

**NATIONAL EXECUTIVE MEETING MINUTES**  
**Held November 26-28, 2024**  
**In Pearson Room, Elgin Hotel**

**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, NWT and Nunavut  
 Gail Budgell, Assistant Regional Vice-President, Atlantic  
 Elyse Jones, Assistant Regional Vice-President, Atlantic  
 Philippe Gauthier, Assistant Regional Vice-President, Ontario  
 Carole Maillet, Regional Vice-President, Quebec  
 Éric Poitras, Regional Vice-President, Gatineau (TB)  
 Chantal Gauthier, Assistant Regional Vice-President, Gatineau (TB)  
 Beverly Brown, Regional Vice-President, Ottawa (TB)  
 André Miller, Regional Vice-President, NCR (SE)  
 Cheryl Dubree, Regional Vice-President, Manitoba  
 Daryl Evans, Assistant Regional Vice-President, Manitoba  
 Gloria Pfeifer, Regional Vice-President, Saskatchewan  
 Nathan Polynuk, Assistant Regional Vice-President, Saskatchewan  
 Marion McLarty, Regional Vice-President, BC and Yukon  
 Celine Ahodekon, Assistant Regional Vice-President, BC and Yukon  
 Lauri Loveland, Assistant Regional Vice-President, BC and Yukon  
 Shawn Walker, Regional Vice-President, Outside Canada  
 Noha Haydari, Human Rights Representative, Outside Canada  
 Mireille Jaillet, Equity Representative, Women  
 Yun-Csang Ghimn, Equity Representative, Racialized members  
 Doug Hill, Director Member Services  
 Sylvie Courchaine, Director Administration and Finance  
 Fabienne Duffet, Director of Human Resources and Organizational Development  
 Greg McNamara, Communications & Research Officer  
 Aurélie MacDonald, Communications & Research Officer  
 Bernadeth Betchi, Coordinator, Office of the National President  
 Saïka Dorsainvil, Executive Assistant to the National Executive Vice-President  
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

**REGRETS**

Phyllis Allen, Regional Vice-President, Ontario

**1. INDIGENOUS ACKNOWLEDGEMENT**

Alisha Kang introduced André Miller for Land acknowledgement.

André Miller read the following statement:

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

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

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

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

2. **CALL TO ORDER**

The National President, Alisha Kang called the meeting to order at 9:07 a.m.

3. **PRESIDENT'S REMARKS**

Alisha Kang welcomed everyone to the National Capital Region and provided the following remarks:

As an organization, we are undergoing significant structural changes to better meet the needs of our members. We focused on transitioning out of trusteeship and refocusing on activism within the organization. A series of regional seminars and national conferences are being planned to gather input from members for future organizational development. An emphasis would be placed on the need for a structure that meets the needs of members. The organizational structure should prioritize member engagement and participation to ensure their voices are heard in decision-making processes. A responsive structure must adapt to the changing needs and challenges faced by our members, providing them with the necessary support and resources. Continuous feedback mechanisms should be established to assess the effectiveness of the structure and make improvements based on member input.

The UNE aims to hold nine conferences in the upcoming year to facilitate discussions and gather the feedback. Regional seminars will focus on creating a structure that meets the needs of the membership and encourages grassroots



**\*Recorded Vote 1: CARRIED**

**7. CHECK-IN ROUNDTABLE**

A check-in roundtable ensued. Executive Officers shared personal updates about their experiences and roles within the organization.

Newly elected Officers were welcomed warmly, with many expressing excitements about their first national executive meeting.

Alisha Kang emphasized on the importance of collaboration and support among members to strengthen the organization.

**8. REPORT OF THE NATIONAL EXECUTIVE**

**A) National President**

It was agreed that this item be postponed until translation is received.

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

M/S Hayley Millington and Gail Budgell

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

**\*Recorded vote 2: CARRIED**

**C) National Vice-President for Human Rights**

The agenda item was postponed.

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

M/S Yann Boudreau and Andre Miller

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

**\*Recorded Vote 3: CARRIED**

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## RECESS

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Eric Poitras left due a previous commitment.

Chantal Gauthier will assume the chair for the Gatineau (TB)

### 8. REPORT OF THE NATIONAL EXECUTIVE (Cont'd)

#### E) Regional Vice-Presidents Inactive Reports

Greg McNamara, the Component's Communications & Research Officer, provided an overview of the newly developed inactive locals report displayed.

Alisha Kang encouraged collaboration among regions, allowing members from different areas to assist each other in revitalizing inactive or non-conformance locals.

The review of inactive locals focuses on assessing their compliance and engagement within the union structure. It identifies locals that are missing required documentation, such as financial reports or executive members, which affects their good standing. Efforts are made to assist inactive locals in becoming active again through collaboration and support from regional representatives and national officers.

Plans to assist locals in regaining conformance include:  
Regular communication and support from regional vice-presidents to address specific local issues and provide guidance on necessary documentation.  
Implementation of a system to streamline banking processes and facilitate easier access to signing authority for local executives.

#### *i. BC and Yukon*

M/S Marion McLarty and Yann Boudreau

**THAT** the inactive locals report of the BC and Yukon region be adopted as presented.

**\*Recorded Vote 4: CARRIED**

#### *ii. Saskatchewan*

M/S Gloria Pfeifer and Andre Miller

**THAT** the inactive locals report of the Saskatchewan region be adopted as presented.

**\*Recorded Vote 5: Carried**

*iii.* Manitoba

M/S Cheryl Dubree and Chantal Gauthier

**THAT** the report of the inactive locals report of the Manitoba region be adopted as presented.

**\*Recorded Vote 6: CARRIED**

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**RECESS**

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**TUESDAY, November 27, 2024 - AFTERNOON SESSION**  
**Reconvened at 1: 00 p.m.**

**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, NWT and Nunavut
- Gail Budgell, Assistant Regional Vice-President, Atlantic
- Elyse Jones, Assistant Regional Vice-President, Atlantic
- Philippe Gauthier, Assistant Regional Vice-President, Ontario
- Carole Maillet, Regional Vice-President, Quebec
- Éric Poitras, Regional Vice-President, Gatineau (TB)
- Chantal Gauthier, Assistant Regional Vice-President, Gatineau (TB)
- Beverly Brown, Regional Vice-President, Ottawa (TB)
- André Miller, Regional Vice-President, NCR (SE)
- Cheryl Dubree, Regional Vice-President, Manitoba
- Daryl Evans, Assistant Regional Vice-President, Manitoba
- Gloria Pfeifer, Regional Vice-President, Saskatchewan
- Nathan Polynuk, Assistant Regional Vice-President, Saskatchewan
- Marion McLarty, Regional Vice-President, BC and Yukon
- Celine Ahodekon, Assistant Regional Vice-President, BC and Yukon
- Lauri Loveland, Assistant Regional Vice-President, BC and Yukon

Noha Haydari, Human Rights Representative, Outside Canada  
 Mireille Jaillet, Equity Representative, Women  
 Yun-Csang Ghimn, Equity Representative, Racialized members  
 Doug Hill, Director Member Services  
 Sylvie Courchaine, Director Administration and Finance  
 Fabienne Duffet, Director of Human Resources and Organizational Development  
 Greg McNamara, Communications & Research Officer  
 Aurélie MacDonald, Communications & Research Officer  
 Bernadeth Betchi, Coordinator, Office of the National President  
 Saïka Dorsainvil, Executive Assistant to the National Executive Vice-President  
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

## **REGRETS**

Phyllis Allen, Regional Vice-President, Ontario  
 Shawn Walker, Regional Vice-President, Outside Canada

## **11. ONGOING BUSINESS**

### **A) Bargaining Updates**

#### **l) Treasury Board Bargaining Conference**

Haley Millington discussed the ongoing bargaining updates and the status of various bargaining units, highlighting the following points:

Bargaining processes are different for various employer groups. There are concerns regarding the alignment of demands from separate employer groups with PSAC's constitution and the overall bargaining strategy.

The importance of members' participation in submitting bargaining demands through the PSAC website was emphasized to ensure representation and advocacy for their interests.

A discussion was held on the different processes for separate employer groups and core groups. Separate employer groups have distinct bargaining processes compared to core groups, often involving different criteria for selecting bargaining teams. The demands from separate employer groups are submitted to UNE for alignment with PSAC's constitution before proceeding with the bargaining process.

Core groups typically follow a standardized bargaining process, with demands collected and ratified at meetings before being presented at the bargaining conference.

Clarification on the awaiting demands to UNE and the role of PSAC in the bargaining process.

The PSAC plays a crucial role in the bargaining process by ensuring that

all demands from various bargaining units are collected, reviewed, and ratified before being presented at the bargaining conference.

The process for selecting bargaining teams differs between separate employer groups and larger core groups, with PSAC overseeing the alignment and compliance of demands with its constitution.

**B) UNE Conferences**

Feedback from the Women's Conference indicated positive responses, but areas for improvement were noted.

Feedback highlighted the overall positive reception of the Women's Conference, with many participants expressing satisfaction with the event's organization and content. Areas for improvement included the need for more in-person meetings and better vetting processes for speakers. Participants suggested enhancing programming to address a wider range of topics relevant to women's activism and labor rights.

Discussion highlighted the varying participation rates from different regions, indicating some regions are underrepresented in union activities. Emphasis was placed on the importance of in-person meetings to foster better engagement and collaboration among members. Concerns were raised about the effectiveness of virtual meetings compared to face-to-face interactions in addressing member issues and building solidarity.

The importance of having a standing women's committee was also emphasized. The standing women's committee would provide a platform for women to share their experiences and challenges within the union. It would foster networking and solidarity among women across different regions and sectors, enhancing collective strength.

It was noted that the conference allowed for the development of targeted strategies and policies that address women's specific needs and issues in the workplace.

Suzanne Boucher outlined the schedule for upcoming conferences and regional seminars as follows:

- A combined regional seminar for the NCR, Separate Employers, Outside Canada, Treasury Board (Ottawa, and Gatineau) from February 28 to March 2.
- The Atlantic Regional seminar is scheduled for May 2nd to 4th in Charlottetown, PEI.
- The Human Rights conference will take place in October in Victoria,



with the organizing committee already working on the agenda.

A discussion ensued on the need for early planning and securing venues for events. Early planning allows for better negotiation of venue rates and availability. Securing venues well in advance ensures accessibility and accommodations for all participants. Timely venue selection helps avoid conflicts with other events and maximizes attendance. Emphasis on the importance of accessibility and member participation in events.

Accessibility ensures that all members, regardless of their physical abilities or limitations, can fully participate in union events, fostering inclusivity and equal representation. Encouraging member participation in events strengthens solidarity within the union, allowing diverse voices to be heard and contributing to more comprehensive decision-making processes. Providing accessible events can enhance member engagement, leading to increased activism and a stronger collective response to workplace issues and challenges.

**E) Workforce Adjustment (WFA)**

A discussion was held with regards to the potential cuts and the impact on employees, particularly in terms of mental health and job security.

The discussion highlighted the use of vague terminology like "attrition" to mask the reality of job cuts, leading to confusion and anxiety among employees. Employees facing potential layoffs reported increased stress and mental health concerns, particularly when management failed to provide clear communication about job security. The importance of union presence during consultations was emphasized to ensure that employees receive support and advocacy in the face of job cuts and workplace pressures.

Employers are using euphemistic language such as "attrition" to mask the reality of job cuts and terminations. There is a trend of targeting vulnerable employees, particularly those with mental health issues, for dismissal under the guise of performance management. Union representatives are often not adequately consulted about impending cuts, leading to a lack of support for affected employees during transitions.

Union representation is crucial in ensuring that members facing job cuts or terminations receive proper guidance and advocacy throughout the process. Effective communication between union leaders and affected members can help alleviate fears and provide clarity on their rights and available support. Collective action and solidarity among union members can strengthen their position against unjust layoffs and promote a culture of support within the workplace.

Haley Millington emphasized the importance of being proactive in addressing concerns raised by members. She urged for proactive measures to gather information from members about their experiences and concerns to better advocate for their interests.

Call for regular updates and communication with members regarding job security. Regular updates should be provided to members about any changes in job security to ensure transparency and trust within the organization. Communication channels must be established to allow members to voice concerns and receive timely information regarding potential layoffs or restructuring. Engaging members in discussions about job security can foster a sense of community and collective action, empowering them to advocate for their rights and interests.

**Member Engagement and Support**

Discussion on the importance of engaging with members and providing support during potential job cuts.

- A call for vigilance and proactive measures to support affected members;
- encourage union representatives to actively monitor and report any signs of job cuts or terminations within their departments;
- promote open communication channels for members to share concerns and experiences regarding job security and workplace pressures;
- implement training and resources for union activists to effectively advocate for members facing potential layoffs or adverse employment actions.
- Offering resources such as counseling and career transition services demonstrates the union's commitment to its members' well-being and can mitigate the negative impacts of job loss;
- emphasis on the need for clear communication and transparency from the union to its members.

**F) Inactive Locals Report**

iv. Gatineau TB  
M/S Éric Poitras and André Miller

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

**\*Recorded Vote 7: CARRIED**

**10. MINUTES OF PREVIOUS MEETINGS**

A. National Executive Meeting - May 22-23, 2024

M/S Gail Budgell and Cheryl Dubree

**THAT** the minutes of the May 22-23, 2024 National Executive Meeting be adopted as presented.

**\*Recorded Vote 8: Carried**

B. National Executive Meeting - September 11-12

M/S Gloria Pfeifer and Eric Poitras

**THAT** the minutes of the National Executive Meeting held September 11 and 12, 2024 be adopted as amended.

**\*Recorded vote 9: CARRIED**

C. National Executive Meeting - October 1<sup>st</sup>, 2024

M/S Andre Miller and Cheryl Dubree

**THAT** the minutes of the National Executive Special Meeting held October 1<sup>st</sup> be adopted as amended.

**Recorded vote 10: CARRIED**

It was suggested that the Special National Executive Meeting in June be held in St John's, Newfoundland.

