

NATIONAL EXECUTIVE MEETING MINUTES
Held January 21-23, 2025
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
 Carole Maillet, Regional Vice-President, Quebec
 Cookie Kerrel, Assistant Regional Vice-President, Alberta, NWT and Nunavut
 Gail Budgell, Assistant Regional Vice-President, Atlantic
 Angela Decker, Assistant Regional Vice-President, Atlantic
 Phyllis Allen, Regional Vice-President, Ontario
 Stephanie Hewis, Assistant Regional Vice-President, Ontario
 Éric Poitras, Regional Vice-President, Gatineau (TB)
 Cindy D'Alessio, Assistant Regional Vice-President, Gatineau (TB)
 Beverly Brown, Regional Vice-President, Ottawa (TB)
 André Miller, Regional Vice-President, NCR (SE)
 Gilles Lavigne, Assistant Regional Vice-President, NCR (SE)
 Cheryl Dubree, Regional Vice-President, Manitoba
 Ian Martin, Assistant Regional Vice-President, Manitoba
 Frances Bitney, Regional Human Rights Representative, Manitoba
 Gloria Pfeifer, Regional Vice-President, Saskatchewan
 Sandra Ahenakew, Assistant Regional Vice-President, Saskatchewan
 Ruby Langan, Regional Human Rights Representative, BC and Yukon
 Archie Campbell, Assistant Regional Vice-President, Outside Canada
 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
 Bernadeth Betchi, Coordinator, Office of the National President
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

REGRETS

Meghraj Khadka, Regional Vice-President, Alberta, NWT and Nunavut
 Marion McLarty, Regional Vice-President, BC and Yukon
 Shawn Walker, Regional Vice-President, Outside Canada

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 9:11 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 participation. Input from members, including activists, would be crucial in shaping

the future direction and changes proposed for the organization.

4. **MOMENT OF SILENCE**

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

Natalie Lynda, Local 70130

Jim McDonald, former UNE National Labour Relations Officer

Walter Carl Shears, father of Angela Decker, ARVP Atlantic

Don Parsons, Local 99242

5. **Introduction**

Alisha Kang introduced Ed Cashman, the consultant for the structural review, focusing on governance and accountability. The review will involve consultations at regional seminars and conferences, aiming for a draft report by year's end and a presentation in January 2026. Training younger members is important, and union roles may need restructuring due to workload. Membership retention challenges exist due to government cuts.

Ed Cashman provided history of the PSAC and its Components as follows:

The Public Service Alliance of Canada (PSAC) was created in 1966 from the merger of two staff associations due to the potential Public Service Staff Relations Act. Initially, groups with over 1,500 members could form their own components, but this number was raised to 2,500 and later to 5,000. The requirement was eventually removed from the constitution, leaving it to the national president to decide on components. Over the past 15 years, there are fewer components now, with only one new component in Nunavut. The PSAC's complex organizational structure makes it hard for members to understand who to contact for help, resembling a "plate of spaghetti."

The UNE was initially created to hold members until they could be transferred. Despite this, we have accomplished impressive work and are admired by other components for our structure. We were among the first to include human rights in the national executive and are unique in integrating health and safety at that level. There are 16 other components, and while you are doing well, there is room for improvement. Let's review your progress thus far.

The last review of the Union of National Employees (UNE) happened in 2005, showing the need for a new one to better support members. The 2005 model failed, costing over \$200,000 without much benefit. Initially, the Component was called the Holding component, signaling to members they were on hold until they grew larger, highlighting a lack of success from the start.

6. HOURS OF SITTING

M/S/C Éric Poitras and André Miller

THAT the hours of sitting be adopted as presented.

Tuesday, January 21	9:00 a.m. – 11:45 a.m. 1:00 p.m. – 5:00 p.m.
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Wednesday, January 22	9 a.m.–11: 00 a.m. 11 a.m. – 12: 00 p.m. 1: 00 p.m.- 5:00 p.m.
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Thursday, January 23	9: 00 a.m. – 11: 45 a.m. 1 :00 p.m. – 5 p.m.
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6. ADOPTION OF THE AGENDA (Appendix A)

M/S Éric Poitras and Yann Boudreau

THAT the agenda be adopted as amended.

***Recorded Vote 1: CARRIED**

7. CHECK-IN ROUNDTABLE

A check-in roundtable ensued. Executive Officers shared personal updates and common challenges, focusing on work-life balance and member engagement.

Items highlighted included gathering input for the structural review, preparing for regional seminars, and addressing member concerns through direct engagement.

RECESS

TUESDAY, January 21, 2025 - AFTERNOON SESSION
Reconvened at 1: 30 p.m.

IN-CAMERA SESSION

END OF IN-CAMERA SESSION

Wednesday, January 22, 2025 - MORNING SESSION
Reconvened at 9:00 a.m.

IN-CAMERA SESSION

END OF IN-CAMERA SESSION

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
 Carole Maillet, Regional Vice-President, Quebec
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Yun-Csang Ghimn, Equity Representative, Racialized members
 Doug Hill, Director Member Services
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 Greg McNamara, Communications & Research Officer
 Bernadeth Betchi, Coordinator, Office of the National President
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

REGRETS

Meghraj Khadka, Regional Vice-President, Alberta, NWT and Nunavut
 Marion McLarty, Regional Vice-President, BC and Yukon
 Shawn Walker, Regional Vice-President, Outside Canada
 Prabir Roy, Equity Representative, Members with Disabilities

Notice of motion

André Miller served notice of motion.

Hayley Millington assumed the chair.

8. REPORT OF THE NATIONAL EXECUTIVE

A) National President (Appendix B)

M/S Alisha Kang and Gloria Pfeifer

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

***Recorded Vote 2: CARRIED**

Alisha Kang assumed the Chair.

RECESS

Wednesday, January 22, 2025 - AFTERNOON SESSION
Reconvened at 1:30 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
 Carole Maillet, Regional Vice-President, Quebec
 Cookie Kerrel, Assistant Regional Vice-President, Alberta, NWT and Nunavut
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REGRETS

Meghraj Khadka, Regional Vice-President, Alberta, NWT and Nunavut
 Marion McLarty, Regional Vice-President, BC and Yukon
 Shawn Walker, Regional Vice-President, Outside Canada

Alisha Kang relinquished the Chair to Yann Boudreau

Yann Boudreau assumed the Chair.

Notice of Motion

M/S André Miller and Éric Poitras

THAT local 70291 be put into trusteeship.***Recorded Vote 3: CARRIED****B) National Executive Vice-President (Appendix C)**

M/S Hayley Millington and Gail Budgell

THAT the report of the National Executive Vice-President be adopted as presented.***Recorded vote 4: CARRIED**

Yann Boudreau relinquished the Chair to Alisha Kang.

C) National Vice-President for Human Rights (Appendix D)

M/S Michael Freeman and Cheryl Dubree

THAT the report of the National Vice-President for Human Rights be adopted as presented.***Recorded Vote 5: CARRIED**

RECESS

Michael Freeman assumed the Chair.

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

M/S Yann Boudreau and André Miller

THAT the report of the National Vice-President for Occupational Health and Safety be adopted as presented.***Recorded Vote 6: CARRIED**

Alisha Kang relinquished the chair to Yann Boudreau.

Yann Boudreau assumed the chair.

Atlantic Region

M/S Gail Budgell and Gloria Pfeifer.

THAT the activity report of the Regional Vice-President of the Atlantic Region be adopted as presented.

