

**REPORT OF THE SEVENTEENTH UNION OF NATIONAL
EMPLOYEES TRIENNIAL CONVENTION**

**AUGUST 23-27, 2017
OTTAWA WESTIN HOTEL – OTTAWA, ON**

DRAFT

CONVENTION REPORT
OF THE
2017 TRIENNIAL NATIONAL CONVENTION
OTTAWA WESTIN HOTEL
OTTAWA, ON

TUESDAY, AUGUST 22, 2017

An information session was held for first time delegates.

Following the presentation, the floor was opened to questions and discussion.

WEDNESDAY, AUGUST 22, 2017 – Morning Session

WELCOMING REMARKS

Before beginning the proceedings, Brother David Cardinal, on behalf of the Host Committee, acknowledged that we were meeting on an unceded Algonquin Territory.

He welcomed delegates, observers and guests to Ottawa, ON and to our 2017 Union of National Employees Triennial Convention.

Brother David Cardinal introduced Aboriginal Elder Claudette Commanda, grassroots member of the Algonquin Nation. She is an alumna of the University of Ottawa Faculty of Arts and Faculty of Law, and is a professor for the Faculties of Arts, Social Sciences, Common Law and Education.

Everyone warmly welcomed elder Claudette Commanda who addressed the delegates and provided Indigenous greetings.

WELCOME FROM THE REGION

Brother Richard Balance and Karl Lafrenière welcomed delegates observers and guests to the NCR.

INTRODUCTION OF CONVENTION HOST COMMITTEE

Brother Andy Yung, chairperson of the Host Committee, introduced the Host Committee members:

Richard Ballance, Regional Vice-President, NCR (TB)
Isabelle Beaudoin, Assistant Vice-President, Outside Canada
Suzanne Boucher, Administrative Assistant
David Cardinal, Assistant Vice-President, NCR (TB)
Kevin King, National Executive Vice-President
Karl Lafrenière, Regional Vice-President, Outside Canada
Doug Marshall, National President
Greg McNamara, Communications Officer
André Miller, Assistant Vice-President, NCR (SE)
Patrice Rémillard, Regional Vice-President, NCR (SE)
Geoff Ryan, National Vice-President for Human Rights
Georges St-Jean, Coordinator for Finance and Administration
Rose Touhey, Assistant Vice-President, Outside Canada

INTRODUCTION OF NATIONAL EXECUTIVE

Sister Rose Touhey, member of the Convention Host Committee introduced the National Executive as follows:

Doug Marshall – National President, Union of National Employees
Kevin King – National Executive Vice-President
Geoff Ryan – National Vice-President for Human Rights
Angela Decker – Regional Vice-President Atlantic
Yvon Beaudoin – Regional Vice-President Québec
Mary Anne Walker – Regional Vice-President Ontario
Patrice Rémillard – Regional Vice-President NCR (SE)
Richard Ballance – Regional Vice-President NCR (TB)
Christopher Little-Gagné – Regional Vice-President Manitoba
Omar Murray – Regional Vice-President Saskatchewan

Jaison Van Tine – Regional Vice-President Alberta, NWT,
Nunavut

Jennifer Chieh Ho – Regional Vice-President British Columbia

MOMENT OF SILENCE

Delegates, observers and guests were asked to stand and take a moment of silence in memory of all our Brothers and Sisters who have passed away during the last three years. The following names appeared on the screen:

Amy O'Connor of Local X0304
Theo Klug, father of Karoline Klug
Line Beauregard of Local 70160
Bernhard Brandt, father of Melissa Brandt
André Lavictoire, husband of June Dale
Aurèle Lévesque, step father of Nicole Clermont
Gregory Melville, brother of Hayley Millington
Maria Picciano, mother of Franco Picciano
Michelle Wilcox, Local 70125
Andrea Cahill, Local 00296
Louis Toutant, father of Daniel Toutant
Henry Kablalik, Local X0150
Mary Kilabuk, Local X0150
Madeleine Dumouchel, Local 70059
Maria Mazzota, Local 00058
Sister Lynn Corrigan, Local 70059
Harold K. Gibson, Local 29266
Jo-Anne Zwarych, Local 40226
Gaston Pothier, Local 70312
Uhlman Kevin Russell, Local 80020
Mary Hatcher, Local 90265
Pat Brown, Brother of Annette Brown
Patricia Howard, Local 00303
Chris Dann, former UNE labour relations officer
Steve Williamson, Local 70172

Jean Pierre Clement, Local 10512
Jennifer Platt, Local 00220
Douglas Rhyndress, father of Cindy D'Alessio
Patrice Pierre Antoine, Local 10512
Dave Raham, Local 30117
Deborah Skarsen, Sister of Keith Lemoine
John Blake Walker, Brother-in-law of Mary Ann Walker
Daniel Fortin, Brother of Géraldine Fortin
Diamonds Walker, mother-in-law of Mary Ann Walker
Philippe Corneau, Local 50773
Brian Sloan, Local 30186
Dave Guthrie, husband of Eva Guthrie
Eva Guthrie, past president of local 00155
Steven Nylas, Local 30117
Robert Thomas Dale, father of June Dale and former member of GSU
Andrew Murdoch, PSAC Procurement & Inventory Control Clerk
Johanne Racine, Local 70130
Robert Beaudoin, brother of Yvon Beaudoin
Ron Johnston, former RVP for Alberta, NWT and Nunavut
Mike Wing, former President of UCTE
Richard (Jude) Langan, Brother of Ruby Langan
Glen Freeman, father of Michael Freeman
Dean Flick, Local 20106
David Tillman, father of Gloria Pfeifer
Richard J. Langan, father of Ruby Langan
Dianna Brown, Local 70130

HARASSMENT POLICY STATEMENT

Brother Geoff Ryan, National Vice-President for Human Rights and Brother Daniel Toutant, Assistant National Vice-President for Human Rights read the harassment statement.

Brother Geoff Ryan, National Vice-President for Human Rights, introduced Brother André Miller, Sister Géraldine Fortin, Sister Isabelle Beaudoin and Sister Sandy Bello as our Anti-Harassment Resource persons.

ADMINISTRATIVE ANNOUNCEMENTS

Members of the host committee proceeded with administrative announcements with the following announcements:

Announcements: All announcements must be submitted to the UNE convention office in writing. Announcements will be displayed on the TV screens in both official languages located near the water stations.

Credentials:

Please help the sergeant-at-arms at the doors by clearly showing your credentials on your name wallet.

Location of Washrooms:

The washrooms are located outside the main doors at the back of the room, in front of the Prince Edward Island room. There is also a gender-neutral washroom at the end of the hall by Governor General Three.

Non-Smoking Event:

This is non-smoking event. Smoking is permitted outside only. Please refer to your binder, index tab labelled “INFO” on page 1 for the English version and on page 2 for the French version.

Environmental Sensitivities Policy – Scent Free Event and Nut Free Environment:

Please refer to your binder, index tab labelled “info” on page 1 for both the English and the French versions.

Mobile Phones, Etc.:

Cell phones must be turned to silent or off while on Convention floor. Please refer to your binder, index tab labelled “info” on page 3 for both the English and the French versions.

Shampoo, Conditioner, Soap:

Donation boxes will be set-up and labelled in each Regional Hospitality Suite and we will also have boxes labelled for collection of these items in the main plenary. These items will be donated to Amethyst Women’s Addiction Centre, which offers alternative addiction services to women and is committed to working with diverse and marginalized women. The employees of Amethyst are UNE members. For more information, see the document labelled Appendix B, which includes their website.

Water:

You have all been provided with mugs as part of your kits. Please go to the large water bottles at the back of the room, fill the water jug, bring it back to your table and fill your mugs from the jugs. Please refer to your binder, index tab labelled “INFO” on page 3 for both the English and the French versions. We suggest that these cups also be used in the hospitality suites.

Please note that we are using municipal public-service tap water.

Recycling Convention Documents in Binders:

All convention documents can be downloaded from the website. For those of you who do not wish to bring your binders home, please leave your binder with UNE staff who will recycle the contents and the binder for future use.

General Statement Regarding Alcohol:

This statement was approved by the national executive and will be posted outside each of the hospitality suites. We're asking that members drink responsibly. RVPs and people responsible for each hospitality suite will be monitoring the suites to ensure that members do not drink in excess. People who appear to be intoxicated will not be served and will be asked to leave. Beer, wine and wine coolers only will be served in hospitality suites. Please do not leave the suite with drinks in hand. In order to avoid noise or disturbance complaints from hotel patrons, quiet time will be observed at 11:00 P.M. and hospitality suites will close at 1:00 A.M., document attached. Please refer to your binder, index tab labelled "INFO" on page 5 for the English version and page 7 for the French version. (See APPENDIX C).

Hospitality Suites:

A list of hospitality suites can be found on page 2 of the convention agenda and also in your binder, index tab labelled "INFO" on page 5 for the English version and on page 6 for the French version.

Plenary Temperature:

Please see staff if you think there is a problem with things like room temperature. Rather than rising on a Point of Privilege, this should be referred to the UNE Convention staff office.

Location of UNE Convention Staff Office:

The UNE convention staff office is in the Newfoundland and Nova Scotia rooms, located near the elevators. Please refer to

your binder, index tab labelled “INFO” on page 7 for the English version and page 9 for the French version.

Visitor Guides:

For ideas on what’s close by, restaurants, shopping, etc... Please ask at the host committee booth or ask the hotel concierge. Some information pamphlets will be available at the host committee booth.

Site Floor Plan:

A floor plan of the meeting rooms of the hotel can be found in your binder, index tab labelled “INFO” on pages 6 to 8 for the English version and pages 8 to 10 for the French version.

Caucus Rooms:

A list of all the caucus meeting locations can be found on the 1st page of the convention agenda in both English and French. A list of regional caucus meetings rooms is also posted outside the UNE convention office here at the hotel.

Log Sheet in Office:

To better address members’ concerns during Convention, there will be a log sheet kept in the UNE Convention staff office. Should you experience problems with your accommodations, travel arrangements, meals, or any other issue during Convention, we ask you to write your issue or concern on the log sheet provided in the UNE Convention staff office. Throughout each day, staff will check the log sheet and will take the appropriate action. If you are uncertain about the log sheet, please ask staff to assist you with it.

Acronyms:

We love to use acronyms, but delegates at the microphones are advised to avoid using them. We work for dozens of different employers and we get used to acronyms that not everyone else would understand. You will communicate better and reduce misunderstanding by avoiding acronyms. A list of acronyms can be found in your binder, index tab labelled “INFO” on pages 9 to 11 for the English version and on pages 11 to 13 for the French version.

Facebook and Twitter:

Please refer to your binder, index tab labelled “INFO” on page 4 for both the English version and French versions.

If you are among those who use Twitter, you can follow the convention updates, post comments, or add photos by using [#UNE2017](#) (English) and [#SEN2017](#) (French). Follow us at [@UNE_SEN](#)

Brother David Cardinal, member of the convention host committee, presented Brother Doug Marshall with the Don Cardinal’s carved gavel.

