

NATIONAL EXECUTIVE MEETING MINUTES
Held January 23-25, 2024
In Room 215 at the Shaw Centre

PRESENT WERE

Alisha Campbell, National President
 Hayley Millington, National Executive Vice-President
 Michael Freeman, National Vice-President for Human Rights
 Keith Lemoine, National Assistant Vice-President for Human Rights
 Geoff Ryan, National Vice-President for Occupational Health & Safety
 Megraj Khadka, Regional Vice-President Alberta/N.W.T./Nunavut
 Gail Budgell, Regional Vice-President, Atlantic
 Angela Decker, Assistant Regional Vice-President, Atlantic
 Phyllis Allen, Regional Vice-President, Ontario
 Yann Boudreau, Regional Vice-President, Quebec
 Jean Michel Lavergne, Assistant Regional Vice-President, NCR (SE)
 Éric Poitras, Regional Vice-President, Gatineau (TB)
 June Dale, Regional Vice-President, Ottawa (TB)
 Ian Martens, Assistant Vice-President, Manitoba
 Gloria Pfeifer, Regional Vice-President, Saskatchewan
 Pervaiz Iqbal, Human Rights Representative, Saskatchewan
 Marion McLarty, Regional Vice-President, BC and Yukon
 Shawn Walker, Regional Vice-President, Outside Canada
 Archie Campbell, Assistant Regional Vice-President, Outside Canada
 Prabir Roy, National Equity Representative for Persons with Disabilities
 Boney Moyalan Thomas, Observer Local 30070
 Cassandra Wilson, Observer Local 70027
 Franco Picciano, Director Member Services
 Craig Holden, Director Administration and Finance
 Fabienne Duffet, Director Human Resources
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS

André Miller, Regional Vice-President, NCR (SE)
 Cheryl Dubree, Regional Vice-President, Manitoba

1. CALL TO ORDER

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

Alisha Campbell introduced Hayley Millington for Land acknowledgement.

Hayley Millington 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...

3. PRESIDENT'S REMARKS

Alisha Campbell welcomed everyone to the National Executive meeting. She provided highlights of her activities since our last meeting in November.

4. MOMENT OF SILENCE

Alisha Campbell asked everyone to observe a moment of silence in memory of the following members who have recently passed away and for all members who have suffered losses:

Gerald Henry Martens, father of Ian Martens – ARVP Manitoba
 Corey Bennett, son of Bill Bennett - former ARVP Atlantic – NL
 Jennifer Ulicky, Local 70151
 Matthew Johnson, Local 90005
 Jeffrey Charter, Local 70125
 Terry Lynn Brandt, Local 00128

5. OATH OF OFFICE

Alisha Campbell administered the oath of office to Meghraj Khadka as the new Regional Vice-President for Alberta, NWT and Nunavut.

6. HOURS OF SITTING

M/S/C June Dale and Shawn Walker

THAT the hours of sitting be adopted as presented.

7. ADOPTION OF THE AGENDA

M/S Gail Budgell and Éric Poitras

THAT the agenda be adopted with the following addition:

L) Removal from Trusteeship – Local 70125

***Recorded Vote 1: CARRIED**

Alisha Campbell relinquished the Chair to Hayley Millington.

Hayley Millington assumed the Chair.

IN-CAMERA SESSION

TUESDAY, JANUARY 23, 2024 - AFTERNOON SESSION
Reconvened at 1: 30 p.m.

IN-CAMERA SESSION

END OF IN-CAMERA SESSION

REPORT OF THE NATIONAL EXECUTIVE

A) National President (Appendix “B”)

M/S Alisha Campbell and Shawn Walker

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

***Recorded Vote 2: CARRIED**

Hayley Millington relinquished the Chair to Alisha Campbell.

Alisha Campbell assumed the Chair.

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

M/S Hayley Millington and Éric Poitras

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/C Michael Freeman and Geoff Ryan

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/C Geoff Ryan and June Dale

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

***Recorded Vote 5: CARRIED**

D) Regional Vice-Presidents Reports (Appendix “F”)

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

Ontario
M/S/C

Phyllis Allen and Gail Budgell

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

Alberta
M/S/C

Meghraj Khadka and Geoff Ryan

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

Atlantic
M/S/C

Gail Budgell and Gloria Pfeifer

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

RECESS

WEDNESDAY, JANUARY 24, 2024 - MORNING SESSION
Reconvened at 9: 00 a.m.