***Recorded Vote 7: CARRIED**

Yann Boudreau relinquished the chair to Alisha Kang.

NCR SE

M/S André Miller and Archie Campbell

THAT the activity report of the Regional Vice-President of the NCR (SE) Region be adopted as submitted.

***Recorded Vote 8: CARRIED**

Inactive Locals Reports

Ottawa TB

M/S Éric Poitras and André Miller

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

***Recorded Vote 9: CARRIED**

Saskatchewan

M/S Gloria Pfeifer and Éric Poitras

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

***Recorded Vote 10: CARRIED**

Search the Landfill Report

Ruby Langan provided a report on the recent trip late last year on search the landfill trip in Manitoba. The trip aimed to honor Missing and Murdered Indigenous women and girls

and understand their challenges. A Search the landfill taskforce journal is available on the UNE's website.

10. MINUTES OF PREVIOUS MEETINGS

a) National Executive Meeting – November 26-28, 2024

M/S Gail Budgell and Éric Poitras

THAT the minutes of the National Executive Meeting held November 26-28, 2024 be adopted as amended.

***Recorded Vote 11: CARRIED**

Yann Boudreau served notice of motion.

RECESS

THURSDAY, January 23, 2025 - 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
 Carole Maillet, Regional Vice-President, Quebec
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 André Miller, Regional Vice-President, NCR (SE)
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 Ateau Zola, Executive Assistant to the National Executive and Human Rights
 Committee

REGRETS

Meghraj Khadka, Regional Vice-President, Alberta, NWT and Nunavut
 Marion McLarty, Regional Vice-President, BC and Yukon
 Shawn Walker, Regional Vice-President, Outside Canada

Notice of Motion

M/S Yann Boudreau and Gail Budgell

QUE Le SEN boycotte la plateforme Amazon pour l'achat de produits destinés aux événements syndicaux.

***Recorded Vote 12: CARRIED unanimously.**

Hayley Millington assumed the Chair.

M/S Yann Boudreau and André Miller

THAT the next National Executive Meeting scheduled March 24-27, 2025, be held in Quebec City.

A/S/C Éric Poitras and Gloria Pfeifer

TO amend this to the October meeting.

A/S/C Alisha Kang and Gail Budgell

THAT the meeting scheduled for March or October will be evaluated based on feasibility and cost-effectiveness.

***Recorded Vote 13 on the motion as amended: CARRIED**

Hayley Millington relinquished the Chair to Alisha Kang.

RECESS

André Miller left due to a previous commitment.

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

11. ONGOING BUSINESS

D) Conversion from SSO

Hayley Millington pointed out that discussing the former SSO, now DCCs, is a regular topic on our agenda. After an unsuccessful policy grievance, there were talks about a classification grievance. An officer from Ontario is working on reviewing job descriptions, and further discussion is needed to track progress for the classification grievance.

Alisha Kang highlighted that during bargaining talks, many questions arose from issues brought up by RVPs. When new language is proposed for a collective agreement, PSAC negotiators assess if it has been previously tested while seeking additional benefits for members.

13. COMMITTEE REPORTS

H) Honours and Awards Committee (Appendix F)

June 6, 2024 Report

Terms of Reference

M/S Phyllis Allen and Gilles Lavigne

THAT the Terms of Reference of the Honours and Awards Committee be adopted as presented.

***Recorded Vote 14: CARRIED**

RECESS

Thursday, January 23, 2025 - AFTERNOON SESSION
Reconvened at 1:30 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
 Carole Maillet, Regional Vice-President, Quebec
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 Greg McNamara, Communications & Research Officer
 Bernadeth Betchi, Coordinator, Office of the National President
 Ateau Zola, Executive Assistant to the National Executive and Human Rights Committee

REGRETS

Meghraj Khadka, Regional Vice-President, Alberta, NWT and Nunavut
 Marion McLarty, Regional Vice-President, BC and Yukon
 Shawn Walker, Regional Vice-President, Outside Canada

André Miller joined the meeting.

Alfred Papineau Bursary (Appendix F (B))

M/S Phyllis Allen and Cheryl Dubree

THAT the following change be adopted for the Alfred Papineau Bursday:

The UNE will cover all the costs of the course, including course fees and related material.

***Recorded Vote 15: CARRIED**

M/S Phyllis Allen and Gloria Pfeifer

THAT the proposed changes in Appendix B for the Alfred Papineau Bursary be adopted as presented.

***Recorded Vote 16: CARRIED**

M/S Phyllis Allen and Cheryl Dubree

THAT the Laurier Auger quantum be increased to pay for one semester and to cover course costs and associated materials.

***Recorded Vote 17: CARRIED**

Laurier Auger Bursary

M/S Phyllis Allen and Gloria Pfeifer

THAT the Laurier Auger Bursary criteria be amended as presented in Appendix F (C).

***Recorded Vote 18: CARRIED**

President's Bursary for Continuing Education

M/S Phyllis Allen and Cheryl Dubree

THAT the President's Bursary for Continuing Education be increased to pay for tuition and associated materials.

***Recorded Vote 19: CARRIED**

M/S Phyllis Allen and Gloria Pfeifer

THAT the President's Bursary for Continuing Education Bursary be amended as per Appendix F (D).

***Recorded Vote 20: CARRIED**

M/S Phyllis Allen and Yann Boudreau

THAT the report of the Honours and Awards Committee held June 6, 2024 be adopted as a whole.

***Recorded Vote 21: CARRIED**

June 27 Report (APPENDIX G)

M/S Phyllis Allen and Gail Budgell

THAT the life membership be increased to \$1000, as adopted by the NE on September 24, 2019, and be awarded retroactively for all recipients from that date forward.

***Recorded Vote 22: CARRIED**

Life Membership

M/S Phyllis Allen and Gail Budgell

THAT a life membership be bestowed on Melissa Brandt.

***Recorded Vote 23: CARRIED**

M/S Phyllis Allen and Gail Budgell

THAT Applicant A be awarded the Local Activist Award.

***Recorded Vote 24: CARRIED**

Applicant A's name has been revealed as: Linda Woods.

M/S Phyllis Allen and André Miller

THAT the report of the Honours and Awards Committee Meeting held June 27 be adopted as a whole.

Recorded Vote 25: CARRIED*F) Finance Committee Report (Appendix H)**Kilometer rates

M/S Hayley Millington and Éric Poitras

THAT The 2025 rates calculated accordingly be updated on the UNE website.

***Recorded Vote 26: CARRIED**Component Per Diem 2025

M/S Hayley Millington and Éric Poitras

THAT the per diem rates be set adding \$9.00 for breakfast, \$9.00 for lunch, \$8.00 for supper, \$6.00 for incidentals to the Treasury Board per diems from October 1, 2024, the rates for Yukon, Northwest Territories, and Nunavut be no less than all other Provinces for the calendar year of 2025.

	Canada	Yukon	NWT	Nunavut
Breakfast	\$35.00	\$35.00	\$39.00	\$41.00
Lunch	\$35.00	\$35.00	\$45.00	\$47.00
Dinner	\$70.00	\$75.00	\$82.00	\$107.00
Incidentals	\$25.00	\$25.00	\$25.00	\$25.00
Total	\$165.00	\$170.00	\$191.00	\$220.00

Recorded Vote 27: CARRIED*4. Component Average Hourly Rate**

M/S Hayley Millington and Gloria Pfeifer

THAT the UNE minimum hourly rate be \$38.00 for 2025.

