



The Union of National Employees  
Le Syndicat des employées et employés nationaux

Union of National Employees

Resolutions of Record

Source and Subject	Decisions, Motions and Resolutions	Adopted	Commentary
NE Meeting	<p>M/S Jaison Van Tine and Patrice Remillard</p> <p><b>THAT</b> the UNE will distribute a record of decision of all changes made to Policies during the national executive meetings within 10 working days of the meeting.</p> <p><b>*Recorded Vote 31: CARRIED</b></p>	November 2019	
NE Meeting	<p><b>Amalgamation of Locals Y0104 and Y0105</b></p> <p>M/S Patrice Remillard and Angela Decker</p> <p><b>THAT</b> local Y0104 and Y0105 be merged into one local. The remaining local will be Y0104.</p> <p><b>*Recorded Vote 33: CARRIED</b></p>	March 2019	

NE Meeting	<p><b>Split of Local 10209</b></p> <p>M/S Patrice Remillard and Angela Decker</p> <p><b>THAT</b> local 10209 be split into two locals. The locals will be 10209 Industry Canada and a new local number be assigned to the members of Economic Development Agency of Canada for the Region of Quebec (Montreal).</p> <p><b>*Recorded Vote 32: CARRIED</b></p>	March 2019	
NE Meeting	<p><b>Staff Recognition Award</b></p> <p>M/S Sandra Ahenakew and Angela Decker</p> <p><b>THAT</b> a Staff Award be established that recognizes staff members' years of service in 10-year increments with five-year increments thereafter.</p> <p><b>*Recorded Vote 30: CARRIED</b></p>	March 2019	
NE Meeting	<p><b>Split of Local 70367</b></p> <p>M/S Patrice Rémillard and Angela Decker</p> <p><b>THAT</b> local 70367 be split into two locals. The locals will be 70367 Nordion and a new local number be assigned to BWXT (70368).</p> <p><b>*Recorded Vote 20: CARRIED</b></p>	January 2019	
UNE Triennial Convention	<p><b>RESOLUTION GEN 5</b></p> <p><b>Payment for Members Who Attend Union Education Courses</b></p>	August 2017	

	<p>The Committee recommends concurrence in resolution <b>GEN 5</b>.</p> <p><b>The Union of National Employees will</b> 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.</p> <p><b>RESOLUTION ADOPTED AS SUBMITTED</b></p>		
UNE Triennial Convention	<p><b>RESOLUTION GEN 6</b></p> <p><b>UNE Financial Support for Regional Teams to Attend their PSAC Regional Convention</b></p> <p>The Committee recommends concurrence in resolution <b>GEN 6</b>.</p> <p><b>The Union of National Employees will</b> financially support the attendance of Regional Teams to attend their PSAC Regional Conventions.</p> <p><b>RESOLUTION ADOPTED AS SUBMITTED</b></p>	August 2017	<b>Only if Regional Team members are attending as observers. By virtue of PSAC Covention 2018 Composite Resolution CS-051A</b>
UNE Triennial Convention	<p><b>AMENDED RESOLUTION GEN 4</b></p> <p><b>Effective Support of English and French</b></p> <p><b>The Union of National Employees must</b> provide the services required by its members, including representation, in the member's official language of choice.</p> <p><b>RESOLUTION GEN 4 ADOPTED AS AMENDED</b></p>	August 2017	
NE Meeting	<p>iii) <u>Registration Cut-off Date</u></p> <p>M/S Kate Hart and Jaison Van Tine</p>	January 2017	

	<p>Where, at least one month before the opening of Convention:</p> <p>a)a Local that has not met the requirements of Bylaw 3, Sections 5 and 16; Bylaw 3, Section 8; and Bylaw 5, Section 9; and</p> <p>b)a member elected by that Local as its delegate has not registered in accordance with Bylaw 6 Section 14, the member shall not attend Convention as a delegate.</p> <p>Members shall not be accepted as observers at Convention unless they have both registered and submitted all necessary documentation at least one month before the opening of Convention.</p> <p><b>*Recorded Vote 6: CARRIED</b></p>		
NE Meeting	<p><u>i)Convention Committees Co-Chairs and Staff Assignments - Convention Committee Nominations</u></p> <p>M/S Dave Burchell and Karl Lafreniere</p> <p><b>THAT</b> each convention committee would consist of the following:</p> <p>Two co-chairs, one member from each region, one equity delegate and one youth delegate.</p> <p><b>*Recorded vote 10: CARRIED</b></p>	October 2016	
NE Meeting	M/S Jennifer Chieh Ho and Chris Little-Gagne	April 2016	