CALL TO ORDER

National President, Brother Doug Marshall called the seventeenth National Triennial Convention to order at 10:00 a.m. on Wednesday, August 23, 2017 and welcomed all in attendance.

INTRODUCTION OF CREDENTIALS COMMITTEE

Brother Doug Marshall introduced the credentials committee as follows:

- Chairperson: Diane Levola, Assistant Vice-President - Ontario
- Member: Sandrine Oka from NCR-TB Region, Local 70172
- Member: Sandy Bello, Human Rights Representative - Ontario

CREDENTIALS REPORT:

The following first Credentials Committee report was presented:

M/S Diane Levola (ARVP, Ontario) and
Sandy Bello (HR Representative, Ontario)

THAT the Credentials Committee Report be adopted as presented:

Total number of Delegates:	166
Number of Delegates Registered:	160
Number of Delegates not Registered:	6
Number of Observers:	101
Number of Guests:	3
Total number of attendees:	264

MOTION CARRIED

LATE DELEGATES

M/S Omar Murray (RVP Saskatchewan) and
Karl Lafrenière (RVP Outside Canada)

THAT the following members of the Union of National Employees be accepted as late delegates:

First Name	Last Name	Local
Alex	Clendinning	00128
Alia	Guyot	30116
Alison	Rawding	80020
Amber	Maxie	40064
Andria	Meskauskas	00221
Angele	Charlebois	70172
Ann	Birnie	20278
Anna	Bogdan	70044
Arbin	Gurung	70160
Archie	Campbell	70125
Barbara	Linehan	90005
Behiye	Cinkilic	70125
Chantale	Pharand	00137
Chelsea	Cameron	20150
Chris	Johnstone	00238
Chris	Sevigny	70369
Clear	House	20301
Corey	McCormick	70153
Daniel	Doyle	70399
Daniel	Landry	10200
Daniel	Tétreault	10132
Dave	Beaudoin	Y0102
David	Fidler	40340
Diana	Walker	30186
Elizabeth	Guerrero	70160
Ellen	Cross	80018
Éric	Turcotte	10218
Éric	Poitras	70404
Étienne	Mathieu	10209
Evelyn	Beckert	70040
Evert J	Ryland	39261
Francesco	Misuraca	00258

Francois	Deschenes	70410
Frederik	de Loe	30115
Georgina	Grant	60040
Géraldine	Linton	40064
Gloria	Castro	70125
Goran	Lazic	00210
James	McCourt	00287
Janet Eileen	Connor	70380
Jean-Marc	East	10283
Jennifer	Legue	00050
Jennifer	Nelson	20378
Josée	Tremblay	29266
Josianne	Ferdais	30402
Judith	Rondeau	50140
Kate	Seniuk	71201
Kenneth	Deschamps	00383
Kenneth	Keewatin	40198
Lindsay	Oehlke	90023
Lisa	Gregory	70381
Lorelee	Lambe	99104
Marie	Stradeski	40107
Mario	Lemieux	10247
Marion	McLarty	20150
Mary Lynn	Elms	80160
Mary-Anne	Francey	X0119
Mélanie	Drouin-Dion	70372
Michèle	Milotte	70080
Monica	Kennedy	80040
Murdoch	Mackenzie	30117
Mylène	Séguin	70372
Nathalie	Bouchard	10269
Nathalie	Boudreau	10206
Nicole	Patenaude	70410

Pam	Taylor-Wald	30334
Patrick	Hughes	00394
Paula	Shewchuk	00303
Phyllis	Allen	00221
Robert	Sergent	80150
Rodney	Hynes	20150
Ronald	Johnson	20089
Sandra	Debassige	00219
Sanna	Guerin	70342
Sarah	Rondeau	00383
Sheila	Karasiewicz	00296
Simon	Careau	10022
Stephen	Larkin	80015
Stephen	Leepile	30070
Sylvain	Beauchamp	70380
Sylvie	Dacosta	10209
Tim	Standing	30115
Tom	Buckley	00041
Viviane	Dugas Patry	70153
Vivianne	Roy Mazerolle	71200
Zachary	Ward	30194

MOTION CARRIED

RECESS

National President, Brother Doug Marshall welcomed late delegates on Convention floor. He also took the opportunity to welcome first-time delegates, first-time observers as well as youth delegates.

Acknowledge Guests

Brother Doug Marshall introduced our guests:

- Steve Houston, UNE Life Member and former RVP for BC/Yukon
- Garry Larouche, UNE Life Member and former RVP

ADOPTION OF RULES OF ORDER

M/S Angela Decker (RVP Atlantic)
Geoff Ryan (National Vice-President for Human Rights)

THAT the Union of National Employees Convention Rules of Order be adopted as distributed.

MOTION CARRIED

ADOPTION OF CONVENTION AGENDA

M/S Richard Balance (RVP National Capital Region-TB)
Yvon Beaudoin (RVP Quebec)

THAT the convention agenda be adopted as distributed.

MOTION CARRIED

RATIFICATION OF NATIONAL EXECUTIVE DECISIONS BETWEEN CONVENTIONS AND UNION OF NATIONAL EMPLOYEES POLICIES

M/S Karl Lafrenière (RVP Outside Canada)
Geoff Ryan (National Vice-President for Human Rights)

THAT all decisions of the national executive since the previous convention be ratified.

MOTION CARRIED

M/S Angela Decker (RVP Atlantic)
Jaison Van Tine (RVP Alberta, NWT and Nunavut)

THAT the Convention Ratify the Convention Committees as Printed.

MOTION CARRIED

REFERRAL OF RESOLUTIONS & RECOMMENDATIONS

M/S Mary Anne Walker (RVP Ontario)
Christopher Little-Gagné (RVP Manitoba)

THAT all resolutions be referred to the appropriate Convention Committee.

MOTION CARRIED

PER DIEM

M/S Kevin King (National Executive Vice-President)
Jennifer Chieh Ho (RVP BC and Yukon)

THAT the current UNE per diem of \$103.00 per day be adopted as per the Component's current per diem breakdown.

Breakfast	\$18.00
Lunch	\$19.00
Dinner	\$47.00
Incidentals	\$19.00
Total	\$103.00

MOTION CARRIED

Brother Doug Marshall relinquished the Chair to Kevin King, UNE National Executive Vice President.

Brother Kevin King assumed the Chair.

REPORT OF THE NATIONAL PRESIDENT

M/S Doug Marshall (National President)
Richard Balance (RVP NCR-TB)

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

MOTION CARRIED

Brother Kevin King relinquished the Chair back to UNE National President Doug Marshall.

RECESS

WEDNESDAY, AUGUST 23, 2017 – AFTERNOON SESSION
Reconvened at 1:15 p.m.

M/S Sandy Bello (Human Rights Representative Ontario)
Diane Levola (ARVP Ontario)

THAT the Credentials Committee Report be adopted as presented:

Total number of Delegates:	252
Number of Delegates Registered:	246

Number of Delegates not Registered:	6
Number of Observers:	16
Number of Guests:	6
Total number of attendees:	268

MOTION CARRIED

COMMITTEE REPORTS

Brother Doug Marshall explained the procedures followed when dealing with Convention Committee Reports such as:

- Voting on Committee recommendations of concurrence and non-concurrence;
- Costing of resolutions;
- Resolutions require a simple majority to be adopted. Bylaws require a two-thirds majority and would come into effect at the close of Convention, unless specifically stated when the Bylaw would take effect;
- Only the "Be It Resolved" would be read by the Committee;
- The use of cards when voting;
- Door Tiling guidelines;
- Procedure of elections for national officers;
- Delegates will have three minutes to speak to a resolution
- Timers will be available and visible to the delegates, and to the Chairperson of Convention.

Brother Doug Marshall called the Finance Committee to the reporting table.

FINANCE COMMITTEE

INTRODUCTIONS

Brother Doug Marshall, Co-Chair of the Finance Committee, introduced Committee members as well as the technical advisor and administrative assistant who worked with the Committee during its deliberation.

Co-Chairs: Kevin King National Executive Vice-President
Jennifer Chieh Ho Regional Vice President, B.C.
and Yukon

Committee Members:

Richard Ballance	Regional Vice-President, NCR-TB
Yvon Beaudoin	Regional Vice-President, Quebec
Matthew Cook	Local 80019
Ralph Daguilh	Local 70401
Michael Freeman	National Equity Representative for Persons with Disabilities
Kate Hart	National Equity Representative for Lesbian, Gay, Bisexual, and Transgender People
Martin Kaminski	Assistant Regional Vice-President, Manitoba
Carl Laguerre	Regional Representative for Human Rights, NCR-SE
Gloria Pfeifer	Assistant Regional Vice-President, Saskatchewan
Étienne Pholo Nsimba	Local 70130
Andrew Shaver	Assistant Regional Vice-President, Ontario
Lise Tataryn	Local 20106

Technical Advisor & Administrative Support:

Georges St-Jean	Coordinator Finance & Administration
Christine Sanders	Accounting Officer

M/S Kevin King (National Executive Vice-President)
Jennifer Chieh Ho (RVP BC & Yukon)

THAT the proposed budget for the years 2017, 2018 and 2020 be accepted as presented.

M/S Patrick Hugues (Local 00394)
Tim Warmington (Local 70172)

THAT the resolution be referred back with the following instruction:

TO increase the line item for staff.

M/S Archie Campbell and Anna Bogden

THAT the question be put.

The motion to put the question was **CARRIED**

VOTE ON REFERRAL LOST

VOTE ON THE MAIN RESOLUTION CARRIED

The Committee considered the direction given by the 1999 Convention with respect to maintaining the Restricted Surplus at not less than $\frac{1}{2}$ of one (1) current year's operating costs and recommends the following:

M/S Kevin King (National Executive Vice-President) and
Jennifer Chieh Ho (Regional Vice President, B.C. and
Yukon)

THAT the Restricted Surplus be set at not less than $\frac{1}{2}$ of one (1) current year's operating costs.

CARRIED

The Committee considered the direction given by the 1999 Convention with respect to maintaining the unrestricted surplus at a level of at least 10% and recommends the following:

M/S Kevin King (National Executive Vice-President) and Jennifer Chieh Ho (Regional Vice President, B.C. and Yukon)

THAT the Component maintain the unrestricted surplus at a level of at least 10% of operating expenses.

CARRIED

Brother Doug Marshall stood down the Finance Committee and called for the members of the Constitution and Bylaws Committee to take their place at the reporting table.

Constitution and Bylaws Committee

Brother Geoff Ryan, UNE National Vice President for Human Rights, introduced Constitution and Bylaws Committee members as well as the technical advisor and administrative assistant who worked with the Committee during its deliberation.

