

**NATIONAL EXECUTIVE MEETING MINUTES**  
**Held November 23-24, 2023**  
**In the Aspen AB Boardroom in Manoir Saint-Sauveur, QC**

**PRESENT WERE**

Alisha Campbell, National President  
Hayley Millington, National Executive Vice-President  
Michael Freeman, National Vice-President for Human Rights  
Geoff Ryan, National Vice-President for Occupational Health & Safety  
Drew Davidson, Regional Vice-President Alberta/N.W.T./Nunavut  
Megraj Khadka, Assistant Regional Vice-President, Alberta, NWT/Nunavut  
Gail Budgell, Regional Vice-President, Atlantic  
Angela Decker, Assistant Regional Vice-President, Atlantic  
Elyse Jones, Assistant Regional Vice-President, Atlantic  
Odeisa Stewart, Assistant Regional Vice-President, Atlantic  
Mary Lynn Elms, Human Rights Representative, Atlantic  
Phyllis Allen, Regional Vice-President, Ontario  
Stephanie Hewis, Assistant Vice-President, Ontario  
Philippe Gauthier, Assistant Regional Vice-President, Ontario  
Katie Demeester, Assistant Regional Vice-President, Ontario  
Sam Padayachee, Human Rights Representative, Ontario  
Yann Boudreau, Regional Regional Vice-President, Quebec  
Carole Maillet, Assistant Vice-President, Quebec  
Éric Drouin, Assistant Regional Vice-President, Quebec  
Anne-Marie Cauvier, Human Rights Representative, Quebec  
André Miller, Regional Vice-President, NCR (SE)  
Jean Michel Lavergne, Assistant Regional Vice-President, NCR (SE)  
Julien Levesque, Assistant Regional Vice-President, NCR (SE)  
Éric Poitras, Regional Vice-President, Gatineau (TB)  
Cindy D'Alessio, Assistant Vice-President, Gatineau (TB)  
Chris Little-Gagné, Human Rights Representative, Gatineau (TB)  
June Dale, Regional Vice-President, Ottawa (TB)  
Beverly Brown, Assistant Regional Vice-President, Ottawa (TB)  
Olivia Ellis, Assistant Regional Vice-President, Ottawa (TB)  
Lisa Gregory, Human Rights Representative, Ottawa (TB)  
Cheryl Dubree, Regional Vice-President, Manitoba  
Ian Martens, Assistant Vice-President, Manitoba  
Monique Ireland, Assistant Vice-President, Manitoba  
Frances Bitney, Human Rights Representative, Manitoba  
Gloria Pfeifer, Regional Vice-President, Saskatchewan  
Joyce Romanchuk, Assistant Regional Vice-President, Saskatchewan  
Sandra Ahenakew, Assistant Regional Vice-President, Saskatchewan  
Pervaiz Iqbal, Human Rights Representative, Saskatchewan  
Marion McLarty, Regional Vice-President, BC and Yukon  
Celine Ahodekon, Assistant Vice-President, BC and Yukon  
Alex Semple, Assistant Vice-President, BC and Yukon

Ruby Langan, Human Rights Representative, BC and Yukon  
 Shawn Walker, Regional Vice-President, Outside Canada  
 Archie Campbell, Assistant Regional Vice-President, Outside Canada  
 Katheryn Cyr, Assistant Regional Vice-President, Outside Canada  
 Noha Haydari, Human Rights Representative, Outside Canada  
 Prabir Roy, National Equity Representative for Persons with Disabilities  
 Mireille Jailliet, National Equity Representative for Women  
 Danielle Palmer, National Equity Representative for 2SLGTQ+  
 Lenora Maracle, National Equity Representative for Aboriginal peoples  
 Yun-Csang Ghimm, National Equity Representative for Racially Visible People  
 Franco Picciano, Director Member Services  
 Craig Holden, Director Administration and Finance  
 Christine Sanders, Accounting Officer  
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

## **REGRETS**

Keith Lemoine, National Assistant Vice-President for Human Rights  
 Julia Hu, Human Rights Representative, Alberta/NWT & Nunavut  
 Gilles Lavigne, Assistant Vice-President, NCR (SE)  
 Carl Laguerre, Human Rights Representative, NCR (SE)

### **1. CALL TO ORDER**

The National President, Alisha Campbell called the meeting to order at 9:00 a.m.