**THAT** a Union of National Employees Local Activist Award be created as outlined below:

**Union of National Employees Local Activist Award**

Purpose

Locals are the foundational bedrock upon which the Union is built. The Local Activist Award recognizes outstanding contributions made by a Local activist in their workplace to advance the interest of fellow members.

Criteria

1. The person nominated for Local Activist Award must have held a position at the Local level.
  
2. Outstanding contributions will mean service of a very significant nature or service of a high calibre over a period of time; in any case, the service may be at any level of the Local but it must have benefited the Local in which the person holds membership.
  
3. A member may be granted applicant status if nominated during a period of lay-off or on leave without pay.
  
4. Individuals can only be awarded this honour once.

Process

1. Nominations for the Local Activist Award will be made by the Executive of a Local, any member in good standing or the National Executive of the Union of National Employees.

2.All applications for a Local Activist Award will be referred to the Standing Committee on Communications, Education, Honours and Awards. The Standing Committee shall review all applications and make appropriate recommendations to the National Executive.

3.The awarding of Local Activist Award will require a two-thirds majority vote of the National Executive assembled in a regular meeting and voting by secret ballot.

4.A Local Activist Award may be withdrawn for any act considered prejudicial to the good and welfare of the component.

5.Withdrawal of a Local Activist Award will require a two-thirds majority vote of the National Executive assembled at a regular meeting and voting by secret ballot.

Award

The award shall consist of a suitably framed certificate and a gift (token of appreciation) not to exceed \$200.

Presentation

The Local Activist Award will be made by the President of the Union of National Employees (or designate) at an appropriate event.

A suitable announcement will be placed on the UNE's web site.

**\*Recorded Vote 9: CARRIED**

NE Meeting	<p>M/S Jennifer Chieh Ho and Chris Little-Gagne</p> <p><b>THAT</b> The Bursary to an Institute of Higher Learning be renamed the UNE President's Bursary for Continuing Education.</p> <p><b>*Recorded Vote 10: CARRIED</b></p>	April 2016	
NE Meeting	<p><u>Walmart Receipts</u></p> <p>M/S Kevin King and Geoff Ryan</p> <p><b>THAT</b> Walmart receipts submitted to UNE no longer be reimbursed.</p> <p><b>*Recorded Vote 24: CARRIED</b></p>	January 2015	
NE Meeting	<p><u>Staffing Complaints Policy</u></p> <p>M/S Garry Larouche and Omar Murray</p> <p><b>THAT</b> the Staffing Complaints' Policy be adopted, as presented.</p> <p><b>THAT</b> the policy be included in the 'Resolutions of Records' document and that the policy be provided to all Staffing Complaint Representatives (SCR) and complainants during the contracting and confirmation process respectively.</p> <p><b>*Recorded Vote 5: CARRIED</b></p>	April 2013	
NE Meeting	<p>M/S Eddie Kennedy and Karoline Klüg</p> <p><b>THAT</b> the number of days for convention committees be up to 4 days.</p>	Conference call May 28, 2013	