Recorded Vote 28: CARRIED*5. Pay**

M/S Hayley Millington and Éric Poitras

THAT Policy FIN 8 Section 1 be amended to read:

They are paid on days of rest and holidays while they are on Union of National Employees business. This pay does not exceed 7.5 hours per day and is paid at a rate equivalent to the average wage of a Union of National Employees member and is paid only when required to work outside their home. They can also be paid

up to **15** hours per month for hours worked from home **after their regularly scheduled work shift and all hours worked on a day of rest**. Such hours should be clearly identified on the expense claim. Component business also includes travel time as defined in the next paragraph. The minimum average wage of component members is reviewed at the first national executive meeting of each calendar year.

***Recorded Vote 29: CARRIED**

Alisha Kang relinquished the Chair to Yann Boudreau.

Yann Boudreau assumed the Chair.

Alisha Kang served notice of motion.

6. Hospitality Allowance

M/S Hayley Millington and Gail Budgell

THAT the hospitality allowance of \$480.00 be paid in February.
Once the \$480.00 is reached, RVPs, in consultation with the National President will be able to submit additional receipts up to a maximum of \$1000.00.
Therefore, given access to an additional \$520.00.

***Recorded Vote 30: CARRIED**

M/S Hayley Millington and Gail Budgell

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

***Recorded Vote 31: CARRIED**

Yann Boudreau relinquished the Chair to Alisha Kang

Alisha Kang assumed the Chair.

G) Francophone Committee (Appendix I)

M/S Yann Boudreau and André Miller

THAT the francophone Committee report be adopted as a whole.

***Recorded Vote 32: CARRIED**

RECESS

12. NEW BUSINESS**B) Formation of a New Local – Jeunesse J'écoute**

Hayley Millington advised that challenges in establishing Jeunesse J'écoute included:

Lack of Documentation: There was no existing documentation or clear guidelines on how to set up a new local, which made the process difficult.

Need for an Annual General Meeting (AGM): The establishment of the local required organizing an AGM, which had not yet occurred.

Geographical Dispersal of Members: The members of Jeunesse J'écoute were spread out across different locations, making it challenging to gather them for meetings and coordination.

Existing Practices without Policy: Prior to formal recognition, there were practices in place without any official policy or authorization, leading to confusion and lack of transparency.

Engagement with Existing Executives: The executives of Kids Help Phone were handling calls for Jeunesse J'écoute, but the differences in governing laws between Quebec and Ontario added complexity to the situation.

Bank Account Setup: Establishing a bank account for the local was difficult due to the part-time nature of the members' work and their geographical spread.

Ongoing Awareness and Support: There was a need for continued awareness and support from regional teams and experienced members to help navigate the establishment process effectively.

Overall, these challenges highlighted the need for better organization, communication, and support in forming the new local.

IN-CAMERA SESSION

END OF IN-CAMERA SESSION

RECESS

12. NEW BUSINESS

D) Local Development Training

Hayley Millington wished to clarify that the Local Executive Development (LED) program offered through the PSAC was intended for local executives only, not the entire local membership. Funding typically involves investment from locals, regions, and PSAC. Hayley encouraged RVPs to contact PSAC regional VPs about LED courses for new local executives.

G) Latest Canadian Political News:

Executive Officers discussed the current political climate and upcoming elections. They emphasized on the importance of union involvement in political process. Concerns were raised about employers' restrictions on political activity by federal employees. They were reminded of Supreme Court ruling upholding public servants' right to engage in political activity.

L) Union Leave Letters for Locals:

Performing union work during hours of work. A define process for local officers to receive a union leave letter when performing union work. Formalised a process. If employers are turning down union leave letters, the national president should be aware. When approved. Any denial needs to be brought to the attention of the NP.

Éric Poitras raised issue of providing union leave letters for local officers. A discussion ensued on formalizing process for locals to request leave letters. Concerns were also raised with respect to employers denying leave requests and need for grievance process. Alisha Kang advised that the National Office should be notified when leave is denied by employer.

Ruby Langan left the meeting due to a previous commitment.

F) Funding Rising 2025 Black Excellence and Canadian Policy UNDPAD Conference

Executive Officers discussed the request for funding support for Federal Black Employee Caucus Conference. Due to the lack of specific funding amount and

event details, the agenda item was postponed to the October National Executive Meeting.

K) Meet the President, Virtual Townhall Meetings with Members

Alisha Kang noted that she would hold virtual town halls with members, starting in March. Topics to include WFA situation, return to office, accommodations. It was also suggested to tailor town halls by legislation (e.g., provincial, Treasury Board, Parks).

A brief discussion was held on promoting town halls at upcoming regional seminars.

Expense Claims:

A brief discussion was held on delays in processing expense claims. Consideration of reinstating advance system for RVPs was also discussed. Sylvie Courchaine provided an explanation of current two-week turnaround goal for expense claims. Sylvie suggested to request advances for upcoming events to avoid out-of-pocket expenses.

15. ROUNDTABLE CHECK-OUT

A roundtable check-out ensued.

16. ADJOURNMENT

The meeting adjourned at 4:52 p.m.

NATIONAL EXECUTIVE MEETING AGENDA
January 20-23, 2025
Rogers Centre, Ottawa – Room 215

Please note this is a scent-free event

1. INDIGENOUS ACKNOWLEDGEMENT

2. CALL TO ORDER

3. PRESIDENT'S REMARKS

Respectful Environment

4. MOMENT OF SILENCE

Natalie Lynda, Local 70130

Jim McDonald, Retired UNE Labour Relations Officer

5. HOURS OF SITTING

Monday, January 20, 2025:

9: 00 a.m.–11: 45 a.m. Privacy and
Confidentiality

12: 00 p.m.-1: 00 p.m. (committees
chairpersons meeting, Technical Advisors and Administrative Assistants)
1: 00 p.m.- 5:00 p.m. – Gender Identity
and Inclusivity

Tuesday, January 21, 2025:

9: 00 a.m.–11: 45 a.m.
1: 00 p.m.- 5:00 p.m.

Wednesday, January 22, 2025:

9: 00 a.m. – 11: 45 a.m.
1 :00 p.m. – 5 p.m.

Thursday, January 23, 2025:

9: 00 a.m. – 11: 45 a.m.
1 :00 p.m. – 5 p.m.

6. ADOPTION OF THE AGENDA

7. INTRODUCTION

Ed Cashman, Advisor on Structural Review

8. CHECK-IN ROUNDTABE

9. REPORTS OF THE EXECUTIVE

- A) National President
- B) National Executive Vice-President
- C) National Vice-President for Human Rights
- D) National Vice-President for Occupational Health and Safety
- E) Inactive Locals Reports - Regional Vice-Presidents

10. MINUTES OF PREVIOUS MEETINGS

- a) National Executive Meeting – November 26-28, 2024

11. ONGOING BUSINESS

- A) Bargaining Updates – H. Millington**
 - i) Treasury Board Bargaining Conference
- UNE Attendance (Bargaining Groups' Representation) – A. Kang
- B) UNE Conferences**
 - I. **Occupational Health and Safety Conference** - Atlantic
 - II. **Local Presidents' Conference** – Regina, SK
 - III. **Human Rights Conference** – M. Freeman
 - IV. **UNE Triennial Convention** – August 24-28, 2026 – Montréal, QC
 - V. **UNE Events Calendar**
 - 1. Regional Seminars – H. Millington
 - 2. Regional Teams' Collaboration – A. Kang
- C) NE Meeting Dates**
 - March 24 – 27, 2025 - Ottawa
 - June 10 - 12, 2025 – (Special National Executive - Newfoundland)
 - October 27 - 30, 2025 - Ottawa
- D) Conversion from SSO to PA Group (Data Collection Clerks, DCC) – H. Millington**
 - i) Grievances – A. Kang
- E) Workforce Adjustment (WFA) – A. Kang**
- F) Investing in Locals – A. Kang**
 - Motion
- G) Component Dues – A. Kang**

