



This is a Meeting of the
National Executive Board of
Unifor, held at the Sheraton
Hotel, Dominion Ballroom,
Toronto, Ontario on the 11th
day of April, 2022, upon
commencing at 10:30 a.m.

NATIONAL SECRETARY-TREASURER LANA PAYNE

The Chairperson

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BOARD MEMBERS PRESENT

LANA PAYNE - National Secretary-Treasurer

RENAUD GAGNÉ - Quebec Director

Regional Directors:

Linda MacNeil
Gavin McGarrigle
Naureen Rizvi

Regional Council Chairpersons:

Matt Blois
Shinade Allder
Guy Desforges
Benoît Lapointe
Leanne Marsh

Industry Council Representatives:

Doug Carter
Gord Currie
John D'Agnolo
Tullio DiPonti
Yves Guérette
Tammy Moore
Jennifer Moreau
Jennifer Murray
Marc Rousseau
Keith Sullivan

Additional Representatives:

Dave Cassidy
Les MacDonald
Ruth Pryce

Regrets:

Dana Dunphy

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MONDAY, APRIL 11, 2022

--- Upon commencing at 10:47 a.m.

CALL TO ORDER AND WELCOME

NATIONAL SECRETARY-TREASURER LANA PAYNE:

Before we get started, I'd just like to caution everybody. We've had one of our board members who has had to go home. She tested positive for COVID. I've received an email this morning for any of you who were at Prairie Regional Council. We've had a number of folks who tested positive coming out of Prairie Regional Council, so I just want to caution everybody to be careful in the next couple days. Wear your masks if you're close to each other, et cetera. Do the best we can. Obviously, COVID is not done with us yet.

So, good morning, everybody. Before we get into our ton of agenda items, I actually asked Anthony to be with us today because there are any number of updates coming out of the constitutional breach that I think the Board should get an update on; one being the legal advice that we received.

Obviously, the elected leadership were aware of that.

We had a meeting with Anthony who went through all of

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this with us, but I think it's important that the Board also receives this information. I think it's important that you also receive the information about the meeting with the police. Anthony accompanied me to that, and I'd like to make sure that the Board has all that information before we go forward.

Anthony, are you good to start with that?

ANTHONY DALE: Yes.

LANA PAYNE: Yes, okay. There is some noise happening back here, though. I don't know if we can get that fixed. It's right above us. So, maybe someone who is in charge of the room can check that? Les is on his way. Okay, thanks.

ANTHONY DALE: Should I wait until we can close the doors?

LANA PAYNE: Yes.

SHINADE ALLDER: And Lana, before we actually get into everything, am I able to say a few words?

LANA PAYNE: Absolutely. Go ahead.

SHINADE ALLDER: Okay, all right. And I guess it's just with everything that's been going on, especially being new on the NEB and seeing your email this morning that you're running for the position of

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president, I'm just, I guess, concerned that there has been absolutely no discussion or input from the NEB. And being new to the role, I thought there's supposed to be discussion/conversation about the process and how it works.

And there's been such a huge divide in the union and there's been no follow up in the last few weeks going on. I know we're going to meet today, but the members, they're reaching out to me asking what's going on and I don't have an answer to give them. I don't know what to tell them.

I know that I have sent out emails asking for a meeting saying the 30 days was supposed to be yesterday, April 10th, and hearing from other local presidents and saying to them, "I don't know what to tell you," they're starting to see that there is also a divide in the union. And with this being our first meeting since March 23rd, our press conference to talk about Jerry, and we had made arrangements to meet up with everybody and that hasn't happened.

And so, I guess I just want to say there needs to be a discussion around this, because being new, I am seeing the divide that's happening. I'm seeing there's one side and seeing there's another

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side. We're supposed to be working together as one, as an NEB, and I keep saying it, but that is not happening.

I know there was the endorsement made on Scott and there was questions and everybody that supported that endorsement, and I was told when I asked questions that that was the process, everybody supports him, and now I see you coming out with the email saying that you're running, which is great, but I'm not understanding the whole process, what needs to happen.

So, I don't know if that's on your agenda to talk about this week. I hope it is because ---

LANA PAYNE: Yes, I think, obviously, we need to, but if it's good with the Board, I'd like to get through this piece first because folks need to be updated on that, and then we can have Anthony go about his business, but I'm happy to answer all those questions. And yes, I think it's pretty clear that this has been a huge crisis and people deal with it in different ways, and I think it's a good discussion for the Board to have, but I'd like, if it's okay, to get through this first.

DOUG CARTER: Lana, I do have something

to say.

LANA PAYNE: Go ahead.

DOUG CARTER: I'd like to know that Dave is not recording right now because we never dealt with that last meeting.

DAVE CASSIDY: Yes, so I'm not, but the verbatim notes should still be taken, correct?

DOUG CARTER: Just because we never dealt with that last time.

LANA PAYNE: We're not in an in-camera session.

DAVE CASSIDY: Thank you.

LANA PAYNE: There has been no motion for that, but I can entertain ---

DOUG CARTER: Yes, but Dave said he had been recording all meetings at that last ---

LANA PAYNE: Dave, are you recording? Because the Board was really upset about the fact that meetings were being recorded. Any number of them reached out to me after that. So, I think we need to reinforce again we're trying to work as confidentially as we can on these really difficult matters. You're about to hear the results of a legal opinion, which I would like for it to be kept in the room, again.

Doug, do you have a motion that you want

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to deal with there?

DOUG CARTER: No, I was just bringing it up because, again, I found it rather disturbing.

LANA PAYNE: Do we have a commitment by everybody in the room not to be recording? Yes? Okay, thank you.

Anthony, over to you.

FOLLOW UP ON CONSTITUTIONAL BREACH

ANTHONY DALE: Okay, good morning, Lana, members of the Board. I'm going to mostly read from a prepared document so that I get it right and don't leave anything out. The document we prepared essentially attempts to anticipate the questions that you may have for us about the management of the so-called criminal law issues.

Just as an aside, I'll tell you that throughout our management of this issue, I have strenuously asked that we try and avoid using the word "criminal", and Lana will agree with me that we've tried to keep that word out of the discussion for as long as possible, but it was kind of an elephant in the room that had to be dealt with and I'm going to describe how we've dealt with it.

Firstly, as I said to you the last time

on March the 21st, I am not a criminal lawyer. Very early on in this process, we identified a need to have advice from an experienced criminal lawyer, and we retained a very senior and very experienced criminal lawyer, a former Crown prosecutor now a defence counsel, who manages these kinds of issues as part of his practice, and he has advised us throughout as we've required advice.

The preliminary advice that we received early on, and I think this was in the form of an opinion, I can't remember if it was delivered directly to Lana or to our other external counsel, but the advice that we received initially was that we did not necessarily have an obligation to report anything about the alleged conduct of Jerry Dias to the police because they were simply allegations.

The first thing that needed to be done was to responsibly investigate the facts and understand to the best of our abilities what it was that occurred, which was consistent with our Constitution and consistent with the obligations to act in the best interest of the union. So, at that point, the management of the criminal law issue sort of coincided with the obligations under the Constitution.

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The investigator, as you know, concluded that Jerry acted in a manner that was in serious conflict with his oath of office and his duties to the union by putting himself and his own financial gain ahead of the union by secretly receiving money from a supplier. That behaviour was inconsistent with the best interests of the union, it was inconsistent with the Unifor Constitution, and it was inconsistent with his duties as an officer of this union.

So, at that early point in time, our criminal lawyer advised that on its face, the conduct, which was the subject of the allegations, could be a crime, and that was because it could fit, or it might fit, within the *Criminal Code* definition of secret commissions. His preliminary advice to us was that the most prudent course would be to report the matter to a police agency and allow them to independently decide what should happen, and that was his advice very early on, early February, I think it was. So, although his advice that the most prudent course was to go to the police at that point, we asked for a more detailed opinion based on the investigation that was going to be conducted.

His follow-up opinion, then, based on the investigator's report, was received on March the

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25th, and that provides a complete opinion about how the actions of Jerry Dias are to be looked at in a criminal law context, and that was the basis, then, for what we did next.

So, in terms of the content of that legal advice, it described his view of how the criminal law applied to the facts that the investigator had discovered. Just as an aside, I'll mention that there have been various speculations that there's nothing wrong with somebody being paid to promote or market a product that is legal, but that's incorrect.

I think the last day in my presentation I briefly described the *Criminal Code* offence of secret commissions and, essentially, that offence is where someone who is acting as an agent of a principal, in this case, the principal is Unifor, and the agent was Jerry -- I'm going to ask somebody if they have a laptop charger, please.

LANA PAYNE: I do.

ANTHONY DALE: I described the last day the *Criminal Code* offence of secret commissions and the idea that applies where someone is acting as an agent.



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[REDACTED]

Therefore, if Unifor did not report these alleged offences -- and recall that the criminal lawyer is simply advising us about this, he is not reaching conclusions about whether someone did or did not commit a crime, he is giving advice about whether these facts arguably or reasonably could be found to constitute an offence, which then triggers obligations on Unifor as the holder of this money. If Unifor did not report these alleged offences to law enforcement and if it did not turn over the \$25,000 in cash, Unifor and/or one or more of its senior officials, namely Lana and I guess me, because I had handled this money in the process of moving it within our office, could be at risk of being charged with possession of

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proceeds of crime, and that is in section 354 of the *Criminal Code*.

The result of all of that was that our lawyer's advice was that Unifor should immediately report the misconduct that may constitute criminal offences to a law enforcement agency and turn over to a law enforcement agency the \$25,000 in cash that was given to Unifor by Chris MacDonald, which he has noted may constitute the proceeds of crime. That's why it was necessary to make a report to the police. Unifor had no choice but to address the bag of cash in a responsible manner in order to protect the union.

If the question is asked, "If it was the money that was the problem, why not drop off the money to the police in some anonymous way?" I'll remind you that getting rid of the money, however that is done, and we have now gotten rid of the money, but if we had gotten rid of it in any way whatsoever, it wouldn't have meant that these events didn't happen. It wouldn't have undone what we now know occurred. All it would have done was create additional risk to Unifor.

Our criminal lawyer advisor told us that trying to drop off a bag of \$25,000 in cash anonymously was unlikely to be successful and would

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carry both legal and reputational risks for Unifor and/or whoever tried to do that. First of all, Unifor does not have an entitlement to remain confidential. There is no right to turn over a large amount of cash to the police and ask for anonymity. So, it's very unlikely that any responsible law enforcement officer would have accepted receipt of a bag of \$25,000 in cash without having some relevant information.

Moreover, given the media attention and the additional leaks after the last NEB meeting, it would probably strike any law enforcement officer as bizarre for Unifor to try to unload the funds without an explanation. And perhaps more importantly, from my point of view, attempting to drop off a bag of money that on reasonable grounds had the character of being material evidence of criminal offences and that arguably is proceeds of crime, without disclosing its source and the reason for dropping it off could raise serious concerns about obstruction of justice, and that's another offence under section 139 of the *Criminal Code*.

And in terms of the handing over of the money to the police and what happened to the money -- or rather what happened when the money was handed over, first of all, when we met with the police, the

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persons present were myself and Lana and two police officers and our criminal law advisor. Lana made very clear that Unifor was not assuming the role of a complainant and rather, we were providing the money along with a very brief statement and telling them that we maintained a neutral position and handing it over to the police to make whatever decisions they thought were appropriate.

In terms of the mechanics of how this happened, I can tell you that our criminal lawyer contacted -- you know, he has experience in more often representing accused persons and arranging for them to "surrender" to police. That's not what we were doing here. He is representing essentially, I'll say, perhaps a witness to the offence or Unifor as a party with information about a possible offence.

But he started off by phoning the local division of the Toronto Police. We had discussions about whether the report should be made to the Toronto Police or to the Ontario Provincial Police, which has a -- I can't remember the name of it. I think it's called something like the Serious Fraud Office, and they have specialists who deal with financial crimes. We didn't think that was appropriate because we thought that that would be prejudging the nature of

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the facts and we thought it more appropriate that the report should go to the Toronto Police, because as far as we know, the money was given in Toronto, it was received in Toronto, Unifor is based in Toronto. And so, the contact was made with the local division of the Toronto Police.

And I think when he made that contact, he was referred to headquarters, and I think there was another step along the way, but he was eventually referred to headquarters and put in touch with the appropriate person who was prepared to receive this information, and that officer arranged for the attendance of the two officers who came to us last Monday morning or two weeks ago?

LANA PAYNE: Yes.

ANTHONY DALE: I can't remember when it was. Last Monday morning, yes. And those officers were from something called the Financial Crimes Unit. So, I know in press reports, it may have been said that Unifor complained to the Financial Crimes Unit. That is not the case. We reported it to the Toronto Police, and the officers who were assigned by the Toronto Police were officers from that unit.

Through Lana, we provided them with a brief background to what the money was, about our

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understanding of where the money came from, the route that the money took in terms of when it was received by Unifor within our office and how we handled the money. And then we provided the police with the money. And in particular, I walked over to the Director of Finances office with one of the officers and we removed it from the safe, and the officer put it in an evidence bag and gave us a receipt, didn't open the package and it's now in their hands.

And there was another item that we also delivered to the Toronto Police which was a Christmas gift -- rather a holiday gift bag with a card addressed to Chris MacDonald and a box containing two bottles of cologne: one in a sealed box and one with an engraving, and the engraving was "Chris M." and "Happy Holidays", if I remember correctly. So, the police received that item as well because that was received at the same time as the money, and the police left with those two items.

In terms of what will happen next, I think consistent with what was in the statement released after the meeting with the police, the decisions about whether the matter will be investigated, and if it is investigated, whether it will result in any charges, those are decisions only

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for the Toronto Police. I think that based on the statement that the police provided to some media outlets immediately after, I think they have said that they have commenced an investigation and that the investigation is in its early stages.

In answer to the question about what about staff members or employees who have relevant information, there are a very relatively small number of people who are mentioned in these events. You've all read the report. So, by virtue of assisting Lana with moving the cash from a filing cabinet into the safe, I'm on that list, Lana is on that list, another member of my department is on that list because of the early events, and there are the small number of others that you are familiar with from reading the report.

Lana has taken advice from the criminal law advisor that those people may wish to have their own advice if they are contacted by police and asked to provide relevant information. So, Lana has arranged or is arranging for another separate lawyer to be made available, and the term that has been used by the criminal lawyer is that that person will act as a "pool counsel". In other words, he is available to this group of people to provide advice about their rights and obligations if they are contacted by the

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police and asked to give information.

Those people, of course, may choose to go elsewhere for legal representation or advice. If they go elsewhere, they will do that at their own expense, but this lawyer would be available to these employees of Unifor in order to have the comfort of any advice that they might need as a potential witness.

Because most of our staff members' involvement, as far as we're aware, occurred in the course of their employment, or in the case of one of them in the course of her office, virtually all of the documents that they might have relating to this matter are the property of Unifor. So, we will be asking those employees, and in one case, an elected officer -- in two cases, elected officers, because Lana is one of them as well, not to destroy or alter any documents that they may have in their possession, and that includes documents that are created or stored on any devices that are owned by Unifor.

At the same time, however, if the police contact those individuals and ask them to provide documents, there are procedures in place that require the police to have a judicial authorization before they can come and get those documents. And so, we

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will be asking those individuals to notify us if the police ask them for any documents, and we will manage that issue through our criminal law advisor.

And there's sort of a bad way that the police could do this, if they obtain a search warrant and show up at our office and leave with computers and so on, that would be undesirable. The other way that they can do it is obtain a judicially-authorized production order essentially asking us in a more polite way to cooperate with their investigation and locate and provide them with relevant documents, and that's what they would do as a first step, assuming that we're demonstrating some level of cooperation.

We'll be asking the individuals who may be contacted by the police that if you have relevant documents, which may include texts or similar messages, you should safeguard them, first of all. Do not destroy them. And because we anticipate that there will be a request to provide these things to the police, we want to centralize them, and you can copy them and forward them to me so that I can manage that issue with the external criminal law advisor. And that will, I think, be the subject of a message that goes out to those persons in the near future.

So, that's the end of what we

anticipated would be the questions that may be asked about the criminal law issues, and I'll end there.

LANA PAYNE: Anyone have any comments or questions for Anthony around this? Want to take a couple minutes and take it in if you prefer?

CHRIS MACDONALD: One question, Anthony. If I give authorization for Catherine Milne to send you all of the information that I've provided to her, is that sufficient?

ANTHONY DALE: For that, Chris, I think that whatever Catherine Milne has in her possession, I think we can just leave with her for the moment. I don't think it's necessary to do anything. It's in her hands and it's safe there, and if and when we need it, we can retrieve it from her.

LANA PAYNE: Anthony, maybe you should mention that we didn't turn over the report to the police ---

ANTHONY DALE: Right.

LANA PAYNE: --- and why we didn't, because we had advice around that as well.

ANTHONY DALE: Right. There's a little bit of uncertainty as to whether there is a legal privilege that attaches to the report. If there is a legal privilege, it would mean that we would have a

basis for keeping the report confidential and not sharing it with the police. They understood that. All they wanted to do on that day was to receive custody of the evidence, and in order to do that, we had to provide them with some brief description of the facts so that they had some context, so that they understood what these items were and why it was being delivered over to the police. So, all the police had was a relatively brief outline of the events.

And of course, they have -- I think I can tell you that when the criminal law advisor contacted the police, in his discussions with them, he would have referred to the fact, and the police were aware of the fact, that this was reported in the press. So, some of these facts are already in the public domain.

LANA PAYNE: Gavin.

GAVIN MCGARRIGLE: Thanks, Anthony. You mentioned a number of potential *Criminal Code* offences. Could you describe to the Board where they sit in the *Criminal Code* in terms of summary, indictable, range of penalties, so we know what we're dealing with here?

ANTHONY DALE: Gavin, you're putting me on the spot because I didn't look at that with

reference to all of those provisions, and I don't think that in his opinion, I'm just skimming through it ---

LANA PAYNE: I don't think there's anything in there on that.

ANTHONY DALE: Yes, he didn't describe the penalties. I do recall, however, that the offence of secret commissions is described as an indictable offence. So, there are two kinds of *Criminal Code* offences. There are summary conviction offences, which are the less serious ones, and there are the indictable offences, which are the more serious ones. And the secret commissions offence is described as an indictable offence with a maximum penalty of five years in prison, and I don't recall if there is a maximum fine associated with that as well, but I do recall that. I can obtain that information and circulate it to the Board, if you wish.

LANA PAYNE: Go ahead, Tullio.

TULLIO DIPONTI: Just a couple questions. Obviously, the first one that comes to my mind is, is the National Union in jeopardy for defamation of character by going to the media and reporting that this money was brought to the police? Because I think I believe you said that there's an

investigation, and it might not be a criminal offence. So, how do we get to this point where we brought this to the police, and then the media has to hear about it?

Who sent it to the media? Because obviously what I'm also upset about is that we talked about this as an NEB, and we were waiting for a lawyer to come back off his vacation, and then we, as an NEB, we have to read it in the Windsor Star or the Toronto Sun or the Globe and Mail? That's what's bothering me. But the main thing is that what jeopardy are we in as a National Union if this becomes not a criminal thing and everybody else that's involved has to go through this, surrendering computers doing all that and putting their lives in the situation?

ANTHONY DALE: I think the answer to that question is that there would be no jeopardy in terms of potential defamation, certainly not to the union by turning over this money to the police and providing the facts that were provided to the police. There was no other option given that Unifor was holding the money, and if any person associated with that sequence of events were to complain about that, I think that we are on very solid ground in terms of taking steps that were necessary under the

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Constitution and necessary to avoid exposure of people like Lana to jeopardy under the *Criminal Code* under provisions like the obstruction of justice offence.

TULLIO DIPONTI: I wasn't going there. Obviously, the money has to go to the police. The money couldn't be in the possession of the National Union. My problem is why did it have to go to the news?

LANA PAYNE: We let our members know, Tullio, because we said we were going to be accountable to them about this entire process and that was the next step. And we had told our members that we would be seeking further legal advice and that we would follow through and let them know what that advice was and what actions the union had to take. I really don't see how we could have not told our members that we had to deliver the bag of cash to the police. They would have found out one way or another, and I think it was better that it was coming from us.

TULLIO DIPONTI: Okay, thank you. To me, it seems like we discussed something at the NEB, and then we don't hear until we see it on the news, CP24 or whatever news. Anyway, I'm satisfied with your answer. Thank you.

LANA PAYNE: Jenn, go ahead.

JENNIFER MOREAU: Okay, this is really upsetting and disturbing, but I have a question about -- like, one of the first things a lot of us in the room were asking, and one of the very first things that our members were asking, and also something that reporters have been asking and will continue to ask is, is this the only time? And I know that we're treating it as an isolated incident, but now that police are involved, they're probably going to be looking to see is there anything else.

Are we aware of anything else? Are we in jeopardy as a union? Like, you don't go from zero to \$50,000 is my concern, right? So, people are talking about this cannabis stuff, this cannabis supplier where people have to negotiate this into collective agreements. Was that a similar situation?

So, I just want to make sure that everything is out, and we know what we're dealing with so there's no surprises down the road where we find out this is one of many instances. That's my concern.

LANA PAYNE: All I can tell you, Jenn, is that this is the only one that I know of and that's what we told the police, too, when they asked that question. And I want to be really clear, we did not make a complaint to the police. That is not how it

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occurred, and I think our criminal counsel said that Unifor is Switzerland here in this. We don't want to be making a complaint. We dealt with this through our own internal processes in our Constitution.

But the very real jeopardy to the union was the cash. That was always going to be the case. Putting the union first through this meant that we were not in a position where the union was going to be charged with obstruction, that myself or others, Naureen, would be charged with obstruction because we were officers with awareness. That was a very, very big concern.

It was a concern, I will say to you, in the first week of this when I spoke to the criminal attorney to get just his preliminary advice, and he was clear to us at that point that we should follow our processes under the Constitution, and then assess once that is done, which is the steps that we have followed.

I just want to be clear we've had good advice from legal counsel. I've tried to do everything I can to protect the union from these actions, and I think that the meeting with the police a week ago was the kind of final step in doing that. So, no, I'm not aware, Jenn, of anything else, but I

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do believe that -- and I've mentioned it at the last Board meeting and I have a proposal for the Board to entertain this week that we need to set up a taskforce, we need to look at our processes and our policies and our practices around how we deal with suppliers, how we deal with all of these matters and make sure that we're reporting out to our members that if there were any gaps in all of those things, that we have closed those gaps. And I think that's incredibly important as part of being able to be accountable to our members in terms of taking those extra steps to ensure that we're looking and making sure.

SHINADE ALLDER: So, when you mentioned the internal process as per the Constitution, how does all of this now affect our hearing?

LANA PAYNE: So, Anthony is going to talk a little bit about that. That will be the next item that he'll report out on. I think you've all exchanged emails or something around that as well.

SHINADE ALLDER: Yes, we got one last night at 11:00 p.m.

LANA PAYNE: Okay. I just want to, Shinade, address something. It's been two weeks since we did this. As you can tell from all of this, we've had a lot going on. So, it's been hard to put

together a Board meeting to discuss other matters when, quite frankly, this was my priority at the moment, and I think probably the Board can understand why it was.

And our criminal counsel was basically saying that time was of the essence, that we should not be waiting and delaying, holding onto the money any longer. He was pretty adamant about that, as a matter of fact. Gavin, did you have your hand up? No. Chris, go ahead, brother. I think it's Chris. I haven't...

CHRIS MACDONALD: Yes.

LANA PAYNE: Okay.

CHRIS MACDONALD: Jennifer, I just wanted to address one item that you talked about. I did hear a number of things. I manage the Aleafia Project for Unifor in terms of the medical cannabis project. When this came up, Katha will tell you that there was a lot of ongoing discussions kind of in advance about who this medical cannabis clinic was and what they could offer our members and who had the broadest ability to offer cross-country services for medical cannabis support, supported by licenced general practitioners across the country to be able to support the Aleafia Project.

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And the Aleafia Project is not only one that I believe is incredibly important and valuable to our members, but I'm unaware of anything that was untoward. Given that I manage that project and I'm the person that brought the money forward, I think everyone can rest assure that I believe the Aleafia Project is one that is a long-term battle to get recognition for medical cannabinoid therapy for our members in replacement of things that are highly addictive like the very things that Jerry talks about being addicted to in the media, for therapies that are incredibly helpful from anywhere for your dog to your grandmother.

And I believe it in wholeheartedly, and I believe that Aleafia is in huge financial trouble, and it saddens me greatly because I don't know that anyone else is out there that would be able to step in and provide this service, and not everybody can get their heads around why it's important or why we should have it. And I think every table that we have a conversation about reminds me back in the day when I was president of Local 975, Doug's local, before we were ever a part of Unifor, I introduced a concept called paid education leave that I thought was incredibly valuable for our members at the CAW because

I was working for the Canadian Labour Congress part time doing some education work and introduced paid education leave at the bargaining table for Enbridge, and my national rep at the time told me I was crazy. But if you don't introduce things that are cutting edge and that change peoples' lives and change the union, that's what the Aleafia Project is for me.

And so, I feel very, very strongly that I personally vetted the doctors, the clinic, the support structures, the facility that we organized in Newfoundland, which is the call centre, and I think while we only have a few hundred, maybe 400 or 500 members registered, I think the opportunity to help people through that incredible partnership is one that we should be proud of and shut down rumours about things related to the Aleafia Project, because I feel very, very proud of that project. I know that we have to look at vendors and all of those other things, but that one in particular, I think members are already getting great benefits from it.

LANA PAYNE: Go ahead, sister.

KATHA FORTIER: Thanks. I just wanted to address Jenn's point about whether or not this is the first thing, and I just want to share a story from 2019, pre-COVID. We were at the Healthcare Conference

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in September in Port Elgin. Jerry drove up early, early Sunday morning. It was the day after the Hope in High Heels.

And at the Hope in High Heels, Kate had a gift bag for him. He gave her the keys, she put it in the trunk of his vehicle. When I got to his cabin in the morning just to go over his notes, he said, "Come and look at this. Come and look at this gift bag." And it was from a supplier that makes union-brand things, and it was full of -- I mean, listen, I don't know brand names much beyond what they sell at Winners, but these were Hermès. There was a watch in there that was probably worth \$3,000. And Jerry said to me, "Who do they think I am that I would take this?"

Listen, I had an employer send me a box of chocolates, guys. I don't know if I should have reported that to the Board. It came at Christmas. I mean, we have relationships. We have members that sometimes gift us with something. That's the reality and there's that line. But all I'm saying is, in September of 2019, Jerry clearly knew the line. I get that he is completely wrong in this action. I understand that without any doubt in my mind, but I don't think that's who Jerry Dias has been for the

last eight-and-a-half years.

LANA PAYNE: Anyone else?

ANTHONY DALE: If I can just come back to a question Gavin asked about the potential penalties under these various sections, I may have misspoke with respect to the secret commissions offence. So, recall I said that there are two categories of offences. The more serious ones are indictable offences, the less serious ones are summary conviction offences, and then there are other ones, and I think this is the majority of offences in the *Criminal Code*, which are described as hybrid offences where the Crown, depending on the facts, can decide to proceed by way of indictment or by way of a summary offence process.

And my quick look at the *Criminal Code* reminds me that all of these offences that I've described are hybrid offences. So, depending on how the Crown views them, they can proceed by way of either indictment or by way of summary conviction.

The secret commissions offence does attract a maximum penalty of five years, the laundering proceeds of crime attracts a maximum penalty of 10 years, and the obstruction of justice, because in this case it would be with respect to a

value of money above \$5,000, would also be 10 years for obstruction of justice. So, that is for the record.

GAVIN MCGARRIGLE: Thank you, Anthony.

LANA PAYNE: Okay. If there's no other questions about that, do you want to move onto the hearing discussion or do you want to take a 10-minute break? I'm in your hands. Ten-minute break? Yes, okay.

ANTHONY DALE: Sorry, I misspoke on the last one. This is what happens when a non-criminal lawyer attempts to read the *Criminal Code*. The last one of those, section 354, is the possession of the proceeds of crime, not obstruction of justice. So, possession of the proceeds of crime because it's above \$5,000 would be a maximum of 10 years. Thanks.

--- Whereupon the meeting was in recess
from 11:43 a.m. to 12:02 p.m.

LANA PAYNE: Yves. Anthony, before we get to the next part. Marc.

MARC ROUSSEAU:

(in French)

(taken from translation)

Hello, everybody. I'm happy to see you in person. Just something off topic, off subject, something personal, I'm someone who has an autoimmune problem, and my in-laws live with me. Anyone who has come from the Prairies meeting, would it be possible for you to keep your masks on to protect some of us that might be more sensitive? This would help me and help my in-laws. This is just a personal request. Thank you.

LANA PAYNE: Yves.

YVES GUÉRETTE:

(in French)

(taken from translation)

I had a question. Anthony said earlier that the report that Unifor had prepared would not be provided to the police for now, but we know that in the report there are things that are said and that only we, in the executive, are aware of and there's information that is not in the report.

If we have to give the report to the police and if there are documents that have been erased, can the police try and look for that information, for example, cell phones, personal ones, or cell phones belonging to individuals? And could the police try and find this information on these

devices for such-and-such a date and the persons mentioned in the report that was provided last March?

ANTHONY DALE: I will try and answer that question to the best of my ability. If the police, particularly pursuant to a search warrant, were to search for things, they could, of course, be very specific and identify specific computer systems or storage places where they think that relevant documents are located and require that those things be surrendered.

I'm not privy to -- I know the report -- and I've read the full version of the report for the same amount of time as you have, so I'm going by memory. I know it refers to the fact that some searches were made of Unifor IT systems. I think that if items were not located as a result of that search, then they probably don't exist anymore and they're not findable anymore, but I don't know how extensive those searches were in the course of the investigation that was done by Catherine Milne and whether the police would be able to do some additional searches.

I think it's fair to say as well that I don't think Lana or I can comment on how seriously the police regard this matter. I think we were trying to read their faces when they met with us about whether

they were very concerned or not very concerned by what they heard from us, but they didn't give much away.

But you have to think about the amount of public resources that they are likely to devote to a particular investigation. I can't really guess about whether they would go to great lengths or make great efforts to find things in our systems. I think some would say that they're unlikely to make a great effort. I just don't know. But when things are deleted from computer systems or phones, sometimes they're gone forever and sometimes they're not, and I'm not an expert in that area.

LANA PAYNE: Does someone have their mic on down there, Katha or Doug? No, you're good? Okay. We're just going to brief everybody before lunch on the hearing process and why not a lot has happened in that regard.

ANTHONY DALE: Is that my item also?

LANA PAYNE: Yes.

UPDATE ON THE HEARING PROCESS

ANTHONY DALE: Okay. So, first of all, in the NEB meeting the last time, there was a small committee that was struck, and the committee was myself and Shane and Shinade and Dana and Jenn Murray.

And I'm sorry to say that when you put me in charge of a committee, that's never a good idea.

LANA PAYNE: So I've noticed.

ANTHONY DALE: Yes, never do that. But I have, late last evening, circulated a proposed hearing procedure to the members of that committee for discussion. I've tried to keep it very simple based around Article 18(d)(5) of the Constitution and some paragraphs from the procedure on constitutional matters that I identified as useful and relevant.

So, in terms of the structure of that process before it comes back to the Board, I propose to meet with the members of the committee separately, I know that Dana is not here, I don't know if she's available by phone or whatever, and see if the ideas that I've put together meet with their approval.

In terms of the timing of the thing, I think, in my defence, I felt that there was no pressure to get a procedure organized in time for this meeting because I think everybody understood that Jerry's circumstances are such that there would not be a hearing in this meeting, although this is the next regularly scheduled meeting after the charge was found to have been established at the March 21 and 22 meeting.

I think as a practical matter, and I'm just looking for something on my computer here, as a practical matter, the fact that he has publicly said that he is in a rehabilitation facility precludes any hearing from happening at the present time.

One of the elements of the hearing process will necessarily be a reference to the fact that participants in the hearing process will be provided with reasonable accommodations that might be required. And so, in this case, I think the reality is that we are not able to proceed with a hearing while he's unavailable because of that medical treatment.

But I think that we ought to tell him, either directly or through his lawyer, that the charges will be proceeded with in accordance with the Constitution as soon as possible, and as soon as he is discharged from that program in which he is participating. And so, we should follow up after a decision is made about when the hearing should take place and notify him of that and start the process.

The process, of course, has started because after the March 21 and 22 meetings, through Lana, he was provided with a copy of the investigator's report. He was provided with a full

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copy of the entire report through his lawyer. And so, they have those things. And really, that notice -- and he was told that that constitutes a charge under the Constitution, which will go to a hearing. So, he has been informed of the charges. He knows that hearing is pending and what remains is for a procedure to be settled and for a hearing date to be determined, and then things can proceed from that point forward.

LANA PAYNE: Any questions about that?
No, okay. Great, thanks.

UPDATE ON MEMBER RESPONSE

LANA PAYNE: I'm just going to give folks a little update on some of the email responses and stuff we've gotten from members around all of this. There are a number of kind of broad categories, and my office did the best that they could to respond to those that we've received. And we used, basically, the FAQ that was provided to the Board so that the same messaging was sent out to locals who were asking questions.

So, we did have any number of emails asking for clarifications around the investigation and details of the breach itself. We had some questions around things like next steps, the special convention,

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what the Constitution says around the Code of Ethics, et cetera, what does all that mean. And I think Katha pointed this out earlier in the mix that we were getting some of the anti-vax comments coming forward. We did receive some of those as well from some of our members and we've responded to that.

We had quite a number of communications from local unions and local union activists thanking the union for the information, for keeping them informed, for being transparent, et cetera. That was probably the bulk of the emails were in that tone, which I think is a good sign of how our locals were receiving this in the context of "this is really hard, but we believe the union has done the right thing". We also received a number of emails asking about Jerry's health and expressing good health to him.

These were basically the tone and there were, I don't know, hundreds of them, I think. And again, we used our talking points that was provided to the NEB to respond. So, that's just a brief update. I don't know if anyone wants to discuss any emails that they may be getting from locals or if you need additional support from our Communications Department in terms of providing answers, et cetera.

Jenn, I know you said that it was

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helpful to have that Q&A out there. I don't know if others have had to use it or if you need additional information in the work that you're doing right now? No? Okay.

We're at 12:15. Do we want to stop for lunch, and then get into the afternoon's discussion? Does that make sense? Okay, great.

TULLIO DIPONTI: Lana, can I ask a question? Are we going to get into what Shinade brought up right from the beginning when we started this?

LANA PAYNE: We can, certainly.

TULLIO DIPONTI: I'm hoping that we could do that right after lunch. I appreciate Anthony's report. I appreciate what the locals are saying and all that, but we've also got a constitutional matter we've got to deal with in this Board.

LANA PAYNE: Yes.

TULLIO DIPONTI: So, I would appreciate it if we get to that as soon as we can.

LANA PAYNE: Absolutely.

TULLIO DIPONTI: Thank you, Lana.

LANA PAYNE: Okay.

KEITH SULLIVAN: Hello, can you hear me?

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LANA PAYNE: Yes, Keith, we can hear you. Could you hear us?

KEITH SULLIVAN: Oh, yes.

LANA PAYNE: Okay.

KEITH SULLIVAN: No, I just wanted to just clarify what we're coming back with and how long lunch is going to be.

LANA PAYNE: That's a good question. Should we say 45 minutes for lunch? Is that enough for people? We can start back at 1:00 Eastern time. So, that's 2:30 for you, Keith.

KEITH SULLIVAN: All right. Okay. No, I just wanted to know. That's all. Just to be clear.

LANA PAYNE: Great. Good question for the people on the Zoom. Okay.

KEITH SULLIVAN: Yes.

--- Whereupon the meeting was in recess
from 12:18 p.m. to 1:13 p.m.

LANA PAYNE: Let's go to what Tullio was asking before the break.

TULLIO DIPONTI: What I was talking about, Lana, was when Shinade asked the question that you were going to give her an explanation on some of

the stuff, that's all I was -- I wanted to see if we were about to do that. And obviously, once we get to the Constitution part on it, I'll talk about that, if I can.

LANA PAYNE: Do you want me to go ahead?

SHINADE ALLDER: Yes, you can go ahead.

DISCUSSION ON THE FUTURE OF THE UNION

LANA PAYNE: So, as you all know, because I've said it many times, the last few months have been very difficult on all of us, and perhaps the way that I've dealt with it has been to internalize a lot of it. I will admit that. And there have been any number of divisions, and I'm sure you're all aware of that, too. You're all very smart trade unionists.

The last few weeks in particular, visiting with the police, all of these actions that we had to take in order to ensure that our union wasn't placed in further peril gave me pause to think about a lot of things, not the least of which is that we can never be in a place where this happens again. And I think that that requires a very important and in-depth conversation in our union, not just among the Board but with our locals and with our members.

I am not asking anything of the Board

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today. I don't want to apply any pressure to any of you, but I will say that I feel very strongly about the fact that this conversation needs to occur, and I'm not sure that it would occur. You can all disagree with me on that, but that's what I felt.

What our union has had to deal with in the last three months, no union should have to deal with, and we need to make sure that it never, ever happens again. And there has to be a path to get there and a very big conversation among our membership to make sure that that happens, and that was the reason I sent the email this morning.

I had no intention of doing this, running for president. No. I'm a damn fine secretary-treasurer, thank you very much. I have done an incredible job in that role. I've led our union through this pandemic in many, many ways. Our pandemic response came out of my office with all of your help, but these last three months changed everything for me to a point where I felt there were some who were not taking this serious enough and I can't get over that.

Trust has been broken, and perhaps people's trust in me has been broken through this process. I'm willing to admit that too, but I would

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hope that you all understand that I was putting the union first with every single decision, because when you have a criminal attorney tell you that your union could be in some kind of jeopardy around obstruction of justice, that I could be accused of obstruction of justice, that Naureen could be accused of obstruction of justice, it changes everything.

And I know that there are a lot of you that are not happy with me right now. I get that, but our union is going to have this conversation, and in the end, I may not win. And guess what? I'm okay with that, but there's an important conversation that needs to be had and I'm going to be leading it, because we can't just say that this is over with or pretend that we can carry on as if nothing happened, because we can't.

I think all of you have already felt enough pressure in the last three months and I don't want to add any more to it. I don't want you to feel divided about this. I'm not asking any of that, but our union is at a crossroads right now, a very serious crossroads, and there would have been any given day where I didn't, it's true, feel supported in trying to deal with this mess, and I tried to push that aside, but I can't push it aside anymore and I'm not going

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to, and I'm also not going to apply any pressure to any of you. You've made a decision. I'm not asking you to reconsider it. I'm just telling you where I am on this.

If we think that we can carry on without having that conversation with our members, I'll tell you what will happen; they will lose faith in us, they will lose their respect for us, and they and this union deserves more than that.

Okay, all the questions and comments are welcome. Linda, go ahead, sis.

LINDA MACNEIL: So, there's a few things I want to say. I've said it to the leadership team and I'm going to say it here in front of the whole NEB. I have so many emotions going on right now because we are truly fractured. And Lana, you mentioned the members, that's what we're all about, that's what we're all here for, and if anybody for a split second doesn't think that members, not just the NEB, not just the leadership, the rank-and-file memberships that are out there, locals looking at us, folks, you don't have to even open your mouths and you see there's a division in the room and I personally can't stand it.

I love this union. I love the people in

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this room. Lana, you and I have worked so closely together over the years, and I love and respect you, but I'll tell you, wow. When I got that email this morning along with everybody else in this room, I swear it was like somebody punched me in the gut because it's like, oh, my God, I thought I was part of a team. I thought I was. And you never even had that discussion with not just all of us, but even in the leadership group. That's how I find out, is through an email, and it's so upsetting.

You say you didn't feel supported in a lot of ways. Well, I don't feel supported as part of a team. I don't feel like I'm part of a team right now, and we have to get the air clear. We have to at least -- I'm urging everybody -- and Lana, you're right. I don't want to put pressure on anybody in this room. That's not what our union is about, but I hope to God each and every one of us in this room feel comfortable enough to be able to speak from your heart, from your mind.

I think we were a pretty damn good team. We have such strong leadership in this room on the NEB. Can't we all just put it out there? We have to. This is killing our union and I can't stand it anymore. So, please can we just share our thoughts?

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I'm sharing the fact I'm disappointed. And Lana, you're saying the last few months this is why you put your name out there. We sat on January 19th, and each and every person on the leadership team spoke about supporting Scott for the position, and now it's a shit show, let's be honest, and I'm done. I want us to function as a team, please. We did it once. Why can't we do it again?

So, I'm just asking for everyone to put some thought. You don't have to speak because, again, Lana, I don't want to put pressure on anyone either, but it's not pressure to say please speak up because I don't want us to leave this room and go in little silos again and have chats on the side. I'm done with that. I'm done with it. Anyway, sorry, that's all for me.

LANA PAYNE: Ruth, go ahead, sis.

RUTH PRYCE: I agree with Linda and some of the things that she just said because I'm done. The division in this room is pathetic. I have been saying it since when. And we, as Board members, and I remember some of the Board members mentioned that on the 1st of February, there's quite a lot of things that the Board did not know. We were not aware of a lot of things, and to me, that was wrong because we are the

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Board, and we should have known quite a few things.

I am so sick and tired of this. This is stress, and what I don't like is when you say something in here, everybody goes after you like you're not free to speak, and I hate that. I run a local, and you agree to disagree, but when you come out, you're going to come out united, and right now, we are not united, and I can't take this.

There is a decision that has to be made, and if you go one side, the other side is going to be mad. If you go with the other side -- it's a shitshow. Why can't you just speak your mind, say what it is, and people don't take it to offence, or you're going to be punished down the road, or this is going to be happening to you if you do this? It's not right. There are so many people out there that are looking, especially our members. Other unions are looking at us and laughing.

We are better than that. We were strong and we could take anything on. Right now? No. To me, it seems as if the best bit or whatever, because you have a meeting, and the next thing you know, it's in the news. So, I agree, this is stressful, and I'm done.

I know that I'm leaving. This is my

last meeting. Did I expect that my last meeting is going to be like this? Did I expect that the union that I loved, supported and did everything, this is what it is? It's falling apart. I'm done. Honestly, I'm so done.

LANA PAYNE: Renaud, and then Guy.

RENAUD GAGNÉ:

(in French)

(taken from translation)

Thank you, Lana. I think we have to put things in context because we're going through a crisis. I talked about a crisis that occurred in Quebec where QFL construction, Jocelyn Dupuis, not to name him, ended up doing jail time but for some two years. We tried to sweep it under the rug, not deal with the issue and we paid a hefty price for it.

In this case, allow me to step back to answer what Sister Linda has raised. When we had that meeting on the Saturday morning, it must have been the 28th/29th of January, I don't recall offhand, we were unanimous that we should not hold the NEB meeting on the 1st of February. We told this to Jerry. When we talk about division, that's where it started.

Jerry wanted to hold the February 1st NEB meeting at all costs so that we would support his

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candidate, because when we went around the table, and you'll recall I didn't speak because I will be leaving. That was on the 19th. On the 20th, we learned a few things. And then on the 1st of February, when we came together, you didn't know anything, I didn't know anything except that a complaint had been filed. I could have assumed it came from anyone, including Brother Cassidy. Is Brother Cassidy coming up with something that no one is aware of? We were concerned.

I show up in the room, Chris isn't there, Naureen isn't there, and when we start talking about the unity team -- well, actually, we were dealing with the position of National President. And then since then, we've had quite a few meetings, the leadership, saying, "Well, what do we do with this?"

We all agreed that we needed to hold an investigation. It had to be done by an external party, by qualified people. That investigation took time. It took weeks. And there were pressures. We finally received a report. We all got it on the 21st/22nd of March. What we found in that report is damning because the membership -- I was at (indiscernible) yesterday, Saint-Georges, and I went and I did my usual cross-province tour, and people were pleased. Why? Because we were transparent. We

managed the crisis. We didn't try and hide anything.

And so, when you say that we're divided today, what are we divided on? The NEB isn't responsible for the situation. We had to deal with it. Now, how are we going to manage it in terms of protecting our credibility when we meet with employers, the members, the locals? There has been a great deal of pressure, and members have been asking, "Are there any other options perhaps?"

And personally, as I've said, I'll be leaving, I'm retiring, you all know this, but the decision that is made by just the one person to decide on the future, the fact that the National President makes the call? I mean, democracy means anyone and everyone can come forward and we should be able to support who we want, our chosen candidate. It's true for us and it's true for the membership.

There can be one, two, three, four, I don't care how many candidates come forward. If anything, that's democracy at work. You're saying it's going to divide the union? In 2015, there was a decision. There was supposed to be two CAW, one CEP and still I had to go through elections. Nobody stood up at that time. Not the president, not the NEB asking Sylvain Martin to withdraw. I went through the

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elections nonetheless and I won these elections, and I'll be leaving you and I think I've fulfilled my duties.

So, I think we have to be careful when we start throwing stones. I mean, if Chris wants to run a campaign, fine. If someone else around this table wants to raise their hand to run for presidency, fine. I don't think we have to all stand together and support the one candidate. If we want to be credible with our locals, we have to be democratic.

And the fire isn't going to stop there. Anthony spoke at length about it this morning. We don't know what the police are going to do about this. We don't know what's going to happen, if there are going to be witnesses coming forward. Of course, the media is interested. Jerry is an important person, was a public persona. Of course, they're going to investigate. It's not over, brothers and sisters, but we can't wait, right? We had to share the situation with you. We had to share it with the membership, we agreed to do this, and I think we have to continue to explain our decisions as we make them. There you have it.

LANA PAYNE: Guy.

GUY DESFORGES: Well, Renaud touched on

it. I'm just going to ask a question right now. Early February, when Jerry announced the candidate to replace him, if we had known at the table that there was something brewing, would we still have voted or would we have said, "We need to hold on to see what's going on"? I just need to ask a very simple question.

And it's not a sleight against Scott because, you know what? He was put in that spot. He was put in that spot when Jerry did it. But if we had known at that time, would we have voted or would we have waited? Come on, answer that, guys. Like, you know what I mean? Put your hand up. Would you have wanted to wait to see what was going on or would you have voted right there and then? Put your hand up, who would have wanted to wait to see what the heck was going on? Right?

And it's not a sleight against Scott. He was put in that position, all right? So, I don't know. But guys, I really do believe if we had known there was something brewing in the back -- and now I'm going to ask, okay, you guys got together January 19th to decide who the -- and that's fine, that's good. But the thing is on that day, on the day Jerry made the announcement, was everybody still in the same boat, did they still agree on it, or would they have

said, "We should hold off a little bit, Jerry"? I need to know that also.

Was Jerry not asked to wait a little bit, right, and then Jerry just sat down and did what he had to do? Because if I would have known that Jerry was under investigation, I wouldn't even have gone to the damn meeting because he shouldn't have been running it, in my view. So, that's all I have to say. Thank you.

LANA PAYNE: Tullio and Shinade.

TULLIO DIPONTI: Thanks, Lana. Just to answer maybe Guy's last question, none of us knew, but that was the process. That's been the process since Jesus was a baby with CAW, then we formed Unifor. The president endorses somebody, and we all have debates. Why is Scott, all of a sudden, the villain here? Why is Scott the guy that was endorsed by every one of us is all of a sudden now the guy that we should have waited for?

You know what bothers me, and Linda is absolutely right, and Ruth is absolutely right, we are divided. We're not kids here. If we think we're not divided, then we should go to Aleafia and smoke some more pot. That's what we should be doing. But the reality of this is this, is that this is the process

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that's been going on since the day CAW was born, and then went through and then we became Unifor, and this is the process that we went through with Unifor where the NEB made an endorsement, and then any candidate can now run outside the endorsement just like Brother Dave Cassidy said he was going to do. At least I admire that he had the galls to turn around and say that's how he's going to do it.

Now, all of a sudden, we're hearing that the NEB endorsement don't mean nothing, so why are we meeting in here? If we can't go out and tell our membership, as leaders in this room, who we think should be the next candidate to lead this union, then we shouldn't be in here at all.

In the 42 years I've been doing this, this is the first time I've ever seen something like this. I never thought Unifor was ever going to be divided. That's why it was named Unifor because it's a union for all. But is that how we really feel in here? I don't.

And Lana, you know I respect you, I love you, but that email this morning -- and you have every right to do that. Nobody is ever going to take that away from. You have every right to do that, but you were one of the pioneers when it came to endorsing

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people out of the NEB and believed in the NEB. You believed in the NEB, and now all of a sudden, we don't believe in the NEB? I know there's some people in this room that have it out for Scott, some people in this room that have it out for Jerry. Jerry's my friend. He deserves what he got, he did some wrong, but Scott should not be prosecuted for what Jerry did.

He had to defend himself from the Globe and Mail about some damn bottle of perfume that was never his. Where was this union to do that? Why did this union have to turn around -- and everything was leaked, and people are blaming Brother Cassidy. I don't believe Brother Cassidy leaked it. I believe other people in here leaked it for their self-interest and to try to destroy somebody.

And Guy, I believe that the process is the right process. The NEB should make that decision. I asked every leader that was in that room, granted Naureen wasn't there, neither was Chris, and neither was Lana, I asked if everybody had the opportunity to debate what Jerry said who should be the next leader, and I believe everybody said other than the three I named, because they weren't there to say it, everybody said they did.

But let's not make a mistake here.

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Scott is the guy we endorsed. He's not on trial. Jerry is the guy the police are looking at. Just because Scott might have said something to Chris or whatever, based on that document we got, he didn't take no money. He didn't take no perfume. Maybe he tried to help the union to see how do we get through it, but the NEB endorsed him and he's not on trial.

So, if we want to continue down this path, let's continue down this path. We'll have 15 people running for the president's position, and then let's see where we go. You want to talk about decertifying and people just moving away? Sure they will because if we don't get our act together in here, why would we expect the rest of the locals to do it? Have our own people saying that our members are upset.

Well, I'll tell you what, I represent 5,300 members in the City of Windsor, just my local. Not one person asked me what's going on with Jerry or Scott or the NEB or anybody else. You know what they asked me? "Tullio, what are we going to do with our collective agreement?" And we are a union. That's what "union" means. We're together, but we ain't together.

Regardless of what we do today, this union is fractured, and I never thought I would ever

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see it being this fractured, and it makes me sick, really. It makes me sick. We have good people here running or want to run or potential candidates to run, but we ain't going to be -- what bothers me -- and I'm not getting emotional. I'm pissed because we are the best union in the country.

Regardless of what Jerry did, we did good. We saved a lot of people's jobs. We made a lot of families happy because of the job that the family had and the money that we were able to negotiate for them, and this is what we do as an NEB; we fracture ourselves? I get in a debate with somebody, I get in a debate with that one, and then at the end of the day, what do we do? We come back three weeks later, and we're still divided. Still divided.

So, I don't know if we're going to ever get out of this, how we're going to survive this, but I can tell you something, I love this union. Once I retire, I'm going to get it tattooed on my arm. I'm going to get it tattooed on my arm, and I hope I don't have to have the shield broken on my arm.

LANA PAYNE: Shinade, and then I think it's Gavin.

SHINADE ALLDER: Going back to the February 1st meeting, because it has been brought up

many, many times, in that meeting, two people left because they did not want to be a part of it. Everyone else sat through the meeting without questioning Jerry, knowing that there was an investigation. My understanding is, at some point, anybody that was in there that knew about the investigation could have said, "We are not going to have the meeting." You didn't have to let us know what the investigation was about, but that meeting continued on, and Scott got his endorsement from various people around the table.

The second point I wanted to bring up, and Tullio touched upon it, is the union has a process. I know I'm new on the NEB, but that was one of the things that people kept telling me, "It's the process, the process. We follow the process." And when Brother Dave got up and said that he wasn't following the process and running on the floor, I look at it right now, it is essentially the same thing that is happening with Lana putting her name forward. So, what precedent are we now setting when anyone can run from the floor? That process is why I'm here right now on the NEB.

So, I'm the first black president of a local with 240 members. Very, very small. And if

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anyone can now get up and run from the floor without NEB endorsement, guaranteed I would not be sitting here and anybody else from a small local. So, I think we need to sit down and have a serious discussion about what we want the future of our union to look like and how it's going to affect our NEB and people that's going to be running for positions.

LANA PAYNE: Gavin.

GAVIN MCGARRIGLE: Thank you. I have a lot to say, and I agree, we should not leave this room divided. I think we should leave united around the candidate that I will be very happy to support, Lana Payne. And if we can't reach consensus on that, that's okay, too, but my first preference would be to remove the endorsement from Scott, for reasons I'll explain in a moment, and endorse the first strong female leader of a major trade union whose integrity is above and beyond, who led us through this under tremendous pressure. That's where I think we actually need to get to but let me explain the reasons why I'm there and I'm irrevocably there.

On the January meeting, as Renaud spoke about, Lana advised us of the complaint, that it was serious, that it was potentially very damaging to the union. And so, we agreed to two things in that

meeting. The first thing we agreed was that Lana would reach out to Jerry, advise him to cooperate with the investigation and go through the process. The second thing that we agreed was that we would unanimously ask him to postpone the meeting, not because of the endorsement, just because we just learned. This was on a Monday, or I think it was a Tuesday. We had just learned what the situation was. None of us had ever seen anything like this.

But he is the president. He decided to go ahead. We knew that there was a process that was going to play out that was external, that was independent that was not managed by Lana. And by the way, any person in here that tries to allege that Lana invented \$25,000 in cash or invented this to somehow get herself as president, you should be ashamed of yourself. That's outrageous.

MULTIPLE SPEAKERS: Who said that?

GAVIN MCGARRIGLE: Okay, that's how I feel that it's being interpreted. So, if that's not your position, that's fine, but I have seen many slurs. I have seen many attacks on Lana's character and integrity through this and it's disgusting. So, if you let me finish, because everyone can have their say, and all of these words are in a transcript and

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they will be out at some point for all of us to read, and I'm happy to stand on every word I've said, so I will continue.

He was the president. He said he was going ahead with the meeting. I didn't know where the complaint was. I knew that I sure as heck didn't want to blow it up and have the meeting come to a screeching halt because everyone would have been asking questions, everybody would have been all over us, and I knew I had confidence that there was an external professional investigation going on, so I was troubled.

And yes, we endorsed Scott. And as I mentioned on the March 21st and 22nd meeting, I've worked with Scott, you know, and I was happy to support him. And I didn't just do that. I made a video and I continued to support him, and I have not said or done anything publicly beyond that, but I'm very troubled.

And through this process, I have seen the report as all of you have. The external independent report that we relied on to go to the public and our members to say we found a breach of the Constitution. We also relied on it to clear Chris' name, that he was not named, and he did not breach the

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Constitution. But folks, there are other parts of our Constitution. No cover up, no cover up. I have seen attempts at a cover up. And if this campaign gets out there and people want to go to the mat on that, that's fine, we'll deal with that, but the Constitution is clear. There can be no cover up by anyone at any level.

By the way, the Constitution is also clear that staff, all staff, no matter who, no matter what level, report to all of you, report to the leadership team, not the other way around. In the past six weeks, eight weeks, I have seen multiple attempts by Scott to act like the president, calling leadership meetings where nobody in the leadership agreed to that, calling dinners where nobody in the leadership agreed to that, trying to come to my Prairie Council and demand that they were going to speak without even checking with us.

So, it's not just about the report. And by the way, the report clearly says Scott interfered with it. Did he volunteer to go back to the investigators when our Quebec colleagues sent the letter? Did he say, "Let me clear my name"? No. He sent one-sided emails. He sent pictures, pictures of cologne. I didn't see that in the report. I didn't

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see that evidence in the report. They said he was an uncooperative witness. It's all there, folks. It's all there. So, if you want to defend that, go right ahead. Go right ahead. I won't.

And Lana, I will tell you for a fact, did not want this. She did not want to do this, but we have to save our union. She has been above and beyond dealing with all kinds of stuff that I'm not going to get into today, but very, very, very troubling stuff by people that really should have known better.

And so, like everything, I agree with Ruth, there have been threats. People have been promised X, Y and Z. People have been told X, Y and Z. I'm 48 years of age. I plan to stay in this union until I'm 65. And if, at the end of the day, the members don't want that or some other people say that because of my position on this that I have to go, I'm okay with that, but I won't go down without a fight at all. At all. I will defend my oath. I will defend this union. I will defend the Constitution and we have to save it.

And so, even if these factors, by the way, and Guy touched on it, had not been raised in the report, the very fact of the optics -- and I have had

many, many, many calls from locals and staff saying the simple sheer optics of it -- take away the name of the union, take away the name of the people involved and just say political science 101, how do you get out of a scandal? Oh, we'll put the right-hand person in there.

Now, either Scott is the most unluckiest person in the world or that's how it happened, but there were additional factors beyond that named in the report. Named in the report. Cologne pictures that no one had ever seen, text messages that are somehow deleted, when Chris and Naureen -- and you remember the report also said Chris and Naureen rejected the pressure from Jerry. Rejected the pressure, but he did not.

And I don't believe, Tullio, that you can just say, "He was trying to save it." He got no direction from anyone on the leadership team to save anything, to do the investigation as required to do.

TULLIO DIPONTI: That's your opinion.

DOUG CARTER: I don't think anybody got any direction from the leadership team.

GAVIN MCGARRIGLE: I'd like to finish, and then you can say your piece.

TULLIO DIPONTI: Stop throwing people

under the bus.

GAVIN MCGARRIGLE: I'm going to stand on every word, so let me finish and you can say your piece.

DOUG CARTER: Try to be a little transparent then.

GAVIN MCGARRIGLE: I'm very transparent.

DOUG CARTER: Bullshit.

GAVIN MCGARRIGLE: We'll see. Anyway, as I said -- you want to talk about transparency? I moved the motion to get the full report, didn't I? I'm the one that said that we need to have it all out there for all of you to see, didn't I? And that's all on the record.

So, I'm expecting attacks. I'm expecting slurs. I'm expecting attacks on my integrity, but I've made my peace with it. I've made my peace with it. And I think we should actually come out of here endorsing Lana. If we can't do that, that's fine, too, but I feel extremely strongly about this.

I've tried my best to keep it under wraps until we can get back here to the NEB. There were people demanding emergency meetings last weekend when I was preparing for PRC, trying to do things one

way or another. I can't live with it. Can't live with it. I won't live with it.

So, again, I'm going to be accountable. You can all come and say whatever you want about it, but I'm at peace and I believe that Lana has the integrity and the leadership and the skills to get us through this and change the union so that it's actually run by the elected leadership instead of staff who think they're the president before they're elected as the president.

LANA PAYNE: Okay, wait, wait. Naureen, and then John.

NAUREEN RIZVI: I'm sorry the Board felt they just got scolded. Sorry that you feel that you got scolded. I was one of the people who said we needed to have a leadership meeting. That's right. I'm part of the leadership team. We're in the middle of a crisis. I want to talk about what we're doing next. Nothing wrong with that. Shame on me if I don't ask for it. I have 160,000 members in this region, and I should be able to ask for a meeting to talk about what is next after the press conference.

Thanks to everybody who is on the outside of this commenting about everything, perhaps me and him who are on the inside who actually dealt

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with it right from the beginning should talk about how we feel, about transparency, about accountability. Everybody is the saviour and warrior and champion of transparency and accountability. It starts with the one person who had a moral compass to come forward first. He came to me. Didn't think twice. "It's coming to the Board. We're going to talk about this. We have to make sure we set it straight."

So, I don't appreciate anyone throwing so many of us in the pool of trying to cover up or hide something. When you talk in blanket statements, I'm only going to assume it's me as well. This is the most difficult thing our union has ever gone through. Yelling at everybody, scolding people, saying you are above board but nobody else is, is not the way that's going to move us forward. Nobody felt good after your remarks, Gavin. I didn't.

I was listening to you. You're a leader in this union. You're a regional director. You're part of our leadership team. Speaking like that? I was getting anxious. Listening to this was making me anxious as if we don't already have enough of an issue going on right now.

I had a conversation with Lana in the hallway. I'm happy to share it with everybody.

There's nothing to hide and I'm sure she's okay with it, too. I told her, because I'm sure everybody was looking, thinking, "What are they talking about?" I'll tell you because there's nothing to hide. I told her I don't like being on opposite sides of her and that's where I am right now, because I'm part of a National Executive Board that makes decisions together and not in isolation.

I respect that woman. She's our treasurer. She's been the best treasurer this union has ever seen. I told her that. Loved P.K., always gave me the money I needed, but she is the best treasurer we've ever had.

I don't like being on the opposite side of her. We've always had discussions and debates where we don't always see eye-to-eye, but we established a relationship, especially through COVID and over the last few months, that was built on mutual respect and an ability to talk things through. And when I saw that email today, I realized I wasn't in that relationship, and I told Lana this.

I asked her, "Why didn't you tell me? Why didn't you come to me? Is it because you don't trust that I would support you? Is it that you don't trust me? Is it that you think that I would try to

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talk you out of it? Do you not think that you need my support as being a regional director? Do you not consider my opinion important?" That's the message I got.

I'm with Shinade on this, and this is coming from a person of colour and a woman in a membership of 315,000 people, in a region of 160,000 that's dominated by male-dominated workplaces. We can't have, Lana, we can't have a free-for-all for the presidency because you can't go back to your industry sectors and say, "Let's look at putting a woman in place," like I did at ORC. She's got everything that requires her to be there, but it's by design in a membership of 160,000. How do you get a black young woman there? So, we do this.

Lana, my issue is that you're going against the structure and the process that has put so many of us here that would never have put any of us here. I don't want you to be on the opposite side of that. You have always been a champion of equity. You know what this would do for women and people of colour, and you know how many times we've promised Board positions if we could ensure that a woman went in there to make sure that we have the right diversity here.

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I'm also upset that you chose to tell Renaud and you chose to tell Gavin, but you didn't talk to me about your decision. I'm upset about that. We built a relationship where that could have taken place and it should have taken place, and even if we didn't have a relationship, I'm part of the leadership team of this union and I was owed that, not seeing it come out this way.

And I told you, whatever the decision of the Board is, the Board is the highest authority of this union. We all cast our votes within this body, and then whatever decision it is, is the decision we go with, and we haven't even had a conversation about what we want to do going forward. And now you've put yourself against that, which puts me not on the same team as you, Lana, for the first time, and I told you I'm uncomfortable with it and it's not where I want to be and it's not where I think you should be either, because if I support that, that you're running, as you say, you're not asking for the Board's endorsement, just running for the president's position, then every region, every industry council, every other elected body can no longer make suggestions to have women, people of colour, LGBTQ, our 1 per cent Indigenous population in our entire union that is so low, we will

never be able to fill that. And as a person who sits in an equity seat from that lens, it is completely destructive.

When I came over from the CEP, it was the one thing I struggled with the most. I hated the unity caucus until I understood it. I hated it. I thought it was the most undemocratic thing. I couldn't stand it. I was like, "What? You guys decide who goes in? Since when? That is undemocratic." And then look at this. Until I understood it. We cannot, Lana, break that structure on this one time it will -- we can never, ever again, as leaders, ask people to do that, to look at women, to look at people. We cannot.

I know I said this to you outside, and you said there's ways around it. There is not. People will follow our lead. I don't like being on the opposite side of you. I think you've done a phenomenal job as our treasurer, and this is the first time I find myself on the opposite side because I think the NEB makes the decision collectively together and decides who their candidate is.

Whoever the candidate is, the Board decides, the Board makes a recommendation just like our bargaining committees make recommendations to

their membership about what should they do with this deal that they need to be ratified, a tentative agreement. This is just the way we do it. This is leadership.

So, now what? So, now what? We're sitting here divided. I'm torn. And you didn't speak to the leadership, Lana. You didn't ask us for our support.

LANA PAYNE: Naureen, the leadership had already supported a candidate and I think I said in my opening remarks I wasn't going to put any more pressure on anybody else. There's been enough of that already. I'm not asking you to overturn that endorsement, the Board made it, but I'm telling you, I need to have this conversation in our union. We all need to have it.

NAUREEN RIZVI: We are having it. We have been so transparent about it, Lana. We have been so transparent about it. Every elected leadership call that we've had, that we've talked about how to manage this, there's never been once where I've seen myself, Renaud, Gavin, Linda trying to cover this up, you, never. Never.

Every single time we got together as an elected leadership and talked about what do we need to

do, it was through transparency, accountability. Every single one of us, every single time said we've got to be transparent. I don't understand why you don't feel that would just translate down. We have always done that. We've made good decisions as an elected group.

LANA PAYNE: I think actually John was next, and then Keith, and then Marc.

JOHN D'AGNOLO: I seen this, Gavin, coming at our last meeting. It was no surprise after reading this report what direction you were going, what direction Renaud was going. This was well planned before our meeting. You were sitting on one side of the table, but when the decisions were coming down, you went to the other side of the table, and you sat next to Guy. I knew when Renaud said we have to have someone, I forget the phrase, but clean, lily white, but in saying that, I knew right away what direction they were going.

And by the way, this was pre-planned. Renaud made that statement, I believe it was Yves, right after, saying that we need to relook at Scott. There was a lot of discussion. I'm not being fooled by that. I saw it 10 miles away, that report. Really? When I read that report, I never seen

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anything like it. This wasn't about Jerry. It wasn't about what he had done to our union. It was about Scott Doherty. It was about destroying another person, as far as I'm concerned.

And when I talk about -- and I've listened. I've listened to we're trying to sweep it under the rug, I don't think that was the case. Were they trying to resolve this issue because not in a million years none of us thought we'd have to handle it? I think even from the leadership role, the people that knew about it, that we didn't as an NEB, which by the way, we're supposed to be involved, but in saying that, they were doing their best to try and resolve the issue, but they excluded us.

No different than anybody else, they were scrambling, but to sit here and try and destroy another individual because of one person is not the direction. I've said many times, our union is about supporting people, trying to help people out. This is not the case right now in this room.

Gavin, the cologne, thank God he had that cologne because I didn't see you go to the papers and say he didn't get a gift. Once you knew he didn't get that cologne, I didn't see you calling the newspaper saying it's bullshit as a leader. I didn't

see anybody. Sat there for a week while we were all aware of it, really? Think about that, if you were in that position, how you would feel. That should have come out within 24 hours. I know I'd be destroyed by that. Thank God he had a picture of the bottle of cologne because if he didn't, that would have been stuck over his head right now, still to this day we'd be discussing it.

The optics, the optics is this, from my point of view, that's just my point of view. We have people running right now on what someone did, what Jerry had done, taking advantage of that. That's where I see it, to be quite frank with you, taking advantage of a situation that's wrong and you're going to go after another individual and you're going to do what you can do be at the top. That's the way I look at it and I can't get my head wrapped around that.

You know, we've all talked about leadership roles. We talk about the struggles we go through. This is one of the top ones I've ever dealt with. The one thing I've always seen within leadership, especially our top leadership, we come together, and this is not happening. This is not happening, and this is not the union that I know. Thanks.

