

**NATIONAL EXECUTIVE MEETING MINUTES**  
**Held October 1<sup>st</sup>, 2024**  
**Video Conferencing**

**PRESENT WERE**

Alisha Kang, National President  
 Hayley Millington, National Executive Vice-President  
 Michael Freeman, National Vice-President for Human Rights  
 Yann Boudreau, National Vice-President for Occupational Health & Safety  
 Meghraj Khadka, Regional Vice-President Alberta/N.W.T./Nunavut  
 Gail Budgell, Regional Vice-President, Atlantic  
 Phyllis Allen, Regional Vice-President, Ontario  
 Carole Maillet, Regional Vice-President, Quebec  
 Éric Poitras, Regional Vice-President, Gatineau (TB)  
 André Miller, Regional Vice-President, NCR (SE)  
 Cheryl Dubree, Regional Vice-President, Manitoba  
 Gloria Pfeifer, Regional Vice-President, Saskatchewan  
 Marion McLarty, Regional Vice-President, BC and Yukon  
 Shawn Walker, Regional Vice-President, Outside Canada  
 Christine Sanders, A/Director of Administration and Finance  
 Fabienne Duffet, Director of Human Resources and Organizational Development  
 Franco Picciano, Director, Member Representation and Labour Relations  
 Bernadeth Betchi, Coordinator, Office of the National President  
 Greg McNamara, Communications & Research Officer  
 Saïka Dorsainvil, Executive Assistant to the National Executive Vice-President  
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

**1. INDIGENOUS ACKNOWLEDGEMENT**

André Miller read the following statement:

The Union of National Employees recognizes that we are all virtually assembling on traditional territories of Indigenous Peoples on the northern aspect of Turtle Island.

Our national offices, located in Ottawa, are on the unceded, surrendered Territory of the Anishinaabe Algonquin Nation whose presence here reaches back to time immemorial.

We further recognize the Algonquins as the customary keepers and defenders of the Ottawa River Watershed and its tributaries. We honour their long history of welcoming many Nations to this beautiful territory and uphold and uplift the voice and values of our Host Nation.

The Union of National Employees acknowledges the historical oppression of lands,

cultures, and the original Peoples in what we now know as Canada and fervently believes that our union organization contribute to the healing and decolonizing journey, we all share together.

## **2. CALL TO ORDER**

The National President, Alisha Kang called the meeting to order at 11:08

## **3. PRESIDENT'S REMARKS**

a) House Keeping for Virtual Meetings

- **Chat Protocol**

Alisha Kang advised that group chat functions are to be used solely for voting and adding names to the speakers list during UNE national executive meetings.

Side conversations in the group chat are prohibited to ensure accessibility and translation.

The meeting chair has discretion over the use of group chat for hand votes and managing the speakers list.

b) **General Remarks**

Alisha Kang welcomed everyone to the meeting and provided the following remarks:

She explained criteria for selecting conference attendees. Emphasized importance of diversity and reconciliation. The selection process for the women's conference prioritizes individuals who align with the organization's values. Only individuals identifying as women are eligible to apply, ensuring equity in representation. The meeting chairperson has discretion over the criteria and the review process, allowing for adjustments based on feedback and representation.

Alisha further highlighted the commitment to reconciliation by ensuring the inclusion of Indigenous individuals in decision-making processes and committees. Alisha stressed the importance of creating a respectful and inclusive environment where diverse perspectives are valued and considered in discussions and decision-making.

M/S/C Shawn Walker and Eric Poitras

**THAT** we move in-camera.

\*\*\*\*\*  
**IN-CAMERA SESSION**  
 \*\*\*\*\*

\*\*\*\*\*  
**END OF IN-CAMERA SESSION**  
 \*\*\*\*\*

**4. MOMENT OF SILENCE**

Alisha Kang 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:

Richard Larocque, Godfather and uncle of Manon Desormeaux.

**5. HOURS OF SITTING**

M/S/C André Miller and Gloria Pfeifer

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

Tuesday, October 1st, 2024 : 11:00 a.m. – 1:00 p.m.  
 1: 30 p.m. - 3:00 p.m.  
 3: 30 p.m. – 5: 00 p.m.

**6. ADOPTION OF THE AGENDA**

M/S Shawn Walker and André Miller

**THAT** the agenda be adopted with the following amendment:

- i. New Business; E) Jasper Local Visit
- ii. Motion to bring Local 70312 (Office of the Commissioner of Official Languages) out of trusteeship – be dealt with as the next item.

**\*Recorded Vote 1: Carried**

M/S Éric Poitras and Gail Budgell

**THAT** Local 70302 (Office of the Commissioner of Official Languages) be brought out of trusteeship

**\*Recorded Vote 2: CARRIED**

Éric Poitras served notice of motion.

