

UNE Trustee Report

On October 25, 2022, the UNE National Executive was advised by the PSAC National President and National Executive Vice-President that the Component had been placed into Trusteeship by the PSAC National Board of Directors in a virtual meeting. Furthermore, Sharon DeSousa (PSAC NEVP) was named as Trustee of the UNE. A subsequent meeting was held with the UNE staff to advise them of the Trusteeship and to answer questions and address any concerns. A short message was posted on the UNE website advising the membership of the administration. It was communicated that the Trusteeship meant that the UNE bylaws would be suspended for the duration of the Trusteeship.

PSAC's National President appointed former PSAC National President, John Gordon as Administrator and the UNE Trustee appointed former PSAC, Director of Regional Offices Branch, Mark Pecek as Assistant Administrator. Subsequently, the Trustee appointed a team of Deputy Trustees to undertake some of the responsibilities of the previous UNE National executive and to ensure minimal interruption to servicing and representation of UNE members. The following Deputy Trustees were appointed:

- Chris Little-Gagne = Ottawa-TB/Gatineau-TB/NCR-SE/Outside Canada
- Diane Levola = Ontario
- Yvon Beaudoin = Quebec
- Geoff Ryan = Alberta/NWT/Nunavut
- Gail Budgell = Atlantic
- Gloria Pfeifer = Saskatchewan and Manitoba
- Shirley Torres = British Columbia & Yukon

UNE Human Rights Conference

The first event for UNE members during the trusteeship was the UNE Human Rights Conference which was held from November 16 – 20, 2022.

The conference was chaired by PSAC National President, Chris Aylward.

The following were the speakers at the conference:

- Magali Picard
- Debbie Owusu-Akyeeah
- Romeo Saganash
- Myrna McCallum
- Nicholas Marcus Thompson
- Fae Johnstone

The UNE Human Rights Conference was a success due to the hard work and dedication of UNE Staff, delegates and PSAC staff involved.

Deputy Trustee Meeting

The first in-person meeting of the Deputy Trustees was held on November 21 and 22, 2022 following the UNE Human Rights Conference. This meeting communicated the key responsibilities of the Deputy Trustees, including:

- Providing sound governance, strategic oversight, and direction in UNE matters
- Membership Representation (grievances, appeals, complaints)
- Union Management Consultation Committees
- Union representation for various employer groups
- Assisting Locals in adhering to UNE bylaws

The meeting was an opportunity for the Deputy Trustees to meet each other, as well as assess the support that they would require from the Trustee and Administrator.

The Deputy Trustees were also tasked with appointing Assistant Deputy Trustees to assist them in their work.

Internal Labour Relations

The UNE/AEU staff collective agreements were negotiated and renewed during the trusteeship.

Internal Governance

In initial consultations with UNE staff, it was clear that over 50% of the Locals were in non-conformance. Upon doing an initial scan of the ones that were in non-conformance, it was discovered that the root cause for many of these were due to Locals not complying with financial requirements set out in the UNE bylaws. Deputy Trustees and UNE staff have been providing these Locals with assistance in this matter and we have reduced the number of Locals not in conformance from 125 to 37.

Regional Seminars

Upon PSAC NBoD's decision to put UNE into Trusteeship, serious governance concerns came to light. To address these concerns, it was important to provide education on good governance to ensure that UNE activists are provided the necessary tools to adequately represent members. Therefore, regional seminars were held in each region over the winter and spring months. Every UNE Local was entitled to send two representatives, as well as a young worker representative. These seminars included the regular agenda and the election of young worker delegates to Convention. An additional day was added to the seminar to include a one-day workshop on good governance and anti-oppression training. It is my hope that this training will help address some of the issues which gave rise to the Trusteeship and better prepare future leaders in their union activism at UNE.

UNE Activist Survey

In partnership with Environics Research, an online survey of UNE activists was conducted in February 2023. The purpose of the survey was to gather activists' opinions on the current UNE structure and the services received from the Component. Survey questions were developed and sent to approximately 800 current and former UNE activists. In total, 192 activists responded to the survey.

The main themes that emerged from the survey are:

- Activists feel that the current UNE structure does not adequately support them in their role as activists;
- There is a strong desire to change the structure;
- Activists would like to receive more support and training opportunities from their Component;
- Activists would like to see more communications from the Component on the roles and responsibilities of elected officials and on the support available to local activists.

The survey results will be shared with the incoming National executive with recommendations on developing a plan to address the issues raised in response to the survey.

Trusteeship

Part of the path forward to bring UNE out of trusteeship has included anti-oppression and governance training for UNE activists. This was provided at the six regional seminars, which were held between February and May 2023. In addition, training will be provided to the newly elected UNE national executive from September 18th to the 21st, 2023 to better prepare them as they take on their new responsibilities. This training will include modules on their roles and responsibilities, the UNE bylaws, rules of order, the principles of good governance, conflict resolution, anti-oppression as well as their financial and managerial responsibilities. The PSAC will continue to mentor the new executive and provide them with the support they need until both the executive and the PSAC are confident that they are able to successfully fulfill their responsibilities.

UNE Convention

From the very beginning of the trusteeship our objective has been to ensure that the UNE has a successful 2023 Convention and elects a new National Executive. The UNE staff have been working tirelessly to make that happen and the Deputy Trustees have done a remarkable job at getting Locals back into conformance to ensure that we get the participation of as many delegates as possible.

In closing, I want to extend my gratitude to PSAC staff, UNE staff, the Administrator and Assistant Administrator for their assistance. I want to thank all UNE members who have been patient and helpful in assisting with getting UNE back on track. I also want to extend a special thanks to the Deputy Trustees and the Assistant Deputy Trustees who

have done an incredible job. They brought stability to the Component and ensured UNE members continued to receive the representation they deserve. What they were able to accomplish during a trusteeship and a National Treasury Board strike is remarkable.

I wish you all a productive and fun UNE National Triennial Convention and give my best to the incoming National Executive of UNE.

Respectfully submitted,

Sharon DeSousa

UNE Trustee

PSAC National Executive Vice-President