	<p><b>*Recorded Vote 2: CARRIED</b></p>		
	<p>M/S Garry Larouche and Omar Murray</p> <p><b>THAT</b> the local bylaws review progress update report be a standing item for the Bylaws and Policy Committee reports to the National Executive.</p> <p><b>*Recorded Vote 13: CARRIED</b></p>	September 2013	
NE Meeting	<p><u>Staffing Complaint Representative Compensation</u></p> <p>M/S Garry Larouche and Michèle Milotte</p> <p><b>THAT</b> the UNE compensation to Staffing Complaint Representatives be increased from \$250 to \$350 per complaint.</p> <p><b>*Recorded Vote 18: CARRIED</b></p>	September 2013	
National Executive: Regional Budgets	<p>M/S Eddie Kennedy and Michèle Milotte</p> <p><b>THAT</b> Regions that will be over budget, will have to submit a written proposal with rationale to the National President for approval to obtain an advance to get them through the fiscal year before being reimbursed for any additional expenses. Such advances will be deducted from the next fiscal year regional allocation.</p> <p><b>*Recorded Vote 19: CARRIED</b></p>	September 11-13, 2012	
National Executive: Report of all UNE Employer groups:	<p>M/S Garry Larouche and Karoline Klüg</p> <p><b>THAT</b> UNE examine the feasibility of maintaining an updated list of all employer groups with the following information.</p> <p>a) Established Employment Equity Committees and Employment Equity Plans</p>	September 11-13, 2012	



	<p>b) Health &amp; Safety Policy Committees and developed policies</p> <p><b>THAT</b> the above updated list be kept current and accessible on the UNE website.</p> <p><b>*Recorded vote 7: CARRIED</b></p>		
National Executive: One tier Regional Budget	<p>M/S Eddie Kennedy and Holly Serle</p> <p><b>THAT</b> the regional budget be set as one tier.</p> <p><b>*Recorded Vote 11: CARRIED</b></p>	April 26-28, 2012	
National Executive: All Committees – Terms of Reference	<p>M/S Garry Larouche and Michèle Milotte</p> <p><b>THAT</b> all Standing Committees Terms of Reference include a series of standard operation procedures that will be common to each standing committee.</p> <p><b>*Recorded Vote 27: CARRIED</b></p>	January 24-26, 2012	
National Executive: Coordinating Committee	<p>M/S Eddie Kennedy and Angela Decker</p> <p><b>THE NATIONAL EXECUTIVE WILL</b> form a coordinating subcommittee, chaired by the National President, to oversee the UNE organizational renewal process; and</p> <p><b>THIS COMMITTEE WILL</b> be composed of one chair from each standing committee, both coordinators; and</p> <p><b>THIS COMMITTEE WILL</b> ensure that standing committees coordinate the work of the UNE organizational renewal process. This includes situations in which committees must work together towards a common goal.</p> <p><b>*Recorded Vote 24: CARRIED</b></p>	January 24-26, 2012	
National Executive: Late Resolution GEN 42:	<p>M/S Geoff Ryan and Jennifer Chieh Ho</p>	October 17-20, 2011	

<p>Title: National Day to Component Celebrate Diversity within the National</p>	<p><b>BE IT RESOLVED THAT</b> the National Component establishes and recognizes August 14 as a historical national day of —Celebrating diversity within the component; a day that all members, locally, regionally and nationally celebrate and promote diversity with members from their workplaces.</p> <p><b>*Recorded Vote 4: CARRIED</b></p>		
<p>FINANCE</p>	<p>M/S Brother Doug Marshall (NEVP and Co-Chair) and Sister Karoline Klüg (NVP HR and Co-Chair)</p> <p><b>THAT</b> the Restricted Surplus be set at not less than 1/2 of one (1) current year's operating costs.</p> <p><b>CARRIED</b></p>	<p>Triennial Convention August 2011</p>	
<p>FINANCE</p>	<p>M/S Brother Doug Marshall (NEVP and Co-Chair) and Sister Karoline Klüg (NVP HR and Co-Chair)</p> <p><b>THAT</b> the Component maintain the unrestricted surplus at a level of at least 10% of operating expenses.</p> <p><b>CARRIED</b></p>	<p>Triennial Convention August 2011</p>	
<p>Peace Officer Memorial Service Award</p>	<p>M/S Jean-Pierre Naud and Richard Ballance</p> <p><b>THAT</b> the criteria for the Police and Peace Officer Memorial Service be adopted as presented.</p> <p>Refer to Appendix B-2011.</p> <p><b>Recorded Vote 21: CARRIED</b></p>	<p>National Executive August 4-6, 2011</p>	
<p>National Executive: Creation of a Francophone Committee as a Standing Committee of the National Executive</p>	<p>M/S Jean-Pierre Naud and Alex Kozubal</p> <p><b>WHEREAS</b> Francophones constitute a (linguistic) minority in Canada; and</p>	<p>January 11-14, 2011</p>	