Co Chairs: Angela Decker (Regional Vice-President, Atlantic)
Geoff Ryan (National Vice-President for Human Rights)

Committee Members:

David Cardinal Assistant Regional Vice-President,
NCR-Treasury Board

June Dale	Regional Representative for Human Rights, NCR-TB
Meghraj Khadka	Regional Representative for Human Rights, Alberta, N.W.T. and Nunavut
Diane Levola	Assistant Regional Vice-President, Ontario
Loretta Moar	Local 50110
Omar Murray	Regional Vice-President, Saskatchewan
Patrice Rémillard	Regional Vice-President, NCR-SE
Kara Snow	Local 70372
Shirley Torres	Regional Representative for Human Rights, B.C. and Yukon
Rose Touhey	Assistant Regional Vice-President, Outside Canada

Technical Advisor & Administrative Support:

Franco Picciano	Coordinator, Member Representation
Michelle Brunet	Administrative Assistant

RESOLUTION CS 1

**Bylaw 1 Union of National Employees (UNE) Role and
Function**

Origin: National Executive
 Bylaw 1

Language of origin: English

The Committee recommends **concurrence** in resolution CS 1.

The Union of National Employees will amend Bylaw 1 as presented in appendix “1”.

Vote on the Committee`s recommendation of Concurrence in Resolution CS 1: **CARRIED**

RESOLUTION CS 1 CARRIED AS SUBMITTED

AMENDED RESOLUTION CS 2

Bylaw 2 National Executive Duties and Responsibilities

Origin: National Executive
 Bylaw 2

Language of origin: English

The Committee recommends concurrence in amended resolution CS 2.

The Union of National Employees will amend Bylaw 2 as amended in Appendix “2”.

M/S Anna Bogdan (Local 70044)
Rodney Daufoe (Local 70125)

THAT Amended Resolution CS 2 be referred back to the committee to change “may” to “will” in the Bylaws.

A debate and discussion period ensued.

RECESS

THURSDAY, AUGUST 24, 2017 – MORNING SESSION
Reconvened at 9 A.M.

CREDENTIALS COMMITTEE REPORT

M/S Sandrine Oka (Local 70172)
Sandy Bello (Human Rights Representative -
Ontario)

THAT the Credentials Committee Report be adopted as presented:

Total number of Delegates:	251
Number of Delegates Registered:	246
Number of Delegates not Registered:	5
Number of Observers:	17
Number of Guests:	7

MOTION CARRIED

AMENDED RESOLUTION CS 2 (CONT'd)

Bylaw 2 National Executive Duties and Responsibilities

Origin: National Executive
Bylaw 2

Language of origin: English

The Committee recommends concurrence in amended resolution CS 2.

The Union of National Employees will amend Bylaw 2 as amended in Appendix "2".

M/S Anna Bogdan (Local 70044)
Rodney Dafoe (Local 70044)

THAT Amended Resolution CS 2 be referred back to the committee to change “may” to “will” in the Bylaws.

Editorial Change

M/S Daniel Toutant (Assistant National Vice-President for Human Rights)
Keith Lemoine (Human Rights Representative Quebec)

THAT Resolution CS 2 section 40 be divided to created two sections 40 and new section 41.

CARRIED

M/S Rodney Dafoe (Local 70125)
Sylvie LeBlanc (Local 70125)

TO change the wording to reflect the following:

In Bylaw 2, Section 7 to reflect: 15 working days.
Minutes of the executive meetings are provided to locals and posted on the website within 15 working days. **MOTION**

LOST

A/S Mélanie Drouin-Dion (Local 70372)
Mylène Séguin (Local 70372)

TO amend the resolution by setting up a date.

AMENDMENT LOST

M/S Krissandra Reid (Local Y0102)
Ralph Dyguilh (Local 70401)

THAT Bylaw 2 Section 7 be amended to reflect the following:

Minutes of the executive meetings are provided to locals and posted to the website within 10 working days of their approval.

The motion of referral was **CARRIED**

Brother Doug Marshall stood down the Constitution and Bylaws Committee and called for the members of the General Resolutions Committee to take their place at the reporting table.

GENERAL RESOLUTIONS COMMITTEE

Brother Doug Marshall, Co-Chair of the Constitution and Bylaws Committee, introduced Committee members as well as the technical advisor and administrative assistant who worked with the Committee during its deliberation.

Co Chairs: Karl Lafrenière Regional Vice-President, Outside Canada
Mary Anne Walker, Regional Vice-President, Ontario

Committee Members:

Sandra Ahenakew	Regional Representative for Human Rights, Saskatchewan
Isabelle Beaudoin	Assistant Regional Vice-President, Outside Canada
Annette Brown	Regional Representative for Human Rights, Atlantic
Géraldine Fortin	Assistant Regional Vice-President, Quebec
Christopher Little-Gagné	Regional Vice-President, Manitoba
Hayley Millington	National Equity Representative for Women

André Miller	Assistant Regional Vice-President, NCR-Separate Employers
Craig Reynolds	Assistant Regional Vice-President, Ontario
Prabir Roy	Local 00238
Jaison Van Tine	Regional Vice-President, Alberta, N.W.T. and Nunavut

Technical Advisor & Administrative Support:

Raymond Brossard	Labour Relations Officer
Nicole Clermont	Administrative Assistant

Notice of Motion

Brother Tim Warmington (Local 70172) and Brother Daniel Toutant (Assistant National Vice-President for HR) served notice of motion as follows:

TO change the priority to deal with Resolution GEN 4 as the next item of business, after the Committee priorities.

RESOLUTION GEN 1

PSAC Budget

Origin: National Executive

Language of origin: English

The Committee recommends **concurrence** in resolution GEN 1.

The Public Service Alliance of Canada will add to the staff line item of the PSAC budget \$1.5 million dollars per budget year.

Vote on the Committee`s recommendation of **Concurrence** in Resolution GEN 1: **CARRIED**

RESOLUTION GEN 1 CARRIED AS SUBMITTED

Resolution to be forwarded to the 2018 PSAC Triennial Convention

A secret ballot was requested and granted.

Request for a Secret ballot on Amended Resolution GEN 7
Carl Laguerre, Ralph Dyguil, Gilbert Leduc, Mélanie Dion, Mylène Séguin, Ghislain Roussel.

AMENDED RESOLUTION GEN 7

UNE National Women`s Leadership Conference

Origin: Local 30186

Language of origin: English

The Committee recommends **concurrence** in amended resolution GEN 7.

The Union of National Employees will host a UNE National Women`s Leadership Conference in the National Capital Region over a three-day period including weekends, starting in the convention cycle of 2018-2020. With such a conference happening within 12 months prior to the upcoming UNE Triennial Convention.

UNE will host such a conference with eight women represented

per UNE Region, along with elected officers of the National Executive.

Because UNE celebrates geographically and employer diverse membership throughout its organization; and

Because there is a need to foster and strengthen the leadership skills within the representation of the women's membership within UNE.

The Union of National Employees will host a UNE National Women's Leadership Conference in the National Capital Region over a three-day period including weekends, starting in the convention cycle of 2018-2020. With such a conference happening within 12 months prior to the upcoming UNE Triennial Convention.

M/S Mélanie Dion (Local 70372) and
Sandrine Oka (Local 70172)

THAT this conference be a onetime event with funding taken from unrestricted surplus.

M/S/C Roddie Dafoe (Local 70044) and
Ralph Daguilh (Local 70401)

THAT the following sentence be included:

Which may include a weekend day.

Brother Doug Marshall stated that since the amendment was in order, the committee would have to meet, to bring back the correct version of GEN 7, and will postpone debate on this matter until the committee has a chance to meet and will continue with other Committee priorities.

RESOLUTION GEN 5

Payment for Members Who Attend Union Education Courses

Origin: Local 00221

Language of origin: English

The Committee recommends **concurrence** in resolution GEN 5.

The Union of National Employees will pay members a per diem for all union courses offered by any union affiliated with the Canadian Labour Congress. The amount should match the payment for PSAC day courses.

Because union education is important to the movement;

Because affiliates offer courses such as health and safety that may not be offered by the PSAC but are important and relevant for representation; and

Because payment supports members who are willing to take courses in order to benefit their locals and to widen their network with other union activists.

Vote on the Committee`s recommendation of **Concurrence**:
CARRIED

RESOLUTION GEN 5 CARRIED AS SUBMITTED

RESOLUTION GEN 6

Editorial:

M/S/C June Dale (HR Representative NCR-TB) and
Tim Warmington (Local 70172)

TO make the following amendment to the resolution to
reflect: PSAC Regional Convention

RESOLUTION GEN 6

UNE Financial Support for Regional Teams to Attend their PSAC Regional Convention

Origin: Local 00221

Language of origin: English

The Committee recommends concurrence in resolution **GEN 6**.

The Union of National Employees will financially support the attendance of Regional Teams to attend their PSAC Regional Conventions.

Because representation and voting at PSAC Regional Conventions do not recognize the ARVPs on a regional team as delegates with subsidy;

Because Regional Assistants work to support locals and members in all issues. They are often the front line – and even lifeline to Local Executives who need advice on union matters; and

Because attending Regional Convention is important for ARVPs so they can provide the most recent business decided at convention.

M/S Tim Warmington (Local 70172) and
Carl Laguerre (HR Representative, NCR-SE)

THAT the question be put.

The motion to put the question was **CARRIED**

Vote on the Committee`s recommendation of **Concurrence** in
Resolution GEN 6: **CARRIED**

Vote on Resolution GEN 6 CARRIED AS SUBMITTED

Notice of motion

M/S/C Richard Ballance (RVP NCR-SE) and
Tim Warmington (Local 70172)

TO place Resolution CS 10a as the next priority.

Motion CARRIED

RESOLUTION GEN 10

Unionization of Student and Casual Employees

Origin: Matthew McKenna, Local 70410
David LeBlanc, Local 70410
Manon Boisvert, Local 70410
Rodney Leggett, Local 70410
Mélanie Charron, Local 70410
Helene Martin, Local 70410

Language of origin: English

The Committee recommends **concurrence** in resolution GEN 10.

The Public Service Alliance of Canada will without delay upon passage of this resolution at its 2018 triennial convention, conduct a campaign to unionize federal public service employees hired on a casual basis, and those employed under a program designated by the employer as student employment program. The campaign will engage members in their workplaces and be publicly promoted. PSAC will commit to using all means at its disposal to organize these employees, including mobilizing members, negotiating with the employer, and pursuing legal action.

Because the Charter of Rights and Freedoms protects everyone's freedom of association;

Because young workers comprise the majority of casual and student employees and are disproportionately affected by labour precarity; and

Because an object of the June 2016 edition of the PSAC's constitution is: "to obtain for all workers the best standards of compensation and other conditions of employment and to protect the rights and interests of all workers.

M/S Warmington and Yann Boudreau

THAT the question be put.

The motion to put the question was **CARRIED**

Vote on the Committee's recommendation of Concurrence in Resolution GEN 10: **CARRIED**

Resolution GEN 10 CARRIED AS SUBMITTED

Resolution to be forwarded to the 2018 PSAC Triennial Convention.

AMENDED RESOLUTION CS 2

Bylaw 2 – National Executive Duties and Responsibilities

Origin: National Executive
Bylaw 2

Language of origin: English

The Committee recommends **concurrence** in amended resolution CS 2.

The Union of National Employees will amend Bylaw 2 as amended in Appendix “2”.