LANA PAYNE: Keith, before going to you, I want to address this issue of the Globe story and what the union did or didn't do here because I think it's just important to clarify. That story was Friday night. We received a number of questions from her. Obviously, she had gotten information of what was in the report. Everybody is aware of that. None of those questions asked about Scott and cologne just so that you all know. There was no reference to Scott in the questions that we received. Scott received his own questions, and he also was not asked about cologne by the reporter.

So, it was a surprise to both of us that that ended up in the -- or at least it was to me, and I'm sure it was to Scott, too. I was in the middle of a phone call with Kathleen and our lawyers about how we would respond to that article because it was very challenging to be picking out bits and pieces of responding to things without then confirming other things or not confirming them, and we drafted a clarification or whatever and sent it to the Globe.

I received an email in the middle of that conversation with the lawyers from Scott basically saying, "I'm sending this in five minutes," and I guess he did, and we sent a response as well,

and then we prepared a longer response to go to the Globe and Mail. Scott was also preparing his own response to go to the Globe and Mail secondary to that, and we found that he had sent his email also to the editor, which is what we were going to do.

Now, John, I've been in the media business for a long time before coming to this. The last thing we wanted to do was to be able to be giving different pieces of information back to the Globe where they are now saying that Unifor has two people speaking on behalf of Unifor's behalf with two different stories that -- just let me finish.

And let's be clear here right now. I was acting on behalf of our union here in this regard, not Scott. And the response had to come from our union and should have come from our union, but it also had to be a proper response, hence speaking with the lawyers, speaking with Kathleen, before we actually sent something over in a panicked kind of chaos way to the Globe, because the strategy had to be what is it that we say from the perspective of the union, not an individual. I'm sorry.

SCOTT DOHERTY: I totally disagree with you, Lana, on that, just to interrupt you, because the union's name was not tied to the money. My name was

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tied to the money, and the implication of that story was that somehow I was corrupt, the same implications that I'm getting at this exact National Executive Board, from people on this Board thinking that I'm corrupt and somehow I was corrupt, and I gave you hours for a response.

LANA PAYNE: You gave me five minutes, Scott.

SCOTT DOHERTY: No, no, no, no. I phoned you several times before that. I sent emails and I talked to Kathleen, and two hours later, we finally got a one-sentence response from Kathleen that was going to the Globe, and it was me who hired the defamation lawyer who was able to get my name cleared on that story.

So, I appreciate that the union had to have a strategy and I was trying to be respectful of that, but not once did this union get the fact that the money was tied to my name, not to Unifor, but to me, and I'll take my record to the bank. You can do whatever you want, but I know one thing for sure in my eight-and-a-half years in this union, I'm not corrupt and I'm not a crook and I never did one thing to take money or any other thing from this union, and that's what it was about, Lana. It wasn't about the cologne.

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It was about the fact that the story tied the money to me, and I had to defend my own name, not the union's name, my name.

LANA PAYNE: I understand, Scott. Did you hear anything back from me after that? But there was no way that the union could then send something different, John. I didn't even know what Scott was sending to them. This is the problem we were in at that moment, by the way, on a Friday night when you're trying to manage another crisis after another leak.

SCOTT DOHERTY: And I was at a funeral, yes.

LANA PAYNE: Sorry, Keith, go ahead, and then Marc. I said Keith, right?

KEITH SULLIVAN: Yes, you did.

LANA PAYNE: Yes.

KEITH SULLIVAN: No, I heard. I guess I'm trying to figure out the divisions here, but they're very real and we have to deal with it. One of the things I've seen from leadership, particularly Lana, throughout the whole thing around Jerry has been transparent, handling it in the best interest of the union.

When the information came to the National Executive Board on issues related to that,

the elected leadership have made good decisions and I think we've followed the right process and were able to defend the work that we have done, protecting the union. We all wish that hadn't happened, but just to be clear, I think the leadership on that issue around what Jerry had done himself and the investigation, it all made sense and right decisions were made. So, certainly credit to the right people there.

Now, we kind of get to this meeting that happened on February 1st. Just so I'm clear, everyone is hearing me fine, are they?

LANA PAYNE: Yes.

KEITH SULLIVAN: Okay. I really wish I was there in the room, it's just impossible, the timing with the bargaining going on, on this side.

But it brings us to the information we had on February 1st and that meeting being held. And obviously, Jerry Dias seemed to be a big player in what we had done then, whatever the motivations were and were not. But either way, after that meeting, everybody felt, once the information came out, they just felt foolish and stupid. After that meeting held with that dark cloud over us, I've never felt more disrespected as a National Executive Board member. That was probably the most disappointing day in

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hindsight looking back.

So, I think everybody felt they were totally misled on that day and there was something else at play. And, you know, whether that's real or kind of imagined in some way, I'm not blaming that on Scott Doherty, but either way, at that point in time, a lot has changed since then in the world for us. Lana Payne's name wasn't in the discussion for leadership of this union, and I think people's actions since then have really spoken to what their priorities are, and I really believe that the division is more real now than it was before, and I can understand there's reasons for that.

But we would be foolish to think that -- well, it wouldn't be responsible for us to revisit that decision made back then and still have the respect of the people we're leading. I'm like others who have 15,000 members here. You know, not a whole lot have necessarily mentioned this. It is more about their business day-to-day, but I think we've got a serious -- if we're talking about the future of our union, I understand that being this cohesive outlook and unity and all of that is something that is important. But just to say to maintain a decision that many do not believe was right and under false

pretences back in February to give an endorsement, I mean, on a technicality, we figured because that's the way things are done, I think that's kind of foolish. I think we're better than that and we have to give it the sober second thought.

And obviously, I believe, certainly, Lana throughout this and in the past is certainly in the best position to lead the union, and I think it's fair to have that conversation. To this point, I've had a lot of faith in the NEB members from all over. Thanks.

LANA PAYNE: Marc, I think you're next.

MARC ROUSSEAU:

(in French)

(taken from translation)

Where should I start? So, I think you know my position because we sent an email saying that our position is that the NEB should review and reconsider the decision that was taken.

So, several people said several things around the table. I agree partly with what Gavin said and partly with what Naureen said, but I'm trying to make sense of it. So, the February 1st meeting and the last NEB, we were in another room, in another corner, I felt manipulated at the time. Why? Because some

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people knew what was happening and I felt like we were kind of a herd, and we were trying to lead people in the herd to a destination and to a decision in this case.

And no offence to you, Scott, but Scott wasn't my first choice, but I felt I would actually join the NEB decision. I wasn't part of every discussion, so I thought others probably knew better, and I tried to see what the negative and positive points were and come to a decision, and at the end of the day, we took a decision to support Scott.

But in that decision, there was a lot of information we didn't have to make this decision. Maybe at the end of the day, we might have decided, with all the information, decided to support Scott, but we should have had all the available information, or not really available because it was just a dripping of information because that was quite recent. But our former president had a clear idea in mind on February 1st to push the NEB to make a decision that would lead to a situation today that we are divided. Why? Because we were manipulated into making a decision that we shouldn't have made without having all the information. This is what I think at the moment.

We're torn. A lot of people are

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texting. We're always wondering, who is texting who to the other end of the table? So, this, I can't stand this anymore. This is bullshit.

We're all adults. We should know better. We have a goal in mind, is to defend our members and serve them and have a better representation and give not only the image but also to walk the talk as well.

And one last thing, and I don't want to disrespect anyone, but it's just a comment. All those who were part of the leadership committee, the leadership team, when you said that you received information, you're receiving information today and you didn't know before, well, this is more or less the way the rest of the NEB feels when you make decisions, and we only get to know about them by email. It's really the whole of the NEB that should make the decisions and not the leadership team.

We sometimes have to accept the decisions taken by the leadership team. Sometimes we get to know about them by email. Linda, I'm sorry you learned about it this morning just by email, but this has been kind of a daily thing for me for the past few years knowing about decisions that were taken by email. Anyway, that's the point I wanted to make.

Thank you.

LANA PAYNE: Yves. Have I missed anybody? Katha.

YVES GUÉRETTE:

(in French)

(taken from translation)

On the 21st and 22nd, I said aloud what everybody was thinking. I have nothing against Scott. We worked in forestry. And in fact, even in forestry, it was divided. I had 16,000 or 17,000 members that wanted to know nothing about Scott and almost as many wanted to support it, and the members of the forestry executive said they want to support Scott as well. I said, "Well, everything is suspended. It will be decided at the April 11th to 14th meeting of NEB. A decision will be made then."

So, I'm quite glad we waited until this week, and even our forestry council will not be able to support one more than the other because Quebec does not want to know anything about Scott.

I took part in the forestry pattern and the Eastern Canada paper pattern, and everybody said, "We want nothing to do with Scott Doherty." That was said. So, the Maritimes were represented, Ontario and Quebec represented, and the Quebec in forestry is

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12,000 members out of 20,000 members total, so I can't say I'm supporting one rather than the other because I'm the forestry president and we have to remain neutral.

So, I think that here, we might have to decide to say that we're not supporting anyone. We'll have to let locals decide who is going to be elected because, well, look, January 29th, I wasn't able to come here because I had a medical appointment on the 1st, so I didn't even take part in the February 1st meeting. Perhaps that's a good thing because I think that that day should never have existed. There shouldn't have been a meeting because we didn't have all the information necessary to make a decision.

And I'll tell you one thing, the executive assistants aside, really, it's up to the members to decide. It's the elected officials who will decide. I do not want to see an assistant here. It's really elected officials of the NEB that will decide how to behave and how to act, and assistants should not influence what is going to be discussed, and we're going to have to make a decision, just us, because you're going to hear all this at the convention.

So, Shane, I want the members, the

elected officials, because you are Unifor employees. You might be assistant to the president, but you're employees of Unifor. Those who will decide and those who will talk shit at the convention, those who will hear shit are elected officials because people will ask you questions, "What's going on? What's this, what's that?" That's what's going to happen.

So, the convention this year is not going to be funny. So, whatever, if we have 1,500 people, 1,500 people on the convention floor will have to decide who will be elected president. That's what I had to report.

LANA PAYNE: Katha, I think you're next.

KATHA FORTIER: I think Shane's hand was also up.

LANA PAYNE: Sorry, I didn't see it. Go ahead, Shane.

KATHA FORTIER: Go ahead, Shane. Okay, all right. Thanks, Lana. This is interesting, listening to the comments. I've been around since the founding of Unifor, and I've been a part of the leadership team, first, as a regional director, and then as an assistant to the president, and that's never been under question. That's been the structure of our union. We have a combination. The leadership

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team has been a combination of elected leadership, including the regional directors and the assistants, and we've made decisions. We've made recommendations. We've done it many times.

By the way, when Peter Kennedy retired and Bob Orr was going to be the secretary-treasurer, Jerry put his name out. I put my hand up and said, "Jerry, I'd like to be considered." I think Lana also put her hand up that day. We had a discussion about it. These things happen. They are real discussions.

And so, I don't know what people think happened in the leadership team, but my point is this. The division has started because -- you know what? I mean, Lana, you're one of my dearest friends and you know how much I love you, but I've been -- as the assistants' group, we have been cut out of decision-making. We have not been invited to the meetings. Meetings have actually been cancelled at the last minute when we are supposed to be included. I can't imagine why.

I think the role we play in the union, the relationship we have with our members -- and by the way, I'm also going to have to say this. As much as we talk about the issue around Jerry and the whole issue about Jerry, our members aren't. I'm friends

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with hundreds of our members on Facebook. They're not even sharing this. There's Sid Ryan and the few people that hate our union, but honestly, it isn't a huge amount and it's not even our own membership that are really talking about this. Our members want to know about what's important to them.

But regardless, I digress a bit. I do want to say we made the decision on January the 19th. When Jerry recommended Scott, I was behind that 100 per cent as I felt everybody in the room was. I didn't sense any misgivings at all. I'm sure if somebody felt like their name should have been out there, they would have said, "Well, what about me?" as I've done before at a previous meeting for the secretary-treasurer position.

We left that meeting all behind Scott. We went into the February 1st meeting, and I can tell you that we all didn't know, because I was not part of the meeting where it was discussed on the 29th, so I did not know about the investigation. But we talk a lot as assistants, and we've learned everything. There's been attempts to exclude us from National Executive Board meetings, but we have been there. We've read the evidence, we've seen the evidence, we've listened to the evidence and, quite frankly,

there's nothing that changes my mind about Scott's endorsement. There is nothing I have seen.

I can see that there is an attempt to say guilty by association. Listen, my name is in that report because I sent Chris a text one day. It's actually a Signal message. Lana's name is in the report. There's lots of names in the report. An agreement was trying to be mediated by the union at this point. I mean, were there things going on? Of course, there were, but nothing since has happened that would change my personal endorsement of Scott Doherty and I just wanted to be clear on that.

LANA PAYNE: Great. Thank you, Katha. Shane, and then Renaud.

SHANE WARK: Yes, thanks, Lana. I've got a lot on my mind here like most people. I'm going to start with the issue around the assistants and add my voice to Katha's.

I've been quite disturbed by this pattern I've noticed, a growing pattern of trying to isolate the entire assistants' group for reasons that I don't quite understand, and how the assistants are being referred to in some of the discussions now in ways that has never been part of -- and I'm not going to go pre-Unifor for the sake of everybody in the

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room. I'm just going to stick from the founding of Unifor that the assistants have been part of the leadership team and, more importantly, they've been a part of the administrative team of the entire national organization. But recently, it seems people don't quite feel that way and that there's some kind of effort to try to change that, and if that's the effort that's happening, let's have that discussion as well.

I also point out that I'm very proud to work with all of the assistants' group and our leadership team because one of the roles of the assistants, as we know, is to promote because we are in appointed positions and we're not subject to an election, that we have a responsibility to try to promote those that are recommended through the unity team caucus, and we have done that consistently for the last eight-and-a-half years. But again, now it seems like hearing about efforts at the last meeting to try to have the assistants excluded from the important dialogue that goes on in this NEB meeting.

We've never had a vote at a National Executive Board meeting on any decision that's made by the National Executive Board because we are not Board members, but we have always had a voice because of the position that we hold in the union, the offices that

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we represent, which are the National President and the National Officers, being part of the administration team of the union and being part of the leadership team.

And so, Yves, I just want to say to you that let's be careful about excluding important voices in this forum. It will never change the fact that I won't have a vote on the decisions that you guys make as a Board. That piece isn't going to change. So, I just want to clarify that.

Now, the other thing is I want to get into the whole politics stuff because one thing -- unfortunately, where I think I predicted something that I want to be wrong on it was I said to many folks that I believe with the structure of our organization and the makeup of our organization, we get through the Jerry Dias issue. We do. It's troubling, it's everything that was described by Lana, the officers, everybody who's been involved in this, I believe we get through that, and we will get through that.

My worry was politics. I've been around, been an assistant a long time since the founding of Unifor. My big concern was politics because, unfortunately, unfortunately, the timing of the Jerry action aligned with upcoming elections for

National Officers, so it created an environment where those two things were going to clash.

And in that time, because of the potential for that to happen, we needed to stand united, which was the discussions that we had. We had to stand united as a leadership team and demonstrate that unity to this National Executive Board and have the National Executive Board carry that unity down to our local unions, rank-and-file members on the shop floor. That was the way through this, and I think everybody has commented on this, we have demonstrated the exact opposite, not because of the Jerry issue, in my mind, because of politics.

And it is troubling to say the least, and I hope that we can work through this. I'm going on the record to say that on January the 19th, when none of this was known to anybody, because the action that we investigated Jerry on, nobody had knowledge of it. It hadn't happened yet. The purest unaffected meeting that we had as a leadership team was when all of us unanimously supported Scott Doherty.

There was a discussion at that meeting. We talked about the qualities, the reasons, the experience, all of the assets that Scott brought to the table that said every leader in the room endorsed

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Scott Doherty. And I haven't seen anything to this point that would change my support for Scott, and I still support Scott even though I'm not an elected member of this Board. But as an assistant, I support Scott because the last thing I want to do is to be the type of leader that looks through an investigation report and tries to make somebody guilty who is not.

We had an investigation report that made a determination that our National President violated the Code of Ethics and we're dealing with this. And I've said before, I've said it privately, I'll say it publicly, I appreciate the work that Lana and Renaud have done leading this file with the transparency and working our way through that. What I haven't appreciated is where it appears that there has been some efforts to try to look at this through a political lens and say, "Is this an opportunity to have a do over?" And I'm not comfortable with that.

I'm not comfortable being a leader that is supposed to support fellow leaders in difficult times because, by the way, we're not perfect, folks, nobody in this room is perfect. We shouldn't kid ourselves. There hasn't even been a charge filed against Scott, and it's difficult for me to see, I'm just giving my opinion here, it's difficult for me to

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watch him get his reputation beat up publicly with locals and members over something that he's not guilty of.

He didn't receive money. He wasn't there when the money changed hands, but it's interesting because I wonder if he wasn't running for National President, how we would be approaching it? That's what pops into my mind. And I want to come back to Marc's comment, too, because this is a bit of an issue for me as well.

On the February 1st meeting, you had noted that Scott was not your first choice, and I recognize that, and you weren't the only one who said that. There was a couple of you who made that comment. And I'm concerned that, and hope, that this is not an effort to try to redo that as well because that would be concerning to me.

Now, we've talked about accountability, we've talked about transparency, we also have to talk about integrity. This is important. And again, I just want to say, as a group of leaders in the room, I think we need to be very careful about going after anybody in our leadership team without that person even having a charge against them or an allegation. That is dangerous ground. It's almost corporate in

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nature. I hate to say it, but these are things that if employers went after our members that we represent in this way, casting aspersions, trying to connect things that you can't connect, we would be all over them. We wouldn't stand for it. We wouldn't stand for an employer doing some of the things that are happening within our leadership team, and we need to, in my mind, get that cleaned up.

I said this in a leadership meeting, and I think it's important the Board hears it as well. I think Katha mentioned it. We've got to be careful not to be an organization that is guilty by association, and I mean that with every ounce of me, every bit of me. Guilt by guilt is what should drive Unifor. We're doing that with Jerry. He was investigated, there's an allegation and he will come before this Board in a hearing to answer to and respond to the charge under the Constitution, but we have to be very careful about this guilt by association that's happening when it comes to Scott Doherty and his endorsement. I think that has long-term damage beyond just Scott. It has long-term ramifications for our union.

And finally, I want to talk about the unity team caucus because I'm hearing some things in

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this meeting today that causes some concern and I want to support what Naureen talked about as well. The unity team caucus structure has been part of Unifor since founding convention. We used the unity team caucus at founding convention.

I was asked last week at a PRC meeting to lead the unity team caucus. We have always recognized the important role that that structure plays in our union, and I guess part of the confusion is this. A recommendation from the National President about who he feels his successor would be, or a recommendation from a leadership team to a National Executive Board about who they feel the National President or National Secretary-Treasurer or RD should be, and then a recommendation from the NEB to the local leaders about those same things ultimately don't determine and doesn't change the fact that our members will make the decision at a convention.

Our members made the decision at a Prairie Regional Council. We are making recommendations. The idea that Jerry is picking the next president is simply not true. The idea that the Board was picking the next president is simply not true. They are doing what they have always done, which is letting our leadership and our members across

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the country know that "Here's who we recommend to fill that vacancy." That's what the process of the unity team caucus is.

And so, I just want to conclude by saying if we're talking about getting away from that, then I think we need to take the time to really think through a decision like that. And maybe it's not made today, but certainly, it sounds like some folks are leaning in that direction and we need to be cautious about going that way.

Lana, last comment, for you, I feel like I'm about as close to you as an assistant than anybody. I join with others who have said you have been and are a remarkable National Secretary-Treasurer, and I wish that you had come out to say that you're seeking to run at convention for that position again.

Coming out in the way you did and now seeking the position of National President, I think, creates an even bigger divide right now, but I believe we can work through that. I'm supporting Scott, but know that -- when we work through the rest of these discussions, just know that you have my full support in the position that you're in.

LANA PAYNE: Thank you, Shane. Just a

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comment on the entire unity team caucus, I'll remind people that Jerry made a decision on February 1st not to have a unity team caucus, not to endorse the unity team, because I had to tell him he couldn't do that. And certainly, I had to say to him, "You can't endorse me." Given the knowledge that I had, I would have to decline it.

I warned him not to endorse the regional directors at that time or to recommend the regional directors because they had knowledge that there was an investigation as well. And he chose, not me, he chose to go ahead -- and we can talk about this all you want, but there was a lot of knowledge in that room that day and outside that room that there was a problem.

Jerry was directing Scott to do things. Chris was on the phone with Scott. There was a whole bunch of stuff going on to basically get rid of the complaint, and I had to speak to Scott and Jerry and say, "Stop, you don't get to do this." And then he still chose to go ahead with an endorsement of Scott, and I said to Scott, "I'm not going to be in that room. I will be in a complete conflict to be in that room." And do you know what he said to me? "I don't understand that."

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And then we go through this whole process of this complaint, the investigation, all of that, and do you know what I saw from the assistants' group? The politics of the union was being put ahead of the crisis. That's what I saw. No, Shane, you can disagree that that's what was happening, but that is what I saw. Fundraising going on with our staff, this has never occurred before. Emails going out saying that the administration has agreed to fundraise. The administration agreed to nothing.

So, in addition to the crisis, there was this mess going on over here, the politics, as you say, of the union, and I've got to tell you, what I saw through all of that is not very happy with me either, the pressure our staff have been under. I've had complaints from staff. So, on top of trying to manage this, I've now got staff coming to me saying, "What the hell is going on here?"

It was just layer upon layer upon layer upon layer of problems, and I don't know how many conversations I had with folks to say -- and Shane, I had those with you. We can't be doing this. So, to say that it was just this that was breaking the trust? It was all of this, too, decisions being made about how a campaign was going to be run without any

discussion with most of the elected leaders.

SHANE WARK: Not to get into a debate, but just wanted to point out as well that part of the issue, as I understood it, of why the meeting -- that there was going to be an endorsement for the position of National President before we had a full unity team was because Dave had announced his candidacy, that Dave had come out and said that he was not going to follow, which was his prerogative to do so, but the starting point was that a member of the Board had determined that he didn't get a recommendation from the Board and also announced at earlier Board meetings that he was going to run for National President regardless of what this National Executive Board body determined.

And so, that was really the driving force behind why the union took the unusual step because it didn't happen in 2013, there was a full unity team; it didn't happen in 2016, there was a full unity team; and it didn't happen in 2019, there was a full unity team. This year was the first time in those four election cycles that actually somebody from within the leadership team, and I consider Dave as a Board member part of the leadership team, obviously, that said we're going to run from outside of that

structure.

So, I just put to the Board that the whole situation was different than what we were used to, but in my mind, there was reasons why there was some need to have a meeting about that position earlier than we otherwise would have, and you and I did talk about that, Lana, because we thought things were getting messy way out in advance of a convention, but that was kind of the starting point for that.

LANA PAYNE: Renaud, then Gavin, then I think it's Chris.

RENAUD GAGNÉ:

(in French)

(taken from translation)

Thanks very much, Lana. With regard to why we didn't speak during the meeting on the 1st of February, I don't know who knew other than the elected members that there was a complaint, but we certainly knew, this is what the lawyer told us, that we couldn't say anything. It was confidential, so we didn't bring it up. That's why we didn't say anything about it. That's why. If we had been able to talk about it, we might have, we would have and maybe it would have been different.

And with regard to other discussions, I

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said that there was a consensus amongst the elected people to not have this meeting, and I tried to discuss what this crisis was, what would it mean, and I talked with Madame Paget (ph), who is the president of the Quebec teachers, and she had lost her job, and I had talked about construction, and that scandal lasted for two years. I can understand that we didn't talk about this.

Nobody said in the report that Scott received any money, but there was mention of interference under Article 4. That was the issue, and I said it in the meetings. I said it to the elected members, and I said we had to clean house, and if the report had said there was no interference, there's no problem. I would have no problem with supporting Scott, but the answer from the sister was that we can still vote, and I have a problem with that.

And when we talk about the assistants, Scott, who is not president, he said that -- and when the assistants, we said that they don't have a role in Quebec, it's different. They give their opinions and then we decide. And when we have a meeting, the Quebec Council, the incidents [sic] don't go up to the mic. They do it with just their elected members.

And Shane certainly has a lot of

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experience, and I am the -- CEP, and I have been here since the beginning of Unifor, and the people came to speak to us and make reports, and then we approved or rejected the report.

I don't have a problem with the system, and when we had the unity caucus, and I don't know what happens elsewhere in the Maritimes, in Ontario and the Prairies, I don't know what happens in those areas and those regions, and it's not my business. I can understand that our President, our Secretary-Treasurer are elected nationally, and we don't get involved in other regions.

And somebody said I've been accused of walking on the toes of Scott or Jerry, and it wasn't really by my choice. It was my members who -- they're the ones that I will answer to. And then when Dave, when he raised his hand to say that he was going to be a candidate, we had to make a choice on the 19th, and there was a choice, and I abstained from voting because of the reasons that I gave earlier.

When somebody says that I'm not going to be elected or that it's going to be a problem for me, for me, that's a problem when I know what I know today. If we had known that earlier, the situation would not be the same because our members in the

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field, when they see people side-by-side all the time, and they're associated together, and can we not kind of thing -- or they won't believe that Scott didn't know anything about it or that Jerry never said anything about it, and then there are people that say Chris made a complaint because he wasn't chosen, and now we're hearing that this is all a plot to wait for the right moment to be a candidate.

I think the crisis with Jerry -- and when our members talk to us, they're not very happy when they see that their leadership hasn't been transparent. And when we try and communicate with our members, our members decide what is going to happen. And then at the convention, there will be discussion, and then Scott will be elected or not elected.

And then -- I think there are two things. There is a campaign that has to be held and we have to get to that discussion, and we have to find new measures to ensure that this kind of situation never happens again in order to maintain the confidence of our members.

I lived through this scandal with the FTQ. and when I said Scott -- we're talking about this with our staff, and John (indiscernible) said, "Well, we have to look at our structures again," and I think

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that we have to carry on. We have to change the way we do things.

LANA PAYNE: Gavin, then Chris, then Jenn.

GAVIN MCGARRIGLE: Thanks. I'll be brief. I do agree with Shane and Naureen that the unity structure has been important, and I believe it should remain important, and I hope that, as I had opened my comments, that we come out of here united, and we can maintain that.

But what have we never seen before? I come from CAW. I've been around Unifor. I've never seen an endorsement of just one instead of all of us. On that meeting of the 19th, there was a clear agreement among all of us, unanimous agreement as they say, not just to endorse Scott, but to endorse Lana, myself, Naureen, Linda, except for Quebec, because we knew that Quebec Council had to occur, and the motion that was supposed to be brought forward was exactly that. And at the very last second, it was decided that that wasn't going to happen by Jerry. No heads up to any of us, not to me anyway, and that's what happened.

What else has never happened before?
We've never had a complaint filed against a National

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President of this magnitude. We've never had a complaint filed by one of his assistants of this magnitude. We've never had an endorsement meeting where the Secretary-Treasurer is not in the room, the Ontario Director is not in the room, one of the assistants is not in the room. We've never had a report that points to interference. I find it interesting how it's okay to take action on the report on that part, but not on the interference. We've also never seen a report that has one of the assistants as the complainant, another one identified as indirectly interfering and another two referenced. We've never had any of that.

And I want you all to know that we've had many meetings with the elected leadership group and the assistants to brief them as much as we could on the process, obviously we're meeting with legal counsel given the people that were named in the report and given the seriousness of the situation, there was times when we couldn't, yes, and that was a tough burden.

So, I do believe in the unity recommendation. I do believe that it's something we have to save, but no one should try to pretend that this is normal. It's never happened. None of these

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factors have ever happened before.

With respect to staff, I have had complaints from staff petrified for their jobs. I've never seen, maybe it was something in CEP but not in CAW, I've never seen people asking staff to contribute money. A local president came up to me in Prairie Council very upset, and I don't know if it's true but I'm just going to tell you what he said, that the Energy Council was asked to donate \$25,000 to Scott's campaign. I understand there are others. That's not the union we want. I don't believe in it anyway.

So, there are a bunch of factors that are really unusual here and none of us - none of us - none of us chose that. This was what we were presented with. So, yes, in this extraordinary situation, given all of these factors, this is why we're questioning it, not that we want to throw out unity, not that we don't care about equity, not that we don't care about our Board. We're trying to deal with a very unusual situation, and it requires discussion, as Lana said. So, we just simply can't ignore all that, but I just wanted to be clear as to how the unity team recommendation came down and it was not normal, ever.

LANA PAYNE: Great. Thanks, Gavin.

Chris, and then Jenn.

CHRIS MACDONALD: Thanks, Lana. It's tough being the whistleblower when you sit here and hear my union has fallen like this. It really is tough to hear the kind of division that this has created. I always have to remind myself that our president did this and put us here because, based on the Constitution, I had no choice but to do what I did, and based on the evidence that's out there, it shows that I accurately described and provided evidence to prove everything that I said happened, happened, the way it happened the entire time.

It's been tough being the whistleblower because there are people -- you know, I expected a lot more support, frankly, and I think when our union gets around to talk about this in a more deep-dive way, I think that Article 4 needs to include protections for whistleblowers. I think Article 4 needs to have protections for people like me that came forward because the one thing that's been clear, even though -- let me tell you this story.

Yesterday, I was daydreaming driving alone on the street. I was doing 38 kilometres over in the car and a cop coming toward me pulled me over. And when he pulled me over, he csme up to me and he

looked at me, and I was so distraught because I was heading to Toronto and it's been a very, very tough couple of months, because no matter who you are, being me the last couple of months has probably been the hardest. And the cop looked at me and I proudly had my Unifor sweater on, and I was just so emotional that I started to tear up in the car when he pulled me over because it was just kind of the tip of the iceberg, right?

And he said to me, "What's wrong?" And I said, "You don't want to know the couple of months that I've had." And he looked at me and he said, "You're the whistleblower." He says, "Jerry Dias' whistleblower." And I just started to flow in terms of my thoughts, and I realized kind of how broad this discussion is going on around the country and the cop luckily let me off with a \$50 ticket that was supposed to be \$375, but I digress. But that's kind of how broad this conversation is going on out there.

And this morning, I think everyone was coming here knowing that there was going to be tough conversations here today. No one more than Scott. No one more than Scott Doherty knew that there was going to be tough conversations had here, and I think we were all ready to have them. We were ready to talk

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about those things.

I've spent a lot of time thinking about how I would talk about it, because the letter that I got that says Jerry was guilty says that I wasn't guilty but that I was still bound by the confidentiality of the investigation until after the hearing. So, I have to be very careful what I say because I respect the process and certainly wish we were further along or closer to some resolve in terms of that process because I have a lot to say.

So, when I got the email this morning from Lana about her running for president, I realized in my heart how much that complicated things because we were going to come here and we were going to have hard conversations, and I think everybody was ready to have those.

But then when I heard when Lana opened up about why she was running, because there was a big problem here that we needed to fix and that we needed to do a deep dive into this, and our members want to have this conversation and it's an important conversation for the union to have, I was thinking to myself, who said we didn't have to? Who said we weren't going to have that conversation? I know at the last NEB we talked about that we had to have a

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process to put in place, that we would look at how did this happen. I think you said you have recommendations for us on some discussions that will happen later this week.

So, the insinuation to our members and the justification given for running indicates that you're the only one that can handle that kind of investigation and that's why you're running, and you don't even need to do it with the unity slate, or you don't need to do it with the endorsement of the Board because, frankly, you're the only one that can do it. I'm really bothered by that because I know our leadership team has been asking for conversations about, how do we reunite the team? And I know that you've been skeptical about what guides that, but I haven't always felt good about the team over the course of the last number of months.

I've struggled with certain members of our team, but we're the leadership team and we're the NEB, and I think we need to have those conversations and I think we need to talk about what we're going to do as -- and to not even be through the process but then say, "But listen, I've decided the only thing that's going to fix this for our whole union is me being president." So, I have concerns about that

because ---

LANA PAYNE: I don't think I said that, Chris.

CHRIS MACDONALD: Well, that's the insinuation that I received and so that's what I understood. And Lana, I will agree and admit with everyone that you have been an incredible secretary-treasurer and I support you wholeheartedly in the work that you do. And you are right this morning when you said you've guided our union through the pandemic.

I will say that Jerry was more absent than I would have liked, and you were the steady hand that helped us through the pandemic in terms of the processes and the lobbying with the government and did all of that, but I wish we could have had a conversation here. And if the conversation would have led to something different than the National Executive Board had already done, then that would have been a decision of the National Executive Board and we could have all figured out how we were going to deal with it, but that's not what we did.

And so, I think I have to say something about February the 1st because you'll know -- and I'm going to try to be careful because I mentioned the letter that I've got from Lana around confidentiality,

but I'm going to say this and I'm going to be unequivocal about it. My phone started to ring at 3:30 in the morning from Jerry wanting to talk to me desperately, wanting to figure out how to fix this.

At 6:30 in the morning, I reached out to Lana Payne, and I said, "Jerry is calling me relentlessly. I'm not answering him. I don't know that I can go to the hotel today because I'm not sure what's going to happen. I don't know what's going to happen." I was terrified, not from Jerry. There's a lot of other things that had me nervous. And so, I decided I wasn't going to go that day.

But Jerry was wanting to resign. Jerry was wanting to leave the union and he was ready to have that conversation, but he wanted to figure out some terms. So, that continued. He kept trying to get a hold of me and I didn't call him. So, then, he started pushing pressure on Naureen, and I was trying to figure out how do I deal with this based on the investigation, and I know that Lana would say I shouldn't have figured out anything. I should have just ignored it all and let it go away because that's what I was ordered to do.

But the union -- Jerry had already admitted that morning to two people what he had done.

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We didn't need anymore proof. We had it. He had already said what he did. He said things to Naureen that were 100 per cent done. He admitted it. And so, we were trying to figure out what do I do, if anything?

I drove downtown, I parked around the corner, and I stayed there for seven hours trying to figure out what I would do, trying to talk to folks. I reached out to Lana twice by text saying, "I need to talk to you. We need to have a conversation. Jerry is trying to settle this," and I never got to have any conversations about it. And then I found out that he pressed on, and the endorsement was done, but he wanted to resign that day.

And the next day, I sent a note to leadership and told them what happened. I told them why I wasn't there, and I told them how frustrated I was that I was going through that, but Scott Doherty was not trying to cover up the investigation. Scott Doherty was not trying to make sure Jerry got away with what he did. Complete opposite is what he told me. "Jerry needs a penalty. Jerry needs to be sanctioned and you need to be cleared of any wrongdoing," was what he told me.

Was he right or wrong to be involved at

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any point? I guess that's what you guys have got to decide, but he wanted to fix it for our union just like later on Lana wanted to resolve it through mediation. Jerry wasn't letting any deal go through that didn't involve Scott's guidance because Scott always guided Jerry.

So, Scott was key to it. That's why I was trying to reach out to Lana that day to figure out if there was a way to fix it before we ended up here today, and now we're here in a mess. We're all trying to figure out how to get the mop out. I don't think we needed to be here. But Scott Doherty didn't intimidate me. Scott Doherty didn't ask me to cover it up. Scott Doherty wanted to help our union just like we all do.

LANA PAYNE: Thanks, Chris. Jenn, I think you're next, and then Scott, and then I'm going to suggest we take a little break because folks probably need to go to the washroom or something.

JENNIFER MOREAU: Yes. I'm not even sure what to say after that. By the time it gets to be your turn, it's like so many things have changed, but I think my original point was, I think, to do right by Scott, we should hear his side of the story. Chris, that was helpful. I appreciate those comments

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because you sort of have a lot of credibility in the room right now.

But for me, where I am with Scott is the same place we were on day one with you and Naureen when we first had the first version of the redacted report. There were a lot of people in the room who were asking questions, there were conspiracy theories, trust had been broken. It's like, why did this person do that? Why is this person sitting here? The only way to get through that, and that's where I think a lot of our division is, that's where a lot of this hurt and betrayal is coming from, the only way to get through that is if we have all of the information, good facts, on the table.

When we asked for the full report, it was painful for Chris and Naureen. You even got up and had to leave the room, and I felt bad that we were putting you through this retraumatizing bit, but at the same time, I'm like, this is going to be good for you. If you've done the right thing, this will be good for you because you're going to get it out.

We saw the report. It was clear to me that Chris had done the right thing, Naureen had done the right thing, Lana had been doing the right thing and Scott kept saying, "That's not what happened. The

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report is wrong," and then we had all these questions, questions that we were still waiting for to go back to the investigator to clear up the contradictions.

So, I think to be fair to Scott -- I was surprised that Lana put her name forward this morning, although I'm not surprised because I've been hearing members want her to run, other folks want her to run, so I'm not surprised. But to be fair to Scott and to try and get back on that path of us having good faith in each other, I think we need to hear from Scott and be able to ask questions because he's either going to clear his name or just dig a deeper hole. Either way, we need to be good about our decision.

And Scott, I was an early supporter of Scott. I've heard a lot of great things about Scott, that he's the best guy for the job, and in a way, I think he's been screwed over by Jerry, frankly, and I feel bad even for Jerry because he's -- I don't believe he's a bad person. I think he did something wrong and he hurt a lot of people in the process.

Sorry, I was trying not to get emotional, but he hurt a lot of people in the process. He's made a huge mess. We're all dealing with it. I think we're going to be able to get through it, but we need to start being fair to each other and listening

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and having good information and not second guessing and being paranoid of each other all the time.

Everyone is here for the right reason. We all care about the members, but for me, the things that I make judgments on or did this person do the right thing, is this going to help build trust with our members? Because to me, that's the job we have to do now. And that also means that the role of the president, the criteria for whoever is going to fill that position has changed because now, on top of it, you're not only running the largest private sector union in the country; you're running it in the aftermath of a crisis, and you've got to restore credibility with the members.

So, I need to know whoever is going to be doing that is going to be the best person for the job. I'm not making any more decisions without knowing the full picture. So, that's my piece.

LANA PAYNE: Scott, do you mind if people take a bathroom break?

SCOTT DOHERTY: I don't mind at all. Take a break.

--- Whereupon the meeting was in recess
from 3:19 p.m. to 3:43 p.m.

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LANA PAYNE: I just want to speak around this issue of trying to resolve the problem. There was no resolving the problem, Chris, that's the thing. It wasn't you, Scott and Jerry's place to resolve the problem. I want to be clear about this. We had a complaint. Even the withdrawal of the complaint would not have changed the fact that we needed to have an independent investigation because, as secretary-treasurer overseeing that investigation, I had now had knowledge of wrongdoing or potential wrongdoing. And so, I was required to see that process through.

Even at the 11th hour or at the same day that you put the complaint in, it would not have made any difference in the world to this process. Let's just be clear. The requirement was that there would be an investigation. So, whatever discussions were occurring on that day, they were irrelevant to the process that would have had to carry on and what I was charged with doing. It's important that the Board understands that because that's how the Code of Conduct works, that's how the Code of Ethics works.

And even the event of Jerry retiring does not change any of that. The investigation still would have needed to have been completed unless something could have been reached through mediation,

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and then those agreed to facts, the report still would have been done and all of that information still would have had to come back to the Board. Go ahead.

CHRIS MACDONALD: I will agree that you've said that very consistently from the beginning of the process right through.

LANA PAYNE: Yes.

CHRIS MACDONALD: The only nuance for me is that you were trying to mediate a settlement, and what I understood was Jerry was insistent on Scott's involvement, and when Scott called me, and you told him to call me ---

LANA PAYNE: That was far along in the process, yes.

CHRIS MACDONALD: --- to get a lawyer, because there was a mediated process happening that Scott seemed to be somewhat involved in, I'm not sure how, but I called you right after and ended up getting the lawyer. But I guess what I was getting at is that there was an opportunity for mediation that day and that ---

LANA PAYNE: But on February 1st, it was known ---

CHRIS MACDONALD: --- was the reason for the contact is all I was saying. It's not up to me to

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judge whether it's right or wrong. And so, I ---

LANA PAYNE: Right. On February 1st, there was no mediation, and the union didn't ask for mediation. I'm going to repeat that to the Board. It was Jerry's lawyer's position that we enter into mediation to avoid a massive hearing before the Board where we would have to make difficult decisions, all of you. That's where that came from. This is not something that the union initiated.

CHRIS MACDONALD: Yes, my comments were merely meant to say that Scott was not trying to cover it up, that that was not the motivation for his contact with me, that he was seeking resolution and was saying that Jerry knew that there would be penalty, that Scott knew that there would be penalty and that there was never an attempt to cover it up, but there was attempt to involve in the process so that we could avoid the issue where we're at today, but that is not up to me to determine, right, wrong or indifferent. You said that from the beginning.

LANA PAYNE: Jenn, did you want to say something before we go to Scott?

JENNIFER MOREAU: Just a quick question, and actually, this could go to all three of you, for me, that's a really key important factor to try and

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understand this because I've never seen anything like this. So, what were you imagining it would have looked like, if not a complaint where Lana is dealing with it and having a third-party investigator? What was it going to look like? Would it have come to the Board eventually? Would it have been resolved a different way? That's really important for me to understand whether people were doing the right thing or not.

NAUREEN RIZVI: Can I answer that?

LANA PAYNE: Go ahead, sis.

NAUREEN RIZVI: Thank you so much. I will tell you, and it's in writing and it's in safe keeping as Anthony has told us earlier today, the second that anything took place, Chris' first email to me was to describe what had happened. First, it was verbally, followed by an email. In his email, it was, "We need to take this to the leadership and the NEB." In my response, it was, "We absolutely need to take this to the leadership and NEB, and we need to go through some sort of a process. I will contact Lana." I am the one who contacted Lana, just so you know.

This is January 20th between 3:00 and 8:00 where phone calls and emails -- and it was very clear, written and verbal that the investigator has,

that it was very, very clear that this would come to the Board and that never changed. That never, throughout the entire conversation, never, ever changed in terms of anyone's desire. I believe this is exactly where it needed to be. So, I hope that's helpful, Jenn.

JENNIFER MOREAU: It is, but maybe I should rephrase the question then, because I think you two were definitely on that path, but then when Scott is -- and the report said, Chris, that you were feeling tremendous pressure to drop the complaint. It says that in the report in black and white, right? So, you can't have that report in front of this group and have us not ask questions.

So, when we see that, what would -- and I know Scott said, "It was never going to be without accountability for Jerry," and Chris, you actually backed him up on that, and you've got a lot of credibility at the table right now as the person who has brought this forward.

So, then, I guess my question is more towards Scott, what was the alternative process going to look like? And I'm thinking if Jerry is pushing Scott to do that, and Jerry is not in his right mind, it's natural for us to ask these questions and I think

this would help me understand, did everyone do the right thing?

CHRIS MACDONALD: The reference, I believe, that Catherine Milne was making was there was text messages that says that we don't need a complaint in order to get through the process. So, we don't need a report to exonerate you and to determine that Jerry is guilty. And so, that, I believe, is the reference that she's making that -- I can't speak to exactly that, but what I will say is that I don't believe there was an attempt to cover up or not bring something to the Board.

While there was an attempt to try to figure out -- just the same thing -- you know, the difference -- and I will say, Lana was managing a process that had lawyers on both sides, and at the beginning of the process, Scott believed that he could get Jerry to a resolution that saw him gone from the union and with penalty and was trying to get those conversations going in order to save the union or to basically help us get away from what has ensued since then. And so, I hope that answers your question.

LANA PAYNE: But not on February 1st because there wasn't knowledge of this at that point, I'm told. So, that may have occurred afterwards, but

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whatever was going on, on February 1st, was not that.

SCOTT DOHERTY: Can I answer that?

CHRIS MACDONALD: Yes, go ahead, Scott.

SCOTT DOHERTY: So, as I indicated on February 1st, I didn't know anything about any of the details of what the complaint was. I was instructed and asked by the president to contact, and he was the president at the time still, to contact Chris and try and find a resolve to this.

So, Jenn, to your point, I guess the way I saw it, of how we could do something around this, is that he had said that he wanted to retire. And in the context of talking to Chris, he talked about the fact that whatever Jerry had done, we now know what it was, but I didn't know this at the time, that he had to come clean with it.

So, I saw it as, I guess, Jerry is going to retire, he's going to tell the National Executive Board what he did and what wrongdoings he did. The National Executive Board is going to then determine what penalties come out of that, if there's any other penalties other than him retiring at that time on February the 1st, and then we would obviously figure out as a National Executive Board what we told the membership around that. And that wouldn't mean that

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we have a story leaked in the Globe and we have to do a press conference to say that our president took \$50,000 and tried to give it to Chris.

That's how I looked at it at that time, and I did it with the understanding of trying to protect our union and our brand and what has happened around this whole situation, not to ever cover it up, not to ever not acknowledge the fact that Jerry, what he did, was inexcusable to our union. That's how I approached the February 1st, if you want to call it, negotiations.

And Lana knew that I was having those conversations. At some point, she did tell me to stop. And Jerry was going to come to the National Executive Board that day. He actually was going to -- when we had the lunch, was actually going to tell the leadership exactly what he had done. I didn't know what it was, but he had agreed. He said that was one of the conditions that Chris had asked for when we were talking, and he had agreed to do that. And in discussions with Lana, he chose to change his mind and not to do that, and he went ahead with the endorsement.

And I asked him not to do the endorsement on February the 1st not knowing all the

details, and then on February the 2nd, Chris told everybody what had happened. Jerry told what happened, too, that day later on in the bar, a bunch of us. So, that's what I thought was going to transpire and why I was having conversations.

Is there any other questions around that? Because I do have a bunch to say, but I'm fine answering those questions, I guess, first.

LANA PAYNE: So, Jenn, I saw you look at me in terms of why I stepped in there, but that was a day in which all of this was going on and Jerry was about to potentially tell a whole bunch of people that he had done something without the benefit of an investigation, which the union needed to have. And also, given the allegations, he could have been incriminating himself in front of a lot of people as well, which I didn't think was prudent for him to be doing and that the process to deal with that was through the investigation, which is what I told him.

TULLIO DIPONTI: You know what bothers me about all this? Obviously, we heard from Chris, and I've got to say publicly, I appreciate what you said Chris. I'm sure it was hard for you to go through that, and I really admire you for that. I just want to publicly say that.

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But Lana, you know what bothers me about all this? All this was going around, and guess what, where's the rest of the Board? You guys are talking about investigation here, investigation there. Are we the highest authority in this union or not?

LANA PAYNE: But Tullio, here was the problem, we were trying to deliver a confidential process for Jerry with integrity, a proper investigation. If the whole Board knows what's being investigated, how does that protect the integrity of that?

TULLIO DIPONTI: So, we don't have integrity then?

LANA PAYNE: I didn't tell people about this, Tullio. Other people broke confidentiality. That's why the whole thing ---

TULLIO DIPONTI: But Lana, it should have come to us. It should have come to us because, you know what, we're elected as an NEB with integrity ---

LANA PAYNE: Tullio.

TULLIO DIPONTI: --- that we could keep it confidential.

LANA PAYNE: Really? Because that's not what's happened here.

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TULLIO DIPONTI: Okay, well don't paint us all with the same brush.

LANA PAYNE: I'm telling you that when something is as serious as that, and you come to the Board with it before we've had a chance to investigate it...

TULLIO DIPONTI: Well, I'll finish up and I'll shut up. We're finding out a lot of stuff in here that could have been dealt with way before this without dragging this union through this and having everybody try to figure out what I said, what I didn't say, how is one member going to feel, how does one region feel and how does another, you know, and that's what bothers me.

As an NEB-er, I thought there would be enough respect for us as an NEB to be able to deal with this because eventually we have to make that decision.

LANA PAYNE: Except, Tullio, the Constitution requires a confidential investigation. Who's next?

DAVE CASSIDY: Lana, to Tullio's point, the February 10th email that I sent you requesting at 11:00 when we had a special NEB meeting after requesting answers, Tullio, to your point, what I said

about the highest authority and we wanted answers, I asked for that back then, and then everybody on the NEB on the February 10th meeting said that we need to go through the process.

So, either we wanted the answers -- that day we should have had the answers or I sent that email asking them saying very specific questions and you said, at the time, Lana, we can't because we have to hold the integrity and everybody agreed on that call after the February 10th email.

So, we had an NEB meeting after that based on the letter that I sent saying, "We're the highest authority. We should know," and everybody said, "No, let the process go through and let the investigation happen." So, just to that point.

LANA PAYNE: Okay, so Scott, you're going to respond to a number of other things. Are you on this point, Renaud? Just a second.

RENAUD GAGNÉ:

(in French)

(taken from translation)

To answer to Tullio, when Lana got in touch with us on the Saturday morning, got in touch with the elected officials with the lawyer who took the floor to talk about our responsibilities as to

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Article 4 of the Constitution, we all agreed that we needed confidentiality and that we should cancel the meeting. We should start with this point because I don't want you to think that we were hiding anything from the NEB. That was the process. But Jerry talked about it publicly. The rumours kept circulating.

So, if somebody puts \$25,000 on the table, cash, how do you react? So, texts were done by Lana and Anthony and, of course, I wouldn't have wanted anyone to put this on my table. I wouldn't want to touch it, I would have left it, and I think Lana made the right decision. She consulted. She put the money aside. She protected Naureen. She protected the whistleblower. She did everything right, step-by-step. So, she shouldn't be criticized for not giving information.

We had to allow Jerry to have an investigation and due process, but when things became public, then the union had to tell members what was happening and that's what we did, and we all agreed to do it. There was no more choice.

And mediation, we tried mediation until the last minute, but that wouldn't have changed anything as to the \$25,000. We don't know what the police is going to do with it. They might decide to

close the books, but someone as public -- a public figure like Jerry, I think it's going to be investigated.

That being said, we shouldn't wonder whether Scott got one cent out of it. The question the investigator did, and it's in her report and had to answer, was whether there had been interference, and if there had been intrusion or interference in the investigation, and that's the question we asked, and we saw there was a problem because the information was public. How are we going to answer the members that a National President did this despite Article 4? And that's how I'm trying to explain the difficulty we're in today.

LANA PAYNE: Okay, Scott, back to you.

SCOTT DOHERTY: Thanks, Lana.

Obviously, a very difficult day for everybody and a difficult time for our union. For eight-and-a-half years, I've been involved in the leadership team. In that eight-and-a-half years, we've done some extraordinary and amazing things as an organization. I'm proud of the work that we've done. I'm proud of the work that everybody in this room has done. We've always done it as a leadership team.

Everything that I have done since the

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start of this complaint I have done with two things in mind: to protect our union and to try and keep our team together. I have worked tirelessly trying to keep this team together, and Gavin, you think I was acting like a president, or Renaud, you think I was acting like a president, I was just trying to act and show some leadership because we were fractured.

And I agree wholeheartedly that Lana did the right thing on January the 26th or whatever day it was she got told what had happened, what the days were and that she had to start a confidential investigation and she had to do everything that she needed to do to keep it confidential.

On February the 2nd, when Chris told the entire leadership team and Jerry told most of the leadership team, if not all the leadership team what had happened, those that would talk to him, at that point, every decision that we made going forward from that should have included the entire leadership team.

The entire leadership team should have been working towards fixing this crisis and this problem. That's what I have been trying to do and that's what I was attempting to do the entire time. I never tried to cover this up, I never tried to not do an investigation, and I will disagree with Lana that I

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don't think we had to do an investigation entirely.

If Jerry had given his evidence, told us what happened, we needed to report it to the National Executive Board and we needed to report it to our membership in some format, and that would have been sufficient to deal with the Constitution and not have to go through all of the work that we've had to go through, but that's not what happened. So, we don't need to rehash it, but I have been trying to keep this team together from the get-go.

I met with Lana -- and I'm all over the map, you guys, and I'm really sorry. It's been a really tough four weeks while I've had my name run through the mud. I've had NEB members say that I'm going to lose the endorsement.

Throughout this process, I've texted Lana, I've talked to Lana, I've tried to support Lana. I consider Lana one of the greatest union activists and leaders in this country and I've tried to support her. I've tried to bring the team together. I've tried to keep people together, and Gavin said this earlier. He said we've never gone through this. We haven't, and it has torn our team apart. And people said things that they probably shouldn't have said at times. We did things that we probably shouldn't have

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done. I know people excluded people. We didn't treat Chris properly at the start, not everybody did. Some people still aren't doing it.

We didn't treat Lana properly at times. The leadership team didn't show Lana the support that she was supposed to see. But I have been begging this team -- and Renaud mentioned it earlier, or I think Gavin did, calling leadership meetings without -- well, excuse me, I've been part of the leadership team for eight-and-a-half years, and I called a leadership meeting on the 21st of March not to talk about my endorsement but to talk about the fact that we were fractured and we needed to show leadership to the National Executive Board and to our leadership. I've been begging for that and others on this team have been begging for that.

I met with Lana on March 30th in her office and said, "Lana, we have to meet as a leadership team. We have to talk. We can't do this in isolation." And I met her again on the 31st and said that we had to talk, and that we had to deal with the letter that we got from our three brothers in Quebec around the fact that they were concerned about my endorsement, and that we needed to have this conversation and people needed to ask questions. All

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we have been doing is try to deal with this crisis.

Jerry is done, guys. That issue is there, we're going to have to deal with it, we have to have conversations and what we're going to tell our membership and, yes, there's still going to be a hearing and, yes, it's still part of -- but we still have a union to run. We have to move forward. We have to show leadership. We have to meet. We have to talk about the things that need to happen. We have to go forward as a team and as an NEB and that's all I've been trying to do.

And so, if I'm going to be criticized for that, so be it. If I did things that upset people on the leadership team, I'm sorry that I did that in the context of trying to make sure that we continue to move forward and we did what we needed to do to run our organization.

This idea that somehow or other -- this is how it started. We met on January the 19th and Jerry put my name forward for the endorsed candidate. Every single person, starting with Chris MacDonald first, said that they would endorse me, that they were good with my leadership, that I was the right choice for us to take the next step for us as an organization. And we had one of the best meetings

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I've had in a long time because we talked about the fact that we were going to do things differently.

We talked about how we were going to be a team, that we were going to have weekly meetings as an organization, that everybody was going to be involved in the organization and the discussions that needed to take place, that we weren't going to exclude people like RDs or others. We weren't going to work in isolation on what was happening in Ontario with politics without Naureen having some conversations about it, or Lana having conversations about it. We weren't going to do things the way that things had been kind of happening the last two or three years, two years, anyways. We were going to be a team. We were going to work together.

And then on January 20th, Jerry did something really stupid, really stupid and hurt our union, but he didn't do this. He didn't fraction us. His actions were wrong. It's us that did this. It's us that's taken the team and no longer is a team.

And so, I'll answer any questions you want, but the facts are this, we've never, in eight-and-a-half years, talked about the elected leadership as if somehow the elected leadership is different than the leadership of the organization. Yes, they have

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different responsibilities, yes, they have different roles and they're bound by the Constitution, and they're elected, and they have to do what they need to do, but we've always made decisions together.

And that went from us meeting after Chris made his announcement and us having conversations, and we were going to work together to get through this crisis. We were all going to support each other. And yes, there were hard conversations and, yes, people said things that upset other people. It went from that team of 10, I guess, because we excluded Chris from that, because he was the complainant, it went from that to only elected leadership sometimes meeting and making decisions as an organization and everybody else not being part of that. And then it's gone from that to now three people of the elected leadership meeting and having conversations to decide what's going to happen with our organization.

And so, if I did something that was so outrageous to break the Code of Ethics to try and continue to work to build this organization, to talk about how we need to move forward -- you know what I've been doing for the last week and a half? I've been researching how to get us to go away on a retreat

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or bring somebody in to help us build the team because I want us to move forward. And that doesn't mean we forget what happened with Jerry and we don't deal with what has to happen, which still has to happen, but at some point in time, this team needs to rebuild itself not by tearing our union down, not by tearing each other apart but by building each other up, and that's what I've been trying to do.

And today is probably the saddest day of my entire life not because of the fact that we're fractured, no, it's because a person who I had a ton of respect for, and I still have a ton of respect for, didn't even have the decency to pick up the phone and call me and tell she was putting an email out saying that she was going to run for president when I was the endorsed candidate, and I've been trying to support and help her and our entire team throughout this.

I'm just going to read you something because I actually printed it. I was going to put it up on a wall some day, but this is the text that I sent to Lana on January the 20th -- the 19th, actually. The night of the 19th I sent it; she sent back the next day. This is me:

"Thank you for today and, frankly,
every day. We're going to make an

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incredible team and your support and endorsement means more to me than anything else in my life. Together, we can do anything we want.”

Response from Lana:

“Good morning. Thank you for this lovely note. I know we will do great things and I look forward to all of them. I’m sorry I missed this last night. I took a sleeping pill at 8:30 and crashed and I’ve not been sleeping much lately. It’s a new day, Scott, and I think everyone is feeling really positive. It’s time. Big hugs. I’m sure we will talk later today. I’m sorry I missed dinner. I was just so very tired.”

And the reason that Lana wants to run is because we have to change our organization, and Lana and I have been talking about this for years, about how we had to change our organization. I’ve been talking about it with every single member that I’ve talked to since I got the endorsement.

I’ve been talking about how we have to

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do things differently, that we have to not just talk about equity and diversity, that we actually have to talk about organizing and actually put our minds to it. And as a group, we need to meet and have a strategy of how we can do organizing better.

I've been telling every single member that we need to engage with them more, that our leadership actually have to go and be on the floor with them at their workplaces, at their executive meetings, at their membership meetings because we've been disengaged from our membership, and it has to stop. And it's not just from COVID. It's because we, as leadership, have gone in the wrong direction on how we support our members.

I've been talking about all those things every single day. And I got the endorsement from this leadership team and this NEB to go out and, yes, we've never had a campaign like that. And no disrespect to Dave because Dave decided to run, and he has every right to run, but as a group, we decided we needed to do something and get out in front of that.

And so, I got the endorsement. And Gavin, you can criticize what I've done, I guess, if you want, and we can talk about that, but there is zero pressure. Nobody in this room has to support me.

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No staff have to support me. No staff have to donate to me. No member has to feel pressure that they need to vote for me. I've never asked that. But you asked me to go out and do that, and I did that until you asked me to pause the campaign, and I have paused the campaign and I have not campaigned.

I respect this body and I respect our organization. We can get past the Jerry issue, but we can only do it if we do it together, and I have not done anything to try and undermine or do anything different than to defend our National Executive Board, our process that's in place and our members. And I haven't ever -- I had to defend myself not because it was about the union, no, no, it was -- somehow, I was tied, and Renaud said it a bunch of times, guilty by association. We need to clean house because I had a relationship with Jerry Dias because I was the executive assistant to Jerry Dias, but I have done nothing wrong, but I'm guilty by association.

I wear the stain of what Jerry Dias did simply because I worked with him for eight-and-a-half years. And I've heard it, you know, "Nobody was closer to Jerry than Scott." Yes, Scott hasn't been very close to Jerry Dias for two years just to be completely clear.

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So, anyways, listen, I'm all over the map. This has been a really tough time for four weeks. We all ask that, and Gavin mentioned this earlier, I'm all over the place, I'm sorry, but Gavin mentioned this earlier about the fact that on April the 1st, Lana sent an email to the leadership telling them basically that there's all this stuff around Quebec and what I had done because I had sent you guys some cologne.

And by the way, I got pictures of the cologne on March the 21st, after I got attacked by others around my interference with the investigation, and my interference was this. I did talk to Chris. I did try to negotiate, I guess, what you would call a settlement that would make sense and protect our union, and when that fell apart, I followed the instructions of what Lana asked me to do the entire time.

I did have conversations with Chris at one point in time. I had conversations with Lana lots and she actually at one point asked me to contact Chris and say that he should get a lawyer, so I did that. I did have conversations with Jerry. I did talk to Lana on a regular basis as well.

On April the 1st, she sent us an email

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basically saying that she was going to let today be the day that we were going to deal with all of this stuff, when there was all kinds of members out there, emails from Quebec members basically saying that they should pull my endorsement that weren't responded by anybody in administration. We just left those emails out there. A report in the Journal talking about the fact that I had retired, even though it was wrong, and that I had been tied to the money, all of which I had to try and defend my own name from my own membership, all falsely accused.

A bunch of people responded to that. I responded to Lana personally, but I did not respond to everybody. But I asked for a meeting way before that because I didn't think it should stay out there any longer. I thought we should deal with it. Others asked to meet quickly. That was just us trying to fix this problem and have it dealt with. The absence of information and discussion, people create their own stories, and that's what's been taking place.

And so, listen, this Board is going to determine what they need to do. I find it sad that we're in this situation because as we come out of the biggest crisis our union has ever faced, which is not -- like it's a big deal what Jerry did, but we're

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going to get past it. Our members are going to understand that we can build back their trust, and we do need to change our organization. We do need to change on how we do things.

I was hoping that I could help lead that and be that person. I tried to do that. I tried to be open and upfront about that. I've tried to bring our leadership team together throughout this time to work, to support people, to support our union instead of just tearing it down. So, I guess I'm guilty of trying to just do the right thing for our organization and protect our organization the best way that I thought I could.

If people want to not vote for me or think that I did something wrong, they have every right to do that. I'm not pressuring anybody to do anything. I just wish we could have done it where we were actually talking to each other respectfully, not throwing accusations and innuendos and other things.

And I'm going to end with this, because it doesn't matter, but I don't know how you think anybody is ever going to get involved if anything like this ever happens again, when we pick through a report from an investigator and attack people who testified, if you want to call it, or gave an interview.

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This has never come up, but I asked the interviewer one question before I did my interview. I said, "Who is going to see my answers? Because I have to work with these people for the rest of my life, and I'd just like to know who's going to see what it is that I," -- and I was told by the interviewer that nobody is going to see any of my evidence, that it's going to be just used in the context of how and whether or not there was a breach of the Code of Ethics or -- she didn't say "breach", if there was any wrongdoings by Jerry, and that's how the -- yet the report is full of evidence.

I don't know why people would ever get involved again. Why would anybody ever interview such a serious thing when what they say in a private interview gets put in a piece of paper, and the only person who has read it is Lana and four other people got parts of it read, but I'm named in it before I get to even see it? I see it the same time everybody else does. Why would we participate in that ever again? Like, if we're trying to be transparent and open about what we're doing, this has changed how Unifor is going to look for years and years and years.

So, anyways, I know I'm all over the map. I apologize for that. It's been a really tough

eight weeks.

RENAUD GAGNÉ:

(in French)

(taken from translation)

I'd like, perhaps, to respond to those comments. You're very well prepared in what you said, but you were talking about the past eight-and-a-half years, but I could say that in the first six years, I was never consulted in Quebec. It's really in the past few years with Lana and my role as a third executive officer, or second now. So, in the context, that was not a normal context.

I had the experience in Quebec, and I told the others, but in this context, there was an investigation. So, that means we can't discuss anything given that you're in a campaign because we learned after February 1st what happened. We knew it much later, step-by-step. There was an NEB to say that Jerry was sick and another NEB to say that there was an investigation.

But what you didn't say, Scott, what you didn't say, when you said that you were representing the president, and you said that in the Washington negotiations, "When Jerry is not there, I decide." And even this year, in the Eastern pattern

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negotiation, Jerry wasn't there anymore. Jerry had left, and you sent me a text message saying you're not going to decide even if you're elected.

So, this attitude -- well, I did get respect from Lana, but we can't vote for someone who is not running. We went around the table, and I didn't say anything on the 19th. People around the table didn't know anything, and now we're faced with a crisis, and the way we presented to people, we can't say we're not divided.

And even on the ground with the members, there have to be democratic elections in order to move forward. We wanted to do something earlier, but we didn't succeed, and now we've had explanations about the police report. We don't know what's going to come out of it. So, a year later or two years later, something might come out or could come out and it would be the worst thing to have to relive the same thing.

So, I said to whoever wanted to listen to me that I didn't have a good relationship with you. I'm going to retire anyway, but we have to call a spade to spade. It was difficult to work with you and I don't know what that means for the future, but in the eight-and-a-half years you were there, you didn't

actually demonstrate.

SCOTT DOHERTY: So, I'll respond to that, Renaud. Actually, the only reason you found it difficult to work with me is because you didn't actually respect the president's office at any time, because the president's office actually runs bargaining, and what you're trying to do now and what's being attempted here is to change the structure of Unifor. You're trying to change the structure of Unifor where assistants don't ever have any power. That's the structure, and that was decided at the founding convention.

If we want to have that debate, then let's have that debate and let's do it at the Constitutional Convention, but the president's office is responsible for bargaining, not the Quebec Director, not the regional directors. The president is responsible for bargaining. Eastern pattern bargaining, eastern energy bargaining, western bargaining, airlines bargaining, all of the bargaining, the assistants -- and the only reason we had an issue was because you never respected me as the president responsible for the forestry sector, and I have given you a lot of latitude because there's a lot of our members in Eastern Canada that are from Quebec,

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and you got to lead bargaining the last time and you got to lead bargaining this time. But the actual structure of our organization is that bargaining comes out of the president's office, and the president assigns assistants to do the bargaining.

And so, I've given you lots of respect. I appreciate the fact that you don't think that I have, but I have tried to give you as much respect as possible. You have had no respect for the fact that my job as the assistant responsible for forestry was to have responsibility for all bargaining assigned by the president.

And now, you try to tell me not even to come to bargaining because I had a campaign to run, is what you said. That was what you said to me in text and Lana. And all I said was, "Not going to happen," because I actually represent those forestry workers in Eastern Canada as well, just like you do, but I -- listen, you went to the bargaining conference. I didn't go. I gave you that. I didn't go.

So, let's be realistic. There's a co-director for the forestry sector in Quebec. There isn't a co-director in any other sector in our union because you asked for it so that you had somebody in Quebec who talked about forest issues and Joel does

that. And I let you and Joel run Quebec and the forestry sector because that's what you've asked for, but the reality is that all the other sectors go through the assistants responsible for it.

And if you want to talk about the founding convention and change the structure where there's regional leadership again like we had on the former CEP, let's have that debate, but let's have everybody in this room because there was a ton of people that worked very, very hard on putting together the founding documents of our organization and everybody has worked under it for the last nine years, and if we want to change that founding document and we want to change how we all operate as an organization, there's 315,000 members that are going to vote on it, not just this Board.

RENAUD GAGNÉ:

(in French)

(taken from translation)

Scott, one last thing. I didn't ask for him to be coordinator. I asked for him to be because we have zero service director of the industry council from Quebec. That was the largest group, 12,000 in Quebec, and I think it was normal to have someone to deal with forestry, but because you didn't want, I

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accepted Jerry's compromise to have a coordinator. So, we have to tell things as they are.

LANA PAYNE: Naureen, I think you had your hand up.

