

NATIONAL EXECUTIVE MEETING MINUTES
Held March 19-21, 2024
Riverview Room at Edmonton Convention Centre

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
Cookie Kerrel, Assistant Regional Vice-President Alberta/N.W.T./Nunavut
Gail Budgell, Regional Vice-President, Atlantic
Mary Lynn Elms, Human Rights Representative, Atlantic
Phyllis Allen, Regional Vice-President, Ontario
Stephanie Hewis, Assistant Regional Vice-President, Ontario
Yann Boudreau, Regional Vice-President, Quebec
Éric Drouin, Assistant Regional Vice-President, Quebec
Éric Poitras, Regional Vice-President, Gatineau (TB)
June Dale, Regional Vice-President, Ottawa (TB)
Olivia Ellis, Assistant Regional Vice-President, Ottawa (TB)
André Miller, Regional Vice-President, NCR (SE)
Gilles Lavigne, Assistant Regional Vice-President, NCR (SE)
Cheryl Dubree, Regional Vice-President, Manitoba
Frances Bitney, Human Rights Representative, Manitoba
Gloria Pfeifer, Regional Vice-President, Saskatchewan
Marion McLarty, Regional Vice-President, BC and Yukon
Ruby Langan, Human Rights Representative, BC and Yukon
Shawn Walker, Regional Vice-President, Outside Canada
Danielle Palmer, Equity Representative,
Franco Picciano, Director Member Services
Craig Holden, Director Administration and Finance
Fabienne Duffet, Director Human Resources
Greg McNamara, Communications & Research Officer
Aurelie MacDonald, Communications & Research Officer
Johanne MacAndrew, Executive Assistant to the National President & National Executive Vice-President
Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS

Meghraj Khadka, Regional Vice-President, Alberta, NWT and Nunavut

1. INDIGENOUS ACKNOWLEDGEMENT

Alisha Campbell introduced André Miller for Land acknowledgement.

Andre Miller read the following statement: city of Edmonton land acknowledgement.

Edmonton is located within Treaty 6 Territory and within the Métis homelands and Métis Nation of Alberta Region. We acknowledge this land as the traditional territories of many First Nations such as the Nehiyaw (Cree), Denesuliné (Dene), Nakota Sioux (Stoney), Anishinaabe (Saulteaux) and Niitsitapi (Blackfoot). Miigwetch...

2. CALL TO ORDER

The National President, Alisha Campbell called the meeting to order at 9:15 a.m. at 9: 15 a.m.

3. PRESIDENT'S REMARKS

Alisha Campbell welcomed everyone to the National Executive meeting in Edmonton. On March 6, 2024, UNE exited PSAC Administration in a unanimous vote of the PSAC's National Board of Directors. Now that we have the full UNE's portfolio, the volume of work has only increased. Change is often an unsettling time for many people. We have to integrate the best of what we were into new ways of working and operating.

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:

Geoffrey Barrett – Local 70183
 Lise Boulaine, Local 70291
 Lise Bouliane, Local 70390
 Matthew Johnson, Local 90050
 Androniki Kourkopoulos, Local 10520
 Christian Langevin, Local 70130
 Brian McSkimming – Local 20378
 Cynthia Pialaq, Local X0200
 Barbarah Senez – Local 20150
 Diddy Ekombo Fankou, younger Brother of Alain Ekombo
 Grandmother of Alain Ekombo

5. HOURS OF SITTING

M/S/C Shawn Walker and Andre Miller

THAT the hours of sitting be adopted as presented.

Tuesday, March 19, 2024: 9 a.m.–11: 00 a.m.
 11 a.m. – 12: 00 a.m. -
 (Committees' Chairpersons Meeting with Directors)
 1: 00 p.m.- 3:00 p.m.
 3:00 p.m. (In Camera Session for
 table officers only)

Wednesday, March 20, 2024: 9 a.m.–11: 45 a.m.
 1: 00 p.m.- 5:00 p.m.

Thursday, March 21, 2024: 9 a.m.–11: 45 a.m.
 1: 00 p.m.- 5:00 p.m.

6. ADOPTION OF THE AGENDA (Appendix A)

M/S Cheryl Dubree and Gail Budgell

THAT the agenda be adopted with the following addition:

- M) Translation of Local bylaws on the website – Y. Boudreau
- N) Translation of committee reports prior to approval – Y. Boudreau
- O) National Executive Training Days – G. Ryan
- P) Status of former SSO Locals now DCCs – P. Allen
- Q) Notice of Motion to remove Local 70125 out of trusteeship – S.

***Recorded Vote 1: CARRIED**

7. CHECK-IN ROUNDTABLE

A check-in roundtable ensued with highlights of activities since the last National Executive meeting in January.

Alisha Campbell relinquished the Chair to Hayley Millington.

Hayley Millington assumed the Chair.

8. REPORT OF THE NATIONAL EXECUTIVE

A) National President (Appendix "B")

M/S Alisha Campbell and June Dale

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

***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 Phyllis Allen

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

***Recorded vote 3: CARRIED**

C) National Vice-President for Human Rights

It was agreed that this item be deferred until the document become available later this week.

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

M/S/C Geoff Ryan and Shawn Walker

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

***Recorded Vote 4: CARRIED**

RECESS

10. ONGOING BUSINESS

A) Bargaining Updates

Executive Officers provided bargaining updates as follows:

Museum of Human Rights: is getting together for bargaining. Notice to Bargain was issued February 8, 2024 - C. Dubree

CMHC Granville Island, BC: are currently in bargaining - M. McLarty

Canadian Museum of History, are currently in bargaining, their collective agreement expired March 29, 2023 – A. Miller

Library of Parliament, their collective agreement expires in August 2025 – A. Miller

Office of Superintendent of Financial Institutions, are currently in bargaining – A. Miller

SSHRC: their collective bargaining has expired in 2021 and are currently in bargaining.

National Battlefields Commission, are in bargaining and agreement in principle concluded – Y. Boudreau

RECESS

Tuesday, March 19, 2024 - AFTERNOON SESSION
Reconvened at 1:00 p.m.

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

Cookie Kerrel, Assistant Regional Vice-President Alberta/N.W.T./Nunavut

Gail Budgell, Regional Vice-President, Atlantic

Mary Lynn Elms, Human Rights Representative, Atlantic

Phyllis Allen, Regional Vice-President, Ontario

Stephanie Hewis, Assistant Regional Vice-President, Ontario

Yann Boudreau, Regional Vice-President, Quebec

Éric Drouin, Assistant Regional Vice-President, Quebec

Éric Poitras, Regional Vice-President, Gatineau (TB)

June Dale, Regional Vice-President, Ottawa (TB)

Olivia Ellis, Assistant Regional Vice-President, Ottawa (TB)

André Miller, Regional Vice-President, NCR (SE)

Gilles Lavigne, Assistant Regional Vice-President, NCR (SE)

Cheryl Dubree, Regional Vice-President, Manitoba

Frances Bitney, Human Rights Representative, Manitoba
 Gloria Pfeifer, Regional Vice-President, Saskatchewan
 Marion McLarty, Regional Vice-President, BC and Yukon
 Ruby Langan, Human Rights Representative, BC and Yukon
 Shawn Walker, Regional Vice-President, Outside Canada
 Danielle Palmer, Equity Representative,
 Franco Picciano, Director Member Services
 Craig Holden, Director Administration and Finance
 Fabienne Duffet, Director Human Resources
 Greg McNamara, Communications & Research Officer
 Aurelie MacDonald, Communications & Research Officer
 Johanne MacAndrew, Executive Assistant to the National President & National Executive Vice-President
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

10. ONGOING BUSINESS

C) UNE Conferences

Alisha Campbell provided an update of UNE Conferences as follows:

- i) **UNE National Young Workers Conference** – Taking place: April 18-21, 2024 at the Hilton Lac Leamy Hotel. The deadline for registration is Friday March 15, 2024.
- ii) **UNE National Women’s Conference** – Dates to be determined, Hayley Millington as the Chairperson
- ii) **UNE National Occupational Health and Safety Conference** – Atlantic, April 2025, Geoff Ryan as the Chairperson
- iii) **UNE National Local Presidents’ Conference** – Regina, SK, Alisha Campbell as the Chairperson
- i) **UNE National Human Rights Conference** – Location TBD, Michael Freeman as the Chairperson
- ii) **UNE National Triennial Convention** – August 24-28, 2026 Montreal, QC - Alisha Campbell as the Chairperson

D) NE Meeting Dates

May 22-24, 2024 – Shaw Centre Ottawa prior to the PSAC Triennial Convention
 November 18-21, 2024 – St-John’s, Newfoundland

E) Conversion from SSO to PA Group (Data Collection Clerks, DCC) –

Hayley Millington advised that members' experiences are being documented and forwarded to Franck Grimes, UNE's LRO. UNE has been gathering information since the decision to integrate SSO members into the core public administration. All Executive members are monitoring the impact on members to determine actions as we know more of the ramifications.

Notice of motion

Shawn Walker served notice of motion.

M/S/C

Hayley Millington and June Dale

THAT we move in-camera.

IN-CAMERA SESSION

END OF IN-CAMERA SESSION

WEDNESDAY, MARCH 20, 2024 - MORNING SESSION
Reconvened at 9: 00 a.m.

IN-CAMERA SESSION

END OF IN-CAMERA SESSION

WEDNESDAY, MARCH 20, 2024 - AFTERNOON SESSION
Reconvened at 1: 00 p.m.

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
 Cookie Kerrel, Assistant Regional Vice-President Alberta/N.W.T./Nunavut
 Gail Budgell, Regional Vice-President, Atlantic
 Mary Lynn Elms, Human Rights Representative, Atlantic
 Phyllis Allen, Regional Vice-President, Ontario
 Stephanie Hewis, Assistant Regional Vice-President, Ontario
 Yann Boudreau, Regional Vice-President, Quebec
 Éric Drouin, Assistant Regional Vice-President, Quebec
 Éric Poitras, Regional Vice-President, Gatineau (TB)
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 Shawn Walker, Regional Vice-President, Outside Canada
 Danielle Palmer, Equity Representative,
 Franco Picciano, Director Member Services
 Craig Holden, Director Administration and Finance
 Fabienne Duffet, Director Human Resources
 Greg McNamara, Communications & Research Officer
 Aurelie MacDonald, Communications & Research Officer
 Johanne MacAndrew, Executive Assistant to the National President & National Executive Vice-President
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

11. NEW BUSINESS

B. Procedures to requesting access to employers

Hayley Millington advised that some employers are now requiring request access prior to getting access to their premises. For site visit coordination purposes, Union Officers would be required to submit access request and reason for the visit.

8. REPORT OF THE NATIONAL EXECUTIVE

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

M/S Michael Freeman and Geoff Ryan

THAT the report of the National Vice-President for Human Rights 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.