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**RECESS**  
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**IN-CAMERA SESSION**  
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**END OF IN-CAMERA SESSION**  
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**Wednesday, January 27, 2024 - AFTERNOON SESSION**  
**Reconvened at 2:30 p.m.**

**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, NWT and Nunavut  
 Gail Budgell, Assistant Regional Vice-President, Atlantic  
 Elyse Jones, Assistant Regional Vice-President, Atlantic  
 Philippe Gauthier, Assistant Regional Vice-President, Ontario  
 Carole Maillet, Regional Vice-President, Quebec  
 Chantal Gauthier, Assistant Regional Vice-President, Gatineau (TB)  
 Beverly Brown, Regional Vice-President, Ottawa (TB)  
 André Miller, Regional Vice-President, NCR (SE)  
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 Nathan Polynuk, Assistant Regional Vice-President, Saskatchewan  
 Marion McLarty, Regional Vice-President, BC and Yukon  
 Celine Ahodekon, Assistant Regional Vice-President, BC and Yukon  
 Lauri Loveland, Assistant Regional Vice-President, BC and Yukon  
 Noha Haydari, Human Rights Representative, Outside Canada  
 Mireille Jailliet, Equity Representative, Women  
 Yun-Csang Ghimn, Equity Representative, Racialized members  
 Doug Hill, Director Member Services  
 Sylvie Courchaine, Director Administration and Finance  
 Fabienne Duffet, Director of Human Resources and Organizational Development  
 Greg McNamara, Communications & Research Officer  
 Aurélie MacDonald, Communications & Research Officer  
 Bernadeth Betchi, Coordinator, Office of the National President  
 Saïka Dorsainvil, Executive Assistant to the National Executive Vice-President  
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

**REGRETS**

Phyllis Allen, Regional Vice-President, Ontario  
 Shawn Walker, Regional Vice-President, Outside Canada  
 Éric Poitras, Regional Vice-President, Gatineau (TB)

Sylvie Courchaine, A/Director of Administration and Finance provided a presentation on a newly developed expense claim as follows:

The need for changes in the expense claim process was due to missing documentation and delays in processing claims. Sylvie identified that many expense claims were missing crucial documents, such as travel itineraries and approval for personal vehicle use. She emphasized that incomplete documentation not only delayed processing but also left the organization vulnerable during audits. To address these issues, Sylvie proposed a redesign of the expense claim form to include clearer instructions and required information directly on the form.

A new expense claim form is in development, aiming to provide clearer instructions directly on the form. The new expense claim form will include direct instructions on how to fill it out, reducing the need for separate documents. It will feature larger text and improved layout for better readability and user experience. The form will require essential information such as Google Maps for kilometers and pre-approval for personal vehicle use to streamline the auditing process. The new form will also include features like automatic kilometer rates based on province and a section for email addresses. It will streamline the expense claim process by automatically calculating kilometer rates based on the selected province, reducing manual errors and saving time for users. A dedicated section for email addresses will enhance communication, allowing for quicker follow-ups and clarifications regarding expense claims. These features aim to improve the overall efficiency of the expense claim submission and auditing process, ensuring compliance with organizational policies.

She noted that the new expense claim form was being finalised and prepared for launch. More information will be provided directly on the expense claim form to streamline the submission process. The launch of the updated expense claim form is targeted for January, aiming to assist members in filling out their claims more efficiently.

Alisha Kang relinquished the chair to Hayley Millington.

Hayley Millington assumed the chair.

## **9. REPORTS OF THE EXECUTIVE**

### **A. National President (Appendix D)**

M/S Alisha Kang and Cheryl Dubree

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

**\*Recorded Vote 11: CARRIED**

Hayley Millington relinquished the chair to Alisha Kang.

Alisha Kang assumed the Chair.

### **E. Inactive Locals Reports**

#### Quebec

M/S Carole Maillet and Yann Boudreau

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

**\*Recorded Vote 12: CARRIED**

#### Atlantic

M/S Gail Budgell and Gloria Pfeifer

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

**\*Recorded Vote 13: CARRIED**

## **12. NEW BUSINESS**

### **L. Consultation Committees (Consultation Process Concerns)**

Haley Millington raised concerns about employers consulting local executives on national issues, leading to negative impacts on membership.

Employers are bypassing national consultation processes by seeking input from local executives on issues that have broader national implications. This practice can lead to decisions that negatively affect the entire membership, such as job losses or changes in working conditions, based on limited local feedback. There is a need for clear communication and guidelines to ensure that local executives do not engage in consultations that should involve regional or national representation.

It was noted that a letter would be drafted to remind locals not to engage in consultations without proper escalation to regional and national levels. The letter will emphasize the importance of following established protocols for consultations.

It would also outline the potential risks associated with unauthorized local consultations, including negative impacts on membership. The communication would encourage locals to involve their Regional Vice Presidents (RVPs) and

National Labour Relations Officers (LROs) in any discussions with employers.

**E. Reports**

Alisha Kang advised on the importance of timely report submissions from elected officers to maintain accountability. Timely report submissions ensure transparency and accountability within the organization, allowing for accurate tracking of activities and expenditures.

Regular reporting fosters effective communication among elected officers, and the national executive, facilitating informed decision-making and strategic planning.

Delayed reports can hinder the organization's ability to address issues promptly, potentially impacting member services and overall operational efficiency.

It was reminded that reports are required to cover the entire fiscal year and must be submitted by April 1<sup>st</sup> each year, and follow-ups would be conducted if reports are missing.

Eric Poitras joined the meeting.

**F. Presidential Ruling on Bylaws**

Alisha Kang announced a presidential ruling to ensure compliance with laws governing the organization and to address discrepancies with applicable laws in current bylaws.

The ruling will initiate a review of existing bylaws to identify and rectify any discrepancies with legal requirements. A referral will be made to the Bylaws and Policy Committee to address necessary amendments for future conventions.

The committee will review existing bylaws to ensure compliance with applicable laws.

Proposed amendments will be prioritized for discussion at the next triennial convention.

Some of our bylaws do not comply with the laws of Ontario.

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**RECESS**

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**THURSDAY, November 28, 2024 - MORNING SESSION**  
**Reconvened at 9:00 a.m.**

**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, NWT and Nunavut  
 Gail Budgell, Assistant Regional Vice-President, Atlantic  
 Elyse Jones, Assistant Regional Vice-President, Atlantic  
 Philippe Gauthier, Assistant Regional Vice-President, Ontario  
 Carole Maillet, Regional Vice-President, Quebec  
 Éric Poitras, Regional Vice-President, Gatineau (TB)  
 Chantal Gauthier, Assistant Regional Vice-President, Gatineau (TB)  
 Beverly Brown, Regional Vice-President, Ottawa (TB)  
 André Miller, Regional Vice-President, NCR (SE)  
 Cheryl Dubree, Regional Vice-President, Manitoba  
 Daryl Evans, Assistant Regional Vice-President, Manitoba  
 Gloria Pfeifer, Regional Vice-President, Saskatchewan  
 Nathan Polynuk, Assistant Regional Vice-President, Saskatchewan  
 Marion McLarty, Regional Vice-President, BC and Yukon  
 Celine Ahodekon, Assistant Regional Vice-President, BC and Yukon  
 Lauri Loveland, Assistant Regional Vice-President, BC and Yukon  
 Noha Haydari, Human Rights Representative, Outside Canada  
 Mireille Jaillet, Equity Representative, Women  
 Yun-Csang Ghimn, Equity Representative, Racialized members  
 Doug Hill, Director Member Services  
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 Fabienne Duffet, Director of Human Resources and Organizational Development  
 Greg McNamara, Communications & Research Officer  
 Aurélie MacDonald, Communications & Research Officer  
 Bernadeth Betchi, Coordinator, Office of the National President  
 Saïka Dorsainvil, Executive Assistant to the National Executive Vice-President  
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

## **REGRETS**

Phyllis Allen, Regional Vice-President, Ontario  
 Shawn Walker, Regional Vice-President, Outside Canada

Alisha Kang served notice of motion.

## **12. NEW BUSINESS**

### **G. Reduction of Component Dues**

Alisha Kang led a discussion with respect to collection of dues and the need for a dedicated Parks Service officer.

Concerns were raised about the collection of dues from members without delivering promised services, particularly for Parks Canada. A dedicated Parks



Service officer is needed to address the complexities and specific issues faced by Parks Canada employees, ensuring adequate representation and support.

The discussion highlighted the importance of transparency and accountability in how dues are utilized to meet the needs of members effectively. Concerns raised about not fulfilling commitments to members regarding dues and services provided. Members are questioning the justification for increased dues when there is a significant surplus without corresponding services being delivered. There is a lack of transparency regarding how dues are allocated and whether they are being used effectively to meet member needs.

The organization is facing pressure to address the disparity between the funds collected and the actual support provided to locals, leading to calls for better investment in local development and services

Meeting dates for the upcoming year were confirmed, with discussions on attendance and logistics for RVPs and other members.

**Next National Executive Meeting Date**

January 20 – 23, 2025

March 24 – 27, 2025

June 9 - 12, 2025 (Special NE Meeting)

October 27 - 30, 2025

RVPs are encouraged to coordinate attendance, with the option for multiple members from the same region to attend the same meeting. Logistical considerations for hotel room bookings should be communicated in advance to ensure adequate accommodations for all attendees.

Alisha Kang encouraged early communication regarding attendance to ensure adequate accommodations and better logistical planning. It helps ensure that adequate accommodations, such as hotel rooms and meeting spaces, are secured in advance. Early notifications can prevent last-minute complications and ensure all participants can attend comfortably.

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**RECESS**

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Alisha Kang relinquished the Chair to Hayley Millington.

Hayley Millington assumed the Chair.

**Notice of motion**

M/S Alisha Kang and Marion McLarty

**THAT** in an effort to catch up to the time in the remainder of the mandate, I request that Éric Poitras come to work at UNE, released full-time for one year at his substantive role group and level, paid for by the overtime set aside for the President; and

M/S Gloria Pfeifer and Cheryl Dubree

**THAT** Éric Poitras supply a detailed report of his duties in the office at every national executive meeting.

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**RECESS**

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**THURSDAY, November 28, 2024 - AFTERNOON SESSION**  
**Reconvened at 1 p.m.**

**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, NWT and Nunavut  
 Gail Budgell, Assistant Regional Vice-President, Atlantic  
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 Daryl Evans, Assistant Regional Vice-President, Manitoba  
 Gloria Pfeifer, Regional Vice-President, Saskatchewan  
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 Celine Ahodekon, Assistant Regional Vice-President, BC and Yukon  
 Lauri Loveland, Assistant Regional Vice-President, BC and Yukon  
 Noha Haydari, Human Rights Representative, Outside Canada

Mireille Jaillet, Equity Representative, Women  
 Yun-Csang Ghimn, Equity Representative, Racialized members  
 Doug Hill, Director Member Services  
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 Fabienne Duffet, Director of Human Resources and Organizational Development  
 Greg McNamara, Communications & Research Officer  
 Aurélie MacDonald, Communications & Research Officer  
 Bernadeth Betchi, Coordinator, Office of the National President  
 Saïka Dorsainvil, Executive Assistant to the National Executive Vice-President  
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

**REGRETS**

Phyllis Allen, Regional Vice-President, Ontario  
 Shawn Walker, Regional Vice-President, Outside Canada

Yann Boudreau assumed the Chair.

**Notice of motion (Cont'd)**

M/S Alisha Kang and Marion McLarty

**THAT** in an effort to catch up to the time in the remainder of the mandate, I request that Éric Poitras come to work at UNE, released full-time for one year at his substantive role group and level, paid for by the overtime set aside for the President; and

A/S/C Gloria Pfeifer and Cheryl Dubree

**THAT** Éric Poitras supply a detailed report of his duties in the office at every national executive meeting.

A/S/C André Miller and Yann Boudreau

**THAT** in an effort to catch up to the time in the remainder of the mandate, I request that the Alternate National Executive Vice-President come to work at UNE, released full-time for one year at his substantive role group and level, paid for by the overtime set aside for the President; and

**THAT** the Alternate National Executive Vice-President supply a detailed report of his duties in the office at every national executive meeting.

Yann Boudreau assumed the chair.

M/S/C Yann Boudreau and Carole Maillet

**THAT** we move in-camera.

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**IN-CAMERA SESSION**  
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**END OF IN-CAMERA SESSION**  
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**Notice of motion (Cont'd)**

M/S Alisha Kang and Marion McLarty

**THAT** in an effort to catch up to the time in the remainder of the mandate, I request that Éric Poitras come to work at UNE, released full-time for one year at his substantive role group and level, paid for by the overtime set aside for the President; and

A/S/C Gloria Pfeifer and Cheryl Dubree

**THAT** Éric Poitras supply a detailed report of his duties in the office at every national executive meeting.

A/S/C André Miller and Yann Boudreau

**THAT** in an effort to catch up to the time in the remainder of the mandate, I request that the Alternate National Executive Vice-President come to work at UNE, released full-time for one year at his substantive role group and level, paid for by the overtime set aside for the President; and

**THAT** the Alternate National Executive Vice-President supply a detailed report of his duties in the office at every national executive meeting.  
Yann Boudreau assumed the chair.

Yann Boudreau relinquished the Chair to Alisha Kang.

Alisha Kang assumed the Chair.

**13. COMMITTEE REPORTS**

**A. Bylaws and Policies Committee**

Éric Poitras provided a verbal report on the bylaws and policies committee. The Committee is currently lacking members, which hinders its ability to function effectively. There is an urgent need to appoint individuals to the committee to ensure compliance with organizational bylaws and policies.

**B. Collective Bargaining Committee**

The Committee will be providing a report at the next National Executive Meeting.

**C. Communications and Member Engagement Committee**

The Committee will provide its report at the next National Executive Meeting.

**E. Francophone Committee (Appendix E)**

M/S Yann Boudreau and André Miller

**THAT** the report of the Francophone Committee be adopted as presented.

**\*Recorded Vote 14: CARRIED**

**Notice of motion (Cont'd)**

M/S Alisha Kang and Marion McLarty

**THAT** in an effort to catch up to the time in the remainder of the mandate, I request that Éric Poitras come to work at UNE, released full-time for one year at his substantive role group and level, paid for by the overtime set aside for the President; and

A/S/C Gloria Pfeifer and Cheryl Dubree

**THAT** Éric Poitras supply a detailed report of his duties in the office at every national executive meeting.

A/S/C André Miller and Yann Boudreau

**THAT** in an effort to catch up to the time in the remainder of the mandate, I request that the Alternate National Executive Vice-President come to work at UNE, released full-time for one year at his substantive role group and level, paid for by the overtime set aside for the President; and

**THAT** the Alternate National Executive Vice-President supply a detailed report of his duties in the office at every national executive meeting.

Yann Boudreau assumed the chair.

**\*Recorded Vote on the main motion as amended #15: CARRIED**

9. **REPORTS OF THE EXECUTIVE**

E. **Inactive Locals Report**

Alberta

M/S Meghraj Khadka and André Miller

**THAT** the inactive locals report of the Alberta region be adopted as presented.

**\*Recorded Vote 16: CARRIED**

13. **COMMITTEE REPORTS**

F. **Finance Committee (Appendix F)**

26-28 m

M/S Hayley Millington and Yann Boudreau

**THAT** the report of the Finance Committee be adopted as a whole.

**\*Recorded Vote 18: CARRIED**

D. **Education Committee (Appendix G)**

M/S Cheryl Dubree and Philippe Gauthier

**THAT** the Committee's Terms of Reference be adopted as presented.

**\*Recorded Vote 19: CARRIED**

Review of the Young Workers Conference survey

M/S Cheryl Dubree and Gail Budgell

**TO** have some videos produced to follow up after the event to extend learning. To hold a virtual mock Convention Committee meeting, followed by a mock Convention. This would act as an extension of the Resolution Writing Workshop so that participants could experience the full process of how their resolutions would be dealt with; and

To email participants of the young workers Conference for a follow up and to

offer a session to discuss the resolutions written and to arrange a virtual mock Convention.

