meeting with member of Parks Canada
September 22	-	Virtual meet & greet with Deputy Minister of Canadian Heritage
September 22	-	Canadian Heritage National Labour Management Consultation Committee videoconference meeting
September 23	-	UNE National Officers Employer Assignment List videoconference meeting
September 27	-	Virtual meet & greet with Director General of Measurement Canada
September 27	-	Telephone call with PSAC Regional Executive Vice-President NCR
September 27	-	Employment, Skills Development Canada Labour Management Consultation Committee videoconference meeting

September 27	-	Preparatory Performance Improvement virtual meeting with member of Local 30116
September 28	-	UNE National Labour Relations Officers videoconference meeting
September 28	-	Videoconference meeting with National President
September 28	-	Parks Canada Assets bi-weekly videoconference meeting
September 28	-	Employment, Skills Development Canada Service Union-Management Consultation Committee videoconference meeting
September 28	-	Local 30116 Performance Review videoconference meeting with member
September 28	-	WCB meeting with member
September 29	-	Videoconference meeting with National Executive Vice-President & Executive Assistant
September 29	-	1st Bargaining Demands Video Conference for National Capital Commission
<b><u>October 2021:</u></b>		
October 5	-	Pre- Measurement Canada Union Management preparatory videoconference meeting
October 5	-	UNE National Labour Relations Officers videoconference meeting
October 5	-	Measurement Canada Union Management Monthly videoconference meeting
October 5	-	Path to Resolution videoconference meeting
October 5	-	UNE National Executive videoconference meeting
October 6	-	UNE National Executive Discipline Committee update videoconference meeting

October 7	-	Pre- Employment, Skills Development Canada Labour Program Monthly Union-Management informal videoconference meeting with UNE National Labour Relations Officer
October 7	-	Meet & Greet with Employment, Skills Development Canada Labour Program Assistant Deputy Minister
October 7	-	Employment, Skills Development Canada Labour Program Monthly Union-Management informal videoconference meeting
October 7	-	Employment, Skills Development Canada COVID-19 Vaccination Policy videoconference meeting
October 7	-	Videoconference meeting with a member of Parks Canada Staffing Centre of Expertise in the Human Resources Directorate
October 7	-	Union videoconference meeting with UNE Member
October 8	-	Monthly Parks Canada Covid-19 update with Bargaining Agents videoconference meeting
October 12	-	UNE National Labour Relations Officers videoconference meeting
October 12	-	UNE Senior Management meeting regarding mandatory vaccines
October 13	-	Virtual Meet & Greet with Infrastructure Canada Senior Labour Relations Advisor
October 13	-	Employment, Skills Development Canada Labour Program Union-Management Consultation Committee videoconference meeting
October 14	-	Employment, Skills Development Canada COVID-19 Vaccination Policy videoconference meeting
October 15	-	Canadian Heritage Informal Discussion virtual meeting

October 18	-	Innovation, Science & Economical Development National Labour Management Consultation Committee videoconference meeting
October 19-22	-	PSAC National Board of Directors videoconference meeting
October 19	-	UNE National Labour Relations Officers videoconference meeting
October 22	-	Parks Canada UNE-UCTE Labour Relations Informal videoconference meeting
October 26	-	UNE National Labour Relations Officers videoconference meeting
October 27	-	Parks Canada Discussion about the PG-04 staffing complaint
October 28	-	Women & Gender Equality COVID-19 - Labour-Management Consultation Committee videoconference meeting
<b><u>November 2021:</u></b>		
November 2	-	UNE National Labour Relations Officers videoconference meeting
November 2	-	Measurement Canada Union-Management Monthly call
November 4	-	Virtual Meet & Greet with Manager, Labour Relations of Finance Canada
November 9	-	UNE National Labour Relations Officers videoconference meeting
November 10	-	Infrastructure Canada Labour Management Consultation Committee videoconference meeting
November 15-18	-	UNE Virtual National Executive meeting
November 18	-	Parks Canada National Occupational Health & Safety Special COVID-19 videoconference meeting
November 18	-	PSAC Founders' Day



Thank you, in solidarity,

A handwritten signature in blue ink, appearing to read 'Jaison Van Tine', with a long horizontal flourish extending to the right.