Quebec

M/S Yann Boudreau and Eric Poitras

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

***Recorded Vote 6: CARRIED**

D. Presidential Rulings

M/S Shawn Walker and Éric Poitras

THAT the following motion be deleted from the resolutions of Record:

THAT all Standing Committees Terms of Reference include a series of standard operation procedures that will be common to each standing committee.

***Recorded Vote 7: CARRIED**

F. National Passport Initiative Tour (Appendix

Shawn Walker provided highlights of his Passport World Tour, Atlantic from February 26 to March 1, 2024.

RECESS

G) Funding Requests RE: Federal Elections

To address funding to federal elections, the PSAC has struck up a committee to come up with strategies for the next federal election. It was noted that this item will be brought forward at the NE May Meeting to further discuss strategies on how to warn members on political agenda that are aiming to cut public services that they need.

J) Promotional Items and UNE Branding

Alisha Campbell advised that for small locals it becomes a challenge to charge for promotional items. A national strategy for distribution is currently needed as branding is part of our strategy. Food for thought.

Point of Privilege

Y. Boudreau: I wanted to point out that today is International Francophone Day.

A. Campbell: Thank you very much Yann!

RECESS

THURSDAY, MARCH 21, 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
 Geoff Ryan, National Vice-President for Occupational Health & Safety
 Cookie Kerrel, Assistant Regional Vice-President Alberta/N.W.T./Nunavut
 Gail Budgell, Regional Vice-President, Atlantic
 Mary Lynn Elms, Human Rights Representative, Atlantic
 Phyllis Allen, Regional Vice-President, Ontario
 Stephanie Hewis, Assistant Regional Vice-President, Ontario
 Yann Boudreau, Regional Vice-President, Quebec
 Éric Drouin, Assistant Regional Vice-President, Quebec
 Éric Poitras, Regional Vice-President, Gatineau (TB)
 June Dale, Regional Vice-President, Ottawa (TB)
 Olivia Ellis, Assistant Regional Vice-President, Ottawa (TB)
 André Miller, Regional Vice-President, NCR (SE)
 Gilles Lavigne, Assistant Regional Vice-President, NCR (SE)

Cheryl Dubree, Regional Vice-President, Manitoba
 Frances Bitney, Human Rights Representative, Manitoba
 Gloria Pfeifer, Regional Vice-President, Saskatchewan
 Marion McLarty, Regional Vice-President, BC and Yukon
 Ruby Langan, Human Rights Representative, BC and Yukon
 Shawn Walker, Regional Vice-President, Outside Canada
 Danielle Palmer, Equity Representative,
 Franco Picciano, Director Member Services
 Craig Holden, Director Administration and Finance
 Fabienne Duffet, Director Human Resources
 Greg McNamara, Communications & Research Officer
 Aurelie MacDonald, Communications & Research Officer
 Johanne MacAndrew, Executive Assistant to the National President & National Executive Vice-President
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

11. **NEW BUSINESS**

I) **Update on PSAC Constitution pre-convention committee meeting**

Éric Poitras provided highlights of the PSAC's Constitution pre-convention committee meeting and 10 Committee's priorities identified.

Hayley Millington provided highlights of the Finance Committee and priorities.

Geoff Ryan provided highlights of the Collective Bargaining Committee and priorities.

Michael Freeman provided highlights of the General Resolution Committee and priorities.

RECESS

Q. **Notice of Motion to remove Local 70125 out of trusteeship**

M/S Shawn Walker and Geoff Ryan

THAT the trustee be released.

***Recorded Vote 8: CARRIED**

L) Local Development and Regional Budgets

Hayley Millington provided clarification as follows:
with respect to Local Development, funding is a shared responsibility between
the local, the region as well as the PSAC.

P. Status of former SSO Locals now DCCs

It was agreed that the Status of Former SSO Locals now DCCs be referred to the
Bylaws and Policies Committee with the following instructions:

How do we create equitable Locals;
How could small locals send observers to UNE or PSAC functions.
Find ways to allocate members to the local that will best serve them.

RECESS

THURSDAY, MARCH 21, 2024 - AFTERNOON SESSION
Reconvened at 1:00 p.m.

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
Cookie Kerrel, Assistant Regional Vice-President Alberta/N.W.T./Nunavut
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 Johanne MacAndrew, Executive Assistant to the National President & National Executive Vice-President
 Ateau Zola, Assistant to the National Executive and Human Rights Committee

H. Bow Valley Credit Union, Local 30117

M/S Shawn Walker and Hayley Millington

THAT the National Executive encourages UNE locals to search out service providers including financial institutions whose values align with those of the union.

A/S/C Geoff Ryan and Gloria Pfeifer

THAT the National Executive encourages UNE locals to search out service providers including financial institutions who are unionised or whose values align with those of the union.

***Recorded Vote on the main motion as amended 9: CARRIED**

9. MINUTES OF PREVIOUS MEETINGS

A. National Executive Meeting – January 22-25, 2024

M/S Geoff Ryan and Gail Budgell

THAT the minutes of January be adopted as presented.

***Recorded Vote 10: CARRIED**

12. NEW BUSINESS

K. Union Leave Letters

A discussion took place with respect to union leave letters and the difficulties encountered by some members in obtaining them in order to attend certain union activities. Depending on employers, the rules may vary from departments. It was noted that leave letters should be requested in a timely fashion in order to allow processing time.

M. Translation of Local bylaws on the website

M/S Yann Boudreau and Eric Poitras

THAT the Union of National Employees (UNE) ensure that all UNE Locals bylaws be translated and made available in both official languages. The UNE must ensure that all members across the country have access to their Local's bylaws in the language of their choice. In addition, translation will be the responsibility of the UNE and the UNE will cover the costs of translation. The translated documents must be available by December 2025.

Translation of committee minutes prior to approval:

THAT the Union of National Employees (UNE) ensure that minutes of meetings of standing and other committees of the UNE are translated into both official languages before they are sent to the respective members of these committees for review. All committee members have the right to understand the text and make comments in the language of their choice.

Referral to the Bylaws and Policies Committee.

M/S Shawn Walker and Yann Boudreau

TO advise on possibilities of providing translation in the indigenous languages.

O. National Executive Training Days

Executive Officers sought clarification on the choice of National Executive Trainings, on the process to use for the next NE Meetings.

It was advised that suggestions could be provided for the next meetings. It was also noted that the PSAC provide trainings available at no cost such as the grievance training, human rights training, etc.

R. Parks Canada and Mental Health

Gail Budgell brought to everyone's attention that psychological health and safety are critical for our members. A particular incident led to the death of a member in the Atlantic region. A similar incident took place in the North. Everyone has the right to work and all workers have the right to a safe and healthy working environment. Family of the deceased are being treated very poorly by the employer. This particular instance will be brought to the employer's attention at the LMCC.

12. COMMITTEE REPORTS

F. Finance Committee (Appendix G)

Terms of reference

M/S Hayley Millington and Gail Budgell

THAT the terms of reference be adopted as amended. (Appendix G 2)

***Recorded Vote 11: CARRIED**

Geoff Ryan strongly noted that it was not acceptable for the Finance Committee to present a report without Financial Statements which clearly indicates the Component's financial status. He was of the opinion that, as per his recollection, this was the first time in the history of the Component that the Finance Committee did not provide its financial statements.

Component Per Diem 2024

M/S Hayley Millington and Gail Budgell

THAT the per diem rates be set by rounding up and adding \$1.00 to the Treasury Board per diems from October 1, 2023, the rates for Yukon, Northwest Territories, and Nunavut be no less than all other Provinces, and incidentals remain at \$19.00 for the calendar year of 2024.

	<u>Canada</u>	<u>Yukon</u>	<u>NWT</u>	<u>Nunavut</u>
Breakfast	\$26.00	\$26.00	\$30.00	\$32.00
Lunch	\$26.00	\$26.00	\$36.00	\$38.00
Dinner	\$62.00	\$67.00	\$74.00	\$99.00
Incidentals	\$19.00	\$19.00	\$19.00	\$19.00
Total	\$133.00	\$138.00	\$159.00	\$188.00

***Recorded vote 12: CARRIED**

Component Average Hourly Rate

M/S Hayley Millington and Éric Poitras

THAT the UNE minimum hourly rate be \$35.00 for 2024.

***Recorded vote 13: CARRIED**

M/S Hayley Millington and Eric Poitras

Adoption of the report of the committee as a whole.

***Recorded Vote 14: CARRIED**

A. Bylaws and Policies Committee (Appendix H)

M/S Eric Poitras and Shawn Walker

THAT the terms of reference be adopted as amended. (Appendix H 2)

***Recorded Vote 15: CARRIED**

M/S Éric Poitras and Phyllis Allen

Adoption of the report as a whole.

***Recorded Vote 16: CARRIED**

G. Francophone Committee (Appendix I)

M/S Yann Boudreau and André Miller

THAT the terms of reference be adopted.

***Recorded Vote 17: CARRIED**

M/S Yann Boudreau and Éric Poitras

THAT the report be adopted as a whole.

***Recorded Vote 18: CARRIED**

I. Human Resources Committee

M/S/C Geoff and Gloria

THAT the terms of reference be referred back to the committee with the following instruction: to remove item 1.

K. Occupational Health and Safety Report (Appendix J)

M/S Geoff Ryan and André Miller

THAT the terms of reference be adopted as presented.

***Recorded Vote 19: CARRIED**

M/S Geoff Ryan and André Miller

THAT the committee's report be adopted as a whole.

***Recorded Vote 20: CARRIED**

Cindy D'Alessio assumed the seat for the Gatineau TB Region.

Gilles Lavigne assumed the seat the NCR (SE) Region.

J. Local Governance and Membership Committee (Appendix K)

M/S Marion McLarty and Cindy D'Alessio

THAT the Terms of Reference be adopted as presented.

***Recorded Vote 21: CARRIED**

M/S Marion McLarty and Cindy D'Alessio

THAT the committee's report be adopted as a whole.

***Recorded Vote 22: CARRIED**

Éric Poitras assumed the seat for the Gatineau TB Region

André Miller assumed the seat for the NCR SE Region.

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

14. ADJOURNMENT

There being no further business the meeting adjourned at 5: 09 p.m.

NATIONAL EXECUTIVE MEETING AGENDA
March 18-21, 2024
Riverview Room – The Edmonton Convention Centre

Please note this is a scent-free event

1. INDIGENOUS ACKNOWLEDGEMENT

2. CALL TO ORDER

3. PRESIDENT'S REMARKS

4. MOMENT OF SILENCE

Lise Bouliane, Local 70390
Geoffrey Barrett – Local 70183
Brian McSkimming – Local 20378
Lise Boulaine – Local 702091
Barbarah Senez – Local 20150
Androniki Kourkopoulos – Local 10520
Younger Brother of Alain Ekombo
Christian Langevin – Local 70130

5. HOURS OF SITTING

Monday, March 18, 2024 (Training): 9 a.m.–11: 45 a.m.
1: 00 p.m.- 5:00 p.m.