**\*Recorded Vote 20: CARRIED**

Local union communications

M/S Cheryl Dubree and Gail Budgell

**TO** create the first Local/Union communication discussion session of the Communications team.

**\*Recorded Vote 21: CARRIED**

M/S Cheryl Dubree and Marion McLarty

**THAT** the report of the Education Committee Meeting held June 24 be adopted as a whole.

**\*Recorded Vote 22: CARRIED**

M/S Cheryl Dubree and Philippe Gauthier

**THAT** the report of the Education Committee Meeting held July 29 be adopted as a whole.

**\*Recorded Vote 23: CARRIED**

M/S Cheryl Dubree and Yann Boudreau

**THAT** the Education Committee Meeting held November 14 be adopted as a whole.

**\*Recorded Vote 24: CARRIED**

O. **Structural Review** (Ad Hoc)

Hayley Millington emphasized the importance of a structural review to assess and redistribute workload among the National Executive members. The review aims to ensure that responsibilities are manageable and aligned with the organization's values, especially regarding support for elected officials. This initiative is part of a broader effort to stabilize the organization amidst ongoing changes and to uphold commitments made during the triannual convention. Emphasis on supporting elected officials and ensuring compliance with union values.

Supporting elected officials is crucial for maintaining morale and trust within the

union, ensuring that they feel valued and empowered to fulfill their roles effectively. Ensuring compliance with union values promotes a culture of inclusivity and support, particularly for members who may require accommodations, such as during maternity leave or due to health issues. A clear framework for responsibilities and support for elected officials helps prevent role confusion and maintains the integrity of the union's governance structure.

**15. ROUNDTABLE CHECK-OUT**

A roundtable check-out ensued.





- 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

## **10. MINUTES OF PREVIOUS MEETINGS**

- a) National Executive Meeting – May 22-23, 2024
- b) Special National Executive Meeting – September 11-12, 2024
- c) Special National Executive Meeting – October 1, 2024

## **11. ONGOING BUSINESS**

### **A) Bargaining Updates**

Best Theratronics  
- Picket Line

### **C) UNE Conferences**

- i) **Women's Conference** - Debrief
- ii) **Occupational Health and Safety Conference** - Atlantic
- i) **Local Presidents' Conference** – Regina, SK
- ii) **Human Rights Conference** – M. Freeman
- v) **UNE Triennial Convention** – August 24-28, 2026 – Montreal, QC

### **D) NE Meeting Dates**

January 20 – 23, 2025  
March 24 – 27, 2025  
June 9 - 12, 2025  
October 27 - 30, 2025

### **E) Conversion from SSO to PA Group (Data Collection Clerks, DCC) – H. Millington**

**F)**

**G)**

## **12. NEW BUSINESS**

**A) Bylaws and Policies** – G. Budgell

**B) Finances** – G. Budgell

- C) Staffing – G. Budgell**
- D) In-Camera Session –**
- E) Committee Reports**
- F) Presidential Ruling on Bylaws**
- G) Motion to Reduce Component Dues**
- H)**

### **13. COMMITTEE REPORTS**

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

ii) **Structural Review Committee**

**14. ROUND TABLE CHECK-OUT**

**15. ADJOURNMENT**



## **REPORT OF THE NATIONAL EXECUTIVE VICE-PRESIDENT**

**(May 17, 2024, to November 22, 2024)**

Greetings Union Siblings,

Six months have passed since my last report to the National Executive (NE). Things have not slowed down and from May 17 to June 10, I attended a series of meetings including one with Ottawa Treasury Board. In addition, there was a pre-meeting for the National Executive Meeting, which ran from May 21 to 24. Following which, I attended the PSAC Triennial Convention from May 27 to 31. I chaired the NE meeting as the National President, Alisha Kang, encountered a medical emergency that meant she was unable to attend the NE meeting slated for the aforementioned date.

In June, business continued as usual with several events occurring, beginning with a series of meetings on June 3; these included the usual Monday touch base sessions with Parks Canada, along with the ATSSC Labour-Management Consultation Committee, as well as a Senior Management Team (SMT) Meeting. I also was able to attend the quarterly Union Passport Committee meeting.

Further into the month of June 2024, focus was placed on the National Arts Centre as they were in bargaining and UNE had concerns about the unfolding of the process and the lack of transparency. UNE shared their concerns during a meeting with PSAC and in emails on the matter of NAC's bargaining and the bargaining team's composition.

Throughout June, UNE continued its Monday morning touch base sessions with Parks Canada management in the hopes of addressing issues prior to the national consultation table. The SMT continued its weekly scheduled meetings to discuss a plethora of issues which included but was not limited to issues brought forward by the Director of the National Labour Relations group, Director of Human Resources and the Acting Director of Finance. My presence at the differing employer tables also played an essential role in the meetings that I attended.

July signalled the start of discussions around UNE's Women's Conference (WC). For instance, the opportunity to begin the conversations around promotional items. On July 9, 2024, the National President and I met with the component President of GSU to discuss jurisdictional issues as it related to the Translation Bureau. It was made clear during this discussion that UNE's leadership was unwilling to entertain the idea of allowing UNE members within translation to move over to GSU.



The month also saw me meeting with Regional Vice Presidents (RVPs) to address any of their concerns and possibly map a way forward as we work towards strategizing a plan to assist with regional concerns/issues. We also need to meet with locals to address matters deemed important to the local and their executives. I continued to work with the UNE events team on the early logistical planning for the WC and visited the Fairmont Chateau Laurier as a possible location, however due to issues around accessibility, the site itself was not chosen. On July 24 and 25, 2024, work on the WC continued with the selection of the WC steering committee members, followed on July 25, 2024, with the development of a work plan for the WC.

July also saw the National President and I meeting with CEIU's leadership to discuss the issue of unallocated members. On July 26, 2024, UNE leadership had an initial meeting with Ed Cashman regarding the structural review and his involvement in the project. He was more than open to taking a leadership role and working in conjunction with the leadership. The month ended off with the first meeting of the WC steering committee members.





The month of August started off with a bang; a rally for Emancipation day followed by the National Executive Preparation Meeting and the WC Planning Committee meeting. On August 2, I engaged with one of the RVP's on a discussion on the former Statistical Survey Operators (SSO) now Data Collection Clerks (DCC) with respect to the issues being faced by the membership in the region and the shameful behaviours of the Employer. The issues are still ongoing and UNE's leadership continues to work towards action and resolution of these concerns. On August 6, the external auditor was met with, followed by a Senior Management Team meeting. The following day, August 7, included a demo of the UNE website and intranet progress, as well as a WC Planning Committee meeting. August 8 featured another National Executive Prep Meeting and a rally for the Return-to-Work Policy. For those who know me, I love, love, love me a good rally and the opportunity to yell SHAME!

On August 12, the weekly check-ins with Parks Canada continued, a Senior Management Team meeting was held, along with a discussion on representation. On August 13, a meeting took place regarding the Philosophy & Organizational Values around the UNE's building lease. On August 14, another meeting of the WC Planning Committee meeting was held.

August 15 included both a National Executive Prep Meeting and a discussion regarding the DCC Job Description. On August 19, there was another check-in with Parks Canada, a Senior Management Team meeting, and further conversation about the DCC Job Description and classification issues. On August 20, a demo presentation of a software called "Firefly" took place.

The week of August 21 consisted of a WC Planning Committee meeting and the UNE All Staff Meeting. August 26 included the usual check-in with Parks Canada and a Senior Management Team meeting. On August 27, the NLMCC meeting with Parks Canada occurred, along with updates on HR, Communications, and IT, and discussions about inter-union collaboration on the Return-to-Office policy. August 28 included another WC Planning Committee meeting and a logistics meeting for the event.





Labour Day was another opportunity to get out and march with members of UNE and other unions. We started at PSAC headquarters and met with other organizations at Confederation park.

From September 3 to September 27, a range of meetings, discussions, and events took place, focusing on key organizational priorities and staff development. On September 3, several meetings were held, including the Senior Management Team Meeting, and a session on UNE Organizational Priorities, followed by an all-day staff training on September 4.

September 5 saw the National Executive Prep Meeting, while the following days involved a series of touch-base meetings with Parks Canada, as well as a Senior Management Team Meeting and Finance Committee Virtual Meeting on September 9.

On September 10<sup>th</sup>, we traveled to Best Theratronics (shame!) where we joined our members and those from Unifor for an uplifting rally and lunch. This employer represents all that is wrong with how workers are being treated in Canada. The outlook is not good as





the Canadian Nuclear Safety Commission has now stepped in.



The month also included a Special National Executive Meeting on September 11.

Several significant meetings followed, such as the Co-chairs Steering Committee Meeting and LMCC AD HOC on September 16. The Women's Conference Steering Committee also met multiple times, including on September 17, September 18, and September 24. The period between September 19-20 saw a visit to the Woodbine Toronto Casino, attended by UNE's leadership team, the RVP for Ontario and the former Director of the National Labour Relations officers.

The month came to a close with a visit to Jasper members from September 25-27. What an eye-opening experience. I was able to see firsthand the devastation caused by the fires which could have totally wiped out the town. I witnessed the disregard of the Employer as it related to the disposal of toxic debris and after a short time touring the area found myself unable to breathe and on a compromising position, sitting on a sidewalk trying to catch my breath. I also got to see the dedication of Parks Canada Employees up in Jasper. On a side note, the scenery was breathtaking and the National President on our way back passed



through the icy highway, which was beyond, and even though travelling down the mountainside was scary (I seemed so small against the landscape) I am pleased beyond measure to have had the opportunity. I cannot forget to mention the exquisite beauty of the Lake Abraham, such blue and sparkling waters and the Emerald waters of a lake I saw entering Jasper.

In October, several important meetings and events were scheduled. On the 1st, there was a Special National Executive Meeting. On October 2nd, a series of discussions took place, including those with the AB/NT & NU region, the Senior Management Team, the WC Steering Committee. On October 3rd, there was a Local 904 discussion, a WC plenary script meeting, an introductory call, and a HR discussion.

From October 7th to 10th, the Parks NOSH Event was held in Calgary. Again, I was provided with the opportunity to witness Parks Canada's dedicated staff and the sometimes unseemingly conditions under which they do their jobs. Those in attendance were given the opportunity to meet with the Superintendent of the Banff site. I was able to garner interesting and oftentimes concerning insight.

On October 8th, there was a logistics meeting for the WC, and on October 15th, a discussion with Woodbine took place, along with the Senior Management Team Meeting and an update on staffing control measures in the Ad-Hoc National Labour Management Consultation Committee (NLMCC). The 16th involved a touchpoint call with an RVP to address some issues being faced.



From October 17th to 20th, the UNE WC was held at Hilton Lac-Lamy in Gatineau. The feedback received thus far contained more positive feedback than negative and even though there were challenges behind the scenes it did not impact the sibling sisters in attendance.



The PSAC National Board of Directors Meeting took place from October 21st to 23rd. On October 24th, the Labour Management Relations Committee meeting was held. October 25th included a Meet and Greet with Parks Canada's new VP-HREW and UNE/UCTE Representatives. On the 28th, there was a touch base with Parks Canada and an HR





NLMCC meeting. I was invited to be a part of a PSAC investigation and subsequently on October 30th, preparations for the investigation took place, alongside an all-staff meeting and a Senior Management Team Meeting. Finally, on October 31st, there was staff training on Effective Communication at Homewood Suites.

In November, I attended the Human Rights Committee Meeting which took place on November 1-2 at the Hilton Garden Inn. I am always pleased to be invited to sit at this table of regional and National Human rights representatives, and grateful for the open invite to attend. On November 4, there was a touch base with Parks Canada, followed by Day 1 of the PSAC Investigation and a Parks Canada NLMCC prep call. November 5-6 will involve continued work on the PSAC Investigation, with Days 2 and 3 scheduled, and a Senior Management Team Meeting on the 6th. The following week, November 8 will feature a meet and greet with co-chairs for the ADI Committee's first meeting.

From November 10-15, the National Labor Leadership Initiative training was held at the IAM William W. Winpisinger Education & Technology Center in Hollywood, MD. The experience of being in Trump's America was unforgettable. With the outcome of their elections still raw, feelings of disbelief and dismay was evident amongst the US based participants of the training, NILLI cohort 11. I was gobsmacked to see the amount of lawn signs and statues in President elect Trump's favour displayed on supporters' lawns. The training exposed me to the current experiences of the unions on that side of the border.

On November 18, the weekly touch base meetings with Patrick Laplante, Parks Canada representative was had followed by discussions with NLRO Leslie Sanderson regarding CRC terminations and a Finance Committee Meeting on November 19. On November 20, all staff participated in a full-day training on Effective Communication Techniques—Part 2 and Bystander Intervention. The next day, November 21, included an All-Staff Meeting, and the month will conclude with the National Executive Preparation Meeting on November 22.