- i) Reallocation
 - ii) UNE Dues 2000 – 2024
- H) Expense Claims – A. Kang

12. NEW BUSINESS

- A) **Search The Landfill Campaign** – A. Kang
- B) **Formation of a New Local – Jeunesse J'écoute** – H. Millington
- C) **In-Camera Session**
- D) **Local Development Training** – H. Millington
- E) **Woodbine Casino** – A. Kang
- F) **Funding Rising 2025 Black Excellence and Canadian Policy UNDPAD Conference** – A. Kang
- G) **Latest Canadian Political News – Canada's Looming Federal Election** – A. Kang
- H) **Mandate - Mid-term Review** – A. Kang
- I) **Process for union leave letters for locals** – E. Poitras
- J) **Motion for Honours and Awards** – A. Kang
- K) **Meet the President, Virtual Townhall Meetings with Members** – A. Kang

13. COMMITTEE REPORTS

- A) **Bylaws and Policies Committee -**
- B) **Collective Bargaining Committee -**
- C) **Communications and Member Engagement Committee -**
- D) **Disciplinary Committee –**

- E) Education Committee -**
- F) Finance Committee -**
- G) Francophone Committee**
- H) Honours and Awards Committee -**
- I) Human Resources Committee**
- J) Local Governance and Membership Committee -**
- 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 PRESIDENT
January 17, 2025

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

As you can see, I heard you and have ensured to meet with members of the National Executive before and in preparation for the National Executive meeting. I have also asked that they contact me by text when urgent matters arise in their area, and they have done just that, which has, I believe, increased communication and productivity.

I continue to work away at finding ways to improve our representation of members. I believe some data recently collected will be of great help to the representation committee in supporting ideas around the structural review. This is clear by the number of meetings held on the matter.

I met with the National Vice-President for Occupational Health & Safety, Yann Boudreau and the National Executive Vice-President (NEVP), Hayley Millington, and together, we worked at rebuilding the National Standing Committee members and their technical advisors. The National Vice-President for Human Rights, Michael Freeman was unavailable to attend that meeting. I hope that if anyone has concerns with their assignments, they feel free to discuss with me and we can always work on changes.

I received my list of committees for the PSAC's National Board of Directors (NBoD). Given the amount of work we are involved with at the Union of National Employees over the next year, I did not ask for many and even declined a few. Having said that, I will be on the Representation Committee, the Political Action Committee and the Jurisdictional Dispute Committee.

It was an honour to speak at the United Nations, where I provided a labour perspective to the working group on reparations for people of African descent with the NEVP. We have elevated workers rights, especially those whose labour was stolen through oppression.

I spoke at the Public Service Alliance Canada (PSAC) Hamilton-Niagara Women's Committee International Human Rights Day which I was invited to in May 2024. I spoke to how politicians and activist in labour spaces need to help themselves to ensure they do not harm members, and I also spoke on the inseparability of Human Rights to the labour movement.

Due to high demand and how busy my schedule is, I once again had to cancel my leave before Christmas. I also covered off the Holiday period. I managed to have three entire days without working on UNE items.

It is now time for a good news minute! On a personal note, I am a proud mother of two wonderful people! I wanted to share that my son graduated from his double major in Law and Business from the University of Waterloo.

I supported the Public Service Alliance of Canada (PSAC) Standing Bargaining Committee with the Treasury Board (TB) demands. The committee did an excellent job. I am so proud of the work that the regional vice-president, NCR Separate employers (Andre Miller), the Regional Vice-President, Saskatchewan (Gloria Pfeifer), the Regional Vice-President Manitoba (Cheryl Dubree) and the Assistant Regional Vice-President Ontario (Philippe Gauthier) did, as well as the job done by UNE staff; Acting Accounts Payable Membership Specialist (Emily Gault-Due), Administrative Assistant (Negritta Irisa) and Director, Member Representation (Doug Hill) did to get amazing demands put forth for members.

The week of January 6th, 2025, I was finally able to take some days off, where I dealt with some personal matters.

As I write this, I am sick with a sore throat and a cold. My mood is down as yesterday, January 14th marks two years since I lost my father and today, January 15th is six years since I lost my mother. Time is fleeting...please remember to spend time with those you love.

Start Date	Subject
2024- 11-22	Discussion with Gail Budgell- Regional Vice-President, Atlantic
2024-11-22	Discussion with Gloria Pfeifer - Regional Vice President – Saskatchewan
2024-11-22	National Executive Preparation Meeting
2024-11-22	Visit Best Theratronics Picket lines
2024-11-22	Weekly Public Services and Procurement Canada (PSPC) Union Engagement
2024-11-22	National Board of Directors (NBoD) Political Action Committee Meeting
2024-11-24	Discussion with Phyllis Allen - Regional Vice President, Ontario
2024-11-24	Discussion avec Carole Maillet - Regional Vice-President, Quebec
2024-11-24	Discussion with Marion McLarty – Regional Vice President, British Columbia/Yukon
2024-11-24	Discussion with André Miller - Regional Vice President for National Capital Region – Separate Employer group
2024-11-24	Discussion with Cheryl Dubree – Regional Vice-President, Manitoba
2024-11-25	Finance Labour-Management Consultation Committee
2024-11-25	National Executive Meeting//Réunion de l'exécutif national
2024-11-25	National Executive Meeting
2024-11-26	National Executive Meeting
2024-11-27	National Executive Meeting
2024-11-28	Update on Public Service Pension Plan
2024-11-28	Weekly Professional Institute of the Public Service of Canada (PSPC) Union Engagement
2024-11-28	National Executive Meeting

2024-11-29	Discussion with Heather Brooker – Political Advisor
2024-11-29	Discussion with Woodbine
2024-11-29	Invitation to Online Consultation: Towards a Second International Decade for People of African Descent
2024-11-29	Touchpoint Call – Mentor: Anton/Alisha
2024-11-29	National Executive Meeting
2024-12-01	Travels
2024-12-02	Weekly Meetings with Bernadeth Betchi – Coordinator, Office of the National President
2024-12-02	UN PASS
2024-12-02	Ad-Hoc National Labour Management Consultation Committee (NLMCC) Meeting – Update on Immigration, Refugees and Citizenship Canada’s Financial Situation
2024-12-02	United Nations Working Group Experts on People of African Descent
2024-12-03	ATSSC LMCC, Preparatory Meeting of the Bargaining Agents
2024-12-04	Touchpoint Call – Mentor/Alisha
2024-12-05	UNE Local 70027 Annual General Meeting
2024-12-05	National Labour-Management Consultation Committee (NLMCC) - Comité national de consultation patronale-syndicale /
2024-12-05	The Hamilton-Niagara Women’ Committee invites you to a meeting to honour International Human Rights Day
2024-12-06	Traveling to United Nations – New York Head Quarters
2024-12-09	Discussion avec Carole Maillet (Regional Vice-President, Quebec) et Éric Drouin (Assistant, Regional Vice-President, Quebec)
2024-12-09	Discussion avec Yann Boudreau (National Vice-President, OHS, Quebec) et Carole Maillet (Regional Vice-President, Quebec)
2024-12-09	Needs Assessment Briefing before all staff meeting
2024-12-09	Christmas Dinner with Staff
2024-12-09	Rencontre Union-Management Consultation Committee (UMCC)
2024-12-10	Human Rights Day - Press Conference
2024-12-10	UNE All Staff Meeting and Need Assessment Briefing
2024-12-10	UNE National Labour Relation Officers Weekly Meeting
2024-12-11	Revision - 2024 Claims
2024-12-11	All Staff Training: Privacy & Confidentiality Training
2024-12-11	Senior Management Team Meeting
2024-12-12	Réunion du comité des francophones
2024-12-12	President Out of Office
2024-12-12	Follow up - Joint Study on the Call Centre Environment (Employment and Social Development)
2024-12-13	Discussion: Assignment to Committees
2024-12-13	Best Theratronics Updates
2024-12-17	Collective Bargaining Committee Meeting
2024-12-17	Bi-lat - Alisha Kang and Executive Director Labour Relations at Employment and Social Development Canada (Sacha Bonacci)