NAUREEN RIZVI: Okay. What are we doing? What are we doing here? Why are we talking about who is difficult? I'll tell you I'm not a peach to work with. Ask a bunch of people. There's times where I'm difficult. Well, you can relax now. There's times where I'm difficult. We're all Type A's here, and this isn't about, Scott, you're difficult to work with for six-and-a-half, seven, eight years. This is an issue over an allegation on our National President that is now shifting to a discussion about you're difficult to work with.

Lana and I have had strained relationships, we've worked hard, and we've come a long way. We've come a long way. So what? I'm not going to say you were difficult to work with for eight years. Even if you were, who cares? We had that moment, we talked about stuff, 50 per cent of the relationship failing is on you and 50 per cent is on me and we've done a tremendous amount of work working on that and getting to where we are, and that's what happens when you put strong people in the room

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together, folks. You have differing opinions and you reconcile, and sometimes you win and sometimes you lose but you make a decision, and you meet and move forward.

I'm not looking at the next president here from somebody else's lens that got along with them or did not get along with them. I'm not, because at some point or another, every single one of you will have an X mark on you, including myself, because I'm sure we're going to have times where there isn't a single soul in here that we haven't disagreed with. And I don't know why this conversation has turned into, "Scott, you're just difficult to work with."

We're talking about an investigation. We're talking about an allegation. We've moved forward with that to the point where we've had a press conference, we've done all of that, but let's stay focused and not bring a whole bunch of other things into it that don't actually belong. That is not the discussion today.

I'm not prepared to walk into somebody else's broken relationship. I'm not. I'm not going to do that for anybody in here. And as far as the assistants are concerned, I don't care if they're staff. Their job title is "assistants". If they did

something or made you feel a certain way or people weren't happy with how things -- talk it out. If not, there's different things that you can do, you know? It's true. Elected people get punted, and staff gets disciplined. That's the way it works. None of that happened.

I don't know. I will tell you this, I was at retail bargaining last week. Chris and I were there. He has a different role to play. I have a different role to play. Do I think that I'd like to do a little bit of bargaining as an RD? Yes, but that doesn't mean I'm looking to change the structure currently right now. But we were both there, and our members love having the president's office lead a derailed bargaining. They love having people there.

I have said this before, I've said it to the leadership team, every single person on our leadership, every single person on our leadership, whether they're an assistant, an RD, an elected position, Lana, Renaud, have a tremendous amount of skill, knowledge, experience. When they speak, people listen. When they lead, people follow.

I don't have the knowledge for forestry and energy and auto that my friends here have. I rely on them to help pull that together. We're 315,000

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people. Four or five aren't going to cut it. We need a larger group. The president's office is responsible for bargaining. It says that in the Constitution. How is one person going to manage 24 or 26 major sectors of the union with some sectors sitting at 30,000 people if you don't have somebody who goes in and creates relationships and understands the larger, broader problems and builds a relationship with employers and helps to bring those things back?

Chris can't go and speak politically around Ontario politics. That's my job. But we work together on stuff. Shane and I work together in aerospace. I don't understand how this has resulted in a conversation about the role of the assistants. And I understand, Lana, because I know you and I have had so many discussions. I know the experience, and I know, I understand, but it can't be that we just cut off our left and right hand and say, "Well, here you go. This is what you get." You've got to work this out. You've got to work this through.

And I would never, never -- I've worked with Olivier since I was 24 years old. I'm 48 today. You think that him and I see eye-to-eye on everything? No, but I would never, ever say I've had 20-some years of difficulty with you and therefore you can't -- I

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have to see that you actually have skills that surpass my own personal feelings towards you.

This is a National Executive Board. You're all here because you've been elected by your folks to be here. Highest authority of the union. Let's look at what the issues are and let's talk about the issues that are relevant and let's leave everything aside. Relationships are always broken and fixed, and that is just a fluid thing, and that's on every single one of us to just fix and manage and maintain.

TULLIO DIPONTI: Well, Renaud, I can tell you one thing, you really were transparent on that. This is about you hating Scott, and that's pretty shameful. This is not about you or Scott. It's about our National Union and you made it that way. You made it that way. You made it clear to everyone in here that this is because Scott didn't talk to you or Scott didn't do this for you or you didn't do this for Scott, and that's pretty sad.

I have a lot of respect for you, but when we get to this point where we're fighting for the membership and the integrity of our National Union, this is where we're at, two grown men that can't talk to each other? I don't need this and neither do our

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members, so let's get our act together, figure out what we're doing here and stop being like babies.

LANA PAYNE: I'm sorry, Keith, do you have your hand up? Go ahead.

KEITH SULLIVAN: I do, yes, thanks. So, yes, I mean, this is a difficult one, but we're having a discussion and a lot of it is about who feel is the best leader for our union going forward. A big part of the problem, and we saw it from a letter from some of our brothers that came from Quebec, we just got bullshitted on February 1st. I mean, that was really felt, like I said, severely disrespected and things were jammed down our throats. When you talk about notice, nobody told me before that meeting what it was about or who was running. There was no courtesy to any NEB member about that, well, except one of the people who put their name forward I had an idea.

So, I mean, much has changed since then. That's the issue that we have. A lot has happened in two months and, obviously, there's been a lot of judgment. We should be looking at people, how people lead us through a crisis, and now we have some new options to discuss.

So, I think this is why we're here. The right people are here to talk about the letter that

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Scott had mentioned about, the brothers from Quebec had sent along. That's the discussion we're having now. To have that without the National Executive Board, that would have been a problem. Why would we not have that discussion with the National Executive Board?

And one point, I guess, just about judgment, this is not about really picking apart the comments, but I do have concerns when you say you don't believe that an investigation would have been needed around what Jerry had done. Frankly, I don't know how we protect the union without a thorough investigation there. I think we would have left ourselves really, really open, and I thank Chris for coming forward to begin with, and then obviously Lana leading us through it.

And just to back what Naureen had just said, I certainly agree with what you said there, absolutely, and I've been an advocate of more involvement from the NEB, and some say elected leaders, and that's definitely not a sleight against assistants. So, it's not to diminish the roles of assistants if I've said it because I don't believe that would be right. They're very important, you've got your fingers on the pulse. You need those people.

But I've seen too often when the elected NEB have been left out of the decision-making, that's where my concern comes from.

So, I think here again it's a lot to reconsider. I think we have to consider the events that's happened the last couple months and things have certainly changed. So, I think we're here to discuss that, and the right people are in the room to do that. Yes, it's uncomfortable, but it's about now making the best decision going forward for who is going to lead this union, and then we've obviously got other things on the agenda to talk about.

So, I think it makes sense to revisit decisions that were made under what people kind of see now as different pretences. Things have changed. So, I think it's all fair; difficult, but fair.

LANA PAYNE: Jenn, I'm going to go to Benoît first, and then to you. Oh, okay. Sorry, go ahead.

JENNIFER MOREAU: Just to go back to the point about the investigation, so a couple things. So, what Keith was saying, I'm still struggling to imagine what was the non-investigation scenario going to look like? And I've gotten some of that, which has been helpful, but I also remember, I think it was day

one of our last two-day meeting where Lana opened with a timeline, and at a certain point, there was -- I think you made comments like Jerry wanted to mediate, which I was like, mediate what? You have no leverage to mediate anything. And wanted to mediate, but what he was proposing was untenable, and I understood at the time it was completely like sweeping the whole thing under the rug.

So, that's why when I hear Jerry's asking Scott to go to talk to Chris, that's why, for me, I get confused about Scott's role, because he's assistant to the president and he's doing his job, which is go and clean up this mess, right? So, that's why I'm confused.

And further to Scott's comments, yes, we all need to be united to move forward, but we're not ready for that. We're not even close. Like, we need to clear the air so we can all be confident in each other, in ourselves, in our judgment. And everything that we're talking about here, we're going to need to have conversations with our members about.

How do we even talk to our members about what's going on when 90 per cent of the stuff we're talking about is in camera and people are asking me, "Is Scott in or is Scott out?" I'm like, "I don't

know yet. I don't know what's going on. There are questions."

So, in order for us to be unified and move forward, we have to have these conversations. We have to be able to tell our members with confidence, "I'm supporting this person because they did the right thing. Here's what happened," because they're going to have the exact same questions that we've all had. "Why did this person do that? Why did it take six days?" Well, it didn't, it took four, and I can't even tell them that, you know? Like, all of these questions. We can resolve it here, but we're still going to have to resolve it with our members.

So, anyway, I want to go back to the investigation point. What was the non-investigation going to look like? Jerry was trying to sweep it under the rug from what I understand. So, how does that work? And then what was the rationale then for -- like, I can't imagine not doing an investigation. So, any more info on that would be helpful, please.

LANA PAYNE: Jenn, I wasn't party to any discussions on February 1st except to tell people that we had an investigation as conversations were happening. So, I don't know what people thought they were going to settle.

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SCOTT DOHERTY: That's not true, Lana, because you knew that one of the things that Jerry was going to do was ---

LANA PAYNE: Yes.

SCOTT DOHERTY: --- going to tell the Board and you talked to him about it. So, you did know what was going on in those conversations.

LANA PAYNE: I did know that, but I don't know why and how it started, Scott, and I've already reported out that I told Jerry he had to stop doing that. I told you, you had to stop doing it.

SCOTT DOHERTY: And I did.

LANA PAYNE: Shane, unless it's on this point, and then we'll go to Benoît.

SHANE WARK: Look it, I'm definitely not going to speak for Scott. He's speaking for himself, but when it comes to the investigation issue, I just think, based on my knowledge of it, investigations are normally conducted to try to find out whether or not the allegation is substantiated. And it was, to our knowledge, that, I think, Jerry was prepared at the beginning to acknowledge that he did something wrong.

And so, what does it look like without an investigation? I think it looks the same as with an investigation, that it concludes with either

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through a self-admission by the National President or through an investigation that says, on the balance of probabilities, there was a violation of the Constitution.

LANA PAYNE: Except, Shane, remember, he wasn't the only person being investigated. So was Chris.

SHANE WARK: I understand that now. I understand that now, but she was asking in the context of Jerry. And so, that's what I'm saying is, we all do this job for a living. We all know why investigations are undertaken. They're generally undertaken to find out if an allegation was substantiated. It may not be needed if the person that has the allegation against them is willing to put their hand forward and say, "I did what I'm being accused of doing." That's the issue. So, for me, with or without an investigation, I think we get to the same place, which is on balance, that Jerry violated the Constitution, and then there's repercussions that flow from that.

I will say in my involvement in any of the leadership meetings around this matter, and I've said this before, and it became less and less involvement as this went along, so there were fewer

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and fewer meetings that I participated in as an assistant, but the ones that I did participate in, there was no leader, no leader, whether they're an RD, an assistant, the National Secretary-Treasurer, the Quebec Director in any meeting that I was involved in talking about how to cover up Jerry's action. Not one. Not one time, not one person, and I think that's the issue that the Board needs to understand.

Cover up means that you take actions, either individually or collectively, to take what Jerry did and make sure that it never sees the light of day, so nobody knows what he did, and that was never part of the discussions. As a matter of fact, the main part of the discussions was a number of folks trying to get Jerry to come to this body and talk about the action he had done, because this is who the National President is accountable to, the National Executive Board.

Never, ever did I hear a member of our leadership team talk about how we're going to go about attempting to cover up his violation of the Constitution. I'm speaking for myself, never in a meeting at any time that I was involved in did I ever hear that come out of anybody's mouth in the leadership team.

BENOÎT LAPOINTE:

(in French)

(taken from translation)

I think that I have the impression that I think we're tired. I might be the only one, but I think we've gone through the question quite a bit today and maybe we need to think about it a little more and come back to it tomorrow, but I would like to come back to the beginning, the problem that we have above all.

It's very unfair for Scott and for anybody around the table that Jerry just put us in an impossible situation, and that's why we're so divided right now, because if there had not been this meeting at the beginning, we would not be in the position where we are now, and Scott wouldn't have to be trying to find his way through it. And it's true that there are things that aren't for sure.

In the end, we're going to have to be responsible to our members, as we just heard, and we already have to respond to our members. We know that this is something that's coming up in Quebec. We already have a lot of delegates that are sending emails in asking. The Quebec Executive are asking us questions. Members in my local are asking questions,

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and I'm in the same situation as you, Jenn.

We don't know what we can answer, what we should answer, and that makes our task even more difficult because how are we going to explain this to our members? And normally, I defend the official candidates, who we are going to support, because that allows us to ensure diversity. It's always worked that way, and that's the system I've known since I've been in the union.

And I have to say that I think we're not going to be able to succeed because we're so divided, and I think that normally we're able to identify candidates and come to an agreement on it, and we have to think about what's going to follow our actions and after our decisions and we have to have these kinds of conversations.

And like you, I'm really torn up because I like the people I work with here around this table. I have a great deal of respect for everybody, but we have to try and move ahead, and I think that we're coming to a point where we're going to have to take a decision very soon. If not today, then tomorrow, and we have to start thinking that we might not be able to support just one individual. We're going to have to let the delegates decide democratically. That's not

ideal, but it doesn't mean we're all going to do that.

But I think unless you have some wonderful solution or idea, I think that might be what happens. That's just what I've been thinking, and I don't know how we're going to finish this issue today, but it's just the thoughts that have come to mind.

LANA PAYNE: Sorry, Olivier, I think you're next.

OLIVIER CARRIÈRE:

(in French)

(taken from translation)

Hello, everybody. It's for the preceding question to respond to Jennifer, and she said nobody talked about a cover up, but in Quebec, we have the experience of the scandal in the past in the union movement, and I talked about it with the leadership. It started with restaurant bills and it finished in a commission of inquiry required by the government, and it took two years, and the result was that it took such proportions that started to lead to links of corruption with construction companies and civil engineering companies, and the Solidarity Fund was implicated and it ended up being a huge scandal on the union movement. It was really hanging by a thread.

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And there were discussions and there were external inquiries and internal, and it was by going to an external inquiry especially that protected the union, and despite the mechanisms within the union, if there had not been an external inquiry, there would have been questions afterwards, and things would have come out afterwards, and that would have further harmed the union. The fact that there was an external inquiry, that protected the union and that's what we have to do.

We say that from our experience, and we went through this in Quebec. There were union leaders who were imprisoned and there were people who lost their businesses. This is the corruption inquiry. There were people that lost their jobs because they were mixed up in a lot of illegal doings, and the reaction in Quebec should -- Unifor should not end up being painted with the same brush, and what we need is an official neutral mechanism for inquiry.

We have the report now from inquiry, and what I want to say here is that it's unthinkable that we do anything other than an outside inquiry, and especially since it works. And our members say bravo, Unifor, bravo for doing the right thing because this will be a credible report, and that's just what I

wanted to add.

And then if that means that maybe we have to change things with our structure or with our way of doing things, adding different mechanisms and trying to have changes in our behaviours, then we have to do it together, and let's find what are the good structures and things. But obviously, there's been a problem and we learned that there's been a problem, and we have to create the mechanisms to prevent this from happening again because the organization cannot risk going into a second scandal. That's just what I want to say and, for me, an external inquiry is the only way to protect us in the medium and long term.

LANA PAYNE: Thank you, Olivier. I would agree. Who's got their hand up? Because I can't see. Go ahead, brother. Can we do John, and then Jenn, I think? Guy? Scott? Okay, wait now. I've got to keep a list.

JOHN D'AGNOLO: And unfortunately, I have to go very shortly. I just want to let you know Shane and I have a meeting with the vice-presidents of Ford very shortly, but I want to say this. I'm going to get on a mic, and Chris MacDonald just made it clear that there is no interference, and I'm going to sit there -- I'd be worried at a convention for you to

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say that he interfered, and then Chris MacDonald gets on a mic and said that he didn't interfere, and then you accuse Scott of doing so.

LANA PAYNE: It's in the report, John.

JOHN D'AGNOLO: Yes, your report, to be quite frank with you, there's a lot of holes. And talking about interference, let's be straightforward here, we've got lawyers involved to make decisions on what Jerry was going to get that we were not part of, Lana, that we weren't part of, and we can't get that out.

We didn't know what you were discussing with Jerry. I don't know if you had come to a decision on what might be the penalty if he decided. He doesn't make a choice. I wasn't part of that leadership in that room. I don't know who was, to be quite frank with you, that was making those decisions with the two lawyers.

But you're right, Keith, we should be transparent about that, eh? Because this makes no sense to me right now. I just found out. That was a bombshell for me. That's what I asked in the last meeting, "Where's Chris? Because I want to ask him that question. Why is he supporting Scott?" Well, I found out because he didn't interfere with him. He

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didn't interfere with the investigation. Maybe your report says that, but he didn't as far as I'm concerned.

JENNIFER MOREAU: Can I jump in here out of order? I think we need to be fair, John, to both -- like, I said to everybody we need to be fair to Scott. We need to be fair to Lana, too. She's been stickhandling this with crisis upon crisis upon crisis. This was a report done by a third-party investigator at a law firm that is one of the best in the city for doing workplace investigations.

JOHN D'AGNOLO: I don't need someone representing ---

JENNIFER MOREAU: It's not a conspiracy.

JOHN D'AGNOLO: --- Lana right now, thank you. I'm sorry, I am very disappointed right now with what's going on here. We just found out from the guy, from Chris, stating there's no interference. If we would have had Jerry in front of us, he would have said his story, his side of the story. Within three days, we would have known exactly what happened. You would have been able to ask him that question personally. All the questions you wanted to know, they would have been before us. You would have had that opportunity. We didn't get that opportunity.

We waited two months now and ongoing. This is one of the most frustrating ordeals within our NEB, I'm sure, ever, but we didn't get that opportunity. I wish Jerry was in front of us because we could have all cross-examined him, but we didn't get to that point. Within three days we could have had that, within three days, and you could have still done the investigation afterwards, but we didn't get that opportunity.

I'm frustrated by that. I truly am. Investigation didn't have to disappear. We could have had him in front of us within three days on an emergency meeting and they said, "Not right now. We're doing an investigation." That makes no sense to me.

CHRIS MACDONALD: I need to say a few words because I was very particular in terms of my response. Lana had set a process in place and the process was meant, according to Catherine Milne, was to determine whether Jerry took \$50,000 or not from a third-party supplier of COVID tests.

On the morning of February 1st, Jerry Dias admitted that to the regional director for Ontario; 100 per cent admitted it. Said he did it, wished he didn't do it. And so, we had got to the

point of, "I'm ready to come clean." And so, Scott then reached out, and a number of conversations were taking place, and I understand why he did that at Jerry's direction and I also understand that Lana believes that he shouldn't have done that.

And so, did Chris feel intimidated by Scott? No. Do I think Scott wanted to cover it up? The answer is no. Do I think Scott wanted to help find a resolution to what was about to be the biggest scandal to hit our union in its history? Yes. And do I think that made him a bad guy? No.

So, I do also admit, though, that that is not what Lana wanted in terms of the process, and that's why I reached out to her to say, "Hey, there's been a lot of developments today," but I never got to have that conversation.

LANA PAYNE: I can't believe I've got to explain this again. You guys, you don't get to make it go away. I had to protect the union here. There's a lot of reinvention going on right now at the moment in terms of what happened. I can just tell you that and I'm not impressed with it.

Jenn, I think you're next, and then Guy. Sorry, Keith, were you before? Okay.

JENNIFER MURRAY: Thanks, Lana. So, I'm

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not usually very quiet, but today has been quite a day. When I first started on the Board, I had no idea what was expected, but I knew it was big and I knew it was special. I'm still so proud of my union despite what's happening in this room right now. We've been throwing daggers for nearly seven hours. And yes, it has to come out on the table. It's all very important stuff.

We all read the report. You can read between the lines if you want with stuff that's there or not there. I don't know how many times we asked the same questions over and over and over again. The bottom line is things have to change and we're rehashing things. And yes, I know there's some questions that have to be answered for people to have this peace of mind that whatever is going to happen in the next few days or in the next few months or where our union's direction is going to go and to be comfortable making that decision, questions need to be answered, but I'm not sure how many more questions there are out there.

I think part of the problem is we've heard several times, and over the few years that I've sat on the Board, that the NEB is the highest authority in the union, and it never really felt that

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way. And I agree that things do need to change, and I know we've talked about it.

Guy asked a question, had we known what we know now, would we still have voted that day, and I put my hand up. And you know, I don't know. Honestly, I don't know the answer to that question because we didn't know. And I've done a lot of investigations and I understand upholding the integrity of the investigation process, and I understand that it could be leaked out. I understand all of that, but my God, I wish somebody would have respected the highest authority of this union to at least just give us the option and say, "Something's come up and we need to pause." And we would have been asking questions and you probably would have still got Dave's email, "What the hell is going on?" But if we are the highest authority in this union, we absolutely need to be treated that way.

I think this Board is going to be forever changed because I don't think it's going to -- it's just not going to be the same because we're not going to let it be the same.

We talked a lot about what's happened, and I think hindsight, there's a lot of things that we may have done differently, but it's done, and there's

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a point where we need to have some conversation about moving forward instead of talking about what's already happened. And I think we've done that, and we've done a very good job of that today, but at some point, we've really got to turn the conversation around. And maybe we're not ready for that yet. Maybe we need to throw a few more daggers, I don't know, but I know that it's time, in my mind, to start to move in the other direction.

And I really have to say I've had some conversations with people, and I'm struggling with who do I trust? Three months ago, I didn't feel that way. And maybe we did that, but Jerry has done this. And so, I just think we need to get on the other side of it, but I really still have to say I am proud of this union. We are going to walk away from this, and I hope every one of us walks away with our head held high because this is miserable.

But I absolutely adore you all and I don't look anybody in this room as having done anything wrong other than we are all trying to get to the other side, and let's hang in there. Let's see what we can do to get this thing moving along.

Thanks.

LANA PAYNE: Thanks, Jenn. I think it's

Guy or Keith? Keith, okay.

KEITH SULLIVAN: Yes, a lot of ground gets covered quickly, so yes, I think Jenn's words are right. I mean, this NEB, it's up to us. We know it's difficult to figure out the best way forward on this, but we do -- my point pretty much lined up with what Olivier was saying. Obviously, there had to be an investigation. The integrity of it had to be maintained, having people come out and talk about it before or anything.

It was incredibly difficult, and we all know why, but I just want everybody here to really understand that without an independent investigation, it would have been very, very difficult, at best, to maintain the integrity of the union. When it comes out, okay, there will be continuous digging and continuous mistrust. There's no way we could have survived without solid, independent investigation.

So, I think it would be a serious error in judgment for someone to believe otherwise. I just had to say that very strongly. So, I don't think the president admitting that there was something wrong there -- people would never believe that that was the only thing if he came out and admitted it. I don't think a normal person would take that.

But moving on, I guess I'd be more inclined to really talk about how we get to the next steps and beyond this. It looks like it's a difficult one now, but I'll leave it there for now at least.

LANA PAYNE: I'm not sure who's next right now. Was it Guy? You didn't have your hand up. It was Keith. Okay. Sorry. Go ahead, Chris.

CHRIS MACDONALD: Yes, I just feel like I have some things left unsaid in terms of -- Lana, when I brought you the information regarding what had happened, I thought you absolutely -- and I still support what you did in terms of the independent investigation to try to get to the bottom of it. We didn't know if Jerry would participate. I didn't know anything. I got a letter a few days later.

And Gavin said it earlier, it's the one thing I agreed with, was that he said that none of us had ever been here before. We've never gone through this. Nobody has ever brought forward a scandal that included the president, that included a sitting secretary-treasurer needing to investigate the president who was about to go through an endorsement process one day after, essentially, the leadership team makes a decision.

I think everybody else was mad. Imagine

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how mad I was the day he gave me the money. I thought, you son of a bitch. I knew it was going to be in the Toronto Star that I was sour grapes, meanwhile I supported my friend Scott right from the first person who spoke, but you did the right thing, Lana, you did, because you love our union. I did the right thing because I love our union. I brought the money forward.

I disagree that the complaint was initiated on the 26th when I filed the paperwork. I called the Ontario Regional Director of Unifor five minutes after Jerry Dias gave me the money. Once Naureen had the knowledge that Jerry Dias gave me the money five minutes after he did, the horse was out of the barn because she's obligated to tell you, too.

We should have used the January 20th date as the date when I initiated this when I told the Ontario Director what happened. Instead, people are wondering whether I waited six days or four days or one day. I waited five minutes. I was terrified what he had done, and I knew that I needed to do something about it. I just needed to figure out what and sorted that out over the next number of days.

But I'm only speaking now because, Lana, I supported exactly what you did, and then on February

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1st, chaos ensued. Jerry admitted it first thing in the morning what he had done, and I felt in my heart that that had changed things, and maybe in your heart, it didn't, but I didn't get to speak to you that day. And so, I was thinking, okay, this is it. We can get in the room. I drove downtown, I parked around the corner, and I thought we can fix this because we're a team, because Lana has launched this investigation, Naureen's got the admission, Jerry's scrambling to leave.

Then Scott steps in and does what he's always done and tried to mop things up for Jerry or a big crisis in our union, and he did that because he loves our union. He called me and called me and called me and said, "Let's try to figure this out because we've got the admission and things are going chaotic," and he already knew that he wanted to fix it.

So, my point is we all love the union and, yes, I reported because I was required to, because as Lana said earlier, I was under investigation. So, I reported the contact to the investigator because she asked me to, because she told me -- on the first day, she told me that her job was to find out whether or not Jerry took the money and if

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there was anybody else involved or if anything else happened, and then later told me that I needed to report every instance of contact with others afterwards, and so I did.

But I understood. I understood why Lana had taken the process that she did. I understood why Scott wanted to resolve it. I understood why assistants wanted to get us all in a room and help to try to find a way to do this, and I understood why I was saying that Jerry needs to admit it to the leadership and the NEB of the union, and that's what I was saying to Scott over and over again. When he does that, then we'll be at a starting point, and I thought he was going to do that because Scott got back to me shortly after 11:00 in the morning and said, "Jerry's going to do it at lunch," and then he didn't do it, and I was sitting outside on Adelaide Street wondering what happened.

And so, I only tell you all this because is it interference with Scott trying to make it go away? Everybody is trying to help the union deal with a crisis the likes of which we've never seen in our lives and the likes of which we had never gone through in our history.

There had never been an investigation.

I've been sitting here for five years. I've never seen an investigation or a process or a hearing or anything at the Board. Never once. I might have missed it, but we hadn't gone through it, never mind one that investigated the president of the union brought forward by one of his assistants.

So, I say that because we're all sitting around here talking about how much we love our union, but I don't think it's fair for anybody to characterize that Scott somehow was a terrible person as he shoved ways to try to make this thing go away, because if he contacted me, it was because he loves the union.

Lana set the process in place because she loves the union, and I also wanted to find a way to -- I drove downtown because I love the union and I wanted to find a way to fix it. And maybe that was a violation of the process, but it was a process that we were all terrified of because we didn't know whether it was right, wrong or indifferent, but we knew we were leaders and we wanted to figure it out.

RENAUD GAGNÉ:

(in French)

(taken from translation)

Chris, I'm having a hard time to follow

that you were waiting for communication on February 1st. Maybe so, but also on the other hand, the elected officials had a meeting on the 29th. We were explained the issues and the recommendation, and we approved of the investigation, the process, and that we shouldn't hold the meeting.

So, we were all aligned on the fact that we should not hold the meeting and, therefore, from that, the idea to tell Jerry that we shouldn't hold the meeting because we need to clarify the issue in order to answer to the NEB. But Jerry didn't agree. He wanted to move forward with the meeting.

So, now, thinking of how and why Lana could answer the question about what we could resolve, it's not what we approved, and we were put in a situation where we couldn't do anything else without knowing the content of the complaint and where it was going. So, this was the context at the time.

If that hadn't happened in that way, we wouldn't be discussing today, but the context at the time was such, and nobody wants to hear us about what we had to go through, but the issue was that we had to go through that. Well, we could discuss about all that until tomorrow, but we can't put the toothpaste back into the tube.

So, if I have a private investigator that says there was a lack of cooperation, there was interference, what do you want me to say? Who am I going to believe? The declaration said by the witnesses were signed by the witnesses, the statements, and that's what the members heard. So, what do you want me to do? I could repeat that wasn't the case for 23 times, but the reality is in people's minds.

LANA PAYNE: I just want to remind people, Chris, and I think it's important what the report actually said about this. And as Renaud has pointed out, everybody signed off on their notes, and she has text messages and she has emails and she has all of that, and this was her conclusion, "Between January 30th," -- not my conclusion, not my report, people. Independent investigator saying this.

"Between January 30th and February 2nd, 2022, MacDonald was subjected to increased pressure via Dias' texts and calls and through others, primarily Scott, who Dias knew was a friend and close colleague of MacDonald's to drop his complaint. There was an attempt to broker a

specific arrangement whereas Jerry would resign in exchange for MacDonald's dropping the complaint while MacDonald did not agree to do this unless Jerry admitted what he had done."

That is what she said. That is what was entered into -- no one refuted this last time. And also, I will say, it's funny how this becomes the one thing in the report that everybody is angry at and yet all of the other stuff -- like, what is going on here? So, this one thing is wrong but everything else is right?

SCOTT DOHERTY: I would just say, Lana, I was never asked by the investigator if I ever asked somebody to drop the complaint. So, I don't know where that comes from but, again, I was never asked if I asked somebody to drop the complaint, because I didn't, and I've explained myself over and over again what I thought the resolve would be.

I didn't ask Chris to drop the complaint. I asked, how are we going to resolve this? So, how the investigator interpreted that -- I guess, I'm not saying that that didn't come out, but I'm saying that I never once asked somebody to drop the

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complaint. I did say at some point in time in a text to Chris that you don't need a report to be exonerated, because one of the things he wanted to do was he wanted to be exonerated, but I never said that he had to drop the complaint. I said there's got to be a way to resolve this.

And maybe I was wrong. You've told me that I was wrong and Keith thinks -- I disagree, but I'm allowed to have a differing opinion. The reality is none of this happened. We didn't get in front of the National Executive Board and Jerry admit his wrongdoing and us figure out how we were going to message it because it never happened. At no time did Jerry do that. Negotiations stopped and you told me to stop on February the 1st and I stopped. I never did anything after that point.

So, from January 30th until February the 1st, I intervened, and I've been upfront about it, that I talked to Chris about how we could resolve this. I wasn't dropping the complaint. That was, how are we going to resolve this to protect our union? And you have a different opinion about that, Lana, and that's okay because you can have differing opinions. If we want to actually talk about, as Jenn said, structures that need to be different, I'm okay with people having

differing opinions than mine and I'm okay with us debating it. I disagree that there wasn't a way to resolve this without having the investigation go through.

And to Olivier's point and others points, people right now are accusing other things that could come out and we did an investigation, so how is the investigation going to stop the fact that people actually think that there's more coming? And somehow the allegations and implications of that is it's somehow tied to me, because I'm the endorsed candidate; therefore, the extra scandal that's coming is somehow tied to me. Well, I'm pretty confident that that's not going to happen because I haven't done anything like this, and nobody has.

And so, our president made a really bad mistake, and he violated the Code of Ethics, but I never said that somebody had to drop the complaint. I've been open and upfront about the fact that I thought there was a way, and I have done this for eight-and-a-half years of fixing problems, whether it's the Co-op Refinery or it's bargaining with somebody else or whatever happened, but I've never covered up anything in my entire life and I wasn't trying to cover this up.

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It was Jerry Dias going to the -- and by the way, those were the conversations the leadership team had. Those were the conversations that Lana and I had during the mediation process, was that there was a way to mediate this and have Jerry come to the National Executive Board or at least give a statement, an agreed upon facts that we would be able to tell our membership all the details that had taken place to make sure that we were transparent and open and upfront about that.

So, if we could do that in the middle of the process through mediation and lawyers who, by the way, can never mediate or come to a resolve ever, in my experience, if we could do that then, then what was wrong with me trying to do it on February the 1st when Jerry asked me to do it and said, "I want to tell -- I want to resign and I want to fix this so that we don't ruin the union"? And again, maybe I was wrong, Lana, but that -- I shouldn't get vilified for the fact that I maybe shouldn't have done that, and it ended on February the 1st.

And so, that interference was just me talking to Chris MacDonald and Jerry Dias and talking to you because I've said, "This is what Chris -- Chris is going to set his terms after Jerry tells the

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leadership." That's what happened. And so, that's the interference and that's it. And if that changes everybody's mind about what I did and who I am and whether or not I should be the endorsed candidate for the union or not, then, sure, change your endorsement if that's really what this union is all about, but that's the interference from my perspective, anyways.

CHRIS MACDONALD: I just want to add a few things I'm trying to be careful about because dropping the complaint and not needing a report is essentially the same thing. The question would be, in hindsight, whether or not we can accomplish something when we have an admission of guilt and when we have a president that's saying, "I'm ready to retire and I'm ready to deal with this," and I accept that it's not something you wanted.

But I'm not saying for a minute that there was no contact. I'm not saying that there wasn't repeated contact. Jerry was relentless in his contact with me and his expectation of Scott, and every contact that I had back was he needs to admit what he did. And then Scott would say, "To exonerate you and to -- you know, you don't need the report. It's not necessary that we have to wait weeks to get a report to get it. We can do it right now. We can get

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in a room." And so, that was the discussion.

And so, Catherine Milne was right, there was repeated contacts. There was repeated discussions. They were trying to find a way to do it because Jerry was trying to find a way to retire and negotiate terms that he could live with. I don't know what those were. Mine were tell everybody what you did because I'm not having any of it. That's what mine were.

And so, I'm not trying to recreate what happened. I'm not trying to say that contact didn't happen. I'm saying that everyone was trying to find a way to help our union and that, as time goes on, I realized that, and I realized that Lana set the process in place to protect our union, and Scott had the president begging to help him find a way to deal with this massive crisis in his life. And when he wouldn't do what I thought was necessary or at least to get a conversation going, it all ended.

I don't want anyone to feel that -- I'm not bothered by any of it in terms of what Lana did or what we tried to do if Jerry would have done the right thing. I'm focused on Jerry Dias did this to us, and I think our union needs to focus on that, too, because Scott wasn't trying to be a bad person, and Lana was

trying to do an investigation that had the integrity that she knew it needed and it deserved, and I think that's all.

GAVIN MCGARRIGLE: There's the facts that led to the investigation that Jerry, as we now know, made bad decisions. Knowing what he knew at the time and knowing what was going on that day at the time, he made another decision to ignore the fact that we were going to endorse the entire team and he decided to put through his candidate.

He also came along in the middle of all of this, as we were trying to move through to get the end report, and he put forward a resignation letter, and the resignation letter was very specific on candidates as to the need to avoid an election, that it made no sense. He also, by the way, at the end of that meeting, you'll all recall, was talking about a job that he was going to take or he was thinking of taking that Doug Ford was going to offer.

So, he made a number of factors that just compounded the original thing. And when that resignation went out to all of you, you'll recall, I think it was a Saturday morning, because I got on the phone immediately with Lana and said, "We've got to get this before the NEB," because if everyone is going

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to go out there knowing what we know and say he's wonderful and all of that, I felt that that was putting the Board in further jeopardy.

And so, I think it was a Saturday morning we had that letter that went out, and we spoke as much as we could about the need to be careful and the need to put our own statement as the NEB, which we did. So, there were a number of things that just made a bad situation worse and, again, they were all Jerry's doing.

And so, rightly, wrongly, indifferent, it created more of a problem for us. So, it wasn't just that specific thing that he did; it was the series of events after that. And I get it, he's obviously going to have to deal with that and get medical help, et cetera, but we can't undo what was done because now, as a result of that resignation letter, if you remember, that's when this thing blew up.

We were hoping to get to the end of an investigation, present it to all of you, and then make decisions as a team as to how we would respond. And unfortunately, by him doing that, he put all of you in a position where you could have been saying stuff that you would later come to regret and, as a result, it

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ended up all over the front page of the news. That's the sequence of events that happened.

SHINADE ALLDER: Honestly, hearing everybody talk today and all the sides of the story and going back to February 1st, I honestly feel like the National Executive Board has been played. Call it whatever you want to call it. Lana, you left the meeting because there was an investigation going on. A few other people left the meeting because there was an investigation.

Lana, you are second-in-command, Renaud, you knew what was going on, why didn't anybody say -- yes, you cannot tell us, but at that point, why not, being second-in-command or third in charge, say, "We are not going to have this meeting today. There is something going on. We're going to end the meeting"? And I know there's a whole lot of "what ifs" had happened, why questions, would things have been different, but you knew there was an investigation going on, you told Jerry not to have the meeting, and then just leaving the room instead of coming to the room and telling everybody, "We're not going to have this meeting. There's an investigation."

LANA PAYNE: Yes, I'm going to ---

SHINADE ALLDER: "We're not going to

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have it."

LANA PAYNE: I understand. And by the way, it is the one thing that I regret through this whole thing. I spoke to him about it. I said, "Jerry, I want to tell the Board that for reasons I can't disclose right now, I won't be participating in this discussion." He was adamant that I not do that.

I have to tell you I was under incredible pressure. I had just spent a week in which I had \$25,000 in cash dumped in my lap. I spent four days talking to criminal lawyers and getting legal advice and trying to figure out what the hell I was supposed to do with this problem. And then on top of that, I have a president who is just out of control at that moment, not listening to any advice that I have given him for three days.

And I said, "I'm leaving this meeting. The one thing you can't do is tell the lie to the Board about why I'm going." So, yes, if I had have had my time back, yes, I would have made that statement at the Board, but the problem I had outside of all of that was very good legal advice telling me that if you want to protect the confidentiality and the integrity of this process, you can't be telling 25 people that there's an investigation no matter if it

is the highest ranking body of the union.

I hadn't even told Shane Wark or anybody in the president's office. I didn't even have inside support staff write letters for me. I didn't do any of that. I kept it completely external to make sure that there was no hint of bias so that we could have something that was impartial, because even in those early days, the reality was that was the only way we were going to be able to show that the union was doing the right thing.

SHINADE ALLDER: And I see where you're coming from, and you did leave the room. Renaud was still in the room. The endorsement went through for Scott. Let me finish. The endorsement still went through for Scott, it happened, but now we're turning back and saying the endorsement shouldn't have gone through, we're now putting Scott's credibility at risk here and everything is now coming back to this February 1st where people were sitting in the room that knew the investigation was happening.

At that point in time, and I know you wish you could go back, that meeting should have just stopped. You didn't have to tell us the details, but that meeting should have said, "We are not having it," and we wouldn't be where we are right now. Renaud, go

ahead. I know you were at the meeting.

RENAUD GAGNÉ:

(in French)

(taken from translation)

First, the meeting was delayed because I wasn't there. I was in my room. Jerry had sent me a text asking me to come down because -- and I didn't know anything, but I didn't really want to go, but he insisted that I come down. Naureen came to get me in the room, and she took me out in the hallway to talk to me, and she said, "Jerry wants you to be in the room."

So, Jerry and Naureen and Lana, Chris, if we had all been away -- I respected the order from my president without really knowing what the situation was. I mean, I knew there was a complaint, but I didn't really know what it was and that's why I, nevertheless, went to the meeting.

JENNIFER MOREAU: Just a comment. I think that was a good question from Shinade, but I think the other problem that the NEB has to deal with that is pretty clear, not to add one more thing to the to-do list, but the absolute power of the president's position, it needs more checks and balances.

Clearly, Jerry was not listening to

people. Clearly, Scott said this to me. Chris said this to me. Lana said this. He was not listening. He was like a runaway train, and he was having none of it. And it becomes more of a problem when his judgment is under question because how do you stop that when he's not listening to anyone?

So, I understand it was a difficult position. Jerry is a hard guy to step up to and say, "Sorry, what you're doing is wrong," and a lot of people are like, how did Chris even pull that off? So, I mean, I understand the question, but I don't fault people for it. I think it's a cultural problem that we're going to have to also change moving forward, and yes, that's all.

LANA PAYNE: I'll just say, Jenn, when I went into that meeting, the advice from legal was not to be telling people there was an investigation, to give it a chance to do the work it needed to do, but anyway, water under the bridge.

Tammy, and then I think Scott. No, I'm sorry, Guy? Yes, sorry. Tammy, then Guy, then Scott. Okay, I'm getting a list. Hang on. So, we've got Tammy, Dave -- you want a five-minute break? Dave, did you have your hand up? Sorry, turn on your mics, guys.

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SCOTT DOHERTY: I think Dave had his hand up first right after Shinade made her comment.

LANA PAYNE: Okay.

SCOTT DOHERTY: So, Dave, and then Guy, and then Tullio, Tammy, and then me, Lana.

DAVE CASSIDY: I was just going to comment on Shinade. That day of February 1st and you talk about not having the meeting, when Jerry came out and Scott and I had an opportunity to talk to the Board, I was very specific at that meeting, Lana, and asked a very specific question why certain people weren't at the meeting, and Jerry responded to me that, "They can't be here," and you'll see that in the verbatim notes. I mean, it was very clear what Jerry had said, not gotten into it or anything, but that was very specific because there was no way that an endorsement was happening without the secretary-treasurer or others.

But with all due respect, Naureen was there at the time when I made the comment. It was after we had left, Scott and I left, that apparently you had left, Naureen. But at that time, it was just, obviously, you and Chris that weren't there, but I was very specific, "Where the hell is," -- and I actually sent you a text after and said, "I hope you're okay,

everything's fine," because you couldn't be there. I didn't know if you were sick or what the hell happened.

So, to Shinade's point about being duped a little bit, yes. Duped.

LANA PAYNE: Okay, bathroom break, and then come back, and then it's, I think, Tammy, then Guy, or Guy, then Tammy, and then Tullio.

--- Whereupon the meeting was in recess
from 5:42 p.m. to 5:55 p.m.

LANA PAYNE: I think it's Tammy, then Guy, then Tullio. Maybe I've got the order right? Yes.

TAMMY MOORE: I'll keep it short because we've all had a long day, so I won't rehash everything, but Lana, I agree with what everybody has said, that going forward with the investigation was the right thing to do. It keeps it clean, it keeps it above board so that somebody else is kind of taking control of that.

But that February 1st meeting was my very first NEB meeting ever, so it was like walking into a three-ring circus, but I didn't know it at the time

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because I didn't know any different, that it was different than what it should be. But regardless of that, we are all leadership, we all sat there, we had the discussions. Yes, I knew something was kind off because Lana wasn't there, and Naureen wasn't there, and Chris wasn't there and whatever, but we still had the discussion, and it was a valid discussion.

The investigation happened, which is a valid investigation. Scott was not found guilty of anything because no charges have been brought against him. I know it says whatever it says in that report, but there's nothing that says, "and the repercussions are we're now going to remove your endorsement" or whatever. I sat there that day on February 1st, and I said I agreed with Scott Doherty as being the next president, my next president, and I still stand by that. Nothing has changed with that.

The only thing that has changed, honestly, is that I still feel like I'm being left in the dark as an NEB member and that's, quite honestly, what I thought -- you know, for a long time, I thought it was maybe just me, maybe this is how things go at the national level and it was really disappointing and it was quite upsetting, honestly, because that's what I thought our National Union stood for. But now that

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I know, that's what everybody was thinking, that we're all left in the dark. So, honestly, that makes me feel a little bit better. At least I know it wasn't just me.

I have no interest in further tearing our union apart because I feel like if things continue how they're continuing now without trying to turn the ship around and figure out who we're endorsing, what we're doing and moving forward, get the special convention done and we go on with life and figure out how to make sure this never happens again, there will be nothing to preside over, is my fear. Because as the day goes by, the hours go by, it gets worse and worse.

My members aren't asking, "Oh, that's terrible. What has Jerry done?" I've got 14,000 members across the country. I've never had one of them ask me. They're worried to make sure that he's getting the help he needs. They want to know when the special convention is coming that we talked about, we put out in the media, and I don't have an answer to that, and I don't know the full process of that. Maybe I need to sit down and thoroughly read the Constitution, maybe that will give me my answers, maybe it won't, but I think as a group we've got to

figure this out and move on.

To Jennifer's point, we've thrown knives at each other all day. I'm done with that now. I'm good. Thank you. I've got some here and there, but I'm good. That's what being a union rep. There's bad, crappy days. This is one of them. Pick up the pieces and move on because the longer we stay down here at this level, it's going to be that much harder to get out, and I'm cool with what's come out of that investigation. It's now in the police's hands. I'm not a cop.

So, they'll figure out what they're going to figure out. They're going to investigate who they need to investigate. But regardless, we still have a National Union and a whole lot of people to take care of, and that's my focus and that's my concern. Thank you.

LANA PAYNE: Guy, I think you're next, then Tullio, then Scott. Have I missed somebody else? And Yves. Okay.

GUY DESFORGES: Okay. So, we all seem to revert back to that February 1st meeting. Now, just so that we're all on the same page, everybody is saying that we're doing all of this for the love of the union, everybody loves the union, which is true,

I'm not going to deny that we don't because we wouldn't be sitting in this room if we didn't, but I guess what happened was -- and this is a question for you, Scott, and I kind of mentioned it when we were in Winnipeg, but I didn't elaborate and I wish I would have because I would have liked to have heard your answer there, because we were talking freely for the first time in a long time.

So, on that day that Jerry made the announcement, you had mentioned that you knew at that point, and you had told him not to bother, like, not to do it?

SCOTT DOHERTY: Do what?

GUY DESFORGES: To put your name forward on that day?

SCOTT DOHERTY: I asked Jerry not to do the endorsement that day.

GUY DESFORGES: Okay. So, I just wish, and I'm going to be very honest with you, Scott, I just wish at that time you would have said, "No, not at this time, Jerry," in front of the group so that we could have seen the integrity and the love you do have for the union, because this wouldn't be happening right now. I'm sorry to say, but this whole process, what we're doing, beating up on each other and

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whatnot, would not be happening if you had just said, "Jerry, I can't accept it right now, but you know what, we'll revisit it," you know?

SCOTT DOHERTY: Can I answer that, Lana?

LANA PAYNE: Yes.

SCOTT DOHERTY: So, as Renaud indicated, he took an order from his president and went back into the room and did the endorsement just like that. I didn't know this was happening, Guy. I didn't know what Jerry had done. All I knew from Jerry was that he said he was willing to retire, and he wanted me to talk to Chris about that and the terms. It was the next day that we found out the details of the \$50,000.

So, I can honestly tell you I was just following the orders of my president and I didn't -- rightly or wrongly, the interference was he was the president. Yes, there was a complaint against him, but I didn't know the details around it, and I was taking instructions still from him as an assistant.

So, honestly, I wish I had done the same thing, Guy, and I wish that it hadn't happened either, but that will get you two steps -- I don't know what the saying is, but honestly, I can't go back and change where things are at. And so, I didn't know that this was unfolding. I didn't know that he had

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done what he had done, and I took the endorsement.

And I want to be clear about this. Renaud said it a lot. He's leaving because he's retiring. So is Jerry. The endorsement that I got on January the 19th was a leadership endorsement. I didn't need Jerry's endorsement because Jerry's leaving. He had a lot of say in it, but I believed on the 19th -- there was other people that maybe wanted to run, including Chris at some point in time, he wouldn't have stepped up on the 19th if he didn't think that I was the right person for the job on the 19th to give me the endorsement.

And so, I was taking the endorsement based on the fact that the entire leadership team had endorsed me. We were starting a campaign, and I did that after the endorsement. So, do I wish things could have gone back and been different? Guy, 100 per cent I wish it could have been different. I wish lots of things could have been different, but I can only do what I knew at that time.

And so, I didn't know all the details of what Jerry had done other than the fact that he had phone me on whatever date it was, Lana knows the date, so I think it was the 26th he phoned me and said, "Can you talk to Chris? It sounds like Chris has filed a

complaint." And then later that day, he told me he couldn't talk to me about it. Lana told me she couldn't talk to me about it.

And I didn't do anything other than phone Chris when I got into Toronto on the 30th and go to his house, his in-laws' house. Both of us cried. I was worried about him. I was worried about our union. I wasn't worried about me and the endorsement. I wasn't worried about any of those things. I was worried about our union, and I was worried about Chris because I knew there was a lot of stuff going on, and if Chris had filed a complaint against Jerry Dias, I knew it had to be pretty serious.

And so, I agree. I wish things would have been done differently, but on the 19th, before any of this happened, I had the entire leadership team endorse me, and they're all A-type personalities. They are all leaders in this organization, and if they had wanted to run for president at that time, we should have talked about it.

As Katha said earlier, we've done this in the past. We've had endorsements where the leadership team has thought and talked about who it should be, and we've come to an agreement on who it is, and we've moved forward. And so, that's where

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things are at and I agree with Tammy and Jenn and others on this, and I 100 per cent commit to this if I actually am elected president.

And I've said this to many people, I'm not Jerry Dias, I'm never going to be Jerry Dias, and I'm going to lead our organization in a different way with a different attitude and a different reason, and it's going to be based on one thing and one thing only: the members. Members always dictate what happens, and if you bargained with me, if you've seen me in action with bargaining committees and members, members always dictate what happens in this organization.

So, if I become the president, I can guarantee you this National Executive Board is going to know what's going on. We're going to be transparent about what's going on. We're going to do things differently. As Dave has said and others have said that we have to do things differently, we will do things differently, but we've got to get there first.

LANA PAYNE: Tullio, I think you're next.

TULLIO DIPONTI: Thanks, Lana. I'm going to be very quick. I just want to go back to the investigation part, and obviously it's a private

investigation you went through, Jerry is guilty, admitted that he took the money and everything like that and we went to the police, we did all that, but yet, we're still debating whether Scott should be the guy or not be the guy, who endorsed him, who did not endorse him.

We have Chris MacDonald here, and I believe Chris before I believe a piece of paper that I've had five minutes to read or an hour to read and trying to remember what it said. Clearly, Chris said that Scott didn't try to cover up any investigation. Why can't we accept his word and just move on from this investigation part and move on from the fact that Scott -- what could happen to Scott or what happened in Quebec or what happened here, what happened there?

Chris, correct me if I'm wrong, you did say that you didn't feel that Scott tried to cover anything, correct?

CHRIS MACDONALD: No, I was pretty clear, Scott never, in my view, wanted to make this complaint go away and cover up what Jerry had done. I never believed that was his motivation.

TULLIO DIPONTI: So, I'm satisfied with that. It hasn't changed my mind who I'm going to support, and I don't see why we have to redo this, but

it's up to the Board. That's my opinion. I'm still in Scott's camp. Thank you.

LANA PAYNE: That's great, Tullio.

Yves, over to you.

YVES GUÉRETTE:

(in French)

(taken from translation)

I'll be brief as well. Two minutes, and I think that should be the end of today's meeting. I don't think we'll come to a consensus as to who it is we should be supporting. I have listened carefully to what's been said around this table today. I believe there will be three candidates, and the rank and file will decide who they want to elect as their National President.

Obviously, there won't be a consensus. I mean, we've been trying to work towards a consensus, but I don't think we'll get there. I think the locals will show who they want to support, the three candidates. We're going to say three candidates are running for National President, and they run their campaign and may the best man or woman win.

I mean, one person said this, the other person said something else. I mean, enough already. I mean, we've been going over this all afternoon.

We're saying the same thing, but we're saying it differently. I think we should leave it to the membership, to the rank and file to decide as to who they want as a National President. I believe that's the best course of action to settle this situation because, again, I don't think we'll come to a consensus around this table.

There will be no consensus, so we can't say we're going to support one candidate more than another. It's not going to happen. I think the members need to decide this on the convention floor and the candidates can run their campaigns. And then once the convention has decided, we will act on it. That's all I had to say.

LANA PAYNE: All right, I'm going to make a recommendation. Is there anyone else? Okay, I'm going to make a recommendation that we break for the day because I think everyone needs that and we can probably meet early in the morning, and we can let the staff know that we're going to need a little bit more time, but maybe by 10:00, and we can probably get our breakfast at 8:00? Is that agreeable? Okay.

Meet here at 8:00 for breakfast, I think, and we'll just have the staff come a little bit later. Okay.

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LES MACDONALD: So, our meeting starts at 9:00, right?

LANA PAYNE: Yes.

LES MACDONALD: Okay.

LANA PAYNE: Breakfast is at 8:00, I think.

--- Whereupon the meeting is adjourned at 6:10 p.m.

CERTIFIED CORRECT:

CERTIFIED CORRECT:



Shirley Chang,
Court Reporter

Jackie Graham,
Court Reporter



This is a Meeting of the
National Executive Board of
Unifor, held at the Sheraton
Hotel, Dominion Ballroom,
Toronto, Ontario on the 12th
day of April, 2022, upon
commencing at 8:45 a.m.

NATIONAL SECRETARY-TREASURER LANA PAYNE

The Chairperson

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BOARD MEMBERS PRESENT

LANA PAYNE - National Secretary-Treasurer

RENAUD GAGNÉ - Quebec Director

Regional Directors:

Linda MacNeil
Gavin McGarrigle
Naureen Rizvi

Regional Council Chairpersons:

Matt Blois
Shinade Allder (Interim)
Guy Desforges
Benoît Lapointe
Leanne Marsh

Industry Council Representatives:

Doug Carter
Gord Currie
John D'Agnolo
Tullio DiPonti
Dana Dunphy
Yves Guérette
Tammy Moore
Jennifer Moreau
Jennifer Murray
Marc Rousseau
Keith Sullivan

Additional Representatives:

Dave Cassidy
Les MacDonald
Ruth Pryce

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TUESDAY, APRIL 12, 2022

--- Upon commencing at 8:45 a.m.

FOLLOW UP ON CONSTITUTIONAL BREACH

NATIONAL SECRETARY-TREASURER LANA PAYNE:

I want to make a few points before we get into the discussion today, mostly because I spent most of the night reflecting on our conversations yesterday, and it was a reflection, quite frankly, of how difficult the last couple of months have been on all of us, every single one of us, and some of us have carried this a bit longer than everybody else, by the way, as we all know.

I mean, for me, this has probably been the hardest thing that I've tried to deal with or navigate for our union. I can't stress that enough. And I know that there have been many conversations over time that were not reflected in our Board meeting yesterday, but I'm not going to get into any of those conversations because I think the Board have had enough, and frankly, so have I, but there is something that needs clarification here.

There had been numerous attempts to discredit the investigator's report, particularly

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around Finding 11, which is really the finding around the fact that Chris felt pressure to drop the complaint. I mentioned this finding yesterday because I think it's important to understand what occurred in those days.

Yesterday, Chris gave a different version of those days between January 30th and February 2nd, but I want you to know what he said in a text to me on February 1st because it's important to understand what was happening in those days, and this is in the report. 6:13 in the morning on February 1st of our Board meeting:

"Jerry has been calling and texting and requesting I call him. I have not replied and I'm out of the house and parked in my truck somewhere. I cannot take the chance that he will show up at my elderly in-laws' home."

That is what he was feeling on that morning, clear distress.

Later that day, Chris told me he was about to violate the letter I gave him, the one that required confidentiality. I cautioned him not to do this and that if he had concerns, to speak to the

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investigator. He texted back to say:

"I'm sending a note to leadership at 4:30 p.m. I have been in a whirlwind all day [which you heard lots about that day yesterday] as they pressed me to drop the complaint. Leadership deserve to know. I'm heartbroken how this has played out. I will not tell them what he did, but I will say there is an investigation and that he was trying to get me to drop it all day in exchange for his resignation."

That's what was going on those days, people. I don't want the Board walking out of this room thinking that something else was happening in those days.

I think everyone should also ask themselves, what would you have done if \$25,000 in cash was laid on your boardroom table on January 24th? Because I can tell you I was terrified; the magnitude of this for our union, the enormity of it, the fear that I felt for days on end. That is not okay. None of that was okay.

I had one job, one, to protect this

union from grave harm because the wrongdoing was one thing, but any attempt to cover that up would have ruined our union forever. So, you may judge me, you may question my actions, you may do all of that and that is fine but ask yourselves what you would have done. How would you have handled it? Because I've had any number of things proposed to me about how people would have handled it.

There was only one way to handle it in order to protect the union and that was to make sure that it was independently being investigated, and it was taken out of the hands of us who would have been biased by doing anything with it, because of course we would have been. That's the whole point of an independent investigation.

So, yes, these last months have given me a lot to think about. Friendships have been lost, I've lost a few, but I don't regret any of it, not one second, because someone had to put the union first at that moment, and that was my job.

CHRIS MACDONALD: So, let me talk a little bit about the \$25,000 and what it actually means when it's dropped in your lap for real and it's meant for you. It's terrifying from the moment it happens because you know you're about to make a phone

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call to a lawyer and to you that's going to tear your life apart and potentially the union. You want to talk about impact? I felt the impact. I felt terror from the moment I decided I was going to pick up the phone and call a lawyer to find out if it was criminal or if it was just I had to bring it to you, Lana, and I was scrambling to figure out what I can do.

So, I felt a ton of pressure about that. I asked for one thing because I knew the type of pressure that was going to come from Jerry when Jerry found out he was under investigation. I asked to be told when he was going to be found out, how he was going to find out and how could I prepare my family for what was going to come. I never got that. I was never told. It was the only thing I asked for, was to find out when it was going to happen. Instead, I got a letter and the phone started ringing off the hook when Scott was trying to find out what was going on because Jerry was putting pressure on him to call me.

The next number of days, pressure mounted on me, and you commented on the Monday when I got on Zoom to meet with you about how terrible I looked because I hadn't slept in days and a lot was going on. And you talk about the impact on you, and I believe all of that to be true, because it has

impacted everyone at this table.

And when I made my comments yesterday about what I thought was the motive behind Scott's contact, what I was doing was taking into consideration the impact on Scott, too, and the impact on what it would mean to have Jerry breathing down your neck, to have Jerry saying he's ready to do something about it. And yes, it meant the complaint would go away in Jerry's mind, but Scott was unequivocal to me on the phone that that wasn't going to happen, that that wasn't what he needed to do and that he was always about protecting me and protecting the union.

And yes, Jerry was his friend and he was heartbroken, but he didn't -- what I was trying to yesterday was we're human and that I understand today I was in distress on February the 1st. That's why I reached out to you at 6:30, that's why I asked you for a phone call, that's why I asked you to have me, you and Naureen get on the phone, because I understood the complexities of what was happening on February the 1st and I did feel pressure. I felt pressure from the day I got the money. I felt pressure going to you, I felt pressure when Jerry was calling me, I felt pressure 10 days later when Jerry sent me a picture of his wife

and said, "Don't take her away from me."

I haven't slept last night because I still feel pressure because I'm afraid that when more information gets out about the guy who is involved in the testing, I'm almost thankful I don't have a house right now and that my life is transient because we're looking for property. I'm still afraid. I'm still affected, and there was chaos after this happened; chaos for you, Lana, chaos for me and chaos for Scott as he tried to figure out how to help the situation. And whether it was right or wrong, I don't believe that Scott was participating in an attempt to cover it up, and that's what I was trying to say. That's what I don't buy.

And in hindsight, I can look back and see what everyone was feeling because everyone is human. And so, I know the text that I sent you. Yes, they were trying to get me to drop the complaint, but for Scott, that meant something different than what it meant for Jerry. That was clear to me, and it's more clear now, now that I have a clearer head than I did on February the 1st because I was in the throes of chaos.

And I just want everyone to know that, yes, I felt pressure. Yes, I felt pressure from not

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being able to get a hold of Lana when I needed to speak to Lana. I felt pressure from Jerry wanting Scott to push me and push me and push me because that's what Jerry wanted.

Jerry is guilty. The report is filed, folks. That part is done, and I feel like, as I look at this, for me, I'm trying to understand how the union moves on, and the question that I ask myself is, was Scott Doherty trying to cover it up? Because that's what the Constitution says.

I think a lot of people are stuck on February the 1st. I'm trying to move on from February the 1st and wonder or not what was going through people's heads at different times. And I've had a lot of discussions with Scott, and I don't believe he was trying to cover it up. And regardless of the chaos that I was feeling and the texts that I was sending at the time, that's how I feel, and there's been a lot of discussion for me about not feeling supported through the process.

At some point, everybody felt so much pressure. Lana, as you felt pressure, you eliminated people from your circle. You felt pressure from assistants, so you stopped talking to them. Then you didn't think that others were on your side, so you

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stopped talking to them, too. I sent you a message that said I was suffering from debilitating anxiety, and I never got a reply.

I don't blame you for it because you were doing everything -- hold on. You were doing everything that you could ---

LANA PAYNE: No, Chris, really?

CHRIS MACDONALD: Yes.

LANA PAYNE: Seriously?

CHRIS MACDONALD: Seriously, Lana. Yes.

LANA PAYNE: Come on.

CHRIS MACDONALD: I'm just telling you, Lana, that everybody has done things ---

LANA PAYNE: I was supposed to be texting everybody at every moment? Do you know what it was like trying to manage this?

CHRIS MACDONALD: I'm the whistleblower telling you I'm having debilitating anxiety.

LANA PAYNE: Oh, my God.

CHRIS MACDONALD: I'm not everybody and anybody.

SHANE WARK: Can we find a way to try to move on with this issue? Can we have a discussion about how we can find a way to bring to a conclusion the thought among some that's not shared by others

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that Scott was covering up or attempting to cover up a serious Code violation? This issue has hung over this Board meeting since the last Board meeting, and we just keep kind of going through everything in a way that, in my view, is not helpful.

What is helpful is to try to bring that issue to a conclusion, and I don't have the answer to how that is, but I think among this room we should be able to figure that out, and then try to move forward as a group here. We just have to figure this piece out because it's going to interfere with the work of this group, the work of the Board, in my view, every time we get together. This is becoming the overriding issue.

This is what I talked about yesterday. To me, this is the politics that we have to find our way through that political issue, and then just decide wherever people feel about how they're going to run or not run or what position they want, and then we can all go forward from there.

But I'm just saying to the group, in my opinion, I think we just have to find a way to make a decision about this lingering issue that we talked about on March 21st, that we talked about on March 22nd, that we've talked about all day yesterday, April the

11th, and we're now beginning this meeting and talking about it again today. Yes, I don't know, Katha, maybe. Maybe that is the answer, we just stop talking about it. Anyway, I just felt it important that I share my view.

RENAUD GAGNÉ:

(in French)

(taken from translation)

Shane, you're probably right, we have to find a solution, but the issue is not only around this table. We're in a crisis situation that has been going on for a few weeks and it's not just a question of determining whether there was a cover up or a cover up attempt. But one thing is clear, there was a report that everybody read, the statements and interviews were signed off, and that was what was said and that was what was written.

So, when you're talking about a conclusion, Shane, the reality on the ground when we think of our members and everything that's been published, the members are not in the same place, and I don't think that a decision today to maintain an endorsement will solve the issue because people on the ground, members, will not believe it. I think we need to have this discussion, this campaign, and I have no

issue whether there are three, four candidates in this crisis situation, in this context.

Generally, normally, we are happy to have a recommendation. It has nothing to do with diversity because we're talking about the president position. So, as there is an election and members will have the opportunity to decide, I don't think that there should be an endorsement for anyone, and that candidates should campaign and sell their program for the future of the union.

What I hear on the ground, perhaps not everywhere in the country, but especially in Quebec, that was expressed yesterday, it is clear that members want to have a say and decide. So, I don't think that there should be a second or a third endorsement and say that we're reconsidering the first endorsement.

Jerry asked to have a meeting. We asked him not to hold a meeting, but we still had the meeting. So, I don't know what the Toronto Police will say, what will happen, so I think that we should have a campaign by different candidates and there should not be endorsements of the different candidates that decide to run. This is the solution that I could prescribe.

LANA PAYNE: Go ahead, Gavin.

MOTION: TO WITHDRAW THE ENDORSEMENT OF SCOTT DOHERTY
AS THE NATIONAL EXECUTIVE BOARD CANDIDATE FOR
PRESIDENCY

GAVIN MCGARRIGLE: Lana, I just want to be clear that I agree with Renaud on that, and I'd like to move a motion to withdraw the endorsement from Scott by this NEB. I think it's clear that there's not consensus. We can't talk about unity when we don't have consensus, but I believe we all need to be accounted as to where we stand, so I would like to move that motion.

YVES GUÉRETTE:

(in French)

(taken from translation)

And I second the motion, and that's what we discussed yesterday at the end of the day, that this is what we were getting to. I mentioned that yesterday so, therefore, I second the motion.

LANA PAYNE: Scott.

SCOTT DOHERTY: Yes, I actually had my hand up before Gavin and everybody else, but I just wasn't recognized. There's no need for a motion. Please consider the fact that I'm going to continue my campaign without the endorsement of the National Executive Board. There's no need for anybody in this

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room to feel like they have to endorse me.

Let's be clear, though, I didn't try and cover anything up. You guys can run whatever you want and say whatever you want, but I did not try and cover anything up. I've answered this question so many times it's not even funny. I did, and the report said that there was interference, technically I interfered by involving myself in discussions with Chris MacDonald. I'll admit to that, but I don't have any misguidings of what I did after that, just like Lana, and people acted accordingly, and we've never seen anything like this in our entire life to go through it, but I understand that there's apprehension in this Board around the endorsement, and I'll run on my merits, and Lana can run on her merits, Dave can run on his merits, and I think we should stop this around the Board.

I will say this, I 100 per cent believe that our caucus system works. I think it's something that we need to maintain. There's lots of changes that need to happen in our union going forward, but I believe in the caucus system. I've seen it work. I've seen how we've been able to ensure that people of equity and people of small locals get a chance to see what happens at this Board, and we've done great work

under that.

But listen, I don't think there's any need for us to vote on it and divide this anymore. I will withdraw my acceptance of the endorsement of the National Executive Board and run off the floor.

LANA PAYNE: I think it's Linda.

LINDA MACNEIL: I just want everybody to take a deep breath, if they could. I think this is one slippery slope we're going down. Again, if that's the wishes of the Board, so be it, but let's remember not just here at the Board, but many locals follow a slate. No one could have said it better than Naureen yesterday about the equity, about how we all got here.

And I appreciate, Scott, you said, "Look, don't need the endorsement," and I can see where you're coming from, especially in this environment, but I'll tell you it's really giving me pause to what's going on here because what goes on here at the Board, a lot of locals will follow suit.

And I have heard over the years, time and time again, not as a Board member, as a staff person, as an area director, I've heard the equity piece, and when they say -- and it really hits home is wow. Ontario, majority of the members, we could be in a room, and no offence to my male counterparts here,

we could be in a room with 25 white men, and the equity -- I don't understand how we can now sit here, and everybody has the right to their opinion and to make a motion, absolutely. That's what we're here for. That's what I actually wanted, was to get people how they really feel, and that happened yesterday and it's obviously happening again today, but for a Board member to make a motion to withdraw an endorsement over a speculation or, I don't know, I think it's a desire that people want to think that Scott interfered, the cover up, it sounds wonderful, it sounds really crappy.

Who would want to vote for a president that is involved in a cover up? Of course. Is that what people are running on? Is that their campaign? That's pretty crappy. Why don't we run on our merits? Anyway, I just wanted to say it's a slippery slope and I am absolutely shocked by this.

LANA PAYNE: Tullio, then Benoît.