PRESENT WERE

- Alisha Campbell, National President
- Hayley Millington, National Executive Vice-President
- Michael Freeman, National Vice-President for Human Rights
- Keith Lemoine, National Assistant Vice-President for Human Rights
- Geoff Ryan, National Vice-President for Occupational Health & Safety
- Megraj Khadka, Regional Vice-President Alberta/N.W.T./Nunavut
- Gail Budgell, Regional Vice-President, Atlantic
- Angela Decker, Assistant Regional Vice-President, Atlantic
- Phyllis Allen, Regional Vice-President, Ontario

Yann Boudreau, Regional Vice-President, Quebec
 Jean Michel Lavergne, Assistant Regional Vice-President, NCR (SE)
 Éric Poitras, Regional Vice-President, Gatineau (TB)
 June Dale, Regional Vice-President, Ottawa (TB)
 Ian Martens, Assistant Vice-President, Manitoba
 Gloria Pfeifer, Regional Vice-President, Saskatchewan
 Pervaiz Iqbal, Human Rights Representative, Saskatchewan
 Marion McLarty, Regional Vice-President, BC and Yukon
 Shawn Walker, Regional Vice-President, Outside Canada
 Archie Campbell, Assistant Regional Vice-President, Outside Canada
 Prabir Roy, National Equity Representative for Persons with Disabilities
 Boney Moyalan Thomas, Observer Local 30070
 Flavie Martin, Observer Local 70027
 Franco Picciano, Director Member Services
 Craig Holden, Director Administration and Finance
 Fabienne Duffet, Director Human Resources
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS

André Miller, Regional Vice-President, NCR (SE)
 Cheryl Dubree, Regional Vice-President, Manitoba

13. NEW BUSINESS

Pervaiz Iqbal assumed the seat for Saskatchewan.

B) Conversion from SSO to PA Group

It was reminded that UNE has been gathering information since the decision on conversion to full-time indeterminate status into the core public administration. Executive Officers are monitoring the impact on members to determine actions as we know more of the ramifications.

12. ONGOING BUSINESS

D) Regional Vice-Presidents Reports

i) Inactive Locals and Locals not in conformance

NCR (SE)

M/S Jean Michel Lavergne and Yann Boudreau

THAT the inactive report of the NCR (SE) region be adopted as

presented.

***Recorded Vote 6: CARRIED**

Gatineau (TB)

M/S Éric Poitras and Yann Boudreau

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

***Recorded Vote 7: CARRIED**

11. MINUTES OF PREVIOUS MEETINGS

b) National Executive Meeting – November 8, 2023

M/S June Dale and Gloria Pfeifer

THAT the minutes of the National Executive held November 8, 2023 be adopted as presented.

***Recorded Vote 8: CARRIED**

b) National Executive Meeting – November 25-26, 2023

M/S Geoff Ryan and Gail Budgell

THAT the minutes of the National Executive held November 25-26, 2023 be adopted as amended.

***Recorded Vote 9: CARRIED**

The National Executive wished to thank the Quebec Region for their hospitality during the NE meeting in Quebec. They also wished to thank Shawn Walker for helping manage the hospitality suite.

RECESS

WEDNESDAY, JANUARY 24, 2024 – AFTERNOON SESSION
Reconvened at 1: 30 p.m.

PRESENT WERE

Alisha Campbell, National President
 Hayley Millington, National Executive Vice-President
 Michael Freeman, National Vice-President for Human Rights
 Keith Lemoine, National Assistant Vice-President for Human Rights
 Geoff Ryan, National Vice-President for Occupational Health & Safety
 Megraj Khadka, Regional Vice-President Alberta/N.W.T./Nunavut
 Gail Budgell, Regional Vice-President, Atlantic
 Angela Decker, Assistant Regional Vice-President, Atlantic
 Phyllis Allen, Regional Vice-President, Ontario
 Yann Boudreau, Regional Vice-President, Quebec
 Jean Michel Lavergne, Assistant Regional Vice-President, NCR (SE)
 Éric Poitras, Regional Vice-President, Gatineau (TB)
 June Dale, Regional Vice-President, Ottawa (TB)
 Ian Martens, Assistant Vice-President, Manitoba
 Gloria Pfeifer, Regional Vice-President, Saskatchewan
 Pervaiz Iqbal, Human Rights Representative, Saskatchewan
 Marion McLarty, Regional Vice-President, BC and Yukon
 Shawn Walker, Regional Vice-President, Outside Canada
 Archie Campbell, Assistant Regional Vice-President, Outside Canada
 Prabir Roy, National Equity Representative for Persons with Disabilities
 Boney Moyalan Thomas, Observer Local 30070
 Flavie Martin, Observer Local 70027
 Franco Picciano, Director Member Services
 Craig Holden, Director Administration and Finance
 Fabienne Duffet, Director Human Resources
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS

André Miller, Regional Vice-President, NCR (SE)
 Cheryl Dubree, Regional Vice-President, Manitoba

Gloria Pfeifer assumed the seat for the Saskatchewan Region.