	<p><b>WHEREAS</b> francophones within the National Component deal with facts, concerns and difficulties that are distinct, and that members of the National Component should be informed and made aware of this on an ongoing basis;</p> <p><b>BE IT RESOLVED THAT</b> the National Component create a Francophone Committee as a standing committee of the National Executive. Among the objectives of the committee will be informing members of the National Component and making them aware of the realities, concerns and challenges that francophones face in the union.</p> <p><b>*Recorded Vote 27: CARRIED</b></p>		
National Executive: Coordinators' Participation at National Executive Meetings	<p>M/S Doug Marshall and Evelyn Beckert</p> <p><b>THAT</b> the technical advisors attend as required, meetings of the National Executive.</p> <p><b>*Recorded Vote 5: CARRIED</b></p>	September 14-17, 2010	
National Executive: Education, Honours and Awards Committee – Seminars evaluation	<p>M/S Jean-Pierre Naud and Steve Houston</p> <p><b>THAT</b> a comprehensive summary of all seminar evaluations be forwarded to the Committee.</p> <p><b>*Recorded Vote 18: CARRIED</b></p>	April 20-22, 2010	
National Executive: Education, Honours and Awards Committee – NC Activists Tracking process	<p>M/S Jean-Pierre Naud and Jean-Pierre Ouellet</p> <p><b>THAT</b> a database and corresponding process be developed which would track National Component Activist's careers.</p> <p><b>*Recorded Vote 17: CARRIED</b></p>	April 20-22, 2010	
National Executive: Hardship Fund	<p>M/S Doug Marshall and Mary Anne Walker</p> <p><b>THAT</b> the Hardship Fund be abolished.</p> <p><b>*Recorded Vote 11: CARRIED</b></p>	April 20-22, 2010	

National Executive: Honorarium	M/S Doug Marshall and Steve Houston  <b>THAT</b> Human Rights Representatives be provided the same amount as an honorarium as members of the National Executive.  <b>*Recorded Vote 10: CARRIED</b>	January 19-22, 2010	
National Executive: Letter of recommendation from the Auditor	M/S/CLorna Themelis and Mary Anne Walker  <b>THAT</b> the appointment of an auditor take place at the second meeting of the National Executive meeting for the current fiscal year.  <b>*Recorded Vote 10: CARRIED</b>	September 15-17, 2009	
National Executive: Regional & National Activities Budget Allocations	M/S Doug Marshall and Karoline Klüg  <b>THAT</b> variances for Regional and National Activities be carried over within the three year cycle.  <b>*Recorded vote 18: CARRIED</b>	April 23-25, 2009	
National Executive: Donation Criteria	M/S Eddie Kennedy and Mary Anne Walker  <b>THAT</b> the Component will make an annual donation to an organization in lieu of sending holiday season cards.  <b>*Recorded Vote 16: CARRIED</b>	January 15-17, 2008	
National Executive: Local Bylaws: Dues, Signers	M/S Melissa Brandt and Alex Kozubal  <b>THAT</b> each Local's dues rates be added to the Local's profile on the Component's website.  <b>*Recorded Vote 13: CARRIED</b>	September 18-20, 2007	
National Executive: Recommendation #1 - Human Rights Conference	M/S Steve Houston and Eddie Kennedy  <b>THAT</b> Recommendation #1 be amended as follows: That each region will guarantee 75% of its delegate entitlement to	January 16-18, 2007	