Jaison Van Tine  
National Executive Vice-President  
Union of National Employees, PSAC

**REPORT FROM THE NATIONAL VICE-PRESIDENT FOR HUMAN  
RIGHTS  
From September 20 to November 20, 2021**

Hello friends from the union family, I hereby respectfully submit to you my activity report for the period from September 20 to November 20, 2021.

Here is my report as National Vice-President for Human Rights for UNE-PSAC.

**UNE Convention:**

I want to thank from the bottom of my heart the members of UNE for the trust that you have shown me in re-electing me as National Vice-President for Human Rights for a second and final mandate. I would like to point out, however, that the virtual voting process is not exactly easy politically speaking, specifically I am talking about in-person interactions. On the same topic, I also want to talk about things that bothered me during the convention, specifically Election Day and some comments that I heard during the speeches of the candidates. I don't want to belabor this point, but I think that now is the time to come together, to speak to each other, to try and understand each other and rally together with one unifying goal: to provide our members with the quality service that they deserve in these difficult times and have them trust our union.

**COVID-19 Pandemic:**

PSAC took a stance regarding vaccination and our members must follow the guidelines of the Treasury Board to safeguard everyone's health and safety. We nevertheless have heard grumbings among some members, which doesn't make things easy for us as leaders of our union as well as our labour relations officers. The presentation of this topic provided a great deal of information and has prompted many discussions in many of our workplaces across Canada. Our great union family must remain strong, united and take the time to do things right while respecting ourselves and demonstrating leadership to all our members.

As the vaccine has arrived, there is a great deal of hope on the horizon, we only have to focus on the positive and allow our members to get the help they need in real time.

### **Mental Health:**

The more days go by, the greater the number of mental health problems there are among our members; insecurity, the unknown regarding variants of the Covid-19 virus which keep appearing, going back to work in government buildings, the fear of getting the virus and contaminating the people we love, etc. All these factors have had an impact on our mental health since the start of the pandemic. It's important to pay special attention to one another so as to try to discern any changes in the behaviour of our brothers, sisters and friends in the union family, as well as our own families and communities. This brings me to touch on a subject that is currently upsetting me as a father—I am talking specifically of femicide in Quebec. On October 25, there was the 17th occurrence and this affects me deeply. Let's please be vigilant and try to detect and make those who are feeling distressed understand the need to consult with specialists while also helping women in need.

### **Racism:**

As I mentioned in my last report, UNE's Human Rights Committee will have a lot of work on its plate, as we say in Quebec, with racism in all its forms being unacceptable in our society, and education being the best tool to fight against this scourge. For our agenda, we will have to establish concrete strategies to uncover positive solutions. Following a meeting of UNE's Human Rights Committee, our National Equity Representative for Racially Visible People, Hayley Millington, will be in charge of creating a subcommittee that will work on cases of discrimination, harassment and racism in all their forms in our component.

## **Truth and Reconciliation:**

Given that education is the best tool to publicize the report of the Truth and Reconciliation Commission of Canada, and because I wanted to commemorate this historic National Day observed on September 30, I published on my Facebook page the 94 calls to action during the entire month of October, at a rate of some 3 to 4 calls to action every day in both official languages. Many people thanked me for this, as it allowed them to read and understand them. It's through small gestures that we will be able to advance this initiative that is so important for Indigenous communities and the entire Canadian population.