M/S Kassandra Reid (Local Y0102)
Dave Beaudoin (Local Y0102)

TO move Bylaw 8 to be dealt with as the next item of business.

M/S Mélanie Drouin-Dion (Local 70372)
Mylène Séguin (Local 70372)

Referral to change section 7 to say that the minutes need to be approved at the following NE meeting to read as follows:

Bylaw 2 Sec 7
Executive meetings

The national executive will hold meetings at least three times a year at the call of the national president or at any other time if requested by five or more members of the national executive. Notice of executive meetings will be forwarded to locals and posted to the website no later than ten working days prior to the start of the meeting. The executive meeting agenda will be posted to the website no later than five working days prior to the start of the meeting. Locals may send observers to executive meetings, at the expense of the Local. ***Minutes of the executive meetings are provided to locals and posted to the website within 10 working days of their approval.***

M/S Debra Macintyre (Local 70130) and
Lisa Gregory (Local 70381)

THAT the question be put.

The motion to put the question was **CARRIED**

Vote on the Committee`s recommendation of **Concurrence** in
Resolution CS 2: **CARRIED**

RESOLUTION CS 2 CARRIED AS AMENDED

AMENDED RESOLUTION CS 3

Bylaw 3 - Locals

Origin: National Executive

Bylaw 3

Language of origin: English

The Committee recommends concurrence in amended resolution **CS 3**.

The Union of National Employees will amend Bylaw 3 as presented in Appendix “3”.

M/S Stephanie Hewis (Local 00210) and
James McCourt (Local 00287)

THAT the question be put.

The motion to put the question was **CARRIED**

Vote on the Committee`s recommendation of Concurrence in Resolution CS 3: **CARRIED**

Resolution CS 3 CARRIED AS SUBMITTED

Point or Order

Brother Kevin King reminded delegates regarding Convention Procedures not included in this report (check check check)

RECESS

THURSDAY, AUGUST 24, 2017 – AFTERNOON SESSION

Reconvened at 1: 30 p.m.

M/S/C Sandy Bello (Local 00394)
Diane Levola (Local 00219)

THAT the Credentials Committee Report be adopted as presented:

Credentials

Total number of Delegates:	251
Number of Delegates Registered:	246
Number of Delegates not Registered:	5
Number of Observers:	17
Number of Guests:	8
Total	271

MOTION CARRIED

SPEAKER

Brother Doug Marshall introduced Brother Larry Rousseau, CLC Executive Vice-President and former UNE member.

Larry has a long history of trade union and political activism, particularly on issues of labour relations, health and safety, and equity. His involvement in the labour, human rights, pride, and peace movements has been an integral part of his engagement and commitment to social justice.

A long-time federal public service worker, Larry's first experience in the labour movement was when he started as a filing and stockroom clerk in the mail room of the Canadian Labour Congress at the age of 18. Shortly thereafter, he was elected shop steward for the Office and Professional Employees International Union Local 225 (now COPE).

He went on to earn a Master's degree in public administration from l'École nationale d'administration publique in Quebec, and became an employee of Statistics Canada and UNE member. He became active in UNE Local 70059, which is

when I first got to know Larry, and he was later elected as a member of the Local executive.

He was elected in 2008 to the UNE national executive as the RVP National Capital Region (Treasury Board). Beginning in 2011, Larry served for six years on the PSAC Alliance Executive Committee as the Regional Executive Vice-President for the National Capital Region.

Just three months ago, Larry was elected as Executive Vice-President of the Canadian Labour Congress. I told him that I would vote for him for CLC VP if he would attend our convention.

Brother Larry Rousseau addressed the delegation. Delegates were then provided an opportunity to ask questions.

Following the presentation, Brother Doug Marshall, on behalf of the UNE thanked and provided Brother Larry Rousseau with a gift as a token of our appreciation.

Acknowledged Guests

Brother Doug Marshall introduced our guest as follows:

Bob Kingston, President of Agriculture Union.

Brother Doug Marshall then called upon the Constitution and Bylaws committee to continue with its report.

M/S Richard Ballance (RVP NCR-SE) and
André Miller (Local 70501)

THAT the order of Resolution CS 10a) to be the highest order of business.

The motion to move Resolution CS 10a) up was **CARRIED**

A request for a secret ballot was lost for **COMPOSITE RESOLUTION CS 10 a) (CS 10 and CS 14)**.

COMPOSITE RESOLUTION CS 10a) (CS 10 and CS 14)

Bylaw 2 – Duties of Officers

Origin: National Executive
Bylaw 2, Sec 17

Language of origin: English

The Committee recommends concurrence in composite resolution **CS 10 a)**.

The Union of National Employees will

Add the following two paragraphs to Bylaw 2 Sec 18
The national executive vice-president:

- a) *is a full-time paid officer; (new)***
- b) *lives in the National Capital Region; (new)***

Set the salary of the NEVP at 85% of the President's or the salary of the NEVP's substantive position, whichever is greater.

M/S Josée Tremblay (Local 29266) and
Brian Bakker (Local Y0104)

THAT the question be put.

The motion to put the question was **CARRIED**

Vote on the Committee`s recommendation of **Concurrence** in Composite Resolution CS 10a): **CARRIED**

COMPOSITE RESOLUTION CS 10A) CARRIED AS SUBMITTED

Motion

M/S/C Krisandra Reid (Local Y0102) and Carolyn Allen (Local 80081)

THAT Resolution CS 7 (Bylaw 8) be moved up in the order of priority.

RESOLUTION CS 7

Bylaw 8 – General Information

Origin: National Executive Bylaw 8

Language of origin: English

The Committee recommends **concurrence** in resolution **CS 7**.

The Union of National Employees will add new Bylaw 8 as presented in Appendix “7”.

Vote on the Committee`s recommendation of Concurrence in Resolution CS 7: **CARRIED**

Resolution CS 7 CARRIED AS SUBMITTED

RESOLUTION CS 4

Bylaw 4 – Membership, Duties and Responsibilities

Origin: National Executive
Bylaw 4

Language of origin: English

The Committee recommends **concurrence** in resolution CS 4.

The Union of National Employees will amend Bylaw 4 as presented in Appendix “4”.

M/S/L Louise Paris (Local 70044) and
Roddie Dufoe (Local 70044)

TO refer Bylaw sec 12 to reinstate the last sentence the
UNE will provide you with a copy of its bylaws upon
request. **LOST**

M/S Karl Lafeniere (RVP Outside Canada) and
Chris Little Gagné (RVP Manitoba)

THAT the question be put.

The motion to put the question was **CARRIED**

Vote on the Committee`s recommendation of **Concurrence** in
Resolution CS 4: **CARRIED**

RESOLUTION CS 4 CARRIED AS SUBMITTED

RESOLUTION CS 5

Bylaw 6 – Conventions and Committees

Origin: National Executive
Bylaw 6

Language of origin: English

The Committee recommends **concurrence** in resolution CS 5.

The Union of National Employees will amend Bylaw 6 as presented in Appendix “5”.

M/S Mylène Séguin (Local 70372) and
Ralph Daguilh (Local 70401)

THAT Resolution CS 5 be referred back to the committee with the following instruction:

To add: in consultation with the national executive.

Standing vote:

In favor 112

Against 94

The Committee agreed with the referral as presented.

Vote on the Committee`s recommendation of Concurrence in Resolution CS 5 as amended: **CARRIED**

RESOLUTION CS 5 CARRIED AS AMENDED.

RESOLUTION CS 6

Bylaw 7 - Discipline

Origin: National Executive

Bylaw 7

Language of origin: English

The Committee recommends concurrence in resolution **CS 6**.

The Union of National Employees will amend Bylaw 7 as presented in Appendix “6”.

Vote on the Committee`s recommendation of **Concurrence** in Resolution CS 6: **CARRIED**

RESOLUTION CS 6 CARRIED AS SUBMITTED

RESOLUTION CS 12

Bylaw 2 - Composition

Origin: National Executive
Bylaw 2, Sec 1

Language of origin: English

The Committee recommends concurrence in resolution **CS 12**.

The Union of National Employees will divide the existing NCR-TB region into the following two regions:

- a) “Gatineau-TB”, which would include all Locals that have most of their members in Gatineau; and
- b) “Ottawa-TB, which would include all Locals that have most of their members in Ottawa.

Because this will reduce the current disparity among regions;

Because this will result in a more equitable distribution of opportunities and services among UNE members;

Because the national executive will better reflect the UNE membership; and

Because the existing size of the current NCR-TB is unsustainable.

M/S Kenton Little (Local 70130) and Benoit Brosseau (Local 70130)

THAT the question be put.

The motion to put the question was **CARRIED**

Vote on the Committee`s recommendation of Concurrence in Resolution CS 12: **CARRIED**

RESOLUTION CS 12 CARRIED AS SUBMITTED

RESOLUTION CS 9

Bylaw 6 - National Convention Venue

Origin: National Executive
Bylaw 6, Sec 7

Language of origin: English

The Committee recommends **concurrence** in resolution CS 9.

The Union of National Employees will amend Bylaw 6 Sec 7 to read as follows:

Bylaw 6 Sec 7

National Convention venue

~~The national executive recommends a component region for each Triennial Union of National Employees convention. The incoming National Executive will be tasked with the exact venue, place and costing within that selected component region for the next UNE Convention.~~

The place and date of each Convention shall be decided by the National Executive.

Vote on the Committee`s recommendation of concurrence in Resolution CS 9: **CARRIED**

RESOLUTION CS 9 CARRIED AS SUBMITTED

FINANCE RESOLUTIONS COMMITTEE

AMENDED RESOLUTION FIN 1

Fair Treatment of Union Members on Union Business

Origin: Local 00221

Language of origin: English

The Committee recommends concurrence in resolution **FIN 1** as amended.

Resolution FIN 1 as amended would read as follows:

The Union of National Employees will pay those who attend Union Conferences and Conventions, Monday through Friday a

minimum of 7.5 hours per day for which UNE would ordinarily pay attendees, to take effect beginning with 2017 Convention

M/S Sandy Bello (Local 00394) and
Mélanie Dion (Local 70372)

THAT the question be put.

The motion to put the question was **CARRIED**

Vote on the Committee`s recommendation of **concurrence** in Amended Resolution FIN 1: **CARRIED**

AMENDED RESOLUTION FIN 1 CARRIED AS SUBMITTED

RECESS

FRIDAY AUGUST 25 – MORNING SESSION
RECONVENED AT 9 A.M.

Credentials Committee Report

M/S Diane Levola (Local 00219) and
Sandrine Oka (Local 70172)

THAT the Credentials Committee Report be adopted as presented:

Total number of Delegates:	251
Number of Delegates Registered:	246
Number of Delegates not Registered:	5
Number of Observers:	17

Number of Guests:	11
Total	274

MOTION CARRIED

Brother Doug Marshall welcomed our guest today, Sister Bonnie Bates, PSAC Political Assistant and former UNE member.

M/S/C Tim Warmington (Local 70172) and
Sandrine Oka (Local 70172)

THAT Resolution GEN 4 be moved up to be the first priority of the Committee.