2024-12-17	Employment and Social Development- Service Delivery Network Update
2024-12-17	IT Related Discussion with consultant
2024-12-17	Senior Management Team Meeting
2024-12-17	UNE National Labour Relation Officers Weekly Meeting
2024-12-18	Rising 2025 Workshop Planning Session: Redefining Workplace Safety – Addressing Harassment and Discrimination
2024-12-18	Discussion with Marc and Éric: Payment of Honorariums to Executives
2024-12-18	Touchpoint Call – Mentor /Alisha Kang
2024-12-19	January National Executive Meeting Preparation
2024-12-20	PSAC - Williams et al
2024-12-20	National Board of Director Political Action Committee Meeting (NBOD)
2024-12-23	Senior Management Meeting
2024-12-24	UNE National Labour Relation Officers Weekly Meeting
2024-12-31	UNE National Labour Relation Officers Weekly Meeting
2025-01-02	January National Executive Meeting Preparation
2025-01-03	Collective Bargaining Committee Meeting
2025-01-07	UNE National Labour Relation Officers Weekly Meeting
2025-01-09	Public Service Alliance of Canada - Best Theratronics Ltd Updates
2025-01-09	January National Executive Meeting Preparation

I begin this narrative walking right into the National Executive dates captured in this report, November 25-28, 2024. It was a difficult and challenging week, and nothing could have prepared me for the way it eventually unfolded. National Executive meetings are always important and hold significance however, the motion put forward on that final day, for me, carried implications on both the NEVP and alternate positions.

On November 27, 2024, I celebrated my birthday and after a day of supporting striking workers on the picket line, discussions, as well as a surprise cake and card, I attended the PSAC's Founders Day event honouring the component's staff and their years of service.

After an emotional week I closed it off with a virtual meeting to connect with Ezanne Swanepoel, a representative from the consultation firm, Intersol, to engage them on UNE's Structural review. It was a productive meeting, and I am excited by the prospect of working with Intersol to undertake the project of the Structural review. A follow up meeting with Ezanne and Ed Cashman will occur in January 2025.



Figure 1 – The doors to the UN



Figure 2 – The welcome statue

In early December I accompanied the National President, Alisha Kang, on a trip to New York City to attend the 35th session of the United Nations (UN) Working Group of Experts on People of African Descent. She and I entered the UN through doors gifted by Canada (as told to us) and inside we were welcomed by a statue of the Late, Great, statesperson, Nelson Mandela. The discussions during the week were lively and poignant. I was indelibly left with two takeaways; the statement made by a long serving member with respect to reparations for Africans in the “New World” displaced by the atrocities of slavery, “cut the cheque” and another was the narrative given by a former BBC reporter, Laura Trevelyan, who having researched her family history and found out that within her lineage were people

who were slave owners. Upon learning this she had discussions with her older, living relatives and a decision was made to return to the island, Grenada, where their plantations existed and make reparations in a significant way. They are the descendants of Sir Charles Trevelyan, 19th century British civil servant and colonial administrator. In 2023, the family publicly apologised for its ownership of more than one thousand enslaved Africans.

From December 16, 2024 - January 6, 2025, I was on vacation leave. However, on December 19, 2024, I attended the AGM for the members of the Office of the Secretary of the Governor General. I attended in person, along with Shawn Walker, RVP for Outside Canada who managed the elections on behalf of the Ottawa – Treasury Board (O-TB) regional team, Denis McCarthy, NLRO responsible for the employer group, Lisa Gregory, Human Rights rep for O – TB region and Bev Brown, RVP for the Ottawa-TB region who attended virtually.

As you can see from the calendar extract the business of the component continues with weekly meetings with Parks Canada. As well, we continue to follow through with recommendations coming out of Trusteeship in regard to training and interactions with UNE staff. For instance, All Staff Training on Privacy & Confidentiality.



On January 15th, I traveled with UNE staff and met up with other members supporting Best Theratronics workers. The group was inspired that day by a visit and speech from NDP Leader Jagmeet Singh, before I also addressed the crowd of 100 plus in freezing temperatures. The visit coincided with the last day of an unfair labour practice

hearing against the employer.

I will close off this report by saying that the time away has done me so much good. I did not know how much I needed it - not just physically - but emotionally and mentally as well. Leadership in the union is not for the faint of heart and what has impressed me the most during my time “away” is that self care is not just necessary, it is deserving when one wears the shield and buckler of an activist. Also, it provided me with some much-needed perspective and allowed me the space to pivot and remind myself of why I threw my hat in the ring of leadership.

So, 2025, here I am, recommitted and ready to resume the tasks of being the membership's National Executive Vice-President.

To the activists and rank and file members, Happy New Year.

Solidarity Forever!!

From my calendar...

Start Date	Subject
2024-11-25	Weekly Touch Base with Parks Canada
2024-11-25	National Executive Meeting//Réunion de l'exécutif national
2024-11-25	Labour Management Consultation Committee (LMCC) meeting / Rencontre du comité consultatif patronale-syndicale (CCPS)
2024-11-25	Parks Canada NLMCC Post-Call Discussion
2024-11-25	Touch base - Parcs Canada
2024-11-26	Mise-à-jour : Mesures d'adaptation à EDSC / Update : Duty to Accommodate at ESDC
2024-11-29	Discussion with Woodbine Casino
2024-11-29	Structural Review - Discussion
2024-11-29	OSGG: National Union-Management Consultation Committee (NUMCC) / BSGG: Comité national de consultation patronale-syndicale (CNCPS)
2024-12-01	Travel to the UN for the 35 th session of the UN – Working Group of Experts on People of African Descent
2024-12-02	35th session of the United Nations Working Group of Experts on People of African Descent
2024-12-02	35th session of the United Nations Working Group of Experts on People of African Descent
2024-12-02	Weekly Touch Base – Parks Canada
2024-12-03	ATSSC Labour-Management Consultation Committee / Comité de consultation patronale-syndicale du SCDATA
2024-12-03	ATSSC LMCC, Preparatory Meeting of the Bargaining Agents / CCPS du SCDATA, Réunion préparatoire avec les Représentants syndicaux
2024-12-09	Needs Assessment Briefing before all staff meeting
2024-12-09	Touch base - Parcs Canada
2024-12-11	All Staff Training: Privacy & Confidentiality Training / Formation de tout le personnel: Formation sur la protection des renseignements personnels et la confidentialité
2024-12-11	Senior Management Team Meeting
2024-12-11	Canceled: Rencontre de suivi : Préoccupations syndicales - Sécurité - Bureaux en personnes// Follow-up meeting : Union concerns - Safety - In person Offices

2024-12-12	Rencontre du CCPS BN du Bureau National / Meeting of National Office UMCC
2024-12-13	Discussion: Assignment to Committees
2024-12-13	Best Theratronics Updates
2025-01-06	Weekly Touch Base – Parks Canada
2025-01-09	RSCC - Best Theratronics Ltd
2025-01-09	January NE Meeting Preparation
2025-01-09	Labour Management Relations Committee Meeting / Réunion du comité des relations patronales-syndicales

REPORT OF THE NATIONAL VICE-PRESIDENT FOR HUMAN RIGHTS

November 25, 2024 to January 19, 2025

Friends of our Union Family,

This report is a glimpse of the main activities that I have engaged/participated in since the last National Executive meeting held November 25-28, 2024.