Housekeeping: for this training (Monday only) please be advised that you will not be required to have your laptop with you as the facilitator will have all materials you will need for the training.

Tuesday, March 19, 2024: 9 a.m.–11: 00 a.m.
11 a.m. – 12: 00 a.m. -
(Committees' Chairpersons Meeting
with Directors)
1: 00 p.m.- 5:00 p.m.

Wednesday, March 20, 2024: 9 a.m.–11: 45 a.m.
1: 00 p.m.- 5:00 p.m.

Thursday, March 21, 2024: 9 a.m.–11: 45 a.m.
1: 00 p.m.- 5:00 p.m.

6. ADOPTION OF THE AGENDA

7. CHECK-IN ROUND

8. 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
 - E) Inactive Locals Reports - Regional Vice-Presidents
- Reminder – As per Component Bylaws, activity reports are due on April 1st

9. MINUTES OF PREVIOUS MEETINGS

- a) **National Executive Meeting – January 22-25, 2024**

10. ONGOING BUSINESS

A) Bargaining Updates

B) 2024 PSAC Triennial Convention – Powering Progress - May 26 to 31, 2024 - Shaw Centre, Ottawa, Ontario

- i) Observers Registration – Registration Deadline March 1, 2024
- ii) Accommodations - Delegates should contact W.E. Travel to make their travel arrangements.
- iii) UNE Caucuses
- v) UNE Hospitality Suite

C) UNE Conferences

- i) **UNE National Young Workers Conference** – April 18-21, 2024
Hilton Lac Leamy Hotel. Deadline for registration, Friday March 15, 2024.
- ii) **Women’s Conference - BC**
- iii) **Occupational Health and Safety Conference - Atlantic**
- iv) **Local Presidents’ Conference – Regina, SK**
- v) **UNE Triennial Convention – August 24-28, 2026 – Montreal, QC**

- D) **NE Meeting Dates**
May 22-24, 2024 – Shaw Centre Ottawa
November 18-21, 2024 – St-John's, Newfoundland
- E) **Conversion from SSO to PA Group (Data Collection Clerks, DCC) – H. Millington**
 - i) **Data Collection Clerks (Formerly SSO) – OHS – J. Dale**

11. NEW BUSINESS

- A) **Update on UNE Administration – President**
- B) **Procedure(s) to requesting access to employers' – H. Millington**
- C) **Funding Request from The Council of Canadians – President**
- D) **Presidential Ruling – President**
- E) **UNE Bylaws – President**
- F) **National Passport Initiative Tour – S. Walker**
- G) **Funding Requests RE: Federal Elections – President**
- H) **Bow Valley Credit Union, Local 30117 – President**
- I) **Update on PSAC Constitution pre-convention committee meeting – E. Poitras**
- J) **Promotional Items and UNE Branding – President**
- K) **Union Leave Letters - President**
- L) **Local Development and Regional Budgets – H. Millington**
- M) **Translation of local bylaws on the website - Yann Boudreau**
- N) **Translation of committee reports prior to approval - Yann Boudreau**
- O) **National Executive Training Days – G. Ryan**

P) Status of SSO Locals – P. Allen

Q)

12. COMMITTEE REPORTS

- A) Bylaws and Policies Committee - Report**
- B) Collective Bargaining Committee**
- C) Communications and Member Engagement Committee**
- D) Disciplinary Committee - Report**
- E) Education Committee**
- F) Finance Committee - Report**
- G) Francophone Committee**
- H) Honours and Awards Committee**
- I) Human Resources Committee - Report**
- J) Local Governance and Membership Committee - Report**
- K) Occupational Health and Safety**
- L) Representation Committee**
- M) Ad-Hoc Committees:**
 - i) Restorative Justice Committee**
 - ii) Structural Review Committee**

13. ROUND TABLE CHECK-OUT

14. ADJOURNMENT

REPORT OF THE NATIONAL PRESIDENT January 28 to March 22, 2024

O'Siyo ᏍᏏᏉ "o-si-yo," (Cherokee: I see you greeting) Hello and Bonjour Sibling Friends of our Union Siblings,

Since my last update there has been a lot going on, of which I will provide more fulsome details about in my report.

The national executive met in January as we continue to want to advance as much as possible during the mandate.

We were joined by observers', members of the extended executive and from locals. We took the opportunity to have the members in attendance introduce themselves.

We also interacted with them during breaks and took a photograph with members.

It was a wonderful opportunity to speak with members directly and to have them witness the National Executive discuss matters and items of importance to them. I encourage locals as much as possible to send observers to the meetings and watch how their governance takes place, observe those they elected represent their interests and to be informed on their concerns and those of other union siblings.

We have begun to move forward with the planning of the UNE National Young Workers conference. I'm very excited about the group of young workers that have been selected to serve on the steering committee and putting together a fantastic conference centered around the needs and interest of young workers within UNE.

This has also left me pondering if we are in a good position to support members participation at UNE events. Every effort has been made to remove barriers to enable members full participation. But are members aware of this? Through members dues paid to UNE, we do much more than represent them.

Letters were sent to employers asking for union leave to attend UNE conferences.

Members are compensated for work time missed to attend UNE conferences. UNE covers travel and has an allowance for childcare.

There were many last-minute meetings or impromptu drop-in meetings as more UNE staff members have been in the office that are not reflected in my calendar.

For those that are not aware, I got married February 10th on Lunar New Year. We postponed our honeymoon as my best friend that has stage four renal cancer was hospitalized and is declining rapidly. We did manage little escapes to some nearby spots for dinner and an overnight in a Yurt in Parks Canada campground.

The UNE National Executive standing committees and ad hoc committees have begun to meet.

The National Executive Vice-President did an exemplary job looking after UNE while I was off. I'm very grateful for all the hard work she has put in on top of her own responsibilities.

We had another all staff meeting on February 20th and these meetings will continue to be a priority during this mandate.

We have contracted an organization to do a Needs Assessment for UNE.

I attended the second part of Leadership training at Cornell's National Labour Leadership Initiative on a broken toe.

On the Monday night, I wasn't feeling well but thought little of my being under the weather given the number of hours and lack of days off. On Tuesday my condition worsened, and I was asked to take a covid test. I was positive. Given this is my fourth time getting covid-19 I was surprised with how awful I felt for the two days I had symptoms. I, however, continued to work from my hotel room. By Wednesday I no longer had symptoms. But I remained confined to my room not to infect others and couldn't fly back until Sunday respecting the CDC protocols. I was home late evening.

Regardless, of all that occurred on this trip, I must say that this is one of the most impressive programs I've had the privilege of taking part in and should be seen as one we want to recreate within the organization if we wish to maintain all the values, we deem are important.

I returned just in time to ensure I was at the special session of the PSAC-National Board of Directors on the following morning March 4, 2024.

On March 5, 2024, I was accompanied by Hayley Millington, National Executive Vice- President of the Union of National Employees as my technical advisor. I will admit that Hayley wasn't looking well but she didn't want to miss the vote of UNE release from PSAC Administration. I was lucky to have her advice on matters before us at the board.

On March 6, 2024, UNE exited PSAC Administration in a unanimous vote of the PSAC's National Board of Directors. We presented tokens of appreciation to John Gordon (Bear painting by artist:) and Mark Pecek (Moose painting by artist:). On behalf of the entire UNE family, I thanked John and Mark and our Trustee Sharon DeSousa for all the hard work they did to get UNE back on its own path.

We still have a lot of work before us. I want to ensure that we all understand that we cannot return to the UNE of pre-trusteeship.

We need to incorporate the best of what we were into new ways of operating and working. I know that change is often a destabilising time for many. This is why I have planned training session to help manage stress which began in January and to build stronger teams both on the elected side and for our employees.

I am committed to sharing as much as possible as often as possible respecting the responsibilities of the office of the National President.

I will be travelling to meet with locals in the Edmonton area on March 15 and 16. This is a change from the original plan, as the NEVP was fighting pneumonia. I delayed that as to ensure I was available while Hayley is recovering otherwise, she will continue to work and monitor emails.

I'm looking forward to holding a National Executive meeting in Edmonton, Alberta making attendance for observers more feasible and ensuring the National Executive is more accessible to members.

I believe in being open and transparent with members. Members can't make informed decisions if information is withheld.

I can openly say that the size of the political branch of the organization does not match the volume of work. If my work week is to be 35 hours and I'm consistently putting in up to 80 hours per week, as is the case with the National Executive Vice-President, we wouldn't accept this for our members and we shouldn't be expecting it of future paid national officers.

I want to be very clear these aren't tasks that should rest with UNE staff members or that can be delegated. Despite all the additional hours I have put in, I have not submitted any overtime forms for the extra hours worked. Had I even at straight time as per the bylaws, that would cover at least another paid officer plus 10 hours at my rate of pay. This doesn't seem like an effective use of people and financial resources.

Now that I have the full portfolio of the organization, I imagine that the volume of work will only increase. I'm ready to keep diving right in and look forward to continuing to advance the interest of UNE members.

Below is a summary of key Videoconferences, meetings, and events that I participated in during the period of January 28 to March 22, 2024:

January 2024:		
January 29	-	National President/National Executive Vice-President Daily Check-In
January 29	-	UNE National Young Workers Conference Steering Committee videoconference meeting
January 30	-	National President/National Executive Vice-President Daily Check-In
January 30	-	UNE Quarterly Staff Training Opportunities
January 30	-	UNE National Labour Relations Team Weekly meeting

January 30	-	Meeting with Director of Human Resources and Organizational Development
January 30	-	Employment, Skills Development Canada Human Resources Union-Management Consultation Committee videoconference meeting
January 30	-	Check in with Executive Assistant
January 31	-	National President/National Executive Vice-President Daily Check-In
January 31	-	Videoconference with PSAC regarding DFR complaint
January 31	-	Employment, Skills Development Canada Bi-Lateral videoconference
January 31	-	Videoconference meeting with UNE Political Team and PSAC Administration Team
February 2024:		
February 1	-	Annual leave (still responded to email)
February 5-9	-	Committee (still responded to email)
February 10	-	Wedding
February 12-16	-	Family (still responded to email)
February 19	-	UNE Senior Management Meeting
February 20	-	Pre-All Staff meeting with Management team
February 20	-	UNE All Staff meeting
February 20	-	URGENT – PSAC National Board of Directors meeting
February 20	-	Follow-up meeting with Mindfulness Training Facilitator
February 21	-	Meeting with Director of Human Resources & Organizational Development
February 21	-	UNE Standing Bylaws & Policies Committee meeting
February 21	-	Meeting with Director of Human Resources & Organizational Development regarding Needs Assessment
February 22	-	Meeting with Communications/Research Officer regarding SWAG