Alisha Campbell introduced André Miller for Land acknowledgement.

André Miller read 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 of contribute to the healing and decolonizing journey we all share together. Miigwetch...

**2. PRESIDENT'S REMARKS**

Alisha Campbell welcomed everyone to the first face to face National Executive meeting since our National Triennial Convention in August. She provided highlights of her activities since our convention in August. This meeting has been combined with the Executive Officers' orientation training session required to assist in achieving individual and collective goals.

**3. OATH OF OFFICE**

Alisha Campbell administered the oath of office to the following:

Archie Campbell, Assistant Regional Vice-President, Outside Canada  
 Celine Ahodekon, Assistant Vice-President, BC and Yukon  
 Alex Semple, Assistant Vice-President, BC and Yukon  
 Olivia Ellis, Assistant Regional Vice-President, Ottawa (TB)

Alisha Campbell relinquished the Chair to Hayley Millington.

Hayley Millington assumed the Chair.

**REPORT OF THE NATIONAL EXECUTIVE**

**A) National President (Appendix "A")**

M/S Alisha Campbell and June Dale

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

**\*Recorded Vote 1: CARRIED**

Hayley Millington relinquished the Chair to Alisha Campbell.

Alisha Campbell assumed the Chair.

**B) National Executive Vice-President (Appendix “B”)**

M/S Hayley Millington and June Dale

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

**\*Recorded vote 2: CARRIED**

**C) National Vice-President for Human Rights (Appendix “C”)**

M/S/C Michael Freeman and Shawn Walker

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

**\*Recorded Vote 3: CARRIED**

**D) National Vice-President for Occupational Health and Safety**

M/S/C Geoff Ryan and Éric Poitras

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

**E) Regional Vice-Presidents Reports**

- i) Inactive Locals and Locals not in conformance  
Alisha Campbell reminded Executive Officers that a written inactive locals report was required at each meeting.

**Gatineau Treasury Board (TB) Region**

M/S/C Éric Poitras and André Miller

**THAT** the verbal inactive locals report of the Gatineau TB region be adopted.

NCR Separate Employer (SE) Region

M/S/C André Miller and Yann Boudreau

**THAT** the verbal inactive locals report of the NCR (SE) region be adopted.

Ottawa Treasury Board (TB) Region

M/S/C June Dale and Gail Budgell

**THAT** the verbal inactive locals report of the Ottawa TB region be adopted.

Atlantic Region

M/S/C Gail Budgell and Cheryl Dubree

**THAT** the verbal inactive locals report of the Atlantic region be adopted.

Sister Joyce Romanchuk assumed the seat for the Saskatchewan Region.

Alberta, NWT and Nunavut Region

M/S/C Drew Davidson and Joyce Romanchuk

**THAT** the verbal inactive locals report of the Alberta, NWT and Nunavut region be adopted.

Shawn Walker served notice of motion.

Ontario Region

M/S/C Phyllis Allen and June Dale

**THAT** the verbal inactive locals report of the Ontario region be adopted.

Quebec Region

M/S/C Yann Boudreau and André Miller

**THAT** the verbal inactive locals report of the Québec region be adopted.

**8. MINUTES OF PREVIOUS MEETING**

**A) National Executive Meeting – January 25-27, 2022**

M/S/C June Dale and Yann Boudreau

**THAT** the adoption of the minutes be postponed until further discussion be held in-camera.

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**RECESS**  
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**Notice of Motion**

M/S/C Shawn Walker and Geoff Ryan

**THAT** the notice of motion be dealt with at the January NE Meeting.

M/S Geoff Ryan and Shawn Walker

**THAT** we deal with the Suspension of UNE Bylaw 2, Section 17b and UNE Policy RF1, Section 2a.

**\*Recorded Vote 4: CARRIED**

**B) National Executive Meeting – May 3-5, 2022**

M/S Shawn Walker and Yann Boudreau

**THAT** the minutes of the National Executive held May 3-5, 2022 be adopted as presented.

**\*Recorded Vote 5: CARRIED**

## 9. ONGOING BUSINESS

### A) Bargaining

Marion McLarty provided an update with respect to ongoing bargaining at the Canada Mortgage and Housing Corporation (CMHC) Granville Island, Local 20378.

A discussion was held with respect to the selection of the bargaining team during bargaining conferences and the need to improve the procedure.