	<p>the Human Rights Conference be from one of the four (4) equity groups: Aboriginal (First Nations, Métis and Inuit), members with disabilities, racially visible members and Gay, Lesbian, Bisexual and Transgendered members.</p> <p><b>*Recorded Vote 4: CARRIED</b></p>		
<p>National Executive: Resolution 62 – PSAC Courses</p>	<p>M/S Daniel Kinsella and Lorna Themelis</p> <p><b>THAT</b> the following criteria be used by staff as authority to pay in accordance with Resolution 62:</p> <p>(A) request by the National Component member in attendance to a PSAC Course</p> <p>(B) such course occurred on a Saturday and or Sunday</p> <p>(C) member provides proof of attendance by forwarding any of: a copy of the PSAC certificate, copy of cheque payment from PSAC, email confirmation from Regional Office of attendance with dates and course included in the email</p> <p>(D) \$25.00 will be paid for each Saturday and/or Sunday in attendance at a PSAC course, provided the course was completed, regardless of what PSAC pays.</p> <p><b>*Recorded Vote 38: CARRIED</b></p>	<p>September 25-28, 2006</p>	
<p>National Executive: PSAC Convention Resolution 84 – Plain Language</p>	<p>M/S Melissa Brandt and Mary Anne Walker</p> <p>The Committee recommends:</p> <p><b>THAT</b> information concerning the use of plain language is provided to all bodies of this Component who are authorized to submit resolutions to Convention.</p> <p><b>*Recorded Vote 29: CARRIED</b></p>	<p>September 25-28, 2006</p>	

<p>National Executive: Constitution and By-Laws Committee – New Local Bylaws and Amendments</p>	<p>M/S Melissa Brandt and Mary Anne Walker</p> <p>New local bylaws and local bylaw amendments be posted to the website with an effective date.</p> <p><b>*Recorded Vote 28: CARRIED</b></p>	<p>September 25-28, 2006</p>	
<p>National Executive: Constitution and By-Laws Committee – Suggestions from the NE regarding the review and recommendations</p>	<p>M/S Melissa Brandt and Mary Anne Walker</p> <p>New local bylaws and local bylaw amendments deemed non-administrative shall be forwarded to this Committee for review and recommendation prior to approval by the National President.</p> <p><b>*Recorded Vote 27: CARRIED</b></p>	<p>September 25-28, 2006</p>	
<p>National Executive: Constitution and By-Laws Committee – Suggestions from the NE regarding confirmation approval letter</p>	<p>M/S Melissa Brandt and Mary Anne Walker</p> <p>Local bylaw revisions which are administrative in nature be directed to the National President for immediate approval following which a confirmation approval letter will be forwarded to the submitting local (with copies to the RVP, NEVP and this Committee) and the website updated.</p> <p><b>*Recorded Vote 26: CARRIED</b></p>	<p>September 25-28, 2006</p>	
<p>National Executive: Members' Request for Financial Information</p>	<p>M/S Daniel Kinsella and Claudine Philippe</p> <p><b>THAT</b> requests from members for financial information about regions or executive officers should be referred to the appropriate Vice President for the Region and/or the National President.</p> <p>A/S/C Mike Bagnell and Claudine Philippe</p> <p><b>TO</b> remove the word “/or” between the Regional and/or the National President.</p>	<p>May 11-13, 2004</p>	

	<b>*Recorded Vote 58: CARRIED</b>		
National Executive: Directors' Liability Insurance	M/S Joyce Hendy and Claudine Philippe  <b>THAT</b> the Component purchase the Directors' and Officers' Liability Insurance Coverage.  <b>*Recorded Vote 27: CARRIED</b>	January 13-15, 2004	
National Executive: Hours of Work Proposal for National Component staff	M/S Joanne Ursino and Kevin King  <b>THE</b> National Executive supports the recommendation of the National President to proceed with a 3-month pilot project to consolidate the National Component Staff compressed days off in line with the proposal presented to the National Executive on Tuesday, January 14, 2003.  The National Component Office will effectively be closed on Fridays from noon (Ottawa time).  The pilot project will be evaluated on a continuing basis and the National President will report back to the National Executive.  <b>*Recorded Vote 15: CARRIED</b>	January 14-16, 2003	
National Executive: Resolution 83B – Payment for Bargaining team members	M/S Bernard Labonté and Heather Brooker  <b>BE IT FURTHER RESOLVED THAT</b> Bargaining Team members be paid straight time for all hours spent traveling, if not reimbursed by the PSAC.  Concurrence in Resolution 83 B).  <b>*Recorded Vote 12: CARRIED</b>	October 5-6, 2002	
National Executive: Payment of Honorariums to Guest Speakers/Participants	M/S Bernard Labonté and Heather Brooker	June 15-17, 2002	