February 22	-	Meeting with Director of Human Resources & Organizational Development
February 22	-	Meeting with UNE Staff regarding PSAC Convention – Observers
February 22	-	UNE Senior Management Meeting
February 25	-	Travel from Ottawa, ON to Cincinnati, Ohio, USA
February 26-February 29	-	National Labour Leadership Initiative – Retreat 2
March 2024:		
March 1	-	National Labour Leadership Initiative – Retreat 2
March 1	-	Travel from Cincinnati, Ohio, USA to Ottawa, ON
March 4	-	National President/National Executive Vice-President Daily Check-In
March 4-8	-	PSAC National Board of Directors meeting
March 5	-	National President/National Executive Vice-President Daily Check-In
March 6	-	National President/National Executive Vice-President Daily Check-In
March 7	-	Check-In with Executive Assistant to the National Executive and Human Rights Committee
March 9	-	Local 80178 Annual General Meeting
March 11	-	Videoconference meeting with member
March 11	-	Parks Canada Weekly Touch Base Check-In
March 11	-	UNE Senior Management Meeting
March 11	-	Videoconference with Executive Assistant to the National Executive and Human Rights Committee regarding National Executive Agenda
March 11	-	Monthly meeting with Measurement Canada Deputy Minister
March 11	-	Videoconference to discuss Retroactive Pay for Former Employees with Regional Vice-President Alberta, N.W.T./Nunavut

March 12	-	Check-In with Executive Assistant
March 12	-	Videoconference meeting with Regional Vice-President NCR-TB (Ottawa)
March 12	-	UNE National Young Workers Conference Steering Committee videoconference
March 13	-	Employment, Skills Development Canada Bi-Lateral videoconference
March 13	-	Meeting with Deputy Minister of Employment, Skills Development Canada
March 14	-	Check-In with Executive Assistant to the National Executive and Human Rights Committee
March 14	-	Videoconference with Executive Assistant to the National Executive and Human Rights Committee regarding National Executive agenda
March 14	-	Videoconference with Director's Team regarding National Executive
March 14	-	Travel from Ottawa, ON to Edmonton, AB
March 15	-	Visit Local 30240
March 16	-	Visit Local 30116
March 18	-	National President/National Executive Vice-President Daily Check-In
March 18	-	UNE National Executive Training Day
March 19-21	-	UNE National Executive meeting
March 19	-	National President/National Executive Vice-President Daily Check-In
March 20	-	National President/National Executive Vice-President Daily Check-In
March 21	-	National President/National Executive Vice-President Daily Check-In
March 21	-	Check-In with Executive Assistant to the National Executive and Human Rights Committee
March 22	-	National President/National Executive Vice-President Daily Check-In
March 22	-	Travel from Edmonton, AB to Ottawa, ON

Respectfully submitted and in solidarity,

A handwritten signature in black ink, appearing to read "Alisha Campbell". The signature is written in a cursive, flowing style.

Alisha Campbell
National President
Union of National Employees, PSAC

REPORT OF THE NATIONAL EXECUTIVE VICE-PRESIDENT January 28 to March 22, 2024

Union Siblings,

This report is a snapshot of the activities of your National Executive Vice-President (NEVP). The following is a summary of my activities from January 28 to March 22, 2024.

The highlight of this cycle is that I accompanied the National President (NP) to the Public Service Alliance of Canada's (PSAC's) National Board of Directors (NBoD) meeting wherein the NBoD unanimously voted our component from administration. The NP, Alisha Campbell, on behalf of the component, presented John Gordon and Mark Pecek each with an indigenous work of art. The former Trustee, Sharon DeSousa, was also recognized during this presentation. The decision signaled the right of the component through its elected officials to practice full control and autonomy of the component and the decision-making process.

Aside from this, the National Executive (NE) met in January. It was the first time in my experience as a national activist that I recall observers attending the NE meeting. What an opportunity for the elected to engage and practice true inclusivity.

The NP and I continue to meet daily to discuss issues that crop up or to raise any challenging situations that we might be singularly experiencing. This provides constant and consistent opportunities for collaboration and problem solving.

Weekly Monday meetings with Parks Canada continues to be a cornerstone of each week. It is an informal way that UNE can raise concerns and seek resolution and/or responses prior to entering any formal procedures. There have been instances where issues have been raised and resolved.

If you were unaware, the NP entered into wedded bliss on February 10, 2024. I sat in attendance for her nuptials along with the Regional Human Rights representative for outside Canada and the Regional Vice-President (RVP) for NCR-Separate Employers amongst other guests. It was a lovely ceremony interwoven and steeped in culture and tradition. I was super pleased to be there and share in her and her new husband, Jiixin's happiness. Their love was palpable. While the NP was away, I was tasked with the entire "Kit and Kaboodle" that is UNE, oftentimes translating into extra-long days, into evenings, to ensure that I was seeing to both mine and the NP's tasks. I was excited to have to cover off and get access to some meetings that I may not have necessarily been invited to should the NP have been present.

Further to this, I attended a representation meeting with PSAC representation to discuss a particular UNE file that is being managed at PSAC. Also, I met with three PSAC regional representatives and discussed the topic of local development to get a clearer insight and understanding of the program and the intent; as well as how UNE can best access its funding. The UNE leadership has received multiple requests from RVPs for component funding beyond their regional funding envelopes for local development in their respective regions.

In my role as chair of the Discipline, Finance, and the Human Resources Committees we have met at least once and fleshed out and updated the Terms of References for each committee for approval at the NE meeting. Each meeting has been a learning experience and along with the committee members, technical advisors, and admins each body is interacting and learning for the positive outcome of each respective committee. Despite not having a full complement of committee members, an informal meeting of the ad-hoc Structural Review Committee is scheduled for next month.

Throughout this time, I also continued to take part in meetings involving the UNE Directors and attending All Staff meetings which the NP and I have committed to holding and upkeeping to re-engage with the UNE staff. Directors or Senior Management Meetings are tantamount to the communication process at UNE and ensuring that all parties are provided with the same consistent messaging to promote transparency and "Collabera".

February is always a fun month for me as we embark on an entire month of Black History Month activities. As a member and past co-chair of the NCR's Racially Visible Action Committee, I attended their Black History Month event and on February 28, 2024, I was invited by CAPE to be apart of their guest panel for a fireside chat alongside the moderator, Bernadeth Betchi, CAPE member, representative of the plaintiff in the Black Class Action Lawsuit and 2023 CAPE presidential candidate and Jenni Esnard of PIPSC.

CAPE provided a safe space for very frank discussions surrounding barriers to Black federal employees both in the workspace and in the union as well as speaking to what a vision can be moving forward that would promote more inclusion and representation. I received the following feedback on the event.

“Dear Hayley,

I wanted to express my heartfelt gratitude for your invaluable contributions to the recent fireside chat in celebration of Black History Month at CAPE. Your insightful perspectives and engaging dialogue truly enriched the experience for our members, creating a meaningful and thought-provoking event.

Your passion for sharing knowledge and personal experiences not only shed light on the significance of Black History Month but also inspired and educated everyone in attendance. The diversity of perspectives you brought to the discussion highlighted the multifaceted nature of the Black experience, fostering a deeper understanding and appreciation for the rich tapestry of history and culture within the community and the challenges encountered.

The positive feedback we have received from attendees underscores the impact of your words and the importance of such conversations. We are grateful for your time, expertise, and dedication to promoting inclusivity and understanding.

Thank you once again for being an integral part of our Black History Month celebration. We look forward to the opportunity to collaborate with you in the future.

In solidarity,

Nate

Nathan Prier

President/ Président

Canadian Association of Professional Employees (CAPE)

350 Albert Street, Suite 1800, Ottawa, ON K1R 1A4

nprier@acep-cape.ca // Tel: 613-315-6059

During Black History Month, the NP and I were both featured on PSAC social media platforms as part of their **Celebrating Black History Month 2024: Honouring Black labour leaders**. The social media feature was specific to black leaders in the Region, and included Craig Reynolds, former UNE member and Mamadou Ndiaye.

From February 20-27, 2024, I participated in PSAC's pre-convention meetings, Finance Committee. I also volunteered for the sub-committee on costing as I felt it would be a transferable skill to assist in my role as CFO at UNE. To say the least, it was a hectic week. I was sick for most of the week with what I believed to be a cold, only to get a diagnosis of pneumonia after the meetings were completed and I could secure an appointment with my medical practitioner. As I stated earlier in the report, I attended the NBoD from March 5 and unfortunately on March 7 I had to go to emergency and was later admitted to hospital after a severe asthmatic episode (my first ever) where I could not take a breath as my lungs did not have the capacity. The NP and some of my fellow activists were super supportive, visiting me in the hospital, sending messages and even sending me food via Uber. I am blessed by this extended family of activists. I was hooked up to oxygen until March 10, 2024, however while attempting to respond to work emails on March 8, 2024, the NP placed me on an email ban, and I was advised not to log on and attempt any work otherwise my phone would in fact be confiscated for the remainder of my hospital stay. I have been granted an exception to work on this report as it is a priority for the upcoming NE meeting. The March 11, 2024, early travel to Edmonton was cancelled however, I am now discharged and readying myself for the NE meeting next week.

In the meantime, the issues that are center stage is that of leave letters for the purpose of AGM responsibilities, leave letters for former SSO, now DCCs employees. RTO for UNE staff and the issues with DCCs; this is a component/national issue, and a strategy is being developed. As the NEVP I am committed to offering support on portfolios as assessed by the NP as she and I continue to discuss and brainstorm on issues and solutions that support UNE members, the NE table and the component on a hole.