### B) Statistical Survey Operations

It was noted that UNE has been gathering information since the decision to integrate SSO members into the core public administration. Virtual townhall meetings are taking place to determine what is working well and what needs to be improved in the coming months. All Executive members are monitoring the impact on members to determine actions as we know more of the ramifications.

### C) Passport

It was advised that there were strategies on how to identify UNE Passport members and return them home to the component. The Passport calls first initiated by RVP Shawn Walker will continue as the UNE is now offering support for the call to be a National Passport call. Given upcoming PSAC convention it is very unlikely there will be any movement to address the allocation of members of passport back to UNE from CEIU. We discussed strategies to apply pressure to bring members home.

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#### **In-CAMERA SESSION**

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#### **END OF IN-CAMERA SESSION**

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## 8. MINUTES OF PREVIOUS MEETING

### A) National Executive Meeting – January 25-27, 2022

M/S Geoff Ryan and Gail Budgell

**THAT** the minutes of the National Executive Meeting held January 25-27 be adopted.

**\*Recorded Vote 6: CARRIED**

M/S/C June Dale and Geoff Ryan

**THAT** the following Resolution tabled at the 2021 National Triennial Convention be referred to the National Executive Education Committee with the following instruction:

To report back with a proposed resolution to be forwarded to the 2026 National Component Triennial Convention.

**Resolution GEN 35**

**Move Education from PSAC to UNE**

**The Union of National Employees will** endeavour to provide education for UNE membership, and take over certain educational responsibilities from PSAC by making a request to the Alliance Executive Committee, prior to the 2021 calendar year, with UNE:

- Taking over education from PSAC in the 2024 calendar year, with the approval of the AEC, in accordance with Section 7, Subsection 4 of the PSAC Constitution
- That the next Convention budget of 2024-2026 factor financial resources for in house education and support of a UNE education program

**The Union of National Employees will** also task the Education Committee, in the next Convention Cycle, to determine a range of educational activities, for nationally, regionally and locally, with modules intended for:

- Membership representation
- Understanding Diversity and Inclusion
- Political Navigation within UNE and PSAC

**The Union of National Employees will** also consider education of its elected officers, with UNE specific modules, as a component priority, at the 2023 UNE Triennial Convention and that such a resolution become a resolution of record.

**Suspension of UNE Bylaw 2, Section 17b, and UNE Policy RF 1, Section**



**2a**

M/S Geoff Ryan and Shawn Walker

**THAT** the suspended UNE Bylaw 2, Section 17b, and UNE Policy RF1, Section 2a and any related governance documents pertaining to the relocation of the National Executive Vice-President be reinstated.

**\*Recorded Vote 6: CARRIED**

**9. ONGOING BUSINESS (Cont'd)**

**D) The Twentieth National Triennial Convention of the Public Service Alliance of Canada**

It was noted that the next PSAC Triennial Convention will be held at the Shaw Centre in Ottawa - beginning Sunday, May 26th at 2:30 p.m. and concluding Friday, May 31, 2024, 2024 at 12:00 p.m.

**E) 2023 Triennial Convention Resolutions**

It was noted that all PSAC Resolutions adopted at the UNE Convention were all forwarded to the PSAC.

**F) 2024 National Executive Dates**

M/S André Miller and Angela Decker

**THAT** a National Executive Meeting be held prior to the PSAC National Triennial Convention from May 22-25, 2024, in Ottawa.

**\*Recorded Vote 7: LOST**

M/S Geoff Ryan and June Dale

**THAT** a National Executive Meeting be held prior to the PSAC National Triennial Convention from May 21-24, 2024, in Ottawa.

**\*Recorded Vote 8: CARRIED**

**8. NEW BUSINESS**

**A) Regional Seminars Update**

Regional Vice-Presidents provided updates with respect to their tentative

regional seminar's dates.

B) **2023 NE Holiday Season Donation**

Alisha Campbell announced that in lieu of sending cards during the Holiday Season, the Union of National Employees will be making a donation to an organisation that will be identified by the Ontario Regional Team this year.

**Donation**

M/S Éric Poitras and André Miller

**THAT** the UNE make a donation of \$500 to “le syndicat des enseignantes et enseignants des Laurentides” currently on strike.

**\*Recorded Vote 9: CARRIED**

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**NATIONAL EXECUTIVE IN-CAMERA SESSION**  
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