	<p><b>WHEREAS</b> the National Component is required to comply with the applicable provisions of the Income Tax Act at all times,</p> <p><b>BE IT RESOLVED THAT</b> prior to payment of any honorariums, Vice-Presidents will seek the appropriate authority from the National President and will also provide the necessary information including Social Insurance (SIN) Numbers and mailing addresses for the intended recipients so that the necessary T4A form may be issued.</p> <p><b>*Recorded Vote 7: CARRIED</b></p>		
National Executive: Resolution on training for National Officers on equity issues	<p>M/S Joanne Ursino and Abdelkader Elkak</p> <p><b>BE IT RESOLVED THAT</b> all elected officers of the PSAC Centre and all Component Elected Officers be encouraged to participate in a specially developed course for them in terms of all areas of equity and the progressive achievement of equity for our members.</p> <p><b>*Recorded Vote 11: CARRIED</b></p>	January 15-17, 2002	
National Executive: Union Education for Isolated/Remote locations	<p>M/S Kevin King and Raj Dhir</p> <p>1. Whenever a Vice-President of a region or their assistant visits a remote or isolated location they should undertake to provide training such as “Understanding Your Collective Agreement”, etc. to any member in that worksite who wishes to participate.</p> <p><b>*Recorded Vote 72: CARRIED</b></p>	November 20-22, 2001	
National Executive: Debriefing and Recognition of Candidates, New Executive and Delegates	<p>M/S Robbie Van Rump and Mike Bagnell</p> <p>The Policy Committee recommends that the meeting following close of Convention will be for purposes of a welcome and orientation program for the newly elected National Executive Officers.</p>	September 12-13, 2000	



	<b>*Recorded Vote 27: CARRIED</b>		
National Executive: Grievances	M/S/C Heather Brooker (for Eunice Dubé) and Kevin King unanimously  <b>THAT</b> the National Component pay <b>*reasonable*</b> legal expenses of our excluded staff when they are dealing with grievances against them.  <b>*Recorded Vote 10: CARRIED UNANIMOUSLY</b>	May 8, 2000	
National Executive: Approval of material to be posted on Component website	M/S Eunice Dubé and Don Cardinell  The Committee recommends that all material intended for the Component Website be approved by the National Component President or by his or her designate.  <b>*Recorded Vote 50: CARRIED</b>	February 7, 2000	
National Executive: In-kind services for candidates at PSAC Convention	M/S Cliff Schmidt and Bernard Labonté  <b>THAT</b> we cover the in-house printing and related supplies for any members in good standing of the National Component running for office at the PSAC Triennial Convention. We would encourage for any large requests for printing that these be submitted to the National President with one month's prior notice and that there be no overtime costs allowed in the production of material. For any last minute work during Convention, these, as well as all requests will be directed through the National President.  <b>*Recorded Vote 33: CARRIED</b>	January 18-19, 2000	
National Executive: Resolution 141	M/S Abdelkakder Elkak and Eunice Dubé  <b>BE IT RESOLVED THAT</b> when negotiating a collective agreement with the A.E.U., the National Component will uphold union principles and act fairly, equitably, and in	January 18-19, 2000	

	<p>good faith in order to reach a collective agreement that benefits both sides; and</p> <p><b>BE IT FURTHER RESOLVED THAT</b> members of the National Component Executive who sit on the negotiating team play an active role in the development of negotiation demands to ensure that they meet and uphold union principles.</p> <p>Concurrence in Resolution 141.</p> <p><b>*Recorded Vote 23: CARRIED</b></p>		
<p>National Executive: Convention Late Resolution 2 – Duration of Convention</p>	<p>M/S Joyce Hendy and Kevin King</p> <p><b>THAT</b> all future Conventions should be of a 5-day duration.</p> <p><b>*Recorded Vote 81: CARRIED UNANIMOUSLY</b></p>	<p>November 15-16, 1999</p>	