Below is a summary of key Videoconferences, meetings, and events that I participated in during the period of May 17, 2024, to November 22, 2024:

<b>May 17</b>	-	Ottawa Treasury Board Discussion
<b>May 17</b>	-	Local 70410 - AGM
<b>May 17</b>	-	Discussion with Phyllis Allen
<b>May 21</b>	-	Pre - Meeting for National Executive Meeting
<b>May 21-24</b>	-	National Executive Meeting
<b>May 27-31</b>	-	PSAC Triennial Convention
<b>June 3</b>	-	Touch base - Parks Canada
<b>June 3</b>	-	ATSSC Labour-Management Consultation Committee
<b>June 3</b>	-	Senior Management Team Meeting
<b>June 3</b>	-	Ad-hoc - Processing of Accommodation Requests at ESDC
<b>June 3</b>	-	Convocation LMCC
<b>June 3</b>	-	Quarterly Union Passport Committee
<b>June 4</b>	-	All-day Staff training
<b>June 4</b>	-	3rd Bargaining Demands Videoconference for NAC
<b>June 5</b>	-	Discussion concerning NAC
<b>June 5</b>	-	Discussion about HR files
<b>June 5</b>	-	National Labour-Management Consultation Committee
<b>June 5</b>	-	ESDC - Discussion: Return to office panels
<b>June 6</b>		UMCC - Meeting (AEU III-UNE) / May & June
<b>June 6</b>	-	Virtual - All Staff Meeting
<b>June 6</b>		Update: Agenda & Documentation - Next NUMCC Meeting - ISC
<b>June 6</b>	-	Labour Management Consultation Committee (LMCC)
<b>June 6</b>	-	Honours and Awards Committee Meeting
<b>June 7</b>	-	Discussion - Candidate for the Measurement Canada National Labour-Management Consultation Committee
<b>June 10</b>	-	Touch base - Parks Canada
<b>June 10</b>	-	Senior Management Team Meeting
<b>June 11</b>	-	NLMCC prep meeting
<b>June 11</b>	-	Discussion with Human Resources
<b>June 13</b>	-	NE In-Camera Meeting



<b>June 17</b>	- Touch base - Parks Canada
<b>June 17</b>	- Senior Management Team Meeting
<b>June 17</b>	- INFC's Labour Management Consultation Committee Meeting
<b>June 17</b>	- Ad-hoc HR to Pay - Grievance Resolution Framework
<b>June 17</b>	- NE In-Camera Meeting
<b>June 18</b>	- CIPO - Labor Management Consultation Committee (LMCC) Meeting
<b>June 19</b>	- IRCC - Discussion Sector LMCC
<b>June 19</b>	- UNE All Staff Meeting
<b>June 20</b>	- Discussion - NAC
<b>June 24</b>	- Touch base - Parcs Canada
<b>June 24</b>	- Senior Management Team Meeting
<b>June 26</b>	- Discussion with Human Resources
<b>June 26</b>	- Human Resources Labour-Management Consultation Committee
<b>June 26</b>	- Annual General Meeting - Local 70263
<b>June 27</b>	- Ad-hoc: Departmental Update - Direction on the Prescribed Presence in the Workplace
<b>June 27</b>	- HRUMCC Union Pre-Meeting
<b>June 28</b>	- Labour Management Consultation Committee (LMCC) meeting
<b>July 3</b>	- Discussion - confidential HR matters
<b>July 3</b>	- RUMCC Union Pre-Meeting #2
<b>July 5</b>	- Ad-Hoc Meeting - Passport Program Update
<b>July 8</b>	- Touch base - Parks Canada
<b>July 8</b>	- Senior Management Team Meeting
<b>July 8</b>	- HRUMCC Union Pre-Meeting
<b>July 9</b>	- Formal Complaint – Local President 30040 (Heather)
<b>July 9</b>	- GSU/UNE Jurisdiction Discussion
<b>July 9</b>	- Promotional Items - Women's Conference
<b>July 9</b>	- Human Resources Union-Management Consultation Committee meeting
<b>July 9</b>	- Introductory Call RE: AEU Unit III Bargaining
<b>July 10</b>	- Ad-hoc: Departmental Update - Direction on the Prescribed Presence in the Workplace
<b>July 11</b>	- Meeting with RVP - AB-NT-NU region
<b>July 11</b>	- Labour Management Relations Committee Meeting
<b>July 11</b>	- Discussion with Ontario Locals and NEVP
<b>July 12</b>	- Meeting at UNE's office with Parks Canada



<b>July 15</b>	-	Touch base - Parcs Canada
<b>July 15</b>	-	Senior Management Team Meeting
<b>July 15</b>		Fairmont Chateau Laurier - UNE Women's Conference
<b>July 15</b>	-	Preparatory meeting of the Parks Canada NOHSPC
<b>July 16</b>	-	National Labour Management Consultation Committee (NLMCC)
<b>July 16</b>	-	70125 - Complaint
<b>July 17</b>	-	Manitoba Region - Touchpoint Call
<b>July 17</b>	-	DCL local 533 - UNE Interest
<b>July 17</b>	-	Claimable Hours - NP /NEVP/ Eric / Christine
<b>July 19</b>	-	DN/SN/IPB Labour-Management Consultation Committee
<b>July 22</b>	-	Touch base - Parks Canada
<b>July 22</b>	-	Senior Management Team Meeting
<b>July 22</b>	-	Quarterly Union Passport Committee Ad Hoc Meeting
<b>July 23</b>	-	UNE & PSAC - NAC Discussion
<b>July 24</b>	-	Demo of progress on UNE website and intranet
<b>July 24</b>	-	Unallocated Members of CEIU and UNE
<b>July 24</b>	-	CCA LMRC Co-Chair Introduction
<b>July 24</b>	-	Steering Committee - Members Selection
<b>July 24</b>	-	Debrief with the REVP
<b>July 25</b>	-	UNE All Staff Meeting
<b>July 25</b>	-	Women's Conference work plan
<b>July 26</b>	-	Meeting with Ed Cashman
<b>July 29</b>	-	Touch base - Parcs Canada
<b>July 29</b>	-	Senior Management Team Meeting
<b>July 29</b>	-	Touchpoint Call - Ellen Cross 80018
<b>July 29</b>	-	Update organization and change Meeting
<b>July 30</b>	-	Local 70380 - AGM Discussion
<b>July 30</b>	-	All Staff Meeting Debrief
<b>July 31</b>	-	Touchpoint Call - REVP / Ed Cashman
<b>July 31</b>	-	PSPC (TB) Joint review panel on telework – Name Selection
<b>July 31</b>	-	2024 UNE Women's Conference
<b>August 1</b>	-	National Executive Prep Meeting
<b>August 1</b>	-	Women's Conference Steering Committee
<b>August 2</b>	-	Local 50140 Job Analysis
<b>August 2</b>	-	Former SSO - Discussion



<b>August 6</b>	- Meeting with External Auditor
<b>August 6</b>	- Senior Management Team Meeting
<b>August 7</b>	- Demo of progress on UNE website and intranet (part 2)
<b>August 7</b>	- 2024 Women's Conference Steering Committee meeting
<b>August 8</b>	- National Executive Prep Meeting
<b>August 8</b>	- Return-to-Work Policy rally
<b>August 12</b>	- Touch base - Parks Canada
<b>August 12</b>	- Senior Management Team Meeting
<b>August 12</b>	- Local 70367 - UNE representation
<b>August 13</b>	- Philosophy & Organizational Values Meeting - Building Lease
<b>August 14</b>	- Reclassification Grievance
<b>August 14</b>	- Women's Conference Steering Committee Meeting
<b>August 14</b>	- Touchpoint Call - Beverly Brown
<b>August 15</b>	- National Executive Prep Meeting
<b>August 15</b>	- Meeting RE DCC Job Description
<b>August 19</b>	- Touch base - Parcs Canada
<b>August 19</b>	- Senior Management Team Meeting
<b>August 19</b>	- DCC Job Description and Classification Issue
<b>August 20</b>	- Demo Fire Fly
<b>August 21</b>	- Women's Conference Steering Committee
<b>August 21</b>	- UNE All Staff Meeting
<b>August 22</b>	- National Executive Prep Meeting
<b>August 22</b>	- Women's Conference
<b>August 26</b>	- Touch base - Parcs Canada
<b>August 26</b>	- Senior Management Team Meeting
<b>August 27</b>	- NLMCC with Parks Canada
<b>August 27</b>	- HR/Comms/IT updates
<b>August 27</b>	- Inter-union collaboration RTO
<b>August 28</b>	- Women's Conference Steering Committee
<b>August 28</b>	- Women's Conference logistics meeting
<b>August 29</b>	- Touchpoint Call - Hayley / Fabienne
<b>August 29</b>	- Ad-hoc: Departmental Update - Direction on the Prescribed Presence in the Workplace
<b>September 3</b>	- Working Environment and Duties
<b>September 3</b>	- Senior Management Team Meeting





<b>September 3</b>	-	Grievance Discussion
<b>September 3</b>	-	UNE Organizational Priorities Political
<b>September 4</b>	-	All Day Staff training
<b>September 5</b>	-	National Executive Prep Meeting
<b>September 9</b>	-	Touch base - Parcs Canada
<b>September 9</b>	-	Senior Management Team Meeting
<b>September 9</b>	-	Finance Committee Virtual Meeting
<b>September 10</b>	-	All Staff meeting
<b>September 11</b>	-	Special National Executive Meeting
<b>September 13</b>	-	Touchpoint Call - NP/NEVP/JUNE
<b>September 16</b>	-	Touch base - Parks Canada
<b>September 16</b>	-	Senior Management Team Meeting
<b>September 16</b>	-	Co-chairs - Steering Committee Meeting
<b>September 16</b>	-	LMCC AD HOC
<b>September 17</b>	-	Women's Conference Rooming
<b>September 17</b>	-	Women's Conference Steering Committee
<b>September 18</b>	-	Human Resources Labour-Management Consultation Committee
<b>September 18</b>	-	Organizing Local 70342
<b>September 18</b>	-	Women's Conference Logistics Meeting
<b>September 19-20</b>	-	Woodbine Toronto Casino Visit
<b>September 20</b>	-	Human Resources matters discussion
<b>September 23</b>	-	Touch base - Parcs Canada
<b>September 23</b>	-	Senior Management Team Meeting
<b>September 23</b>	-	Local 70181 AGM - Discussion
<b>September 23</b>	-	Ad-hoc HR to Pay - Grievance Resolution Framework
<b>September 24</b>	-	Unallocated Members of CEIU and UNE - Part 2
<b>September 24</b>	-	Discussion with Human Resources
<b>September 24</b>	-	Women's Conference Steering Committee
<b>September 24</b>	-	Discussion with Beverly Brown
<b>Septembre 25-27</b>	-	Visit Jasper Members
<b>Octobre 1</b>	-	Special National Executive Meeting
<b>Octobre 2</b>	-	AB/NT & NU region - Discussion
<b>Octobre 2</b>	-	Senior Management Team Meeting



<b>Octobre 2</b>	-	Women's Conference Steering Committee
<b>Octobre 2</b>	-	Discussion on the future of Local 71200 _translation office
<b>Octobre 3</b>	-	Local 904 - Discussion
<b>Octobre 3</b>	-	2024 WC - Meeting: Plenary Script
<b>Octobre 3</b>	-	Introductory Call
<b>Octobre 3</b>	-	HR Discussion
<b>Octobre 4</b>	-	Carolle Maillet's Files
<b>Octobre 7-10</b>	-	Parks Noch Event in Calgary
<b>Octobre 8</b>	-	Logistics meeting - Women's Conference
<b>Octobre 15</b>	-	Discussion with Woodbine
<b>Octobre 15</b>	-	Senior Management Team Meeting
<b>Octobre 15</b>	-	Ad-Hoc National Labour Management Consultation Committee (NLMCC) Meeting – Update on Staffing Control Measures
<b>Octobre 16</b>	-	Touchpoint Call - Hayley / Shawn
<b>Octobre 16</b>	-	Discussion with Human Resources Director
<b>Octobre 17-20</b>	-	UNE's Women Conference at Hilton Lac-Lamy Gatineau
<b>Octobre 21-23</b>	-	PSAC National Board of Directors Meeting
<b>Octobre 24</b>	-	Labour Management Relations Committee Meeting
<b>Octobre 24</b>	-	Meeting with Elaine Kim
<b>Octobre 25</b>	-	Meet and Greet - Parks Canada's new VP-HREW and UNE / UCTE Representatives
<b>Octobre 28</b>	-	Touch base - Parcs Canada
<b>Octobre 28</b>	-	HR NLMCC
<b>Octobre 29</b>	-	Ad-hoc Structural Review Committee - review of Contract for Ed Cashman & Services to be provided
<b>Octobre 29</b>	-	Human Resources Union-Management Consultation Committee meeting
<b>Octobre 29</b>	-	LMCC Meeting
<b>Octobre 30</b>	-	PSAC Investigation Preperation
<b>Octobre 30</b>	-	All Staff Meeting
<b>Octobre 30</b>	-	Senior Management Team Meeting
<b>Octobre 31</b>	-	STAFF TRAINING: Effective Communication Effective at Homewood Suites
<b>Novembre 1-2</b>	-	Human Rights Committee Meeting at Homewood Suites
<b>Novembre 4</b>	-	Touch base - Parcs Canada
<b>Novembre 4</b>	-	PSAC Investigation - Day #1
<b>Novembre 4</b>	-	Parks Canada NLMCC Prep Call



<b>Novembre 5</b>	-	PSAC Investigation - Day #2
<b>Novembre 6</b>	-	PSAC Investigation - Day #3
<b>Novembre 6</b>	-	Senior Management Team Meeting
<b>Novembre 8</b>	-	Meet and Greet Co-Chairs- ADI Committee first meeting
<b>Novembre 10-15</b>	-	National Labor Leadership Initiative training at IAM William W. Winpisinger Education & Technology Center, Hollywood, MD
<b>Novembre 18</b>	-	Weekly Touch Base with Patrick Laplante
<b>Novembre 19</b>	-	CRC Terminations
<b>Novembre 19</b>	-	Finance Committee Meeting
<b>Novembre 20</b>	-	All Day Staff Training: Effective Communications Techniques – part 2 and Bystander Intervention
<b>Novembre 21</b>	-	All Staff Meeting
<b>Novembre 21</b>	-	Follow up - Joint Study on the Call Centre Environment
<b>Novembre 21</b>	-	HR Files- Discussion with Human Resources Director
<b>Novembre 22</b>	-	National Executive Preparation Meeting

Respectfully submitted and in solidarity,

A handwritten signature in black ink, appearing to read "Hayley Millington". The signature is fluid and cursive, with a long horizontal stroke at the end.

Hayley Millington

National Executive Vice-President

Union of National Employees, PSAC

## ACTIVITY REPORT

YANN BOUDREAU

### National Vice-President for Occupational Health and Safety

Last September 10, I had the immense honour of being elected as National Vice-President for Occupational Health and Safety. I want to thank the members for their trust in me and I will do all in my power to meet their expectations, answer their questions, promote occupational health and safety and foster a dialogue between OHS representatives of every UNE local.

Since last September I have been working closely with Carole Maillet, the new RVP for the Quebec region, as well as the other members of the regional team, Eric and Anne-Marie, in order to transfer files and continue meeting the needs of members.

I have the honour of sitting on the National Health and Safety Policy Committee (NHSPC) of Parks Canada. Last October, I was lucky to be in Alberta, both around Calgary and Banff National Park in order to chair a Parks Canada NHSPC meeting in person. During this meeting, we took advantage of this opportunity to be in the field in the Banff National Park, in order to meet with members and address OHS issues with them. As Vice-President who represents employees, I work hard with the other members of the Committee to make sure that one of the two in-person meetings takes place at a worksite across the country in order to meet with our members. I want to thank both UNE and UCTE for their support in fostering these in-person meetings.

As NVP OHS, I had the duty to take advantage of this opportunity to go to the various parks around Banff in order to meet with members and understand the issues that they are confronted with. Specifically, I had to go to Jasper National Park to ascertain all the damage that our members suffered from following the 2024 forest wildfires (physical, moral, psychological, property and others). I carried out this visit accompanied by my colleague André Miller, RVP SE and member of the NHSPC of Parks Canada. The situation is very sad, and our members have been very impacted by it (please see my Jasper visit report). We also took advantage of our travels to meet with members in the Banff, Yoho and Lake Louise National Parks, where we had very interesting and constructive discussions with members on the issues related to these worksites.

As NVP OHS, I chair UNE's OHS Committee. We held a virtual meeting on November 14, where we primarily worked on the planning of the next OHS Conference (please see the Committee report). The next Committee will be planned in February 2025.