Brother Doug Marshall called the General Resolutions Committee back to the reporting table.

General Resolutions Committee Report

RESOLUTION GEN 4

Effective Support of English and French

Origin: Local 10021

Language of origin: French

The Committee recommends **non-concurrence** in resolution GEN 4.

Moved by: Mary Anne Walker (RVP ON)
Seconded by: Craig Reynolds (ARVP ON)

The Union of National Employees will take all the necessary measures to provide the required support effectively both in French and English.

Because union delegates or local leaders needing help to draft grievances must always contact their UNE labour relations officers (Grievance Representation Guide August 2011);

Because services provided by federal institutions must be offered and available in either official language; and

Because labour relations officers represent grievances at the third and fourth levels, they must possess the linguistic competencies required to defend the facts entered in the grievance file in the official language in which they have been drafted.

M/S Paula Shewchuk (Local 00303) and
Isabelle Beaudoin (Local 70130)

THAT the question be put.

The motion to put the question was **CARRIED**

Vote on the Committee's recommendation of **non-concurrence**
in Resolution GEN 4: **LOST**

M/S Richard Ballance (RVP NCR-SE) and
Tim Warmington (Local 70172)

Recommendation of **Concurrence** in Resolution GEN 4.

A/S Alice Vallée (Local 10021) and
Mylène Séguin (Local (70372)

THAT Resolution GEN 4 be amended to reflect the following:

The Union of National Employees must provide the services required by its members, including representation, in the member's official language of choice.

A debate and discussion period ensued

Guest speakers

Brother Doug Marshall invited Brother Geoff Ryan to introduce our Human Rights Guest Speaker.

Brother Geoff Ryan introduced Brother Richard Warman as follows:

Richard Warman is a Canadian human rights lawyer. Richard clerked at the Federal Court of Canada and has worked at a number of federal government departments including the Solicitor General, the Canadian Human Rights Commission, and the Department of Justice.

Richard is perhaps best known for having dedicated an enormous amount of his time, energy, and resources over the past 20 years to monitoring and countering the efforts of those who seek to poison our communal well with hate. This work has predominantly focused on the white supremacist and neo-Nazi movements, particularly the spread of hate propaganda through the Internet.

Since 2001, he has been the successful complainant in sixteen consecutive Internet hate cases. These cases have resulted in:

- the Canadian Human Rights Tribunal (CHRT) issuing permanent cease and desist orders (injunctions) in every case, and penalties and damages totaling \$95,000;
- the first-ever finding of liability on the part of an Internet Service Provider (failure to remove hate propaganda despite knowledge of its presence); and,
- the Federal Court handing down the first-ever injunction dealing with Internet hate followed by successful proceedings for contempt of court that resulted in a sentence of imprisonment (again, the first ever in Canada for Internet hate).

Richard's efforts with regard to hate speech have dealt with attacks and frequently calls for genocide against (in no particular order), the Jewish, Muslim, Christian, Rastafarian, Hindu, First Nations, Arabic, Roma, South and East Asian, African, Caribbean, South and Latin American, Hispanic, gay and lesbian, physically and mentally disabled, and francophone communities as well as women.

Brother Richard Norman spoke to delegates and observers with respect to remedies to combat hate propaganda and hate group activities in Canada. He also spoke about his tireless efforts to counter hate and discrimination in Canada.

A question and answer period ensued.

Following his presentation, Brother Geoff Ryan, on behalf of the UNE, thanked and provided Brother Richard Warman with a gift as a token of our appreciation.

Brother Doug Marshall invited Brother Yvon Beaudoin to introduce our Francophone Guest Speaker.

Brother Yvon Beaudoin introduced Brother Alexandre Boulerice as follows:

Alexandre Boulerice was born on June 18, 1973 in Saint-Jean-sur-Richelieu. he was elected member for the riding of Rosemont—La Petite-Patrie (Montreal) for the New Democratic Party (NDP) in the 2011 Canadian Federal Election and was re-elected in 2015.

Boulerice has a BA in sociology from the University of Montreal and an MA in Political Science from McGill university.

From 1998 to 2001, he was a journalist for the tv networks LCN and TVA as well as vice-president of the union, representing the journalists.

From 2001 to 2002, Boulerice was community organizer for the Union des travailleuses et travailleurs accidentés de Montréal and from 2001 to 2011, he was communications advisor for the Canadian Union of Public Employees (CUPE). Alexandre Boulerice ran federally in 2008 for the NDP, obtaining 16.26% of the votes. He is first elected in 2011 and he was re-elected in 2015 with 49% of the votes. After the 2015 election, he was appointed NDP'S Quebec lieutenant, as well as its critic for finances and deputy critic for democratic reform.

Alexandre Boulerice focuses particularly on the fair redistribution of wealth, citizen participation and social housing.

Brother Alexandre Boulerice presented his address to the delegation. Delegates were provided an opportunity to ask questions.

Following his presentation, Brother Yvon Beaudoin, on behalf of the UNE, thanked and provided Brother Alexandre Boulerice with a gift as a token of our appreciation.

RECESS

FRIDAY AUGUST 25 – AFTERNOON SESSION
RECONVENED AT 1 P.M.

Credentials Committee Report

M/S Sandy Bello (Local 00394) and
Sandrine Oka (Local 70172)

THAT the Credentials Committee Report be adopted as presented:

Total number of Delegates:	251
Number of Delegates Registered:	246
Number of Delegates not Registered:	5
Number of Observers:	17
Number of Guests:	13
Total	276

MOTION CARRIED

Brother Doug Marshall called the General Resolutions Committee back to the reporting table.

RESOLUTION GEN 4

Vote on the Committee's recommendation of **non-concurrence**:
LOST

Recommendation of **Concurrence** in Resolution GEN 4.

Moved by: Richard Ballance (RVP NCR (TB))
Seconded by: Tim Warmington (Local 70172)

Amendment to Resolution GEN 4

Moved by: Alice Vallée (Local 10021)
Seconded by: Mylène Séguin (Local 70372)

The Union of National Employees must provide the services required by its members, including representation, in the member's official language of choice.

M/S Tana Hooper (Local 20723) and
Lyse Tataryn (Local 20106)

THAT the question be put.

The motion to put the question was **CARRIED**

Vote on the amendment: **CARRIED**

Vote on the main Resolution GEN 4 as amended

M/S Tim Warmington (Local 70172)
Steve Racicot (Local 70148)

THAT the question be put.

The motion to put the question was **CARRIED**

Vote on the recommendation of concurrency in Resolution GEN 4 as amended: **CARRIED**

RESOLUTION GEN 4 CARRIED AS AMENDED

AMENDED RESOLUTION GEN 7

UNE National Women's Leadership Conference

Origin: Local 30186

Language of origin: English

The Committee recommends concurrency in amended resolution **GEN 7**.

The Union of National Employees will host a UNE National Women's Leadership Conference in the National Capital Region over a three-day period including weekends, starting in the convention cycle of 2018-2020. With such a conference happening within 12 months prior to the upcoming UNE Triennial Convention.

THE UNE will host such a conference with eight women represented per UNE Region, along with elected officers of the National Executive.

Because UNE celebrates geographically and employer diverse membership throughout its organization; and

Because there is a need to foster and strengthen the leadership skills within the representation of the women's membership within UNE.

Amended Resolution GEN 7 would now read:

The Union of National Employees will host a UNE National Women's Leadership Conference which is to be funded on a one-time basis from the unrestricted surplus over a three-day period which may include a weekend day, starting in the convention cycle of 2018-2020, with such a conference happening within 12 months prior to the upcoming UNE Triennial Convention.

UNE will host such a conference with eight women represented per UNE Region, along with elected officers of the National Executive.

The amendment was referred to the Finance Resolutions Committee for costing.

The finance committee met and provided the following costing:

This represents a dues rate increase of .0146%.

This represents a dues increase of \$0.66 per month per deductee.

M/S Krisandra Reid (Local Y0102) and
Robert Sergent (Local 80150)

THAT the question be put.

The motion to put the question was **CARRIED**

A vote by secret ballot was requested and granted.

Results:

Total Ballots Cast: 227
In favour: 202
Against: 20
Spoiled: 5

Vote on the Committee`s recommendation of Concurrence
in RESOLUTION GEN 7 **CARRIED.**

RESOLUTION GEN 7 CARRIED AS AMENDED.

Point of Privilege

Sister Sheila Karasiwicz wished to express her gratitude to all who voted concurrence on this resolution as this was a way to empower women.

Doug Marshall: Thank you very much, Sister! Point well taken.

RESOLUTION GEN 11

Employment Equity

Origin: National Executive

Language of origin: English

The Committee recommends concurrence in resolution GEN 11.

The Public Service Alliance of Canada will work to require, by legislation and other means, employers to ensure that the average compensation for employees who are members of each equity group is no less than the average compensation for employees who are not members of that equity group.

Because current employment equity standards deal with the level of representation of equity groups in the workplace;

Because those standards do not address the problem that many of those workers are employed in low-wage jobs; and

Because those workers should also be fairly represented in higher-wage jobs.

Vote on the committee's recommendation of **Concurrence** in Resolution GEN 11: **CARRIED UNANIMOUSLY**

RESOLUTION GEN 11 CARRIED UNANIMOUSLY

Resolution to be forwarded to the 2018 PSAC Triennial Convention.

RESOLUTION GEN 2

Plastic Union ID Cards (Membership)

Origin: June Dale, HR Representative NCR (TB)
Matthew McKenna, Local 70410
Cindy D'Alessio, ARVP NCR (TB)
François Deschênes, Local 70410
Lisa Gregory, Local 70381
Carla Ross, Local 70059

Language of origin: English

The Committee recommends **concurrence** in resolution GEN 2.

The Public Service Alliance of Canada will produce PSAC membership cards of high-quality credit card style, embossed plastic.

The Public Service Alliance of Canada will also provide to all members the new card by January 1, 2020.

Because the paper cards are not of a lasting quality. The cost of replacement may exceed the cost of one plastic card.

Vote on the committee's recommendation of **concurrence** in Resolution GEN 2: **CARRIED**

RESOLUTION GEN 2 CARRIED AS SUBMITTED

Resolution to be forwarded to the 2018 PSAC Triennial Convention.

Brother Doug Marshall called the Constitution and Bylaws Resolutions Committee back to the reporting table.

CONSTITUTION AND BYLAWS COMMITTEE

RESOLUTION CS 11

Bylaw 2 – National Executive Vice-Presidents

Origin: Local 40226
Bylaw 2, Sec 1

Language of origin: English

The Committee recommends **non-concurrence** in resolution CS 11.

The Union of National Employees will amend its Bylaw 2 to allow for a first and second National Executive Vice-President; and

The Union of National Employees will also immediately implement the above adopted resolution at its 2017 Triennial Convention for the election of Component National and Regional Officers.

Because the workload of the National Executive Vice-President has become very extensive;

Because having a first and second and sometime third Regional Vice-President has proven to be effective in the regions; and

Because having two National Executive Vice-Presidents allows the opportunity to use different personality traits to the union's advantage.