TULLIO DIPONTI: I think Naureen was ahead of me, but...

LANA PAYNE: I'm sorry. Naureen?

TULLIO DIPONTI: You're okay? So, here's two things that I've got here. And to the brother that just made this motion, I was just at the

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last PRC Council, and that same brother sat in a unity caucus meeting, and today you come here and you're telling us how bad it is that we need to abolish the caucus? Which side of the mouth are you talking from? It's okay when it's in your province, but it's not okay at the NEB? That's what makes me sick. And I've got to echo what Naureen said. I don't appreciate you schooling anybody yesterday, if we're talking about yesterday.

Second thing, poor Chris MacDonald, the whistleblower. He had the courage to do what he had to do, and then this morning he's trying to explain himself again, because we have to believe the investigator? We're getting it right from him, how he felt, and why can't we accept that? And we keep on rehashing the same thing.

If this is the union we're going to be, I don't even know if I want to belong to this union. I don't. I believe in the caucus system. My Board believes in the caucus system. My local believes in the caucus system. Every local that we have out there believes in that.

Linda, Naureen, Shinade, you're absolutely right, we would have had a group of white men running Ontario Regional Council, and I'm proud to

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say that Naureen is doing a hell of a job, and Shinade is doing a hell of a job and I support the sisters here. This is not the union I was brought into. This is not the union I went out and fought and tried to make it the strongest union we have in Canada. This is bullshit.

LANA PAYNE: I'm going to go to Naureen. I think she had her hand up before Tullio, and then we'll come back to you, Benoît.

NAUREEN RIZVI: Okay. So, the highest authority of this union is going into a Constitutional Convention showing zero leadership, zero leadership to our membership and our message is because it was a crisis, we decided to have a free-for-all? In a crisis is when you show leadership. This is the person who can steer the ship, whoever that's going to be.

Since when do we have at the bargaining table -- we've spent six months bargaining a collective agreement, or three months or three weeks and say, "Well, you know what? Up to you to decide. Whatever you want. We're not making a recommendation." This is leadership.

So, we have no endorsed candidate, fine. I want to know from the Board, the rank and file Board

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members, not Gavin, not Renaud, not Linda, not Lana, not me, are you willing to give up what your role is here, which is to show leadership to the Constitutional Convention, and say this is who we go behind? Are you actually willing to give up your rights on that, your obligations, your responsibility to show leadership and point us in a direction? Are you actually going to say that 26 people cannot actually tell a delegation of what, 2,000, 1,500, 1,000 that this is what we think?

What happens when somebody goes to the floor and says, "What do you think?" "I don't." Get off this Board then. Seriously, what do you think? Who should be? Somebody. Somebody should be sitting in that seat. Are you really prepared to do that? Because I'll tell you, if I was a member, that would be the last time I will take a recommendation from you. I would stop it dead in its tracks every single time to say you don't get to because the top job, you had no recommendation.

At the time of the biggest scandal and crisis, you had no recommendation. When we needed to be led, you had no recommendation. Our members that are on the ground that don't make it to a single membership meeting, that don't make it to our large

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events, that don't make it to councils but watch from afar that don't have this direct line into our conversations and our understanding all of that that are looking to you for leadership. A union of 315,000 cannot be run without leadership, without recommendation, without dialogue.

Do you know what this tells people? We cannot reconcile ourselves and make a decision. I am so bothered about the fact that this is going to now create -- I don't know how we would go back to anybody to say, "We need to make sure that we have women. We need to make sure that we have people of colour. So, we're going to make a recommendation on a unity slate?" Can't do that and I won't do it again in Ontario if this is the way it goes. I will not.

I will not say that what's not good for you is not good for me. Not happening. Not doing it. Let it be a Board of 43 white men all from auto and telco. Fine. Whatever. You won't see a healthcare worker there. You know why? Because they can't get time off the job. And if we don't ask a local president, who do you think? That PSW in that long-term care facility will never come forward. Do you know who holds those jobs? People that look like us.

So, not only are we cracking the system

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that has created equity and held it together, and our equity audit shows that even with that design we are not where we should be, we're going to look like the union that does not look like its members, that does not look like the community we live in, that does not look like the communities we organize in, but more importantly, to simply put a motion forward to say, "Let's not endorse anybody and let's not do that," I want you to think about what that means coming from the highest authority of the union. We are not prepared to lead, we are not prepared to recommend, we are not prepared to say anything to 1,500 or 1,800 people coming. Seriously.

If you are local president, whether it's good, bad or ugly, your members want to know what your opinion is. Since when does this Board give up their opinion? So, I'm asking the rank-and-file Board, you can't go back on these things. Are you prepared to let go of that? That's what's happening. Are you prepared to say that we have no opinion, we're not going to reconcile, we're not going to tell a single person? And what are you going to say? Because somebody is going to stand at convention and say, "What do you guys think?" I'll tell you what I'll say, we couldn't get our shit together.

I'm telling you, it's a slippery slope. Please reconsider going in without a recommendation because not leading, you can never get that back again. You can never get that back, and I want you to think about what people are going to ask you at convention, why we could not, out of this huge scandal -- so, Jerry Dias leaves and suddenly the rest of the world cannot make up a decision?

I want to know from the rank and file, are you prepared to let it go? Are you prepared to let go of that responsibility that comes to you from being elected in a position where people say, "You're my voice"? What are you doing with that voice? I want to hear from the rank and file on that, please.

LANA PAYNE: Benoît, and then Jenn, and then Ruth, I think. Have I missed anyone? And Keith. Okay, so let me review that again. Benoît, Jenn, Ruth and Keith.

BENOÎT LAPOINTE:

(in French)

(taken from translation)

Thank you. A number of things. First of all, Tullio said that Gavin is rejecting the idea of having a slate of candidates. That's not what we're doing. That's not what was proposed. And I

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understand that there are concerns, for example, that Naureen has just expressed and also Tullio, because I also believe that a slate is the best response for elections. That's what we should use whenever possible.

But in this particular situation, as Shane said, we have to find a solution to move ahead because we've been discussing it for two days already, and already we've been dealing with this for weeks and we haven't been able to get ahead, and there won't be any consensus. That's clear. This is a situation that is extremely complicated, that's new.

We had earlier that the situation has changed even among our members. We have comments and people are aware of a lot of things, but they don't interpret things the same way. So, this is increased visibility, and this has completely spoiled the situation, and that's why we're concerned. We're getting a lot of pressure from our members, and we know that we have a responsibility, and I agree with you, Naureen. Normally, we should have been able to discuss and end up saying, even if we're not all in agreement, we're going to nominate one person.

And because of all these different inputs following this event coming from our members,

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we can't do that. We can't go that far. We're too divided. We won't be able to. I know that on our side, it won't be possible, and I've heard others say the same thing, and I think we can talk and talk for weeks.

I hear what Chris said this morning, and I believe him. I believe he's sincere, but that's not the problem. The problem is the perception of the pressure, and we're getting a lot of pressure from our members, and I think the best way to do things now is to go back to our members and -- it was like an atomic bomb, this situation. We can't make any kind of agreement amongst ourselves, and I think there will be people that will criticize us.

But in Quebec, our executive committee in Quebec, we haven't had a slate for the last two times because we couldn't get agreement, but we have 15 per cent are women, we have a black representative. and we have equity representation. So, this is not the end of the union movement to not have a slate.

I agree with Naureen. It's not the best way to do things, and I would have liked to be able to come to agreement, but I think that we don't have any choice. We have to do something. We have to move ahead. And I would like to thank Scott for deciding

to withdraw as the confirmed candidate, and I think there will be various candidates for president, and that's the only solution.

LANA PAYNE: So, I have Renaud, Jenn, Ruth and Keith.

RENAUD GAGNÉ:

(in French)

(taken from translation)

Well, I think that the best thing that happened this morning is the decision by Scott to remove himself as the confirmed candidate. And if we ended up having a vote and it was 12 against 11 or something, we would be even more divided. I think there's a context we have to take into account, and I think we have to think about what will happen at the convention. We will have candidates, and we can't say that without a slate it will all be white men leading the union. In Quebec, we don't have that, and I think we have to take into account reality. I think the National Board is -- we have to realize that we're in an exceptional situation.

When Unifor was created, there were no real rules, and we had rules that were not necessarily respected. There were rules, however, that were known and the room was divided between the two founding

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unions, and I think that we can't deny that.

But I think that now we can see that we have made progress, and we have our rules, and we're moving ahead, and we have made progress, and I don't think we should hesitate and try to hide things and we have to move ahead.

Those that support Scott will continue when we go to the convention, and there will be people around the table who will support Scott, and there will be others who will support Dave or Lana. And at the end, there will be discussion, there will be proposals for changes to the union because we're going to have to reflect on what we're going to do and we have to establish new rules, perhaps, for the elections, otherwise people will be spending a lot of money for campaigns, and I think that we have to find a solution.

And when we see what has happened this morning, this way out of the crisis thanks to Scott's withdrawal, we have various candidates, and the candidates can campaign, present their merits to the members. And for the Maritimes, for example, if they continue to support Linda and Ontario decides to support Naureen, great, and we're trying to have a balance, a fair representation and equity.

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LANA PAYNE: Jenn, Ruth, and then Keith.

JENNIFER MOREAU: Okay, so there were a couple of things I wanted to say in response. So, Tullio and Naureen both raised points about the endorsement process, and I think Shinade had some really important things to say about it yesterday. I think the endorsement process is important, and to Naureen's comment, nobody wants 43 white men running anything, but this isn't the issue. The issue isn't the process. It's the fact that we are now in a situation coming out of a scandal.

So, you also said, "I want to hear from the rank-and-file members." I'm a member. I represent folks that work in the media that will be asking a lot of hard questions. The guiding principles for me -- because you also kind of threw down the gauntlet about leadership. Leadership, for me, means doing the right thing, and the job of the president has changed radically because of this.

This is not a status quo situation. We now need a leader who can do everything that's part of the job and lead us out of a scandal. That's the problem, and the fact that we even spent a day having questions about our endorsed candidate is a problem. I can't go back to my members, I can't go back to my

president who doesn't drink, doesn't smoke, doesn't swear, goes to church and explain to him what's going on here. I still don't even know what I'm going to say to people.

So, the guiding principles for me, the number one mission for me is not about who is going to -- we're not making decisions here based on who wants to be president. Take Scott and Lana out of it. What is the best thing for our members? Because our job now is to establish trust with our members. We have to rebuild that trust. That is the number one job on top of everything else.

So, for me, leadership is about doing the right thing. So, nobody is saying get rid of the endorsement process. I think they're saying we can't go forward with a candidate when there's even questions. And Scott may have done nothing wrong and may be totally innocent, but the uncertainty alone is a problem, and Lana is doing everything by the book. I read a crisis management book to prepare for our first meeting. She's doing everything -- she could even be doing more by that book of how to manage yourself out of a crisis. So, there you go.

LANA PAYNE: Ruth, sister.

RUTH PRYCE: At this time, I don't even

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know what to say, but you know what? Yesterday, I think it was Tullio that mentioned it, or John, that the head used to make the decision, and then they bring it to us, or we get it in an email.

We're all a bunch of hypocrites, honestly, in this room, a bunch of hypocrites, because all of a sudden, now, I'm listening to Naureen and she's speaking about -- yes, I agree with you about all the white men and who is going to be running if we don't have unity, and I believe in the process, I believe in the process, but we are still a bunch of hypocrites, okay?

I realize what went on and we should be getting over it by now. What Jerry did was wrong. Now it's in the hands of the police. Let's just move along and try to build this union up. But instead of that, we're pointing fingers. People cannot sleep, people are upset, this one is not speaking to this one, that one is not speaking to that one.

I can remember when I was running for president of my local and I said we should have a slate. I was told no because some of the members didn't believe in slate, some did. So, we didn't have a slate and we still ended up with equity in the officers.

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This is completely different that we're handling right now, and I think it was Shane that said time for us to get over, move on, because we have a job to do. So, all the hypocrites, I think we should all try and get along because this is what is in this room, a bunch of hypocrites.

LANA PAYNE: Keith, I think you're next.

KEITH SULLIVAN: Okay. I hope you guys can hear me well.

LANA PAYNE: Yes.

KEITH SULLIVAN: So, I mean, obviously, serious, serious division. We do have to find a way to get over it because it's obvious that some people are somewhat entrenched in some ways, but I guess the discussion on the floor here is not about an overall process and the value of it. I think people clearly see value in what we're doing with a unity caucus piece.

But this is about the endorsement after the fact that a meeting where many people here, probably most, I guess, what we see is that we were clearly manipulated as rank-and-file members on the NEB is that February 1st, that feeling there. It's clear that people feel much different now, and that's why we're having this discussion.

It is tough, and that's what we're discussing around that endorsement, and I think this discussion reflects what membership are saying and saying the concerns that they have. So, it's tough, it's terrible conversations, but I can understand why we're having it.

The biggest thing, much has changed since that meeting. Now we have an incredible candidate who has guided the union through what has been a brutal crisis. Obviously, this is Jerry Dias' fault, but the actions taken by the secretary-treasurer on this, I think, put us in a very good position to weather that storm, and I think that leadership and crisis is clear.

And back to Naureen's point about the rank and file on the Board, like Jenn has said, myself speaking of that, I think we are and that's kind of what I'm hearing from members, and I think that's kind of what you do when you put a motion to the floor to discuss it. Everybody has a say and we're able to vote on that. I think that's precisely what a motion on this kind of issue has.

We certainly beat things around a lot. I think that's part of the question, and we still have lots of work to do after this, but that's just the

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reality of how a lot of Board members feel and how some membership feel about this stuff going forward. Thanks.

LANA PAYNE: Thanks, Keith. Anyone else? Is it Deb? Go ahead.

DEB TVEIT: Okay, so I think I'm probably one of the last -- maybe Patty Barrera is still around. It was on the committee that formed Unifor in 2012. We spent a year going around the country trying to get CAW and CEP to form a new union that was democratic, that really recognized equity. It's in our Constitution, equity. We have to have women on the Board at a percentage that reflects the union. We have to have equity committees in the regions. We have to have equity certainly in our executive boards and, as Naureen said, each region follows that because that's how the union was built.

So, it's very worrisome if we're going to go away from that in any way because this wasn't easy for these two groups to come to this. We spent many weeks arguing who had the better structure, who had the better union. This was difficult, but we ended up coming up with a strong National Union with recognition in the regions because CAW's side recognized that we were regionally weak and CEP's side

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recognized that their National President was weak and we needed to fix that, and we did. And the shocking thing for me was both committees had many discussions worrying that we wouldn't come together, and everybody that was at the founding convention saw how well the two unions came together, marching towards each other and then together.

We also kept our Aboriginal worker of colour seat on the Board elected at their conference. We kept the skilled trades position on the Board, the retiree position. We kept these positions, and these weren't done easy. These were huge debates. Certainly, the CEP did not want retirees on the Board and didn't want that to happen. CAW had a strong history with our retirees.

So, all of these discussions were difficult, but the new union was formed, and I was amazed how quickly we came together. And even the staff of the union. We worried about the staff of the union not coming together. All of that didn't happen. They did all come together.

So, it's worrisome, and it's -- yesterday, a lot of people talked about, especially the Quebec group, about democracy. So, this is a form of democracy, a good democracy. There's all kinds of

democracies. Democracy doesn't mean "I get the most votes because I win". This was 1950s union democracy, and if you look at pictures of conventions of unions in the 1950s, it was white men sitting in a room making all the decisions of the union and lots of times in felt hats. That was their democracy, and we can't take that away from them, but we recognized that it needed change.

So, certainly, these discussions were difficult. The regional equity committee piece was difficult. It initially was difficult about what they did and how they worked, and they've worked through that, and they do good equity work. So, it's worrisome to not to do that.

We also talked extensively about assistants at those meetings because in the CEP world, regional directors had assistants, not the National President. In the CAW world, the National President had assistants and the Quebec Director had assistants, and we ended up adopting that form, and the assistants could have voice but no vote, and we had to support the team as they are staff, and all of that is in our Constitution still today.

So, it worries me when we move away from that because this is how we keep the union rolling

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ahead on equality, and without that, it's a very easy argument. And it's not like everyone in CAW loved the unity caucus. That wasn't true. We still have members from the former CAW that dislike the unity caucus. So, it wasn't just Naureen or the CEP people that disliked it, and Les MacDonald can certainly tell you even today, we have retirees that hate the unity caucus.

So, all this stuff is difficult, but it's needed for the union to lead through difficult times and keep equity so very important. So, I just wanted to say that.

And certainly, there was tons of discussion yesterday, and I've talked with different Board members since, who really want to move on and let's get some work done here, and I agree with that. And nothing that was said yesterday changes my support for Scott as president. I maintain that. And Lana, nothing that was said yesterday doesn't acknowledge what you did in a very difficult situation in the fact that you did a great job doing that, and you're a great secretary-treasurer, and I just wish you were running to maintain that position because you're very good at it and we need a good secretary-treasurer, Lana.

And so, I wish that was the case, but here we are now with three candidates running for president. And really, the only person yesterday that mentioned this and I was hoping there would be a discussion, that didn't happen, was Tammy that mentioned the special convention, and this is where we're at. I don't know what you're hearing in Quebec, but I haven't heard one word about the scandal. What I'm hearing from local unions is, "When is this convention happening, Deb? When is this convention happening? What's going on with the convention?" And all I could say to them is, "This week, I believe, and I'm hoping that we get that nailed down and you'll hear about it then."

So, I think that discussion didn't happen after Tammy mentioned it, and I was hoping this morning that's what we could decide. When is this special convention? What's the date? How do we get it out to our members? And then how do we move on and certainly move forward to build this union and really build it on those founding principles?

LANA PAYNE: Thanks, Deb. Dave, I think you've got your hand up.

DAVE CASSIDY: Did you say me? Thanks. Well, a couple things. Thanks, Deb, for recognizing

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that I'm a candidate. Appreciate it. I know some people think it's a joke, but it's not a joke. And I know that I've already got text messages this morning saying since Lana put her name in that I'm getting out. That's total bullshit, too, just so we're clear. I want to make that clear.

Ruth, I'm not a hypocrite, so I take a little bit of exception for you calling us all hypocrites. I'm not sure why that has to be put out there. Maybe we're at a little bit of odds on a few things right now, but a couple things that I'm going to ask, Lana, since you have declared that you are going to be a candidate, I think that we need to have an outside election officer, and I'll tell you why, because in the past, the secretary-treasurer puts the call out, puts everything out, but this time, the game has changed a little bit because the secretary-treasurer -- and there might be other assistants, there might be people that could be able to do that, but I think that we need to have a little bit of a discussion about some type of an election officer that would be able to handle the election that we've never really embraced or had. That's one thing.

The other thing that I'm requesting, personally, is the information from the local unions.

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My daughter and I, we Google a lot to find locals. I know that Scott has access to all of the locals, all of the lists, all of the leadership at each local, and I would like to be afforded the same opportunity as a National Executive Board member that the secretary-treasurer and the assistant to the president has. So, I think that's something that I would also request, Lana, and I put it to you in an email that I wanted to make sure that I brought it up.

Deb, to your point about the special convention, we all talked about it, and I know before the staff comes in here today, or the directors come in, that we will be dealing with that also. But those are the couple of things that I just -- some discussion around that election officer, how are we going to do this, because I think the game has changed a little bit since you have indicated that you're a candidate, Lana, and then the fact of myself being able to have the same access to those lists that the leadership has to make it a fair election. Thanks.

LANA PAYNE: Yes, I think, Dave, I don't disagree on having an election officer. I actually proposed something like this last fall -- let me just take off my mask -- after the November Board meeting when it appeared that we were going to likely have an

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election, two candidates, because I do think it's important when you're going into those campaigns that you have some ground rules that people can follow and develop, and there's obviously some fairness there around those things. Unfortunately, we don't have that. We've never had an election in that regard for president where we had to put rules in place around campaigns.

So, I mean, I can't make that decision by myself. Obviously, if the Board agrees -- because the Constitution is silent on this. The only kind of election discussion is what happens when you're at convention and there's an Election Committee, et cetera, that is elected to do that work. And so, I would just kind of point that out, that there are no rules for campaigns because we've never done them before in that regard. That was kind of both of things.

So, yes, I think if we have somebody that can be drafting those things up, and they may not be done in time for this kind of an election, but I think in future we need to have some guidelines around these things for folks to be able to follow, for sure.

Are folks ready for a little break right now? Yes.

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DAVE CASSIDY: So, the one part on the list, am I able to get the list and have the free and fair election? Is there any comments or anything on that?

LANA PAYNE: I think Katha is going to speak.

KATHA FORTIER: I would just say I think that I've seen in local union elections where they agree that they will send out three emails from all of the candidates so that nobody has the list personally, or whatever the -- like, I don't know ---

DAVE CASSIDY: Well, that's fair, but I have had conversation with Scott. Scott and I have had some discussion around this, and I know that from calling presidents that support staff set up meetings. And with all due respect, I don't have that opportunity and I just want a free and fair election, that's all. That's all I ask. So, to the three emails or whatever, that's really not factual. People have the list, Katha, with all due respect.

LANA PAYNE: Is it you or Naureen, Scott? Okay, go ahead.

SCOTT DOHERTY: Listen, I think Dave should get the list. I don't think there's any reason why he shouldn't get the list of the local union

leadership and be able to reach out to local leadership and campaign freely. I don't know why we wouldn't do that. He's a National Executive Board member. There's no legalities, I don't believe. Anthony can jump in if there is, but I don't think there's any privacy issues.

So, we should just send him the list of the local unions and the presidents of those local unions, and he can campaign just like everybody else. I don't think there's anything wrong with that.

LANA PAYNE: Gavin.

GAVIN MCGARRIGLE: I mentioned yesterday my concerns about the type of campaigning, and I mentioned about funds like \$25,000, which nobody spoke out against, so I'm assuming it's accurate. I think we do need to have, and hopefully maybe we can put together something this week with some basic rules, perhaps when you think in federal or provincial. There is a registrar, a deputy campaign manager. They're responsible for tracking the money that comes in. They're responsible for reporting it out.

I think we should consider what types of bodies or groups can or can't contribute funds, especially union funds, membership funds, and we should put in place some reasonable rules. I don't

have an answer as to what those would be, but I think it's not going to harm the union to have some -- I agree with, Lana. I doubt we'll get to the nitty-gritty of all of it, but I'm very concerned about union funds and there needs to be some transparent process that everyone can be accountable for how funds are raised or spent or whatever. I think ultimately our members are owed that, and if it's good enough for all the other elections that are out there, municipal, provincial, federal, I don't see why we can't get there. So, I would hope we could get there this week, but I just wanted to say I do think we do need to have some reasonable rules.

LANA PAYNE: Okay, thanks, Gavin.

Scott.

SCOTT DOHERTY: Yes, I'm glad we're at the UCP now. That's amazing. The caucuses and councils have bylaws in place. They can do what they want with their money. They vote for their things. And so, if the Energy Council wants to donate \$25,000 to a campaign, I think they have every right to do that. And if the Forestry Council wants to donate \$25,000, they have every right to do that.

So, I don't believe that you have a right to sit here and say that they don't get to use

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the funds that they have in their accounts, however they feel they want to use them, as long as it's done duly through a process of the National Executive Board. It's no different that locals can do the exact same thing.

Listen, we can have that conversation, I guess, but the reality is that this is a democracy. There seems to be a lot of wanting to change a lot of things that we've done in this organization. We want to get rid of assistants, we want to change the caucus structure, we don't want to talk about the special convention, we don't want to give Dave access to lists, which is ridiculous. So, again, we can beat around the bush.

To Ruth's point and others' points, let's get down to what actually needs to happen. So, I think there should be a special convention as quickly as possible, the three candidates should run, and then we should go back to the system that works in place, and we'll have a new president, and we'll get a unity team together for our August convention, because that's the structure that everybody likes in this organization, I believe. It's the structure that people believe in. It's the structure our members believe in.

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There has been zero motions to change that in nine years of the convention. There's not one of them right now that I'm aware of. Maybe there's some coming to this convention, and we'll deal with that at the Constitutional Convention, but in my opinion, we're already in violation of the Constitution. We should have already had the call letter out for the special convention. It's been 30 days since the vacancy.

I think we should call a special convention, the three candidates should run on their merits, we should stop talking about the endorsement and we still have a structure after that that we can live with, which is the unity caucus and we're not changing the Constitution and we're not changing anything.

And I'm fine with us sitting down as quickly as possible and getting some election rules, I guess, if we want, but I think it's time for us to move forward on what it is that we have to do. And I've been trying for weeks now to not put the Jerry Dias thing away, but to not let it dictate what happens with our organization and move forward and start to build our organization.

I said it before, at this National

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Executive Board, we're going to talk about things that need to change in our Constitution so that we can ensure that this doesn't happen again, but we're not actually sitting down as a group talking about what do we need to do to build back members' trust as a Board. We're not strategizing around what do we need to do to get past the Jerry Dias issue as a National Executive Board. That I think is more important than talking about making sure that this never happens again because it's one occasion.

We want to keep talking about the fact that what's going to happen in a year from now with a second scandal. Well, we'll deal with the second scandal in a year from now if it is. If everybody thinks around this table that it's going to be me that's part of that scandal if I'm the president, you've got nothing to worry about, because I've done nothing to violate the Code of Ethics.

And yes, I've admitted, I interfered by talking to Chris MacDonald, but I didn't cover it up. If I covered it up or attempted to cover it up, would we be here today? Would we have gone out? So, let's get past this conversation. Let's get down to the work of the National Executive Board. Let's find out what the special convention is. Let's run the

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elections and then let's move forward as an organization and give our members what they actually expect us to do, which is represent them, bargain collective agreements for them and serve them properly. That to me is leadership. That to me is what should be taking place and should have been taking place the entire time.

And it seems to have gone unnoticed the fact that we've all said that as Lana had people complain about the way that we were doing things or said something differently, the circle got smaller and smaller instead of bigger and bigger. If we want this National Executive Board to be the overarching power of our organization other than the members, this group should be talking a lot more. This group should be having those conversations.

Let's get forward and actually start building our organization, building back the trust of our membership, building back what is a great union that can continue to be a great union.

LANA PAYNE: I think there's some disagreements on what the Constitution says around special conventions, so we're going to have to have that discussion because Shane's opinion is different than the lawyers and including what the lawyers in

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Quebec said around that.

SCOTT DOHERTY: Of course.

LANA PAYNE: Yes, of course.

SCOTT DOHERTY: Yes, I'm fine. Let's have the conversation, Lana.

LANA PAYNE: And also, Scott, no one is saying we're not going to talk about the future of the union. Who is saying that here? Renaud.

TULLIO DIPONTI: Can I just go back to what ---

LANA PAYNE: No, wait, Tullio. Renaud is next, then you can ---

TULLIO DIPONTI: I had my hand up before Gavin. Let's go back to the brother, Dave Cassidy, what he asked.

LANA PAYNE: Look, I'm good with ---

TULLIO DIPONTI: Can he have the list of the locals? Yes or no?

LANA PAYNE: We already agreed.

TULLIO DIPONTI: I never heard nobody agreeing. I didn't hear nobody agreeing. Maybe down here we can't hear nothing. We're jumping all over the place. So, don't tell me that I didn't have my hand up before ---

LANA PAYNE: I'm going to ask that we

take a five-minute break after you, Tullio, because people need to take a spell right now.

--- Whereupon the meeting was in recess
from 9:58 a.m. to 10:30 a.m.

LANA PAYNE: Okay, so let's move into the special convention discussion so we can have that before we bring the staff in, in the afternoon, and get back to the regular business of the NEB. I'm going to ask Anthony to review some of the constitutional elements of this, then I'm going to go through some of the venues that we've looked at, so the Board understands what's available, and we're only looking at Toronto, by the way. We didn't look at holding it in any other part of the country, so I'll just put that out there.

Anthony, do you want to start?

DISCUSSION ON THE SPECIAL CONVENTION

ANTHONY DALE: Sure. Thanks, Lana. I'll just outline my reading of the Constitution and the relevant provisions that apply. If you have the Constitution in front of you, you may wish to refer to it.

There's a small issue about, perhaps, inconsistent wording between the English and French version of the Constitution, and that's why it was useful to consult with the francophone lawyers on staff in order to have their read of the French language version of it as well, and I'll describe that briefly.

As you know, in the Constitution, the national officers of the union are described in Article 7. There are three national officers: the president, Quebec director and the secretary-treasurer. 7A(5) addresses what happens when there's a vacancy in the president or secretary-treasurer, and we all know that there's a difference between what happens if the vacancy occurs within 120 days of a convention and if it happens outside of that 120 days.

If the vacancy occurs more than 120 days before the convention, then Article 7A(5) provides that the NEB, within 30 days, must call a special convention to select a new officer. I read the word "call" there as the act of announcing or deciding that an event is to happen. And you can imagine a situation in which perhaps there's a lack of clarity about whether in fact there's a vacancy, perhaps if somebody is absent or not performing their duties, and

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the National Executive Board is able to decide that there's a vacancy and call a special convention.

The sense in which "call" is used in the article, I read it as requiring that the thing that must happen within 30 days of the vacancy is the Board deciding that there's going to be a special convention. The convention does not have to happen within 30 days, so there's no constitutional noncompliance if the vacancy, as is the case today, continues for more than 30 days after the vacancy first occurs.

If the Constitution had said something like the National Executive Board must hold or conduct a special convention within the 30 days, obviously the meeting would be different. If it said the union must hold or conduct a special convention, the meeting would be different.

As an aside, I would observe that if the rule were to say that there must be a special convention within 30 days, I think as a practical matter, that would be challenging just from a logistics point of view of arranging a large meeting. I don't know whether it would be possible or not. That's not my department.

So, my firm view there is that a special

convention to fill a vacancy has to be announced by the NEB within 30 days, but it doesn't have to happen within the 30 days.

So, those are the provisions in Article 7 of the Constitution, and then there are the provisions in Article 6F of the Constitution, which are the articles that deal with special conventions. And so, the question is whether those provisions apply or do not apply in the case of what I'll call an officer vacancy special convention. And in particular, Article 6F are the four paragraphs that deal with special conventions.

The normal way in which special conventions happen, so we're talking about cases other than an officer vacancy special convention, is that the NEB can decide to have one by a two-thirds vote, or local unions can decide to have one if at least 30 per cent of local unions having 30 per cent of the members vote to have a special convention, then there must be one.

There are rules about the delegates to a special convention in 6F(4), and it says that they shall be the same delegate -- sorry, let me just...

"Delegates to a special convention
and their voting strength shall be

the same delegate and voting strength in place at the previous convention. Alternates may fill vacancies provided they were elected as alternate delegates to the previous convention."

So, you look backwards to the last convention in order to determine who the delegates to the special convention are. So, again, Article 6F is describing circumstances that lead to a special convention other than an officer vacancy special convention.

Nothing in Article 6F describes the time and place of the special convention, and that is unlike the case of a regular convention which is dealt with in the second paragraph of Article 6. So, this is prior to the heading "A. Convention Call". There's a paragraph 2 which says that "The convention shall be held every three years at a place and time determined by the National Executive Board." So, that's the rule that applies for regular conventions, but there's no similar statement about special conventions.

I would point you to Article 6F(3), which says that:

"The secretary-treasurer shall issue

a call to a special convention no later than 30 days prior to the opening day of convention informing local unions...the specific business [et cetera]. [And then] No other business or purpose shall be allowed at the special convention."

So, the focus there is the first line of 6F(3) which says, "The secretary-treasurer shall issue a call to a special convention". That is similar to the language that's used with respect to regular conventions in 6A(1) which says, "At the direction of the president, the secretary-treasurer shall issue a convention call to all local unions..." So, that puts in the hands of the secretary-treasurer the task of issuing a convention call both to a regular triennial convention and to a special convention.

The only rule about the timing of a special convention is that the secretary-treasurer's call to a special convention must be no later than 30 days prior to the opening day. That is Article 6F(3). This means at least 30 days in advance of the start of the special convention. That amount of notice presumably reflects the minimum amount of time required to make arrangements for special convention

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with a reasonable level of participation, but there's no maximum amount of time between the call and when the special convention is to occur. It only has to be at least 30 days from when the notice is given.

So, we have those rules about special conventions, and then we have the provision about officer vacancies. So, the question is, does Article 6F, and more particularly, does Article 6F(3) about the act of issuing a call to a special convention, does that apply to special conventions to fill an officer vacancy?

When I read them together, I conclude that the decision to call a special convention in the case of an officer vacancy is a decision of the NEB. So, it's the NEB that decides that there is a vacancy and it's the NEB that decides that there has to be a special convention to fill the vacancy. The decision to issue a call in the sense of setting the time and place of the special convention and the physical act of communicating that to the locals is left to the secretary-treasurer in Article 6F(3).

The alternative to that interpretation would be Article 7A(5). That's where the NEB, within 30 days, must call a special convention to fill a vacancy. It puts in the hands of the NEB the

necessary power to call and schedule and arrange the special convention to fill a vacancy. But if I read it that way, that requires treating Article 6F, including Article 6F(3), as not applying at all to special conventions to fill a vacancy, and there simply aren't any words in the Constitution that suggest an intention to make those words inapplicable. And so, that is not a preferred interpretation, in my opinion.

And then lastly, I would simply observe that whether it's the NEB or the secretary-treasurer that decides the date of a special convention to fill an officer vacancy, proper regard will, of course, have to be had to -- logistics necessary to arrange it and so on.

For the sake of completeness, I'll just refer to the additional issue that might arise if we look only at the French language version of the Constitution. So, in the special convention provision in 6F, I hope I get this right in my recollection of the discussion, in the whole of Article 6F, the normal way in which a special convention occurs is that in the very first line of Article 6F(1), it says a special convention may be convened by a two-thirds vote. And then in Article 6F(3), it says the

secretary-treasurer shall issue a call. So, there's a sense there in which different words are used, and presumably for a different purpose. A special convention is being convened in the one place, and then the secretary-treasurer is issuing a call.

And if we go back to the officer vacancy provision where it says the NEB shall call a special convention -- let me just make sure I get it right. In 7A(5) where it says, "The [NEB] must call a special convention..." So, there the word is "call" rather than "convene".

In the French language version, there is no difference in the verbs that are used. So, in 6F(1) with respect to the special conventions, the word that is used in French is "convoqué" and in 6F(3), it's "convoqué un congrès extraordinaire". And in 7A(5), again, the verb that's used throughout is "convoqué".

So, there's a more consistent usage in the French as opposed to the different usage in the English version. So, we considered the difference there, and let me just refresh my memory. Just if you could bear with me while I just try and find the note?

Okay, I'm going to stop there. I think I may complicate things if I get into a discussion of

the French language version. I'll simply say that review of the French language version suggested that there wasn't a difference between the act of issuing a call and the act of calling a convention, which would have supported the view that the NEB calls it within 30 days.

But on balance, we concluded that my preferred interpretation is the one that I set out. That preferred interpretation is the one that I set out where there's a division of responsibility between the NEB deciding that there has to be a special convention and the secretary-treasurer deciding to issue a call to that special convention. I'll stop there.

LANA PAYNE: Are there any questions there or are you ready for me to talk about options? Yes. So, we had the team look at a couple of things in terms of virtual, in person, how would this work. One of the big challenges with the virtual convention was really around, well, minimum of eight weeks to build the program to get people the delegate names in a system, which we don't have that at the moment, and then you would have to reconcile the data because the 2019 delegate status has to be used.

So, for example, in Tullio's local, I

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don't know, you probably sent X number of delegates in 2019. So, those same people now have to vote in a special convention or someone who was registered as an alternate for them, according to what Anthony has laid out there.

So, this became a challenge in terms of how you would set up a virtual meeting when we don't have unique email addresses for those delegates registered in 2019, because we didn't require unique email addresses for them to attend an in-person convention in Quebec City. All we required was for their local to basically register their delegates.

So, I don't know anyone around the room would have had -- maybe, Tullio, you might have emailed and registered all of your delegates from one email address. So, the ability to have these folks actually receive their ballot, participate, all of that, it gets a little complicated, I think, is the point of the IT Department, and that that would be a bit of a challenge. And there would be no way to determine who was on the other side of the computer if we don't have the proper email addresses for them, and collecting them would be, I think, just too much work to be able to do that. And that would be a printout of about, I don't know, there was almost 900 voting

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delegates in the 2019 convention.

So, I think the conclusion was it makes more sense to do an in-person special convention, and then it becomes, what's available? I think it makes more sense to do it in a central location like Toronto because otherwise it gets more expensive. Although, for many locals, that will be expensive coming from the west and the east for sure, and we have received any number of emails on that, I just want folks to know. So, while you're hearing maybe locals are saying, "When are we doing this? We've got to fill the vacancy," I'm also getting emails the other way which is "What are we doing? If this is two conventions in three months, who votes in that convention?" et cetera.

So, they're looking at the Constitution and seeing that there's not a lot of clarity. And of course, if we're looking at 2019 delegates, some of those people might not be around. And so, now we're saying to locals you're losing your ability to vote in that convention if those people can't be replicated, basically. So, that's one of the challenges, and it might be something that the Constitutional Committee, Shane, wants to look at going forward in terms of making a change because I think when you get that far

out from a set of delegates, like two-and-a-half years, almost three years, to the time that that delegate status was used, and you're actually requiring it to be used again, we might want to think about not doing that and having a different kind of delegate selection for a special convention after a certain timeframe. I think that makes probably a bit better sense, otherwise we're into trying to, as I say, duplicate delegates who -- or we just don't even do that. We just say it's not the 2019 list and it's the latest delegate run that we can do out of the Dues Department and that makes better sense. So, something to keep in mind when we're looking at our constitutional amendments, I think.

So, in any case, if we were to look at 30 days' notice, there's a number of places here in Toronto in the May month where we could do something. It doesn't have to be on a weekend. We've looked at maybe a Monday, or a Sunday/Monday where people travel in, and there are any number of locations where we could do that.

The Convention Centre has a couple of dates in May and June. And then the next best location for that would be the Sheraton Centre, so here, and then it just becomes is it big enough to

hold all of the delegates at that point, and do we bring staff? Because if we're inviting staff in as well for that day, that changes the numbers a fair bit and we would be looking at 900 voting delegates plus some staff. We could be up to 1,200 people and that becomes a bit more of a challenge if we're doing it at the Sheraton Centre. But I'm not sure, Naureen, when you do your Ontario Regional Council, what's your big number that you have there. So, I think it makes more sense that we're looking at the Convention Centre for space.

Also, we have to keep in mind that we have a bit of COVID out there right now, so we'd better be cognizant of that and wanting to make sure that we've got enough space in the place that we're using. I think we just want to be a bit careful around that, too.

So, those are kind of our options, and I would recommend that we not look in another city. I think Toronto makes the best sense for folks. But if the Board thinks we should be trying to hold this somewhere else, then we're happy to look at locations for that, too.

Go ahead, Naureen.

NAUREEN RIZVI: So, the May and June

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dates were for the Convention Centre. What about Sheraton Centre? What are the dates? For both? Okay, all right.

LANA PAYNE: The only problem with the Sheraton Centre is that the May dates, I think the May 24th weekend, which is probably why they're open, but there's early June dates as well, but that's Linda's council. So, it makes probably more sense the Convention Centre, I think, based on availability.

Go ahead, Scott.

SCOTT DOHERTY: So, just to be clear, though, Lana, it's still weighted votes by delegates. So, locals could send one delegate and vote on their membership number from 2019. They don't have to send 45 of their delegates to vote. That's still the process, correct?

LANA PAYNE: I don't know. Anthony? Shane? I'm assuming it is. I don't know if there's any reference to it, but I'm assuming it's still a weighted -- but it would still have to be one of the folks that was registered as a delegate. I think that that ---

SCOTT DOHERTY: Right, or an alternate.

LANA PAYNE: Or an alternate, yes. We've got to just check on that, Scott. So, in a

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regular convention -- by the way, I can get this from Julie out of our Dues Department because she would know this, and Laura and others would know, too, our registration desk, and Nelson who has to figure out the voting of things, but I thought that ---

SCOTT DOHERTY: It's always been per capita ---

LANA PAYNE: Yes, I thought that if you had, say, five delegates that could attend and only three come, the three ---

SCOTT DOHERTY: They stretch the vote.

LANA PAYNE: --- get the same weight of the vote of the five.

SCOTT DOHERTY: Right. And that happens even at convention, if you send those five delegates and then two have to go home, they reconfigure and the votes get reallocated for the three delegates that stay even if it's like they're there Monday, Tuesday and they have to leave on Wednesday and there's only four delegates left. That's been the practice.

LANA PAYNE: That's my read of it, too.

SHANE WARK: They bring the same delegates and the same voting strength just like you described, Lana, and I confirmed with Julie that that's how we have done it in previous conventions,

2013, 2016, 2019. We know that all locals don't send their full delegation.

So, if they don't send their full delegation, their overall per capita is reconfigured among the delegates that they do send, which, I will say, I think is something that we need to look at in the future, because I think it's a bit of an issue that we need to discuss, but that is what the Constitution says, same voting strength and that's been confirmed by Julie for every convention that we've had.

LANA PAYNE: I think for Shane's point on why it might be something that we -- did you want to mention that, Shane? Because it is a bit of an issue where you might have 12 delegates and only ever send one, and then...

SHANE WARK: Yes, the issue is simply this, down the road, we've got to have a conversation about, for example, one delegate being sent from a local union of 10,000 people and bringing 10,000 votes with them, right? That's the issue, but that's how it works just so we know. That's how it works.

DAVE CASSIDY: Is it the average, Shane, for three years?

SHANE WARK: No, it's the average in the

calendar year preceding the convention, but for a special convention, it's just based on the 2019 Constitutional Convention delegates, the exact delegates. So, when you think about it, in this case, there's a vacancy in the position of National President that's occurring before his term of office has concluded. And to save local unions from having to redo their delegates in all of this, the whole thing with the special convention, and I won't get into the details of the different opinion I had with Anthony, but the point is, a special convention is meant to be special in the sense that you deal with significant issues, important issues in the union as quickly as possible, right?

And in order to do that, that's why they measure off the 2019 delegates, because it's already done, so that you're not sending a call letter for a special convention and then saying to the local unions, "Oh, by the way, run that whole process of getting a new set of delegates at the special convention." It's already done.

And, yes, there are some problems with it, but at least, under the Constitution, every local union is going to have to deal with the same problem, right? Every local union may have the problem of not

having the exact, maybe some delegates left, maybe they have to use alternates that were on the list. That's okay as long as all of them know the rules, but that's basically what drives the delegate count. It's just to quickly repeat what happened from 2019, carry the delegates through, have a special convention, and then do a reset and get ready for Constitutional Convention in August.

LANA PAYNE: Did you have a question?
And then we'll go to Jenn.

ANTHONY DALE: Just let me observe and this is not a provision I've read before, but the practice as described would appear to be not consistent with Article 6B(6) which says, this is a regular convention:

"The voting strength based on the number of members of the local union or subordinate body shall be distributed equally among the delegates elected and any remaining votes shall be allocated to the chairperson of the delegation."

And then the provision for special conventions that I referred to before is 6F(4):

"Delegates to a special convention

and their voting strength shall be the same delegate and voting strength in place at the previous convention. Alternates may fill vacancies provided they were elected as alternate delegates to the previous convention."

So, the process or the practice of allowing voting strength to be assigned to a smaller number of delegates other than those who were elected would not appear to be consistent with my quick reading of the Constitution, so I just flag that for your future consideration about whether some clarification is required.

LANA PAYNE: Like every part of this Constitution, clear as mud. Jenn, over to you.

JENNIFER MOREAU: Shane and Anthony kind of spoke to what I was going to ask, because what happens -- one of our delegates is no longer with us, it sounds like he's passed away, he's alive, he's just not working for an employer in our local, but I don't think we even had an alternate. So, I guess we just get the remaining delegates that were still there, which was me and Brian, right? We don't get to elect another person to replace the person who is no longer

there, correct? And then we split the remaining votes?

LANA PAYNE: I don't know, that's what we're debating now because I guess what that's saying is the weight ---

JENNIFER MOREAU: Or are we down a third?

LANA PAYNE: --- has to be shared. That's kind of what we've got to determine, I guess. I wasn't aware of that either.

JENNIFER MOREAU: Because if we're down a third because someone has left, that doesn't seem right either, right?

LANA PAYNE: Les, go ahead.

LES MACDONALD: Jenn, you wouldn't be down. It's based on your per capita, number of members you have. So, the two delegates would carry as much weight as three for your voting.

JENNIFER MOREAU: That's what I thought, but didn't Anthony just say something different?

LANA PAYNE: I think what Anthony is saying is that the weight has to be the same -- I don't know, Anthony, say it again.

ANTHONY DALE: I'm just suggesting that the language of the provision in 6F about regular

conventions suggests that it has to be distributed equally among the delegates elected. So, not the delegates who are in attendance but rather the delegates who were elected. So, on that language, and again, I'm just flagging that it may be inconsistent with the practice, on that language, it would suggest that if a delegate leaves or is not in the room, then that delegate's votes are not available to be voted.

JENNIFER MOREAU: That sounds like a very, very literal interpretation versus intent because you're then losing your voting strength, which I don't think was the original intent.

LANA PAYNE: I think we've not done that ever, though. I mean, I can double check with Julie, but I think what we do is as Les has described it. That's my understanding. Shane, you too?

SHANE WARK: Yes, I double and triple-checked with Julie because I raised this very issue, and whether we like it or not, sometimes our practice becomes our interpretation of the Constitution.

LANA PAYNE: Yes.

SHANE WARK: And so, in practice, 2013, 2016, 2019, we confirmed that that's how they did it because we have the problem, like I said, of not every local union sends their full delegation, pure and

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simple. We have some locals that send none and we get locals that send one or something short of their full entitlement, and that was one of the questions that we wanted to inquire on, was how have we been redistributing their per capita, right? And there has been.

LANA PAYNE: And I think there's no way, actually, for our system to be able to spread it out equally when we count it. Like, say one delegate goes home or something, I don't know we have the technology in the background that can make those kind of adjustments as we go. That seems like something that we ---

SCOTT DOHERTY: My understanding, Lana, is that we have done that. If you leave on a Wednesday, you go to the registration desk and Nelson and Julie have the capability ---

LANA PAYNE: Yes, they often turn the alternates into regular delegates then too.

SCOTT DOHERTY: They do that, or they redistribute the vote so that you're always voting on your delegate strength.

LANA PAYNE: Right. Okay, cool.

SCOTT DOHERTY: On your per capita strength, sorry.

LANA PAYNE: Okay, I think we've got that clear. Okay. Any other comments or questions here? Les, I think it is.

LES MACDONALD: I guess I've got to say with a special convention, there's a lot of locals that there's no way they'll be able to send delegates to special convention, and then come back for regular convention. I talked to quite a few out in Winnipeg and some of them are doing that. But if you were to at least send one rather than not and carry it, I know it's not the perfect thing, but at least this way here, they might be able to afford to send one, and then they're still participating in the special convention, and then come August, everything is up for grabs again, so they could have their full delegates there. That's the way I look at it. It gives the smaller locals that can't afford it the opportunity to participate like they should.

RENAUD GAGNÉ:

(in French)

(taken from translation)

So, I'm wondering how this could happen because a special convention on a specific topic on a specific issue that people will debate is one thing, but in the case of a vacancy, do candidates speak for

five minutes, and then we vote and that's it, that's over? How do you see that? Because this has never happened, because normally there should be a campaign, people are going to discuss with delegates. So, are there going to be debates before the election?

So, I'm having a hard time thinking that we're going to have 700 or 800 delegates travel, and there will be a lot of questions. They will want to question candidates. They will want to know what's happened. So, how are going to do that? Are we going to have one day or two days to discuss that?

LANA PAYNE: Well, I think we have to -- I mean, the rule is that it's for one item, which makes sense there in terms of that, but I also think -- I think it was Shane who proposed, or Katha earlier on, that we might have a half a day with the presidents coming in ahead of time and feel that we want to report out on things at that point, and that may change the tone of the questions. I mean, I think you have to give every candidate a chance to speak. I think all of that has to occur.

But in terms of dealing with this issue and having to report out, it might be better that that's done a half a day in the morning and get rid of it and delegates have been able to do all of that, and

then it's not spilling over. I mean, you could do a presidents' meeting at the same time. I know that was being proposed as well. Any thoughts on that?

LES MACDONALD: I guess you could always give them an update on where we are because maybe by then we'll have more of an update on what we discussed before with Jerry. So, maybe he'll be healthy enough to come before the Board prior to. I don't know.

I know where Renaud is coming from. You're just coming in to vote, and then getting on a plane and the going back out, but I like the idea of the presidents. Give them an update, find out what's going on and what else you're looking at between then and August convention.

LANA PAYNE: Great. Shane.

SHANE WARK: Now, there may be some, I'll just say, concern with just coming in to vote for this special convention, but the reality is, in my view, that's just how it works, right? That's the whole point of the Constitution requiring this special convention, is because we have a vacancy.

And yes, in my mind, it could be a half a day at most where delegates arrive, and whoever is chairing that meeting is just going to have to say like we do in every election that takes place at a

council, Canadian Council, regional council or a convention, you just say, "We are here for one purpose and one purpose only, is to elect and fill the vacancy of National President. I'm taking nominations. Is there any nominees?" "Yes, I nominate so-and-so." "You've got three minutes. Say your piece." And then, "Any other nominees?" We just run it like an election.

And I think, yes, for some it's going to be a bit of an issue with having to travel to Toronto for that, but there's a reason why we have this special convention in the Constitution. We're talking about filling the position of the highest office in our organization. Sometimes these are the things that we have to do.

And what Katha and I did talk about was not before but after -- if there's an opportunity, because what we were thinking about was, at some point, there was discussions about having a presidents' meeting during 2022, and we thought since local unions are investing the resources to send delegates, likely local union presidents, right, to a special convention, maybe you have this special convention, that convention confirms who is filling the vacancy and who is the National President, and

then after that, you convene a local union presidents' meeting, if possible.

We just threw it out there as an idea to try to deal with what Renaud raised, so that we don't have folks coming in for a two-hour meeting, hoping on a plane and going away. We get the important work out of the way, and then we get more important work done by keeping local presidents back, because I'm sure we'll have a lot of them, and talk about how we move forward as an organization.

LANA PAYNE: Tammy.

TAMMY MOORE: I agree with that, but part of the problem is it's been quite a while since 2019. I won't be at that presidents' meeting because I wasn't the president in 2019 and I wasn't there as a president delegate. That person is no longer with the company or with our local.

SHANE WARK: Good point.

KATHA FORTIER: You are an NEB delegate, though.

SHANE WARK: Yes, you're a delegate.

TAMMY MOORE: Now?

SHANE WARK: The other thing I would say is the presidents' meeting doesn't necessarily have to be for anybody who was a president back in 2019. If

there are delegates that have continued in that position that are there, they could attend, but the whole local union presidents' meeting was also intended for anybody who is currently a local union president. So, you could go to meeting two, the presidents' meeting, but not be in meeting one, which is the special convention because you didn't have delegate status, just to clarify that.

TAMMY MOORE: And that's what I was kind of wondering because my local can't be the only local that's in that position, I guess is what I'm saying, for that duration of time. So, it's good. Thank you.

KATHA FORTIER: The members of the NEB are delegates to convention with voice and one voting.

LANA PAYNE: Gavin.

GAVIN MCGARRIGLE: Yes, I just wanted to weigh in on the sequence. We can't just say, well, the Constitution says we have to have a special convention and therefore we're just going to have it, and the highest office and a three-minute speech and all of that. Why are we having a special convention? Because of the resignation, because of all of the events, because of everything, and I don't think it's fair to bring together all of the leadership, presidents, whoever they are, and just say, "We're not

talking about any of that, get in the room, three-minute speech, away we go."

I think you can't ignore that we're having a special convention because of this, and I think to be accountable, we should spend half the day or whatever and take whatever questions people have. And at least at that point, they're not having to make a decision right then and there, but they get their questions answered so that the following -- I think to try to do it the other way around would leave us open to accusations that we're not answering questions.

So, I think if we're going to do it that way, we should bring in the leadership ahead of time and answer questions about anything and everything, by the way. They may have a bunch of questions about the August convention, I don't know.

Also, to Tammy's point, it is quite problematic. There's a lot of locals that have changed from 2019. I get that it's a problem and -- anyway.

RENAUD GAGNÉ:

(in French)

(taken from translation)

This is really a problem that there are delegates that are no longer there. They retired or

they don't have the same workplace. But the other problem, as Gavin said, people have to be able to ask questions about the situation. We have to report on this before the vote so that people can answer all the questions that people have, and so that the participants, the candidates, can say what their vision is during the five minutes that they have.

The problem is, if you're talking about May, we have the Victoria Day and that's a long weekend, and a lot of people are going to be away and staff will be on holiday for the long weekend, so that's a problem. And the other thing that concerns me is that if we went to the maximum delay, that means that we're getting toward the month of July, and then a month later, we have the convention.

And the problem that we have with this file, as I speak to you now, we have five resolutions in the Quebec Council that are asking questions about financial for staff and the persons who are off sick. And I think that we want to be able to discuss this at the convention, and we won't be able to do that in the special convention because if we only have a few minutes, and then there's a speech, and then we vote, and then everybody goes home.

I think that we have to have this

special convention by the 11th of July to respect the 120 days. I can't understand why have this just a month before the convention in August and, of course, you've got the COVID problem and how can we organize ourselves to provide the best service to our locals? And not to mention the money. That's what we have to decide. That's what people have to know.

LANA PAYNE: Good. Guy or Jenn? Sorry, Jenn, and then Guy.

JENNIFER MOREAU: I like the idea of just doing an all candidates debate kind of as if we're in a civic election or provincial election, like have three candidates, have time for people to ask questions, as well as -- because the reason why I think it's going to be -- for me, I want to make it as accessible and democratic as possible.

But that also brings me to another point, and Les kind of mentioned this without the mic, but I like the idea of doing it virtually because it's making it more accessible to unions instead of having that struggle to send delegates. So, it sounds like it's already been ruled out, but maybe we could go back to that. To me, it makes more sense to do it virtually.

And again, I would also be hesitant

about booking it on a long weekend; is that right? Because, again, we want to make sure that we have maximum participation from members and we need to be delivering everything to them on a silver platter, basically, making it easy for them to get here, making it easy for them to get the information so they have all their questions answered.

That's my approach, again, given that we've just been through a major scandal, because anything that's a barrier is going to be interpreted as we're pushing it through. I don't want them to be in the same position that we felt where we're making a decision where we don't have the full picture, and then we're going to hear about it, and whoever is the president is going to have that hanging over their heads for the next term. I don't want that for the members.

LANA PAYNE: Great. Thanks, Jenn. Guy, and then, I think, Dave, you've got your hand up back there.

GUY DESFORGES: Okay, so I may have drifted off, I may not have, I don't know if anybody -- so, this convention, this special convention, is just to elect the interim president until August where a full election is being done, right?

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Okay, like I said, I may have drifted away or something, but I just wanted to make sure that this is just an interim president, and then a full -- the slate, the whole bit, we sit down, we do all that, and if there's still an election to be going on, it still happens in August?

LANA PAYNE: Correct.

GUY DESFORGES: Okay.

LANA PAYNE: The vacancy has to be refilled, basically, and everybody's term is up in August. So, that's correct, Guy. Dave.

DAVE CASSIDY: Thank you. To Jenn's point, the all-candidates debate, one of the problems when you say you prefer online, I surmise there's going to be half a dozen candidates. I surmise there could be, for the presidential election, other people that would put their name. And if they come from the floor, that's where people would obviously be able to run just from the floor, and maybe there might be others in here that might put their name forward before the convention starts. Who knows?

But I had sent out an email, Lana, and I just want to refer to that email, that there's a couple things in there -- we all know that the NEB can make decisions to not have something based on what the

Constitution says, and every time you look at it, is the common sense side. It doesn't say that you have to do that. There are provisions in there that refers to certain things.

I want to refer back to Jerry's letter that says -- and I put it in my email, "that it makes no sense, given the uncertainty of my health, for there to be a prolonged and unnecessary campaign." I just think that because of the timing of that, it triggered whether it was his retirement, his resignation, whatever that is, because of things that were going on with an investigation.

We've passed motions to punt elections, et cetera, at regional councils. We have done it for our chairs to punt them for a year, and I don't feel that based on where we're at here that there's any need to spend the money for a special convention and not have it all as we go into August. So, I just wanted to reiterate what I had sent out and make sure that my position was reiterated there.

LANA PAYNE: Thanks, Dave. Anyone else?
Marc, over to you.

MARC ROUSSEAU:

(in French)

(taken from translation)

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I'm sorry, I'm wondering if I fell asleep myself. I thought that if we have a special convention, it's to elect an interim president, and if we spend \$1 million, \$1.5 million, our members are going to crucify us, especially during the COVID, just to have an interim president for 30 days maybe? Are you kidding? They'll crucify us. I mean, my members would. That's what they would do, that's for sure.

And I really think about having a special convention just for maybe 30 days to elect an interim president before we go back to the main convention, this is the money of our members. That money is for defending our members and not to hold an election for somebody who is going to be in position for 30 days. If the time was longer, if he had resigned and it was a year ahead or more, but by the time we do it, it'll only be 30 days. I'm sorry, but I can't go for that. Sorry.

LANA PAYNE: Linda, and then Yves, and Scott.

LINDA MACNEIL: Thanks. So, I'm hearing questioning on whether or not, to be quite frank, that we're actually even going to follow the Constitution right now. It mandates that we have to do it. And folks, a vacancy has been long now? So, it has to be

done regardless. Yes, it's expensive.

Listen, I want to say, Marc, I have ARC coming up 1st of June. Do I want Atlantic delegates to have to spend money to go to a special convention, and then council, and then Constitutional Convention? Guess what? It's going to affect probably the amount of people that come to ARC, but guess what? I'm okay with that. I'm okay with that because our Constitution says this is what we have to do, and we've all been talking about the Constitution *ad nauseum* for how many months now, and now we're going to say, "Yes, I like that part, so let's do this," "No, I don't like that, that's going to be inconvenient, it's going to be costly"?

I don't know where this a month president's position -- what are we talking about? It's not going to be just a month. I'm sure if we're doing it next month, hello, that's a little more than a month out from Constitutional Convention. Anyway, I just wanted to say we have to. We can't pick and choose, folks. That's all I'm saying. Thanks.

LANA PAYNE: Wait, Naureen, it's Yves, and then Scott, then you.

YVES GUÉRETTE:

(in French)

(taken from translation)

I'm on the Finance Committee, and I think our finances -- I don't know if you know, but in 2025, if we keep spending the way we are, we won't have anymore money in the General Fund. And the last meeting of the Finance Committee, two conventions, even at a day, that would be \$1.5 million, and then the main convention, \$3 million, and then we're up to \$5 million, and then our members are telling us we don't get any services from this union. We have members saying to me, "Maybe we should go to some other union because we're not getting any services from this union. We don't have any permanence."

I think we could arrive at a point where people will say we're going to have only just a -- we'll have a new president, it will be a month before the next convention and we should take a financial decision to delay the special convention to the August convention, and I think that that wouldn't hinder anyone. Everybody can campaign as they want, the candidates can campaign, and that would allow us to save money for our locals.

And Linda said it, I've got a regional council in May, and there's a Quebec Council later, and then this is money that we have to be spending,

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and then we've got a special convention in June and people won't be able to go to the convention. This is part of the game, and I think that we have to have as many people as possible to gather everybody together, to rally everybody.

And I think that they would support delaying until August, and whoever is elected will work with them, but there's a campaign that has to be undertaken, and I think it would be very healthy for the union's finances to delay until the main convention. We're going to lose members and people are complaining that they don't get any services and they're already paying a lot of money, and this will come, and we'll have to deal with that. I'm ready (indiscernible) will come and say for three years I still haven't had a permanent (indiscernible). It's just crazy.

And there are people calling us and (indiscernible) and you've got all these people. There are people who are ill, and then they can't have the services that they're expecting, and we have to fill all the gaps. And the pandemic has affected so many people as well, and I think that -- and we're still in COVID. I think you've got more than 5,000 cases a day in Ontario and you have to -- you can't do

everything.

I think it would be a healthy decision, a reasonable decision, to delay till August the election for a new president at the same time as the main convention, and I think this would be the best solution, and I'm just throwing that out and this is the suggestion that I would have to make.

And as Dave was saying, there could be other people who want to be candidates. They can do it if they're right. Okay, the delegates will decide in August, and they will be able to decide who is going to be their new president for the next three years, they'll know what to expect and they will take the decision and we'll deal with that decision. That's what I wanted to say.

LANA PAYNE: Scott, I think it's you, and then Naureen.

SCOTT DOHERTY: Thanks, Lana. So, obviously, whatever the NEB decides is what the NEB is going to decide. I guess my point would be this, I don't see anything in here that says that there's an interim president. The vacancy is for the presidency. The president goes to the August convention as the president. We talked about the importance of the unity caucus. If we wait until August to do

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convention, what happens to the unity caucus?

So, we have three candidates right now, and Dave is entirely right, anybody can run off the floor and we can do the convention, but the Constitution is clear, and we're going to have just as many delegates, as Yves just said, that are going to be mad about the fact that they think it's a cost. There's going to be just as many delegates that say, "Why aren't you following the Constitution that says you have to have a special convention to fill the vacancy of president." Not to fill the interim president; to fill the vacancy of president.

So, again, this body will decide what has to happen. I'm fine with what that body decides, but the reality is, we're supposed to be showing leadership here. We're supposed to be telling our members what we're going to do, and we're going to follow the Constitution.

We've said all along that's how we were going to follow this, so let's follow the Constitution. Let's have a special convention. Let's elect whoever the president is going to be out of the three, or five, or seven delegates that are going to be there and that person will go into the August convention as the President of Unifor, and they'll

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work with whoever they need to work with around the leadership team and put together an equity team. Hopefully, it's the same people. Hopefully, we get our stuff together and we actually come out of this -- on the other side of this on where things are right now, but that's not where we are.

So, I would suggest we have a special convention. Lana has said there's dates in May and June. Let's figure out the date that works for this body, let's have the special convention and let's go forward as building our union, because there's been a lot of discussion about us going forward and building our union.

Let's do that. Let's follow the Constitution. Let's have the special convention. And yes, it's costly, but the same amount of members that are going to be mad about the fact that they have to spend money to send people to convention, there's going to be the same amount of people who are going to say, "Why are we not following the Constitution?"

I've had people asking, others in this room have said, "When's the special convention?" We went on a press conference and said there's going to be a special convention, so how do we explain to the rest of the world we're not doing a special convention

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now; we're just going to do it in August?

So, again, I think we need to think about what we do, and we've talked about maybe changes in the Constitution, we've talked about things that need to be done, but the Constitution is very clear, we need to have a special convention. We should call the special convention. We should start moving forward with building our organization. But again, I respect the NEB, I respect the positions of the NEB, and whatever they decide, I will live with.

LANA PAYNE: Great. Thank you, Scott. Naureen, over to you.

NAUREEN RIZVI: Thanks, Lana. When you sent the email around, the special convention resolution, it passed? I just count, there's 13 people, that doesn't necessarily mean that all the emails came to me, but I guess the question is, do people think it was an interim or it wasn't? Is that what the issue is?

Because I think the resolution that we had to vote on with yes or no was that the NEB agrees to call a special convention to conduct an election to fill the vacancy in the office of National President, and when I go down this list, it was "yes" except for Dave and Gord who have put themselves on record to say

their reasons why, I respect those reasons, and I'm just wondering, are we opening the debate on that and turning that resolution around? Did it pass?

LANA PAYNE: Yes, it did.

NAUREEN RIZVI: It did pass.

LANA PAYNE: Yes. Yes, that was the first step. Yes. Who do I have next? Shane.

SHANE WARK: Thanks, Lana. Yes, I just want to clarify one thing here in support of a few comments that I've heard. We talk about the NEB as being the highest authority, but for clarity, the Constitution is the highest authority, and then it's the National Executive Board, and in between National Executive Board, it is the National President. That's the constitutional structure of our organization.

And I guess I now have no choice but to talk about some of the things that I disagree with. I don't even believe that this Board should have been served a motion because the Constitution says that the Board must call a special convention. That's a mandatory obligation. That's not an obligation that puts onto this body that you have the ability to override the Constitution by voting your way out of it.

But nonetheless, a motion was put to the

Board, and nonetheless, the Board did pass that motion. I've seen the emails. And so, I would say two things. Whether or not there needed to be a motion, there was one and it passed. I think to reopen that whole argument again is actually not helpful in the sense that it is preventing us from continuing to get the work done that we need to get done. Everybody agreed through an email that we're going to have a special convention.

I'm with Scott and others that says, Lana, you've laid out a few dates. If those dates are reasonable and doable and we've got the facility to pull it off, let's do it, because the Constitution mandates that we do it and I think it will help our organization. I think it will help our organization begin to kind of move forward here and I think about it in this context as well.

You think about the Atlantic Regional Council, you think about the Prairie Regional Council that just took place, you talk about a Constitutional Convention, a full-on convention that's going to take place in August; all of those things were going ahead anyway. We're actually talking about having one more travel meeting than we otherwise would have had at the end of two years when most local unions haven't been

travelling anywhere because of the pandemic.

They haven't been required to gather in large numbers anywhere, and I attended the Prairie Regional Council, which was one of the first bigger gatherings, and I can tell you the sense that I got from our members was, man, were they happy to be together in person. And I think to Scott's point, yes, different locals, some are going to say, "It costs me money," and some are going to say, "You better have the special convention," but I do believe when our members come together in person to determine who their National President is going to be, that will be an important point in our organization to move forward from there.

So, I think I'm with you, Lana. If you've got some dates and want to put them out there, you've got my full support to just go ahead and organize a special convention.

LANA PAYNE: Benoît.

BENOÎT LAPOINTE:

(in French)

(taken from translation)

Thank you. I don't agree with my colleagues, even Marc. Certainly, there will be some disagreement. I think we have to apply the

Constitution. We can't decide, "This is okay. We're not going to do this, though." There will be criticisms, but I think the person who is elected at the special convention, I think it will probably be the same person that will be elected in August. I can't imagine that they'll pick somebody different because it will probably be the same candidates.

And I think the importance of this election is that we're choosing a person and, as Renaud said, it will be also important that there can be discussion, questions about the current situation before the election so that the candidates can give their opinions, but we can't say that we're not going to apply the Constitution, and that's my opinion. I think we've already accepted the process through the resolution we adopted.

LANA PAYNE: Okay, I think we're good. We've beaten that around enough, yes? Great, okay. It's 11:40 and we started really early. Do you want to break early for lunch before we do another report? Because we want to bring the staff in for the rest of the meeting, I think.

GORD CURRIE: I do have my hand up. Can anyone hear me?

LANA PAYNE: Oh, I'm sorry, Gord. I

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missed you entirely. Go ahead, brother. I apologize.