## **Indigenous Residential Schools:**

At the time of writing these lines, approximately 7,500 bodies of Indigenous children have been discovered by conducting searches among some of the 139 residential schools for Indigenous children in Canada, which is absolutely tragic. The Indigenous residential schools were a type of public boarding schools for Indigenous peoples in Canada. The goal of these institutions was to educate, convert and assimilate Indigenous youth. According to my research, 150,000 Métis, Inuit and First Nations children were forced to attend Indian residential schools (as they were called at the time). UNE's Human Rights Committee must address this topic by creating a subcommittee as soon as possible.

## **PSAC's Human Rights (Equity) Committee:**

PSAC's National Equity Conferences will take place from November 23 to 28, 2021, with approximately 50 members from UNE in attendance. It's the ideal time to show PSAC that we are still the leaders regarding Human Rights, so I am expecting an active participation from our members during the debates and discussions.

### **UNE'S National Human Rights Conference:**

Times flies, and UNE's National Human Rights Conference is slated to take place in November 2022, unless otherwise stated by UNE's employees. As soon as we can hold our first committee meeting, this item will be on the agenda.

### **National Executive by Teleconference:**

I have taken part in all the virtual meetings of UNE's National Executive. It's a pleasure to be able to continue meeting with each other by using the available technology but it's never easy because of interpretation, as I cannot hear the voices of the people that I miss, even though I am quite happy to hear the voices of Claude Barrot's team of interpreters from (CIC) Conference Interpreters of Canada.

### **Parks Canada Bargaining:**

The first virtual meeting of the bargaining team will take place from November 29 to December 1, 2021.

### **Creating PSAC's Francophone Committee:**

I have followed up with Chris Aylward once again and I am waiting for a date to eventually meet with PSAC.

Please find a list of my activities below:

<b>September 2021:</b>		
September 29	-	(T) Alex Silas from PSAC-NCR
<b>October 2021:</b>		
October 4	-	(T) Luc Paquette, UNE Labour Relations Officer
October 5	-	UNE National Executive
October 13	-	(T) Yvon Barrière, REVP of Quebec
October 19	-	Information session, UNE's vaccination policy
October 28	-	Local 10269 Zoom Meeting
<b>November 2021:</b>		
November 15 to 18	-	UNE National Executive

Please note that I manage a great deal of confidential communications (phone calls, emails, texts, etc.) that are not recorded.

Yours in union,



Daniel Toutant  
National Vice-President for Human Rights  
The Union of National Employees, PSAC

**REPORT OF THE NATIONAL VICE-PRESIDENT OF OCCUPATIONAL  
HEALTH & SAFETY  
September 20 to November 20, 2021**

Friends of our Union Family,

As this is my first report, I would also like to include some thoughts. I'm hoping that we can all work together to improve communication between the National Occupational Safety & Health and the local Occupational Health & Safety committees. We must educate and make sure that our local Committee members are being trained and educated to deal with the day-to-day issues that are arising at the local levels. Hopefully we can help each other connect the dots and make all our work places a safe and healthy environment. Mentally as well as physically. Stay safe!

Below is a summary of key meetings and events that I participated in during the period of September 20 to November 20, 2021:

<b>September 2021:</b>		
September 20	-	Parks Canada Occupational Health & Safety Update Videoconference meeting
September 23	-	Parks Canada Diversity and Inclusion Videoconference meeting
September 28t	-	Parks Canada Occupational Health & Safety Bi-Monthly Videoconference meeting
<b>October 2021:</b>		
October 5	-	National Executive Meeting
October 19	-	Parks Canada Covid Update
October 19	-	Parks Canada OHS Training
October 19	-	National Executive Meeting
October 22	-	Parks Canada
October 26	-	PSAC Future of Work
October 26	-	UNE Meeting
October 26	-	Parks Update Round Table 80018
October 29	-	Diversity and Inclusion
<b>November 2021:</b>		
November 9	-	OHS meeting Local 80018

November 10	-	Diversity and Inclusion
November 12	-	Parks Canada Covid Update
November 18	-	NOHS Meeting

Thank you, in solidarity,



Ellen Cross  
National Vice-President of Occupational Health & Safety  
Union of National Employees, PSAC