I also chair UNE's Francophone Committee. The Committee held a teleconference last September 18. The purpose of this committee is to safeguard the respect of the French language in UNE's activities, conferences and its convention.

I also sit on UNE's Finance Committee, and we have held two meetings since the last meeting of the National Executive, i.e. on September 18 and November 19.

I also took part in the OHS Conference of PSAC Quebec, which was held from October 25 to 27 in Orford. This conference was very interesting and its slogan was Let's Take Care of Ourselves. The guest speakers present addressed various topics covering mental and physical health, and I took advantage of this opportunity to take some notes on some conferences (subjects) that would be pertinent to be shared with our members during our next UNE OHS Conference.

On November 13, I was slated to take part in the Parcs Canada NLMCC as Co-Chair of the NHSPC of Parks Canada in order to present our committee report. However, it was with great pleasure that I Co-Chaired the meeting in the place of our NEVP, Hayley Millington, who usually fills this role.

In addition to all these activities, I am always striving to improve my union knowledge in order to better understand the OHS issues that our union members are dealing with. I read various legal documents (LCC and others) and keep abreast of training programs that could help me improve.

In short, here is a non-exhaustive list that comprises most of the events to which I have taken part as NVP OHS since last September. This list does not include calls, emails and meetings to follow-up on member files.

<b>Date</b>	<b>Activity/Description</b>
September 3, 2024	Meeting of Quebec Executive
September 4, 2024	Area 8 Council of PSAC Quebec
September 5, 2024	National Executive Preliminary Meeting
September 9, 2024	UNE Finance Committee Meeting
September 11, 2024	National Executive Special Meeting
September 11, 2024	Quebec Executive Meeting
September 12, 2024	National Executive Special Meeting
September 18, 2024	Francophone Committee Meeting
September 18, 2024	Quebec Executive Meeting
October 1, 2024	National Executive Special Meeting
October 1, 2024	Quebec Executive Meeting
October 5 to 9, 2024	Travel and NHSPC Parks Canada Calgary and Jasper
October 10 to 13, 2024	Visit with members in Jasper, Yoho, Lake Louise and Banff and travel
October 17, 2024	Special AGM 10247 (election sec-treasurer)
October 24 to 28, 2024	PSAC Quebec OHS Conference and travel
November 4, 2024	NLMCC Preliminary meeting Parks Canada
November 6, 2024	Meeting with Executive of Local 10269
November 12, 2024	Call with Denis M. and Raymond B. NLMCC Parks Canada
November 12, 2024	NLMCC PC Preparation Call (MT, BH, DM, YB)
November 13, 2024	Co-Chaired the Parcs Canada NLMCC meeting

November 14, 2024	UNE OHS Committee meeting
November 19, 2024	UNE Finance Committee Meeting
November 23 to 30, 2024	National Executive meeting in Ottawa and travel

Thank you

Yours in union, and I always remain available to help our members.

Yann Boudreau, National Vice-President for Occupational Health and Safety



November 20, 2024



**REPORT OF THE NATIONAL PRESIDENT**  
**(May 17, 2024 to November 22, 2024)**

“O'Siyo ᏍᏍᏁ "o-si-yo (Cherokee: I see you greeting) Hello and Bonjour Union Siblings,

It has been another incredibly busy period. If I believed the first part of the mandate was busy, I soon learned that was just a walk in the park. This is not an exhaustive list of my activities as I believe the report would be too long.

As some of you may have heard much is changing at Union for National Employees (UNE) national head quarters (HQ) and I am excited about what these changes will mean for members as we move forward into the new version of the organization and ourselves.

I know that for some, the old UNE served them well. However, that is not the case and the reality for many rank and file members. We are therefore building a new UNE that will better meet the needs of all members.

Slowly but surely, we are rebuilding the team at the HQ that is about reaching the members and prepared to go to bat for you and your rights within the workplace.

Between May 17<sup>th</sup> and June 3<sup>rd</sup>, several significant events took place. On May 17, there was a discussion with the Ottawa Treasury Board, followed by the Annual General Meeting (AGM) for Local 70410 and a discussion with Phyllis Allen. It is always wonderful to have meetings with those Regional Vice Presidents (RVPS) that are working hard on your behalf.

I was absent from the National Executive (NE) Meeting on May 21-24, 2024, due to a medical procedure, an emergency gallbladder surgery. I am very lucky for the care I received at the Civic Hospital and to Hayley stepping up to support the NE during my absence. It was extremely scary to be taken to hospital by ambulance not knowing what was happening.

On May 27, the National Board of Directors (NBoD) Meeting was held, followed by an in-camera emergency NBoD Meeting on May 28.

Additionally, from May 27 to 31, the Public Service Alliance of Canada (PSAC) Triennial Convention took place.



Many of you know that I ran for the National President of PSAC. I am so grateful for each of you and the members support in doing so. Each of you put in a lot of effort to move our issues forward and increased UNE influence within PSAC to a new level. I am so proud of the campaign we ran. We are PSAC and the only way we can ensure it reflects UNE values more is for us to be fully present in all PSAC spaces, so I encourage each and everyone of you to continue to advance the labour movement with

your efforts.

Moving into June 3<sup>rd</sup>, a series of important meetings occurred, including the Administrative Tribunals Support Service of Canada (ATSSC) Labour Management Consultation Committee (LMCC) Bargaining Agents Preparatory Meeting. The Senior Management Team (SMT) Meeting, and the Union-Management Consultation Committee (UMCC) Meeting. There was also an ad-hoc meeting discussing the processing of accommodation requests at the Employment and Social Development Canada (ESDC), the Convocation LMCC, and the Quarterly Union Passport Committee Meeting. Lastly, a Parks Canada discussion regarding sexual harassment was held.

Much of the staff did not receive training prior to this mandate for years. At a minimum a good employer provides access to basic training such as ones most of us have had including anti-harassment training, sexual harassment, occupational health and safety training.

But as a union our training must reflect our union values and should go beyond basic training for staff if we want to be the high-level professional organization we aspire to be. I have made training staff a priority to ensure we enact the staff's restoration plan, to address workplace culture we wish to foster, to increase staff abilities to service members in a way that members want, to be an employer of choice and work more effectively and efficiently. Our staff should be well trained as the work done within a union is often that of meeting members at their most vulnerable moments in their careers. All of these are linked to the items I ran on in my platform of getting us out of trusteeship, reinspiring the activist and moving to better meet the needs of the members.

On June 4<sup>th</sup>, we attended a staff training, having the opportunity to learn about the DiSC Personality Test. We learned about how this personal assessment tool used by more than one million people every year helps improve teamwork, communication, and productivity in the workplace. The changes at the UNE are causing much discomfort to the status quo which is exactly what you elected me to do and build a new version of the organization.





Organizations and facilitators use these profiles as tools to help ignite cultural change, inspiring lasting behavior changes that positively shape their workforce. This tool can support the language needed to work with others based on the behaviors we see in them, and how we respond to our own and others conduct in the workplace.

On June 5<sup>th</sup>, the following meetings took place: UNE & PSAC Negotiations Management, a discussion with the Director of Human Resources and Organizational Development about confidential files, a meeting with a member regarding her situation at work, Union Management Consultation Committee and Employment and Social Development Canada - Discussion: Return to office panels meeting.

Between June 6<sup>th</sup> and June 7<sup>th</sup>, several important meetings and events took place. On June 6<sup>th</sup>, there was a Virtual All Staff Meeting, a discussion on the next steps for a Joint Study on the Work Environment for Call Centres, and the 3<sup>rd</sup> Bargaining Demands Videoconference for the House of Commons (Text & Processing), followed by an Honours and Awards Committee Meeting. On June 7<sup>th</sup>, a discussion was held regarding a candidate for the Measurement Canada National Labour-Management Consultation Committee.

From June 9<sup>th</sup> to June 14<sup>th</sup>, the Cornell National Labour Leadership Initiative Training occurred. This was the last individual part I needed to complete based on the Trustees recommendations for being all trained up. I can tell you that this is the single based labour program I have ever come across. There are parts of this program we must integrate into who we are as an organization, or the politicians will continue to wield and deal in the values of UNE rather than activist advancing labour rights for the members and protecting your rights.



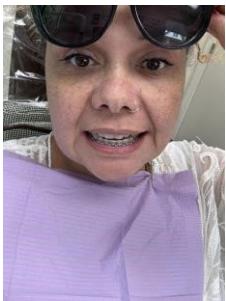


I have a peer coach whom I admire greatly. His name is Anton Ruesing and he is the executive director of the LMCI and International Finishing Trades Institute. I am working to ensure all of you can benefit from his teachings.

On June 17<sup>th</sup>, the SMT Meeting took place where I continue to provide direction on the systems we need to put in place to support members' ability to learn and be represented well.

A Touchpoint Call with Nancy from FedEV Ontario and a meeting of the National Labour Management Consultation Committee (NLMCC) at FedDevOntario. This day also featured an in-camera meeting for the NE. On June 18<sup>th</sup>, activities included Grievance Preparation and the Labour Relations Officers (LRO) Weekly Meeting.

On June 19<sup>th</sup>, there was a discussion between the Immigration, Refugees and Citizenship Canada (IRCC) Sector and LMCC. There was also a UNE All Staff Meeting.



The following day, quarterly meetings with UNE (led by Alisha Kang) and Measurement Canada (with Anne-Marie Monteith).

I also had my braces removed 6 months later than I should have due to being unable to make tightening appointments within my new role demands. But just like that two and half years later I finally have straight teeth. I want to share a few personal changes.



On June 24<sup>th</sup>, both the SMT Meeting and the Education Committee Meeting were held. Finally, from June 25<sup>th</sup> to June 28<sup>th</sup>, the PSAC National Board of Directors (NBOD) Meeting took place.

In July, several key meetings and discussions took place across various topics.

On July 3<sup>rd</sup>, discussions were held regarding confidential HR matters and the Representation Committee mandate.

The following days saw an Ad-Hoc Meeting on the Passport Program update (July 5<sup>th</sup>), as well as a SMT Meeting and the election of a co-chairman for the CCPSN on July 8<sup>th</sup>. Multiple important items were addressed on July 9, including a formal complaint, a GSU/UNE jurisdiction discussion, and the referral of a Parks Canada Agency – Atlantic Arbitration file. M

On July 10<sup>th</sup>, there was a meeting with Union Presidents from IRCC and ESDC. I hope this resulted in the positive outcomes passport members were looking for. We came to some agreement of



actual changes that could be done to support the mental health and working conditions for the summer while work continues on GCMS.

A meeting with the RVP for the AB-NT-NU region as previously noted this is always of great importance and a NBoD Meeting on July 11<sup>th</sup>. On July 12<sup>th</sup>, a meeting was held at UNE's office with Parks Canada, and on July 15<sup>th</sup>, the Senior Management Team reconvened, alongside a preparatory meeting for the Parks Canada NOHSPC. July 16<sup>th</sup> included the National Labour Management Consultation Committee (NLMCC) and a meeting with Gordon Forsyth.

On July 17<sup>th</sup>, multiple discussions took place, including a Manitoba Region touchpoint call, a DCL Local 533 UNE interest meeting, and discussions on claimable hours with NP, NEVP, Eric, and Christine.

Bi-lateral meetings between Alisha and Sacha Head of Human Resources at ESDC occurred on July 19<sup>th</sup>, followed by the DN/SN/IPB Labour-Management Consultation Committee Meeting.

July 22<sup>nd</sup> featured another SMT Meeting and the quarterly Union Passport Committee Ad Hoc Meeting.

The next day, on July 23<sup>rd</sup>, UNE and PSAC held discussions on the NAC, followed by a debrief on the PSAC and UNE discussion.

On July 24<sup>th</sup>, there was a demonstration of progress on the UNE website and intranet, a meeting regarding unallocated members of CEIU and UNE, and a Representation Committee Meeting.

A UNE All Staff Meeting was held on July 25<sup>th</sup>, along with a NBoD Meeting and a complaint filed by Kristen Gould. Touchpoint calls with Yann and Alisha, as well as a meeting with Ed Cashman, took place on July 26<sup>th</sup>.

On July 29<sup>th</sup>, the SMT met again, alongside the Education Committee and a meeting focused on organizational updates and change. The month ended with a PSAC members' Meeting at FedDev for name selection on July 30<sup>th</sup>, an All-Staff Meeting debrief, and several important discussions on July 31<sup>st</sup>, including a PSPC (TB) Joint review panel on telework name selection, next steps for Sharon DeSousa's letter, and a performance update meeting.

In August, several key meetings and calls took place.



On August 1<sup>st</sup>, Emancipation Day I attended a rally, as requested by Chris Willson director at the PSAC as currently the only Indigenous member seated at the board, I shall be called upon to have a presence in spaces that might make some uncomfortable. Not only were Black people enslaved in Canada but Indigenous peoples as well. This is very important history to those first Nations impacted that are our members. Some of our very members maybe

descendent of enslaved Black and Indigenous people in Canada. It always such an honor for mw to meet with our members at these events and to hear from them. I am so grateful to all the members that take the time after to reach out to share how thankful they for my work representing them.

There was also a NE Prep Meeting, followed by a Touchpoint Call between Luc and Alisha on August 2<sup>nd</sup>.

August 3<sup>rd</sup> featured another Touchpoint Call, this time with Anton and Alisha my Cornell peer coach. On August 6<sup>th</sup>, a meeting with an External Auditor occurred, alongside a SMT Meeting.

On August 8<sup>th</sup>, the NE Prep Meeting took place again, followed by attending a Return-to-Work Policy rally as requested by the members. I spoke to the challenges faced by members that cannot live and work in the same place due to companies driving up the cost of living for their business yet expecting our members to bus into the office on a broke transit system. I spoke to the environmental impact of the unnecessary commute. I was joined by members, staff and others.



Another Touchpoint Call with Anton and Alisha was held on August 9<sup>th</sup>. On August 12<sup>th</sup>, a variety of meetings and events occurred, including a Bi-lateral Meeting between Alisha and Sacha, a SMT Meeting, Local 70367 UNE representation, and the Election of a Co-chairman for the CCPSN. On August 13<sup>th</sup>, there were two significant meetings: a Philosophy & Organizational Values Meeting discussing the Building Lease, and a Total Benefits Package Meeting. On August 14<sup>th</sup>, a Touchpoint Call with Beverly Brown was followed by a Briefing on an upcoming realignment. August 15<sup>th</sup> included a NE prep Meeting and a Union & HR session on PSAC/UNE.





Between August 16<sup>th</sup> -30<sup>th</sup>, the schedule included vacation Leave. My family and I went to Hilton Head in South Carolina. I must admit that I did not completely log off and continued to ensure that everything was moving forward for the NE we had in September which I call due to not medically ing

being able to attend the last NE. We fight for workers to have the right to have time with their families and I would be a hypocrite if did not live out our union values.