GORD CURRIE: All right, thank you. I apologize for not being down there. I'm sure most of you know that I do have COVID. It sucks. I'm not going to put my video up there because I probably won't make the calendar looking the way I do, and I probably wouldn't make the calendar anyways.

But thanks, Naureen, for mentioning my name there. I was against having a special convention, and the people on the NEB had read my reasons why. I think financially was one of the big things there. I agree with some of the people in the room about that.

Talking about the Constitution, I believe in my email I did say if it could be done, and I've heard that sometimes we don't always go with the Constitution, and listening to Linda and even Shane out there, I'm not one who wants to go against the Constitution against, I guess, but we've heard a lot of things and yesterday, I was feeling a little crappier, but I did listen to all the remarks and we always talk about the members. And I'm just going to say this, that maybe I'm talking a lot to different people, but our members, my Board, don't understand why we would have this convention so close to the one

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in August as well, knowing that it would cost a lot of money. And it's not only the members. I've talked to many of our own staff that have said the same thing.

So, it is a concern, but I get what the Constitution says, and that's what we're going to do. We're going to have the special convention.

LANA PAYNE: Okay. Are we ready for a break now? Oh, sorry. Go ahead, Scott.

SCOTT DOHERTY: Lana, just a technical question, I guess. I think it's been good, and I think we all have an idea, but there was a motion at the last NEB that we pause the campaigns, and I'm just wondering if that motion still holds or if the campaigns are now open to run?

LANA PAYNE: I think we should entertain a motion to do that then. Does somebody want to do that on your behalf, Scott?

MOTION: TO ALLOW CAMPAIGNING TO CONTINUE

TULLIO DIPONTI: I'll make a motion that the campaigns start and let the candidates go out there and do what they've got to do.

LANA PAYNE: Thank you. Moved by Tullio DiPonti; seconded by Benoît Lapointe.

All those in favour?

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(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

Awesome. Great. Thanks, Scott. Okay, we'll come back at 1:00. We'll let the staff know.

Maybe for the agenda, because I'd like to take a little break and not have to do a report for a little while, we could maybe, Naureen, start with the recommendation? No, I'm not going to make you do your report, but your recommendation on -- oh, no. No, this is Katha's, the recommendation we have on the healthcare work, or we could get into some of our regional directors' reports, if you'd prefer. I'm happy to do that, too. You're ready? Okay, we'll go with regional directors' reports, and then resolutions after that. Anyone else have any suggestions? That sounds good? Okay, we're doing that.

DAVE CASSIDY: Are you just picking a date and reporting back to us?

LANA PAYNE: Yes, we'll check out the venues and stuff like that and see what makes sense. I don't think we should use the Sheraton Centre. I think it's not going to be, possibly, big enough and people are going to be in too close quarters. I think

we've got to look at the Convention Hall to do this in. Go ahead, Shane.

SHANE WARK: When we put together a group to look at the special convention, one of the things that was brought to my attention that I passed along was the Westin where some of our folks, Graeme, Nelson, Luis and others went, and they checked out the Westin. They would have selected that first. They prioritized it for two reasons. Number one, it's large enough. It's got a much larger meeting room than the Sheraton. The second thing is they identified that they have 700 rooms at the hotel so that most of the delegates could stay on site, and most importantly, it would have been the lowest cost option because audio/visual costs were included in the room rental. And the other thing that they explained was the Westin would assume full responsibility at no cost for vaccine verification, that they would do that at check-in. So, I don't know if the Westin is still available, but it was a really good venue, according to the folks.

LANA PAYNE: Yes, I've got it here, but they're going to probably have to look at later dates if we choose the Westin. That's why I didn't mention it. The Convention Centre is -- yes.

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--- Whereupon the meeting was in recess
from 11:47 a.m. to 1:02 p.m.

LANA PAYNE: We're going to get started, and thanks to all the staff for joining us and sorry you had to hang out in the hotel for a day doing nothing, but I'm sure you found ways to occupy yourselves and get some work done considering everything has been on Zoom for two years now anyway. So, welcome to all of you and it's good to see your faces. I hope you've all been well.

Just a little reminder, maybe you might not want to sit too close to your neighbour. Obviously, case counts of COVID are climbing in Ontario and you just might want to be a little bit careful with that. And we've been meeting for a day-and-a-half now, so we're going to get right into the rest of the business.

I think we're going to start with the Quebec Director's report, and then we'll do our regional directors' reports, and then maybe have a break in between all of that, and I'm hoping Angelo will also be able to provide the officer's wage report this afternoon, too, and then we'll see how we're doing for time, if that works with everybody, because

we had a couple of items that we were going to try to get to this morning that we probably could finish this afternoon as well.

So, Brother Renaud.

QUEBEC DIRECTOR'S REPORT

RENAUD GAGNÉ:

(in French)

(taken from translation)

Hello, everyone. And so, I will give you an overview of what's happening in Quebec. This morning, I gave an interview to the French CBC having to do with Montreal whereby citizens who want to obtain advertisers, mailers, including community newspapers being delivered at home, so these are decisions made by the municipality, apparently, they want to eliminate all of this to protect the environment.

Another issue is Mr. Guilbeault and his file. We're trying to come up with an appointment. This is something that he wants to do to remove 35,000 square miles that has to do with protecting the caribou. We're going to be having public consultations as of tomorrow in Quebec. So, it's rather peculiar, no doubt, because of the criticism

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that was levelled last week. Still, there are thousands of jobs concerned about this.

And to get back to the advertising material that's delivered in the mail, I was saying to the reporters the six newspapers are no longer publishing on paper. They are now online, and that is because advertising has gone virtual, and that is not quite the case of mailers. Given the increase in the cost of living, 40 per cent of people are going to the food banks. They are always looking for coupons, which is what they get, actually, from these mailers, and so, they didn't want to lose this. And so, companies such as Kruger or Cascades will need to get the raw material elsewhere.

So, for TransCanada, we're talking of two plants needing to close down in the Lac Saint-Jean area.

Labour disputes, there are two files that I will need to deal with as of Thursday morning in the presence of a mediator. Just to remind you, there was a lockout by the employer, and the company has already sent us invoices for some \$2.7 million claiming loss of production. And of course, they have discharged some of our people, some \$2.7 million, but \$1.7 million due to production losses. And the idea

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is to reduce the staff from some 208 employees down to 158 [if the interpreter got it right].

I've attended some 40 meetings to manage the recall list. How can we optimize people if we're going to go from two to three ovens rather than calling on agencies or contractors when it comes to maintenance specifically? We tabled a final offer back in December after eight months of a lockout. Seventy employees out of the 107 had permanent full-time jobs. Some decided to leave. There was a 3 per cent increase in wages per year. Well, the offer was rejected by 100 per cent o both locals on January 6.

So, we're going to try and see, not tomorrow, but Thursday, what it is that can be done. But to the employer's final offer on the 24th of January, we've not yet had any news. The mediator has been meeting with the company to perhaps provide us with a draft-something that will allow us to move forward.

And so, what we need to keep in mind in terms of that labour dispute is that the company is trying to break the union. The affiliates have gotten involved. Everybody has gotten involved. So, last Friday, we had a walk for solidarity in Trois-Rivières with people from the FTQ to denounce what is happening

when it comes to cement. They're heating limestone, and it's sort of like popcorn. It tends to explode, and then it's crushed, and that represents 90 per cent of the content of cement.

And so, what we're trying to show is that we're not on the same footing here. We're passing a great deal of time in front of the courts because the company keeps saying the injunction isn't robust enough, but we had one important decision. The company had given telework by the administrative tribunal. That work was declared to be scab work. And a second decision was handed down, and what's interesting in this one is that for the very first time, the government is forcing telework, and in the past, tribunals or the courts said that what's happening within the four walls is not considered external work. And so, the government will need to change the *Labour Code*.

The COVID situation in Quebec, as you know, there has been a lifting of restrictions. The masks need to be worn until the end of April. There's no doubt that we're into the sixth wave, and generally speaking, well, yesterday, we had 2,300 cases of COVID-19, but you know that hospitalizations, when they go beyond the 3,000 cases, then we're in serious

trouble. We have people who are suffering from heart issues, and they're being turned away.

So, the healthcare system is fragile, needless to say, and that will be the priority during the next elections. In fact, there was a Léger poll commissioned by the FTQ, and when we went across the province, we held workshops, we asked our participants: if we had three priorities for the region, what would it be? And if there would only be just the one? Well, in the 10 meetings we had across the Province of Quebec, health came first, and the same results for the Léger poll.

A bit of good news for Quebec when it comes to electricity. To start with, these are projects that are near and dear to the heart of the Quebec government. The Bécancour affair with electric batteries, vehicles, this is an industry that is building up. Last week, the government announced \$23 million -- \$83 million total, but this would be \$23 million at the Prévost plant to build electric vehicles to move from diesel to electric.

Now, there's still a great deal that remains to be done if we think of the aluminium sector, for instance. The plant of Laterrière is scheduled to close in 2025, so some 550 jobs are at

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risk. The announcement had been made that \$485 million in the past year to add some 16 new pools with the new technology, but we're going to need a lot more than that to make up for these 550 job losses. Our locals at this time are lobbying the provincial government to try and sway the government.

With regards to elections in Quebec in the fall, the voting day is the 3rd of October. This is a very interesting situation. The Conservatives are gaining ground in Quebec. And so, in the next elections, the CAQ might move more to the right of the political spectrum. And so, given that the Conservatives are gaining in popularity, that might make a difference.

The CAQ won a byelection in the Marie-Victorin riding, and that has always been the PQ riding for some 40 years. But what's peculiar in this is that the Liberals, they are the official opposition, they finished in fifth place. We've never seen anything like it.

With regards to the electoral campaign, we do have a plan of action for all of our regions. We're going to go out to meet all candidates. We're going to speak to the priorities of our membership, and this was, of course, approved during our meetings.

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Other files of interest, the firemen in the Maniwaki region. They've been mobilizing for over a year now against Minister Dufour. Why? Because Minister Dufour wants to transfer jobs, purchasing, et cetera, in Magog, his riding. So, the riding itself - - well, the Maniwaki region is the poorest in Quebec. Val D'or is in the 39th rank out of 106, so Maniwaki is the poorest of the poor, and that's going to have a major impact on jobs, our members are there, and the local economy. When it comes to purchasing services, it will no longer be done in the region, a lot less in any case. And so, our members are quite frustrated by it all because, technically, they would merge with the CSN unit that is based in Val D'or.

The St. Lawrence Seaway, we have a campaign underway. The authority of the St. Lawrence Seaway has decided, when it comes to seasonal jobs, to contract that out. And so, for our members, there's a risk and there's going to be a loss of expertise because our members are going to lose their jobs. And so, we are lobbying the government. Olivier has been handling this file.

The Quebec Director's Tour, some 350 participants, maybe 100 virtually and the remaining 250 in person. When we do the Quebec Director's Tour,

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we do this to promote local issues. We speak to local media to denounce what is going to try and improve the situation in these different municipalities.

As I mentioned earlier, we've been talking about regional priorities and all this before the upcoming elections. And during the tour, we also provide training. We call on the Legal Department, and what did we speak about this year? Well, first of all, there's a shortage of workers wherever we go. And so, we have to turn to immigration to meet needs, and seeing as how we have to sign agreements, cooperation agreements with the employer that needs to be submitted to the federal government, well, of course, our locals need to be made aware of this and staff need to be aware as to what should be the content of these agreements, what should be found in our collective agreements to deal with these incoming workers. So, we discussed that.

We also presented the upcoming training program, and there's going to be, as you know, the training program in July at the Family Education Centre. And so, this is very important. It's a very important component of the Quebec Director's Tour. The idea is, of course, to give the floor to locals. We want to hear what they have to say, what are they

concerned about in their neck of the woods, and they really appreciate the Quebec Director's Tour because when we have the Quebec Council, they don't really have an opportunity to speak at length about their concerns.

Now, Olivier was also involved in the Indigenous Economic Circle. We were the only union to get involved, and that was emphasized at the Quebec Council in the fall. Partnerships are possible. I know that Olivier is still talking to the Indigenous Circle, and we will see what comes of it.

Tomorrow, there's going to be, and I've mentioned this already, the commission on the caribou. The Quebec government wants to hear from interested parties or stakeholders in Charlevoix, Gaspésie, North Shore, so we are working with Simon from our Research Department. We're trying to prepare our brief to be tabled with the commission.

This is a very delicate matter because we have to find a balance between protecting the caribou and protecting our socio-economic concerns. A great many jobs are at risk. So, how can we have protected areas for the caribou and how do we compensate, how do we transition as employees?

What's unfortunate is we have written

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time and again to Minister Guilbeault requesting a meeting, but we have not heard back yet. But we're not giving up. We're still going to fight the good fight.

At the bargaining table, as I've told you, we're somewhat behind in terms of negotiating collective agreements in 2020 because of the pandemic, but we managed to conclude maybe a dozen collective agreements. But at December 2021, we had some 310 collective agreements, but we still have a great many to do. We're short staffed by some five staff reps, and this morning, I mentioned that we have five resolutions having to do with increasing our staff in Quebec, and these resolutions will be forwarded to the Quebec Council.

I have to say that I've been at the bargaining table recently. I was at Kayveon (ph) last week. I attended two other tables where there's a shortage of workers and the companies are in peril because of COVID-19. So, a great many agreements in principle are being rejected in part due to inflation, and if they want to keep their employees, they have to offer better wages. People are leaving these jobs even if they are good jobs because they want more.

Again, at the bargaining table, when it

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comes to the pulp and paper sector, we've come up with a target company, so the negotiation is underway. Bell Clerical is ongoing.

For the Quebec Council, it will be held from the 27th to the 29th of April in Trois-Rivières. There will be elections, and specifically my successor before convention, and we do have recommendations that we want to debate having to do with Quebec elections, but also a recommendation in terms of mobilizing to protect the environment, and this was put forward by the National Union.

When it comes to staff, I have four people who are on sick leave, and it's a rather weighing situation. We have found replacements, but it's tough slogging.

When it comes to organizing since January, things have been going well enough. We have six new units or 178 new members, and it's yesterday or perhaps it was over the weekend, the Kruger company wants to open a new plant in Drummondville. Right now, the CSN is very present in eastern townships, and so we will see. We've just filed to certify this unit, and that would allow us to bring in an extra 164 members, and we believe that this will come to an end by the end of June. So, we may have 500 new members

by the end of June.

So, that pretty much sums up the situation in Quebec. Thank you.

LANA PAYNE: Thank you, Renaud. I love the 500 new members, too. That's awesome. Anyone have any questions for our Quebec Director? No? Okay, great. Thank you. Linda, are you ready to go next? Naureen is not back yet, so...

REPORT OF THE ATLANTIC REGIONAL DIRECTOR

LINDA MACNEIL: Sure, thanks. So, I just want to talk a little bit about the provinces and the budgets that have been coming out the last couple of months.

So, for New Brunswick, they had their budget towards the end of March, and they projected quite a surplus of \$488 million, meanwhile maybe they could invest a lot more in their services. So, it was a modest budget talking about tax cuts, because basically they have to offset the carbon tax, so they're sending a wrong message there. But anyway, it was pretty modest, nothing too extravagant or shocking.

But also in New Brunswick, I just want to touch on we do have a current strike going on at a

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Toyota car dealership, 18 members, and it's over wages and paid sick days and what have you. So, Shane can probably elaborate more on that issue. So, that's ongoing.

Again, PEI had a budget back in February. It was very modest with improvements to healthcare, long-term care, housing. So, again, nothing too startling on that front.

I want to talk about Newfoundland and Labrador. You've heard me say probably *ad nauseum* talking about the Big Reset, the PERT Report for Newfoundland and Labrador. So, with that release of that report, the full expectation was going to be the worst budget ever, to the point where we actually had an op-ed ready to roll because we were sure it was going to be that crappy.

It ended up, and I was at the Prairie Council when the budget -- it was the same time as the federal budget, so when it actually came out, it wasn't as bad as everybody thought it was going to be. And I know many of you in this room know Mary Shortall from Newfoundland and Labrador. We had spoke the day of the budget, and she was of the same mindset.

But I do want to highlight one area that was extremely disappointing was still, again, about

the minimum wage, the paid sick days. There's nothing on that front there. And I'm sure everybody in this room knows about the Dominion strike where 1,400 of our members were on strike across the province, and really, there's nothing in the budget that would directly impact them as far as increasing any kind of living wage or what have you. So, that was disappointing.

Nova Scotia budget, I don't know how many people are going to feel in this room when I say it, but just don't throw anything at me. It's a Progressive Conservative government in Nova Scotia, but it's shocking. I'm waiting for the other shoe to drop because it just can't continue, but so far, Premier Houston has lived up to his campaign promises regarding increases in spending, particularly around the healthcare file.

There was an announcement earlier the month previous, I believe, and it was for the continuing care assistants that received a 23 per cent increase in wage, and that's a permanent increase. He announced that during a COVID press release. So, he made this announcement and we found out 15 minutes before that this was going to be done.

So, it wasn't done at a bargaining

table, even though for many, many, many years, not just our union but many healthcare unions and organizations put a lot of pressure on government over the years to have that wage increase, and he did. He actually followed through. And I just want to remind everybody, we had a Liberal government in Nova Scotia that acted more Conservative than any Conservative government -- well, I shouldn't say "any", Ford is doing a pretty good job there, but he was terrible. He didn't do anything for workers, for unions or for Nova Scotians. So, the, I guess I'll say, conduct of this new government is a little shocking. It's a Progressive Conservative government, but they are not acting like it right now.

So, even one of the labour relations people that I have contact with said, "I've never seen a government act more NDP," even when the NDP was in, by the way years back. So, it's going well so far, but I fully expect that we'll be out publicly trying to shame them because there's no question, they are going to do something. But right now, just currently, maybe it's just the honeymoon stage, but currently, they're doing well for our province, and I hope that continues.

We met with numerous ministers, finance

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minister, minister of seniors, long-term care and others, and the message is always the same. I say, "We will give you credit where credit is due but remind you that we will slam you when you're not doing the right thing for the public or for our members." So, that budget, it was good. They're talking about the 4.1 hours of care, the \$25 million going towards just that alone. The increase was \$66.3 million for the CCAs when they budgeted for that amount, so that's a good chunk. It's a good way to spend money.

The only little concerning part, I'll be honest, with the budget was that they cut 15 per cent out of the Department of Environment and Climate Change. So, that's a little concerning. They have fed money, and that's great, but they did cut out of that budget. So, that's a little concerning.

I want to let everybody know, those that don't know, that the Atlantic Regional Council is going to be held in Newfoundland and Labrador June 2nd to the 4th. And I'm just going to throw this out here, because we did it for Prairie, I want everybody to come, just saying. Anyway, I'm looking forward to it. Obviously, we have Matt here as chair, Matt Blois, and Tammy, so they're here. We're obviously still planning, we're still developing. We're close, but

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it's not quite there, but we're getting there. So, hopefully, people will be able to attend. I know June 2nd is an important date for Ontario, so that could be a problem, but anyway, hopefully, if you can attend, people will.

And I will ask Matt or Tammy as part of the ARC Executive, and Mike MacMullin, the Atlantic Area Director, if they have anything to supplement. They were just some highlights. Thanks.

MATT BLOIS: I don't have a lot extra to add to that apart from the only thing we really gained with a Conservative government in Nova Scotia is a terrible COVID case count. I think we're averaging about 1,000 cases a day in Nova Scotia right now, so things aren't looking good for us since we've removed all the restrictions. So, that's the one thing I'll say.

TAMMY MOORE: And I don't have a lot to add because I haven't spent a whole lot of time in the Atlantic recently because I'm also the president of 2002, so I'm usually on a plane somewhere anywhere in the country, but I am very much looking forward to ARC. I had a wonderful time at PRC last week. And I second with Linda that hopefully everybody can attend. I'm hoping the COVID numbers will go back down instead

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of continue rising up because it seems like a never-ending story, but yes. Hopefully see you all soon.

MIKE MACMULLIN: I don't have much to add either other than in New Brunswick, there's a push forward now to try to improve benefits for injured workers through the compensation system, to increase the levels to where they were back in '92 when we had to take a cut. So, hopefully that will all go through in the near future.

SHANE WARK: I'm going to add on the Toyota strike. The committee delivered the company a counter proposal today, and the issue was about equalizing the wages with another Unifor represented vehicle dealership that just ratified last week. I had a discussion with the committee along with Linda, and I think the issue is -- the path to equalization, let's say, is less important than getting to equalization. So, we delivered a new proposal to the company today, and I just got an email saying that it's been accepted, and the contract was ratified by our members, and the strike is over.

LANA PAYNE: Shane, I just would mention, I don't know if Linda mentioned that in her report, but we did have a couple of members that were injured on that line, hit by a car. So, picket lines

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continue to be a pretty dangerous place for workers.

Okay, that's great and I'm glad to see that Atlantic Council is in my home city. I look forward to seeing everybody there, too, and you can enjoy the icebergs when you get there because that's the season for them. Okay, any questions for the Atlantic Director? No? Pretty thorough then, Linda. That's what that means.

Naureen, over to you, sister.

REPORT OF THE ONTARIO REGIONAL DIRECTOR

NAUREEN RIZVI: Thanks, Lana. So, it's great to see a full room of our staff, and our area directors, our sector directors, our department directors. It's great to see all of you and welcome back. And in case I haven't been able to, I just want to thank you for all the work that you've done and continue to do every single day on behalf of our members. Thank you so much for all of that. We don't get to see you enough to be able to say that.

I think I'll just start off by saying many of you did watch our Ontario Regional Council. It was a virtual event of over 800 people. It was what I thought would have been a difficult thing to do online. Of course, because of the staff of our union,

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they always make everything so seamless. It was actually quite easy. Shinade might say minus the first half an hour which, by the way, was a lot of fun. We need to have debate and the up and down, and I thought it was fantastic, and I just want to give a tremendous amount of kudos, acknowledgment and recognition and, really, my respect to not just our entire ORC Executive Board, Tullio, but especially to Shinade.

It was her first ORC. It was her first meeting of running 800, 900 people. It was done virtually, something that none of us had actually done. We had a rehearsal that went perfectly, but the way it works is when you actually are on, it doesn't go as perfect, but I thought she was measured and so well composed through the whole thing. And I want to thank so many of you and our members who sent in phenomenal messages of support to Shinade. I think that's important when we have new people that come forward and take on a position that requires an incredible amount of public speaking and in a situation that is really unpredictable. So, Shinade, thank you so much for the job that you did, and we absolutely love having you.

And I just want to also say I think that

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the ORC also set the stage and the template for where we're focused between now and June 2nd, and really that is as far as I'm looking. And you'll know that, for many of you that were watching, we had a massive, massive segment built on healthcare and the plight of PSWs and RPNs and our healthcare workers that were in the long-term care sector and how difficult it's been for them in the working conditions when it came to PPEs or staffing issues or the fact that we have a regressive draconian bill that keeps them below 1 per cent, a maximum of 1 per cent a year in terms of compensation. Our region's council, the executive made, I think, the right decision to allot a significant amount of time to talk about our healthcare workers.

And quite honestly, when you have a group of people who are essential to the community, who are considered essential workers and they cannot go on strike and they can't go out in public and pass the message on, as a union, we have to find different ways for us to represent them and we have to bring their voices forward. And I want to thank our healthcare chair, Tullio, and Katha for the work that you do in that sector every single day.

I know that particularly in healthcare

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throughout the pandemic, as hard as we worked, as much as we campaigned, and I'm grateful that our region's council always supports any particular ads or campaigns, we don't even look at the price tag, we just simply go, that's the way to do it, and no matter how much we pushed, it was really, really hard to move this government. And so, I just want to recognize how much work that took to even make incremental little steps. And, again, just want to thank Katha and Tullio for the work that they do in healthcare.

We're launching our pre-writ ads next week, and those ads are going to be about frontline workers. When myself and the executive first brought forward what a campaign in Ontario would look like, it was really one of the most expensive, I think, election campaigns there were. And the reason for that is, again, over two years, we've watched essential workers get their rights completely stripped, and this is our way of making sure that, against their employer, there was a voice for them.

And so, as we move through the pre-writ ads, you'll see we have frontline workers featured. We have even small businesses featured because those are the people that are the swing voters that are going to turn people's heads. Those are the people

that are not happy with the Conservatives.

We're five ridings away from a Conservative minority, just five. The NDP is 10 ridings away from a minority. So, with 168,000 members and a density in the Windsor area of 16,000 in over two ridings, which is the most dense area of our entire union, there is no way this union in Ontario is going to actually allow a majority Ford government to stay. Not with five ridings. Every single person is going to be out there working on this campaign.

So, we've got some great ads, those digital ads. They're going to follow people through algorithms. Starting the third week of April, if you're in Etobicoke North or Oshawa, you will see our still ads that are going to be projections against buildings. They'll be on hospitals, they'll be against schools, any public building, and it's going to have Unifor ads talking about the plight of frontline workers and what this government has done, so I'm really, really excited about that.

We're going to follow Etobicoke North constantly. There's going to be a digital truck running through Doug Ford's riding constantly, changing the messaging on Ford, top message-tested pieces that we have gotten back to say, "Here's what's

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going to change Conservative voters." And so, I'm super excited about that. That's just pre-writ.

Then during the writ period, we've already approved our ads. They're absolutely fantastic. And on top of that, actually, Katha and Tullio brought this forward to Lana and I, and it's a collaborative effort between SEIU, CUPE and us where we're going to actually target the Ontario Hospital Association. The brilliance of that is that the ads that are on that are not targeting the government, but people watching those ads might not know the difference. In fact, it actually helps us.

I was just about to say Anthony is probably not going to want me to say this, but listen, anything that's going to help us, whatever. We have a legal opinion that says everything is good, we can do this, we're not in collusion, we're not going after the Ford government. So be it. However people want to, whether they watch this from their TV room, whatever. And so, those ads are coming out.

Again, the ORC has been extremely generous in making sure that we support all of our healthcare workers yet again, and so that is taking place in the next -- doesn't that start, Katha, May or...? It starts today? Oh, gosh. Okay. So, super

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happy about that. I feel like we have a really good ground game.

Just so many of you know, about a year ago, we started mobilizing in 16 different ridings, 16 of the 22 ridings that we're going to actually play in. We created a volunteer base over there of people that actually are members who are not elected but are ready to take on the PC candidates in their communities, and we started that work a year ago. It was Shinade, Nancy Brissett and Bryce Thompson who spoke with those members in those ridings. So, we've already started doing our work a year before because we knew that to take on this government, it could not be us putting together an air campaign two or three months before. It needed to be a solid ground game as well.

Just a couple of things, May 1st is coming up, and often we don't work enough with our allies and community partners that are under sort of the centralized labour bodies. So, the OFL had contacted us to say, "Listen, we're all rolling in the same direction. May 1st is coming. May Day is coming. Is there something we can do together?"

So, many of you will already have seen that. I know some of the area directors have received

calls from Josh. We are going to be mobilizing big time on that day. Thank you so much to Lana for helping to support that initiative. We're going to be bringing busloads of people into Queen's Park in areas where we're too far away from Queen's Park. There's going to be collaboration with the labour councils over there to make sure that our members have a place to go, and this is all going to be about a Ford fightback campaign pre-election.

And I know everybody is going to be reporting on different things, so I don't actually want to give all kinds of details because sometimes those are their wins, right? But I do want to congratulate Chris and Gord Currie and Barry Lines on the phenomenal agreement for Metro, one of the best retail agreements we have ever seen. Again, I was there at the table with them for a few days, but they bargained this. And so, I know that they're going to report on it. I do not want to take it away, but absolutely an incredible pattern set for our retail folks. And quite honestly, anybody who is watching, a 15.8 per cent increase over a four-and-a-half-year term, I mean, that is pretty significant and that was coming out of a strike.

And so, we're seeing more and more, I

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think, and our members are looking at that. With the inflation sitting at well over 5 per cent, there's an expectation that they can't sit with wages of 1.75 per cent anymore because they can't eat, they can't buy food, they can't do all of that, right? And so, our members are fighting back, our locals and our bargaining committees are taking those fightbacks, creating proper strategies and we're seeing better collective agreements than ever before. So, I'm incredibly proud of that Metro agreement. I thought it was phenomenal. And so, congratulations, Gordie, on that one.

We are in bargaining with 15,000 Bell members right now. We've got the Bell Clerical, we've got the Aliant group, we've got BTS. Honestly, one of the things that I think that we've done so differently, and again, with the assistance of Roch and Chris and the bargaining committees and Olivier, one of the things that we've done differently, we always have a strategy for bargaining, and then we have a strategy on how we're going to mobilize our members so our employers see that our members are supporting the bargaining committee and that this is really their message. But for the very first time, we actually did a lobbying, and I think that Marc has

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spoken about this a few times, but I want to highlight the fact that we actually pre-budget lobbied on issues that were going to affect our members at the bargaining table.

And so, those three things that we've done sort of simultaneously, I think, have been a really different sort of strategy. And thank you so much, Marc, for yourself and the Telco Council for agreeing to do that and to launch, pre-bargaining, our pre-budget sort of lobbying on the issues of work that is leaving and going overseas but actually is funded by public service dollars and how important it is that we keep that work here, and then going into bargaining and mobilizing our members around it while we have the Your Bell, Your Jobs Campaign. So, really, really remarkable.

I just want to talk to sort of everybody here, there's so many different ways to find different mechanisms to make the needle move, and this one time that we've done this with Bell, I think our members are going to appreciate it, but it also gives us a bit of a push in the right direction.

And then I think maybe I'll just conclude on that. I was going to talk about your strike, but that should be you. So, if there's any

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questions on my report, I'm happy to take them, or any comments. And of course, sort of my left and right hand here, Shinade and Tullio, if there's anything you'd like to add, please do so, to supplement my report.

SHINADE ALLDER: I just wanted to say thank you for everyone and their support and kind words after ORC, especially being challenged within the first 30 minutes. I couldn't have done that without Tullio or Naureen or Jodi by my side, so they definitely made it look very smooth. So, we had a great team supporting us.

And also at ORC, I just want to mention and recognize Local 27 that came to ORC. They work with an organization called The Imagine Build, which is the Oneida Nations of the Thames. They are right now building four houses for the Indigenous community there. And if you saw ORC, we had made a donation, and then a lot of locals went to the mic and to the floor to help raise money, and Tullio, correct me if I'm wrong, but I think we raised over \$200,000 in total at that.

So, all the locals that supported, I just definitely want to thank you. Mandy Fields was in tears. She was so excited and crying, so thank you

for everybody that supported that.

TULLIO DIPONTI: Just to maybe piggyback on Shinade there, we thought we could get up to \$300,000 because that's what the cost of a house is, and we wanted to do a Unifor house, and I think we'll get there. We're not close to that \$300,000 mark, but we will get there, for sure. That way there will be a Unifor house for our Indigenous friends.

I just want to congratulate Shinade, too. Obviously, it was a little bit of nerves going on there but, boy, she was a trooper. She took it on. She wanted to deal with it, and I can tell you, Shinade, you did a great job, even with that half hour debate. I don't think I could have done it, and I've been around for a while, but you took it on, you did great, and I appreciate -- actually, I appreciate working with both Naureen and Shinade, two fierce sisters that lead Ontario pretty well and I'm proud to be part of that group. So, what do I do? I'm just a financial guy. I listen to the two sisters that tell me what to do and I do it. So, thank you.

LANA PAYNE: Good job, Tullio. Anyone else on the report? Marc, go ahead, brother.

TELECOMMUNICATIONS SECTOR REPORT

MARC ROUSSEAU:

(in French)

(taken from translation)

Thank you. So, I'll kill two birds with one stone and add to what Naureen said. She said a lot of the things I wanted to report on, so that's one less report for Thursday. So, 14,000 Bell members in bargaining. We have the campaign, Our Telco, Our Jobs. And we met 19 people in 13 meetings, all key government people, Liberal, NDP and Conservative, to talk about the transparency that telecom companies should have when they receive money. And someone perhaps leaked information to Bell because Bell sent Quantrics to Nordia, which also belongs to Bell but through different U.S. portfolios.

Anyway, they were quite quick on that. I would like to thank Roch also for his support work that's done to the telecom sector, and there's more detail in my written report. So, if we look at the discussions we had about the new bill on the transparency of telcos, thank you, Chris, Roch, Naureen, Olivier, and the PSC as well, thank you very much, and thank you, Naureen, for your report. That lightened my workload for my report.

CONTINUED DISCUSSION ON THE ONTARIO REGIONAL

DIRECTOR'S REPORT

LANA PAYNE: Awesome. Thank you, Marc. Anyone else on Naureen's report? Katha, go ahead.

KATHA FORTIER: Thanks, Lana, and I couldn't not take this opportunity to thank the ORC, particularly for coming up with the idea of that panel. It was interesting because we had our long-term care bargaining meeting a couple weeks later, and with that panel being able to have a voice and tell their stories, I think that so many of them felt heard, and that was really important, you know, that they had a voice and that people at least understand that their union is listening to them.

I do want to thank the ORC again. There is a resolution that's going to come up at some point, and the ORC, Tullio, Shinade and Naureen, have just been an incredible support for our healthcare sector workers, both in their actions and also financially supporting them as well, and it's truly appreciated.

And I also wanted to mention that we're planning a number of job actions starting in mid-May in long-term care where all of our homes will probably be participating across the province, but they'll have sort of a roving sort of walkout day where they're

standing up for their rights, standing up for the residents and standing up for better care because, sadly, with everything that's happened through the pandemic, this government literally has done almost nothing, and the employers have done almost nothing to improve staffing levels. There's no measurable, discernable difference right now in a long-term care home. If anything, it's actually worse. So, I just ask that the Board members across Ontario try to participate where they can and support those events locally, and we'll make sure that we get that out to everybody.

And just on the support for the commercial, this is, again, done in conjunction with the other two unions, and it's focused on hospital care because, as we can see in the Province of Ontario right now, Ford plans to privatize hospital care in this province. It's not a secret that that is his plan. He's not going to announce it and it's certainly not going to be in his platform, but by every indication, they're trying to give authority to private, independent health facilities, which is clinics, to perform surgeries in the province.

And so, we see the privatization agenda, and we have to build up our public hospitals, and

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that's where this other campaign that we're doing jointly with the two unions comes in, again, targeting the Ontario Hospital Association.

So, thank you for the report, and I don't know when we're going to deal with the resolution, but again thanks to the ORC for their portion.

LANA PAYNE: I was going to do a segue into the resolution, but I think it's just kind of fitting, then we'll come back to you, is that good? Yes. So, Natalie, I think that's cue to you. We'll show the video, then we'll perhaps have Naureen introduce the resolution.

KATHA FORTIER: There's two videos. This is the first one. There will be two separate videos.

--- Whereupon a video is played

LANA PAYNE: All right, Naureen, did you want to introduce the resolution? It should be in front of you, sis.

NAUREEN RIZVI: Katha, can you read it out?

RESOLUTION: UNIFOR'S CONTINUING ADVOCACY CAMPAIGN FOR
HEALTHCARE REFORM IN ONTARIO

KATHA FORTIER: Unifor's Continuing
Advocacy Campaign for Healthcare Reform in Ontario.

For many years, Unifor, SEIU and CUPE
Ontario have worked together on
initiatives in support of hospital
bargaining with employers in common
between the unions. This campaign
continues. The unions are discussing
a joint TV ad campaign that targets
the Ontario Hospital Association.
The ads will run mid-April, forward.
Unifor National will:

1. Commit to spending \$400,000 to be
sourced equally between Unifor
National Strike and Defence Fund and
the Ontario Regional Council, that
the National Executive Board approve
\$200,000 from our Strike and Defence
Fund to match a donation made by the
ORC Executive.

Because:

This hospital bargaining TV ad
campaign supports these members who

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are not legally entitled to go on strike in Ontario.

LANA PAYNE: That's great. Do we have a mover for that? Moved by Guy Desforges; seconded by Tammy Moore. I think there were a lot of hands up to second that one. Just a note, obviously, the "because" of this, and Katha and Naureen and Tullio have really outlined why it's important that we continue to support our members in healthcare, but particularly now with the privatization campaign and intentions of Doug Ford, but what's really important to note is that we do have quite a great Strike and Defence Fund policy that allows this sort of thing to happen, when we have workers who do not have the right to strike that we use our Strike and Defence Fund to defend them in a multitude of ways, including like this. So, as secretary-treasurer, I also support this resolution.

Any comments on this? Andy, go ahead, brother.

ANDY SAVELLA: Thank you, and I just wanted to say that our healthcare workers are facing an incredulous situation right now in the backdrop of COVID when they had Bill 124 capping many of their wages at 1 per cent, and this recent legislation

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that's getting plowed through Queen's Park, Bill 106 that would compromise their ability to even reach pay equity even though it's legislation. And again, yes, these members can't go on strike, so providing them access to the Strike and Defence Fund is really, I think, a good positive thing that they raise often.

But I just wanted to end by saying, too, thank you to the ORC and everyone for your incredible support of our healthcare workers. We're in major bargaining right now, so it's very important.

LANA PAYNE: That's great. Thank you, Andy.

KATHA FORTIER: It's also on our Facebook page and Twitter right now. So, if people would like to share it, that would be great.

LANA PAYNE: Tullio, go ahead, brother.

TULLIO DIPONTI: Thank you, Lana, and it's a resolution, but when you really think about it, the impact that this will do for our healthcare workers is unbelievable. Everybody called them heroes, everybody rallied around them, got them barbeques, signs, everything like that, but we all know what this Government of Ontario did. They really didn't care. They just needed them at that one point in time, so they were calling them heroes.

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We've always known that they're heroes, but you don't call somebody a hero to appreciate what they do, save peoples lives and then you hold them back to a 1 per cent increase over a legislation. They deserve a lot more than that, and with this resolution, and I hope it's unanimously passed, it shows what this union is all about. We believe in our healthcare workers, especially the ones that are subject to this Bill 124, and we'll lead. Unifor will lead and make sure that they know that they are heroes, whether it's through a pandemic or not a pandemic, and they deserve a lot more than what this government is giving them.

So, I really do appreciate it. I thank Katha for getting involved with this, SEIU and CUPE being part of this. Thank you, Lana, we talked about it, and the ORC. I know I can always count on Naureen and Shinade. When I say we talk about healthcare, we're there, we're there, and we're proud to support it and I thank you. It really means a lot to us.

Personally, I see a lot of our healthcare workers going to work crying because of the work they've got to do, but they go in there with pride and say, "I'm going to make sure I save somebody's life today," and it's very important. So,

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thank you for bringing this forward and hopefully it's unanimously endorsed.

LANA PAYNE: Great, thank you, Tullio. Anyone else? Dave, have you got your hand up? Go ahead, brother.

DAVE CASSIDY: Thanks. Just on the Ontario report, the ---

LANA PAYNE: Can we do the resolution first, though, if it's not to this?

DAVE CASSIDY: I thought we did.

LANA PAYNE: No, we haven't voted.

DAVE CASSIDY: I support it.

LANA PAYNE: Okay. But Ruth is going to speak to it. Go ahead, sis. We'll come back to you, Dave, and then we'll go to Chris.

DAVE CASSIDY: Let's go, Ruth.

RUTH PRYCE: Thanks, Dave. I'm just going to say thanks to the ORC, Katha and everyone that worked so tirelessly with healthcare. I agree with what Tullio just said. We call them heroes, and what did the Ford government do? One per cent.

I can speak about the hospital because I'm in negotiations since last year with my major hospital that I have in Kitchener, Waterloo, and we tried to ratify a collective agreement, and we could

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not get it ratified because the nurses and everyone that worked there could not believe that it was only 1 per cent. They could not wrap their head around that 1 per cent.

And when you call members that work tirelessly, there are some because of working short, they stay on, and I had quite a few of my members that had COVID. Some had to stay in hotels, that they couldn't go home to see their family, and you turn around and you only give them 1 per cent and you call them heroes? So, thanks again for this resolution and I hope that we pass it

LANA PAYNE: Awesome. Thank you, Ruth.
I see no other speakers.

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

Okay, passed unanimously.

Congratulations, everyone.

Dave, you wanted to speak to the report, but I think Chris had his hand up first, so I'm going to go Chris, and then -- you're good? Okay, go ahead, brother.

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DAVE CASSIDY: Thanks. So, on the report for Ontario, I know that it was the 23rd and Shane and I went back to Windsor, and I know it was shadowed a little bit by some things we had going on in the union, but because of the work that was done at 2020 bargaining with the battery electric vehicle, we've been able to pressure governments, both federally, provincially, and the joint venture now with LG and Stellantis, and a \$5 billion investment of 2,500 new workers and they just reported yesterday in the paper that they think they need another 700 on top of that.

So, that's new workers, not ones that have lost their jobs. That's actually new in that battery plant. And as soon as one of these days that we can get this kind of shelf agreement put together and finalized, Shane, I mean, it'll be a lot better. We've been working on it for a few months, and we're excited about that, but if you can imagine an assembly plant, this thing is double the size of an assembly plant and they kind of explained it, I think, it's 220-some, in Canadian terms, ice hockey rinks. It's huge and it's a big piece of property in Windsor, and it's going to be 2,500-plus new jobs that will be coming to Unifor. So, it's exciting and it's the

biggest investment in manufacturing in Canadian history. So, we need to keep plugging on, on that stuff.

LANA PAYNE: Chris, over to you.

CHRIS MACDONALD: Great. Thanks, Lana.

I just wanted to make one comment on some remarks that Naureen was making, and I know Gord's got COVID, so he's not here right now, but just congratulating Local 414 on the incredible deal that came out of the seven-day Metro strike.

And when we think about this, we've been talking about this in a number of different areas of our union for some time now, and Gavin will report on the strike that he has in Whistler, Squamish that really is about the same thing. It's about workers that are fed up with having been left behind for a long time, and that's what happened at Metro, except it was 900 workers, whereas in Squamish it's 80. And 900 workers were tired of paltry wage increases year over year over year, and grocery chains reporting massive increases, and COVID allowing them to get record bonuses.

And so, if you can imagine, when we got 5.6 per cent on the table in the first year and 2.6 per cent for the next three at the deadline, those of

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us that bargain for a living every day knew that that was trend setting. That was already incredible, 5.6, 2.6, 2.6, 2.6 per cent on wages that were mature already, and this was the leading distribution centre for grocery warehousing in Ontario going into the bargaining.

So, to achieve what we did with also improvements to a DB plan and improvements to benefits across the board, it was really an incredible tentative agreement that we reached, but the workers went out and voted it down 65-35. And so, we've been talking about this, and the reason I just raise it, and yes, we were able to get some of the money moved to the front to make it 8.3 per cent in the first year which was unbelievable when you consider the company had to put another couple of million in, in order to cover the back wages to last October, but the reason I say it is because we've been talking about workers being left behind and what it meant in a world of high inflation now.

And so, I know a lot of the directors and everyone in the room have a lot of national staff reps and a lot of locals falling under your responsibility, and upcoming we have a workshop on this very issue and how are we, as a union, going to

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try to start to change the channel on this and back the fightback of workers who want to take on this conversation that needs to be had, which is 1.75 per cent is not going to cut it anymore at a time when groceries, gas and all costs of living and housing are spiraling out of control.

So, our union is turning our attention to that. If you're doing this for our union, then we should get to the workshop and we should get this information out. Our team has been pulling it all together, and it's coming up soon. So, it's just an incredibly important discussion that we need to have, but more importantly, we as a union need to lead it and we're doing just that. So, thank you.

LANA PAYNE: Great, thank you. Anyone else? Go ahead, brother.

GREG BURTON: Thanks, sister. I just wanted to thank Naureen for an excellent report, and I just want to say we're going to work tirelessly to ensure that we mobilize our members for the May 1st rally. We want to make sure that we kickstart our campaign against the Doug Ford government on a proper note. So, just to say to all the area directors that are in the room to make sure that we mobilize and mobilize and mobilize to ensure that we start working

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our campaign on May 1st to defeat this Conservative government moving forward. Thank you very much.

LANA PAYNE: What a great day to start doing it, too, May Day. Okay, any other comments? That's great. Thanks, Naureen, for your report. Great commentary following it.

Do we want to take a 10-minute break? The air has gone out of the room because we're going to get some air circulating, people are warm, and then we'll come back to Gavin's report. Maybe take 15. How's that? Okay. Stretch your legs.

--- Whereupon the meeting was in recess
from 2:10 p.m. to 2:30 p.m.

LANA PAYNE: Okay, we're going to get restarted. We're going to start with Gavin, and then we'll move to the wage document that Angelo is going to present. And is Shane down there? We'll check with him when he comes back to see if he's ready for his piece that was scheduled for this morning.

Gavin, brother, over to you.

REPORT OF THE WESTERN REGIONAL DIRECTOR

GAVIN MCGARRIGLE: Thank you, Lana, and

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thank you, everyone. It is great to see you all again. I get the honour to report out that, obviously, as you know, there's a great team behind us starting with Leanne Marsh, our B.C. Council Chair, and Guy Desforges, our Prairie Regional Council Chair, the area directors, Andrea and Paul, and all the great work that's done on the ground, so it's obviously a team effort.

I also want to start off by thanking all of the members of the National Executive Board who came out last week. Many of you came out to our Prairie Regional Council, and that's where I'm going to start, but I know you all had tremendously busy schedules, but this is a very important time for our union and you all made the trip out to Winnipeg, and it didn't disappoint with some snow and cold weather.

And I think Guy summed up the Prairie Regional Council sort of the best. I think it was Guy. He said we laughed, we cried, we danced, and we debated, and I want to thank -- I see Tammy over there. I think it was Sandy from your local who ended up leading us all in renditions on the spot of Solidarity Forever, and another time on Bread and Roses.

The delegates, the news that they were

sharing information on was just heartbreaking in so many ways. A lot of emotion, especially around reconciliation and action. People were just very, very happy to be together, and it's just a ton of staff and others that worked to put it on, so thanks to the PRC Executive and everybody involved. And it was really weird because of course we planned the whole thing on Zoom, we did do a virtual one last year, but it was weird to sort of plan it on Zoom, and then to see it actually unfold in real life.

We had amazing speakers. The good news for all of you is that I am not going to go on as long as I did in the Prairie Regional Council. My speech is online. It's an hour and seven minutes if you've got an hour in your life to waste, but there was a lot to cover and it's three different provinces, so we had to get into it.

Just on the Prairie Regional Council, we had some amazing speakers, very high-level speakers. As I say, the Prairie Premiers failed the citizens of their province before, during and after COVID, and we ended up having two premiers in waiting come to speak to us. We had Wab Kinew, the leader of the opposition NDP in Manitoba. He is riding high in the polls. They have changed. We finally got rid of Brian

Pallister, yay. I think he was on a plane to Costa Rica before his ink was dry. And then we got this new premier, Heather Stefanson, who was challenged by someone on the far right of her party who went to court because she said she was the rightful leader. And she's off to a great start because her poll numbers are even lower than Brian Pallister, so that's good.

But Wab and the NDP have been doing tremendous work, and I'll just touch on one that I've reported out before. They blocked a bunch of bills. One of these was this sort of *Critical Infrastructure Defence Act* which was really to go after protestors that they didn't like, such as labour, Indigenous and environmental protestors. Of course, when we saw the trucker convoys, we know they didn't go after those protestors.

There was also Bill 16 on the table which would have really taken away a longstanding provision of Manitoba labour law where no dispute can go on longer than 60 days without going to arbitration. It made it easier to decertify unions. It was just a nasty piece of work.

And so, on the ground, they pushed, and they used the provision that they have to be able to

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put these bills on hold. And of course, once the new premier came in, she has shelved all those bills. So, they never did get passed. They might bring them back. We think they will bring them back at some point, but for now, the opposition work that the NDP did there on the ground has really paid off.

We also, Local 681, it's in Paul's report, just won an arbitration because during the pandemic, somehow the Prairie Premiers, in addition to not putting in any restrictions, they really wanted to attack workers and their unions through the pandemic. And so, Local 681 took them on, Manitoba Hydro, to arbitration and they won. They won that all the layoffs were not needed, and they were in violation of their collective agreement.

We've also had our members on the ground pushing very, very hard to make sure we had a VIA rally while we were there as well. It was cold. It was the best 11-minute rally I've ever attended, but I think we got the message across. I know our rail folks across the country are paying a lot of attention to that. So, there's a lot of good work going on and hopefully Paul or Guy can supplement on that.

We also had Rachel Notley come to speak and, again, she is on the cusp of forming government

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in Alberta. Jason Kenney and the UCP are imploding. Every day I wake up, it's a new scandal, it's a new way to double-down, and she has just been there calm and resolute, and we've been meeting with them.

I've been meeting with Christina Gray, her labour critic, former Labour Minister. We've been having very good discussions about Bill 32, which is really the most anti-union piece of legislation to hit Canada in decades. This is a provision that basically says -- it's in law now, but it basically says that every single local union in Alberta must go individually to every single member if they want to spend any money on what is non-core, as they define it.

And the law is vague, but basically, this would impact things like donations to the United Way, donations to food banks, charities in addition to political work, and not only do you have to get that approval from your members in writing individually in advance every year, you've got to go back and renew it every single year. And it's not like you can present a menu of options to the members to say, "Okay, well, I like food banks, but I don't like this charity." No, it's either all core or non-core.

And so, we've been working very hard to

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bring the members in Alberta together around this fightback, and I've been working with Anthony. We're part of a legal coalition as well. And essentially, as far as we read the legislation, maybe we just don't know how to read it properly, but our position is going to be 100 per cent of everything we do is core work and, therefore, we don't need to ask anyone any permission about anything, and they can take us to the Labour Board because there's an election next May. And as we've said, a bad lawyer can delay a good arbitration case by eight months. I'm pretty sure we can fight that out at the Labour Board to push back on that.

So, we had those discussions with Christina Gray, told her that was our number one thing that we wanted. Also, we had written letters to them with our anti-scab campaign, which they never really did pass in Alberta. They gave us kind of a mealy mouth response. Again, speaking to Christina about that, she acknowledged that it was mealy mouth and basically committed that they were going to do more.

So, it was tremendous to see Rachel on the ground, and the room completely lit up when she said clearly, they will repeal all of Bill 32 as soon as they form government. Somebody shouted out from

the crowd, "What about the anti-scab stuff?" And so, she had to skate a little bit on that, too, but again made a commitment that that's something that they have to look at when they form government.

So, we're going to have to have a huge boots-on-the-ground campaign. We're watching what's going on in Ontario and other places, but we're going to have to mobilize like never before. We might even end up in a fall election there, depending on what Jason Kenney and all of them do. So, in any event, Rachel was really great. We got what we needed, which was direct commitments on the things that matter to our members on the ground.

We also had tremendous speakers, everything from Drag the Red to Community 204, the many different things that we were doing. So, there was a lot going on.

In Saskatchewan, we had Ryan Mieli, who was the leader, going to come and speak, but then he lost a safe seat in a byelection, and his party has decided to get into a leadership review. So, the opposition is alive and well in the Prairies, and people are fighting back, and again, it was just a tremendous council and thank you to everyone who attended.

I'm just going to move quickly over to British Columbia, and we have another council there, and Leanne helps with that. We've been busy there, too. There's been concerns about forestry. They're moving to protect old growth. They've had a lot of protests out there, a lot of arrests. They're moving to protect old growth, but the way that they have done it doesn't give the workers on the ground, much like as you see in the energy industry and everywhere else, any real commitment that they're actually going to take care of them and their communities as they start to change.

We've been lobbying the government nonstop to get more access to fibre, and simply they're back to the same old kind of transition stuff. A little early retirement incentive here, a little kind of extra training there, but nothing that actually really takes care of workers.

And so, some unions are out there kind of trying to fight against the old growth deferral. We're not, but what we're saying is that you have to take care of the workers and you have to make sure that they can get more work because forestry is not a dying industry, not a sunset industry at all. It just needs to be updated and modernized to keep those good

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jobs there. So, we're continuing to work on that campaign as well.

We've been pushing very, very hard on a number of things since the NDP came in, in 2017, and those things are actually starting to pay off now. It's been a little bit slower than I wanted, but those things are really paying off, and one of the key ones is involving contract flipping. I know Tammy's local brought a resolution on contract flipping to the PRC, which passed unanimously, but we're able to tell stories about what happened here.

Some of you might remember at the beginning of Unifor, there was 150 cleaners and janitors in Vancouver who cleaned all the fancy office towers, and they were with Cadillac Fairview, and Cadillac Fairview flipped the contract and 150 -- and they were all women, they were all older, they had many, many years of seniority, they all lost their complete jobs.

We also have other members in Securitas and the security agencies and, again, they flipped the contract as well. And we are the largest transit union in British Columbia by far, and we have direct transit in terms of Coast Mountain Bus Company and B.C. Transit in Victoria, but most other places we

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have are contracted out through these third-party contractors. Some of you will know them here in Ontario as First Group, and then there's also Pacific West Transportation. Of course, they say "B.C. Transit" on the side, but they're being contracted out.

So, right after the government came in, in 2017, we were on them on all of those things. They passed contract flipping legislation, not protecting every sector unfortunately, but specifically protecting the sectors that we asked for, which was building maintenance, which was security, and which was transit. And so, all of this takes me to what Chris mentioned, which is the ongoing dispute that we had now over two months up in Whistler.

And really, what that is, is 10 years of those workers being treated like crap by that employer, and every time they wanted to take a strike vote or go on strike, the company would say to them, "Well, we're going to lose the contract, and then you're going to lose your seniority and you're going to lose your collective agreement," and all that.

So, this is the first time that they've ever actually been able to go on strike knowing that even if the contractor is gone, their collective

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agreement is there, they're all still there and they're not going anywhere. And quite frankly, we've been telling the government to get rid of this contractor and go to someone else and bring it in-house.

But the determination of those members is absolutely unbelievable. We've got a lot of support on the ground. Unfortunately, like any dispute, it impacts a lot of people. We have a lot of hotel members up in Whistler as well, but the community support is there. Some of the mayors set up kind of auto letters. We're getting some heartbreaking letters coming in, but almost every single letter says, "And by the way, we support the workers. We support them getting a fair deal. We support them getting parity in wages with Coast Mountain Bus Company just down the road," and they're determined. So, we're just going to have to continue to support them and we'll continue to push and see if we can get it through.

I know Leanne will probably talk a little bit more on Coast Mountain, but we did manage throughout all of this to get a one-year contract extension, and I'll leave the rest of it to Leanne to talk about, but that was ratified. That helped us

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sort of make the case that, if just down the road, we can get decent wages which went up by a decent amount that we should be able to do the same for those workers there in British Columbia.

So, on the contract flipping piece, we're actually seeing it benefit our members on the ground right now, but one that is of special significance to me that we've worked on a long time, as many of you know, I ended up helping to organize my workplace in 1998 under an NDP government where we had card check at 55 per cent. And in 2001, the B.C. Liberals came in, reduced the NDP down to two seats, and within three months, no consultations, no reviews, ripped up the *Labour Code*, ripped away automatic certification in organizing and we have been fighting for that for 21 years.

We've been saying to this government -- at first, they used the excuse that the Greens were blocking them. And then we re-elected them again, I think, in 2020, and we've been pushing. We've met with the premier, we've met with ministers. We brought over 50 delegates both virtually last year and in person before COVID. We met with I think it was over 50 MLAs and ministers. We have been nonstop on this issue, and I was very pleased last week, while I

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was in the middle of Prairie Regional Council, the NDP has tabled a bill once again to restore automatic certification at 55 per cent the same way it was in 1998.

As we know, auto cert is not a be all and end all, but for us, it was a litmus test as to where this government stood, and they're withstanding the pressure, and hopefully we'll continue to gain in organizing there. Margaret Olal has also joined the staff out there in organizing, and she'll be great along with Simon.

So, lots of work to do, lots of targets to get at and really just lots of tremendous work going on all over the place in British Columbia, and we're continuing to hold that government to account and hopefully they'll be joined by a couple more NDP premiers. So, instead of saying I have one nice guy premier who needs to do a bit more and three crappy premiers, I hope to be able to say I have three decent premiers who need to do a little bit more, and Saskatchewan is still a work in progress for now.

So, I'll end my report on that and thank you very much, everyone.

LANA PAYNE: Yes, Saskatchewan. Thank you, Gavin.

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GAVIN MCGARRIGLE: Sorry, I didn't know if Leanne or Jenn or anyone...

LANA PAYNE: Yes. Guy, and then Leanne.

GUY DESFORGES: Yes, I just want to say thanks to everybody who did come out to the PRC. From the rally to guest speakers, I'd like to shoutout to Gina, wherever she is. She did a bang-up job getting some speakers. She's not here either. Everybody I'm giving a shoutout to aren't in the room. So, you know what, Andrea don't get one. How do you like that? But anyway, you know what? Andrea did a great job. She kept me moving pretty good, and yes, I just want to say, again, thank you.

And one last shoutout is to my dance partner, Deb. When she came and grabbed me to dance, I told her point blank I hadn't danced in over 10 years, but she got me on the floor anyway. So, thank you very much for everybody who did come out. And just to let you know, if it's anything like what I've seen, the Atlantic, the Ontario and the B.C. Councils are going to be rocking because people are ready to get together. So, thank you very much, everyone.

LANA PAYNE: Thanks, Guy. Now I'm sorry I went home early. I apparently missed the dance. Over to you, sister.

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LEANNE MARSH: Thanks, Lana, and thanks, Gavin. I just want to report on my local, which is Local 2200, and also the joint local of 111, which is the Coast Mountain Bus Company. We are the skilled trades and support people for the maintenance side and also the bus drivers.

This was my first go around on the bargaining committee, and it was just a one-year extension to our contract, and I'm very happy to say that we voted 74 per cent in favour of 3 per cent for non-trades and an additional 2 per cent skilled trades adjustment, which is -- I've been speaking to my employer on and off for probably a couple years now about how we're going to promote trades and to get not only just women, but skilled trades into our workplace.

It's difficult, and I think talk is cheap, unfortunately, but this contract that we got with the 2 per cent skilled trades adjustment obviously is going to be a step in the right direction, and I hope that it helps the transit workers up in Squamish, Pemberton and Whistler to get back to the bargaining table and let's get this done. So, that's all I wanted to report on. Thank you.

LANA PAYNE: Great. Thanks, Leanne.

Jenn?

JENNIFER MURRAY: Thanks, Lana. So, I just want to say thanks to Guy and Gavin, Paul McKie, for throwing together this last-minute rally. I think, Scott, you mentioned it on one of our working campaign calls. Right now, they've announced that they're looking at privatizing VIA Rail, and it will essentially change the landscape of passenger rail service in this country and public transportation even, I'll go a step further.

And so, that rally was just so important, and to the rail members, Lana gave us a shoutout from Winnipeg to the bargaining committees. We couldn't be there, unfortunately, but we all wanted to be. But we were watching, and it lifted our spirits. We filed for conciliation on Friday. It was not a good week, but it lifted our spirits. It got our rail members starting to sort of rally around the actual what's happening in the country with rail passenger service. Some of them, we're having a hard time convincing them that this is real, and this is really happening.

And so, it's getting the questions out there, it's getting them rallied. It did more than just -- you know, it woke us up. But no, it really

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woke us up, it woke up our members, and I'm super proud, and thank you again. I know I've already expressed that, but our appreciation for sure on behalf of the rail sector. Thanks.

LANA PAYNE: Great. Anyone else? Okay, awesome. Thank you, Gavin and team. Oh, sorry, go ahead, Linda.

LINDA MACNEIL: I don't think I need to put this in a form of a motion, but I'd just like to suggest that whenever there is a silent auction at any council, what have you, that Tammy Moore should not be allowed. She can make a donation, but she's not allowed any tickets. She totally cleaned up, right, Guy?

TAMMY MOORE: It was going to a good cause. What do you want from me?

LANA PAYNE: So, Deb dancing and Tammy cleaning up at the silent auction. Okay, good. All right, shall we move on then?

Just a couple of announcements, though, before we move to Angelo. Tracey, did you want to give some information so people can get ready and not leave the room when we do that? So, I'll turn it over to you first.

TRACEY RAMSEY: Thank you. Hello,

everyone. Today is Equal Pay Day, which is a national day being celebrated across the country. It's the day that women have to work into the next year to make the same as men did on December 31st last year. It certainly is more challenging for women when we talk about racialized women, immigrant women. When we look at an intersectional lens of women, it's even worse and the date moves even further into the year.

So, I would like everyone, if they can, to stay back for a photo. I have red t-shirts here, which we all love. Red is the colour that we all wear. So, if everyone can stay at the end, throw on a t-shirt, we'll take a quick picture. I have one of the circles for Equal Pay Day. I think it would be great to show support and solidarity with women in our country. Thank you.

LANA PAYNE: Awesome. Thank you, Tracey, and I'll let the Comms folks figure out where they want to shove us. Okay, perfect.

Okay, Angelo, over to you.

OFFICER'S WAGE REPORT 2022

ANGELO DICARO: Okay, thanks, Lana, and if I can just get the folks on the tech side to put up those presentations, the English and the French? So,

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just give it a sec for them to pop up. Wonderful.

So, hopefully this will be a quick presentation, but it's the presentation where I have the privilege of presenting to you the Officer's Wage Report for the current calendar year. On the tables in front of you, you'll see the written report that I've prepared, and I will say that a lot of that report, the good work that was put into that when this was first set up when Unifor was formed, was a huge part due to my predecessor, Bill Murnighan, who is right beside me here, who is booing himself for some reason, but he's done tremendous work and it's an easy act to follow with Bill.

So, what I'm going to do is you can follow along in that document, but I'll give you the high line points of the presentation. So, I'm just going to try and click the slide, here we go, and do a couple things here. I'm going to provide you a quick reminder about the constitutional mandate that I have to do this work as the Director of Research, talk a little bit about the methodology that we employ to do this. We'll highlight some of the key metrics that we use, and then I will present to you the final recommendation for the wage increase.

So, again, you can brush up on Article

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8, subsection E of the Constitution. This is the part of the Constitution that says that this is work that the Research Director will undertake every year, present it to the National Executive Board, and then the recommendation, if approved by the Board, will come into effect as of January 1st of the current year. And the wages that we are looking at are for the preceding year, so we're looking at right now an Officer's Wage Report for 2022, but average wage increases for members in 2021.

And the Constitution also directs us to look at the weighted average wage increase that includes regular wages, but does not include special payments like lump sums, bonuses or other special adjustments. So, that's just to be clear about what you'll see in the upcoming slides.

I wish that I could tell you that this takes all of five seconds, I hop on the computer, I go to a program, and I press a button and it says, "This is the weighted average annual increase." Surprisingly, it doesn't. This is days and days of work and hunting down different data sets and building a methodology that makes some sort of sense.

And so, no button, but the good news is that there is a number of different measures that we

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have at our disposal, both primary sources and secondary sources, that we can do the best estimate that we can. The primary sources that we look at are through our dues payment system, and this is a huge credit to Julie Poirier, Fred Raidl and the accounting team for keeping this up to date, and if folks can appreciate how much leg work that goes into maintaining that database, it is extraordinary. And so, huge credit to them.

We also do a Unifor-weighted average for sector and regional wage settlements using Government of Canada union settlement data. And then the third primary source is we look at a sample of major Unifor wage settlements, both provided by the federal government but also the Ontario government, I'll explain why that is the case, but these are the three main sources that we use to generate this figure.

And then what we do is, once we get the figure, we cross-reference it with other sources just to make sure that we're not way out of range or there's something extraordinary about our outcomes that differ from others. And so, for that, we look at Statistics Canada, a couple of surveys there, and we also use some guidance from the Conference Board of Canada and their Labour Relations Outlook. And then

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what we do is we try to give a reasonable weighting to each of these figures, and then, boom, we spit out a number, which I will get to.

So, looking at the key metrics. The first is around the dues payment system, and again, I say this is probably the most relevant of all the metrics that we use. We have our dues coordinators who reach out, they speak to local union representatives, they identify, based on our collective agreements, what is the annual wage increase and they update this on an annual basis.

The data set that we are working on is not 100 per cent. It is a sample, but it is a very good sample. We manage to get active information, updated information for over 2,000 Unifor collective agreements and that represents almost 200,000 members. So, that is a pretty strong sample of about 71 per cent of all of our CBAs and more than three-quarters of our members.

And what we see is, we break this down into categories, and you'll see of all those units we looked at how many of them for 2021 received a 0 per cent wage increase or no wage increase all the way up to more than 4 per cent. And when we weight those results across that very large data set, we end up

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with a weighted average of 2 per cent for the year 2021. So, that is one of the metrics that we rely on.

The second is around wage settlements that are provided through ESDC data. These are wage settlements across unions, but they are fairly good proxies for what we experience in our own union. We weight this by Unifor sector, and when we -- I should back up. These settlements are looking at agreements that are large. They are 500 or more members, and we're looking for the ones that were settled in 2021.

When we weight them across our various sectors in the union, that results in a weighted increase for 2021 of 2.4 per cent. And then using the same data set, we cross-check that against wage settlements in regions, and so we weight the data based on the breakdown of Unifor members by region. And using that measure, same data, we end up with a wage increase of 1.6 per cent.

And then the third and final data set that we look at is -- they're actual Unifor settlements but provided to us from those contracts filed at the federal level. Every year, the federal government keeps tabs on all new collective agreements that are filed. We ask them to provide us with that breakdown. And in this sample for 2021, we ended up

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receiving a data set of 17 settlements of about 16,000 members, and when we looked at the wage increases for 2021 in that data set, it was 1.9 per cent.

And then we do the same thing with the Province of Ontario. And the reason we use Ontario is because every province will do this, but when we go across provinces, we don't get a large enough sample, so we can't really base this in any scientific way when we're getting a response of, say, two collective agreements. They could be very skewed, it's not a large enough sample to base it on, so we use Ontario, we got 27 settlements over 11,000 members, and that average wage increase for 2021 was 1.7 per cent.

It's all going to come together in a sec here. I know lots of percentages, but we're union people, so this is what we love, right? This is what we know, right, is how to measure our progress through wage increases here.

So, as I said, we take all of that data, and then we reference it against other pre-existing data sets to make sure we're in the ballpark. So, we look, in the first case, through Statistics Canada and we look at the Labour Force Survey, and that tells us that in 2021, the average hourly wage increase went up by 1.7 per cent. We also look at the Survey of

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Employment, Payroll and Hours. They measure wages not as hourly wages but as weekly earnings, and that has increased by 2.8 per cent, and a lot of people wonder why these two data sets yield such different figures.

And one reason, you'll see a little asterisk beside the 2.8 per cent is that the Labour Force Survey asks you how much money you would make per hour. The Survey of Employment, Payroll and Hours says this is how much you make per week. So, your wages per hour may not go up, but in the case of an extraordinary pandemic with people working sometimes double, triple the hours, your weekly earnings will go up, but your average hourly wage won't necessarily go up. So, that's the difference why that's so high.

