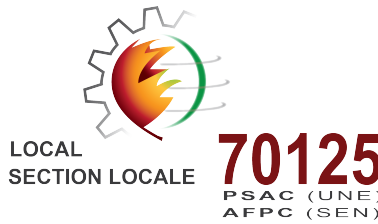


**Special Meeting
UNE Triennial Convention**

**Wednesday, March 19, 2014,
at 12:00 pm
in Room A2-217,
125 Sussex Drive, Ottawa**



**Assemblée des Dirigeants
Congrès triennal SEN**

**le mercredi 19 mars 2014,
à 12 h 00
à la Salle A2-217,
125, Sussex, Ottawa**

Minutes

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1. Call to Order

The meeting was called to order at 12:10 p.m. by Gordon McAllister, who chaired the meeting.

2. Roll Call of the Executive:

Gordon McAllister, President
Stéphane Allard, 1st Vice-President
Pierre Lamy, 2nd Vice-President
Harold Thériault, 3rd Vice-President
Kinga Nogrady, Secretary
Chantal Di Franco, Treasurer
Archie Campbell, Chief Shop Stewart
Jean Lalonde, Health and Safety Officer
Christine Comtois, Human Rights Officer

The UNE representatives who were present at the meeting were as follows:

Karl Lafrenière, Assistant Regional Vice-President, Outside Canada
Rose Touhey, Assistant Vice-President, Outside Canada
Isabelle Beaudoin, Regional Representative for Human Rights, Outside Canada

3. Adoption of proposed Agenda

Jean Lalonde moved that the agenda be adopted. Gloria Castro seconded the motion. All were in favour and the agenda was adopted at 12:28 p.m.

4. Union of National Employees (UNE) Triennial Convention

The UNE Triennial Convention will take place August 10 to 15, 2014 in Victoria, BC. Delegates to this Convention are elected by their union brothers and sisters, which is the purpose of this meeting. The number of delegates per Local is determined by the number of members it has in good standing, six months before the start of convention. The UNE covers expenses for delegates to attend National Conferences. The Local pays the expenses of any observers. Observers can attend the convention, but cannot participate in debate or vote.

Gordon reviewed the rules regarding elections. As per Local 70125 bylaws, the President and the 1st Vice President have automatic seats to the National Convention. This entitles Local 70125 to send an additional 3 delegates. Elections for the delegates involve a single vote with 3 people on a single ballot. The people with the top 3 votes will be the delegates to the Convention. It was noted that if a ballot has only 1 or 2 names but not 3 names, it will be considered a spoiled ballot. If ballots does not contain 3 different names (i.e. a ballot repeats a candidate's name), it will be considered a spoiled ballot.

The Local has a budget in place to pay for 2 observers to attend the election. Observers will also act as alternates. While delegates are not numbered by priority, alternates need to be prioritized so that we are cognizant of who will step in should a delegate be unable to attend. Voting for observers will take place on separate ballots, and the 1st observer – with a majority votes – will act as 1st alternate. The 2nd observer – with a majority votes – will act as 2nd alternate. The 3rd observer – with a majority of votes – will act as an alternate observer. As an example of how this will work, if a delegate cannot go to the Convention, the 1st alternate/observer will go to the Convention as a delegate and the 3rd observer will now attend as an observer.

Gordon noted that the Executive had voted that the 3rd observer could attend the Convention if they paid their own expenses, however this approach is not feasible given how billing occurs for Conventions.

Gordon indicated the UNE representatives have checked the member's credentials upon entering the boardroom and that Karl Lafrenière will be presiding over the elections.

Question from the floor: Can you present the financials? My understanding is that there is a certain amount set aside for observers.

Answer: The local has \$12,000 in their budget for observers. We will be presenting our budget at the Annual General Meeting on March 26, 2014.