Below is a chronology of my activities for the period of January 28 to March 22, 2024:

January 2024:		
January 29	-	National Executive Vice-President/National President Daily Check-In
January 29	-	Parks Canada Weekly Touch Base Videoconference meeting
January 29	-	1 st Bargaining Demands Videoconference for SEEDChange
January 30	-	National Executive Vice-President/National President Daily Check-In
January 30	-	UNE Quarterly Staff Training Opportunity
January 30	-	Meeting with UNE Director of Human Resources & Organizational Development
January 30	-	Parks Canada National Joint Council Committee Videoconference meeting
January 31	-	National Executive Vice-President/National President Daily Check-In
January 31	-	Meeting with UNE National Labour Relations Officer regarding Statistics Canada
January 31	-	Meeting with UNE National President
January 31	-	Meeting with PSAC Representation Section
January 31	-	UNE Political Team & PSAC Administration Team meeting

February 2024:		
February 1	-	Parks Canada Follow-up May 2024 National Labour Management Consultation Committee Presentation meeting
February 2	-	CRTTC Labour Management Consultation Committee meeting
February 2	-	Global Affairs Canada meeting
February 5	-	Parks Canada Weekly Touch Base Videoconference meeting
February 5	-	UNE Senior Management Meeting
February 5	-	Meeting with UNE Director of Human Resources & Organizational Development
February 5	-	Videoconference meeting with Regional Vice-President BC/Yukon regarding Parks Canada representation
February 6	-	Videoconference meeting with Global Affairs Canada
February 6	-	Meeting with PSAC Administrators and UNE Directors
February 6	-	WAGE Labour Management Consultation Committee meeting
February 7	-	Videoconference meeting with PSAC Representation regarding DFR complaint
February 7	-	UNE Standing Human Resources Committee videoconference meeting
February 8	-	3 rd Bargaining Demands Videoconference for MDS Nordion
February 8	-	UNE Standing Finance Committee videoconference meeting
February 9	-	Labour Management Consultation Committee Joint Learning Program Session
February 12	-	Parks Canada Weekly Touch Base Videoconference meeting
February 12	-	UNE Senior Management Meeting
February 12	-	UNE National Young Workers Conference Steering Committee meeting
February 12	-	Follow-up videoconference with NE Training facilitator

February 12	-	2 nd Bargaining Demands Videoconference for SEEDChange
February 13	-	UNE Standing Disciplinary Committee Videoconference meeting
February 13	-	Videoconference with Regional Vice-President – Atlantic regarding local development proposal
February 14	-	Global Affairs Joint Learning Program Workshop Session
February 14	-	Employment, Skills Development Canada Service-Union Management Consultation Committee Videoconference meeting
February 15	-	2 nd Bargaining Demands Videoconference for Farmers for Climate Solutions
February 16	-	UNE All Staff Meeting Agenda meeting
February 19	-	UNE Senior Management meeting
February 20-27	-	PSAC Finance Convention Committee meetings
February 20	-	Pre-meeting with Executives - UNE All Staff meeting
February 26	-	Introduction meeting with CAPE
February 28	-	Canada Council for the Arts Labour Management Relations Committee Videoconference meeting
February 28	-	Local Development videoconference meeting
February 28	-	Black History Month Event
February 29	-	UNE Standing Human Resources Committee Videoconference meeting
March 2024:		
March 4	-	National Executive Vice-President/National President Daily Check-In
March 4	-	Parks Canada Weekly Touch Base Videoconference meeting
March 4	-	UNE Standing Disciplinary Committee videoconference meeting
March 5	-	National Executive Vice-President/National President Daily Check-In

March 5-8	-	PSAC National Board of Directors meeting
March 6	-	House of Commons Annual General meeting
March 7	-	National Executive Vice-President/National President Daily Check-In
March 8	-	National Executive Vice-President/National President Daily Check-In
March 16	-	Travel from Ottawa, ON to Edmonton, AB
March 18	-	National Executive Vice-President/National President Daily Check-In
March 18	-	UNE National Executive Training Day
March 19-21	-	UNE National Executive meeting
March 19	-	National Executive Vice-President/National President Daily Check-In
March 20	-	National Executive Vice-President/National President Daily Check-In
March 21	-	National Executive Vice-President/National President Daily Check-In
March 22	-	National Executive Vice-President/National President Daily Check-In
March 22	-	Travel from Edmonton, AB to Ottawa, ON

Respectfully submitted and in solidarity,



Hayley Millington
National Executive Vice-President
Union of National Employees, PSAC

REPORT OF THE NATIONAL VICE-PRESIDENT FOR OCCUPATIONAL HEALTH & SAFETY January 28 to March 22, 2024

Friends,

I delivered a two-day Joint Learning Program workshop on Occupational Health and Safety in Ottawa on March 5 and 6. I would encourage the National Executive to sign up for these workshops as well as any UNE member who is on an Occupational Health and Safety workplace committee or is a Health and Safety representative.

I would also encourage everyone to commemorate the National Day of Mourning for Workers Killed or Injured on the Job on April 28. Please attend a ceremony in your province or territory.

Below is a summary of key Videoconferences, meetings, and events that I participated in during the period of January 27 to March 22, 2024:

January 2024:		
January 25, 2024	-	PSAC North Regional Council Meeting
February 2024:		
February 22, 2024	-	Travel from Iqaluit, NU to Ottawa, ON
February 23 to 27	-	PSAC Pre Convention Committee meetings
February 28	-	Travel from Ottawa, ON to Iqaluit, NU
February 28	-	Occupational Health and Safety committee virtual meeting
March 2024:		
March 1	-	Joint Learning Program Occupational Health and Safety preparation virtual meeting
March 1	-	Grievance presentation with Statistics Canada
March 3	-	Travel from Iqaluit, NU to Ottawa, ON
March 4	-	Joint Learning Program Occupational Health and Safety workshop preparation

March 5	-	Emailed a member regarding Health and safety and out of order washrooms
March 5	-	Emailed a member about psychological health and safety of a member
March 5	-	Attended local X0304 Annual General meeting virtually
March 5 and 6	-	Joint Learning Program Occupational Health and Safety workshop facilitation
March 7	-	Travel from Ottawa, ON to Iqaluit, NU
March 16	-	Travel from Iqaluit, NU to Ottawa, ON
March 17	-	Travel from Ottawa, ON to Edmonton
March 18 to 21	-	National Executive Meeting in Edmonton, AB
March 22	-	Travel from Edmonton, AB to Ottawa, ON
March 23	-	Travel from Ottawa, ON to Iqaluit, NU

Respectfully submitted and in solidarity,

Geoff Ryan
National Vice-President for Occupational Health & Safety
Union of National Employees, PSAC

REPORT OF THE NATIONAL VICE-PRESIDENT FOR HUMAN RIGHTS January 28 to March 22, 2024

Friends of our Union Family,

This report is a glimpse of the main activities that I have engaged/participated in.

Planning is underway for the first in-person meeting of the Human Rights Committee to be held in Ottawa in early April.

Midwinter Ceremonies is a time of recognition and celebration of the re-awakening of Mother Earth from its winter slumber. This is a time of renewal. Federal Schools are closed at Six Nations during this week so that staff and students can attend the ceremony if they so choose. It is interesting to note that negotiations between management and the local executive has created the understanding that has allowed for this time away from the workplace.

The priorities of the General Resolutions Committee have been documented below. Many of the priorities are Human Rights issues. One issue that particularly resonated during deliberations was around the Land Acknowledgement read at the beginning of union meetings. The question “How do you ensure that the Land Acknowledgement does not become performative?” was asked in relation to one general resolution. That led to the question “Why do we read the Land Acknowledgement at the beginning of union meetings?” I offered a brief analogy and explanation to help further the understanding of committee members about its purpose and significance. Discussions about the statutory holiday in September, National Truth, and Reconciliation Day, were sparked.

The philosophy of the PSAC regarding accommodation is drastically different than that of the UNE. PSAC decision making about accommodation and accommodation requests is very formula, one size fits all, driven. Equity means equal. Diversity means the same. UNE decision making regarding accommodation and accommodation requests is founded in inclusivity, diversity, and trust.

I had an accommodation request denied by the PSAC until I get a doctor’s note stating that I am disabled, and that the accommodation is necessary.

It is now my personal goal, and a goal of this mandate, to challenge the thinking and procedures of the PSAC regarding accommodations and accommodation requests.

Below is a summary of key Videoconferences, meetings, and events that I participated in during the period of January 28 to March 22, 2024:

January 2024:		
January 21	-	Travel to National Executive Meetings in Ottawa
January 22 to January 25	-	National Executive Meetings in Ottawa
January 26	-	Travel home from National Executive Meetings
January 30 to February 2	-	Travel Accommodation denied by PSAC Email exchanges arguing the accommodation policy of PSAC
February 2024:		
Week of February 5: evenings	-	Reading, research and planning for the upcoming HR Committee meetings April 5&6 in Ottawa
February 14 to February 20	-	Mid-Winter Ceremonies
February 21	-	Family Day
February 20	-	Travel to PSAC Pre-convention Committee Meetings
February 21 to February 27	-	PSAC Pre-convention Committee Meetings
February 24	-	Land Acknowledgement discussion with General Resolutions Committee
February 27	-	Discussions and emails with LRO re: Classification reviews and SODs for 10-month teachers and EA's
February 28	-	Travel home from PSAC Pre-convention Committee Meetings

March 2024:		
March 4	-	Supported Local 00128 newly elected H&S rep with H&S emergency
March 8	-	HR emails and administrivia
March 8 to March 17	-	March Break
March 17	-	Travel to NE meetings in Edmonton
March 18-21	-	NE Meetings
March 22	-	Travel home from NE meetings

Addenda:

Brief Summary of the Preconvention General Resolutions Committee Meetings

The General Resolutions Committee sat from Wednesday February 21 to Tuesday February 27. There were 109 General Resolutions for consideration and discussion as well as 10-12 resolutions that came from other committees for consideration and discussion at the General Resolutions Committee table. The following is a list of the top 10, ranked General Resolutions and the order with which they will be brought to the floor once the committee is called.

Rank	Resolution Number	Resolution Title
1	GEN-25	SEARCH THE LANDFILL
2	GEN-78	PSAC CONFERENCE OF THE NORTH
3	GEN-60	NATIONAL HEALTH AND SAFETY CONFERENCE
4	GEN-13	AFFORDABLE AND ACCESSIBLE CHILDCARE FOR SHIFT AND PRECARIOUS WORKERS
5	GEN-58A	AFFORDABLE HOUSING AND RENT CONTROL
6	GEN-54	PSAC ANTI-PRIVATIZATION OF HEALTHCARE CAMPAIGN

7	GEN-92	PHOENIX INQUIRY AND DAMAGES
8	GEN-102	FEDERAL PUBLIC SECTOR LABOUR RELATIONS AND EMPLOYMENT BOARD (PSEA)
9	GEN-31	ENVIRONMENTAL RACISM
10	GEN-103	PACIFIC REGION LIGHTKEEPERS

Respectfully submitted and in solidarity for your consideration,

Michael Freeman
National Vice-President for Human Rights
Union of National Employees, PSAC

Report on non-compliant or inactive locals from the Quebec region

By Yann Boudreau – March 18, 2024

Non-compliant locals

Local 10132, Indigenous Services Canada – 118 members:

The 2022 financial statements have been submitted to the accounting firm for audit, those of 2023 do not require an audit, and we are waiting for a date for the upcoming 2024 AGM.

Local 10040, Data Collection Clerks (Formerly SSO) – 16 members:

I am in contact with the President to make sure that the missing documents are sent to UNE, so that this local can become compliant. We are also currently planning the 2024 AGM in the coming weeks, in order to resolve this situation.

Inactive locals

Local 10513, Passport Canada EDSC – Québec – Jonquière – 80 members:

The Deputy Trustee Team tried two times in May and July 2023 to hold an annual general meeting, but was not successful. Éric Drouin, Assistant Regional Vice-President for the Quebec region is currently in contact with the members of this local to form a new executive. We are also planning on meeting with the members in person in the coming months.

Local 10021, Data Collection Clerks (Formerly SSO) (Regional Office, Sherbrooke) – 174 members.

An AGM was held on March 10 and a new Executive was formed. We are currently completing the forms required to make the local compliant, and everything should be carried out in the coming weeks.