Vote on the committee's recommendation of **non-concurrence** in Resolution CS 11: **CARRIED**

RESOLUTION CS 11 LOST

RESOLUTION CS 13

Bylaw 6 Sec 12 – Convention Delegates

Origin: Richard Ballance, RVP NCR (TB)
Matthew McKenna, Local 70410
Cindy D'Alessio, ARVP NCR (TB)
François Deschênes, Local 70410

Lisa Gregory, Local 70381
Carla Ross, Local 70059
Bylaw 6, Sec 12

Language of origin: English

The Committee recommends **non-concurrence** in resolution CS 13.

The Union of National Employees will immediately implement the following delegate formula in Bylaw 6 Sec 12:
from 4 – 150 members – 1 delegate
from 151-350 members – 2 delegates;
from 351-600 members – 3 delegates;
from 601-900 members – 4 delegates;
901 or more members - 5 delegates.

Because the UNE Triennial Convention has become overly large;

Because the current delegate formula skews representation by proportion; and

Because larger locals have a delegate allotment that can be 200 plus members per delegate.

Vote on the committee's recommendation of **non-concurrence** in Resolution CS 13: **CARRIED**

RESOLUTION CS 13 LOST

RESOLUTION CS 8

Bylaw 3 - Local Executive Conformance in Small Locals

Origin: Melissa Rae Horsman, Local 40340
Gloria Pfeifer, Local 40350
Travis Tomchuk, Local 50773
Brandon Horrell, Local 40340
A. Berlovan, Local 40350
Hayley Caldwell, Local 50773

Bylaw 3, Sec 5

Language of origin: English

The Committee recommends **non-concurrence** in resolution CS 8.

The Union of National Employees will allow Locals with a membership of 20 persons or less to only elect a President and Secretary/Treasurer to their executive to be considered in conformance.

Because it may encourage more member participation at annual general meetings as there is no pressure to fill elective positions.

Because it is easier to achieve conformance when the local is not struggling to fill elected positions.

Vote on the committee's recommendation of **non-concurrence** in Resolution CS 8: **CARRIED**

RESOLUTION CS 8 LOST

RESOLUTION CS 19

Bylaw 6 – Grandfather Clause – Maximum Number of

Delegates When There is an Amalgamation

Origin: Diego Matteo, Local 70125
Rana Valenzuela, Local 70125
Stephanie Dumas, Local 70125
Sylvie Leduc, Local 70125
François Shank, Local 70125
Khatera Hassin, Local 70044

Bylaw 6, Sec 12

Language of origin: English
The Committee recommends non-concurrence in resolution CS 19.

The Union of National Employees will amend Bylaw 6 Sec 12 to read as follows:

c) If locals are merged, a grand-father clause permitting them to maintain the same number of delegates to which they were entitled prior to the merge applies.

Because not being able to maintain the same number of delegates following an amalgamation proved to be a disincentive to proceed to the merge of the two locals in the current Global Affairs.

Because maintaining multiple locals in the same workplace has proven to be highly problematic, and has caused issues such as: Systematic confusion among the members regarding their local affiliation; conflicts in the handling of cases; lack of coordination; duplication of efforts; internal competition for limited resources, waste of members' money (duplication of expenses).

Vote on the committee's recommendation of non-concurrence in Resolution CS 19: **CARRIED**

RESOLUTION CS 19 LOST

RESOLUTION CS 15

Bylaw 6 – Appointment to Labour-Management Consultation Committees

Origin: Diego Matteo, Local 70125
Rana Valenzuela, Local 70125
Stephanie Dumas, Local 70125
Sylvie Leduc, Local 70125
François Shank, Local 70125
Khatera Hassin, Local 70044

Bylaw 6, Sec 22

Language of origin: English

The Committee recommends non-concurrence in resolution CS 15.

The Union of National Employees will amend Bylaw 6 by adding Sec 22 – Appointment to labour-management consultation committees to state the following:

The first seat assigned to UNE at labour-management consultation committees (NLMCC) is for the UNE national president. He or she may request that a representative who has been elected to regional or national position from within that employer group attend the committees on his behalf. If there is a second seat available for UNE at the committee, it should be assigned to the president of the employer's local. In the event that

no local president is available to take the seat or if there are more than two seats, the policy should establish the procedure to assign them.

Because local presidents are likely to be exposed to a wide range of workplace issues that affect their membership in their locals;

Because national consultation committees are often the primary mediums to channel concerns and issues faced by the membership to the employer. In the vein, being able to speak to those issues directly is a key element for effective advocacy;

Because not having a seat at the consultation committees table can undermine the image of the local president vis-à-vis their respective employer and, at the same time, severely curtail their ability advocate for issues that are dear to their membership; and

Because members often expect their local presidents to be able to convey to the employer their issues and concerns on their behalf and hold him/her accountable for that.

Vote on the committee's recommendation of **non-concurrence** in Resolution CS 15: **CARRIED**

RESOLUTION CS 15 LOST

SUPPLEMENTARY RESOLUTION CS 20

Changes to Equity-seeking delegates

Origin: National Executive
Bylaw 6, Section 15

Language of origin: English

The Committee recommends concurrence in supplementary resolution CS 20 as amended.

The Union of National Employees will amend Bylaw 6 Sec 15 as follows:

Equity-seeking delegates

Four equity-seeking groups—racially visible members; Aboriginals, First Nations, Métis and Inuit members; members with disabilities; and gay, lesbian, bisexual and transgendered members—will, at the Human Rights Conference preceding each Triennial Convention, each elect four delegates (for a total of 16 delegates) and their respective alternates to attend the next Triennial Convention.

These delegates and their alternates will be elected by the members of the same equity-seeking group that holds delegate status at the Human Rights Conference. The delegates and alternates will be gender balanced by group. A candidate is not required to attend the conference to run for a delegate or alternate position.

In the event that four members of an equity-seeking group are not elected at the Human Rights Conference, the human rights committee, in consultation with equity-group members present at the conference will appoint the delegates and alternates from that group.

This would now read as follows:

Four **Five** equity-seeking groups—racially visible members; Aboriginals, First Nations, Métis and Inuit members; members with disabilities; and lesbian, gay, bisexual and transgender members **and women**—will, at the Human Rights Conference preceding each Triennial Convention, each elect four delegates (for a total of 16 **20** delegates) and their respective alternates to

attend the next Triennial Convention.

These delegates and their alternates will be elected by the members of the same equity-seeking group that holds delegate status at the Human Rights Conference. The delegates and alternates will be gender balanced by group. A candidate is not required to attend the conference to run for a delegate or alternate position.

In the event that four members of an equity-seeking group are not elected at the Human Rights Conference, the human rights committee, in consultation with equity-group members present at the conference will appoint the delegates and alternates from that group.

**Bylaw 6 Sec 3
National Convention**

The convention of the UNE comprises accredited delegates from locals, national executive officers and their assistants, representatives of the human rights committee of the UNE, the 16 20 equity-group delegates elected at the UNE Human Rights Conference and two youth delegates.

Amended to:

**Bylaw 6 Sec 3
National Convention**

The convention of the UNE comprises accredited delegates from locals, national executive officers and their assistants, representatives of the human rights committee of the UNE, the 16 equity-group delegates, **and four delegates from the Women's Caucus** elected at the UNE Human Rights Conference and two youth delegates elected by each region.

M/S Lise Tataryn (Local 20106) and
 Josée Tremblay (Local 29266)

THAT the question be put.

The motion to put the question was **CARRIED**

Vote on the committee's recommendation of **concurrence** in
Supplementary Resolution CS 20: **CARRIED**

**SUPPLEMENTARY RESOLUTION CS 20 CARRIED AS
SUBMITTED**

Brother Doug Marshall reminded the delegates that the All
Candidates meeting would take place between 7 and 9 pm, this
evening in this hall.

RECESS

SUNDAY, AUGUST 26, 2017 – MORNING SESSION

Reconvened at 9 a.m.

Credentials Committee Report

M/S Sandy Bello (Local 00394)
Diane Levola (Local 00219)

THAT the Credentials Committee Report be
adopted as presented:

Total number of Delegates:	251
Number of Delegates Registered:	246
Number of Delegates not Registered:	5
Number of Observers:	17
Number of Guests:	15

MOTION CARRIED**ELECTION OF NATIONAL OFFICERS**

Sister Robyn Benson assumed the chair and explained the following procedures.

Sister Robyn Benson - PSAC National President introduced the Nominations Committee.

Delegates will be voting on five nationally-elected officer positions namely, National President, National Executive Vice-President, National Vice-President for Human Rights and Assistant National Vice-President for Human Rights.

For each election, Sister Robyn Benson will announce the written nominations in the reverse order of their receipt, call for further nominations from the floor and declare nominations closed.

Three questions will be asked of candidates:

- 1) are they willing to stand;
- 2) will they or their nominator or seconder speak on their behalf; and
- 3) will they speak at the podium or from the floor.

Then three-minute speeches will be given in the reverse order that the nominations were received.

OFFICE OF NATIONAL PRESIDENT:

PSAC National President – Sister Robyn Benson reported that two nominations, duly moved and seconded have been received as follow:

NOMINATED:

1) Kevin King

Moved by: André Miller

Seconded by: Cindy D'Alessio

NOMINATED:

2) Goran Lazic

Moved by: Paula Shewchuk

Seconded by: Barbara Linehan

After calling for nominations from the floor three times, PSAC National President – Sister Robyn Benson declared nominations closed for the position of National President.

Brother Goran Lazic accepted the nomination and did not require a scrutineer.

Brother Kevin King accepted the nomination and did not require a scrutineer.

PSAC National President, Sister Robyn Benson, requested the Sergeant-at-arms to tile the doors.

Results:

Kevin King: 187

Goran Lazic: 19

BROTHER KEVIN KING WAS ELECTED NATIONAL PRESIDENT OF THE UNION OF NATIONAL EMPLOYEES.

Point of privilege:

Brother Kevin King expressed his thanks and gratitude to everyone on his election as National President. He also thanked Brother Goran Lazic for putting his name forward.

OFFICE OF NATIONAL EXECUTIVE VICE-PRESIDENT:

Sister Robyn Benson noted that two nominations were received.

NOMINATED:

1) Angela Decker

Moved by: Mary Anne Walker
Seconded by: Yvon Beaudoin

NOMINATED:

2) Andrew Shaver

Moved by: Kate Hart
Seconded by: Sandy Bello

After calling for nominations from the floor three times, PSAC National President – Sister Robyn Benson declared nominations closed for the position of National Executive Vice-President.

Brother Andrew Shaver advised that he accepted the nomination and did not require a scrutineer.

Sister Angela Decker advised that she had accepted the nomination and did not require a scrutineer.

PSAC National President – Sister Robyn Benson requested the Sergeant-at-arms to tile the doors.

Results:

Angela Decker: 96
Andrew Shaver: 135

BROTHER ANDREW SHAVER WAS THEREFORE DECLARED NATIONAL EXECUTIVE VICE-PRESIDENT.