I also took time to write about you the members that made history last year on August 24<sup>th</sup> when you were the first to elect two Black women to the top offices of our union. This has come with some unique set of expectations that are making some of us uncomfortable. I am being called upon to be one of the front and center Black faced of the union movement in many spaces. I am willing to do so when I am sure I am not simply being pulled out as a token. Hence there are times I decline the invitation. I made you all a promise that I would not lie to my members, and I will keep that promise. I go in spaces where I feel my presence will advance the labour movement that includes Black and Indigenous people. This will make some believe that I am not showing up in other spaces because I will not get near media exposure in spaces where my identities are not relevant to those communities. I am also in spaces for women, persons with disabilities and 2SLGBTQ but often not asked to be a voice or a face as others can speak to those as well. This should tell us a lot about how the world sees me rather than how I see myself. Each of us a dealt cards and we must use them to do what we can for others.



In September, several key meetings and events were held.



ON September 1<sup>st</sup> I was the only NBoD member at the Toronto Labour Day event. It was an amazing and inspiring event where I ran into members in the parade. I hate to say this, but Ottawa is being showed up by Toronto when it comes to the Labour Day Parade. The energy of those there was infectious.

On September 3<sup>rd</sup>, the SMT held a meeting, followed by a Grievance Discussion and a session on UNE Organizational Priorities Political.

On September 4<sup>th</sup>, all staff participated in a full-day training. The following day, September 5<sup>th</sup>, a NE Prep Meeting took place. September 6<sup>th</sup> included a Touchpoint Call with Anton and Alisha. On September 9<sup>th</sup>, the SMT met again, and the Finance Committee held a virtual meeting.

The next day, September 10<sup>th</sup>, an All-Staff Meeting was held, followed by a Special NE Meeting on September 11<sup>th</sup>. On September 13<sup>th</sup>, there was a Touchpoint Call with NP, NEVP, and JUNE, and





from September 13<sup>th</sup>-16<sup>th</sup>, rather than meet the at Atlantic Regional Council I meet with for Locals in the St John's region. Meeting occurred.

From September 16<sup>th</sup>-19<sup>th</sup>, a Cornell University ILR School event, titled "Managing with Labor's Values - Part 1: Helping Your Staff to Succeed," took place. I will continue to become a better manager and leader to move us into the new UNE I promised all of you at convention.

Also, a visit to Woodbine Casino in Toronto.

On September 20<sup>th</sup>, discussions were held on HR matters and PSAC Pension Reform. September 23<sup>rd</sup> saw another SMT Meeting, the Bylaws and Policy Committee Meeting, and an AP Automation Demo. On September 24<sup>th</sup>, several sessions took place, including a meeting for Unallocated Members of CEIU and UNE - Part 2, a discussion with HR, an AEU III-UNE Level 2 Grievance hearing, and separate discussions with Anne-Marie Cauvier and Beverly Brown.



Finally, from September 25<sup>th</sup>-27<sup>th</sup>, there was a visit to Jasper for members. I must admit having been there before I was devastated by what I saw and heard. Because I have a comparison, I can tell you that I am so disappointed in how Parks Canada has handled what

the members are facing there. I will continue to raise the alarm every way possible.



These are the Parks Wardens selected from across Canada to march in the Peace Memorial's officer Parade to commemorate any fallen officers. This year I arranged to meet with them and



their families the night before since we bring them in from cost to cost. I was honoured with the stories that brought these brave men and women to be select and to their calling. Last year something felt wrong to me about just meeting them at the event taking photos not really knowing their stories and leaving. If you want to hear more about these amazing humans pull me aside.



The day for Truth and Reconciliation is always a hard one for me. I feel I must reflect on my Ancestor's and those of other First Nation's Metis and Inuit peoples and what they did to ensure we are still here. My husband joins me every year since we met to also reflect as soon to be treaty person. I was told by several members they saw us on CTV and CBC at the national event in Ottawa. We still have much work to do as Canada to unearth the truth and reconcile. Let us keep doing good work in kind and good ways.

In October, several important meetings, discussions, and events took place. On October 1<sup>st</sup>, there was a Special NE Meeting, followed by a SMT Meeting and a presentation on the Norming Resource Manager Web Expense for the UNE on October 2<sup>nd</sup>. That same day, discussions focused on the future of Local 71200's translation office, a performance update, and more.

On October 3<sup>rd</sup>, a series of meetings and conversations occurred, including discussions on TB essential services, an introductory call, an update on the IRCC Digital Platform Modernization Phase 3 (DPM3) program, and an HR discussion.

October 4<sup>th</sup>, there were multiple engagements, including a phone call with Bernadeth, a touchpoint calls with Anton and Alisha, a discussion with Shawn, and the quarterly Union Passport Committee Meeting. October 7<sup>th</sup> saw another SMT Meeting, discussions on agenda items for the NLMCC, and a quarterly Union Passport Committee Meeting. The Women's Conference Steering Committee, discussion with Fabienne, a logistics meeting for the Women's Conference, and coaching with Carole took place on October 8<sup>th</sup>. On October 10<sup>th</sup>, participation in the Rising 2025: Black Excellence & Canadian Policy Conference occurred, along with a discussion with Sylvie. October 15<sup>th</sup> included a SMT Meeting, a discussion with Woodbine, and an update on staffing control measures at the Ad-Hoc NLMCC. Discussions with Gail and Fabienne followed on October 16<sup>th</sup>. From October 17<sup>th</sup> to 20<sup>th</sup>, the UNE's Women's Conference was held, while from October 21<sup>st</sup> to 25<sup>th</sup>, the PSAC NBoD Meeting took place.





The Certification Day for the Black Class Action Suit occurred from October 27<sup>th</sup> to November 14<sup>th</sup>. As 1500 members of the Black Class Action (BCAS) are PSAC Members and of those I know of at least one in every region of UNE. This fight is our members fight. I have received such positive feedback from members across Canada including non-Black members that our proud so see their President fighting for justice and a better stronger Canada. I

hope that many of you will also rise up in these spaces. Your voices are needed to uplift all members that suffer injustice in the workplace.

Finally, on October 30<sup>th</sup>, there was an all-staff Meeting and another SMT Meeting, while October 31<sup>st</sup> saw mediation dates with Maramba and UNE/PSAC.

In November, the schedule includes several important meetings and events. On November 1<sup>st</sup>, there will be a NBoD Political Action Committee Meeting, followed by a meeting with Woodbine. Additionally, from November 1<sup>st</sup> to 2<sup>nd</sup>, the Human Rights Committee will meet. I will drop in to see the progress the committee is making.

From November 3<sup>rd</sup> to 5<sup>th</sup>, the Certification Days for the Black Class Action Suit will take place.

On November 4<sup>th</sup>, an urgent meeting will address the joint union response to the bedbug situation at Place du Portage (PDP) Phase IV. On November 6<sup>th</sup>, a SMT Meeting is scheduled. The UNE PSAC Collaboration for Local Development will occur on November 7<sup>th</sup>.

The NBoD Retreat is planned from November 11<sup>th</sup> to 15<sup>th</sup>. This was an eye opening experience from which I have gained many new insights to better understand us and others within the PSAC.

Afterward, there is scheduled leave from November 18<sup>th</sup> to 19<sup>th</sup>. On November 20<sup>th</sup>, an all-day staff training session will cover Effective Communications Techniques (part 2) and Bystander Intervention. The All-Staff Meeting will take place on November 21<sup>st</sup>, along with the Local Governance Committee Meeting and a discussion about HR files with Fabienne. The NE Preparation Meeting is set for November 22<sup>nd</sup>, followed by the Weekly Public Services and Procurement Canada (PSPC) Union Engagement and another NBoD Political Action Committee Meeting later that same day.



Know that I have been listening to you. I am compiling a list of our dues to figure out why national is keeping so much of your money. My wish is that we live up to our commitments to you as your component. At our next convention, not only will there be a list of all the due increase so far, but we need to decide if any of those are no longer needed, or they should be replaced with different investments in our members. I do not see how we can keep asking to increase dues when we are not using the dues already allocated for those items. I believe we must look at least two changes to our budget zero sum budgeting which basically means that if we agree to only have 10 percent restricted surplus and number (x) as unrestricted surplus either we do not collect additional surplus so perhaps we reduce the dues or fund to support your needs through my second recommendation for our budget to be activities based. Budgeting which means for example that we fund representation, conferences, staff, training, etc. for your use, based on our obligations to you. This is by no means we move to a service-based model but rather an activity-based model. I will have more to say about this in my next report.

I want to serve you and the members and ensure we have a healthy organization for our future. This will mean a level of investment in system and in people to support you.

Below is a summary of key videoconferences, meetings, and events that I participated in during the period of May 17<sup>th</sup>, 2024, to November 22<sup>nd</sup>, 2024:

<b>May 17</b>	-	Ottawa Treasury Board Discussion
<b>May 17</b>	-	Local 70410 - AGM
<b>May 17</b>	-	Discussion with Phyllis Allen
<b>May 21-24</b>	-	Medical Leave
<b>May 27</b>	-	NBoD Meeting
<b>May 28</b>	-	In-Camera Emergency NBoD Meeting
<b>May 27-31</b>	-	PSAC Triennial Convention
<b>June 3</b>	-	ATSSC LMCC, Bargaining Agents Preparatory Meeting

<b>June 3</b>	-	ATSSC Labour-Management Consultation Committee
<b>June 3</b>	-	Senior Management Team Meeting
<b>June 3</b>	-	UMCC Meeting
<b>June 3</b>	-	Ad-hoc - Processing of Accommodation Requests at ESDC



<b>June 3</b>	- Convocation LMCC
<b>June 3</b>	- Quarterly Union Passport Committee
<b>June 3</b>	- Discussion - Parks Canada (Sexual harassment)
<b>June 4</b>	- All-day Staff training
<b>June 5</b>	- UNE & PSAC Negotiations Management
<b>June 5</b>	- Discussion about HR files
<b>June 5</b>	- Member (Imane Aboulhouda) seeking assistance
<b>June 5</b>	- Union Management Consultation Committee_CLO
<b>June 5</b>	- ESDC - Discussion: Return to office panels
<b>June 6</b>	- Virtual - All Staff Meeting
<b>June 6</b>	- Next Steps - Joint Study on the Work Environment for Call Centres
<b>June 6</b>	- 3rd Bargaining Demands Videoconference for House of Commons (Text & Processing)
<b>June 6</b>	- Honours and Awards Committee Meeting
<b>June 7</b>	- Discussion - Candidate for the Measurement Canada National Labour-Management Consultation Committee
<b>June 9-14</b>	- Cornell – National Labour Leadership Initiative Training
<b>June 17</b>	- Senior Management Team Meeting
<b>June 17</b>	- Touchpoint Call – Nancy (FedEV Ontario)
<b>June 17</b>	- National Labour Management Consultation Committee (NLMCC) at FedDevOntario
<b>June 17</b>	- NE In-Camera Meeting
<b>June 18</b>	- Grievance Preparation
<b>June 18</b>	- LRO Weekly Meeting
<b>June 19</b>	- IRCC - Discussion Sector LMCC
<b>June 19</b>	- UNE All Staff Meeting
<b>June 20</b>	- Quarterly Meetings - UNE (Alisha Kang) and Measurement Canada (Anne-Marie Monteith)
<b>June 24</b>	- Senior Management Team Meeting
<b>June 24</b>	- Education Committee Meeting
<b>June 25-28</b>	- PSAC NBoD Meeting
<b>July 3</b>	- Discussion - confidential HR matters



<b>July 3</b>	-	Discussion - Representation Committee mandate
<b>July 5</b>	-	Ad-Hoc Meeting - Passport Program Update
<b>July 8</b>	-	Senior Management Team Meeting
<b>July 8</b>	-	Election of a co-chairman for the CCPSN
<b>July 9</b>	-	Formal Complaint – Local President 30040 (Heather)
<b>July 9</b>	-	GSU/UNE Jurisdiction Discussion
<b>July 9</b>	-	Parks Canada Agency - Atlantic Arbitration File Referral
<b>July 10</b>	-	Meeting with Union President/ IRCC / ESDC
<b>July 11</b>	-	Meeting with RVP - AB-NT-NU region
<b>July 11</b>	-	NBoD Meeting
<b>July 12</b>	-	Meeting at UNE’s office with Parks Canada
<b>July 15</b>	-	Senior Management Team Meeting
<b>July 15</b>	-	Preparatory meeting of the Parks Canada NOHSPC
<b>July 16</b>	-	National Labour Management Consultation Committee (NLMCC)
<b>July 16</b>	-	Meeting with Gordon Forsyth
<b>July 17</b>	-	Manitoba Region - Touchpoint Call
<b>July 17</b>	-	DCL local 533 - UNE Interest
<b>July 17</b>	-	Claimable Hours - NP /NEVP/ Eric / Christine
<b>July 19</b>	-	Bi-Lat Alisha/Sacha
<b>July 19</b>	-	DN/SN/IPB Labour-Management Consultation Committee
<b>July 22</b>	-	Senior Management Team Meeting
<b>July 22</b>	-	Quarterly Union Passport Committee Ad Hoc Meeting
<b>July 23</b>	-	UNE & PSAC - NAC Discussion
<b>July 23</b>	-	Debrief PSAC & UNE Discussion
<b>July 24</b>	-	Demo of progress on UNE website and intranet
<b>July 24</b>	-	Unallocated Members of CEIU and UNE
<b>July 24</b>	-	Representation Committee meeting
<b>July 25</b>	-	UNE All Staff Meeting
<b>July 25</b>	-	NBoD Meeting
<b>July 25</b>	-	Complaint - Kristen Gould
<b>July 26</b>	-	Touchpoint Call – Yann & Alisha
<b>July 26</b>	-	Meeting with Ed Cashman
<b>July 29</b>	-	Senior Management Team Meeting



<b>July 29</b>	-	Education Committee Meeting
<b>July 29</b>	-	Update organization and change Meeting
<b>July 30</b>	-	PSAC members at FedDev - Name Selection
<b>July 30</b>	-	All Staff Meeting Debrief
<b>July 31</b>	-	PSPC (TB) Joint review panel on telework – Name Selection
<b>July 31</b>	-	Sharon DeSousa Letter - Next Steps
<b>July 31</b>	-	Performance Update Meeting
<b>August 1</b>	-	National Executive Prep Meeting
<b>August 2</b>	-	Touchpoint Call - Luc / Alisha
<b>August 3</b>	-	Touchpoint Call -Anton/Alisha
<b>August 6</b>	-	Meeting with External Auditor
<b>August 6</b>	-	Senior Management Team Meeting
<b>August 8</b>	-	National Executive Prep Meeting
<b>August 8</b>	-	Return-to-Work Policy rally
<b>August 9</b>	-	Touchpoint Call -Anton/Alisha
<b>August 12</b>	-	Bi-lat - Alisha and Sacha
<b>August 12</b>	-	Senior Management Team Meeting
<b>August 12</b>	-	Local 70367 - UNE representation
<b>August 12</b>	-	Election of a co-chairman for the CCPSN
<b>August 13</b>	-	Philosophy & Organizational Values Meeting - Building Lease
<b>August 13</b>	-	Total Benefits Package Meeting
<b>August 14</b>	-	Touchpoint Call - Beverly Brown
<b>August 14</b>	-	Briefing on Upcoming Realignment
<b>August 15</b>	-	National Executive Prep Meeting
<b>August 15</b>	-	Union & HR - PSAC/UNE
<b>August 16-30</b>	-	Vacation Leave
<b>September 3</b>	-	Senior Management Team Meeting
<b>September 3</b>	-	Grievance Discussion
<b>September 3</b>	-	UNE Organizational Priorities Political