Karl Lafreniere took over the Chairing at 12:18 p.m. He indicated that voting would take place as Gordon has described.

a) Election of Delegates

Karl indicated that he had received nomination forms from the following members:

- Archie Campbell
- Gloria Castro
- Christine Comtois
- Chantal Di Franco
- Kinga Nogrady

Karl asked for any other nominations for delegates. There was no response.

A second request for nominations was put forth without response.

A third request for nominations was put forth without response.

Karl opened the floor and allowed each candidate to speak for 3 minutes. Once speeches were completed, ballots were distributed throughout the room. Karl asked each candidate if they required a scrutineer during the counting of the ballots. Four of the candidates declined and Christine Comtois requested a scrutineer. Member Nancy Desrosiers volunteered to act as scrutineer and the candidate was in agreement.

While ballots were counted, Gordon addressed the membership, inviting Stéphane Allard to brief the membership as a part of the Collective Bargaining team. Stéphane indicated that there are 9 representatives on the negotiating team for the Program and Administrative services group. Two of the representatives are from the National Capitol Region and 4 are from our component. We are privileged to have someone from our Local on the Collective Bargaining team. At this time there are over 500 resolutions put forward by the Locals, which the Bargaining Team are reviewing. The team will put together a package with their negotiating demands and these demands will be made public. The team had their first mobilization committee meeting on Monday, March 17, 2014. The National Capitol Region has organized themselves into zones and it was noted that Stéphane is our point-of-contact. Stéphane indicated the Collective Agreement Bargaining will be a standard agenda item at Local 70125 monthly meetings.

Stéphane opened the floor to questions.

Question from the floor: Could you explain the difference between our resolutions vs. a National Joint Council resolutions?

Answer: The National Joint Council (NJC) is a consultative body established an employee-employer forum to share information, to consult on workplace policies and to co-develop directives that are not covered by our Collective Agreement. As an example, our collective agreement outlines sick leave but the NJC outlines meal allowances, which are not covered in the collective agreement. Our bargaining team is not part of the NJC negotiations. Members can review their collective agreement and the NJC website to determine the scope of the various resolutions.

Question from the floor: What was the feeling at the meetings regarding our sick leave?

Answer: National President Robyn Benson unequivocally stated that sick leave will not be relinquished from our collective agreement. Stephane indicated that he is also dedicated to protecting our sick leave. Treasury Board President Tony Clement may be attacking sick leave, making public pronouncements on sick leave, but these are simply to publically communicate TBS's position. All provisions within our collective agreement remain in force until they are negotiated out of the collective agreement through the negotiation process.

Karl Lafreniere resumed chairing the meeting at 12:44 p.m.

Karl stated that 38 votes were counted and there was 1 spoiled ballot. Karl announced the results of the vote:

- Archie Campbell received 36 votes
- Kinga Nogrady received 27 votes
- Chantal Di Franco received 21 votes
- Gloria Castro received 16 votes
- Christine Comtois received 14 votes

The three delegates to the 2014 Triennial Convention are Archie Campbell, Kinga Nogrady and Chantal Di Franco.

Karl requested a motion to destroy the ballots. Jean Lalonde moved that the ballots be destroyed and Barb Delaney seconded the motion. The ballots were destroyed at 12:50 p.m.

a) Election of Observers

Karl indicated that he would proceed with the voting for the observers/alternates. He noted that each observer/alternate would be voted individually, as there is a requirement for these positions to be prioritized. Karl noted that he removed the nomination forms for Chantal di Franco and Kinga Nogrady because they were successful in securing delegate seats.

Karl indicated that he had received nomination forms for 1st observer/alternate from the following members:

- Gloria Castro
- Christine Comtois
- Harold Thériault

Karl asked for any other nominations for delegates. There was no response.

A second request for nominations was put forth without response.

A third request for nominations was put forth without response.

Karl opened the floor and allowed each candidate to speak for 3 minutes. Once speeches were completed, ballots were distributed throughout the room. Karl asked each candidate if they require a scrutineer during the counting of the ballots. Two of the candidates declined and Christine Comtois requested a scrutineer. Member Nancy Desrosiers again volunteered to act as scrutineer and the candidate was in agreement.