## **7. CHECK-IN ROUND**

Executive Officers provided personal and professional updates. They shared updates on their ongoing projects and initiatives within their respective jurisdiction.

The environmental racism webinar was highly praised for its impactful content and delivery. It featured UNE young workers activists Klara Longfellow and Abigail Dionne, who played a key role in organizing the event.

Participants found the webinar to be educational, shocking, and a comprehensive exploration of environmental racism issues.

Alisha Kang took the opportunity to call on new members of the national executive to express interest in joining committees to enhance participation and collaboration.

## **8. ONGOING BUSINESS**

### **A) Bargaining Updates**

Alisha Kang provided updates on the bargaining status of various employer groups.

A discussion was held with regard to workplace issues, including hiring freezes and overtime policies. It was noted that hiring freezes are leading to increased workloads as vacancies are not being filled, causing stress among employees. Overtime requests are being denied or discouraged, creating frustration for employees working beyond their regular hours without compensation. There is a lack of clarity and consistency in overtime policies, leading to complaints about unfair distribution of overtime opportunities among staff.

The discussion also focused on the need for improved representation and engagement of local members within the organization. Concerns were raised about the influence of small locals at conventions compared to larger ones, highlighting the need for a review of local sizes and governance structures.

### **B) UNE Conferences**

- ii) **Women's Conference**  
Hayley Millington provided an update with respect to the conference planning.
  - iii) **Occupational Health and Safety Conference**  
Yann Boudreau advised that he would be in position to report on The planning development at the next meeting.
  - i) **Local Presidents' Conference**  
Alisha Kang reported that the conference is scheduled in April 2025 and will report on the planning at the next meeting of the executive.
  - ii) **Human Rights Conference**  
Michael Freeman advised that the Human Rights Committee was meeting next month and would report further at the next National Executive Meeting.
  - v) **UNE Triennial Convention**  
Alisha Kang advised that the next Triennial convention will be held August 24-28, 2026, in Montréal, QC. A call out for a steering Committee would be sent in the near future.
- C) **Next National Executive Meeting Date**  
Alisha Kang announced that the next National Executive would be held November 25-28, 2024, at the Lord Elgin Hotel Ottawa.

## 9. **NEW BUSINESS**

### A. **Discussion on secret ballot voting**

Alisha Kang expressed concerns regarding secret ballots for voting on important matters, such as lifetime memberships, which some members feel should be transparent.

Alisha highlighted that elected officials should be accountable to their constituents, advocating for open voting practices. There is a call for a review of the voting process to ensure it aligns with democratic principles and the organization's commitment to transparency.

There was a consensus that the National President would follow up with PSAC regarding potential issues with changing voting procedures for honors and awards. As well as follow up with PSAC to clarify the regulations governing secret ballot voting for honors and awards.

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

**B. Vision for the Mandate**

1. UNE Member Information

Alisha Kang provided a membership data and structural review across different employer groups.

The review of membership data aims to ensure equitable representation across different employer groups. It includes an analysis of collective agreements and membership numbers to identify trends and disparities. The findings will inform decisions on structural adjustments and better service delivery to members.

A discussion ensued on organizational structure and representation. The discussion highlighted the need to ensure proportional representation among locals, especially when some have significantly more members than others.

Concerns were raised about the influence of smaller locals at the triennial convention, suggesting a review of local sizes and their voting power.

The National President referred the tool for reviewing attendance to conferences, to the bylaws and committee bylaws and policy committee, to discuss with whatever other committees they need to connect with to see if there are any ways that we can improve that tool, but also be more transparent about creating some notes.

2. **COMMITTEE REPORTS**

A brief discussion was held on filling committee vacancies. New members of the national executive are encouraged to express interest in joining various committees as vacancies arise. An email will be sent out soon to inform members about available positions on the bylaws, health and safety, women's, and young workers committees.

A. **By-Laws and Policies Committee**

Éric Poitras advised that the committee was unable to meet due to lack of quorum and is seeking to replace a resigned member before scheduling another meeting.

B. **Collective Bargaining Committee**

André Miller provided a verbal report of progress.

C. **Communications and Member Engagement Committee**

Shawn Walker provided a verbal report of progress.

\*\*\*\*\*

**RECESS**

\*\*\*\*\*

Notice of motion

M/S Éric Poitras and Gloria Pfeifer

**THAT** dues rebates be returned to Local 70312.

**\*Recorded Vote: CARRIED**

A. **Black Class Action Suit Funding Request**

Nicholas Marcus Thompson provided a presentation on the Black Class Action lawsuit.

The presentation discussed the financial support needed for plaintiffs involved in the Black Class Action lawsuit.