And then lastly, we looked at the Conference Board of Canada, which polls a bunch of employers, asks them about their wage increases and they also yielded 1.9 per cent.

So, with all of those numbers, what I venture to do here is try to make sense of them. Obviously, not every data set is equal, so I did some weighting on the datasets. And I thought the dues database is the most important, so we weighted that at 50 per cent; the other two Unifor-based data sets, put at 15 per cent. So, all together, that totals 80 per

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cen. And then those last two federal government data sets, we weighted at 10 per cent each. So, that all comes to 100. And then when you spit out the final number, and I guess I am pressing a button by clicking the slides, so maybe there is a button that I can use, what we end up with is a wage increase weighted for 2021 of 2 per cent.

MOTION: THAT THE SALARIES OF UNIFOR NATIONAL OFFICERS AND REGIONAL DIRECTORS BE INCREASED BY 2.0%, EFFECTIVE JANUARY 1, 2022

ANGELO DICARO: And so, the recommendation coming from me when it comes to my constitutional obligation is that the wage increase for National Officers and Directors increase by 2 per cent effective January 1st, 2022. Thanks, Lana.

LANA PAYNE: Naureen, were you going to move the motion or...?

NAUREEN RIZVI: No, I was going to say the Metro agreement is retro. I want that 5.6 per cent factored in.

ANGELO DICARO: Actually, let me interrupt you one second. This is important, and I had a note and I kind of breezed by it with all my clever jokes as I'm doing my presentation. There's a

lot of folks that will wonder why it's 2 per cent in a high inflation environment, and I'll say two things. One is that with our agreements, a lot of them will have been negotiated in years prior. They don't get reopened. And so, the average annual wage increase wouldn't change. It doesn't reflect changes of inflation. There's a lag time for that to happen. But the other point is that we've really seen significant progress on that in recent months, not necessarily over the course of 2021. So, that's another reason why you won't see this reflected.

The other thing I'll say is that for every extraordinary high wage increase agreement we sign, you have to keep in mind that there's units in the public sector that are under wage restraint. There's gaming sector workers who haven't even been in to work in years, hospitality.

So, we recognize these experiences, but when you balance it out across the union, it's not always as high as you think. But I do expect that next year, we will probably see some of that inflation kicking into those numbers.

LANA PAYNE: Go ahead, Katha.

KATHA FORTIER: I just want to remind everyone from the negotiations, the collective

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agreements, I think, in CNRU and COPE that we ratified, that 2022 would be half the weighted increase. So, I think that would probably be the same for...

LANA PAYNE: Angelo was trying to give himself an extra 1 per cent over there, I think.

ANGELO DICARO: My obligation under the Constitution is not to negotiate the collective agreements. It's only to tell you what the weighted average is. You folks are the ones that have to handle that, and I don't have to do any additional work to get the half. It's just divide by two, that's all.

LANA PAYNE: So, I'm going to move, and I need a seconder to accept the report. Moved by Lana Payne; seconded by Dave Cassidy. Anymore discussion?

DAVE CASSIDY: I think, Angelo, you messed up. I think it's got to go higher.

ANGELO DICARO: No problem. Three per cent.

DAVE CASSIDY: Thank you. But I'm just seriously commenting on Katha. We don't affect that, right, the 2 per cent when she talked about the half? Can you just explain that to me?

LANA PAYNE: Go ahead, Shane.

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SHANE WARK: With our COPE and CNRU staff, we entered into an agreement that said effective January 1 of 2022 that they would receive 50 per cent of whatever ---

KATHA FORTIER: They were frozen.

SHANE WARK: Yeah. So that we're saying that it's likely that the officers, RDs would also -- we wouldn't take ---

LANA PAYNE: That is correct.

SHANE WARK: --- the 2 per cent. It would be ---

DAVE CASSIDY: So, it would be the 1 per cent.

SHANE WARK: Yes.

KATHA FORTIER: Everyone was frozen, Dave, for '20 and '21. The officers, all of the staff, COPE and CNRU. Everyone. Yes, because of the pandemic.

DAVE CASSIDY: Yes. And then the in-town expense and that kind of stuff was added some time ago, right?

LANA PAYNE: Yes.

DAVE CASSIDY: Local unions are based on the same as staff. There's a lot of local unions that way, so I'm trying to figure out, when Katha made that

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comment -- you know, 1 per cent is the increase for 2022.

LANA PAYNE: Correct.

DAVE CASSIDY: And other things have kicked in?

LANA PAYNE: Yes.

DAVE CASSIDY: The in-town expense. I don't know if anything else has. So, if we can get a breakdown of that?

LANA PAYNE: I think it was only the in town that happened, Katha? Shane? Everyone is nodding.

KATHA FORTIER: I think it was last August, but we can confirm the ---

LANA PAYNE: And it was September 1st of last year, I think, as well?

DAVE CASSIDY: August? Oh, September 1?

LANA PAYNE: Yes. And not all local unions are based on it, I don't think. Yes. Okay. So, all those in favour of the report with the qualifications made by Katha and Shane?

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

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Carried.

CARRIED.

Okay, all great. Thanks very much, and I think we're going to move to you next, Shane Wark.

SHANE WARK: Angelo, I'm glad you didn't say you just throw a three-sided dice to come up with -- although, that might be a better use of your time.

APPLICATION OF NATIONAL UNION EXPENSE POLICY TO UNIFORM LOCALS

SHANE WARK: I wanted to bring to the Board's attention an issue that has come through our Constitutional Department on a reoccurring basis, and that is the practice that we've had through our Guide to Local Union Bylaws requiring local unions to have a local union expense policy that aligns with the National Union expense policy, which I don't know if you guys have a copy of it in your documents.

But in any case, we often get some pushback from locals that are wondering why they have to comply, have their policy comply with what we do as a National Union. We dealt with this, I think, at a Board meeting, actually, around the Sunwing group that had the local union expense policy that exceeded the National Union expense policy.

So, I reviewed this with our accounting

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director, Fred. Let me just pull it up. And to be clear, there's nothing in the Constitution explicitly that says that a local union must match the National Union expense policy, but it has been in practice, and it's incorporated in our guide, like I had mentioned.

However, we wanted to have a discussion with the Board that says to avoid some of this conflict with some of the local unions that maybe we move to a place that rather than mandating it, we continue to recommend it, strongly recommend it for the sake of consistency across our union, but if a local union chooses to have a local union expense policy that's different from the one that the National Union uses, which is approved by this Board, that they would have to commit that it would be fully compliant with CRA guidelines, because that has been our concern through the Constitutional Department, is if we just allow a local union to set its own expense policy without having done the work of ensuring compliance, that maybe we have local union expense policies that are just simply not viable and they get themselves into some hot water with CRA.

So, I know, Lana, you've been involved in this issue as well, like I had mentioned. We don't have to deal with it as a motion today. I actually

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put this in the email to Lana. I thought it was best that we just have an open discussion, and if anybody has any questions, raise them during this section, and then if we want to formalize it into a written motion, we could do that for Thursday. It would give us some time to prep it and translate it, but essentially, that's kind of where our heads are at.

And I've talked to Josephine about this as well. This is maybe one item that we don't want to continue to quarrel with a local union about, which is them setting their expense policy. But to be clear, I think it has to come through this Board that says if you're going to not follow the recommendation of the Board on your expense policy, you must ensure and give us the proof that it's compliant with CRA, so our local unions don't get offside with the Canada Revenue Agency, and I'll just end there unless you want to supplement, Lana.

LANA PAYNE: Yes, thanks for that, Shane. I'm happy to hear from all of the rank and file and everybody on this one. It has kept popping up, and we do have some unions that do a lot of, also, kind of international travel, you know, our pilot groups, et cetera. It became a bit of a tangly issue for them because they would be in the U.S., things are

more expensive.

So, it just, as Shane says, creates conflict often with some of our locals, but at the same time, we don't want this to become a ballooning problem where the per diems are kind of out of reach of what the revenue agency is recommending, and we're mindful of those things as well within our own policy. So, I think this is a good plan. Go ahead, Shane.

SHANE WARK: One other point I should have raised, just looking at the email from Fred, he also wanted to bring to our attention that, as a National Union, that we may want to look at our expense policy again on the issue of the mileage rates ---

LANA PAYNE: Yes, correct.

SHANE WARK: --- because ours are well below the CRA. And oddly enough, the way he explained it to me was even if you're well below or well above, they would consider that unreasonable.

So, if you had a one-cent kilometre, even though we'd say, oh, jeez, that puts us in a better position as a union, financially, he's saying that that would arguably not be compliant with CRA, that it has to be within a range of the current mileage that they have, which I believe is 61. So,

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just to note that we'd have to look at that for our own policy.

LANA PAYNE: And I actually think we should consider that for this week and try and clarify that or make it mandated. The other thing is, of course, the price of gas right now and when we're reimbursing our activists who are doing things for us, 48 cents is not covering in some cases.

Katha, over to you, sis.

KATHA FORTIER: Just quickly. I just found the memo. It was the week of August 23rd that the in town per diem was reinstated of 2021.

LANA PAYNE: Great. Thanks. I knew it was close to September. Anyone have any thoughts or comments on local union expense policies or gap? Okay, I'm seeing some. Matt, did you have your hand up or were you only pointing at Kellie? Okay. Go ahead, Kellie.

KELLIE SCANLAN: Yes, while we're having this discussion is, first, collective agreement expenses are -- I just want to put that out there for us to grapple with because those first agreement expenses are tied to the current policy that the National Office has.

Now, maybe they're two different things

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where if a local union has an expense policy that's different from us, the guideline that we use is ours, not theirs, just to make sure we don't somehow just not remember that and skip it over it, because then, to your point, Shane, I end up dealing with this back and forth with locals who, "Here's your expense policy," and they're saying that's not in our bylaws, that we get this or that, but we don't go by that; we go by ours, just as a note.

LANA PAYNE: But the national is paying, so it would be our policy and not the locals in that regard.

KELLIE SCANLAN: Right, right. I just want to make sure that that's clear to people because first agreement expenses is not clear to people. As you and I both know ---

LANA PAYNE: Well, we got some of it fixed, through.

KELLIE SCANLAN: Yes, we have spent a ton of time fixing it, and I believe it's fixed, but just to make sure that local unions understand that.

LANA PAYNE: Okay, great. Renaud, and then we'll go to Barb.

RENAUD GAGNÉ:

(in French)

(taken from translation)

Just some clarification. We looked at Quebec, how we could organize that, the issue of mileage, because we have an arbitration fund, and indeed, the maximum is 61 cents that can appear in the policy. So, we will submit 54 to the assembly because when we look at what is reimbursed to government consultants, it's that rate and it's the rate of several unions around. So, when we looked at Quebec, 54 cents met the needs even if 61 cents is the maximum amount according to Revenue Canada.

LANA PAYNE: Go ahead, Shane. Did you have your hand up? Yes.

SHANE WARK: No, but I can confirm in the email it's 61 cents for the first 5,000 kilometres and 55 cents for all additional kilometres. So, yes, Renaud, it's 61.

LANA PAYNE: Okay.

RENAUD GAGNÉ:

(in French)

(taken from translation)

Yes, I wasn't questioning the 61 cents. I was saying that we're going to recommend our members to adjust the cents that was 48 to 54. It was 52 for our group and we are proposing 54 even though the

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table says 61 cents for the first 5,000 kilometres.

LANA PAYNE: I think according to Fred, though, on some of that, Shane, it's like as long as you're close or in a reasonable range of it, it doesn't have to be exactly 61 cents, but that's his view of it, and I'll come to you in a second, Randy.

SHANE WARK: Correct, you can be reasonably above it or reasonably below it, according to Fred.

LANA PAYNE: Yes, perfect. Randy, over to you.

RANDY KITT: Thanks, Lana. I just had some success in bargaining the kilometric rates put out by the Government of Canada, the Treasury Board, and they go up and down quarterly, and they're published. And so, we would set the rates, say, whatever the Treasury Board on January 1st was, and that would be the rate for that year. And then the next year, if the price of gas drops suddenly, those rates would be adjusted so you're not stuck with a rate that's either too high or too low.

And if you're looking here, Alberta is at 51 cents, but Northwest Territories are at 62 cents; Newfoundland and Labrador, 58 cents, and it's per province as well, so it reflects the price of gas

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across the country, and it's been published for 20 years like this.

LANA PAYNE: Okay, great. Thank you. Barb, sorry, you were supposed to go before Randy. I apologize, sis.

BARB DOLAN: So, I just wanted to follow up on what Kellie was talking about as well because we do a lot of mobilizations, activities during the Strike and Defence Fund. Some of the activities we've done with Lennox & Addington Interval House where we've been covering lost expenses, the message has to be very clear that we reimburse as per our policy, not what locals have. And Kellie is absolutely right. When we did the Regina mobilization, Gander, Thunder Bay, Goderich, we always end up in the debate with some locals that have higher per diems, higher mileage and there's a lot of back and forth. So, it would be really good if we had that nice, clear message.

If you're looking at the expense policy, I would also add, maybe it's not a bad idea to clearly identify in there that for full-time paid officers of a local, we don't reimburse their lost wages either because, again, that's one of those things that happen as a debate always.

LANA PAYNE: Thank you. Any other

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thoughts? Okay, so maybe we'll come back to the Board with a proposal by Thursday. How's that? All right.

Why don't we take a little break and do our photo? Does that make sense now? I think people need to stretch their legs a little, and get your t-shirt, and be directed wherever it is we have to go.

--- Whereupon the meeting was in recess
from 3:20 p.m. to 3:41 p.m.

INTRODUCTION OF NEW STAFF MEMBERS

LANA PAYNE: So, we've had some staff appointments here since we last met. Sandeep, congratulations on your appointment as Director of the Pensions and Benefits Department. Have I missed anybody? Were you at our last meeting? Okay, Brother Greg Burton, our new Toronto Area Director.

Okay, we're just checking on the mergers, and then we're going to get some sunshine.

Gary, have I not introduced you either? Were you not here in November? Okay, what's your official title? Northern Ontario Area Director. Yay, Gary. Say hello, brother.

GARY BRAGNOLO: Hi. I was in Mexico in November.

LANA PAYNE: Oh, that's what it was. Go ahead, sis.

LEANNE MARSH: I was just going to say, I don't know if they're still out there or not, but by the windows out across from the elevator, there was a cell phone case and an AirPods case, too. I don't know if they're still there and I don't know if they're one of ours. I mean, there's a few other folks' meeting out there, but if you're missing that, it's a cell phone case and an AirPods case that's sitting out there. So, if you're missing yours, they're out there.

LANA PAYNE: Great. Okay, thank you very much. I suppose we could do a sector report while we're waiting for the mergers. Who is ready for a sector report? Guy? No. Yves?

FORESTRY SECTOR REPORT

YVES GUÉRETTE:

(in French)

(taken from translation)

Forestry. So, I'm going to give my report. So, the crisis of lumber is still continuing. We had a decision of the U.S. Department of Commerce to accept the tariffs, and in November 2021, the

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penalty rates of Canadian products actually doubled.

There's the Western Pulp and Paper pattern agreement with 15 locals, and they got a contract. The first year, the past year, \$5,000 lump sum payment, and subsequent years, 2.5, 2.5 and 3 per cent increase. Also, an increase in extended health benefits, weekly indemnity, orthodontics, life and AD&D insurance, and there was also improvements in the job elimination language. The pattern agreements sets the standard for 15 Unifor and 4 PPWC local unions in B.C. and Alberta representing about 6,000 members.

Also, Eastern Pulp and Paper pattern, on March 23rd and 25th, people worked on the bargaining conference.

About the Forestry Council, we have a meeting on Friday, April 22nd in Ottawa. The Canadian council that will take place on August 7th on the Sunday before the convention.

And in the Quebec Council, the Quebec forestry will have a presentation on the solidarity front on softwood lumber and the future of softwood lumber in Quebec and in North America, what will be the impact, for example, of the war in Ukraine on this sector. Russia is the largest lumber producer in the world, and this is going to affect lumber supply in

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the world. Asia uses Canada for supply. Are they going to turn to Russia? Russia sent a lot of lumber to the U.S., but if they're not going to take Russian lumber, are they going to turn to us? And the lumber prices are very high.

A 2x4 is \$10 at present. So, the cost of construction of a house could increase by 25 to 30 per cent if taking into account all the material. A panel board is \$100. And there's also a delay in construction because of the prices, but the prices are going to stay high for a long time because the demand is higher than production.

In Quebec, factories cannot work 100 per cent because there's a labour shortage. They work two shifts instead of three shifts because they don't have enough people. They're trying to get foreign workers to come by default from Peru and other places, and Morocco and Tunisia to come to work in Quebec, and companies are trying to take people that speak French in order to adapt better.

And onboarding workers on new sites is difficult. Some workers are saying in Quebec that immigrant workers are stealing their jobs, but in fact, they're just filling jobs that we can't fill, and that's a huge problem in Quebec at the moment. In

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my local, we would need 300 extra workers, and the employer always asks me, "Do you know people who could come?" I said, "I'm not a recruitment database. I'm just on the sectorial committee," but we want to see how we can improve immigration to Quebec.

We're working with the Quebec government in order to get people to come more quickly so that people can work in our factories. It's a nightmare. I've never seen something like that. It's worse than before the pandemic.

100,000 people have retired since the start of the pandemic, so it's 100,000 field workers and very few workers coming onto the job market. We need 220,000 people to fill vacancies in general in Quebec, and there's readjustments in wages, \$2, \$3, \$4 so that employers can compete with other companies. That's what's happening in our industry in Quebec, and I'm sure it's the same in the rest of Canada. There's a labour shortage everywhere. So, that's it.

LANA PAYNE: Thank you, Yves. Scott, you want to supplement? I'll tell you that it also shows up in the dues report, I'm just saying, thanks to the forestry sector.

SCOTT DOHERTY: Thanks, Yves, and Gavin touched on it earlier around what's happening in B.C.

I'll just report we do have the same labour shortage in all of Western Canada in the forest sector as well. And again, with the fibre issues we're facing in Western Canada, we just got an announcement last week that Hinton Pulp is going to go down by one line, which is going to affect about 70 members at that pulp mill. So, we're still going to see this kind of transition as we get through the fibre issues in Western Canada. West Fraser is one of the big players, and they're just shuffling fibre around to make sure that they keep the most profitable mills running.

So, we're going to see that for some period of time, but again, we continue to see the industry kind of recover and continue to grow. And I think to Yves point, Russia is a big player in this that's going to, I think, have a big impact on North American lumber, which is not great for housing markets, but great for our members. So, we'll continue to see that, and I look forward to the pattern in Eastern Canada.

LANA PAYNE: That's great. Thanks, Scott. Any questions on our forestry report? No? Perfect. Shane, are we any further ahead with our mergers or do you want to postpone them until

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tomorrow? What's up?

SHANE WARK: We're going to postpone till tomorrow. All three are from Quebec and Olivier needs to just get a bit of information from John C., and then he'll be ready to go tomorrow.

LANA PAYNE: Okay, perfect. Do we want to do one more sector report, and then we'll shut it down for the day and you can get some sunshine? Who wants to go? John is not there. Anyone ready? Is Tullio there? No. Marc, do you feel you've done your telecommunications report? Yes. And Dana is not here. Yes, she is. There she is, look, on the screen. Dana, do you want to give us a report, sis? Are you feeling well enough for that?

DANA DUNPHY: I'm not. I'll do it tomorrow, if you don't mind.

LANA PAYNE: Okay, we will do that.

DANA DUNPHY: Thanks.

LANA PAYNE: We've got some sick folks around. We can do media. Are you happy to do that? Yes? Listen, you're going to end the day on a high note.

MEDIA SECTOR REPORT

RANDY KITT: Is media a high note? Not

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recently. So, so much going on. I don't need the notes here, but we have two pieces of legislation which have just hit the house. One is Bill C11, which is almost a replica of Bill C10, which will force the big streaming platforms, that's Netflix, Amazon and such, to pay for Canadian content, so that's important.

This is updating the *Broadcast Act* to include streamers in the regulations. This hasn't been done since 1990. There's so much rhetoric that this is about freedom of speech, and the government is trying to regulate the internet. It's so much B.S. that it's hard to stomach. This is just updating legislation, again, that's from 1991 that didn't even contemplate the internet, and it's about time that they did this. We've been asking for this for almost 25 years, so super important that we get behind that.

We also have legislation that just came in last Wednesday to make the platforms -- these bills often get confused, but the platforms we're talking about are Google and Facebook who are stealing our news. Basically, if the Globe and Mail or the Toronto Star put out an article or any other publication, these platforms publish the headline and a little blurb. They take this news, and they don't pay for

it, and they make money off it in all sorts of ways, and it's time that they paid their fair share.

The government has introduced Bill C18 to make sure that that happens. It's modelled after the Australian model. I won't bore you with the details, but there are lots of them that we're working on to make sure that it's fair for our members and journalists across the country.

And then one other project that I'll let Jenn flesh out that we're working on is so many of our journalists right now are being harassed online and otherwise. This is an age-old problem that we talk about. Journalists have been harassed for as long as journalists have been around. But with the internet, it just becomes much easier, and people are anonymous, so it's making it more prevalent. Also, stay actors, that's Jenn's term, sorry to steal it, like the Conservative leaders are actually inciting Canadians to harass journalists which exasperates the problem.

So, we have created a massive project here at Unifor Media to combat this problem. I'll let Jenn talk a bit about that. And the last thing I wanted to talk about just fell out of my head, so over to you -- oh, it was Afghan.

We talked about it at the last Board

meeting, the issue never goes away, the Afghan journalists we're trying to get out. We have a list of 50 or so journalists that we were trying to get out of Afghanistan. I think we have just a handful left in Afghanistan. There's lots of trouble getting them out, but the rest of the folks on our list, we're working really hard to get them to Canada. It's becoming a struggle.

The government has really let us down. They promised us 40,000 would come to Canada, then they said that they've only secured funding for 20,000, and now they're saying that they probably won't even get there, and they're saying that it's going to be on us to raise money for private sponsorships.

And now with the war in the Ukraine, and I'm half Ukrainian, so I'm extremely supportive of those refugees and hopefully we can support them, but our poor Afghan folks, they're being left behind in our minds and with our dollars. So, we need to help them, and we're working again on that project to raise awareness and money to get those folks here. Jenn?

JENNIFER MOREAU: Thank you, Randy, that was good. Just to continue on about the Afghan media workers evacuation work, because of what's going on in

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the Ukraine and the fact that journalists are also being killed there, it's drawing attention away from the Afghan work. The work is still needed there to get people out of the country safely.

I also wanted to just add about the work about online harassment. One of the projects that we were working on was a survey of our members, and we had that survey open for a couple months at the beginning of the year, and we've tabulated the responses. The next steps are to basically just design it so it's a nice, presentable document and do a media release, but it was interesting to know that it was very clear that our journalists are saying this is a problem, it's been ongoing for years, but there are a lot of comments in the survey that said, "it's worse now than ever before." "I've been in this industry 20 years. It's never been this bad."

So, the range of threats, again, was basically from rude comments and angry sports fans all the way up to, "I'm going to kill you and burn down your house," and these are our people, right? This was a survey just of our members. So, it's consistent with findings that we're seeing in the general public.

But what was different about our survey that was helpful is we asked them to tell us, what do

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they want in terms of responses from employers, what do they want in terms of responses from their union, and it was really clear that they want two things. One is a point person to go to who has had some kind of specialized training on how to respond to this problem, whether it's someone that management has in there as an ombudsperson or a shop steward who has had specialized training. They want someone to go to who knows what to do.

And then the second thing that they want is clear guidelines on policies and how to report this. Like, what is the procedure, what is the policy on reporting this problem? So, whether that's in the collective agreement or through an employer policy, they want it from both sides.

So, I think we have a pretty clear direction on where we need to go to fight this problem, and this is just one piece of a huge body of work that includes a website. We have information on our website now. As well, we're talking about having speakers in specialized training at Media Council.

But I think it's really important that people realize that it's really an insidious problem. There's no easy silver bullet to stop it because the people who are doing it are so often anonymous. So,

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it's not the same as harassment in the workplace where you have a law you can lean on, and you have clear guidelines. So, in a weird way, we're sort of going into uncharted territory. If we want to get that training, for example, who do we call to do training on this? We're going to have to invent the training ourselves.

So, in a weird way, it's kind of forcing us to push ahead into new territory that I think is a good thing because our members need it and I think it's going to give the union a bit of leadership on the issue. We're going to be leading the way for this, so it's a good thing and it's a serious problem, and just remember all of those people out there writing those stories are our members, and all of those comments, it hurts them. Some of them face incredible anxiety and stress on a daily, weekly, monthly basis. So, thank you.

LANA PAYNE: That's great. Thank you, Jenn. Any comments on the media report? Katha, you have a supplement, sis? No, you're good? Okay, I think that's great. Thank you, Randy.

How about people get some fresh air because we haven't got much of it in here, and we'll see everyone at dinner tonight. 9:00 a.m. tomorrow.

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--- Whereupon the meeting is adjourned at 4:00 p.m.

CERTIFIED CORRECT:

CERTIFIED CORRECT:



Shirley Chang,
Court Reporter

Jackie Graham,
Court Reporter



This is a Meeting of the
National Executive Board of
Unifor, held at the Sheraton
Centre Hotel, Dominion
Ballroom, Toronto, Ontario
on the 13th day of April,
2022, upon commencing at
9:08 a.m.

NATIONAL SECRETARY-TREASURER LANA PAYNE

The Chairperson

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BOARD MEMBERS PRESENT

LANA PAYNE - National Secretary-Treasurer

RENAUD GAGNÉ - Quebec Director

Regional Directors:

Linda MacNeil
Gavin McGarrigle
Naureen Rizvi

Regional Council Chairpersons:

Matt Blois
Shinade Allder (Interim)
Guy Desforges
Benoît Lapointe
Leanne Marsh

Industry Council Representatives:

Doug Carter
Gord Currie
John D'Agnolo
Tullio DiPonti
Dana Dunphy
Yves Guérette
Tammy Moore
Jennifer Moreau
Jennifer Murray
Marc Rousseau

Additional Representatives:

Dave Cassidy
Les MacDonald
Ruth Pryce

Regrets:

Keith Sullivan

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WEDNESDAY, APRIL 13, 2022

--- Upon commencing at 9:08 a.m.

CALL TO ORDER AND WELCOME

NATIONAL SECRETARY-TREASURER LANA PAYNE:

I think we should get started, and I thought we would start the morning with just going through some of the agenda items for our Constitutional Convention, and we have two awards that we have to give out at Constitutional Convention, so we would like to talk to you about that.

And as well, we had at least one resolution right now that we'd like the Board to consider for the Constitutional Convention. So, we'll do that piece first, and then I'll ask our rank and file and sector directors to be prepared because I'll be calling on you after that, and we'll get to my financial report later in the afternoon.

And I should do a reminder as well that we have a Social Justice Fund meeting at lunch time, correct, Mohamad? Yes. Okay, perfect. So, I'm going to throw things over to Chris and Roxanne right now to go through this, and then we'll get through the awards discussion as well. Okay, over to you both.

PREPARING FOR THE 2022 CONSTITUTIONAL CONVENTION

CHRIS MACDONALD: Okay, Roxanne and I have been working closely with Lana, as well as the content committee team from various aspects of the union and putting together the agenda for the upcoming August Constitutional Convention. Roxanne is going to walk you through kind of an overview of day-by-day, as well as identify the amount of time scheduled for resolutions, both constitutional and general. So, I'll pass it over to Roxanne who is going to run you through a PowerPoint.

ROXANNE DUBOIS:

(in English)

Thank you, Chris. So, there's a slide deck here, so hopefully the -- there you go, there it is.

(in French)

(taken from translation)

I want to make sure that the interpretation is working for everyone and that your interpretation receivers are working.

(in English)

So, I'm going to do a test of my clicker, and of course -- yes, perfect. Okay, so we'll get started. So, Chris covered it. I'm going

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to do a quick review of the agenda highlights of the Constitutional Convention as it has been planned so far, then we'll cover a little bit around the awards, and then I'll probably pass it back to folks for the resolution.

So, of course, before the convention starts, August 8th to 11th, there are some pre-convention events that are being planned. That includes an NEB meeting, it includes a number of industry councils, it includes a staff meeting, it may include more, who knows? So, there's a few things in the lead up to the convention, so that's what we're planning.

In terms of the first day of convention, so the call to order, and then I know the Communications Department has been working very hard on a year-in-review video, so that is likely to be a really exciting start to the day, and then there will be Unifor national report. So, this is typically what would be covered under the president's report, will be a bit of a Unifor activities report. So, the shape and form of that is still to be determined, we have a bit of time, but we have a slot there in the agenda to make sure that there's an update on Unifor activities from the leadership.

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This day also includes the National Secretary-Treasurer's report, and in the afternoon, the idea was to do a bit of a state of the union report, specifically around the events around the constitutional breach. So, there will be time on the agenda for that as well.

And then as it's the first day of convention, one of the ideas that was brought up is to do a bit of a recognition of Public Health workers. So, we've sent out a few invitations to Public Health, high-profile folks either on the federal scene or within some of the regions, and just basically do a bit of a recognition for all the work that Public Health has done over the last few years through the pandemic. So, that is to be confirmed, but if it does happen, it will be on the first day. We can make sure that it's covered there.

So, on the second day, the morning will be the Quebec Director's report and the Regional Directors' reports as well, and there will be a time for the Nelson Mandela Award, which I will get into in a second, and Mohamad might have more to say. Nomination of Regional Directors in caucus. I forgot to cover, on the first day, of course, the lunchtime would be the Women's lunch, that usually happens on

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the first day, so that would be the idea. On the Tuesday, the nominations of Regional Directors happens in caucus, so the lunch is a regional caucus where the Regional Directors get nominated. And then immediately after lunch is the nomination of officers, so on the floor of convention.

There's a couple of kind of content-specific agenda items that are proposed for that afternoon. One of them is a policy presentation from the Research Department around a vision for the next three years, so Building Worker Power. Of course, that is also in development and needs much work, but the idea would be to have a bit of a forward-looking vision that can kind of propel our union's work in the next three years.

And then in the afternoon, having a guest speaker around warehouse and gig worker organizing. So, we are working on a few ideas there in terms of lead speakers that could cover those topics.

So, on day three, Wednesday, August 10th, the idea would be to start the day with a guest speaker from the Mexico Workers Organizing Project. And so, I know that Mohamad and Angelo have worked on reaching out to a specific speaker there. This is

when we would likely do the Neil Reimer Award.

Another policy presentation sort of leading from our Research Department, which would be Unifor's Climate Proofing Program. So, there's a few ideas coming together around making sure that there's space on the agenda for talking about that.

In the afternoon would be the election of officers and the oath of office. One idea is assembling a panel on a worker's approach to fighting hate and the far right. So, of course, keeping in mind the events earlier this year in January with the so-called Freedom Convoys and having a discussion about workers against hate and finding a place on the agenda for that.

And then there's a slot to allow for a government representative to be invited, but we've been pretty specific so far that this is a bit of a conditional invitation. We would want somebody from the federal government to come specifically to talk about the anti-scab legislation and how they're going to implement it. So, the idea, I think, is not necessarily just to provide a space for a member of Parliament to come or a minister to come and address our convention. It is specifically to talk about an initiative that is important to our union, so the

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anti-scab legislation.

So, on Thursday, there is a slot for the racial justice video, which I think has been in development for a little while as well. There is a slot for welcoming new members and a report from Organizing. This is also where we would do the in memoriam, and there's another video around members lost to COVID-19, so that would be on that day, the Bud Jimmerfield Award and the recognition of striking workers, so a content-packed day for Thursday. And then the last day is unfinished business, a short presentation by the Public Review Board and the adjournment.

So, of course, there will be more communication, but I listed there the tentative agenda as well for the equity caucuses. So, Women's caucus, Monday at lunch; LGBTQ caucus, Tuesday at 8:00; AWOC, Tuesday at 5:00; Young Workers, Wednesday at 8:00 a.m.; Workers with disAbilities, lunch on Wednesday; and the Allies caucus, Wednesday at 5:00. So, that's in the agenda.

And the last bit is we just wanted to show that we are keeping track of how much time in the agenda is being allocated to Constitutional Committee and Resolution Committees. At the moment, they're

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pretty split at 360 and 365 minutes each on the agenda. So, that's how much is scheduled at the moment. So, in addition to all the agenda items that I've covered, there's time in between all those items to make sure that the Resolutions Committee can go up, go through and work through some resolutions and same with the Constitutional Committee.

We are trying to match some items. If there's an agenda item for which there's likely going to be resolutions, we're going to try to make sure that there's a natural connection there so we can talk about resolutions that are related to the content, but also making sure that there's plenty of time, because we know that folks do want to speak to the resolutions that they present.

So, that's a bit of a highlight of the agenda. I'm going to check with Chris if there's anything that I've missed that you want to kind of add to. No, you're good? So, I guess, Lana, I don't know if folks have questions, or do you want to pause for a sec before we get into the awards?

LANA PAYNE: Any thoughts on this?

Dave, go ahead.

DAVE CASSIDY: Thanks, and thanks, Roxanne. A couple things just from seeing this

quickly. Reminder that when we were in Quebec City, we had to leave with a lot of issues to be dealt with at the Board, so I'm not sure if we're comparing the minutes that were taken from Quebec City versus what we've allotted here is enough because we were left with a lot of resolutions that the NEB had to deal with after we left the Constitutional Convention.

And my only other comment is by the time we get to a convention, it's usually a celebration, and I understand on there you have something about the breach and I'm not sure what we're going to talk about the breach or if we've already talked about it forever and ever and ever. That's just something that I see from the surface on the two things that were just presented, so my two cents. Thanks.

LANA PAYNE: Maybe I can speak to that. I think it's more of a kind of reporting out, not necessarily going through any of these details, but to make sure that we're having -- we can't just have a convention without any mention of it. But I think later today, after my report, there's a proposal around putting together a task force. So, I would see more of that discussion being about some of the forward-looking work that the union is doing around that task force and maybe some preliminary

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recommendations that we'll bring forward to convention. So, I see it as being more of that, Dave, than rehashing what we've had to do as a Board, if that makes sense.

And I'm not sure on the question of the minutes because I don't know how many minutes were allocated during the last convention, but I'd say we've got a good chunk of minutes here now than we had previously.

ROXANNE DUBOIS: We can definitely check to see what was allocated last time, but we're trying to be generous with the time allocated to Resolution and Constitutional Committees.

LANA PAYNE: The other thing, just for the Board's information, as you all know, because you're all sitting on a committee and you've all had notice of that, we'll have to have, and I've talked to Shane, and Josephine would be aware of this, too, but we'll have to have a kind of Zoom call with the Board in the next couple of weeks because we're going to have constitutional amendments which weren't ready for this Board meeting, and the Board will have to approve those amendments before we can send them out to our locals. And I think the deadline in which we have to receive them is May 10th, have I got that right, team?

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Yes, which means we would have to basically have our decision done by that point. I just want to make that note.

And any other resolutions that the Board might want to consider putting forward, that's the deadline to do that, and we do have one resolution that we would like to present to the Board. I don't know if you want to do that next, Chris, or if we'll move -- go ahead, Naureen.

NAUREEN RIZVI: Sorry, Lana. The task force that you said you were putting together was to talk about the breach? I'm sorry, I misunderstood this maybe.

LANA PAYNE: No, not the breach. So, the idea of looking at do we have any gaps in our system, are there other constitutional amendments that need to be made based on this, are there items that we have to look at, are there policies that we have to improve upon, that sort of a thing.

NAUREEN RIZVI: Okay.

LANA PAYNE: And when we get to that discussion, but I'll just let folks know, I've had a lengthy call with our auditors. They're going to provide the task force with some recommendations around best practices and things like that. So, it's

more of that kind of an approach.

NAUREEN RIZVI: It's more of looking at everything and saying, "Okay, we went through this, but here's all the things that we need to make sure," -- okay, and I'm supportive of that as well because I thought the same thing as Dave, which doesn't always happen, isn't this a big moment for us? I'm joking. I wasn't sure what that meant in terms of reporting out, but I think that the obligation and responsibility is definitely on us to say, "Okay, when something goes wrong, you always look at how do you fix it," and I think our members are going to want that. And so, I'm good with it. Thank you.

LANA PAYNE: Great, thanks. Thank you very much. Yes, so maybe we can move -- any questions? Yes, go ahead, Chris.

CHRIS MACDONALD: Yes, I think the one thing that has happened, it's been a few weeks because of all the different other things that have been going on in the union since we really had a chance to sit down and we were trying to get with Lana to meet regarding the agenda, but because of some of the things that have moved -- and I'm just going to raise this on the committee the next time, but I think we're going to have to find a way to spend some time to talk

about the reinvestment in the automotive sector in the union.

And I think that all of the announcements that we've seen over the course of the last number of weeks have shown a recommitment to the automotive sector, a building of EV facilities, battery facilities, all of those things, and I think we would need to really find some time in that agenda to highlight kind of the turnaround in the sector and the exciting times that lie ahead for the union and the added jobs and those kinds of things.

LANA PAYNE: Was there some discussion earlier on? I'm just trying to recall now the timing of the renewed auto policy as well that the union has been working on. Angelo isn't here, but perhaps ---

NATALIE CLANCY: I can just add to that. We are finalizing and presenting the auto policy at Auto Council. I put it on your list to approve. I think we do want to reveal the policy. And I do want to let the Board know, it's not on Roxanne's list, but we are working on a video about the EV transition with Blue Green Canada, but we've hit a snag because GM won't let us in the CAMI plant. But we have a really fantastic plan, and I'm hoping we're going to be able to pull it off for convention, but GM is being

difficult right now. So, I'm working with (indiscernible), but it will be about the EV transformation and featuring our members in CAMI, and I'm really hoping we can pull it off for convention as well to highlight. That would be in the agenda around revealing the auto policy, if the auto policy is approved at Auto Council next week, and it's a fantastic document with 29 recommendations.

LANA PAYNE: Perfect. So, that kind of makes sense, then, to move it from Auto Council into Constitutional Convention. Chris, back to you.

LINDA MACNEIL: Just wondering, is the whole NEB on the task force or how are we...?

LANA PAYNE: No, I don't think we need a task force of that size, but more so -- and I don't have it with me. I think it's getting copied or it will be there for this afternoon when I do my report, but that we have however many volunteers from the NEB that want to participate. I think you want to have a staff person on there, too, and maybe an independent chair so that we're -- you know, but a committee of whatever, seven or eight. I don't see it being 30 people, no, unless that's something the Board wants. And this is a proposal, so it will be a good thing for discussion, and we've just tried to knock out some

mandate for that.

CHRIS MACDONALD: Okay, Roxanne is going to run through a resolution on member engagement kind of coming out of COVID that we thought was important going into the convention.

ROXANNE DUBOIS: Do you want me to cover the awards first, maybe? Because then the resolution will be a different discussion.

CHRIS MACDONALD: Yes, totally right.

ROXANNE DUBOIS: So, there's three awards that are granted at convention. So, I might ask Sari to kind of just talk a little bit about the Bud Jimmerfield Award, and then we can run through Nelson Mandela and Neil Reimer.

BUD JIMMERFIELD AWARD

SARI SAIRANEN: Great, thanks very much, Roxanne. Good morning, everyone. This is our annual Bud Jimmerfield Award. Of course, you all know Bud was a staunch health and safety, workers' comp activist and passed away as a result of his lifelong exposure or work lifelong exposure to metal working fluids.

At ORC, we did award the 2021 Bud Jimmerfield Award, and with the Constitutional

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Convention, we will be back on track of our annual, at a Canada Council or Constitutional Convention, awarding of the recognition for Bud. So, that's what's going to happen and hopefully you'll be able to amplify this as well in the assignments that you have in the locals of putting nominations forward.

For 2021, we were a little light on nominations. We usually get close to 10 to 11 nominations, and we were very short of that number. So, we would appreciate your assistance with that. So, look forward to awarding a health and safety, workers' comp or environmental activist at the Constitutional Convention. Thank you.

ROXANNE DUBOIS: Thanks, Sari. So, there's no further action on that. I think Sari has a bit of a process for just getting ready for convention.

NELSON MANDELA HUMAN RIGHTS AWARD

ROXANNE DUBOIS: The next one is the Nelson Mandela Human Rights Award. I didn't realize Christine was here, so hi, Christine. I see you. I don't know who wants to speak to this. Is it Mohamad? Is it Christine?

MOHAMAD ALSADI: Good morning. I'm

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happy to speak to the award. The Nelson Mandela Award was created about 14 years ago. It is a Social Justice Fund award. We provided the award to a number of participants, including General Dallaire, Bob White, Cindy Blackstock and a few other people. It is \$15,000 a year and we do it at every convention.

LANA PAYNE: You have a nominee, though, Mohamad?

MOTION: TO NOMINATE MALALA YOUSAFZAI FOR THE NELSON MANDELA AWARD

MOHAMAD ALSADI: I did send to you a recommendation, and for this year, I recommend Malala Yousafzai, who is a fantastic activist who fought very hard for women in Afghanistan and Pakistan to be able to go to school and study. She is a Noble Peace Prize winner, and I think she will be absolutely a fantastic candidate for the award.

LANA PAYNE: Moved by Naureen Rizvi; seconded by Leanne Marsh.

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

Okay, we're good. And the next one, we don't have a nominee yet, so we're going to need some help from the Board, I think.

NEIL REIMER AWARD

ROXANNE DUBOIS: So, the Neil Reimer Award, I can introduce it, and there's a paper that has been circulated, and I believe it's a CEP policy that has not been Unifor-ized yet, so I think we should flag that as something that we can take away and make sure it's done. But it's an award that is recognizing somebody who is not in the labour movement but who has contributed greatly to social justice, to the labour movement through research, through activism, through organizing.

So, there's a process where the Regional Directors have been asked for nominations, and the NEB has a role to play in assigning a jury. So, I think that if folks are interested, then the process today could be to identify members of the NEB who will be the jury, and then we'll work to get some nominations to that jury and the jury can make a decision about who receives the award at the convention.

So, maybe it's the first step of the process, and of course if people have ideas about

potential recipients, I was just looking for the second recipient since Unifor, but the first one was Jim Stanford. The second one, I don't have it ---

NAUREEN RIZVI: Cindy Blackstock.

ROXANNE DUBOIS: Cindy Blackstock, I think, was what I had in mind. So, those are examples. And so, if folks have ideas, it would be great to hear them. We can nominate them through the Regional Directors, and then the jury will make a decision before convention. We have a bit of time, but ideally, we'd have to get that done fairly soon so we can invite them and make sure they're there. So, that would be my recommendation, Lana.

LANA PAYNE: Great, thanks. And maybe what we can do is just have some folks work with the Regional Directors to get us a nominee, and we can approve that through email if we need to, but time is of essence. We're going to have to let them know and make sure they're available because these are folks who also come to speak.

And I'm assuming, Mohamad, we're going to be sending an invitation as well, so we'll have to get that done quickly.

MOHAMAD ALSADI: Yes, we will do that, and I think we will be able to get her at least to

attend the convention virtually.

LANA PAYNE: Great, that's awesome.

Okay. Les, over to you.

MOTION: TO MAKE THE NEIL REIMER AWARD AN OFFICIAL
POLICY OF UNIFOR

LES MACDONALD: Do we need to make a motion to make this award a Unifor policy? Because it's not adopted, right? Is that what you said?

ROXANNE DUBOIS: I think we've been working from past practice.

LES MACDONALD: Okay.

ROXANNE DUBOIS: I wasn't involved in the last convention in the same way, but I think that it has been granted and allocated at convention just based on practice. And so, if the Board wanted to consider making it an official Unifor policy, then we can also update this document so that next time we have a policy for this award.

LANA PAYNE: Great. Moved by Les MacDonald; seconded by Guy Desforges. Go ahead, Mohamad.

MOHAMAD ALSADI: I believe the Board decided on making it a policy about six years ago, not at the last convention, but the convention before

that, and the amount was actually increased. I could check for documents to confirm that.

LANA PAYNE: Yes, that would be good if we have a policy that we didn't update. Okay, that would be great. Thanks. So, we'll confirm that with everybody. All right, so we'll do a little reminder to the Board around recommendations for the Neil Reimer Award as well, but I'm sure the Regional Directors will probably come up with some of their own.

Now, the resolution, I think, is next, Roxanne?

ROXANNE DUBOIS: Yes.

RESOLUTION: NEB RESOLUTION TO 2022 CONSTITUTIONAL
CONVENTION - ENGAGEMENT WITH UNIFOR MEMBERS

ROXANNE DUBOIS:

(in French)

(taken from translation)

I'm going to deal with this in French. The idea is to have a resolution that comes from the National Executive Board to try and recognize the fact that engagement with unions has been a challenge during the pandemic, and it has been difficult to gather together, to consult in more traditional ways,

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and this resolution is a draft. The idea is to propose something so that we can adopt a resolution on the floor of the convention with regard to engagement with Unifor members.

Unifor National will:

1. Launch a union-wide assessment of current tools our union has to engage rank-and-file members and locals, and develop recommendations for increasing the ways in which members can participate, engage and actively shape the union;
2. Conduct an updated review of local union participation in events, conferences, courses and councils;
and
3. Actively seek to empower locals through a new approach to workshops and skills training with the intention of eliminating barriers, creating space for interaction and increasing participation of members and locals.

I'm not going to read all the other "because" paragraphs, but I think that if you have any

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comments, the idea would be this is a resolution from the Board to ensure that we have a plan for renewed engagement with the members and for union activities.

LANA PAYNE: Great. Thanks, Roxanne.

Can we have a mover and a seconder on that? Moved by Leanne Marsh; seconded by Guy Desforges. Any discussion on why we would be putting forward such a resolution?

I know we had numerous discussions at our SPC meetings about why this would be a good idea to do, and I know that we've had any number of issues being raised throughout the pandemic around the challenge of just engaging with our members, the challenge of online meetings and how sometimes they've gotten kind of unruly, all kinds of things.

So, I think for many, many reasons, we felt that this would be something that we should focus in on coming out of convention, just a whole new engagement of our membership and our locals and coming out of the pandemic. So, I don't know if there's any other thoughts here from folks or if you're ready to approve this?

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

Awesome, thank you very much.

Okay, we're going to do some sector reports now, if that's okay? I think we're done with all those things, Roxanne? Yes, perfect. And also, some department reports, because I know we have some department directors who have to leave early, and we've had others who have already had to leave because of the weather in certain parts of the country. I think a snowstorm in Winnipeg, et cetera. Guy, you might be with us for a while. The west is getting a good bit of snow out there.

Okay, so do we have any volunteers in the sector area who might like to start here? I'm going to put Luis on the spot then, yes, and then we'll go to John. How's that? Make good sense?

IPS SECTOR REPORT

LUIS DOMINGUES: Thanks, Lana. Good morning, everybody. Hope all is well. So, our department has been quite busy and our staff reps, I must commend them. They've done a wonderful job. We've seen wage increases. Obviously, the inflation has helped, but even before that, they have done

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wonderful. The auto parts has really made progress in wages and benefits over the last few years.

Part of it was that, I think, three, four years ago, we decided to have a bargaining convention just for auto parts and there were seven mandates that arose from that that our reps took to heart and our committees took to heart, and we've been able to really make a lot of progress. And hopefully we'll get to another bargaining convention to update it and to modernize it over the next couple months once we open up, because it's been a wonderful tool for the auto parts sector to improve living conditions and work conditions in the workplace.

As we know, the transition is in full force, no more evident than in southwestern Ontario where I'm from, where CAMI will close in two weeks. It ceased to produce ICE vehicles, which is internal combustion engines, and by October, we're producing electrical vans, and that's going to have, initially, some negative effects. Our membership will lose about 600 jobs even when the plant starts up. That's not counting the non-unionized jobs that will probably be lost.

But that being said, there's great opportunity, as we have seen through the public

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announcements over the last couple weeks, and we have, with Shane and Angelo and the IPS Executive, have put a list together, I might say, that all our employers that might be harmed by the transition, we have started action on meeting with them and we sort of created a red, yellow and a green. The green being that you're safe in the transition as an auto parts supplier, yellow means you may lose some of your business, and red obviously means all your jobs will be lost if you don't transition yourself.

So, what we've done, we did some pre-emptive action there. Angelo has done a wonderful job doing the research, and we are actually reaching out to the employers on the red at the present time and saying, "Look, over the next few years, whether it's Oakville, whether it's CAMI, whether it's Windsor, the transition is going to cost you your plant. What is it that we can do, work with you to save the jobs and you to be able to transition? What can we do, whether politically, socially, whatever we need to do?"

Anyways, we're just in the starting phase, but I wanted to point that out to the NEB because it's a wonderful tool that, again, we have developed to see if we can, in the future, transition all our auto parts into the new electrical vehicles

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that are coming, whether we like it or not, and our members won't lose their work. So, those are two exciting things we have done over the last little while.

In addition, we have also participated, both the IPS and myself, in the new auto parts policy and the auto policy, and that's a wonderful document. Whenever it gets released, you'll see that, I think, it encompasses the future of automobile manufacturing, and I think we'll be in the forefront of it and, again, we will be protecting Canadian jobs with that piece of paper and document. And again, I was proud to be part of that process and I look forward to its implementation as we go forward here.

And finally, a piece of really good news in our department, as we know, Oshawa is up and running now, and we lost a substantial number of jobs there in the auto parts when they went down, and I'm proud to report that we bargained, now, four new collective agreements and I think close to 1,500 new members working there, and that's a wonderful news story and I hope to see a lot more of those.

And those collective agreements are functioning just fine, and of course, hopefully, again, that Oshawa commitment by GM will stay for a

long time and hopefully maybe transition itself over the years into an EV truck. They seem to be very popular, so here's to hoping, but that's a really good news story, Oshawa, for our auto parts members as close to 1,500 members are now working again there. And with that, I would like to conclude my report subject to questions.

LANA PAYNE: That's great. Thank you, brother. Any questions or commentary? No? I can't see. Oh, go ahead, Dave.

DAVE CASSIDY: Thanks, Lana. That's the first time I've ever heard that, you can't see me. Luis, I'm glad you brought the issue up about potential job losses with EV because that is so important, how that's going to negatively affect us, and not only that. I know my employer itself is huge on insourcing, and they're really pushing the agenda for the insourcing, which obviously reduces costs to them which negatively affects our IPS sector. I mean, even the people that I represent that feeds Stellantis.

So, it's something we have to really keep the eye on the prize, too. I mean, we just went through some bargaining in Windsor alone on some of our sequencing, and that's a factor because they're

trying to bring these things back in, just even on the sequencing end of it, to reduce the cost. So, we've got to continue to keep our eye on that with the OEMs, not just the fact of the EV, but actually the stuff that's out there today, bringing it back inside because of the brown space that is inside of the facilities.

LUIS DOMINGUES: So, even at GM, right, we just finished bargaining with a new company called TFT Global, and there's going to be over 600 of our members there, but they work in the plant. They're a separate entity, but they are actually right inside the plant, so that's an interesting way. I don't know if they're going to go with outside contact or outside suppliers but work right in the plant as they do insourcing, or are they actually just going to take it over. But at this point, TFT is a separate entity with a separate collective agreement that's been really insourced inside the GM plant.

LANA PAYNE: Go ahead, John.

JOHN D'AGNOLO: Well, I was going to wait for Johnny, but should I just do my report? Because I'm going to talk about this.

LANA PAYNE: I think it makes good sense to follow, and then John Breslin can come after you.

AUTO SECTOR REPORT

JOHN D'AGNOLO: Because John is going to talk about the struggles I'm sure we're going to have with trades in our future, but I'm going to talk about a little bit of happiness right now because it is blowing up. And Luis, when you talked about the parts, I represent STM that builds the headliners, and there was discussion about insourcing in Dave's plant, but more importantly, when it goes to the BEV side, and if it is the product that I think you might get at the Windsor plant, as of right now, when I look at some of the reports, there's no headliner. It's a glass roof. So, that would be the end of those workers. So, I can see the challenges we're going to have for sure.

But on a positive note, Dave already mentioned the battery plant, which is absolutely amazing and shocking. When you think about the money that LG and Stellantis are going to bring to our Windsor, my community. And I took a drive by, and they've already started working on the field itself. They wasted no time in doing so, and that's going to create 2,500 jobs, maybe more, like Dave said.

And then when you talked about GM and the \$2 billion investment when it comes to the CAMI

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plant and the Oshawa plant, there's some things in there I want to bring up because it's important. GM Oshawa is now going to be one of the most diverse and inclusive workforces. They have 52 per cent female, and that was encouraged by their leadership, by the way, and it's very important. It's the work that we've done within Unifor to make sure that happens, and I really want to recognize that.

They went from two shifts, and they're going to put on three shifts, and we're going to have 2,600 jobs. That Silverado truck is selling well, and that's great news on top of the CCA, currently at 480 bargaining unit jobs will be growing with an additional 150 on top of that. So, you're getting close to 3,000 members close to the end of this year, so that's great news. On top of the CAMI plant, because at one time, we thought the CAMI plant was going to close.

If we recall, they had moved some of that product to Mexico, and now we were competing with Mexico, and we were worried about that. And with the work that was done in bargaining -- and I want to say that is the foundation. In 2020 bargaining, I must recognize Jerry, Shane, Angelo, the bargaining teams, Lana, Scott, we were all in that room and we came out

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of there absolutely -- there was amazing work done, and now we're seeing it just grow, and that all came out of 2020 bargaining.

And then on top of that, I want to talk about the Oakville facility. Again, they're going to be having a new program, they're going to be building BEVs also. On top of that, I've got the Windsor plant that we were going to be putting a third shift on because the new 6.8-litre engine is coming to Windsor, but unfortunately, we have a huge chip issue, and it will not go away for quite a few years. This isn't anytime soon. And I believe it was, Shane, help me out there, I think it was 1,700 chips in my truck, in the Lightning truck, in one truck. So, you can see the amount of chips that you're going to need to build these vehicles.

On top of that, John is going to talk about it, but I just want to bring it up because in the last two sets of bargaining, they went after apprentices within our facilities because we knew the impact. John, Dave, the leadership within our trades knew the impact that it was going to have on the future of these sites, and we get 50 apprentices over a four-year agreement, or now a three-year agreement, and now they're in trouble.

The Oakville assembly plant obviously went on the websites to get some trades. They needed 30, I believe, and then put it in the newspapers, and they ended up with six. So, we have a huge challenge ahead of us, and there's going to have to be a lot of work that has to be done in bargaining because we are going to struggle. If they would have listened to John and the leadership, we would have a lot more apprentices, we'd be prepared. I can tell you at Windsor, 90 per cent of my trades can retire in the next two years.

So, we've got a huge fight on our hands, but overall, it's fantastic news for the auto industry. We do have a future, and I believe that will just grow. So, thank you for that.

LANA PAYNE: Any commentary? Any follow up on John's report? Go ahead, Tullio.

TULLIO DIPONTI: Thanks, John, for that. Obviously, I come from the City of Windsor, and I represent healthcare, education and all that, but the importance of this battery plant is so important for our whole community because when you think about it, the amount of jobs that are created with this battery plant and the stability that it brings to our city makes a big difference for all the sectors.

So, I want to thank everybody that was part of that bargaining in 2020 because not only have you secured jobs in the auto sector, you secured jobs in our community which helps us all, whether it's healthcare or whatever industry. So, I just wanted to make sure that you guys were acknowledged, and I thank you again.

LANA PAYNE: That's great. Thanks, Tullio. Shane, did you have any follow-up comments or you're good?

SHANE WARK: I just reinforce John and others' statements about kind of this really impressive turnaround with our industry. I remember being back in 2016 bargaining, coming out of that, and then with the GM Oshawa announced closure at the end of 2018 going into 2019. There were some real concerns among our members, leadership, right across the sector, about, number one, whether or not General Motors would even be around. We had lost the Terrain to Mexico, as you recall, GM Oshawa was closing, they were talking about moving the Equinox, and we were really concerned whether or not General Motors would have a footprint.

And from there, if they were to go, would others follow? And there were question marks

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around Oakville, the Windsor operations, as well, there's still some concerns about the Brampton assembly plant. But through collective bargaining and through advocacy and lobbying to governments, understanding that auto is an industry that without government intervention and support, it just simply won't be there because that's how that game is played in this industry around the world now. There's not an OEM out there for the most part. They will not put an assembly plant or product without having some form of government support as part of that.

So, Unifor did all kinds of work over the last number of years, and there's a lot of people involved in that work and they all deserve a great amount of credit because what that has led to is remarkable investments from the Detroit 3 automakers, and not just the Detroit 3, but Honda as well has announced a \$1.8 billion, where all of our assembly plants are moving to electrification, and that appears to be how that industry is going to operate. It is in transition.

It's in a once in a hundred-year transition. That's how long they were building ICE vehicles, and now it's moving to these electric vehicles, and Canada is really -- it's clear to me

that the government sees this not as ad hoc investments but, for the first time, part of an industrial policy for auto where they want to secure, maintain jobs, these facilities and possibly new facilities like the battery plant that we can't stress enough how important that is. So, things look remarkably positive for this industry in a long time. I've been part of auto for a long time, and I can tell you this is about as good as we've seen it for a while.

There are challenges. Luis talked about it. We're doing a lot of good work to try to get ahead of those challenges. We're working with our staff and others to put together proactive plans to help our members that may get caught up in the EV transition because they build component parts that are not part of a BEV vehicle. So, a lot of good stuff, a lot of great work by a lot of great people, and what I'm seeing is this is the result of what happens when everybody is rowing in the same direction.

The other thing I wanted to add is I don't believe that we've seen -- the Stellantis-LG battery manufacturing announcement, as Dave talked about, was the largest single investment in automotive history, \$5 billion, and I don't believe it's the last

battery plant. Canada offers something that other jurisdictions can't, which is clean energy that is going to be used to run those plants, and for the information for the Board, this is one of the things that was brought to our attention.

A battery manufacturing plant consumes anywhere between 7 and 10 times the energy needed to run a vehicle assembly plant, if you can imagine. So, if you're not sourcing a battery plant with green energy, you're defeating the whole purpose of moving to electric vehicles.

And so, Canada offering that and having that available, I think, Stellantis set the stage and hopefully we see others, and I believe that we're going to see other battery cell announcements, and we've seen cathode announcements in Quebec. Quebec is making some impressive gains in the EV sector as well. So, a lot of good things going on, a lot of great work and that's kind of my supplement to John and others' report.

LANA PAYNE: That's awesome. Anyone else? No? Great. Thanks, John. Now, we'll move to the other John, John and Dave, and we'll talk about the challenges around labour shortages particularly with skilled trades.

SKILLED TRADES REPORT

JOHN BRESLIN: Good morning, everybody. I'll let Dave talk about LG and Stellantis. Obviously, I'll supplement what John D'Agnolo mentioned and also Shane.

So, I mean, the apprentice situation is really dire. I had done an in-depth report to the Prairie Council and to the NEB in November with a lot of charts and data and overwhelming information. When you move forward now to 2022, all that data is coming to light because if you imagine you want to encourage your apprentices to get jobs, and they're going to school for a year is paying \$5,000 with no chance whatsoever of getting an apprenticeship, as we call it, bums in seats. The apprenticeship program is over thousands of percentage over capacity, but yet we still have kids go to those courses.

And John is right, the Detroit 3 in 2020 bargaining, Ford was the perfect storm. We said to Ford, by the time you launch your electric vehicles, you can have a complete workforce trained and ready to go, and they gave us 75 apprentices. And by the way, they were scared of giving us 75 because of what was happening with the Ontario College of Trades. They didn't know what was the scope of practice, whether

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the College was going to be torn down and I'll report a little bit about that, but yes, it's torn down.

So, they were reluctant, but they could have trained their own people, but they were very reluctant. So, 75 between two facilities. With the average age of our apprentice in Canada, not just Ontario, but Canada being 29 years old, and a journeyman being 60 years old, the 30-year gap is something that's going to be hard to even comprehend.

We get members now that are leaving that want to retire who have no capacity to want to train an apprentice. That's the problem we have right now. But we also have the company saying, as we talked in Windsor and different other plants and companies throughout Canada, they have a problem in going to school as well. They can't go to school now because of COVID, so all the training has been stopped. The in transition apprentices are not going to school. There's all these different things mounting up. It's chaos. It really is.

So, they talk about hundreds of thousands of jobs going to be available in the next 25 years in Canada. Where are the jobs, though? Where are the apprentices? Because right now, we don't see -- even us setting the bar and creating an

apprenticeship for them, they still promote apprenticeships, but they don't have any jobs. We've got trainers and educators and the classes are filled with no hope of an apprenticeship.

So, you look at the Detroit 3, 75 for Ford, General Motors and Chrysler is not enough. So, I don't know how we're going to fix this dilemma because when you go to governments now and you look across Canada, especially in B.C. last year when they went back to compulsory status, what does compulsory status mean? It means that you need a licence to do that job. So, how do you encourage young people to get a job, a profession if you're going to slice and dice that apprenticeship?

They need governance, they need structure, professionalism. So, when I had my first board meeting a number of weeks ago with Skilled Trades Ontario, there's only two skilled trades on that board of 11. There's lawyers on there, there's doctors from medical associations, there's LiUNA on there. LiUNA, I mean, they're the ones that steal all the work from everybody. There's a lawyer for LiUNA on that board, too, and our job is to try and educate them and make a good decision. That's what we're trying to do, but you think about the challenges we're

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going to have if they do change the scope of practice, change four years to three years, even trying to amalgamate trades. There's talk about (indiscernible).

Unfortunately, we saw this in St. Catharines just last year when a tool and die maker was called on a job for a millwright and got killed on the job. We can't mix and match trades. People think they can, but you can't. I asked the government, I said, "Can you have a dentist and a nurse do the same jobs?" You can't do that, but they seem to think that mechanical trades can do anything.

General Motors came to the table at the last two sets of bargaining, 260 and 220 with mechatronic, putting everybody in one classification. That's what they offered us, and it was still on the table the very last day, but they also went to mechanical trades and put six different trades into one mechanical, an electrician and so on with a result of a fatality now.

So, it's about education and training, but at the end of the day, though, having a voice with government is really important, but having a voice at the Detroit 3 where we've got apprenticeships now unfulfilled because of microchips, people leaving,

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dying and retiring. A lot of prosperity coming, but who is going to do that work? Well, with the federal government and a federal skilled trades program where they're bringing skilled trades from across who don't invest in their own people, but that's going to happen because governments don't want to deal with the apprenticeship program. They'll throw money at it, but not to employers.

We find the employers are very reluctant to hire apprentices. Very reluctant. They think they can just call up, and we get calls all the time, if we can supply apprentices. We cannot. So, it's very dire. I mean, it's great that the investment is coming, but who is going to do that work?

And by the way, in the Detroit 3, as the production operators are becoming apprentices, it's a full circle. Then we have more production jobs, production going to be apprentices in skilled trades, it's a fantastic opportunity. And then you look at women in skilled trades, encouraging women in skilled trades as well. We've got a conference coming up that I'm going to attend, but we also have the program at Port Elgin. Under developed groups, how do you get them involved? So, there's a lot of work to be done, exciting work, but at the end of the day, we still

need a governance that's a professional status so that you can make a decision.

They're going to brand this program Skilled Trades Ontario, how to attract young people and different things. I said the best way you can do that is have a doctor, a lawyer, a nurse and skilled trades people on the same poster to give them that status, and they're all looking away. I'm on a Zoom call. They're looking away because they don't believe in that, but that's the only way you're going to get the stigma removed, "if you're dumb, be a skilled trade" because that's what's out there. If you're not good enough to go to university, then just be a trade and that is not the case. So, there is a lot of work to be done.

The microchip is another problem. There's lots of things going on. Even recruitment, sustainability of the apprenticeship programs we bargained in 2020. When you lose members and you lose shifts, automatically the apprentices are first to go. That's what we have in our collective agreements.

Trade mobility. If you think in Ontario, if you lose your job, second-, third-year apprentice, you cannot go another province and continue that apprenticeship. You start at scratch

again, at the very first. So, working on mobility.

Harmonization, so we're lucky enough the CEO of the Skilled Trades Ontario, very popular program on the East Coast, cheaper to have a harmonization program in there, which is fantastic. Hopefully, we can do it in Ontario. But all these things are working behind the scenes. So, when you see in the newspapers there's lots of jobs for trades, where are they going to get them? The companies right now can't get any trades, and yet they're not willing to invest in apprenticeships.

Compulsory status, as I mentioned before, we have enforcement officers in Ontario who go on building sites and they go into factories, and anybody that's working, and just say as an example, an electrician, which is a compulsory trade, if you were doing an electrician's work without a licence, you can be fined, suspended or whatever, right? For the last four years, there hasn't been one ticket given out for that. So, under the Ford government, not one ticket.

I was on the call, and they were going to actually have the enforcement officers and lay off 50 per cent of them, but they haven't given one ticket in four years, which means the underground economy, unions like LiUNA, are doing work that's not their

work because no one is even doing checks and balances. So, even moving forward, the government, without compliance and enforcement, it will mean nothing without putting it together.

It's very frustrating times, but I mean, listen, the fight is there. I'm willing to take it on, absolutely. It's too important to fail. So, as we move forward, I'm looking forward to meeting with governments and putting our point across and educating people on these boards because they know nothing about the skilled trades.

I know that everybody hates trades, and that's how I've grown up my whole life. We've been a necessary evil, and I'm proud to be a necessary evil but also to be a voice for trades and apprenticeships because that's the way things are going and that's where the jobs are. So, I went off my scope a little bit and I'll let Dave supplement with the good news about the battery plant, which is fantastic news, and that's my report, and I'll take questions, if there's any, afterwards. Sorry I wasn't very passionate.

LANA PAYNE: Thank you, John. Dave, are you going to supplement?

DAVE CASSIDY: No, not on battery plant. I just want to supplement a couple things. So that

all the directors hear it, as they usually do every time at the NEB, is that when we put proposals forward, we have a policy in our union that the proposals for bargaining go through John's office. And the reason we do that in the skilled trades is so that we can keep a standard right across the entire union from coast to coast, and it's important because, as an electrician, a switch is a switch is a switch no matter what province you're in, and the reality is that we want to make sure that our apprenticeship language and all of our language that we have is standard across. That's why we have our bargaining conference every three years, and we encourage people to come to it so they can see the proposals that go forward. I think it's very important.

When Kenny and Paul had our booth at PRC, and thanks for allowing them to set it up there, and I know that, Linda, they're going to be in the Atlantic as well, but so many people came through and had discussions with them, and they've already sent communications back and it just literally finished because they want to know more about it and then promote it, the skilled trades program, accordingly.

John spoke a lot about what goes on in Ontario. He sits on the Canadian Apprenticeship

Forum, but also Skilled Trades Ontario, because we're really messed up in Ontario more than most other provinces relative to skilled trades. But one of the things that we're still trying to do in Unifor is get a pan-Canadian apprenticeship program that we can expand right across the entire country.