Submitted in solidarity,

Yann Boudreau
Regional Vice-President, Quebec
The Union of National Employees (UNE)

REPORT OF THE FINANCE COMMITTEE

The Finance Committee met by Zoom Videoconference on Thursday, February 8, 2024, at 1:00 p.m. (Eastern Standard Time).

PRESENT: **Hayley Millington (Chairperson)**
 Yann Boudreau (Member)
 Gail Budgell (Member)
 Gloria Pfeifer (Member)
 Eric Poitras (Member)

Christine Sanders (Technical Advisor)
Robert Vanasse (Administrative Support)

REGRETS: **Alisha Campbell (Ex-officio)**

1. Welcome and Introductions:

Hayley welcomed the members of the Committee.

2. Review and revise existing Terms of Reference:

The terms of reference were reviewed and amended as per appendix A.

m/s/c -Gloria Pfeifer/Yann Boudreau

That the Terms of Reference be approved as amended.

3. Discussion of the Committees' duties and responsibilities:

The Committee agrees that the terms of reference and past practice describe the Committee duties and responsibilities.

4. Outstanding business from previous mandate:

The Committee will review all outstanding business and provide recommendations at the next committee meeting.

5. Referrals to the Committee:

There were no current referrals for the Committee to discuss.

6. Kilometer Rates:

The Committee reviewed the standing motion regarding kilometer rates. 2024 rates have been calculated accordingly and updated on the UNE website.

7. Component Per Diem 2024

The Committee reviewed the Component's current per diems and the Treasury Board per diems which were effective October 1, 2023.

m/s/c -Yann Boudreau and Gail Budgell

That the per diem rates be set by rounding up and adding \$1.00 to the Treasury Board per diems from October 1, 2023, the rates for Yukon, Northwest Territories, and Nunavut be no less than all other Provinces, and incidentals remain at \$19.00 for the calendar year of 2024.

	<u>Canada</u>	<u>Yukon</u>	<u>NWT</u>	<u>Nunavut</u>
Breakfast	\$26.00	\$26.00	\$30.00	\$32.00
Lunch	\$26.00	\$26.00	\$36.00	\$38.00
Dinner	\$62.00	\$67.00	\$74.00	\$99.00
Incidentals	<u>\$19.00</u>	<u>\$19.00</u>	<u>\$19.00</u>	<u>\$19.00</u>
Total	<u>\$133.00</u>	<u>\$138.00</u>	<u>\$159.00</u>	<u>\$188.00</u>

8 Component Average Hourly Rate

The Committee reviewed the current rate and the average salary calculations based on information from the 2023 Source Deduction books.

m/s/c -Gloria Pfeifer and Gail Budgell

That the UNE minimum hourly rate be \$35.00 for 2024.

9 National Executive Hospitality Allowances

The committee discussed the payment of the National Executive hospitality allowances. As UNE exited trusteeship in November 2023, only two months of hospitality allowance will be paid for 2023. Payment will be issued once approved by the National Executive.

10 Adjournment:

There being no further business, the meeting was adjourned at 3:57pm.

Hayley Millington (Chairperson)

Yann Boudreau (Member)

Gail Budgell (Member)

Gloria Pfeifer (Member)

Eric Poitras (Member)

FINANCE COMMITTEE

Terms of Reference

1. The Committee will review Policies and Bylaws concerning component finances on an ongoing basis and recommend changes as appropriate.
2. The Committee shall review the monthly component financial statements on an ongoing basis and provide comments to the National Executive as required.
3. The Committee shall provide costing on all items referred to it by the National Executive or the National President.
4. All requests for funding for locals, except grants to new locals shall be submitted to the Committee for review and recommendation to the National Executive.
5. All non-budgeted items shall be referred to the committee for recommendation back to the National Executive.
6. The Committee shall review the component's annual audited financial statements prior to submission to the National Executive.
7. The Committee shall review the proposed component budget prior to submission to the Union of National Employees Triennial Convention Finance Committee.
8. Review the investment portfolio and policy annually and recommend changes as appropriate.
9. The Committee shall review overtime incurred.
10. In the event of a dispute over Executive expenses, such matters may be referred to the committee for recommendation back to the National Executive.
11. The Committee shall review all other matters which may be referred to it.
12. Union of National Employees members in good standing may attend "non in-camera" meetings of the committee as an observer. All expenses incurred by observers attending the meeting are the responsibility of the individual observer or his or her local. Prior approval must be sought from the chair.
13. Should the chair of the committee be absent from the National Executive meeting, the committee members will decide amongst themselves who will present the report of the committee.
14. Quorum for the committee is 50 percent of established committee members.

February 2024

FINANCE COMMITTEE

Terms of Reference

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7. The Committee shall review the proposed component budget prior to submission to the Union of National Employees Triennial Convention Finance Committee.
8. Review the investment portfolio and policy annually and recommend changes as appropriate.
9. The Committee shall review overtime incurred.
10. In the event of a dispute over Executive expenses, such matters may be referred to the committee for recommendation back to the National Executive.
11. The Committee shall review all other matters which may be referred to it.
12. Should the chair of the committee be absent from the National Executive meeting, the committee members will decide amongst themselves who will present the report of the committee.
13. Quorum for the committee is 50 percent of established committee members.

Bylaws and Policies Committee

The Committee met online via Teams on February 21, 2024

from 13h00 to 15h00

REPORT

Present:

Eric Poitras, Chair
Alisha Campbell, Ex-Officio
Shawn Walker, Member
Phyllis Allen, Member
Noha Haydari, Member

Ateau Zola, Technical Advisor
Greg McNamara, Administrative Assistant

Regrets:

June Dale, Member

1. The committee recommends that the Terms of Reference be amended to reflect gender neutral language. This is an editorial change. (Appendix A)
2. The committee recommends that item number three be removed from the Terms of Reference of this committee and that the National Executive review other committees' Terms of Reference and discuss whether observers should be allowed to attend meetings.

M/S Shawn Walker/Phyllis Allen

3. The committee was shown and discussed updates to the draft Bylaws and Polices.

Éric Poitras

Phyllis Allen

Noha Haydari

Shawn Walker

Appendix A

Bylaws and Policies Committee

Terms of Reference

1. The Bylaws and Policy Committee will review governance documents and recommend improvements to the National Executive to maintain the relevance of our governance. Governance documents may include:
 - a) Bylaws
 - b) Policies
 - c) Presidential rulings
 - d) Resolutions of record
 - e) PSAC constitution, regulations, and policies
2. The committee will consider and report on all matters that are referred to it by the National Executive or National President.
3. Union of National Employees members in good standing may attend meetings of the committee as an observer. All expenses incurred by observers attending the meeting are the responsibility of the individual observer or ~~his or her~~ their local. Prior approval should be sought from the chair.
4. Should the chair of the committee be absent from the executive meeting, the committee members will decide amongst themselves who will present the report of the committee.
5. All members of the committee will be given reasonable notice in advance of any scheduled meetings of the committee.
6. Quorum for the committee is 50 percent of established committee members.

Bylaws and Policies Committee

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1. The Bylaws and Policy Committee will review governance documents and recommend improvements to the National Executive to maintain the relevance of our governance. Governance documents may include:
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Bylaws and Policies Committee

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 - a) Bylaws
 - b) Policies
 - c) Presidential rulings
 - d) Resolutions of record
 - e) PSAC constitution, regulations, and policies
2. The committee will consider and report on all matters that are referred to it by the National Executive or National President.
- ~~3. Union of National Employees members in good standing may attend meetings of the committee as an observer. All expenses incurred by observers attending the meeting are the responsibility of the individual observer or his or her their local. Prior approval should be sought from the chair.~~
- 4.3. Should the chair of the committee be absent from the executive meeting, the committee members will decide amongst themselves who will present the report of the committee.
- 5.4. All members of the committee will be given reasonable notice in advance of any scheduled meetings of the committee.
- 6.5. Quorum for the committee is 50 percent of established committee members.

FRANCOPHONE COMMITTEE REPORT

The Francophone Committee held a meeting via videoconference on March 14, 2024 at 3 pm, Eastern Standard Time.

Attendees: Yann Boudreau, Chairperson
Eric Drouin, Member
Jean-Michel Lavergne, Member
André Miller, Member
Éric Poitras, Member

Aurélie McDonald, Technical Advisor

Zoélie Albert, Administrative Assistant

Regrets: Carole Maillet, Member
Philippe Gauthier, Member
Mireille Jaillet, Member

1. **Review of the Mandate**

The mandate was accepted, with some modifications made regarding inclusive language.

2. **Persons Delegated to Various 2022-2023 Steering Committees**

- a) Young Workers Conference (April 18 to 21, 2024) – Éric Poitras
- b) Women's Conference (June 2024?) – Carole Maillet or Mireille Jaillet
- c) OHS Conference (October 2024?) – To be determined

3. **Publishing Articles on UNE's Website for the Various Celebration Days of Francophone Communities in Canada**

- a) International Francophonie Day – Jean-Michel Lavergne

The article will be published on International Francophonie Day occurring on March 20.

4. **Annual Meeting of the FTQ 2022 Francization Committee Members**

a) The annual meeting of the FTQ 2022 Francization Committee Members was taking place on March 19.

The Committee decided that it would be too hard to send a member with such a short delay.

5. **UNE Member Complaints**

The Committee talked about member representation and the availability of services in French at UNE.

The Committee also talked about the availability of documents in French and the idea of titling official documents in both languages on the Intranet, UNE's website and in the emails and attachments that are sent.

6. **Other Business**

André proposed a logo for the Committee. Aurélie will submit some draft versions.

The Committee wanted to submit a recommendation to the National Executive with a view to translating the Constitution and regulations of every local in both official languages. Yann and Éric will organise a meeting to draft this proposal.

The Committee also wanted to submit a recommendation that would require UNE to provide documents and reports regarding votes in both official languages.

The Committee proposed to meet again in the month of May.

In Solidarity,

Yann Boudreau, Chairperson

Eric Drouin, Member

Jean-Michel Lavergne, Member

André Miller, Member

Éric Poitras, Member

FRANCOPHONE COMMITTEE

Terms of Reference

1. The Francophone Committee will raise awareness and sensitize members to the reality, concerns and issues faced by Francophones of the Union of National Employees, specifically:
 - a) recognition and respect of the constitutional rights of the Canadian Francophonie (*Canadian Charter of Rights and Freedoms*, sections 16 to 20)
 - b) the language rights of individuals (*Official Languages Act*)
 - c) the respect, defense, and advancement of the French language in the activities of UNE.
2. In addition, the Francophone Committee will name one of its members to represent it on the steering committees of each national conference and the Convention Steering Committee.
3. The Committee will formulate recommendations and policies on issues affecting UNE Francophones and will submit them to the National Executive.
4. Union of National Employees members in good standing may attend meetings of the committee as an observer. All expenses incurred by observers attending the meeting are the responsibility of the individual observer or his or her local. Prior approval should be sought from the chair.
5. Should the chair of the committee be absent from the executive meeting, the committee members will decide amongst themselves who will present the report of the committee.
6. All members of the committee will be given reasonable notice in advance of any scheduled meetings of the committee.
7. Quorum for the committee is 50 percent of established committee members.