The ISC National Union Management Consultation Committee, which usually meets twice a year, has met twice since the last NE meeting in November. The Return to the Office initiative was discussed. Several issues were raised, indicating to the employer that there are problems with the transition that need to be addressed.

The Search the Landfill Campaign Committee, a subcommittee of the Human Rights Committee, was struck at the HR Committee meeting in April. It has been holding regular meetings since June and working to determine how to proceed with the campaign. It was determined that a small delegation would travel to Winnipeg on a fact finding and engagement excursion. Several meetings were held in December to finalize plans and to ensure that necessary arrangements had been made. A presentation by the Search the Landfill Campaign Committee chair will be made at this National Executive meeting.

The minutes for the April 5 & 6, 2024 Human Rights Committee meeting held at the Les Suites Hotel should be posted and available for review. The minutes for the November 1 & 2, 2024 Human Rights Committee meeting held at the Hilton Garden Inn will be reviewed for acceptance at the next Human Rights Committee meeting which will be held in April or May.

The Terms of Reference have been reviewed by the Human Rights Committee. The recommended edits have been fully discussed and word-smithed over the last two HR Committee meetings and is ready for presentation to the National Executive for approval.

My place of work is closed over the Christmas Break. Also, this year Mid Winter Ceremonies happened to be the week after that. During this extended break period, I took the opportunity to disconnect as much as possible from social media, email and other such time absorbers. I had become exhausted. Many things had contributed to my state of exhaustion. And many things had started to be negatively impacted. It was like walking in quicksand without seeing any path leading to relief. I had become lost in the quagmire of my life. I needed a distinct break from it all.

Although this disconnect from the many obligations of my life has set me back and put me behind in a lot of ways, the break was necessary for the recuperation of my health; mental, physical, socio-emotional.

I respectfully submit.....

Michael Freeman

National Vice President Human Rights

[illegible]

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.

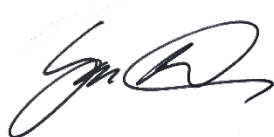
Date	Activity/Description
September 3, 2024	Meeting of Quebec Executive
September 4, 2024	Area 8 Council of PSAC Quebec
September 5, 2024	National Executive Preliminary Meeting
September 9, 2024	UNE Finance Committee Meeting
September 11, 2024	National Executive Special Meeting
September 11, 2024	Quebec 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

A handwritten signature in black ink, appearing to read 'Yann Boudreau', with a stylized, flowing script.

November 20, 2024

REPORT OF THE HONOURS AND AWARDS COMMITTEE MEETING

The Honours and Awards Committee held a meeting via Zoom on Thursday, June 27th, 2024 from 2:00 to 3:00 p.m.

Members present	Phyllis Allen, Chairperson Cheryl Dubree, Member André Miller, Member Gloria Pfeifer, Member Franco Picciano, Technical Advisor Emily Gault-Due, Administrative Support
Regrets	Mary Lynn Elms, Member

1. **The Committee recommends that the life membership be increased to \$1000, as adopted by the NE on September 24, 2019, and be awarded retroactively for all recipients from that date forward.**

M/S/C André Miller and Cheryl Dubree

The Committee recommends that a life membership be bestowed on Melissa Brandt (Appendix A)

M/S/C Gloria Pfeifer and Phyllis Allen

The Committee recommends that Applicant A be awarded the Local Activist Award. (Appendix C)

M/S/C Phyllis Allen and Cheryl Dubree

Phyllis Allen, Chair

Cheryl Dubree, Member

Gloria Pfeifer

André Miller

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.

Hayley Millington (Chairperson)

Yann Boudreau (Member)

Gloria Pfeifer (Member)

Eric Poitras (Member)

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
TOTAL REVENUES		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
Total Convention		616,000	604,500

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

ASSETS

CURRENT

	Jun-24	Jun-23
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>

INVESTMENTS

18,826,984 18,743,199

CAPITAL ASSETS

127,194 74,533
22,363,835 21,813,114

LIABILITIES

CURRENT LIABILITIES

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>

PROVISIONS

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>

NET ASSETS

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
TOTAL	\$65,292.66	\$350,000.00	\$284,707.34
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
TOTAL	\$47,375.30	\$55,000.00	\$7,624.70
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
EXPENSES											
STAFF SERVICES											
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
MEMBERSHIP EMPOWERMENT											
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
LEADERSHIP											
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 LEADERHSIP	\$ 1,365,000	\$ 128,753	\$ 231,369	\$ 251,487	\$ 611,609	\$ 83,403	\$ 123,888	\$ 154,925	\$ 362,216	\$ 973,825	\$ 391,175
OFFICE OPERATIONS											
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
CONVENTION											
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	\$ - 124,472	\$ 212,033	\$ 61,800	\$ 149,361	\$ 595,309	\$ - 594,091

FRANCOPHONE COMMITTEE REPORT

The Francophone Committee held a meeting via videoconference on December 12 2024 at 3 pm, Eastern Standard Time.

Attendees: Yann Boudreau, Chairperson
Eric Drouin, Member
Jean-Michel Lavergne, Member
Philippe Gauthier, Member
Carole Maillet, Member
André Miller, Member

Aurélié McDonald, Technical Advisor

Zoélie Albert, Administrative Assistant

Regrets: Mireille Jaillet, Member
Eric Poitras, Member

1. Follow up on Committee Logo

Some logos for the committee were presented to the group. The committee now has approval to incorporate the new UNE logo into their future logo. Jean-Michel Lavergne will go through the list of Francophone symbols to come back with a few drafts for the next meeting. In the meantime, the committee will send their ideas to Zoélie Albert.

2. Report from Francophone Committee Representative at the Women's Conference

The steering committee for the Women's Conference has not yet held their post-mortem meeting to discuss the conference, but Carole Maillet highlighted a lack of events available in French and French-language services. A follow-up will take place later.

3. Future conferences

The committee discussed the importance of having Francophone

representation on the steering committees for upcoming conferences. Jean-Michel Lavergne will verify the new dates for the next meeting of the Fédération des travailleurs et travailleuses du Québec (FTQ).

4. **Complaints from UNE Members**

Members expressed concerns about access to French-language representation services. Several Francophone members receive correspondence in English, and some cases are sent to the wrong region to address a lack of French-language service in their respective areas. Suggestions were made to improve Francophone representation, such as establishing a first point of contact for members to redirect them more efficiently.

5. **Various**

The next meeting of the committee would be in early January, before the next National Executive Meeting.