12. ONGOING BUSINESS

D) Regional Vice-Presidents Reports

- i) Inactive Locals and Locals not in conformance

Quebec

M/S Yann Bourdeau and Éric Poitras

THAT the inactive report of the Quebec region be adopted as presented.

***Recorded Vote 10: CARRIED**

Outside Canada

M/S Shawn Walker and Éric Poitras

THAT the inactive report of the Outside Canada region be adopted as presented.

***Recorded Vote 11: CARRIED**

13. NEW BUSINESS

C) Response Time to Members' Enquiries

A discussion was held with regards to response time to members' enquiries. Alisha Campbell reminded everyone of the bylaw's requirement to respond promptly to enquiries:

Bylaw 2 Sec 26

Officers and employees

All officers and employees of the UNE will deal promptly and appropriately with matters submitted to them by the membership or by national officers.

A) Local 70027

It was agreed that the proposed local 70027 bylaw be referred to the Bylaws and Policies committee for review in relation to the standardized local bylaws. It was also agreed that the local bylaw be referred to the finance committee to review the section with respect to remuneration.

RECESS

THURSDAY, JANUARY 25, 2024 – MORNING SESSION
Reconvened at 9: 00 a.m.

PRESENT WERE

Alisha Campbell, National President
 Hayley Millington, National Executive Vice-President
 Michael Freeman, National Vice-President for Human Rights
 Keith Lemoine, National Assistant Vice-President for Human Rights
 Geoff Ryan, National Vice-President for Occupational Health & Safety
 Megraj Khadka, Regional Vice-President Alberta/N.W.T./Nunavut
 Gail Budgett, Regional Vice-President, Atlantic
 Angela Decker, Assistant Regional Vice-President, Atlantic
 Phyllis Allen, Regional Vice-President, Ontario
 Yann Boudreau, Regional Vice-President, Quebec
 Jean Michel Lavergne, Assistant Regional Vice-President, NCR (SE)
 Éric Poitras, Regional Vice-President, Gatineau (TB)
 June Dale, Regional Vice-President, Ottawa (TB)
 Ian Martens, Assistant Vice-President, Manitoba
 Gloria Pfeifer, Regional Vice-President, Saskatchewan
 Pervaiz Iqbal, Human Rights Representative, Saskatchewan
 Marion McLarty, Regional Vice-President, BC and Yukon
 Shawn Walker, Regional Vice-President, Outside Canada
 Archie Campbell, Assistant Regional Vice-President, Outside Canada
 Prabir Roy, National Equity Representative for Persons with Disabilities
 Boney Moyalan Thomas, Observer Local 30070
 Katelyn Gagnon, Observer Local 70027
 Franco Picciano, Director Member Services
 Craig Holden, Director Administration and Finance
 Fabienne Duffet, Director Human Resources
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS

André Miller, Regional Vice-President, NCR (SE)
 Cheryl Dubree, Regional Vice-President, Manitoba

12. ONGOING BUSINESS

A) Bargaining Updates

Ian Martens advised that the Canadian museum for human rights will start negotiations for a new collective agreement soon.

They set the terms and conditions of employment, such as pay and leave, for employees in that bargaining unit.

Michael Freeman advised that the agreement for the federal public service workers under the Treasury Board of Canada - Program and Administrative (PA) Services – is set to expire in June 2025.

It was noted that the collective agreement for Parks Canada members was ratified on August 4, 2023 and signed on September 26, 2023. It is set to expire August 4, 2025.

C) UNE Conferences

Alisha Campbell advised that the call out for Young workers conference will soon be sent out. Members who are 35 years or younger are eligible to participate. If someone in your Local meets the criteria please encourage them to participate.

13. NEW BUSINESS

D) Referrals to Committees

Alisha Campbell advised that items could be referred to a committee as follows:

- by proposing a motion with instruction following a broader discussion; and
- the National President could also refer items to committees with instruction.

E) Update on UNE Administration

Alisha Campbell advised that our Administrators are still supporting us on the operational side to ensure a smooth transition once we came out of trusteeship and move towards exiting the Administration. A motion will be placed on the agenda of the NBoD for the March meeting regarding ending the period of UNE's Trusteeship and Administration.