Karl Lafreniere resumed chairing the meeting at 1:06 p.m.

Karl stated that 39 votes were counted. He announces the results of the vote:

- Harold Thériault received 20 votes
- Gloria Castro received 15 votes
- Christine Comtois received 4 votes

Karl stated that an observer/alternate requires a clear majority, which entails 50% of the vote plus one. As such, ballots were be distributed a second time and a new round of voting occurred between the two candidates with the highest votes: Gloria Castro and Harold Thériault. New ballots were distributed and since both Gloria and Harold had already declined a scrutineer, Karl tabulated the votes.

While the ballots were counted, Gordon opened the floor to new business. He indicated that the DFATD organization chart was still being adjusted. One of the challenges is that ex-DFAIT and ex-CIDA perform finance functions in different

ways. For example, ex-DFAIT has 1 HR section and 1 IT section and they work across the department. CIDA has a vertical organizational chart, with HR sections in each branch.

Karl Lafreniere resumed chairing the meeting at 1:10 p.m.

Karl stated that 35 votes were counted. He announced the results of the vote:

- Harold Thériault received 21 votes
- Gloria Castro received 14 votes

The first observer/alternate to the 2014 Triennial Convention is Harold Thériault.

Karl indicated that he had received nomination forms for 2nd observer/alternate from the following members:

- Peggy Coupland
- Pierre Lamy

Karl asked for any other nominations for delegates. Christine Comtois indicated that she wished to run as 2nd observer/ delegate. She was nominated by Stéphane Allard and seconded by Nancy Desrosiers.

A second request for nominations was put forth without response.

A third request for nominations was put forth without response.

Karl opened the floor and allowed each candidate to speak for 3 minutes. Once speeches were completed, ballots were distributed throughout the room. Karl asked each candidate if they require a scrutineer during the counting of the ballots. Two of the candidates declined and Christine Comtois requested a scrutineer. Member Nancy Desrosiers again volunteered to act as scrutineer and the candidate was in agreement.

Karl stated that 32 votes were counted and announced the results at 1:18 p.m.:

- Pierre Lamy received 22 votes
- Christine Comtois received 7 votes
- Peggy Coupland received 3 votes.

The second observer/alternate to the 2014 Triennial Convention is Pierre Lamy.

Karl indicated that he had received a nomination form for the 3rd observer/alternate:

- Lynne Loiselle

Karl asked for any other nominations for delegates. Christine Comtois indicated that she wished to run as 3rd observer/ delegate. She was nominated by Peggy Coupland and seconded by Nancy Desrosiers.

A second request for nominations was put forth without response.

A third request for nominations was put forth without response.

Karl opened the floor and allowed each candidate to speak for 3 minutes. Once speeches were completed, ballots were distributed throughout the room. Karl asked each candidate if they require a scrutineer during the counting of the ballots. Two of the candidates declined and Christine Comtois requested a scrutineer. Member Nancy Desrosiers again volunteered to act as scrutineer and the candidate was in agreement.

While ballots were counted, Gordon announced to the members that the 2014 Local 70125 BBQ would occur on Wednesday, June 11, 2014. Anyone interested in volunteering for the event should contact Kinga Nogrady.

Karl Lafreniere resumed chairing the meeting at 1:22 p.m.

Karl stated that 22 votes were counted. He announced the results of the vote:

- Lyne Loiselle received 20 votes
- Christine Comtois received 2 votes

The third observer/alternate to the 2014 Triennial Convention is Lyne Loiselle.

Karl requested a motion to destroy the ballots. Jean Lalonde moved that the ballots be destroyed and Christine Comtois seconded the motion. The ballots were destroyed at 1:23 p.m.

5. Adjournment

A motion to adjourn the meeting was tabled by Harold Thériault. There was a unanimous consensus and the meeting was adjourned at 1:24 pm.

Minutes prepared by: Kinga Nogrady, Secretary