REPORT OF THE OCCUPATIONAL HEALTH AND COMMITTEE

The Occupational Health and Safety Committee met by Teams on February 28, 2024, at 3:00 p.m. (Eastern Standard Time).

PRESENT: **Geoff Ryan (Chairperson)**
 Yann Boudreau (Member)
 Angela Decker (Member)
 André Miller (Member)

Michelle Brunet (Technical Advisor)
Emily Gault-Due (Administrative Support)

REGRETS: **June Dale (Member)**
 Zoélie Albert (Administrative Support)

1. Welcome and Introductions:

The Chairperson welcomed members to the meeting.

2. Review and revise existing Terms of Reference (Appendix A):

The committee recommends that the Terms of Reference be accepted as presented.

M/S/C Angela Decker and André Miller

3. Occupational Health and Safety Conference:

The Committee briefly discussed the Occupational Health and Safety Conference, which is expected to take place in the Fall of 2024.

4. Adjournment:

There being no further business, the meeting was adjourned at 3:33 p.m.

Geoff Ryan (Chairperson)

Yann Boudreau (Member)

Angela Decker (Member)

André Miller (Member)

Occupational Health & Safety Committee

Terms of Reference

1. To advise and make recommendations to the National Executive on health and safety issues.
2. To make recommendations to the National Executive to raise member awareness of health and safety issues in locals.
3. To provide advice on the promotion of member participation in health and safety training.
4. To provide guidance regarding content for the UNE's Triennial Health and Safety Conference.
5. To provide assistance to health and safety representatives who sit on joint occupational health and safety committees.
6. To examine legislation, policies, programs and procedures and their effect on Union members.
7. Union of National Employees members in good standing may attend meetings of the committee as an observer. All expenses incurred by observers attending the meeting are the responsibility of the individual observer or his or her local. Prior approval should be sought from the chair.
8. Should the chair of the committee be absent from the executive meeting, the committee members will decide amongst themselves who will present the report of the committee.
9. All members of the committee will be given reasonable notice in advance of any scheduled meetings of the committee.10)
10. Quorum for the committee is 50 percent of established committee members.

LOCALS GOVERNANCE COMMITTEE

Terms of Reference

1. The Locals Governance committee will review and make recommendations to the National Executive regarding:
 - a) membership status
 - b) locals and structure to ensure that they address the best interest of the UNE membership;
 - c) duties assigned to the Committee by the National Executive or National President;
 - d) bylaws and policies related to locals and membership.
2. The Committee will develop and report to the National Executive on strategies related to:
 - a) retaining and expanding the membership;
 - b) inactive locals;
 - c) collecting and updating member information.
3. Union of National Employees members in good standing may attend meetings of the committee as an observer. All expenses incurred by observers attending the meeting are the responsibility of the individual observer or his or her local. Prior approval must be sought from the chair.
4. Should the chair of the committee be absent from the executive meeting, the committee members will decide amongst themselves who will present the report of the committee.
5. All members of the committee will be given reasonable notice in advance of any scheduled meetings of the committee.
6. Quorum for the committee is 50 percent of established committee members.

LOCAL GOVERNANCE COMMITTEE

February 22nd from 1300 to 14:30 (EST)

REPORT

Present: Marion McLarty (Chair)
Cindy D'Alessio (Member)
Yun-Csang Ghimn (Member)
Mireille Jaillet (Member)
Elyse Jones (Member)
Robert Vanasse (Technical Advisor)
Michelle Brunet (Admin Support)

Regrets: Monique Ireland (Member)
June Dale (Member)

1. Welcome and Introductions

The committee members introduced themselves, Robert Vanasse explained the purpose of the committee and a bit of background summary.

2. Review and revise existing Terms of Reference

The Committee reviewed the Terms of Reference and approved as per attached Appendix A.

Moved by Yun-Csang Ghimn
Seconded by Mireille Jaillet

3. Discussion of the committees' duties and responsibilities

Robert Vanasse gave an overview of the mandate and responsibilities of the committee.

The Committee discussed the status of SSO members being transferred to Stats Canada and the implications to their local assignments.

4. Outstanding business from previous mandate if there are any.

Outstanding items related to the Atlantic Region are being followed up within the region.

The assignment of the Fort St. James members needs to be followed up by the BC/YT Region.

5. Other Items

The committee will review UNE policies related to membership at the next meeting.

6. Adjournment

Marion McLarty (Chair)

Cindy D'Alessio (Member)

Yun-Csang Ghimn (Member)

Mireille Jaillet (Member)

Elyse Jones (Member)

**UNE National Executive - Recorded Vote Sheet
March 19-21, 2024**

Title	Name	RV#1	RV#2	RV#3	RV#4	RV#5	RV#6	RV#7	RV#8	RV#9	RV#10
National President	Alisha Campbell	1	1	1	1	1	1	1	1	1	1
National Executive Vice-President	Hayley Millington	1	1	1	1	1	1	1	1	1	1
National Vice-President for Human Rights	Michael Freeman	1	1	1	1	1	1	1	1	1	1
National Vice-President for Occupational Health & Safety	Geoff Ryan	1	1	1	1	1	1	1	1	1	1
National Assistant Vice-President for Human Rights	Keith Lemoine										
RVP - Alberta, NWT and Nunavut	Meghraj Khadka										
1st ARVP	Cookie Kerel	1	1	1	1	1	1	1	1	1	3
2nd ARVP	Vacant										
Human Rights Representative	Julia Hu										
RVP - Atlantic	Gail Budgell	1	1	1	1	1	1	1	1	1	1
1st ARVP (NS)	Angela Decker										
2nd ARVP (NL/Lab)	Elyse Jones										
3rd ARP (NB & PEI)	Odeisa Stewart										
Human Rights Representative	Mary Lynn Elms										
RVP - BC & Yukon	Marion McLarty	1	1	1	1	1	1	1	1	1	1
1st ARVP	Céline Ahodékon										
2nd ARVP	Alex Semple										
Human Rights Representative	Ruby Langan										
RVP - Manitoba	Cheryl Dubree	1	1	1	1	1	1	1	1	1	3
1st ARVP	Ian Martens										
2nd ARVP	Monique Ireland										
Human Rights Representative	Frances Bitney										
RVP - NCR-SE	André Miller	1	1	1	1	1	1	1	1	1	3
1st ARVP	Jean-Michel Lavergne										
2nd ARVP	Gilles Lavigne										
3rd ARVP	Julien Levesque										
Human Rights Representative	Carl Laguerre										
RVP - NCR-TB (Gatineau)	Éric Poitras	1	1	1	1	1	1	1	1	1	1
1st ARVP	Cindy D'Alessio										
2nd ARVP	Vacant										
Human Rights Representative	Vacant										
RVP - NCR-TB (Ottawa)	June Dale	1	1	1	1	1	1	1	1	1	1
1st ARVP	Beverly Brown										
2nd ARVP	Olivia Ellis										
Human Rights Representative	Lisa Gregory										
RVP - Ontario	Phyllis Allen	1	1	1	1	1	1	1	1	1	1
1st ARVP	Stephanie Hewis										
2nd ARVP	Philippe Gauthier										
3rd ARVP	Katie Demeester										
Human Rights Representative	Sam Padyachee										
RVP - Outside Canada	Shawn Walker	1	1	1	1	1	1	1	1	1	1
1st ARVP	Archie Campbell										
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
RVP - Québec	Yann Boudreau	1	1	1	1	1	1	1	1	1	1
1st ARVP	Carole Maillet										
2nd ARVP	Éric Drouin										
Human Rights Representative	Anne-Marie Cauvier										
RVP - Saskatchewan	Gloria Pfeifer	1	1	1	1	1	1	1	1	1	1
1st ARVP	Joyce Romanchuk										
2nd ARVP	Vacant										
Human Rights Representative	Pervaiz Iqbal										
		C	C	C	C	C	C	C	C	C	C

Carried/Lost/Tied

- | | |
|--------|------------|
| 1) Yes | 3) Abstain |
| 2) No | 4) Absent |

**UNE National Executive - Recorded Vote Sheet
March 19-21, 2024**

Title	Name	RV#11	RV#12	RV#13	RV#14	RV#15	RV#16	RV#17	RV#18	RV#19	RV#20
National President	Alisha Campbell	3	3	1	1	1	1	1	1	1	1
National Executive Vice-President	Hayley Millington	1	1	1	1	1	1	1	1	1	1
National Vice-President for Human Rights	Michael Freeman	1	1	1	1	1	1	1	1	1	1
National Vice-President for Occupational Health & Safety	Geoff Ryan	1	1	1	2	1	1	1	1	1	1
National Assistant Vice-President for Human Rights	Keith Lemoine										
RVP - Alberta, NWT and Nunavut	Meghraj Khadka										
1st ARVP	Cookie Kerel	2	2	2	2	2	2	2	2	2	2
2nd ARVP	Vacant										
Human Rights Representative	Julia Hu										
RVP - Atlantic	Gail Budgell	1	1	1	1	1	1	1	1	1	1
1st ARVP (NS)	Angela Decker										
2nd ARVP (NL/Lab)	Elyse Jones										
3rd ARP (NB & PEI)	Odeisa Stewart										
Human Rights Representative	Mary Lynn Elms										
RVP - BC & Yukon	Marion McLarty	1	1	1	1	1	1	1	1	1	1
1st ARVP	Céline Ahodékon										
2nd ARVP	Alex Semple										
Human Rights Representative	Ruby Langan										
RVP - Manitoba	Cheryl Dubree	1	1	1	1	1	1	1	1	1	1
1st ARVP	Ian Martens										
2nd ARVP	Monique Ireland										
Human Rights Representative	Frances Bitney										
RVP - NCR-SE	André Miller	1	1	1	1	1	1	1	1	1	1
1st ARVP	Jean-Michel Lavergne										
2nd ARVP	Gilles Lavigne										
3rd ARVP	Julien Levesque										
Human Rights Representative	Carl Laguerre										
RVP - NCR-TB (Gatineau)	Éric Poitras	1	1	1	1	1	1	1	1	1	1
1st ARVP	Cindy D'Alessio										
2nd ARVP	Vacant										
Human Rights Representative	Vacant										
RVP - NCR-TB (Ottawa)	June Dale	1	1	1	1	1	1	1	1	1	1
1st ARVP	Beverly Brown										
2nd ARVP	Olivia Ellis										
Human Rights Representative	Lisa Gregory										
RVP - Ontario	Phyllis Allen	1	1	1	1	1	1	1	1	1	1
1st ARVP	Stephanie Hewis										
2nd ARVP	Philippe Gauthier										
3rd ARVP	Katie Demeester										
Human Rights Representative	Sam Padyachee										
RVP - Outside Canada	Shawn Walker	1	1	1	3	1	1	1	1	1	1
1st ARVP	Archie Campbell										
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
RVP - Québec	Yann Boudreau	1	1	1	1	1	1	1	1	1	1
1st ARVP	Carole Maillet										
2nd ARVP	Éric Drouin										
Human Rights Representative	Anne-Marie Cauvier										
RVP - Saskatchewan	Gloria Pfeifer	1	1	1	1	1	1	1	1	1	1
1st ARVP	Joyce Romanchuk										
2nd ARVP	Vacant										
Human Rights Representative	Pervaiz Iqbal										
		C	C	C	C	C	C	C	C	C	C