Nicholas also described how historical discrimination in the public service has led to systemic barriers for marginalized groups, affecting hiring practices and career advancement opportunities. Efforts to address these issues include the establishment of programs aimed at increasing representation of racialized and marginalized workers within federal employment. Ongoing training and awareness initiatives are necessary to help staff recognize and combat both systemic and individual acts of discrimination within the workplace.

Alisha Kang thanked Nicholas Marcus Thompson for joining us today.

Nicholas Marcus Thompson let the meeting

M/S Phyllis Allen and Marion McLarty

**THAT** a donation be made in the amount of \$5,000 for plaintiffs to attend court hearings and \$10,000 for francophone outreach support.

**\*Recorded Vote 4: CARRIED**

**10. ROUND TABLE CHECK-OUT**

A Check out ensued.

**11. ADJOURNMENT**

The national executive members expressed a preference to wait until November for the next meeting due to scheduling conflicts.



**UNE National Executive - Recorded Vote Sheet  
October 1, 2024**

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

**Carried/Lost/Tied**

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

**UNE National Executive - Recorded Vote Sheet**  
**October 1, 2024**

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

**Carried/Lost/Tied**

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

**UNE National Executive - Recorded Vote Sheet  
October 1, 2024**

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

0

**Carried/Lost/Tied**

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

**UNE National Executive - Recorded Vote Sheet  
October 1, 2024**

Title	Name	RV#31	RV#32	RV#33	RV#34	RV#35	RV#36	RV#37	RV#38	RV#39	RV#40
<b>National President</b>	<b>Alisha Kang</b>										
<b>National Executive Vice-President</b>	<b>Hayley Millington</b>										
<b>National Vice-President for Human Rights</b>	<b>Michael Freeman</b>										
<b>National Vice-President for Occupational Health &amp; Safety</b>	<b>Yann Boudreau</b>										
<b>National Assistant Vice-President for Human Rights</b>	<b>Keith Lemoine</b>										
<b>RVP - Alberta, NWT and Nunavut</b>	<b>Meghraj Khadka</b>										
1st ARVP	Cookie Kerel										
2nd ARVP	Tobassom Javadi-Doudarani										
Human Rights Representative	Julia Hu										
<b>RVP - Atlantic</b>	<b>Gail Budgell</b>										
1st ARVP (NS)	Angela Decker										
2nd ARVP (NL/Lab)	Elyse Jones										
3rd ARVP (NB & PEI)	Odeisa Stewart										
Human Rights Representative	Mary Lynn Elms										
<b>RVP - BC &amp; Yukon</b>	<b>Marion McLarty</b>										
1st ARVP	Céline Ahodékon										
2nd ARVP	Lauri Loveland										
Human Rights Representative	Ruby Langan										
<b>RVP - Manitoba</b>	<b>Cheryl Dubree</b>										
1st ARVP	Ian Martens										
2nd ARVP	Daryl Evans										
Human Rights Representative	Frances Bitney										
<b>RVP - NCR-SE</b>	<b>André Miller</b>										
1st ARVP	Jean-Michel Lavergne										
2nd ARVP	Gilles Lavigne										
3rd ARVP	Julien Levesque										
Human Rights Representative	Carl Laguerre										
<b>RVP - NCR-TB (Gatineau)</b>	<b>Éric Poitras</b>										
1st ARVP	Cindy D'Alessio										
2nd ARVP	Chantal Gauthier										
Human Rights Representative	Klara Longfellow-Richards										
<b>RVP - NCR-TB (Ottawa)</b>	<b>Beverly Brown</b>										
1st ARVP	Vacant										
2nd ARVP	Vacant										
Human Rights Representative	Lisa Gregory										
<b>RVP - Ontario</b>	<b>Phyllis Allen</b>										
1st ARVP	Stephanie Hewis										
2nd ARVP	Philippe Gauthier										
3rd ARVP	Katie Demeester										
Human Rights Representative	Desiree Hicken										
<b>RVP - Outside Canada</b>	<b>Shawn Walker</b>										
1st ARVP	Archie Campbell										
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
<b>RVP - Québec</b>	<b>Carole Maillet</b>										
1st ARVP	Éric Drouin										
2nd ARVP	Vacant										
Human Rights Representative	Anne-Marie Cauvier										
<b>RVP - Saskatchewan</b>	<b>Gloria Pfeifer</b>										
1st ARVP	Joyce Romanchuk										
2nd ARVP	Nathan Pylpuk										
Human Rights Representative	Pervaiz Iqbal										

0

**Carried/Lost/Tied**

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

**UNE National Executive - Recorded Vote Sheet**  
**October 1, 2024**

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

0

**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
-------	------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------

**UNE National Executive - Recorded Vote Sheet  
October 1, 2024**

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

0

**Carried/Lost/Tied**

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

**UNE National Executive - Recorded Vote Sheet**  
**October 1, 2024**