In solidarity,

Yann Boudreau, President

Eric Drouin, Member

Jean-Michel Lavergne, Member

André Miller, Member

Éric Poitras, Member

Carole Maillet, Member

Philippe Gauthier, Member

UNE National Executive - Recorded Vote Sheet

February 2025

[illegible]**Carried/Lost/Tied**

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

UNE National Executive - Recorded Vote Sheet
February 2025

Title	Name	RV#11	RV#12	RV#13	RV#14	RV#15	RV#16	RV#17	RV#18	RV#19	RV#20
National President	Alisha Kang	1	1	1	1	1	1	1	1	1	1
National Executive Vice-President	Hayley Millington	1	1	1	4	4	4	4	1	1	1
National Vice-President for Human Rights	Michael Freeman	1	1	1	1	1	1	1	1	1	1
National Vice-President for Occupational Health & Safety	Yann Boudreau	1	1	1	1	1	1	1	1	1	1
National Assistant Vice-President for Human Rights	Keith Lemoine										
RVP - Alberta, NWT and Nunavut	Meghraj Khadka										
1st ARVP	Cookie Kerel	3	1	1	1	1	1	1	1	4	4
2nd ARVP	Tobassom Javadi-Doudarani										
Human Rights Representative	Julia Hu										
RVP - Atlantic	Gail Budgell	1	1	1	1	1	1	1	1	1	1
1st ARVP (NS)	Angela Decker										
2nd ARVP (NL/Lab)	Elyse Jones										
3rd ARP (NB & PEI)	Odeisa Stewart										
Human Rights Representative	Mary Lynn Elms										
RVP - BC & Yukon	Marion McLarty										
1st ARVP	Céline Ahodékon										
2nd ARVP	Lauri Loveland										
Human Rights Representative	Ruby Langan	3	1	1	1	1	1	1	1	1	1
RVP - Manitoba	Cheryl Dubree	1	1	1	1	1	1	1	1	1	1
1st ARVP	Ian Martens										
2nd ARVP	Daryl Evans										
Human Rights Representative	Frances Bitney										
RVP - NCR-SE	André Miller	1	1	1						3	1
1st ARVP	Jean-Michel Lavergne				1	1	1	1	1		
2nd ARVP	Gilles Lavigne										
3rd ARVP	Julien Levesque										
Human Rights Representative	0										
RVP - NCR-TB (Gatineau)	Éric Poitras	1	1	1	1	1	1	1	1	1	1
1st ARVP	Cindy D'Alessio										
2nd ARVP	Chantal Gauthier										
Human Rights Representative	Klara Longfellow-Richards										
RVP - NCR-TB (Ottawa)	Beverly Brown	1	1	1	1	1	1	1	1	4	4
1st ARVP	Vacant										
2nd ARVP	Vacant										
Human Rights Representative	Lisa Gregory										
RVP - Ontario	Phyllis Allen	3	1	1	1	1	1	1	1	1	1
1st ARVP	Stephanie Hewis										
2nd ARVP	Philippe Gauthier										
3rd ARVP	Katie Demeester										
Human Rights Representative	Desiree Hicken										
RVP - Outside Canada	Shawn Walker										
1st ARVP	Archie Campbell	3	4	4	1	1	1	1	1	1	1
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
RVP - Québec	Carole Maillet	1	1	1	1	1	1	1	1	1	1
1st ARVP	Éric Drouin										
2nd ARVP	Vacant										
Human Rights Representative	Anne-Marie Cauvier										
RVP - Saskatchewan	Gloria Pfeifer	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
- 2) No
- 3) Abstain
- 4) Absent

UNE National Executive - Recorded Vote Sheet
February 2025

Title	Name	RV#21	RV#22	RV#23	RV#24	RV#25	RV#26	RV#27	RV#28	RV#29	RV#30
National President	Alisha Kang	1	1	1	1	1	1	1	1	1	1
National Executive Vice-President	Hayley Millington	1	1	1	1	1	1	1	1	1	1
National Vice-President for Human Rights	Michael Freeman	1	1	1	1	1	1	1	1	1	1
National Vice-President for Occupational Health & Safety	Yann Boudreau	1	1	1	1	1	1	1	1	1	1
National Assistant Vice-President for Human Rights	Keith Lemoine										
RVP - Alberta, NWT and Nunavut	Meghraj Khadka										
1st ARVP	Cookie Kerel	4	4	4	4	4	4	4	4	4	4
2nd ARVP	Tobassom Javadi-Doudarani										
Human Rights Representative	Julia Hu										
RVP - Atlantic	Gail Budgell	1	1	1	1	1	1	1	1	1	1
1st ARVP (NS)	Angela Decker										
2nd ARVP (NL/Lab)	Elyse Jones										
3rd ARP (NB & PEI)	Odeisa Stewart										
Human Rights Representative	Mary Lynn Elms										
RVP - BC & Yukon	Marion McLarty										
1st ARVP	Céline Ahodékon										
2nd ARVP	Lauri Loveland										
Human Rights Representative	Ruby Langan	1	1	1	1	1	4	1	1	1	1
RVP - Manitoba	Cheryl Dubree	1	1	1	1	1	1	1	1	1	1
1st ARVP	Ian Martens										
2nd ARVP	Daryl Evans										
Human Rights Representative	Frances Bitney										
RVP - NCR-SE	André Miller	1	1	1	1	1	1	1	1	1	1
1st ARVP	Jean-Michel Lavergne										
2nd ARVP	Gilles Lavigne										
3rd ARVP	Julien Levesque										
Human Rights Representative	0										
RVP - NCR-TB (Gatineau)	Éric Poitras	1	1	1	1	1	1	1	1	1	1
1st ARVP	Cindy D'Alessio										
2nd ARVP	Chantal Gauthier										
Human Rights Representative	Klara Longfellow-Richards										
RVP - NCR-TB (Ottawa)	Beverly Brown	4	4	4	4	4	1	1	1	1	1
1st ARVP	Vacant										
2nd ARVP	Vacant										
Human Rights Representative	Lisa Gregory										
RVP - Ontario	Phyllis Allen	1	1	1	1	1	1	1	1	1	1
1st ARVP	Stephanie Hewis										
2nd ARVP	Philippe Gauthier										
3rd ARVP	Katie Demeester										
Human Rights Representative	Desiree Hicken										
RVP - Outside Canada	Shawn Walker										
1st ARVP	Archie Campbell	1	1	1	1	1	1	1	1	1	1
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
RVP - Québec	Carole Maillet	1	1	1	1	1	1	1	1	1	1
1st ARVP	Éric Drouin										
2nd ARVP	Vacant										
Human Rights Representative	Anne-Marie Cauvier										
RVP - Saskatchewan	Gloria Pfeifer	1	1	1	1	1	1	1	1	1	1
1st ARVP	Sandra Ahenakew										
2nd ARVP	Nathan Pylpuk										
Human Rights Representative	Pervaiz Iqbal										