In the East Coast right now, they've signed an agreement, some memorandum between the provinces that they can -- harmonization, it's called, and apprentices losing their jobs, no fault of their own, can go from province to province, and that's what we want to do, and we've been pushing and continue to push in Unifor that we can get the federal government to get involved instead of having just the jurisdictions do it in each province, because the reality, when you leave it to the jurisdictions, it changes and we just saw what happened and transpired in Ontario with the Ford government around that.

And lastly, John talks about skilled trade shortages. He's absolutely right. Parents still to this day have this stigma that there's only two types of education, that's college and university. Well, I can tell you that I would show my T4 against a lot of people who have went to a four-year degree and move forward compared to what I've done in the skilled

trades and others have done in the skilled trades, which make a pretty good living, and we can break that stigma. We're making headroom on that. We're gaining ground on that as far as pushing the envelope, but we still have a lot of work to do around that.

So, John, thanks for the report and thanks for letting me supplement the report.

LANA PAYNE: Great. Thanks. Any comments or follow up? No, all good? Thank you very much. Oh, sorry. Do you know what? It's dark back there so sometimes I can't see you waving. Just shout at me. Just shout at me, Tullio. Go ahead, brother.

TULLIO DIPONTI: I just want to say a little something. In 1981, I worked at the University of Windsor, and at that time, there was a push for apprentices. I was one of the first apprentices at the University of Windsor, and you know what? I have to admit it, my life was enriched. I worked hard, but I provided a good wage for my family.

And ever since then, there hasn't been another apprentice, not because of me. What I wanted to say, here's a place of higher education, yet they rather pay contractors to come in and pay them triple the amount of money than to build the apprenticeship with it. So, yes, we do have a big problem out there

and it's not just in the auto. It's, I think, all over and we have to change people's minds.

And Dave is absolutely right. My son, he was within six months of getting his licence, Angelo, and you know what? I'm sure he would have provided his family with a good living and all that. So, I encourage everybody. Not everybody can be doctors or not everybody can be refrigeration like me, but a lot of people can be an electrician like Dave. Thank you.

LANA PAYNE: Great. Thanks. Thank you. We've got a question over here. Go ahead, sis.

TRACEY RAMSEY: I just want to make a comment. Thank you, John, for talking about women in skilled trades and the work that you've done to encourage that. There was a sister that spoke at the PRC Women's lunch last week, and I think she inspired all of us because she talked about how the trade has saved her life. She made \$11 an hour. She's at Suncor. She started making \$36 an hour. It has changed her life. And for women who are looking for good jobs who are going through the programs that exist in a lot of the provinces to prepare them for that, it really is a lifechanging opportunity.

I attended the women in skilled trades

course for the Detroit 3 a couple weeks ago. Half of that class were women from GM, brand-new women who were so excited about the union but also excited about the potential and opportunities that exist in skilled trades. So, there are many women in our union who are looking for those opportunities, to have a good job and to keep our eye out for them and let them know when there are opportunities in our workplace is very important. Thank you.

LANA PAYNE: Thanks, Tracey. I'm going to go to Leanne, but I'm going to supplement on what the sister was saying. She said when she got the trade, someone said to her, "Well, the wage is not that great starting out," and she said, "Oh, dear. What is it?" "Thirty-eight dollars an hour," and she was like, "That's more than three times than what I make right now." So, yeah, she was pretty happy with her starting rate of pay.

Leanne, and then Deb.

LEANNE MARSH: Thank you and thank you for that report. I just want to comment. Obviously, we know it's a pretty dire situation with our skilled trades and our apprentices. We had a pretty healthy joint apprenticeship in B.C. with our employer and it's now down to 22. It's pretty sad, but what do you

do? I mean, we're lucky. We obviously have our apprentices in-house that have jobs to come into, but other sectors don't have that and it's pretty sad.

I like what John brought up about the poster with a lawyer and a skilled trades and something else put on there, and just to further that more, maybe have a female on there because there is that stigma and there is that roadblock, and I don't know how you stop that. We need to try and do whatever we can to try and encourage anybody to get involved with trades. It's done tremendous for me, personally. It's opened up doors and things that I never even -- I fell into this industry and it was a great fall and it's been going up ever since. So, yes, I just want to say thank you for that but, yes, there's a lot of work that we need to do still, so thanks.

LANA PAYNE: That's awesome. Thank you so much. Deb, I think you've got your hand up, sis.

DEB TVEIT: And historically, in the trades, it's been very difficult for women even if they got there because it was a very uncomfortable place to work. And Dave, I'm sure you know there were many instances where the men working in the trade didn't want that woman in the trade. And I just say I

think that's changing. I think the union has turned that around.

We have many mentors in the trades now, and I'm always amazed when a tradesperson guy that's almost 60 is working with a young woman that's 24 and showing her how to do the trade rather than trying to use them to carry their toolbelt, which historically was -- or run and get them parts, and I'm sure you guys know all those stories.

And I'm just glad you didn't sign a treaty, Dave, when you mentioned a treaty. The government isn't good at following up with their treaties, so we should never sign a treaty with the government.

DAVE CASSIDY: Well, Deb, I was looking for the word. Thank you. I know you keep telling me they took your land and everything else you tell me all the time.

DEB TVEIT: Well, I do have the facts, but anyway...

DAVE CASSIDY: But I just want to let you know that we do have, and we're proud of it at Stellantis, we have 10 per cent in our apprenticeship is women that is in the apprenticeship program. So, 10 per cent of them are women, and I think the average

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is about 2 per cent, if we look at the entire average right across construction and everything. So, a lot of work to do there.

LANA PAYNE: Yes, you'll get lots of applause when we get up to 50. That will be good.

DAVE CASSIDY: Well, we beat construction. That's the key.

LANA PAYNE: I think Christine has got her hand up as well. Go ahead, sis.

CHRISTINE MACLIN: This is the first time you're ever going to hear me talk quiet, so please, everybody, (line cuts out), sickness has definitely taken over, but I really appreciate the comments that were made today about the need for growing (line cuts out) across the country. But I also want to be very intentional when I say that (line cuts out) very important that we also think about all equity around Indigenous, black and people of colour.

I know I was speaking to the group, and I know I've spoken to Dave personally, we've talked about ways that we can engage black, Indigenous and people of colour across this country, especially right now. There's programs in place and other unions around community benefit agreements that are engaging with community.

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So, in the (line cuts out) we're talking about potentially looking at, once we have available positions, potential community partnerships and building that capacity across the country. So, thank you for all the comments.

LANA PAYNE: Great. Thank you. Yves, did you have your hand up or just your translation? Okay. Anyone else? Okay, good. That was a great discussion. Thank you, John, for heading that off. Now, Natalie, why don't we go to you, because you've got a flight to catch at some point, so I'm just mixing things up. Everyone is going to be prepared and be nimble and be on their toes. Over to you.

COMMUNICATIONS DEPARTMENT REPORT

NATALIE CLANCY: Thanks so much, Lana. Not a whole lot to add to the written report, which I'm sure everybody has read. We're super excited about the new website, and we are moving over the 20 or so locals who already have our web service to this much faster platform that's happening right now. I know some of you have asked me. And I think around next month we're going to be offering any local that doesn't have a website to join our platform. It's ready-made. It's very easy to create. We can migrate

existing data for those locals who have a website. This is our Canadian-made design solution. They'll have access to our resources and our news feed.

We're also really engaged in convention planning. We bring the sizzle. We've tried out our playlist at Prairie Council last week. Gavin said it was too much country, but Guy and I decided he's wrong. We have a wicked playlist. A lot more "together" songs that are coming and, of course, more French songs.

We're pretty excited about the auto policy, and Angelo and the team have challenged us. We're going to build a website and make this a really living, interactive document like we've never done before with our Vancouver designers, and we're going to try to knock your socks off with how we present this auto policy in a way that's going to be very accessible to our members and also creating a web hub where we become, in our vision, the one-stop shopping source of information on electric vehicle transition. And I've already mentioned, we're hoping to supplement that with a video.

I want you to know we're hiring in our department. At convention, two people are leaving. Stuart Laidlaw is retiring, and Jenny Yuen is going

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back to the workplace in media, so keep Katha and I in mind if you know there's someone out there we can poach. We also love to hire from media sector. We're hoping Lana will let us hire two people to replace because it's going to be challenging.

And not to mince words, we have a challenge, all of us are aware. In 2017, for example, we had \$2 million a year in earned media, free publicity. It's a real measure of our influence. In the last year, it was \$18 million. We were quoted all of the time and we all know that the misconduct of our National President is going to impact our influence, the kind of thing that keeps me up at night.

For example, a year ago, I did a video, Research did a research paper, we launched a very aggressive anti-scab campaign. And as you know a couple weeks ago, it's now going to be federal legislation. We are having an impact. Our work matters. But we didn't get quoted in some of the stories, and that scared me, and it bothered Chris, it bothered me.

And so, we have to be more aggressive than ever, I think, and we have a plan to promote our influence and our union and, frankly, whoever the next president is. We're coming up with some really good

strategies to try to build their profile very quickly so that we can maintain our influence.

And I also want to thank Kathleen O'Keefe. I think some of you know that on all matters relating to the election and those issues that Kathleen is taking up, because apparently, when your dear friend and your partner are running against each other for president, we don't want to be seen. It would be an appearance of conflict and any kind of conflict. So, I'm very appreciative to my team and Kathleen in particular for taking on this very tricky file and, frankly, we have a lot of other work to do that we're all very excited about.

But if there's anything in my report, I'm happy to take your questions, but our big focus in the next year is preparing for the Constitutional Convention and doing what we can to rebuild our brand and keep our influence right where it needs to be so we can fight for our members.

LANA PAYNE: Great. Thank you, Natalie. Any comments or follow up on Natalie's report? I think it's Naureen with her hand up. Go ahead.

NAUREEN RIZVI: I'll just say this now because we're going to hear it everywhere we go. Auto got that, when are we going to get it? And I'm

excited about how you're going to put that policy out. I didn't even know that, and I think that's fantastic. I think it's probably going to be an amazing organizing tool, too. I mean, it's great that it's a one-stop shop for our members, but we should figure out how anybody who is talking about EVs -- I don't know, I mean, you know this better -- out there that they're somehow brought onto our website. It would be a great organizing tool.

But I know for a fact telecommunications always says to us, "Auto gets this. When are we going to get this?" So, maybe we'll follow up and figure out, after that is done, maybe there is a way to significantly talk about all sectors and the different sort of really large-scale things that are happening. Retail is finally getting some really good things, healthcare may be, but I just love that. I loved hearing about it. I want to see what that looks like. I think, to me, it's a project that probably should be replicated in different ways in the different sectors, but great job on talking about that.

LANA PAYNE: I'm checking in the back because sometimes the hands go up and I can't see them. Okay, great. Thanks, Natalie. Appreciate all of that. Why don't we do one more report before we

take a little morning break? Does that make good sense with folks? Tammy, I'm going to wait, even though you're not Doug Best, this was an old list that was put together, and I apologize, but we'll wait for Scott to come back in so you can do aviation if that's good with you. What about Doug? What about the energy sector? Can you go next, you and Dan?

DOUG CARTER: Yes, I can start on that.

LANA PAYNE: Is Dan in the room?

DOUG CARTER: No, he just stepped out, but that's fine.

LANA PAYNE: Okay.

ENERGY SECTOR REPORT

DOUG CARTER: Yes, for the first time ever, I'm in the capacity of what I am now. I get to go to the energy chemical national bargaining program. I've never been involved with that, so this will be the first time I attend it, and obviously there's a lot that I need to learn in the energy sector when it comes to oil and chemical.

My expertise is in the natural gas industry and HVAC in Ontario. Our HVAC in Ontario is growing leaps and bounds. Those groups, the two major locals here in Ontario, have grown in the last couple

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years from roughly 500 members to almost 800, so there's increases in that.

In the natural gas industry, with Enbridge purchasing Union Gas a couple years ago, we are losing jobs as they amalgamate together. There is negotiated contracts that are being ratified in the next few weeks with Enbridge, and I guess we're next, 975 would be next in November. Our turn with Enbridge. It seems like we just finished ratifying a deal through COVID. I think I just recently got the collective agreements, the handout to go back to the bargaining table in November to have another crack at them.

Like I said, we are seeing huge amounts of losses in clerical. Not so much in the field, but definitely in clerical. We fight constantly with this -- they seem to slice small pieces off of our jobs and create this non-union workforce behind us. By the time they've sliced these little facets off all these other little jobs, and they create this background job, it's already in place before we even know it.

So, with Enbridge, I just recently filed 370 grievances, all after individual jobs that they've created behind us, taking small pieces of our work. And there's no doubt that energy is under attack all

over.

So, lots of great news about electric vehicles and green energy. As Shane said, battery plants are exciting news. They're going to run on green energy. I'm not 100 per cent sure what green energy they're going to run on in Ontario at this point because we don't have a whole lot, and I can't imagine that the natural gas industry in Ontario is going to go anywhere soon. The infrastructure to move away from a fossil fuel in Ontario, or even Canada-wide, is a long way off.

And in the energy sector, some of our locals are starting to think that they're not really getting the support from Unifor. There's a lot of talk of moving away from pipelines, moving away from energy.

So, there is a lot of angst, and I'm hoping, in this new position and over the next year or so, that I can get into some of those locals and talk to them and get to know and understand some of it a bit better. I've been relying on Danny a little bit to help guide me through that kind of stuff. So, there is a lot of work to do in energy, and I hope that the next meeting that I'll have a better-informed report for everybody.

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LANA PAYNE: That's great. Thank you, Doug. Dan, we were just doing the energy report. I didn't realize you were out of the room until we started, but maybe you can supplement Doug's report. And if you repeat some of the things he said, that's all fine, too.

DAN VALENTE: That's fine, Lana. Good morning, everyone. With the written submitted report, a couple updates. Three of the four Enbridge Gas Inc. bargaining tables, we have reached tentative agreements. And in fact, we start ratification at one table next week, the other two in May. We did have to get strike votes at the south and STO; 91 per cent at the south and 94 per cent at STO.

We are getting ready for the Unifor energy and chemical national bargaining program. The pre-bargaining conference is at the end of this month in Montreal, and so proposals have been received from the participant locals and bargaining units. And because of what's going on in the world, some interesting numbers have been requested and we'll see what we can do.

The big issue for Unifor, in my opinion, is we represent workers that deal with fossil fuels, and we have to walk the highwire with respect to

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climate change. And I know that in talking to the brothers and sisters in the energy sector, Unifor will not be an ostrich. We will not stick our head in the sand and say that climate change is not real. It is real and we are pushing by participating in international committees to deal with the transition that is going to take place and it will take place.

And in fact, it is refreshing that the companies are hiring the younger generation. And in fact, we have members that will still be working at 2050, right? So, remember the Paris Accord and the end date 2050. It's 2022 now. People think we have a lot of time. We don't. It'll be upon us, but it is something that we definitely will be dealing with and tackling in this upcoming round of national energy and chemical bargaining.

The East Coast, I get the pleasure to talk to Linda every now and again. Thankfully, the Terra Nova did finally get over to Spain. It is in dry dock. It's approximately 35 days behind schedule, but the work is being done for a massive life extension that will give our members another 10 years of employment, and hopefully it should be back on stack by the fall this year. So, we're hopeful there.

Hibernia, I never would have thought

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that dealing with ExxonMobil is actually a pleasure. They're reasonable. I don't know where these people come from.

LANA PAYNE: Scott, you don't believe that, do you?

DAN VALENTE: Oh, I know, but they actually create jobs and they put them in the union as opposed to Brother Carter having to deal with Enbridge Gas Inc. with over 250 grievances because we're losing union jobs and every new job that Enbridge Gas Inc. creates, they say it's non-union. ExxonMobil, we got, I think, four positions and, in fact, the company tabled a wage, the local responded wanting a couple of adjustments on three of the four jobs and they agreed. So, that's good.

And then Line 5 is still ongoing, right, the big battle in the United States which will have an impact to our members in Sarnia right to Montreal if that pipeline gets turned off. And like I say, we look forward to helping our members in the energy sector to get ready for the new world.

And I apologize that, yes, I had to step out of the room, but if there are any questions, feel free.

LANA PAYNE: That's awesome. Scott, did

you have any follow up?

SCOTT DOHERTY: I would just, I guess, add that, as Danny says, we're getting ready for eastern pattern bargaining, and I guess we've put our minds to making sure that some language comes out of that bargaining around the transition that's going to have to happen with workers and the fact that governments and companies need to step up to the plate. It's not going to be the same as auto, obviously, but auto obviously is an example of how the three stakeholders can play a key part in how we transition to these new green energy platforms and how we transition the work to those people.

And I think Suncor has indicated they're interested in having those conversations, so it's going to be interesting times ahead, and I think everybody recognizes it in this room that climate change and this issue around transitioning is going to be a key issue for us as an organization as we go forward.

So, stay tuned and let's continue to do the good work that we're doing. I think between Angelo and Sari and Danny and Doug and others, we're doing a great job of the messaging; we just have to continue to walk the highwire, as Danny says.

LANA PAYNE: Renaud. Linda, did you have your hand up, too? Yes, okay. We'll go Renaud, Linda.

RENAUD GAGNÉ:

(in French)

(taken from translation)

Yes, to add to that, the issue of transition, we've worked a lot in Quebec on decarbonization, whatever sector or industry. We are going to have other locals that will be affected, for example, 4511 for combustion vehicle maintenance. So, with EVs arriving, we might have a number of jobs lost, and that was identified with Shane in the discussions.

But there is also a concern in Quebec about what's happening in Russia or with Russia. The Conservatives -- well, I know that we're not going to have an election soon, but the Conservatives will want to restart the energy east pipeline that would cross a number of rivers. There's no social acceptability, and also in the Saguenay area for G&L, to load G&L on ships and export it.

So, from an environmental point of view, the context is not easy given climate change, but we really have to make efforts because of the forthcoming

Quebec election. We'll have to make sure that we get funding from the Quebec government to support the transition.

LANA PAYNE: Thank you, Renaud. Linda, over to you, sis.

LINDA MACNEIL: I just wanted to add to what Dan was saying about us not being an ostrich and sticking our head in the sand. During the upcoming ARC, the first week in June, speaking with Sari, we're going to be doing a presentation as it was done at the PRC over climate change, Just Transition.

And I think it's important, like you said, Dan, that our members hear that presentation, but I guess the really key part in the whole process is to make sure our members know that they have a voice, they need a voice, they have the input. Just Transition is not a flick of a switch, and it is many, many years to do. So, I think it's important to be upfront and to have the dialogue. So, we plan on doing that at the ARC. Thanks.

LANA PAYNE: That's great. Doug, you want to come back in?

DOUG CARTER: Yes, I can add to the climate change issue. Natural gas itself in its raw form is probably the most dangerous gas that we have

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when it comes to the environment. And we can talk about Just Transition, we can talk about spills on the ground, but we never talk about what we can't see, and there's no regulations in this country to stop the amount of natural gas that comes out of the pipelines. There's nobody watching it because we can't see it. And if we lobbied the government and spent money to force the companies to keep it in the ground, it would slow down our greenhouse problem and it would create work in the meantime.

And I'm so tired of saying it, but that's what the issue is when it comes to the natural gas industry in this country and south of the border. Nobody cares about what they can't see. That's where we need help. There's good paying jobs that keep that product in the pipe. When it's burned, it's free. It's efficient. The stuff that comes out of the exhaust pipes of the side of your houses is steam. The problem is the raw product itself and we pump it out into the atmosphere on a daily basis and nobody cares. There's the major problem.

So, realistically, if we can somehow deal with that issue, we wouldn't be losing so many jobs in areas. We wouldn't have to worry about how much money is going to be spent to convert electricity

to everyone's home because just in the Province of Ontario, there's nowhere near the capacity in 30 years from now to be able to shut off natural gas to heat homes, because the hydro itself hasn't got themselves in gear to put enough hydro in the ground to handle that kind of capacity, switching all that stuff over. So, again, we need some sort of system where we lobby the governments and force them, force the companies to keep the product in the pipe. That's a problem.

LANA PAYNE: That sounds like a campaign, Naureen.

NAUREEN RIZVI: I knew you were going to say that, but you know what? It makes a lot of sense, and we did a similar presentation. Sari and Sune came to ORC and talked about climate change and the environment. I don't know, just my observation, and that's from our members getting up to talk about the debate, is they're not in it yet enough. I don't know if they think it's too far off and it's not a problem.

It's a complex issue. We have to admit that, and maybe we need to actually think about how we speak to different sectors about why this is important, and I think that maybe this is something that we could -- as I was listening to Dan and Doug speaking, I thought, you know what? This is something

that we should, as an executive at the ORC, really think about how we can help support, just similarly like we've done in healthcare, is really gotten the message out. We've done a lot of work in terms of ads and getting people to understand, and maybe there's a place to start with creating awareness and connecting the dots between everybody and this issue, because I don't think that that's there.

When you don't see people lining up, and I didn't on the debate as much as I think people should have, that makes me think, wonder and ponder why, and is it because there's no interest, no understanding or they don't have a position on it yet? And all of those three things have to be tackled, in my opinion, then.

And it is a complex issue, and we should say that and be very upfront about it because I think people don't wade into debates where they think everyone is talking about it, they all have knowledge, but I don't really so I'm not going to. That's how politics is often done is people think everyone is talking about politics and everyone is talking about this and that, and maybe I don't have the knowledge, so they don't wade in. So, we need to actually create, I think, a bit of an environment, and this is

not on anybody. I think it's on all of us, really, but maybe that's something that our region's council can really start digging in and throw ourselves into.

And we've got a council in December, and I think we could probably bring a lot of focus into it and would love to work with the Energy Council, yourself, Doug, Dan and others, however you see it. It has to be driven by rank and file and people who actually work in the sector, and then talk about how it affects others and bring that in. So, I'm happy to do it.

LANA PAYNE: Great. Thanks, Naureen. Doug, on the specific issue of what regulations would be required, I think that that's something we should look at specifically as part of a broader campaign that we would do, but I know what you're talking about.

And by the way, I think the first time you told this story to me was five years ago at one of our E3 meetings about the leaks in the pipelines and how if we had more maintenance work happening that this would be less of a problem. And so, maybe that's a specific kind of piece of work that we can do with the Ontario government. I think we should think about that, Dan, in terms of what that looks like, and maybe

have Sune, out of our Research Department assist with that. Gavin.

GAVIN MCGARRIGLE: Yes, I mean, the issue of emissions is huge. I sit on the B.C. government's climate task force that launched Clean B.C. A room of 20-odd people, three or four academics, a lot of different environmental groups and one or two labour, and they are moving in a direction acting like they speak for working people, but they don't. They listen to us when we're in the room, but every province, municipality, federal government, I know there was a previous coal task force, but we need to get in those rooms.

We just passed a resolution on the National Climate Task Force at PRC and we changed it a little bit from the Ontario one because it talked in what I would refer to as jargon language that ticks our people off a little bit in terms of saying stuff like, "We need to climate-proof our work," and that kind of stuff, as if it's somehow the fault of the people working in the industry, that it's up to them to bargain something when this is really about governments that are green washing, wanting to be the cleanest and greenest and all this, whether it's saying you want to support public transit, but then

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having private contractors, whether it's saying you're going to move on these emissions.

Basically, the idea of transition in this country is a three-month diploma program and a severance cheque. That's completely off, and that goes into areas like organizing, successorship rules and how do we get in on the ground of all these things that are happening, and I think that's part of the reason. Certainly, the energy workers and others I've heard don't feel that we're putting enough focus on that, and part of it is it's a bit farther down the road, but we need to get into, through this National Climate Task Force, because I know it passed in Ontario and PRC, and Linda just said ARC, but it has to be about understanding where are all these rooms that are going on, where all these people are dreaming up all these things because if we're not in the room, they're not talking about pensions, they're not talking about benefits, they're not talking about unions.

I mean, sure, there's rhetoric, it's a nice speech that people have, but we need hundreds of millions of dollars for these communities and especially when they're spread out, too, because, as we saw in Alberta, when you start to move away from

something like coal or whatever the move is, everyone's property price and the whole town goes down and everyone loses everything, and then the schools get lost because they're funded on a per capita basis, and no one wants to talk about that.

I mean, it's not much different, really, I guess, in forestry. You can't just devastate rural communities and give them nothing else and say, "And by the way, we're going to give you a non-union plant that pays \$15, \$20 an hour less with no pension and any of that."

So, I think we need to get the conversation to what we do best, which is fighting for working people and fighting for a transition. We can do both, but we can't be just allowing all of these groups to speak for workers because, I mean, sitting and watching them do it is unbelievable.

So, there's a big conversation to be had. I agree that we have to continue to push on this, but we need to get -- and it's not just energy workers. It's all workers that are scared about transitions that are happening all over the world. And as I said, whether it's Trudeau, whether it's Horgan, whoever it is, they like the green cred, they like the green street cred, but they don't like to

talk about the key structural pieces that need to be there.

You know, you look at places like Germany. My understanding is when they phased out the coal, they said to all of the workers, "No matter what age you are, you're good till the end of your retirement. Like, you're good. We're taking care of you." And yes, that sounds like a lot, but why should all the people in Fort McMurray have to bear the cost of a societal transition? Why the heck shouldn't they be paid all the way through to retirement? Why shouldn't they get the supports that they need?

So, the debate is much bigger than we think and, again, there's a lot of passion from our members who aren't perhaps as directly involved and lots of us understand the need for change on this, but we need to seize the initiative and wrap it around union building, union principles, wages, pension, benefits, organizing and that's going to take a ton of money from the governments, and we shouldn't just leave it up to people at the bargaining table. I know they'll do a great job in bargaining, but the problem is much bigger than that.

LANA PAYNE: That's great. I think Tracey had her hand up, and then we'll take a break.

Jenn? Yes, Tracey, and then Jenn. Go ahead, sis.

TRACEY RAMSEY: Okay. Myself, Sari, Leslie and Gwen attended the United Nations Commission on the Status of Women which was virtual this year, and it was about gender and climate justice. And another issue that's impacting around these severe weather incidents that are happening, the flooding in B.C., is the precarity of women who are in situations where they're experiencing violence at home, shelters that had to close down and have still not reopened because of the flooding, and I'm certain the same was the case with the fires in Fort McMurray. We have to look at the lives of women in our union and how they're impacted by these massive climate events.

I'm really pleased, first of all, to hear this conversation. We're going to bring this to the Women's Conference this year. We're going to talk about climate and talk to the women of our union who I know are afraid about their jobs, but also perhaps about their situations at home, and for our women's advocates, the women that they're helping as well.

LANA PAYNE: That's great. Thanks, Tracey. Jenn, over to you, sis.

JENNIFER MOREAU: A lot of what I was thinking has already kind of been covered, but I was

encouraged to hear from the auto sector some of the work around Just Transition, and I wanted to ask more about what we're doing in the energy sector. Are we pushing for a Just Transition Act?

I'm sure we're working on this already and I'm sure we've been part of the consultations with government, but what I heard at the Just Transition Conference before COVID was that our members that work in energy really need to feel a safe place that they're going to land. They need to know what kind of job they're going to transition to, and little piecemeal efforts aren't going to cut it, and I think that's sort of the work that we need to do. And I think auto is showing a good example of that and us as a union need to show maybe more leadership on that and that will help our members feel a little bit more secure and bringing them into that conversation is what I'm hoping.

SCOTT DOHERTY: I totally agree. I mean, Shane and I have already talked about bringing a working group together of auto and our energy sectors to start to have more conversations about that. The government hasn't actually started any consultation. They've just thrown out legislation that there's Just Transition and there's really nothing happening from

the federal government. They just continue to throw out targets that they're going to meet without a plan to actually do that.

So, obviously, we've been lobbying to get that started, and we've done a bunch of work around making sure that we're ready to be part of that consultation and do the work, but at this point in time, the government is just not actually doing any tangible action other than continuing to throw out targets that they actually are going to have a hard time meeting.

So, I totally agree with you, Jenn. That's what has to happen, is we need to get a plan in place, show the support that we need to for our members, get through the energy bargaining with what language we want to propose so people start to see that we're actually doing some work around this and the work that the auto sector has already done, have that brainstorming session.

So, we have plans to continue to do it and I 100 per cent agree with you that we need to be more of a leader in this conversation, and I think we need to -- actually, Lana and I have talked about this on several occasions. At some point in time, we're going to have to bring in somebody else to help with

this file, an expert within our organization, not a consultant, but somebody that actually works for us and is part of the National Office that works on this on a much more consistent basis than just Shane and I and all the other files that we have around this with Sari and others.

So, something that I think we really need to continue to do, and we will be the leaders in this. I have no doubt in my mind that when it comes to -- I've said this lots, but when it comes to climate change, we don't have to be the experts on the science; we need to be the experts for workers. That's what we have to be.

LANA PAYNE: That's great. Thanks, Scott. Anybody else on this? Okay, I think we're going to have a 15 to 20-minute break. Stretch your legs. Doug, you started off a great conversation, brother.

--- Whereupon the meeting was in recess
from 10:51 a.m. to 11:22 a.m.

LANA PAYNE: And I think we're going to go to Sari next, if she's ready and in the room. Is Sari in the room?

SARI SAIRANEN: I'm in the room and I'm ready.

LANA PAYNE: Awesome. Okay.

HEALTH, SAFETY AND ENVIRONMENT DEPARTMENT REPORT

SARI SAIRANEN: Great. Thanks very much, Lana, and thank you for the conversation before our break. It really shows the diversity of the activities on this environment file, and that's the pillar I'm going to start with. Our department, of course, has three very strong pillars: occupational health and safety, workers' compensation and the environment.

And the environment is a pillar that is moving leaps and bounds, and our predecessor unions and Unifor have been working on this file for many decades at different levels, whether it's frontline and, of course, all of you know, at the auto sector, we've got the joint workplace environment committees that have been in play since the mid 1990s, again, influencing the workplace on their energy use, as well as recycling and so on, and it has been very successful in creating a footprint in the workplace.

So, as the file continues to evolve and move and Unifor continues to evolve, we have many

different sectors that need to have that lens in the day-to-day work that they do to ensure that no one is left behind. And of course, we all know about the energy sector, how that's being impacted, natural resources, it goes into transportation, it goes into all of our sectors, including healthcare and retail and everyone is impacted by it.

So, what I did hear from the conversations, and Natalie, we would also like to have a huge webpage or some mechanism for the environment, because it is impacting all of our members, every single sector out there, and there is exhaustive work that is going on and how are we showcasing that? How are finding out how biofuels are taking centre stage at our co-op discussions with Local 594? Green hydrogen, how is that being discussed in Quebec, as an example? And also, the fugitive emissions with the oil and gas sector and, yes, methane gas.

We talk about methane gas but how are we controlling that? And Joel Carr, before his retirement, was very active on that file and that work, unfortunately, hasn't continued. So, Doug, you and I will have to reconnect on that, how we can resurrect that.

But the key to all of the environment

discussion is jobs. That is the essential focus, is the impact on jobs is so critical, and no one will turn around the corner unless I know that I have a secure job that will ensure the viability, the quality of life that I have been able to give to my family and to my community. That is key. So, jobs, jobs, jobs is the centre of this.

And I keep saying that to all the venues that I go to that it just should not be on the backs of workers. And Gavin, you're so right that we shouldn't always have to be bargaining this work, that the governments, municipal, provincial and federal governments need to be part of these discussions, and they are, but they're not moving fast enough.

The federal government, since 2018 when the coal National Task Force took place and there were some very core principles that came out of it and, of course, at the top of that list was showing respect to workers, to unions and to communities, and yes, nice words are great, but it's actions that will lead to change in our communities, and that hasn't taken place.

We keep hearing about the *Just Transition Act* that hasn't materialized either. There's still consultations that are taking place, and

we're very active in those consultations. And our Natural Resource Department is also doing consultations, round tables to give us some insight.

So, it is vital for labour to be at those tables and Unifor is at those tables to give them a vision, because the federal government doesn't seem to have that vision of what is needed in the workplaces, what is needed in the communities, what is needed to transform those workplaces to help them. And yes, truckloads of money is definitely needed, those investments, but you also have to have a vision, that industrial vision that you need to give to employers, as well as communities of where we're going.

We will need energy. Our modern lifestyle cannot turn us back to candlelight days. It's nice to have that once in a while as you reminisce, but we just need energy. We heard the energy focus as well on the electric vehicles that will need so much more energy. Natural resource is going to be needed for that. So, that transformation is ongoing, but it should not be at the expense of working people and that is our role as organized labour to be at those tables.

But the work is continuing. We just

need to have a central repository, and that's what the National Climate Task Force is going to be doing, is being a central mechanism that will be able to engage our frontline members, our leadership, as well as build a repository where we can go and get the information and share that information. There's lots that is happening in workplaces, but we're not always aware of the minutia details that we can seize upon and utilize that to further enhance any of that work transformation that's taking place.

So, that's at the national level. And international level, of course, there's lots that is going on with IndustriALL, with the ITUC, as well as some of the other affiliates as well looking at the different sources of energy that is transforming their jurisdictions. We're learning best practices from them, what is legally required, that it should not be just an advisory body, but we need to have an actual, perhaps, say, ministry that needs to look after climate change and Just Transition, that those details need to be part of that. We see that in New Zealand, we see that in Ireland, we see that in Scotland, we see that in Spain. So, a lot is happening in those industrialized nations.

And of course, the crisis in Ukraine has

created other challenges of how do you become independent from aggressive nations in terms of your energy needs? And of course, Canada is rising to that occasion, hoping to be able to provide some assistance on how that energy independence from aggressors, from Russian oil is benefiting everyone else in the free world.

But when we come back to the sources of energy, I've talked about biofuels, green hydrogen, but what is also increasing is nuclear energy. So, there is the small modular reactors, SMRs, that are part of Canada's plan in terms of their emissions, their 2030, 2050 plan. And we've had lots of debates in the past about nuclear energy, what that means and what our position is on that, and we have members who work in that sector. So, that's a discussion as well that we may need to have sooner than later, how do we react to increased reliance on nuclear energy.

In Ontario, 50 per cent of your energy comes from nuclear energy. And of course, we know in Port Elgin with our wind turbine, that creates a lot of chaos, yet down the road when we have Bruce Nuclear Plant who is looking to have somebody to house their tailings, their emissions, Port Elgin is more than happy to say bury it in our backyard, but somehow our

wind turbine creates a lot more controversy than having nuclear waste in your backyard.

So, I'm hoping that these discussions will create a lot more bridges in the work that all of us do. We all have pieces of the huge environment puzzle that we're all putting together, and this National Climate Task Force, we believe, is going to be that vehicle where we are going to be able to participate and bring those pieces of the puzzle to create a bigger vision for our members. And of course, at the Constitutional Convention, there's going to be a presentation, and we're working with our Research Department on giving our input as well on that presentation and, of course, the work that will then come to our department and all the other sectors as well, how do we coordinate all of that to the best of our abilities, as well as the resources that we have.

I'm then going to move on to occupational health and safety, and if you've had a chance to look at my report, it's on page 18. I do have the horrible task of sharing with you that we suffered our first fatality of this year on March 10th when our Brother Harvarinder Singh Powar of Local 101R, Canadian Pacific Railways. He was critically

injured a couple days prior but succumbed to his injuries on March 10th.

He was a skilled trades working on a locomotive and fell six feet off its platform. So, a huge tragic loss. Seventy-two years old. At 72, I would hope you've had a great pension, you would be able to retire, but that's everybody's choice how they manage that, but at 72, huge loss for his family and, again, we're always looking to enjoy the golden years, reap the benefits of our working life, and his family, that was cut short for them.

Lots of work is going on behind the scenes on the investigation, and this brings another issue to the forefront is that this year marks the 30th anniversary of the Westray Mine disaster that killed 26 workers in Nova Scotia. And of course, the Westray Bill, 18 years later, that was enacted, and really is not making a huge impact in our workplaces. We still have, on average, 1,000 Canadians who lose their lives as a result of a workplace incident, and the *Criminal Code* that came out of Westray Bill is really not having an impact. So, there are internal discussions that we're having with some of the other affiliates, as well as some academics.

We're working with an occupational

psychologist, Rob Stewart. He's based in Alberta, and has done a lot of research work into fatalities, as well as incidences in the rail sector. So, he's very keen to continue those conversations with us. And of course, in light of Brother Powar's passing, this just, again, highlights the precarious nature in our rail sector and how that needs to be fortified, and also, what are the next steps with the Westray Bill and how do we actually utilize that.

It is up to police to do those investigations on criminal negligence, and many police officers, police commissioners that we've had discussions with, don't even realize that that is their responsibility and have received no education whatsoever, and that was something the federal government was supposed to do when the bill came into force, and they were very negligent on that or poorly did any education. So, it's been left to the labour movement to educate the police force and commissioners out there.

The last piece I'd like to highlight to you as well is, despite the pandemic, the provincial and federal governments have been very active on different changes to their Acts, whether it's because of elections, as in Ontario, it's been sort of a free

for all on many legislative changes, so we've been very active putting submissions together. The latest submission, of course, was Ontario's workers' compensation, their occupational disease framework.

In New Brunswick, there was a general regulation review of the *Occupational Health and Safety Act*, and in the federal sector, there's a consumer labelling tool. And that's really important because we find that in many workplaces, you may not have industrial purchases of chemicals that are being utilized in the workplace, whether they're cleaning solutions. Oftentimes, the employer just purchases consumer products from Canadian Tire, as an example, and there's no labelling for industrial use, and that means that safety data sheet information is not there for workers when they're using these chemicals. And they're potent chemicals even though they may be consumer products and they have an impact as well on occupational safety and your right to know what's going on in the workplace and the products that you're utilizing.

So, we've been participating for a number of years, and of course, there's huge opposition from the chemical sector that, "Oh, we don't need to have this labelling," who utilizes

consumer products. Well, you would be surprised how many small to medium-sized workplaces go to their local hardware stores and buy these products to be utilized. So, that's sort of a nutshell.

Well, I am going to mention, as well, the Blue Green Canada Project. We received funding from the European Climate Foundation, a \$20,000 U.S. grant to showcase worker transition from fossil fuel reliance to green energy, and Natalie has already mentioned that. So, this is really a first opportunity for us to showcase the worker reactions as your work is being transformed into sustainable energy and how that's impacting them.

And again, yes, this is CAMI, but just down the road where you have some of the independent part suppliers, how are they being impacted as well, that this is a really holistic look at, even though it's General Motors, but there are indirect effects as well to others in the community, and this is how you also move the needle on Just Transition, on climate change. What happens in our communities is showing how jobs are being created, are being affected, are being transformed so that when we are called upon for more mitigation as the climate crisis keeps evolving, then we can showcase that when there are discussions

between the workers, the unions, the employers, the community and there is effective change that happens, then it is a winning formula. But we need to have workers at the table and governments to be there to fund those changes that happens and the support networks that are needed to ensure that your family survival is not being mishandled or that you have to make some difficult choices that can have overarching impacts in so many different areas.

So, that concludes my report. Thank you very much.

LANA PAYNE: Great. Thank you, Sari. Any comments, questions for Sari? No? Great. Thank you, sister, for all your work.

I'm going to go to Christine now. She's not feeling great, so she's going to try and give her short report, and then after that, maybe we can do Gord and Chris, do the retail sector. We'll get back to some sector reports if that works. Okay, Christine, over to you.

HUMAN RIGHTS DEPARTMENT REPORT

CHRISTINE MACLIN: Thank you, Lana, and I apologize again to the translators. My voice is definitely not the best. So, I just want to do a

quick, brief report. It's been a busy time in the department since our last meeting. I have been attending a number of different bargaining tables, most recently, VIA Rail in Montreal last week, and I have to say that I was truly humbled of VIA and CN and the rail sector, that they put this as a priority.

So, I did this presentation to the company, and I started it off by getting the railroad tracks across the country, and our first slide is, "Are you on track for racial justice?" The next slide was the sleeping car porters. The black sleeping car porters would be our members today. These were black members that were treated differently because of the colour of their skin, so the discussions went straight into the fact that we need to know which side of history we really want to be on, and I'm asking employers to be on the right side of history, that Unifor is leading this discussion.

I know Jenn Murray is there, I know Scott Doherty is there, I don't know who else is in the room, but all of the people who were at that meeting, they felt that it was a great success. I also did do research on their diversity, so I thank the bargaining committees for bringing that information forward. It was kind of interesting --

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it's not interesting, it's the reality -- that their diversity program doesn't even talk about race. So, I will be attending that bargaining table again sometime next week with Bruce Snow to further that discussion.

I also have been attending the Bell Ontario, Quebec and Atlantic regions who are also trying to get racial justice advocates bargained for each of their locals, not just one per province. So, this is really monumental. We have about 135 bargained racial justice advocates, and it is growing every single day. I just got an email from Lis Pimentel about school bus unit that wants to bargain racial justice advocates and women's advocates. So, I definitely have no problem attending bargaining tables.

I do ask that what is really important is that we always have a voice from the workplace, so I often ask the committees to have a black, Indigenous or person of colour that can speak to the real racism that exists within the workplace, and that has been really one of the key factors of making this racial justice advocate successful.

So, I want to thank everyone in the room from 2020 from the auto sector that originally put this in place. Never would have thought that this

much work would be happening and growing so rapidly, but it is happening, and it all started with every leadership in the room. So, I want to thank each and every one of you.

Next is that that racial justice advocate training will be happening finally in Port Elgin, hopefully, cross my fingers because I'm obviously sick, I'm hoping we can have a safe training June 12th to the 17th. The call letters have gone out. Just so we're clear, some workplaces have bargained it in their PEL, that they can use their PEL funds. Some have bargained that it's employer paid and, again, the differential of payment will be set out in different forms so that the appropriate people will be billed for the advocates to attend.

Immediately following will be the Black, Indigenous and Workers of Colour Conference, and the theme for this conference is "Radical Self-Care is an Act of Activism". And I can tell you, as I'm sitting here sick, that we need to practise radical self-care, and this is a time where we will bring the members together.

If you noticed, I have set a different name. This has been a discussion that has been in many discussions for years and years and years, I know

all of you have heard it, "Why don't we include black? Why do we use Aboriginal?" So, we had a special meeting with the elected black, Indigenous and workers of colour regional committees across this country, along with Deb, Ruth Pryce and Gina Smoke's input around moving forward to change the name.

So, it was unanimously endorsed by the elected bodies across this country to change the name from Aboriginal Workers of Colour to Black, Indigenous and Workers of Colour. I had sent Shane the email, and this would be a housekeeping issue because, let's be clear, the only people that can really vote on the name change would be the people that identify from the community. And so, this is why we really spoke with the elected bodies from each region to make sure that that was representative.

Next is that I want to thank Gavin McGarrigle and Andrea MacBride for putting together a great discussion with the Human Rights Commission where we were talking about addressing hate, not just racial hate, but hate as a whole. I want to thank and give a huge shoutout to Jennifer Moreau, the media chair and phenomenal sister who brought in the hate that many of her media workers are facing. Margaret Olal who is now staff, phenomenal, brought in the

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racial justice component but also brought in the hate that is faced by hospitality workers.

I want to thank our transportation, Paul from transportation who talked about how our transport truckers are facing hate and along with (indiscernible) who was unable to participate because he was ratifying his agreement, and Leanne Marsh to talk about how our transit workers face hate.

And I think it's really important that we engage in more conversations with our Human Rights Commissions across this country because they are ineffective. Let's be honest, it's a long, drawn-out process. The people are not going to take their complaints to them. Our call to action was that they need to hold employers more accountable and ensure that hate is eliminated from the onset. People don't want to go through long, drawn-out processes to be told to go back to Go and not collect \$200.

I know I'm kind of stumbling a little bit because I'm struggling to talk. We will be holding an equity training. We've decided that it will be the early part of 2023 because of elections and everything that's happening this year. However, there is an (line cuts out) our human rights work and our equity committees across this country.

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I will be convening a meeting with the equity liaisons and planning to do a cross-country one-day, two-day in each province to bring human rights committees, women's committees, all the equity committees to re-engage the work that needs to be done. It's been a difficult time and Zoom is killing us all, so we're going to be looking at October, potentially, of setting up some dates to do a cross-country re-engagement with our members.

Next is I know that Naureen Rizvi and Nav have been talking about really doing some consultations around the anti-racism directorate. The public consultations, let's be honest, I'm sick and tired of consultations. How many times do we have to tell you that racism is wrong, but we need to be a part of these discussions and really be able to move these discussions forward.

One thing I do want to talk about, I do want to ask, I know that we've voted on who we would be giving the Nelson Mandela Award to for convention. I really think that the sleeping car porters hit me in my gut when I was at the VIA bargaining table. I met our own staff that were talking and people from the locals that were talking about being porters and talking about how very close to history it is. It's

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not that long ago and that some of the families are still alive, and I would like to find a way to present, especially if we get the racial justice advocate language bargained in VIA Rail, to recognize maybe one or two of the sleeping car porters either at our convention or at some point in the near future (line cuts out) legacy. This is where racial justice work started for us, where we recognize our own history and (line cuts out).

So, I'm just talking about this right now. I know I briefly spoke to Scott about it in passing as we were like two trains in passing, but I really think that this would be really historical and important to recognize the families of people that would have been our members.

So, with that, I know I have other things to speak about. There's lots of human rights training, there's lots of things happening in the department, and I'm always a call away when I'm not drinking Ginger Ale and trying to get better. But at that, I will close my report and I'd like to thank all the leadership for their ongoing support and commitment to all of the equity work that the union has been doing even through these very difficult times. So, with that, I close my report.

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LANA PAYNE: Thank you, Christine. 135
racial justice advocates in less than two years,
incredible piece of collective bargaining by our
union. You should all be really proud of it, and I
know that you've all made it a priority in your rounds
of bargaining.

Any supplement? Ruth, go ahead, sis.

RUTH PRYCE: I just want to echo a
little bit more about what Christine spoke about, the
name change. I know Deb knew how many times the
members have struggled with the name change, and I
think after our Zoom meeting that we had, I think it's
fitting to say that we can change now to Black,
Indigenous and Workers of Colour.

And from the members that was on the
Zoom, they were very excited about it. I've never
seen how excited they were that finally we could have
a name and it was fitting with the Quebec language. I
cannot speak French, so I'm not going to attempt to do
this, but that's one thing that I'm really glad that,
before I leave, this is happening.

Also, the work that each of the workers
-- now I'm going to call then workers, Black,
Indigenous -- I have to get accustomed to this now,
from coast to coast, the work that they have been

doing, although we were in a pandemic, they did a really good job. Most of the meetings was done by Zoom, and that was really good to see that they kept that up.

I had the privilege of being at the Prairie Council last week, and when we met in caucus, wow, that was so amazing. I have never seen so many black, Indigenous and workers of colour in that meeting. And one of the things that really pointed out to me, we had so many Indigenous people attending that meeting. It was really good to see because I can remember when we started out first, you could actually have the meeting in your room because there was just a handful of us. But it was really good to see the amount of brothers and sisters that was at that meeting. I think that's all I have to say. Did I forget anything there, Christine?

CHRISTINE MACLIN: Yes, actually, you wouldn't remember this one piece. It is with a great honour and privilege to say that I want to thank Ruth Pryce for all of her hard work, her mentorship, her leadership. I know many of you know this is her last National Executive Board meeting. We will be having an election for the next National Executive Board position at the conference, and there's a lot of

interest, but everyone is saying the same thing: Ruth has put us all where we are today.

She is greatly going to be missed. She is not going nowhere. We're not letting her go. So, Les, prepare, she's coming to the retirees' chapter, and you can put her to work. But Ruth, you are a great leader, a great friend, a great sister, and all of us, all of the black, Indigenous and workers of colour across this country will be celebrating you at the conference and just recognizing everything that you've done and all your leadership. So, thank you so much from the bottom of my heart for everything.

RUTH PRYCE: Thank you very much everyone. I'm trying not to say anything because if I do, I will start crying. But I appreciate every one of you, although I called you yesterday a bunch of hypocrites, but you know how much I love everybody. But I thank every one of you. I couldn't accomplish this without your support.

There are a few people in the room that I would really like to say thanks to. Deb, I know how much you hate when I do this, but I have to do it, I know how much you hate it, but thank you for all your support. I remember when I came on the Board, when Ken Lewenza and Peter Kennedy took me outside and

tapped me on the shoulder. When I turned around, I knew that there was a line of people, but in that line of people that was there, the first two people that I can remember is Katha and Vinay. I know that they were more. They were just waiting for me with open arms. And Katha, we have been together for a long time, too. I will miss everyone.

I remember the first time when I saw Lana Payne. She was with Julie White, and Julie White introduced me to her. So, there are some faces in here that I will miss, and thanks again, everybody.

DEB TVEIT: The Kitchener retirees are looking for a BIWOC seat, Ruth, so I think you're headed to that new executive board. A long way from being a nanny.

RUTH PRYCE: Yes, Deb, along with you and Barb and Les.

LANA PAYNE: We love you, Ruth. Okay, do we want to break for our Social Justice meeting? Oh, John, go ahead, and then when we come back from the break, Chris and Gord will go right into the retail report.

JOHN AMAN: I just want to raise something that I know Christine just briefly touched upon, and I think it's a really, really rich part of

our legacy and something that we haven't really captured and celebrated as much as we should, which is the Brotherhood of Sleeping Car Porters. I know I've had a discussion with Len Poirier in the past.

The history of the sleeping car porters, everybody knows. They merged with the CBRT and subsequently merged with the CAW. So, I know at one point me and Len were trying to track down some sort of memorabilia or information from the sleeping car porters and maybe having a showcase somewhere in our union, and I think it's a project that's well worth it. It's something we should take on.

I know there's a new Netflix series, actually, a CBC series, celebrating the sleeping car porters. And I remember one of our former colleagues, Vince Bailey, his dad was a sleeping car porter. So, I think this is something that we should try and follow up and do something around celebrating and recognizing one of the most important mergers, I would submit, in our union. So, thanks for raising that, Christine. I'll be glad to talk to you or support any way I can on this project.

LANA PAYNE: Mohamad, and it sounds like we're getting a committee together here now to get something done on that, so I'm in all favour of that,

too.

MOHAMAD ALSADI: All right. So, let me start by saying I totally agree with both Christine and John, and thank you for bringing this up, and I know the Nelson Mandela Award was mentioned by Christine. So, just to clarify, the Nelson Mandela Award had \$15,000 left from the project for 2016, but we've also passed a resolution at the Social Justice Fund Board in 2019 to donate another \$45,000 for three recipients of the Social Justice Fund. So, we do have the funds, and if the Board wants to decide at the next meeting to award the Nelson Mandela Award for the railway porters, I think we are in the position to make that donation.

LANA PAYNE: That's wonderful, and maybe we can invite some of the actors from the CBC show to come to convention and talk about this, too, Christine. Okay, you guys come up with all the ideas and let me know what you get. Wonderful.

All right, let's take a lunch break, but the Social Justice Board has to stay here because we've got a meeting. Is it at noon, Mohamad? Okay, so we can get our lunch, and then we'll have our meeting.

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--- Whereupon the meeting was in recess
from 12:01 p.m. to 1:39 p.m.

LANA PAYNE: Gord, can you hear us,
brother?

GORD CURRIE: I can, Lana. I can hear.

LANA PAYNE: Yes, do you want to start?

GORD CURRIE: Yes, yes, I'll start, and
I'll just say, Chris, you can jump in at the end.
Linda, out east, if you have anything to add, or even
Guy from out west, since we haven't had any Retail
Councils, you guys can jump in if I've missed anything
out your way.

RETAIL SECTOR REPORT

GORD CURRIE: So, I guess we've talked
to death about the warehouse, but I do have to mention
it. The reason why, when COVID started, probably two
years ago, and everyone knows they came up with this
\$2, whatever you want to call it, pandemic pay,
companies had different names for it, that was part of
the reason in the Metro warehouse bargaining. These
guys thought that they should have got the \$2 pandemic
pay plus another \$1 on top of that in the first year.
And for those who don't know, I (line cuts out)

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percentages, but they ended up with \$2.25 and that was retro backed to last October. So, I mean, they didn't quite get their \$3, but that was part of the reasoning as why they wanted so much money upfront in the first year.

So, it was a great contract, probably the best. I mean, I come out of the warehouse myself, and my vice-president, Tony Falcone, that's the best contract in 37 years that I've ever seen, and we ended up with that strike. It was a week long. We got a lot of help there with the strike, and I'll thank Naureen and Chris, as well as Terry Farrell and Dave. I thank you, Dave Cassidy, for sending a couple of guys, Steve Morgan and John Binns. And of course, I can't forget Barb. I mean, I've had to deal with Barb a little bit more in the last few months than ever before with Napanee as well, but I'll get to that in a minute.

I also want to thank Kathleen and Sarah both from Comms. I'd like to meet both of their identical twins because I can't believe that Kathleen can be in that many places and seeing her all that, staying up till 1:00, 2:00 in the morning that last night we had when we got the first deal so she could get stuff together, an excellent job and it's well

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appreciated.

Some of the issues that I believe we're going to have from that contract, and one of them will be our next contract. How is our next contract four years down the road I (line cuts out) ---

LANA PAYNE: We've lost you, brother. Did you go back on mute? Gord, can you hear us?

GORD CURRIE: Oh, I did. Sorry.

LANA PAYNE: Okay.

GORD CURRIE: I hit the mute button, I guess.

LANA PAYNE: All good.

GORD CURRIE: So, I was just saying there could be a few problems, and I see the next contract that the warehouse has in four years is going to be a little tough, and the fact that we are already so far ahead of the Loblaws, Sobeys who are number one and two, by the way, then you throw Walmart and Costco, and then Metro, and that's where they tell us they stand, whether you believe that or not.

We do have the part-time contract. And for those who don't know, and maybe Chris will get into that a little, but in the other Loblaws and Sobeys, I believe that the part time is part of their contract with the full time. In our case, they're two

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separate contracts and our part time is coming up at the end of this year in September. And it will be interesting because we all saw what happened in the Sobeys and Loblaws where they've raised the part-time wages. They can't keep part-timers anymore, and part of the reason why they even changed the rate for the full time is because they couldn't get people to take full-time jobs because they weren't paying them enough. So, that will be problematic coming up with the part time in September.

There's also going to be a problem with the stores. There's one person I actually forgot to thank there, and I sometimes call him the wizard. I know we've all seen the Wizard of Oz, but that's the way I see Angelo sometimes there because he sits in the back corner in the negotiations on his computer, and the only difference is we don't have a curtain hiding him, but he does a lot of work, Angelo, and especially with our wages and such.

And in the stores, when we did hit the first deal with the warehouse, Angelo come over and he was laughing. He said, "They're throwing money at you." He said, "In the stores, we get an extra nickel out of them and we're high fiving and going, 'Yeah, we got them. We got an extra nickel,' right?" So, the

stores seeing the contract we got and they're coming up next year, I believe there could be probably a little more issues trying to get a contract with them as well.

I want to talk about Napanee a little bit. Napanee was a strike that never should have happened. Nineteen women that were strong women, but the elements there in Napanee in minus-25 weather, where we were, we weren't allowed to have fire bins. We didn't have any shelters that we could pit up. Christ, we even tried to put a Porta Potty up and we called that Potty Gate because the city and the mayor changed their mind on that and we're sure there was some influence from Sue Weir, who is the director of the Lennox & Addington House in Napanee. I'm being nice by calling her by her name because there's a lot of other names I should be calling her.

But just to let you know, that strike, it did end, and I'm going to be careful when I say that because for those of you who don't know, and I had a lot of calls thanking me and saying, "What a great job, you finally ended it," but for those of you who don't know, it was a weird situation and maybe Katha will want to say something after, but we actually ratified a deal that was given to us February

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8th. We didn't vote on it, we sent something back to the company and never got a response.

After five months, some of the women out there started hearing that if it went six months, this Sue Weir, the director, she could fire people after six months of a strike, and I wasn't sure if that was really true, but again, Katha and Anthony got involved in that and, matter of fact, both of them were, I believe, there for the February 8th.

So, we did a ratification sort of behind the company's back. It was ratified 100 per cent, and then it was up to Anthony to get a hold of the company and tell them we ratified a deal, and I'm pretty sure they were shocked, thinking, "What deal? We weren't even talking." But anyways, we think we might have that done.

Now, they are actually talking about the return to work protocol which, again, is just pissing me off, and I will read this from their lawyer, and Anthony is dealing with this. And what Anthony is saying their lawyer is saying:

"We recognize that the union may not need to ratify the minutes of settlement and return to work protocol, but the employer's Board

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of Directors must do so. That was a condition of their ratification of the settlement."

So, I'm going to tell you on that because that pisses me right off because during the strike, we went around, we found out who the Board members were, and not all of them. That was a tough thing to find that out, and we went to their places of work. If we could, we would have went to their homes and we picketed out there.

Three of the places we went to, they all ended up resigning, including the chair of the Board at the time, and they all resigned from the Board, and they were pissed off at us for being there saying, "We have nothing to do with it." We said, "We need you to take control. You're the Board of Directors. You can tell her, this Sue Weir, what to do," and they all said the same thing, "We have nothing to do with it."

So, I wonder now why all of a sudden, they have to ratify it. It sounds like a lot of bullshit to me. It was about two pages of their return-to-work protocol. I've never seen that in my life neither. So, hopefully this is going to end soon, and I don't know if Anthony is still there or not, but we're waiting on another response from their

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lawyer, a lot of bullshit.

And the other thing about that is they tried to throw that Bill 124 at us. And for Katha and Tullio, 100 per cent, stand behind the resolution. Our people in the stores, frontline workers, but believe me, the healthcare workers are number one, and I've got to be careful when I say that about our people in our stores, but we all went grocery shopping and did all that, but there's some place I wouldn't have wanted to be, and that's in a long-term home or whatever, retirement home, or going to a hospital when COVID was going on. So, they are the heroes to me and we're 100 per cent behind that resolution.

Moving on to some of our other -- and I'm only going to speak because we are a big local, everyone knows that. This year, when it started, we had 27 contracts that we had to get done this year. We've managed to get a few of them done and the warehouse was a huge one. We're down to 21 now. Matter of fact, we ratified one last night with the 407. Again, it was about 11 per cent. We've had a few in there.

I can tell you we had one with security guards and it was 21 per cent we got them in three years. They turned it down the first time. It's the

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first time I've ever heard a conciliation officer, and I don't really care what they say too much anyways, but he scolded them and told them that -- he actually said, "You guys are crazy." He said, "I can't believe you turned that down. Your union did an unbelievable job, and you should be ashamed of yourselves." They ended up taking a \$500 signing bonus on top of that and that's why they settled.

We had some other issues with -- and I'm going to say we have cafeterias, and some of the places that we had through the COVID that did shut down because we didn't have a lot of members laid off, but U of T Mississauga, we have Humber North and South and Fanshawe College, a lot of members were laid off. This is another bad situation we're in now because there's so many companies. There's (indiscernible), Aramark, Compass and a few others.

And what they do is they go around and they bid and they get either a three year or five year. It was the same with GM when we had people in there, and they bid on these contracts. So, they underbid each other, I guess, and then they think they're going to take it out on our members.

Well, what happened recently out at the U of T in Mississauga, and we will be going into

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negotiations next week with them, is Aramark. Through COVID, they took over, and Compass Group had them. They did not even know. When I contacted Compass, they said, "I didn't know we lost them," but they did. I don't know how that works.

Needless to say, Aramark comes to us, and we have members calling saying -- we have what we call Minimum Wage Plus in our contracts. I think anyone can figure that out. That means whatever the minimum wage is plus, and we have 10 cents, 20 cents, 30 cents, up to 60, 80 cents, whatever it is. They came to us, and imagine this, and they said they didn't give the raises and our people are calling us.

So, we got a hold of them, "What's going on here? Read the contract because the contract stays there." Do you know what he said? "That's not the way they interpret it." How can you interpret something that you didn't even negotiate? Compass Group was the one who negotiated this contract, and this is the bullshit that we've got to up with, with some of these people and, again, it's going to be a fight I see with the U of T.

Humber is still Compass, so they get that, but that's some of the bullshit that we've got to put up with trying to deal with companies that --

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and these aren't high paying jobs. Like I say, they're minimum wage plus. Maybe they're making \$16 in these places, and shame on them. When they get them back, the problem now is that they're all done again and, in April, they start to lay them all off because the schools that were open for -- and there's mostly just international students, so it's going to be another fight for us.

The next big one coming up, I guess, that we'll have will be Rexall and that's coming up in June. So, we're getting going on that. Like I say, we're already in negotiations with Humber North and South. The first offer we got, we're down to the money, from them was 32 cents. Well, once again, our members that are there, they're looking at, at least \$1 in each year. So, we're so far apart. I don't know where we're going to get, but again, people are looking at that COVID pay, and they still want that money.

It's a big issue, you know? When the company called me to tell me, and I believe it was Rexall that was the first one before Metro, Loblaws, any of them when it first started to say they were going to do it, I was all for it and I said, "But are you keeping it there? Because I'm going to have a

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problem when you take it away." I knew that was coming.

When they did take it away, I believe I talked about this, I got the call from three of them on the same day, Rexall, Loblaws and Metro, all about two hours apart saying, "Yes, Gord, we're taking away the pandemic pay," whatever they wanted to call it. Again, shameful, and I said, "Yes, this is where the crap will start for us," because these people, they deserve the money. They had to work through it, the grocery stores and the drugstores and all that.

Some of the other retail places, the malls, they shut down. These people didn't have a choice. They had to stay open. They were confused. They were scared. You might work at a Metro in Toronto, but you might live in Vaughan or somewhere else, and every Public Health was saying a different thing and what you heard on the news. It was just a lot of crap.

But that's where we're at anyways, and I can go on forever. I mean, like I say, we've got 21 more contracts to get through this year. Some of them were because we extended them when COVID was on, and like I say, these Humbers and that we had because there was no one working anyways. But at the end of

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the day, we've got a big uphill fight, and the warehouse was a great contract, but with the stores and, like I say, Rexall and all that, again, our part time, these are going to be huge fights that we're going to have to be heading into.

So, I think I'll end on that, if there's any questions, but Chris and Guy and any of you guys want to jump in, go right ahead. Thank you.

LANA PAYNE: Great. Thanks, Gord. Very thorough and, yes, that pandemic pay keeps coming back to haunt doesn't it, Chris? Everywhere. Do you want to supplement?

CHRIS MACDONALD: It sure does, Lana, and I think Gord and Barb are going to have to get a lot closer because the fact of the matter is coming out of the pandemic and the lived experiences of retail workers is similar to that when it comes to the plight of PSWs in a different way, of course, in healthcare workers, but in terms of rates of pay for expectations and the frustration levels are there in a couple of different areas of our union more so than in others. But the right to strike is there for these workers, and they're taking it, and they're going to continue to take it.

And so, we haven't seen, yet, major

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bargaining happen post-COVID in our retail sector, and I had hoped that the Newfoundland government would do more. As we negotiated a Minimum Wage Plus Program coming out of the last round of bargaining and the strike that happened in Newfoundland for our Dominion workers, the fact that the Newfoundland budget just came and did not raise the standards for minimum wage in that province is a big problem for us, and we're probably going to have another strike there because of that.

Because the fact of the matter is when those workers strike, they have 80 per cent of people making more money on strike than they do working. And so, that's a huge problem, because if you're going to get \$300 a week, and then you're going to get a part-time job making \$13 an hour, then you're probably doing better, and that is a terrible thing as we try to find ways to improve the working conditions of retail worker around the country.

Gord mentions upcoming bargaining. Of course, our retail groups in Rexall in Ottawa are going into bargaining and they're being supported by Derek MacLeod there in Ottawa and, of course, Mike is doing his thing with the local. So, we have high hopes there.

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We did just finish difficult bargaining with The Hudson's Bay Company, a company that is struggling and a company that you know you're going in there and you're basically hoping they keep the doors open. That's the extent of your bargaining with The Bay these days. So, some of them are doing really well and some others are not, but we're having to balance this.

But I'll just say this, yesterday, we had an incredible day with our staff from the Organizing Department with Amazon, and you'll see that all over Facebook that we are making some real inroads in a number of Amazon properties, and that is only happening because of things like what happened last week at Metro. It's only happening because what we did with Local 1090, what we did with Local 222 between Loblaws and Sobeys and then Metro, those agreements are making the warehouse workers campaign possible. And so, what we see in terms of seeing change in the retail sector and the warehousing side of it needs to translate to the retail side of it.

The problem that we have is, in my view, and I don't like to do this, but we're so much of a stronger union than UFCW, and they're not going to take on Loblaws, and they're not going to take that

on. So, for us to make inroads in the retail sector is very difficult despite the fact that we have thousands of members, Loblaws will not take on that fight.

If you can imagine, at the Metro warehouse, we're down to a 3,300-hour progression. One-and-a-half years now to get from the lowest rate to the top rate. UFCW negotiated in 2018, 20,800 hours to progress through their scale. You get it before you retire. It's a 10-year scale. And so, we're not the only game in town when it comes to this sector. In fact, we're not the biggest.

And so, that's kind of what we're up against because when we tried to bargain for Dominion, the main problem was they weren't going to move those retail numbers because whatever they did in Newfoundland for 1,200 or 1,300 workers at 10 stores, they didn't want to set a pattern for the rest of the country where they had 100,000 workers that were represented by UFCW in different areas of the country.

So, all I can say is our Minimum Wage Plus Program is a godsend, but these minimum wage increases, now that we lobby governments for, are more important than ever because that's the way we were able to get the big wage increase for workers at Metro

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and all of our retail groups in Ontario. We were hoping to get the same thing in Newfoundland. The government deliver an austerity budget, but they certainly didn't take care of the most vulnerable at the bottom of the scale in terms of minimum wage workers. So, we need to continue to do that and continue to build on the Minimum Wage Plus Program in this sector.

LANA PAYNE: Great. Thanks, Chris.

Anyone else like to supplement? Go ahead, Guy.

GUY DESFORGES: I was just going to say, with the west, we don't have much for retail, but it's mostly warehousing and manufacturing. During the pandemic, our numbers kind of went up only because they really needed them, so we were quite stable that way. You know what? Everybody was getting anywhere between 2 and 2.5 per cent on their contracts. So, I feel for the retail sector because they're the ones that are getting hit the hardest but, yes, there's not much more I can say about that because we don't really have that much retail west of Ontario.

LANA PAYNE: Great. Thanks, Guy. Okay, we're good? Thanks everybody for that. I'm going to wait for ---

GORD CURRIE: Can I say one more thing,

please?

LANA PAYNE: Yes, absolutely, Gord. Go ahead, brother.

GORD CURRIE: Yes, when I was talking about (indiscernible) Katha and the resolutions before yesterday, you mentioned Tullio, I don't want to forget about Ruth, and all the best in your retirement, Ruth, for sure.

RUTH PRYCE: Thanks, Gord.