<b>September 4</b>	-	All Day Staff training
<b>September 5</b>	-	National Executive Prep Meeting
<b>September 6</b>	-	Touchpoint Call - Anton/Alisha
<b>September 9</b>	-	Senior Management Team Meeting
<b>September 9</b>	-	Finance Committee Virtual Meeting

<b>September 10</b>	-	All Staff meeting
<b>September 11</b>	-	Special National Executive Meeting
<b>September 13</b>	-	Touchpoint Call - NP/NEVP/JUNE
<b>September 1316</b>	-	September Atlantic Regional Council Meeting
<b>September 1619</b>	-	Cornell University ILR School event: Managing With Labor's Values - Part 1: Helping Your Staff to Succeed
<b>September 1920</b>	-	Woodbine Casino Visit
<b>September 20</b>	-	Human Resources matters discussion
<b>September 20</b>	-	PSAC Pension Reform
<b>September 23</b>	-	Senior Management Team Meeting
<b>September 23</b>	-	Bylaws and Policy Committee
<b>September 23</b>	-	AP Automation Demo
<b>September 24</b>	-	Unallocated Members of CEIU and UNE - Part 2
<b>September 24</b>	-	Discussion with Human Resources
<b>September 24</b>	-	AEU III-UNE Level 2 Grievance hearing
<b>September 24</b>	-	Discussion with Anne-Marie Cauvier
<b>September 24</b>	-	Discussion with Beverly Brown
<b>Septembre 2527</b>	-	Visit Jasper Members
<b>Octobre 1</b>	-	Special National Executive Meeting
<b>Octobre 2</b>	-	Senior Management Team Meeting
<b>Octobre 2</b>	-	Presentation of Norming Resource Manager Web Expense for Union of National Employees
<b>Octobre 2</b>	-	Discussion on the future of Local 71200 _translation office
<b>Octobre 2</b>	-	Performance Update Meeting
<b>Octobre 3</b>	-	Meeting to discuss TB essential services



<b>Octobre 3</b>	-	Conversation with Jennifer Mbang
<b>Octobre 3</b>	-	Introductory Call
<b>Octobre 3</b>	-	IRCC update DPM3 programme
<b>Octobre 3</b>	-	HR Discussion
<b>Octobre 4</b>	-	Phone call with Bernadeth
<b>Octobre 4</b>	-	Touchpoint Call - Anton/Alisha
<b>Octobre 4</b>	-	Discussion with Shawn
<b>Octobre 4</b>	-	QRTLY Union Passport Committee

<b>Octobre 7</b>	-	Senior Management Team Meeting
<b>Octobre 7</b>	-	National Labour Management Consultation Committee and Corporate Services Labour Management Consultation Committee Agenda Items
<b>Octobre 7</b>	-	Quarterly Union Passport Committee
<b>Octobre 8</b>	-	Women's Conference steering Committee
<b>Octobre 8</b>	-	Discussion with Fabienne
<b>Octobre 8</b>	-	Logistics meeting - Women's Conference
<b>Octobre 8</b>	-	Coaching with Carole
<b>Octobre 10</b>	-	Participation at the Rising 2025: Black Excellence & Canadian Policy Conference
<b>Octobre 10</b>	-	Discussion with Sylvie
<b>Octobre 15</b>	-	Discussion with Woodbine
<b>Octobre 15</b>	-	Senior Management Team Meeting
<b>Octobre 15</b>	-	Ad-Hoc National Labour Management Consultation Committee (NLMCC) Meeting – Update on Staffing Control Measures
<b>Octobre 16</b>	-	Discussion with Gail
<b>Octobre 16</b>	-	Discussion with Fabienne
<b>Octobre 17-20</b>	-	UNE's Women Conference
<b>Octobre 21-25</b>	-	PSAC National Board of Directors Meeting
<b>Octobre 27-29</b>	-	Certification Day: Black Class Action Suit
<b>Octobre 30</b>	-	All Staff meeting
<b>Octobre 30</b>	-	Senior Management Team Meeting
<b>Octobre 31</b>	-	Maramba and UNE/PSAC - Mediation Dates



<b>Novembre 1</b>	-	NBoD Political Action Committee Meeting
<b>Novembre 1</b>	-	Meeting with Woodbine
<b>Novembre 1-2</b>	-	Human Rights Committee Meeting
<b>Novembre 3-5</b>	-	Certification Days: Black Class Action Suit
<b>Novembre 4</b>	-	Urgent Meeting: Joint Union Response to Bedbugs at PDP Phase IV
<b>Novembre 6</b>	-	Senior Management Team Meeting
<b>Novembre 7</b>	-	UNE PSAC Collab Local Development
<b>Novembre 11-15</b>	-	NBoD Retreat
<b>Novembre 18-19</b>	-	Leave
<b>Novembre 20</b>		All Day Staff Training: Effective Communications Techniques – part 2 and Bystander Intervention
<b>Novembre 21</b>	-	All Staff Meeting
<b>Novembre 21</b>	-	Local Governance Committee Meeting
<b>Novembre 21</b>	-	HR Files- Discussion with Fabienne
<b>Novembre 22</b>	-	National Executive Preparation Meeting
<b>Novembre 22</b>	-	Weekly PSPC Union Engagement
<b>Novembre 22</b>	-	NBoD Political Action Committee Meeting

Respectfully submitted and in solidarity,

A handwritten signature in blue ink that reads "Alisha Kang". The signature is written in a cursive style and is positioned above a horizontal line.

Alisha Kang

National Executive President

Union of National Employees, PSAC



## **REPORT OF THE FINANCE COMMITTEE**

The Finance Committee met by Zoom Videoconference on Monday, September 9, 2024, 3:00 p.m. to 4:59 p.m. (Eastern Standard Time)

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

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

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

**1. Welcome and Introductions**

The chair welcomed the committee.

**2. Financial statements to June 2024**

The Committee reviewed UNE's financial statements up to June 2024.

**3. UNE budget vs actuals to June 2024**

The Committee reviewed UNE's budget versus actuals up to June 2024.

**4. Regional Budgets to June 2024**

The Committee reviewed UNE's regional budgets up to June 2024.

**5. Hospitality Allowance**

The Committee stated the approved payment from the May 2024 meeting be made.

The Committee recommends that the hospitality allowance be approved at the same rate of 2023, for 2024 and subsequent years.

m/s/c Eric Poitras and Yann Boudreau

**6. PSAC Family Care Policy**

The Committee discussed the PSAC Family Care Policy as compared to UNE's. The committee requested that UNE's Family Care Policy be brought to the Women's Conference Steering Committee as a possible subject to be discussed at the Conference. This Committee will review recommendations when proposing updates/changes to the policy.

**7. Confirm Auditor for 2024**

The Committee recommends that due to the short turnaround time that Ted Lupinski remain UNE's auditor for 2024 and that UNE investigate a new firm for the following year.

m/s/c Yann Boudreau and Gloria Pfeifer

**8. CRA Rules for document retention**

This item will be carried forward to the next meeting with additional documentation to provide better information.

**9. Adjournment**

There being no further business, the meeting was adjourned at 4:59 pm.

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Hayley Millington (Chairperson)

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Yann Boudreau (Member)

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Gloria Pfeifer (Member)

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Eric Poitras (Member)

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Gail Budgell (Member)

**UNION OF NATIONAL EMPLOYEES  
REVENUE AND EXPENDITURE  
PERIOD ENDED JUNE 30, 2024**

**Jun-24**

**Jun-23**

**REVENUE**

Dues	\$5,421,446		\$4,759,190	
Sundry Revenue	117,044		161,863	
<b>TOTAL REVENUES</b>		5,538,490		4,921,053

**EXPENSES**

**Staff Member Service**

Employee Benefits	562,436		467,520	
Provision For Severance Pay	14,313		45,046	
Salaries	1,494,611		1,559,177	
Staff Recruitment And Training	71,945		5,490	
Staff Travel And Expenses	68,257		89,106	

**Total Staff Member Service** 2,211,562 2,166,339

**Membership Empowerment**

Collective Bargaining	0		0	
Conference and Seminars	454,369		392,318	
Conventions and Conferences - PSAC	37,073		5,105	
Donations	0		2,000	
Human Rights Committee and Conference	90,828		10,108	
Member Representation	1,069		0	
Member Training	13,298		36	
Non- Recurring Membership Services	0		0	
Promotional Items	17,911		1,880	
Provision for Honours, Awards and Bursaries	7,500		7,500	
Translation - Written	23,574		10,195	
UMC Committees	48,140		22,898	

**Total Membership Empowerment** 693,762 452,040

**Leadership**

Executive Expense - Regional Activities	65,293		16,644	
Executive Expense - National Activities	47,375		2,202	
Trusteeship	59,043		573,979	
Executive Meetings	586,683		0	
National President Expense	101,724		87,598	
National Executive Vice President Expense	88,707		78,537	
Provision For Paid Elected Officers Relocation Expense	25,000		20,000	

**Total Leadership** 973,825 778,960

**Office Operations**

Depreciation Expense	70,000		55,000	
General Office Expenses	59,509		86,111	
Insurance	25,358		12,499	
Professional Fees	114,592		122,137	
Rent	178,573		177,572	

**Total Office Operations** 448,032 453,319

**CONVENTION**

Triennial Convention	616,000		604,500	
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**Total Convention** 616,000 604,500

<b>TOTAL EXPENSES</b>		4,943,181		4,455,158
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<b>SURPLUS (DEFICIT)</b>		595,309		465,895
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**UNION OF NATIONAL EMPLOYEES  
BALANCE SHEET  
JUNE 30TH, 2024**

**ASSETS**

	<u>Jun-24</u>	<u>Jun-23</u>
<b><u>CURRENT</u></b>		
CASH	1,940,759	1,602,349
ACCRUED INTEREST RECEIVABLE	151,452	198,372
DUES RECEIVABLE - PSAC	1,103,701	967,088
OFFICERS STANDING ADVANCES	1,550	2,300
INVENTORY - PROMOTIONAL ITEMS	0	0
PREPAID EXPENSES	206,695	221,439
SUNDRY RECEIVABLES	5,499	3,834
	<u>3,409,657</u>	<u>2,995,382</u>
<b><u>INVESTMENTS</u></b>	18,826,984	18,743,199
<b><u>CAPITAL ASSETS</u></b>	127,194	74,533
	<u>22,363,835</u>	<u>21,813,114</u>
<b><u>LIABILITIES</u></b>		
<b><u>CURRENT LIABILITIES</u></b>		
ACCOUNTS PAYABLE AND ACCRUED CHARGES	1,836,617	2,469,096
REBATES PAYABLE TO LOCALS	262,851	97,845
	<u>2,099,468</u>	<u>2,566,942</u>
<b><u>PROVISIONS</u></b>		
SEVERANCE PAY	737,257	760,858
PROVISION FOR 2022-2023 CONFERENCES AND SEMINARS	0	0
TRIENNIAL CONVENTION	775,523	2,321,176
SCHOLARSHIPS	101,571	103,265
OVERTIME AND ACCUMULATED VACATION LEAVE	264,632	259,721
PAID ELECTED OFFICERS RELOCATION	141,769	136,394
	<u>2,020,752</u>	<u>3,581,414</u>
	<u>4,120,221</u>	<u>6,148,356</u>
<b><u>NET ASSETS</u></b>		
UNRESTRICTED	13,288,860	11,464,129
INVESTED IN CAPITAL ASSETS	127,194	74,533
RESTRICTED	4,232,251	3,660,201
CURRENT SURPLUS/DEFICIT	595,309	465,894
	<u>18,243,614</u>	<u>15,664,758</u>
	<u>22,363,835</u>	<u>21,813,114</u>

**UNION OF NATIONAL EMPLOYEES  
EXECUTIVE EXPENSES  
JUNE 2024**

**REGIONAL EXPENSES**

REGION	Actual Regional Expenses	Regional Budget Allocation	Variance
ATLANTIC	\$9,231.33	\$65,000.00	\$55,768.67
QUEBEC	\$9,271.01	\$40,000.00	\$30,728.99
NCR TB - OTTAWA	\$2,269.45	\$20,000.00	\$17,730.55
NCR TB - GATINEAU	\$4,229.26	\$30,000.00	\$25,770.74
NCR SE	\$4,786.75	\$20,000.00	\$15,213.25
ONTARIO	\$2,940.63	\$43,000.00	\$40,059.37
MANITOBA	\$8,399.73	\$17,000.00	\$8,600.27
SASKATCHEWAN	\$5,924.86	\$25,000.00	\$19,075.14
ALBERTA , NT &NU	\$7,798.95	\$40,000.00	\$32,201.05
BC & YT	\$8,174.72	\$30,000.00	\$21,825.28
OUT CANADA	\$2,265.97	\$20,000.00	\$17,734.03
<b>TOTAL</b>	<b>\$65,292.66</b>	<b>\$350,000.00</b>	<b>\$284,707.34</b>
APPROVED BUDGET	\$350,000.00		
DIFFERENCE	\$284,707.34		

**NATIONAL EXPENSES**

NATIONAL	Actual National Expenses	National Budget Allocation	Variance
HR NTL VP	\$4,989.80	\$25,000.00	\$20,010.20
H&S NTL VP	\$7,771.70	\$25,000.00	\$17,228.30
REGIONS	\$34,613.80	\$5,000.00	-\$29,613.80
<b>TOTAL</b>	<b>\$47,375.30</b>	<b>\$55,000.00</b>	<b>\$7,624.70</b>
APPROVED BUDGET	\$55,000.00		
DIFFERENCE	\$7,624.70		