Carried/Lost/Tied

- | | |
|--------|------------|
| 1) Yes | 3) Abstain |
| 2) No | 4) Absent |

UNE National Executive - Recorded Vote Sheet
March 19-21, 2024

Title	Name	RV#21	RV#22	RV#23	RV#24	RV#25	RV#26	RV#27	RV#28	RV#29	RV#30
National President	Alisha Campbell	1	1								
National Executive Vice-President	Hayley Millington	1	1								
National Vice-President for Human Rights	Michael Freeman	1	1								
National Vice-President for Occupational Health & Safety	Geoff Ryan	1	1								
National Assistant Vice-President for Human Rights	Keith Lemoine										
RVP - Alberta, NWT and Nunavut	Meghraj Khadka										
1st ARVP	Cookie Kerel	1	2								
2nd ARVP	Vacant										
Human Rights Representative	Julia Hu										
RVP - Atlantic	Gail Budgell	1	1								
1st ARVP (NS)	Angela Decker										
2nd ARVP (NL/Lab)	Elyse Jones										
3rd ARVP (NB & PEI)	Odeisa Stewart										
Human Rights Representative	Mary Lynn Elms										
RVP - BC & Yukon	Marion McLarty	1	1								
1st ARVP	Céline Ahodékon										
2nd ARVP	Alex Semple										
Human Rights Representative	Ruby Langan										
RVP - Manitoba	Cheryl Dubree	1	1								
1st ARVP	Ian Martens										
2nd ARVP	Monique Ireland										
Human Rights Representative	Frances Bitney										
RVP - NCR-SE	André Miller										
1st ARVP	Jean-Michel Lavergne										
2nd ARVP	Gilles Lavigne	1	1								
3rd ARVP	Julien Levesque										
Human Rights Representative	Carl Laguerre										
RVP - NCR-TB (Gatineau)	Éric Poitras										
1st ARVP	Cindy D'Alessio	1	1								
2nd ARVP	Vacant										
Human Rights Representative	Vacant										
RVP - NCR-TB (Ottawa)	June Dale	1	1								
1st ARVP	Beverly Brown										
2nd ARVP	Olivia Ellis										
Human Rights Representative	Lisa Gregory										
RVP - Ontario	Phyllis Allen	1	1								
1st ARVP	Stephanie Hewis										
2nd ARVP	Philippe Gauthier										
3rd ARVP	Katie Demeester										
Human Rights Representative	Sam Padyachee										
RVP - Outside Canada	Shawn Walker	1	1								
1st ARVP	Archie Campbell										
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
RVP - Québec	Yann Boudreau	1	1								
1st ARVP	Carole Maillet										
2nd ARVP	Éric Drouin										
Human Rights Representative	Anne-Marie Cauvier										
RVP - Saskatchewan	Gloria Pfeifer	1	1								
1st ARVP	Joyce Romanchuk										
2nd ARVP	Vacant										
Human Rights Representative	Pervaiz Iqbal										

C C

Carried/Lost/Tied

- | | |
|--------|------------|
| 1) Yes | 3) Abstain |
| 2) No | 4) Absent |

Title	Name	RV#31	RV#32	RV#33	RV#34	RV#35	RV#36	RV#37	RV#38	RV#39	RV#40
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**UNE National Executive - Recorded Vote Sheet
March 19-21, 2024**

National President	Alisha Campbell												
National Executive Vice-President	Hayley Millington												
National Vice-President for Human Rights	Michael Freeman												
National Vice-President for Occupational Health & Safety	Geoff Ryan												
National Assistant Vice-President for Human Rights	Keith Lemoine												
RVP - Alberta, NWT and Nunavut	Meghraj Khadka												
1st ARVP	Cookie Kerel												
2nd ARVP	Vacant												
Human Rights Representative	Julia Hu												
RVP - Atlantic	Gail Budgell												
1st ARVP (NS)	Angela Decker												
2nd ARVP (NL/Lab)	Elyse Jones												
3rd ARVP (NB & PEI)	Odeisa Stewart												
Human Rights Representative	Mary Lynn Elms												
RVP - BC & Yukon	Marion McLarty												
1st ARVP	Céline Ahodékon												
2nd ARVP	Alex Semple												
Human Rights Representative	Ruby Langan												
RVP - Manitoba	Cheryl Dubree												
1st ARVP	Ian Martens												
2nd ARVP	Monique Ireland												
Human Rights Representative	Frances Bitney												
RVP - NCR-SE	André Miller												
1st ARVP	Jean-Michel Lavergne												
2nd ARVP	Gilles Lavigne												
3rd ARVP	Julien Levesque												
Human Rights Representative	Carl Laguerre												
RVP - NCR-TB (Gatineau)	Éric Poitras												
1st ARVP	Cindy D'Alessio												
2nd ARVP	Vacant												
Human Rights Representative	Vacant												
RVP - NCR-TB (Ottawa)	June Dale												
1st ARVP	Beverly Brown												
2nd ARVP	Olivia Ellis												
Human Rights Representative	Lisa Gregory												
RVP - Ontario	Phyllis Allen												
1st ARVP	Stephanie Hewis												
2nd ARVP	Philippe Gauthier												
3rd ARVP	Katie Demeester												
Human Rights Representative	Sam Padyachee												
RVP - Outside Canada	Shawn Walker												
1st ARVP	Archie Campbell												
2nd ARVP	Katheryn Cyr												
Human Rights Representative	Noha Haydari												
RVP - Québec	Yann Boudreau												
1st ARVP	Carole Maillet												
2nd ARVP	Éric Drouin												
Human Rights Representative	Anne-Marie Cauvier												
RVP - Saskatchewan	Gloria Pfeifer												
1st ARVP	Joyce Romanchuk												
2nd ARVP	Vacant												
Human Rights Representative	Pervaiz Iqbal												

Carried/Lost/Tied

- | | |
|--------|------------|
| 1) Yes | 3) Abstain |
| 2) No | 4) Absent |

**UNE National Executive - Recorded Vote Sheet
March 19-21, 2024**

Title	Name	RV#41	RV#42	RV#43	RV#44	RV#45	RV#46	RV#47	RV#48	RV#49	RV#50
National President	Alisha Campbell										
National Executive Vice-President	Hayley Millington										
National Vice-President for Human Rights	Michael Freeman										
National Vice-President for Occupational Health & Safety	Geoff Ryan										
National Assistant Vice-President for Human Rights	Keith Lemoine										
RVP - Alberta, NWT and Nunavut	Meghraj Khadka										
1st ARVP	Cookie Kerel										
2nd ARVP	Vacant										
Human Rights Representative	Julia Hu										
RVP - Atlantic	Gail Budgell										
1st ARVP (NS)	Angela Decker										
2nd ARVP (NL/Lab)	Elyse Jones										
3rd ARP (NB & PEI)	Odeisa Stewart										
Human Rights Representative	Mary Lynn Elms										
RVP - BC & Yukon	Marion McLarty										
1st ARVP	Céline Ahodékon										
2nd ARVP	Alex Semple										
Human Rights Representative	Ruby Langan										
RVP - Manitoba	Cheryl Dubree										
1st ARVP	Ian Martens										
2nd ARVP	Monique Ireland										
Human Rights Representative	Frances Bitney										
RVP - NCR-SE	André Miller										
1st ARVP	Jean-Michel Lavergne										
2nd ARVP	Gilles Lavigne										
3rd ARVP	Julien Levesque										
Human Rights Representative	Carl Laguerre										
RVP - NCR-TB (Gatineau)	Éric Poitras										
1st ARVP	Cindy D'Alessio										
2nd ARVP	Vacant										
Human Rights Representative	Vacant										
RVP - NCR-TB (Ottawa)	June Dale										
1st ARVP	Beverly Brown										
2nd ARVP	Olivia Ellis										
Human Rights Representative	Lisa Gregory										
RVP - Ontario	Phyllis Allen										
1st ARVP	Stephanie Hewis										
2nd ARVP	Philippe Gauthier										
3rd ARVP	Katie Demeester										
Human Rights Representative	Sam Padyachee										
RVP - Outside Canada	Shawn Walker										
1st ARVP	Archie Campbell										
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
RVP - Québec	Yann Boudreau										
1st ARVP	Carole Maillet										
2nd ARVP	Éric Drouin										
Human Rights Representative	Anne-Marie Cauvier										
RVP - Saskatchewan	Gloria Pfeifer										
1st ARVP	Joyce Romanchuk										
2nd ARVP	Vacant										
Human Rights Representative	Pervaiz Iqbal										

Carried/Lost/Tied

- | | |
|--------|------------|
| 1) Yes | 3) Abstain |
| 2) No | 4) Absent |

Title	Name	RV#51	RV#52	RV#53	RV#54	RV#55	RV#56	RV#57	RV#58	RV#59	RV#60
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**UNE National Executive - Recorded Vote Sheet
March 19-21, 2024**

National President	Alisha Campbell																		
National Executive Vice-President	Hayley Millington																		
National Vice-President for Human Rights	Michael Freeman																		
National Vice-President for Occupational Health & Safety	Geoff Ryan																		
National Assistant Vice-President for Human Rights	Keith Lemoine																		
RVP - Alberta, NWT and Nunavut	Meghraj Khadka																		
1st ARVP	Cookie Kerel																		
2nd ARVP	Vacant																		
Human Rights Representative	Julia Hu																		
RVP - Atlantic	Gail Budgell																		
1st ARVP (NS)	Angela Decker																		
2nd ARVP (NL/Lab)	Elyse Jones																		
3rd ARP (NB & PEI)	Odeisa Stewart																		
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RVP - Manitoba	Cheryl Dubree																		
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RVP - NCR-SE	André Miller																		
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RVP - Québec	Yann Boudreau																		
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2nd ARVP	Éric Drouin																		
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2nd ARVP	Vacant																		
Human Rights Representative	Pervaiz Iqbal																		

Carried/Lost/Tied

- | | |
|--------|------------|
| 1) Yes | 3) Abstain |
| 2) No | 4) Absent |

UNE National Executive - Recorded Vote Sheet
March 19-21, 2024