Point of Privilege:

Brother Andrew Shaver wished to express his thanks and gratitude to the delegation for their support on his election as National Executive Vice-President. He also thanked Sister Angela Decker for putting her name forward.

Sister Angela Decker thanked everyone and congratulated Brother Andrew Shaver on his election as National Executive Vice-President.

OFFICE OF NATIONAL VICE-PRESIDENT FOR HUMAN RIGHTS

Sister Robyn Benson advised that four nominations were received.

NOMINATED:

1) Geoff Ryan

Moved by: Sandra Ahenakew
Seconded by: June Dale

2) Daniel Toutant

Moved by: Carl Laguerre
Seconded by: Loretta Moar

3) Jennifer Chieh Ho

Moved by: Annette Brown
Seconded by: Ruby Langan

4) Chris Little-Gagné

Moved by: Mary Anne Walker
Seconded by: Sandra Ahenakew

After calling for nominations from the floor three times, PSAC National President – Sister Robyn Benson declared nominations closed for the position of National Vice-President for Human Rights.

Brother Chris Little-Gagné advised that he accepted the nomination and did not require a scrutineer.

Sister Jennifer Chieh Ho advised that she had accepted the nomination and did not require a scrutineer.

Brother Daniel Toutant advised that he accepted the nomination and did not require a scrutineer.

Brother Geoff Ryan advised that he accepted the nomination and did not require a scrutineer.

PSAC National President – Sister Robyn Benson requested the Sergeant-at-arms to tile the doors.

Results 1st Ballot

Geoff Ryan	66
Daniel Toutant	97
Jennifer Chieh Ho	38

Chris Little Gagné 43

Results 2nd Ballot

Geoff Ryan 82

Daniel Toutant 119

~~Chris Little Gagné 41~~

Results 3rd Ballot

Geoff Ryan 98

Daniel Toutant 146

BROTHER DANIEL TOUTANT WAS THEREFORE ELECTED NATIONAL VICE-PRESIDENT FOR HUMAN RIGHTS.

Point of Privilege:

Brother Daniel Toutant expressed his thanks and gratitude to the delegation for their support on his election as National Vice-President for Human Rights.

Brother Geoff Ryan thanked his nominator and seconder as well as the Convention delegation. He also congratulated Brother Toutant on his election as National Vice-President for Human Rights.

Brother Chris Little Gagné expressed his thanks and gratitude to the Convention delegation especially to his campaign team and to his region.

Sister Jennifer Chieh Ho expressed her thanks and gratitude to the Convention delegation and especially to those who supported her nomination.

OFFICE OF ASSISTANT NATIONAL VICE-PRESIDENT FOR HUMAN RIGHTS:

Sister Robyn Benson advised that two nominations were received.

NOMINATED:

1) Kate Hart

Moved by: Isabelle Beaudoin

Seconded by: June Dale

2) Debra McIntyre

Moved by: Hayley Millington

Seconded by: Alice Vallée

Three nominations from the floor were received.

3) Jennifer Chieh Ho

Nominated by: Sheila Karasiewicz

Seconded by: Mélanie Linde

4) Geoff Ryan

Nominated by: Nathalie Boudreau

Seconded by: Carolyn Allen

5) Chris Little Gagné

Nominated by: Rodney Hynes

Seconded by: Marion McLarty.

Brother Chris Little Gagné expressed his thanks and gratitude to his nominator and seconder but declined the nomination.

Brother Geoff Ryan expressed his thanks and gratitude to his nominator and seconder but declined the nomination.

Sister Jennifer Chieh Ho expressed her thanks and gratitude to her nominator and seconder but declined the nomination.

After calling for nominations from the floor three times, PSAC National President – Sister Robyn Benson declared nominations closed for the position of Assistant National Vice-President for Human Rights.

Sister McIntyre advised that she accepted the nomination and did not require a scrutineer.

Sister Kate Hart advised that she had accepted the nomination and did not require a scrutineer.

PSAC National President – Sister Robyn Benson requested the Sergeant-at-arms to tile the doors.

Results:

Kate Hart	152
Debra McIntyre	90

SISTER KATE HART WAS ELECTED ASSISTANT NATIONAL VICE-PRESIDENT FOR HUMAN RIGHTS.

Point of Privilege;

Sister Kate Hart expressed her thanks and gratitude to the delegation for their support on her election as Assistant National Vice-President for Human Rights.

Sister Debra McIntyre thanked her nominator and seconder as well as the Convention delegation. She also congratulated Sister Kate Hart on her election as Assistant National Vice-President for Human Rights.

Sister Robyn Benson congratulated the successful candidates and declared National elections closed.

RECESS FOR REGIONAL CAUCUS ELECTIONS

SUNDAY, AUGUST 27, 2017 – MORNING SESSION
Reconvened at 9:00 a.m.

CREDENTIALS COMMITTEE REPORT

M/S Sister Diane Levola (Local 00219) and
Sister Sandy Bello (Local 00394)

THAT the Credentials Committee Report be adopted as presented.

Total number of Delegates:	257
Number of Delegates Registered:	246
Number of Delegates not Registered:	5
Number of Observers:	17
Number of Guests:	19
Total	282

MOTION CARRIED

PRESENTATION

At this point, Brother Doug Marshall introduced Sister Robyn Benson, PSAC National President as follows:

Robyn worked for 20 years with the Winnipeg taxation centre of Revenue Canada (now the Canada Revenue Agency). Her union involvement began with the 1980 strike by the clerical and regulatory bargaining unit when she was a term employee.

She held a variety of union positions in her component, the Union of Taxation Employees, including Regional Vice-President. In 2000, Robyn was first elected as the Regional executive vice-president for PSAC Prairies region, a position she held for a dozen years.

At the May 2012 PSAC Convention, Robyn became the second woman to be elected as our National President. In May 2015, she was re-elected as President for a second three-year term which ends in May of next year.

No doubt influenced by the spirit of UNE term limits, Robyn has announced that she will retire then and return to her farm in Manitoba, spending time playing with her grandchildren, raising cows, and, no doubt, raising hell.

Sister Robyn Benson presented her address to the delegation.

Brother Doug Marshall thanked Sister Robyn Benson and presented her with a gift as a token of our appreciation.

ELECTIONS BY REGIONS - RESULTS

PSAC National President, Sister Robyn Benson, asked a delegate from each of the regions to report on the results of the elections:

Alberta, NWT and Nunavut

Regional Vice-President:

Jaison Van Tine

1st Assistant Regional Vice-President:

Geoff Ryan

2nd Assistant Regional Vice-President:

Drew Davidson

Human Rights Representative:

Danielle Palmer

1st Alternate HR Representative:

Meghraj Khadka

2nd Alternate HR Representative:

Matthew Nauyuq

PSAC Delegates:

- 1) Jessica Bos
- 2) Kate Hart

PSAC (Alternate) Delegates:

- 1) Geoff Ryan
- 2) Drew Davidson
- 3) Matthew Nauyuq
- 4) Kim Cardinal
- 5) Danielle Palmer

Atlantic Region

Regional Vice-President:

Mike LeBlanc

1st Assistant Regional Vice-President:

Angela Decker

2nd Assistant Regional Vice-President:

Matthew Cook

3rd Assistant Regional Vice-President:

Brian Morissey

Human Rights Representative:

Helen Zebedee

1st Alternate HR Representative:

Neville Davie

2nd Alternate HR Representative:

Melinda Scott

PSAC Delegates to Convention

- 1) Carolyn Allen
- 2) Robert Sergent

PSAC Alternates to Convention

- 1) Lindsay Oehlke

- 2) Kassandra MacKinnon
- 3) Robert Bugden

BC and Yukon

Regional Vice-President:	Shirley Torres
1 st Assistant Regional Vice-President:	Brian Bakker
2 nd Assistant Regional Vice-President:	Linda Woods
Human Rights Representative:	Jennifer Chieh Ho
1 st Alternate HR Representative:	Chelsea Cameron
2 nd Alternate HR Representative:	Shawn Cook

PSAC Delegates to Convention
1) Marion McLarty

PSAC Alternates to Convention
1) Ruby Langan
2) Krisandra Reid
3) Josée Tremblay

Manitoba

Regional Vice-President:	Chris Little-Gagné
1 st Assistant Regional Vice-President:	Loretta Moar
2 nd Assistant Regional Vice-President:	Martin Kaminski
Human Rights Representative:	Jacqueline Nanali
1 st Alternate HR Representative:	Michelle Morrisseau
2 nd Alternate HR Representative:	Cheryl Dubree

PSAC Delegates to Convention
1) Loretta Moar

PSAC Alternates to Convention
1) Ian Martens
2) Michelle Morrisseau
3) Brett Rainboth

Ottawa (TB)

Regional Vice-President:	June Dale
1 st Assistant Regional Vice-President:	Clara Noble
2 nd Assistant Regional Vice-President:	Carla Ross
Human Rights Representative:	Janet Connor
1 st Alternate HR Representative:	Beverly Brown
2 nd Alternate HR Representative:	Debbie Nadeau

PSAC Delegates to Convention

- 1) Clara Noble
- 2) Carla Ross
- 3) Suzanne Demers

Alternates PSAC Convention

- 1) Janet Connor
- 2) Debbie Nadeau
- 3) Lisa Gregory

Gatineau (TB)

Regional Vice-President:	Cindy D'Alessio
1 st Assistant Regional Vice-President:	Steve Racicot
2 nd Assistant Regional Vice-President:	Éric Poitras
Human Rights Representative:	Sandrine Oka
1 st Alternate HR Representative:	Elizabeth Guerrero
2 nd Alternate HR Representative:	Tim Warmington

PSAC Delegates to Convention

- 1) Sandrine Oka
- 2) Tim Warmington
- 3) Hayley Millington
- 4) Steve Racicot
- 5) Éric Poitras

Alternates PSAC Convention

- 1) Viviane Roy Mazerolle
- 2) Steve McKenna
- 3) Carole Anne Logan
- 4) Francois Deschenes
- 5) Arbin Gurung

National Capital Region (SE)

Regional Vice-President:

Patrice Rémillard

1st Assistant Regional Vice-President:

André Miller

2nd Assistant Regional Vice-President:

Mylène Séguin

Human Rights Representative:

Evelyn Beckert

1st Alternate HR Representative:

Vivianne Dugas-Patry

2nd Alternate HR Representative:

Marc Phillips

PSAC Delegates to Convention

- 1) Ghislain Roussel
- 2) Kara Snow
- 3) Vivianne Dugas-Patry
- 4) Marc Phillips

Alternates PSAC Convention

- 1) André Miller
- 2) Mylène Seguin
- 3) Gilbert Leduc
- 4) Mélanie Drouin-Dion

Ontario

Regional Vice-President:

Mary Anne Walker

1st Assistant Regional Vice-President:

Diane Levola

2nd Assistant Regional Vice-President:

Craig Reynolds

3rd Assistant Regional Vice-President:

Sandy Bello

Human Rights Representative:

Navnita Richardson

1st Alternate HR Representative:

Prabir Roy

2nd Alternate HR Representative:

Victor Guzman

PSAC Delegates to Convention:

- 1) Diane Levola
- 2) Sandy Bello
- 3) Craig Reynolds

PSAC Alternates to Convention:

- 1) Michael Freeman
- 2) Navnita Richardson
- 3) Sheila Karasiewicz
- 4) Victor Guzman
- 5) James McCourt
- 6) Stephanie Hewis

Outside Canada

Regional Vice-President:

Karl Lafrenière

1st Assistant Regional Vice-President:

Rose Touhey

2nd Assistant Regional Vice-President:

Isabelle Beaudoin

Human Rights Representative:

Behiye Cinkilic

1st Alternate HR Representative:

Debra McIntyre

2nd Alternate HR Representative:

Diane McDougall

PSAC Delegates to Convention

- 1) Rose Touhey
- 2) Isabelle Beaudoin
- 3) Behiye Cinkilic

PSAC Alternates to Convention

- 1) Archie Campbell
- 2) Diane McDougall
- 3) Kenton Little
- 4) Shawn Walker

Quebec

Regional Vice-President:

Yvon Beaudoin

1 st Assistant Regional Vice-President:	Yann Boudreau
2 nd Assistant Regional Vice-President:	Étienne Mathieu
Human Rights Representative:	Carole Maillet
1 st Alternate HR Representative:	Nathalie Bouchard
2 nd Alternate HR Representative:	Michelle Johnson

PSAC Delegates to Convention

- 1) Yann Boudreau
- 2) Alice Vallée

PSAC Alternates to Convention

- 1) Nathalie Bouchard
- 2) Étienne Mathieu
- 3) Carole Maillet

Saskatchewan

Regional Vice-President:	Sandra Ahenakew
1 st Assistant Regional Vice-President:	Janette Husak
2 nd Assistant Regional Vice-President:	Gloria Pfeifer
Human Rights Representative:	Joyce Romanchuk
1 st Alternate HR Representative:	David Fidler
2 nd Alternate HR Representative:	Melissa Horsman

PSAC Delegate to Convention

- 1) Melissa Horsman

PSAC Alternate to Convention

- 1) Géraldine Linton
- 2) Bonnie Molson
- 3) Joyce Romanchuk

OATH OF OFFICE

PSAC National President, Sister Robyn Benson, administered the oath of office to all National Executive Members, Assistant Vice-Presidents, Human Rights Representatives.

UNE AWARDS

Honorary Membership Award

Robyn Benson: Robyn Benson has demonstrated outstanding service and contributed to our goals and ideals. From the time that she became PSAC national president in May 2012, she has made the senior leadership of the PSAC more open and transparent. The NBoD meets more frequently and has better information on which to base its decisions. This has not only made the PSAC a more democratic organization but has also meant that the needs of the UNE are better met.

Robyn Benson has been a good friend of the UNE. She has listened to our views and has helped us in our initiatives to advance the interests of UNE and PSAC.

On a personal note, I can tell you that when we needed the help, advice or support from the PSAC national president, Robyn was always there. In exchange, I offered her suggestions on how to improve the PSAC. Robyn listened patiently and implemented some of those suggestions.

Robyn was always quick – amazingly quick – to respond to me and I can give you a very recent example. As you know, there is a

strike of PSAC members at the Winnipeg airport. Because I had planned a trip to Winnipeg, I followed the negotiations closely and read the countless updates from Robyn and others at the PSAC. The strike began a few days before my trip, and I had already planned to fly to Regina instead. I drove with Kevin to Winnipeg and we immediately joined the picket line. A few minutes later, I got an email from Robyn, sent to all NBoD members, tell us to stay away from ...

She has also been a leader in the labour movement at large. She has been actively involved in the CLC and under her leadership, for the first time in its history, a PSAC member – and proud UNE member – sits as a Congress Officer, one the four most senior leaders. In collective bargaining with Canada's largest employer, Robyn was key in establishing a united front of about 17 different federal public service union, which was certainly no small feat.

For this, and many other reasons, I am very proud to award Robyn Benson an honorary membership in the Union of National Employees.

Brother Doug Marshall, on behalf of the UNE, Presented Sister Robyn Benson with an honorary UNE membership award.

Claude Barrot: Claude was born in Montreal. His father was French and his mother Canadian. Claude has travelled a lot through the years. As a young

man, he was afraid of a nuclear war breaking out, so he travelled all the way to the South Pacific in search of a safe haven. It was during these trips that he met his wife Paolina in the Dominican Republic. Together they have three children: the twins (Paola and Irene) as well as a son (Georges).

Paolina always says that Claude is a good husband and an excellent father. He is also a good colleague, according to his interpreter colleagues. Claude started his career as a court interpreter.

Claude has been an interpreter for almost 40 years, and has interpreted for UNE for more than 30 years.

Brother Doug Marshall, on behalf of the UNE, Presented Brother Claude Barrot with an honorary UNE membership award.

Life Membership Award

Ed Cashman: Ed Cashman has been involved in UNE and PSAC since 1979, and served as:

- National Director for Outside Canada on the PSAC National Board of Directors;
- National President of the UNE; and
- REVP for the National Capital Region.

Ed led a transformation of the UNE into the leading Component on human rights. He worked to ensure that members of equity of equity groups were integrated into the union and not just restricted to equity issues. Ed also worked to

ensure that women were involved in the union leadership and that women's issues were addressed by the UNE. He changed the existing system for equity conferences and to ensure that there were equity delegates.

When Parks Canada became a separate employer in 1999, Ed worked for the creation of a single bargaining unit and for PSAC as the exclusive bargaining agent. This was a substantial change and not an easy task, given that before Parks was made a separate employer, PIPSC, CAPE, and other unions had also represented employees there.

The addition of the SSO bargaining units to UNE represented an increase in the diversity of our union. Ed led the effort by the UNE leadership to sign up members and he was in the field across the country speaking to SSO workers and convincing them to join a union. This was also a new experience for UNE in that it was one of the few times that we had mobilized a large group of non-members, people who had in most cases never been union members before. As a result of winning the SSO units, UNE added ten new locals.

As UNE national president, Ed Cashman focused on governance and ensured that union services available to all. Under his leadership, the national executive took greater responsibility for the UNE budget. He worked to ensure that regions were well-structured and to increase the focus on the local level. It was during the time that Alternate

RVPs became Assistant RVPs. The elected leadership also played a larger role in decision-making as compared to the Executive-Secretary and the President took over the leadership of the national office. Ed ensured that decisions were made based databases as well as maintain record of the minutes of national LMCCs and policy H&S committees.

Ed was an honest and transparent leader who made the UNE a more progressive union. He was also a hardworking and selfless individual who was never above doing any type of work. Here's one example. I asked Ed, as my REVP, for help to resurrect a Local, which, with his help, we did. A membership meeting was called to elect a new Local executive. Not only did Ed attend, he sat at the door, crossed people's names off the membership list, and asked non-members to sign a card.

He was a mentor to me and many others, he inspired the inactive to become active, and encouraged members to become leaders.

Human Rights Award

Annette Brown: Annette is a long-time member of SSO Local 99114, NL. SSO became a part of UNE in 2001. Since that time Annette has been actively involved in the union. She was Shop Steward for the first four years. After being the shop steward for a period, she decided to run for the position of President and was successful and held the position for six years.

While holding the position of President of her local, she was elected to the Atlantic Regional Team, for the first year as an alternate Human Rights representative and for the remaining period as the Human Rights Representative for the Atlantic, a position which she still holds. In her capacity of the Atlantic Human rights Representative, Annette visited Locals providing presentations on Human Right. She promoted human rights and encouraged Locals to elect human rights representatives to their Local Executives. Annette was very passionate about human rights for all workers and was very vocal at demonstrations, rally's, PSAC and UNE events. She was always researching the internet for the latest information to ensure she was providing the correct information to members.

Annette was also very persistent in raising issues around human rights to her employer and didn't back down when she was met with obstacles. She was always up for the challenge.

Annette was a member of the UNE's Human Rights Committee and participated with enthusiasm in the meetings and the UNE's Human Rights Conferences. Annette was always ready to provide an in-depth report of Human Rights Conferences to the Regional Team.

Also, while holding the position of Human Rights Representative, Atlantic Region, she

held the position of Human Rights Representative on the Gander Area Council for two years, where she was an integral part of the Council in promoting awareness around human rights and participating in activities.

Since the inception of the union in her workplace, she has participated in meetings, conferences, conventions, demonstrations, grievance hearings, training. etc. Her activities have spanned 15 years, presently going into the sixteenth year.

PSAC 10 Year Service Awards and Pins

Billy Etooangat, Local X0200

Ruth Hargrove, Local 30334

Carolyn McDonnell, Local 30067

Marion McLarty, Local 20088

Eloise Meredith, Local 20113

Michael Power, Local 20113

Geoff Ryan, Local X0150

Valerie Sybbliss, Local 00210

PSAC 15 Year Service Awards and Pins

Maryanne Bushore, Local 30202

Géraldine Fortin, Local 10040

Michael Freeman, Local 00128

Sheena Harty, Local 30202

PSAC 25 Year Service Awards & Pin

Melissa Brandt, Local 40064

PSAC 35 Year Service Awards & Pin

Garry Larouche, Retired from Local 00356

M/S Angela Decker (RVP Atlantic) and
Mary Anne Walker (RVP ON)

THAT all unfinished business be referred to our
incoming NE meeting.

MOTION CARRIED

M/S Karl Lafrenière (RVP Outside Canada) and
Kate Hart (Equity Representative LGBT)

THAT All ballots be destroyed in 30 days.

MOTION CARRIED

Point of Privilege:

B. Cinkilic: I just wanted to announce that this was Sister
Gloria Castro's last convention as she will be
retiring soon.

D. Marshall: Point of privilege well taken. We wish Sister Gloria
a happy retirement.

CLOSING ANNOUNCEMENTS

Brother Doug Marshall informed all Delegates and Observers that
the documentation in their binders was available on the UNE
website and asked members to recycle the paper if they did not
intend to take their binders home. He also reminded them to
recycle their name tag holders. He asked the newly elected
Officers to sign the Oath of Office and return them to UNE staff.
He also reminded everyone to return their listening devices to the
technicians.

Brother Doug Marshall thanked the interpreters and technicians for all their help and hard work preparing for this week and their dedicated support throughout the week. He thanked the staff of the Westin Hotel for all their help this week. He also thanked all of the guest speakers, volunteers, observers, and members including the Steering Committee as well as the Host Committee. He then thanked all staff who came to Convention at one time or another throughout the week. He then thanked all Staff who attended Convention. He called each staff members name and asked them to come to the front. The staff received a rousing round of applause.

Brother Doug Marshall addressed the delegation and made his closing remarks.

M/S Richard Balance (RVP NCR-TB) and
Angela Decker (RVP Atlantic)

THAT convention adjourn.

The motion to adjourn was **CARRIED**

CLOSING

Brother Dave Cardinal invited Sister Sheila Karasiewicz to the podium for closing remarks. Sister Sheila Karasiewicz closed the UNE's seventieth Triennial Convention.