B) Conversion from SSO to PA Group

F) Local 70405

It was agreed that this item be referred to the Local and Governance Committee with the following instruction:

"That the Union of National Employee approves the creation of Composite Local 70405, consisting of all PSAC members employed by SeedChange and all PSAC members employed by Farmers for Climate Solutions, and that this local subscribes to, and accepts as its governing documents, the Constitution of Public Service Alliance of Canada and the bylaws of the

Union of National Employees."

G) Devolution in Nunavut

A discussion was held with respect to the final devolution agreement, transferring responsibilities for Crown land and natural resources from the federal government to the Nunavut government and the potential impact on UNE members. It was noted that the Nunavut Employees Union and the UNE will work together to insure smooth transition for our members.

H) Changes to the Employment Equity Act

Hayley Millington highlighted some of the long-overdue changes of the Employment Act review as follows:

1. The inclusion of Black and 2SLGBTQ+ communities as employment equity groups;
2. The use of disaggregated data for all equity groups;
3. The replacement of outdated terminology with updated and appropriate language;
4. The creation of an independent Office of Equity Commissioner: This office would curb the current limitations that federal public service workers encounter when filing complaints through the Canadian Human Rights Commission (CHRC);
5. The establishment of Joint Employment Equity Committees with detailed roles and responsibilities;
6. The inclusion of employment equity into collective agreements, including provisions that enable for the negotiation of employment equity that go above and beyond the requirement under the EEA;
7. Elevating the EEA to quasi-constitutional status – which will strengthen the Act and meaning that provisions in the Act will now take ensure it takes precedence over the Public Service Employment Act and the Financial Administration Act.

I) The UNE Office

Alisha Campbell advised that a first in person all UNE staff meeting was held in early January. We also resumed all directors' meetings, and we are delighted to report that things are going well.

RECESS

THURSDAY, JANUARY 25, 2024 – AFTERNOON SESSION
Reconvened at 1: 30 p.m.

PRESENT WERE

Alisha Campbell, National President
 Hayley Millington, National Executive Vice-President
 Michael Freeman, National Vice-President for Human Rights
 Keith Lemoine, National Assistant Vice-President for Human Rights
 Geoff Ryan, National Vice-President for Occupational Health & Safety
 Megraj Khadka, Regional Vice-President Alberta/N.W.T./Nunavut
 Gail Budgell, Regional Vice-President, Atlantic
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 Franco Picciano, Director Member Services
 Craig Holden, Director Administration and Finance
 Fabienne Duffet, Director Human Resources
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REGRETS

André Miller, Regional Vice-President, NCR (SE)
 Cheryl Dubree, Regional Vice-President, Manitoba

L) Local 70125

M/S Shawn Walker and Gail Budgell

THAT Local 70125 exit out of Trusteeship.

***Recorded Vote 12: CARRIED**

M/S Shawn Walker and Eric Poitras

THAT dues rebates be returned to Local 70125.

***Recorded Vote 13: CARRIED**

12. ONGOING BUSINESS

B) 2024 PSAC Triennial Convention – Powering Progress

Alisha Campbell advised of the following dates:

- Delegates Registration is January 26, 2024
- Deadline for registration for observers to the 2024 PSAC National Triennial Convention is March 1st 2024. All PSAC members in good standing are eligible to attend the convention as observers.
- On February 5, 2024, delegates will be able to contact W.E. Travel to make their travel arrangements.
- UNE will hold caucuses every morning as follows:

Sunday, May 26 from 7 a.m. to 10:30 a.m.

Monday, May 27 to Friday, May 31 - from 6: 45 a.m. to 8: 30 a.m.

Shawn Walker recused himself from the following discussion.

N) Structural Review Committee

M/S Hayley Millington and Gail Budgell

THAT we contract a project manager to complete a scope of work for the structural review. This project manager will advise the structural review committee and act as the go between for any contractors brought on to support the Structural Review process.

***Recorded Vote 14: CARRIED**

Shawn Walker rejoined the meeting.

D) NE Meeting Dates

M/S Yann Boudreau and Eric Poitras

THAT we hold 2 days of meetings and one day for the training for a total of 3 days (May 22-24).

***Recorded Vote 15: CARRIED**

- 13. ROUNDTABLE CHECK-OUT**
A roundtable check-out ensued.

There being no further business the meeting adjourned at 3: 20 p.m.