BUDGET SUMMARY FOR THE PERIOD  
JANUARY 1, 2024 to JUNE 30th, 2024

REVENUE	BUDGET 2024	ACTUAL JANUARY	ACTUAL FEBRUARY	ACTUAL MARCH	ACTUAL 1ST QUARTER	ACTUAL APRIL	ACTUAL MAY	ACTUAL JUNE	ACTUAL 2ND QUARTER	YEAR TO DATE	DIFFERENCE
DUES	\$ 9,270,618	\$ 907,054	909,236	908,509	\$ 2,724,799	\$ 845,901	\$ 890,738	\$ 960,008	\$ 2,696,647	\$ 5,421,446	\$ 3,849,172
SUNDRY	155,000	19,242	19,257	19,075	57,574	19,205	20,082	20,183	59,470	117,044	37,956
TOTAL REVENUE	\$ 9,425,618	\$ 926,296	\$ 928,493	\$ 927,584	\$ 2,782,373	\$ 865,106	\$ 910,820	\$ 980,191	\$ 2,756,117	\$ 5,538,490	\$ 3,887,128
<b>EXPENSES</b>											
<b>STAFF SERVICES</b>											
EMPLOYEE BENEFITS	\$ 1,150,000	\$ 89,523	82,554	131,053	\$ 303,130	\$ 108,923	\$ 68,527	\$ 81,856	\$ 259,306	\$ 562,436	\$ 587,564
PROVISION FOR SEVERANCE PAY	80,000		6,432		6,432	-	-	7,881	7,881	14,313	65,687
SALARIES & OVERTIME	3,230,400	254,104	271,172	233,180	758,456	256,162	261,313	218,680	736,155	1,494,611	1,735,789
STAFF RECRUITMENT AND TRAINING	80,000	5,710	6,787	5,709	18,206	11,146	6,248	36,345	53,739	71,945	8,055
STAFF TRAVEL AND EXPENSES	100,000	4,173	6,217	25,906	36,296	8,194	7,329	16,438	31,961	68,257	31,743
TOTAL STAFF SERVICES	\$ 4,640,400	\$ 353,510	\$ 373,162	\$ 395,848	\$ 1,122,520	\$ 384,425	\$ 343,417	\$ 361,200	\$ 1,089,042	\$ 2,211,562	\$ 2,428,838
<b>MEMBERSHIP EMPOWERMENT</b>											
COLLECTIVE BARGAINING	\$ 25,000	\$ -	-	-	\$ -	\$ -	-	-	\$ -	\$ -	\$ 25,000
CONFERENCES AND SEMINARS	750,000	209	1,628	3,762	5,181	247,631	41,575	159,982	449,188	454,369	295,631
CONVENTIONS AND CONFERENCES - PSAC	30,000		5,605	62	5,543	7,042	2,550	21,938	31,530	37,073	7,073
DONATIONS	5,000										5,000
HUMAN RIGHTS COMMITTEE AND CONFERENCE	300,000	4,304	7,343	10,711	22,358	63,290	2,121	3,059	68,470	90,828	209,172
MEMBER REPRESENTATION	20,000	519			519	181	369	-	550	1,069	18,931
MEMBER TRAINING	37,000	150	5,458	1,106	6,714	2,025	1,425	3,134	6,584	13,298	23,702
NON-RECURRING MEMBERSHIP SERVICES	15,000										15,000
PROMOTIONAL ITEMS	25,000	9,407			9,407		8,504		8,504	17,911	7,089
PROVISION FOR HONOURS, AWARDS AND BURSARIES	15,000	1,250	1,250	1,250	3,750	1,250	1,250	1,250	3,750	7,500	7,500
TRANSLATION - WRITTEN	60,000	4,258	679	6,479	11,416	2,613	8,143	1,402	12,158	23,574	36,426
UMC COMMITTEES	70,000	2,762	7,639	22,695	33,096	12,415	5,222	2,593	15,044	48,140	21,860
TOTAL MEMBERSHIP EMPOWERMENT	\$ 1,352,000	\$ 22,441	\$ 29,602	\$ 45,941	\$ 97,984	\$ 336,447	\$ 71,159	\$ 188,172	\$ 595,778	\$ 693,762	\$ 658,238
<b>LEADERSHIP</b>											
EXECUTIVE EXPENSE - REGIONAL ACTIVITIES	\$ 350,000	\$ 2,530	9,074	20,380	31,984	15,899	6,886	10,524	33,309	65,293	284,707
EXECUTIVE EXPENSE - NATIONAL ACTIVITIES	55,000	591	7,616	14,766	22,973	16,492	527	8,437	24,402	47,375	7,625
TRUSTEESHIP	-	7,731	27,720	21,153	56,604	2,265	124	50	2,439	59,043	59,043
EXECUTIVE MEETINGS	450,000	85,332	152,597	162,377	400,306	9,741	73,225	103,411	186,377	586,683	136,683
NATIONAL PRESIDENT EXPENSES	250,000	15,924	16,803	16,009	48,736	18,349	21,265	13,374	52,988	101,724	148,276
NATIONAL EXECUTIVE VICE PRESIDENT	210,000	12,478	13,392	12,636	38,506	16,490	18,749	14,962	50,201	88,707	121,293
PROVISION FOR PAID ELECTED OFFICERS	50,000	4,167	4,167	4,166	12,500	4,167	4,166	4,167	12,500	25,000	25,000
TOTAL LEADERSHIP	\$ 1,365,000	\$ 128,753	\$ 231,369	\$ 251,487	\$ 611,609	\$ 83,403	\$ 123,888	\$ 154,925	\$ 362,216	\$ 973,825	\$ 391,175
<b>OFFICE OPERATIONS</b>											
DEPRECIATION EXPENSE	140,000	11,667	11,666	11,667	35,000	11,667	11,667	11,666	35,000	70,000	70,000
GENERAL OFFICE EXPENSE	180,000	11,228	8,342	6,698	26,268	10,718	10,695	11,828	33,241	59,509	120,491
INSURANCE	30,000			2,801	2,801	13,116		9,441	22,557	25,358	4,642
PROFESSIONAL FEES	125,000	7,674	3,306	47,226	42,858	17,613	5,516	48,605	71,734	114,592	10,408
RENT	360,000	29,773	29,968	29,644	89,385	29,522	29,779	29,887	89,188	178,573	181,427
TOTAL OFFICE OPERATIONS	\$ 835,000	\$ 44,994	\$ 53,282	\$ 98,036	\$ 196,312	\$ 82,636	\$ 57,657	\$ 111,427	\$ 251,720	\$ 448,032	\$ 386,968
<b>CONVENTION</b>											
TRIENNIAL CONVENTION	1,232,000	102,667	102,666	102,667	308,000	102,667	102,666	102,667	308,000	616,000	616,000
TOTAL CONVENTION	\$ 1,232,000	\$ 102,667	\$ 102,666	\$ 102,667	\$ 308,000	\$ 102,667	\$ 102,666	\$ 102,667	\$ 308,000	\$ 616,000	\$ 616,000
TOTAL EXPENSES	\$ 9,424,400	\$ 652,365	\$ 790,081	\$ 893,979	\$ 2,336,425	\$ 989,578	\$ 698,787	\$ 918,391	\$ 2,606,756	\$ 4,943,181	\$ 4,481,219
SURPLUS (DEFICIT)	\$ 1,218	\$ 273,931	\$ 138,412	\$ 33,605	\$ 445,948	\$ -	\$ 212,033	\$ 61,800	\$ 149,361	\$ 595,309	\$ -

## **Education Committee**

**The Committee met online via Teams on November 14, 2024**

**from 1:00pm to 1:45pm EST**

### **REPORT**

Present:

Cheryl Dubree, Chair  
Shawn Walker, Member  
Marion McLarty, Member  
Odesia Stewart, Member  
Greg McNamara, Technical Advisor

Regrets:

Ian Martens, Member  
Suzanne Boucher, Administrative Assistant

#### **1. Referral from Representation Committee – Educational Videos**

The educational video project originated from a resolution at the 2021 Convention, however the project stalled during the Trusteeship. Communications is currently working on two video series, based on scripts provided by the National Labour Relations Officers. After obtaining a quote for production by the company who produced the Finance video, Communications was instructed by the National President to look at less expensive internal production options.

The committee discussed different ways to create online content, with a focus on value to the members. The committee noted that other unions have produced expensive videos only to receive very low viewership. The committee discussed the pros and cons of using software services, members or UNE staff in educational videos. Of particular interest, the committee discussed recording discussion



series broadcasts and posting the complete videos and/or snippets on UNE's Youtube and TikTok channels.

**2. Discussion on past report items**

Having not met since July, the committee discussed some of the projects outlined in previous reports.

**3. Women's Conference Evaluations**

The committee shared their own feedback on the educational sessions provided at the Women's Conference in October. The committee will review the evaluation forms submitted by participants before the next meeting.

**The meeting was adjourned at 1:45pm.**

**UNE National Executive - Recorded Vote Sheet  
November 26-28, 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	1	1	1	3	1	1
<b>National Executive Vice-President</b>	<b>Hayley Millington</b>	1	1	1	1	1	1	1	1	1	1
<b>National Vice-President for Human Rights</b>	<b>Michael Freeman</b>	1	1	1	1	1	1	1	1	1	1
<b>National Vice-President for Occupational Health &amp; Safety</b>	<b>Yann Boudreau</b>	1	1	1	1	1	1	1	1	1	1
<b>National Assistant Vice-President for Human Rights</b>	Keith Lemoine										
<b>RVP - Alberta, NWT and Nunavut</b>	<b>Meghraj Khadka</b>	1	4	1	1	1	1	1	3	1	1
1st ARVP	Cookie Kerel										
2nd ARVP	Tobassom Javadi-Douarani										
Human Rights Representative	Julia Hu										
<b>RVP - Atlantic</b>	<b>Gail Budgell</b>	1	1	1	1	1	1	1	3	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										
<b>RVP - BC &amp; Yukon</b>	<b>Marion McLarty</b>	1	1	1	1	1	1	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	1	1	1	1	1	1	1
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	1	1	1	1	1	1
1st ARVP	Jean-Michel Lavergne										
2nd ARVP	Gilles Lavigne										
3rd ARVP	Julien Levesque										
Human Rights Representative											
<b>RVP - NCR-TB (Gatineau)</b>	<b>Éric Poitras</b>	1	1	1				1	1	1	1
1st ARVP	Cindy D'Alessio										
2nd ARVP	Chantal Gauthier				1	1	1				
Human Rights Representative	Klara Longfellow-Richards										
<b>RVP - NCR-TB (Ottawa)</b>	<b>Beverly Brown</b>	1	1	1	1	1	4	1	3	3	3
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	1	1	1	1	1	1	1	3	3	3
3rd ARVP	Katie Demeester										
Human Rights Representative	Desiree Hicken										
<b>RVP - Outside Canada</b>	<b>Shawn Walker</b>	1	1	1	4	4	4	4	4	4	4
1st ARVP	Archie Campbell										
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
<b>RVP - Québec</b>	<b>Carole Maillet</b>	1	1	1	1	1	1	1	1	1	1
1st ARVP	Éric Drouin										
2nd ARVP	Vacant										
Human Rights Representative	Anne-Marie Cauvier										
<b>RVP - Saskatchewan</b>	<b>Gloria Pfeifer</b>										
1st ARVP	Sandra Ahenakew										
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**  
**November 26-28, 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>	1	1	1	1	1	1	1	1	1	1
<b>National Executive Vice-President</b>	<b>Hayley Millington</b>	1	1	1	1	3	1	1	1	1	1
<b>National Vice-President for Human Rights</b>	<b>Michael Freeman</b>	1	1	1	1	3	1	1	1	1	1
<b>National Vice-President for Occupational Health &amp; Safety</b>	<b>Yann Boudreau</b>	1	1	1	1	1	1	1	1	1	1
<b>National Assistant Vice-President for Human Rights</b>	Keith Lemoine										
<b>RVP - Alberta, NWT and Nunavut</b>	<b>Meghraj Khadka</b>	1	1	1	1	1	1	1	1	1	1
1st ARVP	Cookie Kerel										
2nd ARVP	Tobassom Javadi-Doudarani										
Human Rights Representative	Julia Hu										
<b>RVP - Atlantic</b>	<b>Gail Budgell</b>	1	1	3	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										
<b>RVP - BC &amp; Yukon</b>	<b>Marion McLarty</b>	1	1	1	1	1	1	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	1	1	1	1	1	1	1
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	1	1	1	1	1	1
1st ARVP	Jean-Michel Lavergne										
2nd ARVP	Gilles Lavigne										
3rd ARVP	Julien Levesque										
Human Rights Representative	0										
<b>RVP - NCR-TB (Gatineau)</b>	<b>Éric Poitras</b>	4	4	4	1	3	1	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>	1	1	1	4	3	1	1	1	1	1
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	1	1	1	1	1	1	1	1	1	1
3rd ARVP	Katie Demeester										
Human Rights Representative	Desiree Hicken										
<b>RVP - Outside Canada</b>	<b>Shawn Walker</b>	4	4	4	4	4	4	4	4	4	4
1st ARVP	Archie Campbell										
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
<b>RVP - Québec</b>	<b>Carole Maillet</b>	1	1	1	1	1	1	1	1	1	1
1st ARVP	Éric Drouin										
2nd ARVP	Vacant										
Human Rights Representative	Anne-Marie Cauvier										
<b>RVP - Saskatchewan</b>	<b>Gloria Pfeifer</b>	1	1	1	1	1	1	1	1	1	1
1st ARVP	Sandra Ahenakew										
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  
November 26-28, 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>	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>	1	1	1	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>	1	1	1	1						
1st ARVP	Cookie Kerel										
2nd ARVP	Tobassom Javadi-Douarani										
Human Rights Representative	Julia Hu										
<b>RVP - Atlantic</b>	<b>Gail Budgell</b>	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										
<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	1						
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	0										
<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>	1	1	1	1						
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	1	1	1	1						
3rd ARVP	Katie Demeester										
Human Rights Representative	Desiree Hicken										
<b>RVP - Outside Canada</b>	<b>Shawn Walker</b>	4	4	4	4						
1st ARVP	Archie Campbell										
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
<b>RVP - Québec</b>	<b>Carole Maillet</b>	1	1	1	1						
1st ARVP	Éric Drouin										
2nd ARVP	Vacant										
Human Rights Representative	Anne-Marie Cauvier										
<b>RVP - Saskatchewan</b>	<b>Gloria Pfeifer</b>	1	1	1	1						
1st ARVP	Sandra Ahenakew										
2nd ARVP	Nathan Pylpuk										
Human Rights Representative	Pervaiz Iqbal										

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**Carried/Lost/Tied**

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

**UNE National Executive - Recorded Vote Sheet**  
**November 26-28, 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-Douarani										
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	0										
<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	Sandra Ahenakew										
2nd ARVP	Nathan Pylpuk										
Human Rights Representative	Pervaiz Iqbal										

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**Carried/Lost/Tied**

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

**UNE National Executive - Recorded Vote Sheet  
November 26-28, 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 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	0										
<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	Sandra Ahenakew										
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
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**UNE National Executive - Recorded Vote Sheet  
November 26-28, 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		0																	
<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	Sandra Ahenakew																		
2nd ARVP	Nathan Pylpuk																		
Human Rights Representative	Pervaiz Iqbal																		

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**Carried/Lost/Tied**

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

**UNE National Executive - Recorded Vote Sheet**  
**November 26-28, 2024**