0

Carried/Lost/Tied

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

UNE National Executive - Recorded Vote Sheet
February 2025

Title	Name	RV#31	RV#32	RV#33	RV#34	RV#35	RV#36	RV#37	RV#38	RV#39	RV#40
National President	Alisha Kang	1	1								
National Executive Vice-President	Hayley Millington	1	1								
National Vice-President for Human Rights	Michael Freeman	1	1								
National Vice-President for Occupational Health & Safety	Yann Boudreau	1	1								
National Assistant Vice-President for Human Rights	Keith Lemoine										
RVP - Alberta, NWT and Nunavut	Meghraj Khadka										
1st ARVP	Cookie Kerel	4	4								
2nd ARVP	Tobassom Javadi-Doudarani										
Human Rights Representative	Julia Hu										
RVP - Atlantic	Gail Budgell	1	1								
1st ARVP (NS)	Angela Decker										
2nd ARVP (NL/Lab)	Elyse Jones										
3rd ARP (NB & PEI)	Odeisa Stewart										
Human Rights Representative	Mary Lynn Elms										
RVP - BC & Yukon	Marion McLarty										
1st ARVP	Céline Ahodékon										
2nd ARVP	Lauri Loveland										
Human Rights Representative	Ruby Langan	1	1								
RVP - Manitoba	Cheryl Dubree	1	1								
1st ARVP	Ian Martens										
2nd ARVP	Daryl Evans										
Human Rights Representative	Frances Bitney										
RVP - NCR-SE	André Miller	1	1								
1st ARVP	Jean-Michel Lavergne										
2nd ARVP	Gilles Lavigne										
3rd ARVP	Julien Levesque										
Human Rights Representative	0										
RVP - NCR-TB (Gatineau)	Éric Poitras	1	1								
1st ARVP	Cindy D'Alessio										
2nd ARVP	Chantal Gauthier										
Human Rights Representative	Klara Longfellow-Richards										
RVP - NCR-TB (Ottawa)	Beverly Brown	1	1								
1st ARVP	Vacant										
2nd ARVP	Vacant										
Human Rights Representative	Lisa Gregory										
RVP - Ontario	Phyllis Allen	1	1								
1st ARVP	Stephanie Hewis										
2nd ARVP	Philippe Gauthier										
3rd ARVP	Katie Demeester										
Human Rights Representative	Desiree Hicken										
RVP - Outside Canada	Shawn Walker										
1st ARVP	Archie Campbell	1	1								
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
RVP - Québec	Carole Maillet	1	1								
1st ARVP	Éric Drouin										
2nd ARVP	Vacant										
Human Rights Representative	Anne-Marie Cauvier										
RVP - Saskatchewan	Gloria Pfeifer	1	1								
1st ARVP	Sandra Ahenakew										
2nd ARVP	Nathan Pylpuk										
Human Rights Representative	Pervaiz Iqbal										

0

Carried/Lost/Tied

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

UNE National Executive - Recorded Vote Sheet
February 2025

Title	Name	RV#41	RV#42	RV#43	RV#44	RV#45	RV#46	RV#47	RV#48	RV#49	RV#50
National President	Alisha Kang										
National Executive Vice-President	Hayley Millington										
National Vice-President for Human Rights	Michael Freeman										
National Vice-President for Occupational Health & Safety	Yann Boudreau										
National Assistant Vice-President for Human Rights	Keith Lemoine										
RVP - Alberta, NWT and Nunavut	Meghraj Khadka										
1st ARVP	Cookie Kerel										
2nd ARVP	Tobassom Javadi-Doudarani										
Human Rights Representative	Julia Hu										
RVP - Atlantic	Gail Budgell										
1st ARVP (NS)	Angela Decker										
2nd ARVP (NL/Lab)	Elyse Jones										
3rd ARP (NB & PEI)	Odeisa Stewart										
Human Rights Representative	Mary Lynn Elms										
RVP - BC & Yukon	Marion McLarty										
1st ARVP	Céline Ahodékon										
2nd ARVP	Lauri Loveland										
Human Rights Representative	Ruby Langan										
RVP - Manitoba	Cheryl Dubree										
1st ARVP	Ian Martens										
2nd ARVP	Daryl Evans										
Human Rights Representative	Frances Bitney										
RVP - NCR-SE	André Miller										
1st ARVP	Jean-Michel Lavergne										
2nd ARVP	Gilles Lavigne										
3rd ARVP	Julien Levesque										
Human Rights Representative	0										
RVP - NCR-TB (Gatineau)	Éric Poitras										
1st ARVP	Cindy D'Alessio										
2nd ARVP	Chantal Gauthier										
Human Rights Representative	Klara Longfellow-Richards										
RVP - NCR-TB (Ottawa)	Beverly Brown										
1st ARVP	Vacant										
2nd ARVP	Vacant										
Human Rights Representative	Lisa Gregory										
RVP - Ontario	Phyllis Allen										
1st ARVP	Stephanie Hewis										
2nd ARVP	Philippe Gauthier										
3rd ARVP	Katie Demeester										
Human Rights Representative	Desiree Hicken										
RVP - Outside Canada	Shawn Walker										
1st ARVP	Archie Campbell										
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
RVP - Québec	Carole Maillet										
1st ARVP	Éric Drouin										
2nd ARVP	Vacant										
Human Rights Representative	Anne-Marie Cauvier										
RVP - Saskatchewan	Gloria Pfeifer										
1st ARVP	Sandra Ahenakew										
2nd ARVP	Nathan Pylpuk										
Human Rights Representative	Pervaiz Iqbal										

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Carried/Lost/Tied

- 1) Yes
- 2) No
- 3) Abstain
- 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
February 2025

National President	Alisha Kang										
National Executive Vice-President	Hayley Millington										
National Vice-President for Human Rights	Michael Freeman										
National Vice-President for Occupational Health & Safety	Yann Boudreau										
National Assistant Vice-President for Human Rights	Keith Lemoine										
RVP - Alberta, NWT and Nunavut	Meghraj Khadka										
1st ARVP	Cookie Kerel										
2nd ARVP	Tobassom Javadi-Doudarani										
Human Rights Representative	Julia Hu										
RVP - Atlantic	Gail Budgell										
1st ARVP (NS)	Angela Decker										
2nd ARVP (NL/Lab)	Elyse Jones										
3rd ARP (NB & PEI)	Odeisa Stewart										
Human Rights Representative	Mary Lynn Elms										
RVP - BC & Yukon	Marion McLarty										
1st ARVP	Céline Ahodékon										
2nd ARVP	Lauri Loveland										
Human Rights Representative	Ruby Langan										
RVP - Manitoba	Cheryl Dubree										
1st ARVP	Ian Martens										
2nd ARVP	Daryl Evans										
Human Rights Representative	Frances Bitney										
RVP - NCR-SE	André Miller										
1st ARVP	Jean-Michel Lavergne										
2nd ARVP	Gilles Lavigne										
3rd ARVP	Julien Levesque										
Human Rights Representative	0										
RVP - NCR-TB (Gatineau)	Éric Poitras										
1st ARVP	Cindy D'Alessio										
2nd ARVP	Chantal Gauthier										
Human Rights Representative	Klara Longfellow-Richards										
RVP - NCR-TB (Ottawa)	Beverly Brown										
1st ARVP	Vacant										
2nd ARVP	Vacant										
Human Rights Representative	Lisa Gregory										
RVP - Ontario	Phyllis Allen										
1st ARVP	Stephanie Hewis										
2nd ARVP	Philippe Gauthier										
3rd ARVP	Katie Demeester										
Human Rights Representative	Desiree Hicken										
RVP - Outside Canada	Shawn Walker										
1st ARVP	Archie Campbell										
2nd ARVP	Katheryn Cyr										
Human Rights Representative	Noha Haydari										
RVP - Québec	Carole Maillet										
1st ARVP	Éric Drouin										
2nd ARVP	Vacant										
Human Rights Representative	Anne-Marie Cauvier										
RVP - Saskatchewan	Gloria Pfeifer										
1st ARVP	Sandra Ahenakew										
2nd ARVP	Nathan Pylpuk										
Human Rights Representative	Pervaiz Iqbal										

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Carried/Lost/Tied

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

UNE National Executive - Recorded Vote Sheet
February 2025