LANA PAYNE: Thank you. I'm going to wait till Scott comes back before we do aviation and rail because he might want to supplement some of those sector reports. So, Tullio, are you good to go with healthcare and Andy?

HEALTHCARE SECTOR REPORT

TULLIO DIPONTI: Okay, thanks, Lana. Andy was going to start it off, and then I'll supplement it. So, Andy, since you did the report, go for it, brother.

ANDY SAVELLA: Okay, thanks, Tullio. And if everybody could imagine my embarrassment when I showed up to the party today and found out a couple people had the same outfit as me on. Either that or I could say everybody else has to step up their game

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because me and Tullio are wearing team uniforms to do our report here today. There's three of us.

So, I'm just going to kind of update you and give you a quick synopsis following the last report I gave at the NEB and obviously look to others to supplement it where they feel they need to or if I've missed anything.

So, in Ontario, there's major changes, as we're all aware, in COVID-related directives and mandates, including vaccines, but the situation now is that the government is allowing employers to enforce their own policies.

Well, in most sectors, these policies are lined with provincial mandates. The fact that we're still having this debate in the workplace has just really, honestly, provided some fresh materials for anti-vaxxers in their renewed efforts to claim that they're being discriminated against, and I just raise that because it's an issue that I think a lot of locals are dealing with.

Also, in Ontario, the government has now provided a permanent wage increase to only one classification of worker, the personal support worker. And I think in healthcare agreements like in a lot of other sectors, wage rates are based on skills that

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people possess, former training. And so, they're differentiated in between those classifications.

What's happened with this permanent increase to PSWs, if you take a look at, for example, registered practical nurses in Ontario, their wage rates have come very close to each other, and it's complicated by 124 because we can't even go to arbitration, which we're never happy to do, to try and get some of those wage rates brought in line with each other or addressed. So, I'll talk a little bit about Bill 106 later and how it implicates our ability to right the wrong and make gains on behalf of all of our members in healthcare.

Nevertheless, we've heard from our RPNs, and so we've formed a provincial RPN committee that has been meeting, and we've developed materials, lobby documents, some social media videos and things that we're utilizing in our efforts to shine a light on this and, also, we're using these materials in lobby efforts. Our RPNs are lobbying their MPPs in their communities, and we've had a number of Zoom lobbies as well with party leadership.

As I said yesterday, this year is a major year for us in terms of hospital and long-term care bargaining, again, in the backdrop of 124. We

saw one of the ads yesterday that would be running across the province to try and do something to have the Ontario Hospital Association or just hospital employers sit down and bargain a fair deal for hospital workers.

And on the heels of a long-term care bargaining conference we held a couple of weeks ago, we now are rolling out protests and rallies across the province in local unions and communities where we're raising the issue of the terrible offers, particularly the for-profits are offering in long-term care bargaining. And the fact that long-term care workers, who really have worked through what we've described as a humanitarian crisis, if there's one classification of worker that deserves a fair deal, it should be these long-term care workers, and we're getting good participation in these rallies and we're working at coordinating them so that we have them in almost all Unifor communities.

I'll say a few things about Atlantic Canada. We're also seeing major changes in COVID-related directives and mandates there. Unfortunately, we're hearing that the Province of Nova Scotia is looking at a surgery initiative. They're looking to privatize profit providers to address wait times for

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surgery. Unfortunately, we're also seeing this in Ontario. It's not a new tactic, create a crisis, and then point to privatization as an answer.

And also in Nova Scotia, following submissions by our unions and others on classification of a worker called a continuing care assistant, the province announced it will be providing additional funding, and Linda can correct me if I'm wrong, but I think it's in the amount of 5 per cent over what the employer is currently paying.

So, I mean, things are happening across healthcare where we represent members. I think Katha said a number of times healthcare workers are not all right, and that's the truth. Our healthcare workers are feeling very disrespected. Thankfully, most of their focus is in the appropriate place on the government, but we're certainly hearing from our membership as we hold meetings, and we're trying to do some in person where we can just to really be able to reach out and have a good discussion with all of our healthcare workers.

The other thing I'll raise is that we are hearing from some locals that they're concerned about arbitrations related to vaccine mandates and people being held out of work or terminated. Their

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concerns are that they feel there's a potential that they will be overwhelmed once all these grievances get to a point where they could be brought to arbitration. So, we're just having some discussions how we can best coordinate that.

And having said that, I think in terms of challenges, the last thing I'll raise is that this provincial election that's coming up in Ontario provides us with a real opportunity, and we have to be seen by our members to be out there including them as we do everything we can to stop the Ford government, because he's been doing a number of things -- sorry, there is one more point to raise that that just reminded me of, and it's a new bill that's been basically rammed through Queen's Park, Bill 106. And there's a section in that bill, section 5, that provides that no agreement between an employer and trade union to make compensation enhancement payments.

So, what it essentially does is allows the government to provide enhancements to different classifications of worker which cuts out the union entirely. It's a complete runaround collective bargaining and is causing us, frankly, a lot of grief and it's a complete runaround the wage gap legislation, Bill 124.

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More concerning is the Act also defines the pay equity gap out of existence without really addressing it. The Act allows these special compensation payments that the province is providing to be deemed as a pay equity adjustment, which I'm sure we all know flies in the face of pay equity. Pay equity increases are not compensation enhancements and they should not be intertwined with other forms of compensation. So, this is just something new that we're looking at and working on it and developing a response to, but we are getting a lot of concerns from locals and members about the implications of 106.

So, there's a lot on the go. And again, I'll just reiterate that we need to do everything we can and continue to work with Josh and the Political Action Department and Comms, all the departments, really, to make sure that we do something and stop the Ford government because he really is turning our healthcare into hell, and I'll end on that note.

LANA PAYNE: Tullio, brother, you want to come in?

TULLIO DIPONTI: Yes, thank you. Obviously, Andy, great report, pretty well summed it all up. I just want to touch on a couple things, though, in regards about the long-term care.

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Obviously, we reported the last time the dire need to get more people, more staff working in there, and I can tell you, as of today, it hasn't changed. We're still working short. We still have one PSW taking care of 30 to 40 people. And then we asked the question, how do we fix that? And there's no answer, but there's one question that's coming out June the 2nd. How do we fix it? We've got to get rid of this Ford government. He's the real problem.

As Andy said, he gives them pandemic pay, but then he introduces bills to pull it back and put more restrictions on them. These people suffered quite a bit. The staff in these facilities went through hell and back, and we all know that here. But when you really talk to some of them that had to live in their cars because they couldn't go home, and I think Ruth talked about this, this morning, or live in trailers in order to be able to go and take care of the most vulnerable in our society. We're not talking about parts. We're talking about human beings that they work so hard their whole life, they fought for us and, at the end of the day, this government is failing them where they can't give them the proper care that they deserve? It's a shame. It's sad.

So, we've got to do what we're doing now

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plus, and I want to thank the National Union and the ORC, obviously, Naureen, Shinade and the whole National Executive Board because that resolution we passed goes a long way, and I said it yesterday, it shows our members that we're there for them and that we're doing everything possible and we're going to highlight the unjust that's going on out there in long-term care and they need it. They need to see that we're there and that we still believe in them.

I'll tell you, when you have family members that have to go in these facilities, you sleep a little bit more at night knowing that you've got people that care regardless, even if they're not getting the proper care that they deserve and all that, but they're still willing to do that, and I'm going to remind people of a case that we had a few years back. We had a home, it was a retirement home, where they weren't even getting paid, La Chaumiere in Windsor. And when we went there, we said, "What are you doing? Walk out of there." They can't do it.

Some of them lost their marriages because they were going to work and even their family to help Mr. Smith because they needed the help, and then they become the real family, and we saw what happened in the pandemic, how many people died. And

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the richest people, like the Schlegel family, to sit on the Board of Ford and direct them how to run these long-term care facilities? In two to three weeks, they lost 90 human beings, mothers, fathers, brothers and sisters, and yet Ford hires this guy and puts him on the Board to direct where we go with long-term care?

So, again, I want to thank the National Union, the ORC and everybody that's in here for all your support. And when we pass resolutions, we don't pass resolutions just to say we pass them to make us feel good or say we're doing our part. We're actually saving lives and making sure our members know that we're there for them, and I'll keep saying that because, at the end of the day, they're real heroes, they're real heroes, and without them, I know that a lot more people would be crying today, their loved ones.

And one more thing, just think about this, in our jobs, how many of us actually have to have the task that you're taking care of somebody and that one person that you're taking care of passes away, and you're the one that actually has to be able to take care of that human body? And then you want to talk about the mental stress that puts on them? Just

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that. And there's no mechanism in these long-term care facilities or in the healthcare itself to be able to help them when they need that help.

Naureen and I talked about this. One day, we had one of our leaders in one of the homes, she was struggling really bad. And we were willing to pay for it through the Ontario Regional Council to get that chairperson there to get them the help they needed for their mental because there's nothing there for them.

So, things have to change, but the main part is this government has to change. All the governments failed them, but the Ford government failing in Ontario failed them the most. So, I look forward to June the 2nd, and I know we'll put every resource we can through the Ontario Regional Council and through the National to make sure that we give these workers the justice that they need.

So, I'll end it at that and I'm sure Katha will jump in, and she'll talk a little bit more smarter than me and say what she has to say. But just the idea that we can walk and see our members and they see those commercials, we're doing the right thing for them as Unifor and as caring people that we are. That's the main thing. Thank you.

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LANA PAYNE: Thank you, Tullio. Go ahead, sister.

KATHA FORTIER: Thanks, Lana, and Tullio and Andy, really, healthcare has been on the front of everything. Whatever has happened, it's happened first, whether it's vaccine mandates, whether it's workers and, of course, the incredible trauma that our members have worked through that Tullio described so well and they are not okay. But it's interesting that through all of this, and even when we met with over our 100 long-term care local leadership a couple of weeks ago, they're really grateful to their union for giving them a voice and for listening and for giving them a platform for telling their story.

The campaigns that we've had have made an impact. I mean, certainly, we know that job number one is changing the government. We've got our Bill 124 appeal. The *Charter* challenge will probably be heard in September. I think we'll be doing deputations late May and June. But the best way to get this overturned is to get Doug Ford unelected, and I certainly appreciate that Naureen and Tullio and Shinade and the council are putting that as job one.

One little bit of bright news on the healthcare front, we welcomed, with the help of Kellie

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Scanlan and the amazing Organizing Department, over 500 new members in a hospital in Chatham, the Chatham-Kent Health Alliance. We just got the certification. We are thrilled to welcome them. We are building our union, and Kellie and the team in Organizing were just fantastic, and I know people were always worried that things would reflect on us.

What this shows me is that workers want a union that will represent them and be a voice for them and stand up for them, and our union has done that, whether it's on Bill 124 and the video "Standing Up for RPNs" and "Standing up for Long-Term Care Workers", we've done it all. I'm already getting the commercials are being seen. Our members are thrilled that our name is on it.

So, I just want to thank the Board and the ORC, again, for that support. And again, I don't think anybody is going to work as hard as we are, particularly from the healthcare sector, to get rid of Ford and undo the incredible damage he's done to this sector. So, thanks, everyone.

LANA PAYNE: Thank you, Katha. Okay, I think I'm going to go to road transportation now, Len, if you don't mind. Oh, Naureen first, and then to Len. Sorry, sister.

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NAUREEN RIZVI: Sorry, Lana, I thought you got me.

LANA PAYNE: Naureen, Linda, then Len.

NAUREEN RIZVI: So, yes, first of all, I think I need to thank anybody who works in healthcare here or who supports healthcare workers, healthcare locals, the campaigns, anything that you do to help support our members in that sector. Katha, the work that you do every single day with the government and the other union partners, nothing is too much and anything else is just too little, and we know that from what our members are going through.

I'm glad you talked about the *Charter* challenge under Bill 124 because that's still alive and well, but what I wanted to say is we've done a lot of -- I talked earlier about the elections and us doing message testing, and it's very clear that the number one issue in Ontario is around healthcare, and the second one is around affordability, of course.

And so, there's a couple of things that the ORC had talked about, and one idea that I sort of punted to Katha as well that we wanted to do over the next two months leading into and ending on June 2nd, I talked to Katha about having weekly healthcare rallies in Etobicoke North, in Doug Ford's riding, that we

just simply dog him every single week and have healthcare workers hold rallies, whether it's our retirees or whoever, but just to make sure that until June 2nd comes around that this message tested issue, which sounds like it's some billboard thing, but we know it's not. We know exactly how it has affected people in this pandemic and that it's something that he just cannot get away from, and we've talked briefly about figuring out how we hold that.

And the other thing that the ORC Executive talked about is as we move through the province, and we always do this, is talk to our members about the issues that matter to them during the elections. We talk about how we can bring them forward and volunteer, and we usually hold canvasses, that all of these town halls that we hold over the next two months that we have healthcare workers at every single one that are actually going to be the narrative and talk about the real life sort of ordeal that they went through rather than a presentation from one of us talking about what it's like for healthcare workers but to actually have somebody at every single one of these town halls. I think it's going to be necessary and, yet again, another reminder about the destruction of having a Conservative-majority

government.

And then I guess I'll just end it with saying this. We do a lot of work with the healthcare sector, and Katha is usually really quick to send us an email whenever she needs financial support. We never turn anybody away. And I just want to remind everybody here that your region's councils are a huge vehicle to support you, your sector and your locals in the kinds of campaigns and other work that you do and that it is not limited to anyone. It really, sometimes, at times, looks like there's a little bit more focus on one or the other, but really it is because somebody has figured out that this is a great place to constantly come, and they will not be turned away.

But I just want to encourage all of you to just think about what having that executive body and having sort of multisectoral support on that and the financial sort of piece that comes with it and how incredibly amazing it could be for all of you. So, I just want to put that out there, that we're very, very happy when we hear from locals and from other sectors when they ask us to help support different initiatives. That is what your executive is here for. That is what your region's council was established

for.

LANA PAYNE: Linda.

LINDA MACNEIL: Yes, just quickly, I won't tie you up, Len. Dealing with the privatization of surgeries in Nova Scotia, obviously, when we received notice of that, I sent a letter to the premier stating the obvious, got a generic response back. So, that is one of the key things I am worried about, even though they have been great so far with giving a 23 per cent increase to the CCAs, but that is one of the really nervous points I have with the PC government in Nova Scotia is the privatization piece. So, we'll be keeping a close eye on that.

And of course, it was done at a children's hospital. So, if you come publicly out condemning the privatization of surgery in the public at a children's hospital, you look like crap. So, we haven't done a full-blown campaign or anything to that, but we're keeping a close eye.

And I just have one more of a question. I believe there is a Healthcare Conference coming up in June? June? Okay. That's it.

LANA PAYNE: Great. Thank you, everybody. Len, over to you, brother.

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ROAD TRANSPORTATION SECTOR REPORT

LEN POIRIER: In road transport, it's really been just more of the same from the November report. Following healthcare workers, I'm not going to call road transport people essential workers or heroes, but they were all essentially deemed essential services throughout that in a different perspective.

So, our long-haul truckers, our waste haulers, school bus drivers, warehouse, dock persons, they've all been worked, and each one of these groups, I do not have one group in my assignment that has a full capacity of employees. The shortages of workers in this sector is probably a little bit more acute than most of the other sectors.

We've worked really hard trying to do recruiting. The one good thing is we've taken a bit of a strategy over the last couple years because, in 2008 and 2009, when the whole world had their financial struggles and everybody created these grow-in rates, we've taken the position at bargaining in the last two years not to really try to touch them because we have not had one employer -- because we don't want to spend our money in bargaining for employees that are not yet in the unit. But every one of these groups, almost, has come to us and said,

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"We're going to wipe off these grow-ins."

So, we're essentially getting huge wages now for these new workers because we don't have to recognize that because of the recruitment issues and retention. It has gotten so severe that not only do most of these companies have recruiting bonuses, but you get an extra bonus if you come, and you can recruit a driver from a direct competitor. It's just bizarre, to be honest.

We have had a couple campaigns that the Road Transport Council is working on, and they both surround wanting to increase the infrastructure. We've got to hound every government about the increase in infrastructure spending.

In Ontario, there has been 18 trucking parking locations implemented over the last 18 months, 18 spots because so many other locations have closed. And it's not just a parking location, it's actually a safe haven for the drivers. It's some place where they can get to a washroom, services that they need and actually just remove themselves from the vehicle to have some solitude for themselves and destress themselves.

So, it's very important that we continue to push the provinces, and it's more of an Ontario

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issue, but the Road Transport Council wants to take this as a national campaign because every province is facing the same thing. We all know that everything we use, almost all our services has final mile deliveries by truck, and we need to support that sector as best we can. We'll continue to work hard on that front.

Our transit, again, looking for public funds to continue on in infrastructure spending that we need, every one of our transit systems are fighting for funding. They've cut routes throughout the pandemic. They're doing route evaluations to see if they're necessary at a time when many people were not working. We must continue to work on that front as well.

In major bargaining that we currently have, probably the largest transportation company in Canada, TFI, owns about 80 brands, and in the courier industry, they own nine brands that all compete with each other. We're in bargaining right now with the Loomis group, and the employer's opening position was to remove all our contracting out language. They said, "You could possibly have some money in the collective agreement, but we want to remove any protections you have about the ownership of your work."

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So, as you can imagine, that bargaining has not lasted very long, our next sessions have been cancelled and we have a very frustrated workforce there. So, we're probably working towards a deadline. That's a sector that has been working very hard throughout the last two years. We can't hire enough drivers in the courier industry. Those that are there are overworked, and they believe that we'll probably be at some type of deadline in late summer with that group, and it will be very problematic if we do have a strike with Loomis because so many of their facilities are co-shared with the many other brands they have. So, it could be Canpar, it could be ICS, it could be Dynamex, could be ATS, could be Final Mile; they're all the same company intertwined, interconnected, and we have a fight.

Our members keep wanting to push us to try to get into a fight with a couple of the other unions now that we're in the same facility. I'm not sure that's in our best interest. The company has been very astute, the way they run each of them as independent corporations. So, a common employer would be very difficult, and I'm sure Anthony is rolling his eyes because we've had this issue of common employer with this group for many years now, but the

frustration level of our members is rising.

So, that's really just about the essence. Really, my report from November says what's there, but I would like to raise that a couple years ago, we had planned a full Transportation Conference. It had been many years since we had one. That conference had our rail, marine, air and the road transport, and collectively, I think it would probably be the largest section of the union when we put them all together.

We need to put some focus back on getting that conference back online, hopefully for 2023. It's very important that we do that. And we just have to do a little bit of a better job than we did last time in our planning, because we really didn't take into account some of the major bargaining that was going in, in those sectors, and we had a little bit of a problem getting our delegates aligned at that time. So, I think if we get this thing up and running, scheduled far enough ahead that we will work hard on getting our -- because we are one of the larger groups and a very essential group that, not to use a cliché, but it really keeps everything moving.

I'm very pleased to hear in the auto industry the EV components and how it will re-energize

the auto sector. We have lost almost all of our unionized transportation in the auto freight over the last six or seven years. So, maybe we have an opportunity here, when this work is realigned, to look at it, because I think when we start transporting these raw materials, and then even the final battery to the things, it's going to have to be done in a very safe and efficient way, because I think if anyone knows, one of the worst road accidents or transportation that we have now involves accidents that have batteries on them. And whether that's batteries in an airplane or batteries on a truck, whenever there's an accident and batteries are involved, it's one of the most environmentally hazardous accidents and it's the longest to clean up.

So, I'm a little bit concerned looking ahead when we're going to have so many batteries moving up and down the road getting to the final destination in plants that we make sure that we're voicing our opinion and we can do that safely. So, just keep that in mind when we're doing that. We need to get our unionized truck drivers back in those locations. So, thank you.

LANA PAYNE: Thanks, Len. Great report. Chris, did you want to supplement? You're good?

Perhaps we can put a little team together that can track what major bargaining is happening across all our transport sectors to see what a good timing is for the conference, and we can help put that together with you, Len, and get that done. I think that's a great idea. Renaud, go ahead.

RENAUD GAGNÉ:

(in French)

(taken from translation)

I'm not sure what's happening. There's some background noise. But we had good news this morning with Local 700, DHL, because it took 36 months to get to the top of the range of the salary scale. So, 70 people are going to have an increase of \$6 an hour right now because there was an issue hiring labour. But the issue of transportation is indeed an issue, especially the shortage of labour in transportation.

LEN POIRIER: If I can just respond to that? Yes. So, that was one of the groups that we didn't spend our money on reducing that grow-in, and every now and then, it's nice to think that our bargaining strategy comes back because it didn't. About two months ago, that employer, DHL, contacted us and said that they had an issue. We told them that we

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raised that issue with them at bargaining, but we knew that they would end up needing to address it.

And the other concern that I didn't raise right now is the cost of fuel is really hard on this industry right now. Luckily, for the majority of our workers, our owner operators, we have good fuel surcharges that are put in place and is really shielding our group. The only location that is a little bit lagging behind in our system is our brothers and sisters in Quebec at DHL. And I think, Renaud, you'll hear in the next week or so another announcement for that group of addressing that fuel surcharge issue.

And one other point, when Loomis opened bargaining, they made it known that they thought none of our owner operators are going bankrupt. So, they wanted to send a clear message that they were going to try to take from the owner operators to maybe create some wages for the hourly workers, and the issue of fuel came up.

To give you an idea of how large this TFI and the group of companies are, they made in excess of 0.75 billion dollars, in other words, \$750 million in excess over their fuel surcharge rate. Their freight rates went up by a fuel surcharge. \$750

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million extra revenue and the majority of that money, they don't even buy the fuel. They rely on the owner operators for buying that fuel.

So, we are now passing around a resolution amongst our road transport groups to try to pass legislation that if these corporations are going to have a fuel surcharge, that that money must be given back or flow back through the people that actually buy the fuel. It should not be another revenue stream for these large corporations. Thank you.

LANA PAYNE: That's great. I see you. Go ahead, Brother John.

JOHN D'AGNOLO: Yes, Shane and I were in a meeting with the vice-president of Ford, North American Operations and their HR committee talking about the transportation costs and how they've gone through the roof, and that's one of their biggest costs now and it's not going down, clearly, to the drivers, and that's good information to know, because believe it or not, in our last set of negotiations, the one thing they wanted to outsource was our Transportation Department. Now they're thinking twice because of the costs of what's going on right now. So, that's good information to know, brother, and I

thank you for that.

LANA PAYNE: Thanks, John. Anybody else? Great. Wonderful report. Okay, how are folks feeling? You need to stretch your legs for a bit? I'm getting a lot of nods. Okay, why don't we take 10 minutes, and then maybe I'll do my report, and then we'll get the rest of the reports done, and if we're really efficient, we might finish today. There's an incentive, yes, but we might not.

--- Whereupon the meeting was in recess
from 2:37 p.m. to 2:51 p.m.

FINANCIAL REPORT OF THE NATIONAL SECRETARY-TREASURER

LANA PAYNE: So, you've got a number of documents in front of you. I'm going to be using the financial overview and speaking to this document first, then I'll be highlighting some of the charts that you have here in the financial presentation and also just others for reference so you can see what's happening with respect to our dues income in each sector and trying to show some trends, basically, since 2019, which I think is important to see how the pandemic has impacted the various sectors of Unifor.

So, before basically getting into the

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draft financials, and they are drafts because they're not audited statements yet, this is just our internal documents because our audited statements won't be ready until May and we'll have to bring the Board together, obviously, when those audited statements are done, we can do it by Zoom, and at that time, we'll need approval for our audited statements, and then we'll also present a budget to the Board at that point which is being prepared at the moment.

But I would like to make note that this has been a challenging time to try to budget. You probably noticed that in your own lives and in your own locals. You're seeing a lot of fluctuation happening as a result of the pandemic. Well, that's the same kind of issue that we face, which makes it really difficult to do a budget in January, which is why we end up doing one around the end of the first quarter.

And of course, as I've told you before, we do have a lag when we receive our dues from a number of our locals. About 75 per cent of our dues are remitted directly to us by locals and 25 per cent, thereabouts, 25, 26 per cent come from employers. So, we tend to get that money a little faster coming into the union. The Constitution gives locals 60 days or

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thereof to remit, but there tends to be a bit of a lag there for a number of our locals for all kinds of reasons, including the fact that many of our locals don't have full-time financial officers, so it just takes them a little bit longer to get this work to the National.

So, in any case, a short summary of where we are. As you all know, in the years preceding the pandemic, we had experienced a number of years of operating and general deficits in the union. We also operated the union, for the most part, without a budget. These deficits were substantial and quite unsustainable. You've heard me say that before.

Indeed, I think you'll probably recall, for those who were on the Board in 2019, that we reported that without major corrections, our General Fund, which pays for the vast majority of the union's operations, would be bankrupt by June of 2023, which meant all of the equity in that fund would have been used up.

This would have placed the union in a challenging and untenable situation, and at that time, we were also experiencing major cash flow problems to the point where, at any given week in late 2019, we were basically having to cash in investments to make

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payroll. So, none of these were good things and we had to address all of that.

Our cash flow situation has improved greatly. The auditors have basically given us a recommendation that we should have about, on hand in cash, between three and six months of what it is to operate the union, and we've been doing that. I think we have, Fred, about \$26 million now in cash flow which helps a lot. I mean, if we get a big strike, it's good to have some cash flow so we're not having to cash in investments every time we get into those kinds of situations. So, we've been working hard at that as well.

As an example, and I've used this before because I think it's important to understand, between 2016 and 2020, we spent about \$85 million in expenses over dues over that period, cumulatively. And obviously, investment income helped reduce those deficits over that time, but the fact remains that we were using investment income to pay regular bills and still running deficits. So, this obviously had to be repaired.

I'm pleased to report that with budgeting, changes to, obviously, some of our collective agreements, a reduction in special campaign

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expenses and overall, our general expenses, which is really the one area where we have more kind of flexibility, that we'll be able to report now a much better picture to the National Executive Board.

That's not to say we don't still have some issues, because we do, and if I wasn't reporting a surplus to you right now, we should be very, very worried because we didn't have any in-person meetings in 2021, we didn't have a convention, we didn't have a Canada Council, we didn't have any of these things that really help us build the union.

So, it's necessary work that has to carry on, but leading, obviously, now into 2022, we seem to be able to balance it all out and maybe have some flexibility around the number of staffing gaps that we still have to close and any other number of things that we've been looking at trying to achieve as well.

One concern is we're not quite sure where our membership data is going to kind of, I guess, lay out after the pandemic. You'll note that our dues paying members, and I'll show you one of these charts, still remains considerably less than they were in 2019. In 2020, as you all know, we reported that we had 33,000 fewer dues paying members

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than in 2019, and in 2021, we've declined even further to about 260,000 dues paying members for a loss of about 39,000 dues paying members from 2019. So, we've managed to have a surplus, while at the same time seeing that kind of membership decline.

I do think we're going to see some rebound happening in a number of our sectors. So hopefully, in 2022, we'll start seeing some changes there. And also, that's not to say that we've lost individual members. We're still representing these workers. They're either on layoff, they're working fewer hours. If you look at the auto sector as an example in 2021, you've heard all week about the chip issues, any number of things have impacted the amount of dues that an individual member might pay, but that doesn't change the fact that we still represent those workers. So, overall, we still have a lot more individual members that we represent. The dues paying number is something specific that is determined on a pro-rated basis over the year.

And you all know the sectors that have had it rough: hospitality, gaming, aviation, aerospace, and quite a number of places and in other places they've done better. Auto, of course, has had its issues in the last year and most of those are, I

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think, supply chain-related issues, and that's obviously a concern given -- I think John mentioned yesterday or in his report this morning that in the trucks that they do, it's 1,700 chips, they come from all over the world, and you need them all arriving at the right time in order to build these vehicles. So, that's been a bit of an issue.

The other thing that helped us in 2020 which wasn't there in 2021 was the CEWS Program which any number of our large employers participated in that program, and as a result, this was basically income replacement, so it was still considered wages for Unifor, and we collected dues on that.

As I mentioned, we expect to see some rebound in 2022 and the charts here will show where we expect to see some gains.

In 2021, we will post an overall surplus of about \$17.8 million which includes -- well, we had to deduct \$1.2 million from that overall surplus to help pay for our deficit in the Family Education Centre, so that's usually an annual issue that we face. In 2020, you might recall that we had to put, I think it was, \$2.2 million to cover our deficit in the Family Education Centre.

As I said earlier, this surplus is in

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large part because we had fewer in-person meetings, our staff weren't travelling, we had no Canada Council. A Canada Council costs anywhere between \$2 million and \$3 million, convention is upwards to \$3 million to \$4 million, so you get a sense of how expensive it is to have these meetings. So, in a year, when these meetings aren't occurring, not to post a surplus would have been a really big problem for us coming into 2022.

It's also as a result of a sale of a piece of property in Kitchener which I think we got \$4 million for, but this resulted in an asset gain on our books of about \$2.6 million, I think. And so, that would have been included in that \$17.8 million surplus.

What this means overall is that we, as I mentioned, have some room to continue to look at filling in some of our staffing gaps, but also to be watchful as we transition into a normal operating year with normal operating expenses. All that will be reflected in the budget when you receive that in May. What I can say is what I said in November, is that the hole has not gotten bigger and that's, I think, a very, very good thing for us.

So, I'm going to now move to the

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financial overview, so the white document. I'm not going to do too much with the first page, but I'm going to go to page 2 in which you'll see Statement of Revenues and Expenditures, and you'll note -- oh, wait, now where's the one with the budget on it? Further back. Sorry, everybody. It should be the second last page which is Statement of Revenues and Expenditures, Actual to Budget, which I think is important for people to see.

And you'll note that we had basically projected income in the range of \$113.5 million and that basically would have included our dues income, investment income and the sale of that massive property in Kitchener and, of course, the other income that we ended up having attached to that too, which is from our penny funds, et cetera. Our actual revenues came in at \$116 million for about a 2.3 per cent target in terms of our budget, which is not terrible.

Obviously, the big difference there is when you look at our dues income, we underestimated and our investment income, we overestimated. So, that's where you see the bit of the difference. Investments did pretty well for the first six months of 2021, but really, not great returns for the second six months. And based on our investment portfolio, we

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had been looking at about a 6 per cent return on investments, and it came in at 3-point-something, I think it was. But overall, I think considering the unpredictability of COVID and all of that, to be able to come that close on our dues numbers, I think, is a very good thing and it gives us a sense of being able to plan and, I think, some confidence in our numbers going forward, which is really great.

If you look at the key staffing areas, we were pretty much on budget with all of those. One of the things that you will note, though, is obviously the staffing employee benefits will increase in 2022 because we had a bit of a surplus in our pension payment system there which gave us a little bump. So, that number will go up in 2022 as will, obviously, salaries, there will be an increase there for the staff, and we head into bargaining as well. So, 2022 will reflect a bit of a different number here, and we've done some hiring as well. So, that will look a little bit different going forward.

With respect to office costs, we've been really trying to, obviously, keep these under as much control as we could. I think in 2019, our office costs were in the \$15 million range, and now we're coming in just under \$1 million in savings there,

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which I think is incredibly important.

Then, on your back page, this is the area which can sometimes be the toughest to budget for because it involves a lot of discretionary spending and we don't always know in advance what is going to cost what here, particularly when you consider very difficult to budget how many strikes we're going to have in the run of a year, but we did pretty good this year.

We budgeted around \$8 million in Strike and Defence Fund payments, and that was really just looking at the kind of bargaining that we were going to have, how much we've been averaging out over any number of years in terms of Strike and Defence Fund payments and, yes, coming in at that number and Julie really crunching things in our department in Ottawa, actually the whole team has been doing incredible work, Fred, Julie, Moonesh (ph), TJ, who we've lost and are not happy about, and Zoran, of course, who we saw earlier at our Social Justice Fund meeting.

You'll notice as well that in a number of these areas, we're under budget and most of it is related to the fact that we just didn't have events. So, we didn't really have a lot of lost wages for people off work doing activism for the union. We had

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some of that, but not a ton. Meetings and functions were way down in terms of what we had budgeted for. In any given year, in a normal operating year, our meetings and functions are in the \$6.5 million range, and you can see here that we were considerably less than even what we had budgeted for this year. So, the big areas where we saved, I guess, in terms of where the surplus ended up coming from is this kind of general expense area.

One of the areas that came in under budget, which we weren't quite sure how that happened, is on professional fees. So, that's auditors' fees, lawyers, et cetera. That was considerably less in 2021 than it was in 2020.

So, all of that is to say that we have a bit of a surplus, and I think we're in a better place going forward than we have been, and it gives us an opportunity to really get back in a normal operating year without being in a lot of pain, no pun intended there. So, that's really, really great.

I don't know if anyone has any questions about this part of the report before I get into some of the slides so you can see the differences that we've been making and trending since 2016? I'm waiting for your question, Les. You're usually the

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one first out of the gate. You're good?

LES MACDONALD: Well, I see our dues are down, so I can't be good about...

LANA PAYNE: No, the dues are down. Yes. Interestingly enough, though, we had fewer dues paying members, but the dues that we had coming in was almost the exact same in 2021 as it was in 2020, but the number of members -- and what that tells us is that we have a lot of members who were getting a lot less hours of work, so auto, hospitality, gaming, that sort of thing.

If you look at this colourful page, that will give you a sense of what's happening in each of our sectors. I think it's interesting information to have, and clearly, we've seen some sectors actually really do a lot better throughout the pandemic, Tullio, I'm looking at you, and others, obviously, who have struggled for any number of reasons from restrictions and et cetera.

But you'll see on the bar chart that that basically just compares every year, as well as our budgeted year, and you can just see how we're doing overall with budgeting. And what Julie does is she actually looks at every individual sector for us and we do an analysis like that so this gives us a

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better predictability of what it is that we've got to come in and also helps us plan better for the work that we have to do for the union. So, that's actually very good information as well.

And now, I just want to flick briefly through our little charts. I'm not going to go through tons and tons of these. They just show where we were and where we're kind of going, hopefully getting a lot better with all of this. Let me pull up my graph explanations.

So, Graph 1 just basically shows all of the funds of the union compared to the General Fund. As you all have heard me say a million of times, the General Fund is the one that gives me the most kind of angst because it's the one that pays the majority of the funds for the union. And I've been looking at our allocations under the Constitution, and you'll all recall that, at the last Constitutional Convention, we made some changes in terms of where our dues were allocated. So, you'll recall that we have a sliding scale of how much money goes into the Strike and Defence Fund. It was set at 10 per cent. Now, it's at 7.5 per cent to 10 per cent depending on the floor of the Defence Fund, \$140 million.

And I'm going to make a recommendation

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to the NEB Finance Committee, which we'll bring back to the Board, but just to let you know because it's going to happen within the next couple of weeks in order to meet our May 10th constitutional deadline, but for any number of years, we've never, ever spent the amount allocated to the Organizing Fund. So, we have about \$10 million a year that goes into the Organizing Fund, and we have two funds that really need a bit more balance: the General Fund and the Education Fund.

The Education Fund is probably, and I've got a slide here on that, going to be out of money by 2025 or something, I think, so we've got to really look at making sure we're putting a little bit more revenue into that fund. And the Constitution is pretty clear, we can't use organizing funds to pay for education, so just having a look at that.

We're nine years into the union. If you're seeing that we don't have enough money in the General Fund and we're having to make all of these adjustments over here all the time, and yet in the Organizing Fund we're just keeping to build up surpluses and surpluses, we've got to start looking at how we shift some of our resources around. So, I'll have a recommendation on that.

So, this just really shows, the first

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chart, in terms of where we were and where we are right now, 2016 versus 2021. So, we're managing to get things balanced out and some improvements made to go in the right direction.

Graph 2 is basically our operating surplus. And what we mean by that is our dues income compared to our expenses, so we don't include our investment income here because the goal is really to try and use our dues income to pay for our ongoing expenses to operate the union, and any investment income should be set aside for a couple of other things; for example, whether we need to invest in our properties, our infrastructure or funding our long-term liabilities for our employees, which we've been advised by the auditors that we should be setting money away for there. So, we're starting to get into a place now where we can be doing that, and I think that that's a significant improvement and the auditors will be happy with us, which is always nice, too.

Graph 3, this really just shows where we could be projected out if we weren't taking action. You really don't want to see the overall value of the net worth of the union going like that. A flat line would be okay, we could live with that, but it would be even better if we were going up.

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So, we've been taking measures to obviously address this, and the only way we're able to kind of estimate out like this is we were taking averages from the years that have already gone by. So, we already know that we're making adjustments to fix that, and next year, this chart is going to look a little bit different again and there should be an improvement in it, and that's the kind of goal there.

This was the General Fund, the one that was giving me all kinds of anxiety, but you can see here, too, we've done a little bit better with this fund. The equity in the fund has now increased, and we've just got to kind of keep on trucking there and making sure that we're not overspending in the General Fund and keeping it healthy, because the other thing is when you get into a situation like an economic downturn, which will happen, we've just got to make sure that there's enough equity there to get us through that period so that we're not having to do things like we do staff or get into that situation that we got into in the pandemic. You want to have a cushion there to avoid those sorts of circumstances. So, that's kind of the goal for the union in the long haul going forward.

If you look at Graph 5, I've mentioned

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this already in the context of needing to look at rebalancing our funds. The Education Fund is only doing a little bit better right now because we didn't have education happening, and if we didn't have the pandemic, this would be a serious problem right now, the Education Fund.

So, if we were looking at trying to rebalance and if we were to say take 2.5 per cent out of the Organizing Fund instead of having 10 per cent going there, it's only 7.5 per cent, we could potentially put 0.5 per cent into the Education Fund and 2 per cent into the General Fund, and that would give us more flexibility in terms of being able to provide great education and, secondly, having more flexibility in the General Fund being able to use that for salaries and other general expenses, campaigns, whatever the case may be.

And then of course compare the Education Fund to your next graph, which is Graph 6, and you see the Organizing Fund, which is the only one that's been going like that. So, we haven't actually been spending. I think this fund actually started out with about \$10 million in equity. That was kind of the goal at the start of Unifor, to have 10 per cent of the dues going in there, spending \$10 million a year,

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but we've never built the capacity up to do that, and I think it's time now, nine years in, that we just have a good discussion about this fund and figure out do we just want to keep surpluses going in there or do we actually want to do some rebalancing of the allocations to our funds, which is what I would be recommending.

How am I doing here?

FRED RAIDL: Good.

LANA PAYNE: Okay. The Strike and Defence Fund, this is a hard one to predict, obviously, and again, you see the fund going down like that. The reason it is, is mostly because we're taking averages of the previous years, and we had some years -- obviously, we had the Co-op dispute, we had another year where we had a big gaming dispute. That year, I think, we were at \$8 million or \$9 million in Strike and Defence payments in change.

So, we've had a number of years where our strike and lockout costs continue to increase and listening to the assistants in terms of their files and stuff, I don't know that we're going to see anything change about that in 2022 as working people take on their employers.

So, we obviously have to plan for that

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and make sure this fund is in good shape because it's what we defend our members with, not just strike and lockouts, but as you heard yesterday with the healthcare resolution, it's how we also do special campaigns and help members out who probably can't strike, but we also pay for other special campaigns out of there as well.

Graph 8 just gives you a sense of where we are with the income and our deficits when we take into account investment income. So, the last thing you want is to be seeing red bars like that when you're including your investment income in your overall picture. So, our goal was to really work towards a plan that fixed and corrected that, and I think we're on the right track. We're getting there.

The other charts are really a reflection of the same thing, our revenues and expenses and the change that you're basically seeing in them now and, again, in a place where finally our green bar is doing a little bit better, which is really, really important. And the rest of them are more reflections of kind of the same thing.

Where is my -- oh, it's not in there. I was looking for the union dues one, but I guess I must have taken that out. Oh, here it is, Graph 11. So,

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you can see in Graph 11, this is really a reflection of the pandemic's impact on our dues paying members, quite significant, nearly 300,000 in December of 2019 down to 260,000 now.

And I might ask Angelo to pop in here right now because we were going to have a look at the numbers that we use in the union based on sectors and stuff, but we came to a decision that we felt we should postpone that by a year, because we know that we have more members than this, and setting a three-year term based on these numbers coming out of COVID, it just didn't really kind of make a lot of sense. So, Angelo, maybe you can talk about the process that we go through to make that determination.

ANGELO DICARO: No, I agree with what Lana said. I may have reported on this at previous Board meetings, but it has been since 2017 that we've updated the official Unifor membership numbers. We would have done this in 2020 for the Canadian Council, but due to COVID, what we were worried about is we would just have a very distorted view of what our membership numbers would look like. And these membership numbers, unlike Lana's reports on the dues paying membership, these are the political numbers. These are the public-facing numbers that we provide,

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that we use in communications and for election campaigns and how we engage with government, so it's a bit of a different process.

And so, we had all intentions to do that for this year, but as we went through the numbers, we dug through the reports, and then we realized that there was still too much variance due to COVID, because we were basing it on 2021 membership numbers that so many of our members were still on layoff and weren't showing up in the data.

So, the view was if we postpone it one more year, which isn't ideal, but it is more accurate, that we'll continue running with our 315,000-member number and we will re-evaluate next year, and then we'll have a presentation to the Board at this time. So, that was it. If anybody has any questions, I'm happy to answer them.

LANA PAYNE: Anyone have a thought on that? Everyone agrees that kind of makes good common sense? Yes? Okay.

One thing I will point out in the charts, I mean, they're all here, I don't need to go through all of them with you, it's a lot of information and it's been a long day, but Graph 17 is the one that I mentioned around needing to start

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setting aside funds in order to make sure we're funding future employee liabilities, and that's something that our auditors have been basically putting in our notes.

You'll always know, when we get the audited statements, this has been something that they keep at us about, and I think we're probably going to be in a position to be able to start setting aside that money now. Once we get through this year, I think we'll be in a better situation to be able to do that, but it's clear we can't just ignore it. It's something that we've got to address, and we will be doing so.

Okay, with that, Fred, do you think I've left anything out here?

FRED RAIDL: No.

LANA PAYNE: No? Anyone got any questions? Yes, go ahead, Chris and Shinade.

CHRIS MACDONALD: Yes, Lana and Fred, just one quick question. There's been some discussion around the Organizing Department and, of course, Kellie leads the department and I just want to talk about one thing as it relates to the funding and the Constitution, and I support your suggestion of reducing the amount. I mean, year over year, we're

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seeing that there is a massive surplus in the fund and, of course, there's other areas of the budget that haven't shown the same ability to sustain kind of regular yearly spending like the Organizing budget has. So, I would support that, especially if it's a move down to 7.5 per cent. I think that's certainly something that we can live within.

But of course, in my previous life, at the Congress, I sat in kind of the same chair that I'm in now, managing departments in the union, organization and worked with Jason who was the finance person for the CEP, our predecessor union, and we had -- and I know that we've only recently started a proper budgeting process, and so I appreciate that coming out of the Financing Department. I think it has really helped the union look at things from that perspective.

So, the one thing that I would say is that I would like us, at some point, to think about getting to the point of having a departmental budget for a department that big. That 7.5 per cent for that department to have that kind of allocation, I think it would make sense for the Finance Department to sit down with Kellie and her team, come up with a staffing budget, come up with a campaigns budget, come up with

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what are the costs, because there's all kinds of first collective agreement things that come out of that.

And so, I think it's important when we're talking about, potentially, \$7 million or \$8 million of the union's financing. Drilling down a little bit deeper, I think, is a really important step to take.

LANA PAYNE: Yes, I would agree with you, Chris, totally on that. And if you recall, in 2019, when we started the first budget that we had to throw out because of COVID, we actually did meet with every single department to start that process, and we're actually looking at kind of templates for the departments to also fill out so that they can do it, what are their priorities, where do they think their budget costs are going to come in.

For Kellie's department, obviously that would require more sit down time with Fred, whereas some of our other departments, they're just planning a conference, or they've got a bit of travel, it's not nearly as overwhelming as you would see with the Organizing Department, which has a lot of different types of costs, as you've pointed out. So, totally agree with that.

And I think we've already seen that our

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budgeting process is kind of a work in progress, and I would tell you it's still a work in progress, we have a new budgeting tool that we're looking at using as well, so that we're able to do more of these kinds of things electronically, and yes, so for all of that. So, I think by the time we get another couple of budgets under our belt, we'll be in a much more kind of robust place in terms of all of that, department budgets, but everything else.

The bigger challenge, of course, is one of our biggest departments is servicing, but they're not actually a department, so we have to kind of pluck them out and look at that a little separately as well. I hope that helped.

Shinade, and then Scott.

SHINADE ALLDER: Hi, mine is just more, I guess, a general question. So, for the investigation, how much did that cost and what fund does that come out of looking on here, and would that be the same, then, going forward for the hearing? How does that work?

LANA PAYNE: We haven't allocated it to anything except the General Fund at the moment in terms of a general expense because it's mostly -- Board meetings we wouldn't put there anyway, and it's

mostly lawyer fees and things like that, but we'll give a full report on the cost of all those things going forward as well. We just don't know what the final is yet, yes.

Scott, over to you.

SCOTT DOHERTY: Thanks, Lana, and great report. And just following up on what you said and what Chris was saying about organizing, I just think as we do that budgeting system, I think one of the things we have to do as an organization within Unifor is actually get more strategic about organizing and obviously find ways to grow our organization in a much bigger capacity than we have, and that's not a discredit to Chris or Kellie on what we've done. We've done an amazing job of organizing, but the reality is we're nine years old and we're 3,000 members bigger than we were when we started, and we've had decerts, we've had, obviously, transition. As we get jobs in auto, we're losing jobs in auto. As we get jobs in forestry and energy, we're losing jobs in all those sectors, and we're going to continue to see that as we talked about earlier with transitioning in energy.

So, I just think that we need to keep that in mind, and I agree with the reduction to 7.5

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per cent. I think it makes total sense, but we need to keep in mind that a smaller group needs to start to put that plan together, and then as an NEB, we really need to take that as one of the key things that we need to do as an organization, is to grow our organization through organizing and bigger campaigns, Amazon campaigns and other things, and those are long campaigns. Sometimes they need to be funded for a long period of time, strategically, just to make sure that we're successful and there's other ways that we can do things around that. And then obviously, I think we need to incorporate affiliation and merger agreements into that conversation.

So, I just think it's great, I think it's perfect, it's just something that we need to do coming out of the August convention. I would say we really need to put together a task force to do that and talk about how we organize and what we need to do to be much more successful and to grow our union, because that's one thing, I think, we can all kind of agree on.

We've done a great job of doing organizing and growing our union and the fact that we've actually gained 3,000 members is actually a tribute to doing really, really good work, but I think

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we all would agree that we would much rather be at 450,000 than 315,000. So, it's something we need to talk about.

LANA PAYNE: Yes, and that's not to say either that we can't take general funds, and then put it into organizing. We can totally do that. This will just give us more flexibility. So, if we end up, as you say, Scott, with a massive Amazon campaign or whatever it is and we need more money to go into that, then this provides us flexibility. Right now, we have no flexibility, so I think that makes great sense. And also, of course, the Organizing Fund will still have equity in it, so there's that as well.

JENNIFER MOREAU: That was a really good point. Just a quick question, just for background on Graph 5 for the Education Fund. So, I know that there was a bit of reprieve because of COVID, and they were able to build up their fund again, but what was going on in 2016, 2017 and 2018 that we saw that decline? Is Port Elgin part of that, is that why? Because I know Port Elgin is always losing money.

LANA PAYNE: Yes, well, I think it's a number of factors, but I'll get Fred to explain, too. It started out, also, with equity put into it when we started Unifor, and basically, the Paid Educational

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Leave Program, so the Family Ed Program, et cetera, each year, we would have -- there's a certain number of weeks each time. So, we would save in one year, and then lose in another because we had more programming, and yes. I don't think, when we were thinking about this, that we were putting enough of a per cent in there to start with. And so, this is why we're seeing this, but Fred will probably have a better handle on the Education Fund.

FRED RAIDL: Yes. So, I wasn't part of the whole thing when it started, but I know they looked at how much money they thought it was going to have, and I don't believe the CEP had an Education Fund in the same way that the CAW did, and then they came up with 2.5 per cent. And again, I don't know where the percentages all came up with, but when you start looking at -- we went from 200,000 members to 300,000 members and did not give enough of an allocation to begin with for the Education Fund.

There were a lot of CEP members that never had this type of education. So, now, all of a sudden, you had to have more courses and more members which just means more money spent, but we didn't increase the amount of dues that went in. So, obviously, when you put less money in and more coming

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out, all it does is that, and that was the direction that we were going into. And the hard part, too, is you have one session of French and two sessions of English, and then an alternate year, you would have three sessions of English. So, every French year would always be more expensive because you had four weeks versus three weeks, and again, your stagnant of amount of money going in.

So, where we had in here, yes, we had a reprieve in 2020 and 2021 because COVID pretty much meant Port Elgin was closed, which pretty much meant you didn't have a lot of education. And I know Rolly has done a lot of work to even transition it more to online which can also help for the fund in itself where you could actually still have more courses, but in-person courses are extremely expensive.

So, what we were looking at is the downward trajectory that we're doing is based on the Family Ed Program coming back into play. So, if we had the Family Ed Program with no COVID, this would already be in a deficit situation, and it would be very dire to input more funds into the fund. Now, it's not like we will never do education, but we would then have the transfer of funds from another fund, sorry I'm using the same terminology, money from

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another fund into education so that the education deficit just doesn't keep getting bigger and bigger and bigger.

LANA PAYNE: So, I just think, obviously, when you're starting something new, which is when the union first started, it was very hard to project how these pots of money should be allocated, but now we're nine years in and we can have a really good look at this is the cost of this fund and to do this work. So, we've got to rejig the allocations to make sure.

Dave, and then Yves.

DAVE CASSIDY: Thanks. I know you're going to bring a recommendation to our Finance Committee. I just think that as you're bringing that forward, you should bring Kellie with it because I'm a big supporter of organizing, as many people are. Scott made a comment, 3,000 we've gained only, and it's an easy measurable, right? I mean, organizing is easy measurable. Are we organized? Are we doing the right things? Do we have the right resources? I'm not so sure if it went to 7.5 per cent if that would be proper.

But prior to that, I think we should, before the recommendation, have Kellie come, here's

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the plan with whoever from the department, et cetera, do we need more people there? Do we need more people potentially? Take some of those resources, put it towards servicing? I'm not sure what the answer is, but we should really focus on that. If we need to beef up Organizing more, then let's beef it up with staffing, et cetera, whatever we need to do to grow the organization. So, that's my two cents on that and I just hope we continue to look at the Organizing Department instead of just potentially maybe keying it back any.

LANA PAYNE: I don't think you will be keying it back. I think we can continue to spend more money even with the 7.5 per cent. That's the reality, Dave. We'll be fine.

DAVE CASSIDY: Okay.

LANA PAYNE: And what we can do is show what we've spent in each year. We'll bring it so that you can see. I think we have one year where we reached \$7-something million, and that was in the beginning.

DAVE CASSIDY: Right, but all I'm saying is there needs to be the checks and balances accordingly, too. If we need to put more resources, et cetera, to whatever she needs or accordingly the

department, and I know she's always screaming on organizing, which is good. I mean, I know that John, when he used to do it years ago, he had a shoelace budget and that's really what happened. We didn't put the resources there and we have, but why are we not -- I'm just using you as the example because that's what I remember, but I just think that we should -- if you say that we're going to have a lot more -- we still have that kind of money, accordingly, if we backed off, then so be it, but I mean, it's an easy measurable, right, in Organizing?

LANA PAYNE: Yes, and also, I think I've already said that if we get into big campaigns, we can always use money out of the General Fund to help with those things. The problem is if we're only putting it in the Organizing Fund and we've got issues in the General Fund, there's no flexibility for us, Dave, and we need to have a bit more flexibility.

Yves.

YVES GUÉRETTE:

(in French)

(taken from translation)

I'm very happy with the results that you have shown, but I think we have to think about the future. I remind you that in 2019, Dave, do you

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remember when Richard said that there are people who are spending \$350,000, \$400,000 just for themselves, and I think that the Board has to put a ceiling on spending by each official, and it's the union that is paying for all of this. And there are things that happen, and we've seen things at the Finance Committee where there are others, and they invoice for things that they haven't spent on. And I think we have to receive and review the spending of everybody so that everything is done the way it should be done, and we could see the six officials who has spent what, and everything should be clear.

But we have to put a ceiling on this. When I come here, if you pay me for my meal, I'm not going to use my per diem. Yesterday, you paid for breakfast, lunch and supper. I didn't invoice that. Same for my local. And really bill for what you actually spent or needed. And we're here managing our members' money. We have to do it correctly.

And I think we're here to provide service to our members, and what we haven't needed to invoice, we haven't really spent, that can be used for our members, and I was really shocked by the spending that I saw in previous years at the cost of our members, and if our members saw that our officials

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were spending such money, \$350,000, that's a lot of money. A lot can be done with that money. That's what it means.

If we have our six officials and their assistants, I don't have any problem with paying with real expenses, but I don't think they can bill for things that haven't really been paid for, and we could have problems with Revenue Canada as well, and this spending has to be justified. I mean, these are things that happen.

I'm very happy the results that you're showing here, but I think the staff costs has cost \$10 million in the past, and this year it's only \$2.8 million, and just staff costs, if we have too much spending for staff, then we're going to have to increase our budget. If I go back to my executive and they say, "Where is this money being spent?" and if there is increase in the spending, you have to verify all the expenses and all the spending because it's our members' money, and our members are going to say, "What are you talking about, your per capita?" and your members are going to say, "What have you done? What is this spending? What have you done with our money?" and that's what they'll tell me. They tell me that.

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And this is the comment that I wanted to make because I know that Dave is on the committee, and there are purchases and there are expenses. Sometimes when somebody else had paid for the meal or whatever, we have to show to our members that we're careful with their money, and that's something we have to make sure of. They're going to ask, and I'm sure they're going to ask at the convention as well.

And I think that unless we put out a resolution on the floor of the convention and the spending accounts for officials and for assistants and they pay for their costs, and then there is somebody that was there that paid for the meal, then we shouldn't be paying their meal as well. That's just what I wanted to say.

LANA PAYNE: Thank you, Yves. Shane, and then Deb or whoever was first.

SHANE WARK: Yes, just for the sake of the Board here, I just want to make sure -- I 100 per cent agree on monitoring expenses, but I just want to make sure that the Board understands that, as an assistant, I don't get any expense unless it's approved, just so we're clear. I still am required to submit any expense that I incur in the course of my duties, and I have to submit it into an office, and

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they have to get approved, just so everybody knows. I just can't claim things without somebody giving me the checkmark of approval to do so.

DEB TVEIT: And I just want to talk about a point that Dave raised. So, I think the issue is our union grew by 3,000, but we organized far more than that. We lost. And so, it's a growth of the union. So, I certainly support Scott's -- you want to grow the union in large numbers, you have to look at mergers and different groups coming in. And also, I think service reps have to look at bargaining. When they're bargaining, is there a group that the employer is buying or opening that we can bring into the bargaining?

We did this when I had gaming. We bargained zone language, and you know this, Dave, so that we could get Pickering casino 2,000 members. We automatically get these because we bargain it at the table, and they said at the time, "You'll never get this zone. We're never going to agree," and we said we'll see, and as you know, we did that for that purpose.

And so, I think that's part of it. It isn't that the Organizing Department only organized 3,000 people. The union grew that because we lost

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people or had decerts or closures, all that kind of stuff happened.

The other thing about Port Elgin is the Family Ed Program costs from \$0.5 million to \$1 million a summer, every summer that we do the program. We bring families, their kids, we feed them, we house them, and we do programs with them. And so, that's always going to be a cost of the union as long as we have that program. The centre has always got that cost. It's not a money-making motel, one of the few in our union that doesn't actually make money. And so, that's a cost, I think, we always can speculate to have.

LANA PAYNE: Well, it's two ways, right? I mean, it's the cost of the Family Education Program, and then not fixing the Education Fund, and then there's just always an annual deficit overall in the Family Education Centre, and we were making some strides to improve that because of the penny funds. Thank you to the auto sector, they've been putting additional money into the centre, but we still end up with some funds out of our General Fund that have to pay for the deficit at the Education Centre.

Go ahead, Kellie.

KELLIE SCANLAN: I mean, this would have

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been sort of part of my report, but I think I appreciate, along with lots of folks here, that people are really passionate about organizing, and I don't think this is something that we were born to do. It's funny, I was cleaning up as we moved into the new office, we were doing some cleanup of files and I came across this file. Inside the file was actually the founding documents around organizing and some of the discussions that were had when we created Unifor of leadership folks at the time and what they envisioned for organizing.

And I think 10 years, 9 years later, we haven't realized that vision by any way, shape or form, and I don't think that's any fault of anybody at all other than we have been becoming who we are today. We've been doing lots of work and figuring out the kind of union we're going to be, and I'm sure that hasn't been smooth. It's been bumpy and, of course, in the recent days, things have been bumpy to get to this point.

And I appreciate the comments of both Scott and Dave and Chris around just really getting back to that vision and really thinking about when we think about organizing, how, in fact, are we going to do that? How do we grow? And I know that it's been

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talked about at the National Executive Board many times about how do we become 300,000 people or 400,000 people or 500,000 people, and that's going to take a really robust plan, for sure, and one that I certainly won't be able to do on my own.

I think it makes a lot of sense, if anybody does any budgeting at home, to actually think that if we're not spending the money, then we should reallocate it in places where we need the money, whether that's in servicing, political campaigns, all the really important work that we do. But what I would say about this discussion is that if you ask the organizers in this department and myself who live this organizing life every single day, we would tell you that we don't feel like we have the biggest budget in the union, that we feel sometimes that we are on thin ice. We're stretched very, very thinly, and so is everyone else. I'm not saying that we're the only department that runs at 100 miles an hour. I think service does and lots of other folks do, departments with one person in them.

I think that's going to be important on the move forward -- what I would say to this Board and, of course, our members -- this may not be part of the discussion is that if it's 7.5 per cent, then it's

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7.5 per cent, and what I would say to that is we spend that money, right? And I think Lana makes this point in her report is that we're just pounding money into a bank account and watching it climb. We're not spending the money. That's not what we were meant to do. We're not a profit organization. We should be spending every single dime that we have in the direction of building the organization. So, if we're taking money out of the fund, that makes sense, but we've got to spend the money that's there. And I can do my report after or now, whichever you want. That's my comments.

SHANE WARK: Lana, I just wanted to touch on something you raised about the penny funds and explain to the Board, because I know ---

LANA PAYNE: A good idea, yes.

SHANE WARK: --- our Accounting Department has been quite pleased with this. I've gotten a lot of emails from them.

In 2020 negotiations, as part of the settlement, we negotiated a minimum floor of penny contributions that come from the Detroit 3 based on a three-year average of the three years leading into the year that we negotiated, essentially, and the floor was 90 per cent of what that average was. And in each

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case, as a result of that change to our formula under the Detroit 3, each one of them has had to pay more than they otherwise would have had to pay on a strict cents per hour basis. And my understanding is, in some cases, it's been a lot more and it's really helped stabilize and grow those penny funds.

And the reason I raise it is because auto is not the only place that we have penny funds. We have penny funds all through Unifor, but that is something that I think other bargaining units and other bargaining committees and other sectors should consider, is attempting, through negotiations, to put a minimum floor so that when there is a downturn and our members go to layoff, the company is not off the hook of making contributions at a minimum level into a very important fund. So, I'll just leave that there, but that's for the information of the Board.

LANA PAYNE: Great, thank you. I'm going to move my report. Can I get a seconder? Moved by Lana Payne; seconded by Dave Cassidy.

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

Great. Thanks very much.

Okay, we've still got some other business to do. What shall we get to next? I would say maybe a couple more reports, is that good, because, Scott, you're in the room now and we want to do aviation and rail. So, maybe we can start with aviation, and then you can supplement Tammy, and then Jenn, you can go with yours.

AVIATION SECTOR REPORT

TAMMY MOORE: I'll try not to take too, too long because I did read through the reports, and Leslie Dias and Bruce Snow have done a fantastic job of reporting back on a lot of the aviation issues that have been going on. So, I'll just kind of supplement what they have already written.

We actually have several new groups in the aviation industry. Most of them are in their first contract bargaining now. One is SkyLink Express pilots, which are in my local, 2002, which they are bargaining this week, actually. United Ramp, as well, is out in B.C. They're also in bargaining. Menzies, they're out of B.C. I have their first membership meeting tonight after we adjourn. Quebec Airport Authority, they've come over to us from another group,

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requested to come to us actually, which is great.

The Air Canada group and Jazz group are both hiring, and last count, I was told that the Air Canada group is at or surpassed what they had pre-pandemic, member wise, and still hiring if you know anybody that needs a job, just saying. It's good benefits. I helped bargain the contract with Scott, so it's good.

And the Jazz group, they're actually going into bargaining first week of May. And for anybody that wasn't at the Prairie Regional Council, I did say it in my report that this particular group, they're kind of the offshoot of the Air Canada mainline group. They always kind of felt left out because they do the regional flights, but they have a two-tier wage currently, which Air Canada did, but we successfully got rid of it in the last contract, which was fantastic, which ratified the 15th of March of 2020, just in case, if you're looking for a date on that. Nothing like trying to beat the clock with major bargaining, but we did it.

So, Jazz is trying to do the same thing, have the one pay scale and bring everybody back on a level playing field. So, they actually have six people on their bargaining committee, and they have 43

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different locations across the country, airport locations. So, they went across the country to all 43 locations as a committee, met with their members and had almost 100 per cent participation from the members because they've never had their bargaining committee come visit them before. Their entire bargaining committee. And a lot of locations, there might only be 5 or 10 people, but those 5 or 10 people, if there were three meetings booked, they came and stayed for all three meetings because they wanted to make sure they didn't miss anything.

So, to have that kind of participation and that kind of support for this group, the bargaining committee themselves are on cloud nine and ready to roar. So, it did a lot for them, and it did a lot for the members coming out of the pandemic where they weren't really sure if things were going to pick back up, but they are.

Let's see. We have all three Porter groups going into bargaining starting next week, which should be interesting because Porter is not a very nice employer, nor are many of the aviation employers, but looking forward to that. And WestJet has been ongoing. They're, I think, wrapping up 14 weeks of bargaining so far and apparently, it's a long,

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painful, painful process for our reps that are there. The company maintains that they are a fantastic company, and they don't need to give that much in the contract. So, it's going to take a bit, but it's probably going to take some pressure, too, so that's an ongoing issue.

The mandatory vaccination policies across the aviation world with the federal mandates has not been pleasant. I have stacks and stacks of both virtual and paper CIRB charges and level claims and all these other crazy things that people have downloaded off the internet that I didn't know existed, but my name is on all of them, so that's great. I am popular in some circles, so...

In any case, some of the employers have gone as far as -- they put people on unpaid leave, but they did actually go forward and terminate some of them in our Canadian North group and in Porter. Those are being challenged through the arbitration process. The bigger groups, like Air Canada and Jazz, they actually still have people on unpaid leave. It was supposed to be up until the end of April, but just recently put out an extension until November. So, they're waiting to see what's going to happen with the rest of the aviation industry, I would assume.

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The federal pay equity legislation that came in is fantastic, very much needed. So, we've been involved with that because there's so many groups, and a lot of the aviation groups can be very small. So, the United Ramp group that I was talking about, they have nine members, or Swissport out in Vancouver, well, they were almost wiped out from the pandemic. They have people coming back, but it's hard getting people to want to participate on those committees as the union representative, so we've actually got people in the training courses that Tracey had put on just to be the backup, be the support for those groups so that they know that they're not alone, to sit there and face their employer during these meetings about pay equity.

We're getting ready for Aviation Council coming up at the Constitutional Convention, which I'm very much looking forward to. Myself and Leslie have talked about a few different ideas, but it looks like we're probably going to do a training component to it, as well as the regular council meetings for reports. So, it's long overdue that we're actually getting together, so it will be great that we can add the training in there as well. And I think that's about it for me, if you want to add whatever you wish,

Scott, please.

SCOTT DOHERTY: Thanks, Tammy, it was great. I'll just add two things. The NAV CAN convention is coming up. Lana remembers the dates more than me. I think it's sometime in May in Quebec City, so Lana and I will both be attending that, and it's always the same with NAV CAN. That group sometimes likes to have us find ways to make sure that they still want to belong to Unifor, so we'll be prepared to do that at their convention.

And out of the Aviation Council, an exciting part of the Aviation Council will be this new technology initiative that Kaylie has been working on and she's got a great program in place for that around how we can deal with new technology and how we capture that work, and it's kind of the template for all of the other industries that are going to feel this kind of change over it. So, exciting part of the Aviation Council as well. Other than that, I think, Tammy, the report is good. Everything is great in aviation, not, but...

LANA PAYNE: Nobody believes that. There's problems everywhere. Go ahead, Chris, after Tammy.

TAMMY MOORE: Actually, just before you

go, it's funny that you say that because it actually is. I mean, I've been in the industry for a long time, and it has its upswings and downturns, and we're in an upswing, so it actually is. People are pretty positive. Things are getting back on track even with the pandemic still lingering around us, people are still pretty positive. They can see that there's an end in sight. Even though it's not tomorrow, they know it's coming, so it is actually good for change.

CHRIS MACDONALD: Well, listen, the planes aren't parked in Arizona, so that's a good start. The one thing that I will say, and I constantly hear from Kellie and our organizing staff on this, is that there is more action around airports in this country for us and opportunities to organize that keeps Billy O'Neill and others busy all over the crazy place. I mean, we have a vote that's going to start very soon in the Calgary airport for over 700 screeners. That's taken a ton of our resources, and there's all kinds of things. Patrick has got a group under the wing that are waiting to get certified in Halifax.

And so, there's just all kinds of things happening in aviation as the airlines sector comes out of the pandemic. So, I don't know if 2002 is ready

for it, but you guys are going to have to -- the biggest local is going to be even bigger, likely, because there's a lot going on that provides opportunity for Local 2002.

LANA PAYNE: That's great. We're going to go to Jenn next. Over to you, sis, unless there are any other comments on the aviation report. No? Okay, over to you, sis.

RAIL SECTOR REPORT

JENNIFER MURRAY: Thanks, Lana. So, I'm happy to hear that things are on track in the airlines, but they sure are not on track at VIA Rail, that's for sure.

So, I'll start with Ontario Northland. They are having a remarkable year. They have had contracts coming in from Metrolinx to fix GO Transit cars, and lots of job security that way. And then the Ford government just announced -- they've been campaigning tirelessly on bringing back the Northlander train, the passenger train, and Ford just announced that it's going to be coming back and there's going to be funding for that. In the next few years, we should start seeing that passenger train running again. And we've had a lot of people

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inquiring about it. People want it. And so, it was just such a happy day for that local when that announcement was made because of all of the work that they put in and, yes, it's a great thing.

That local also had some issues that I know John Aman was working with the local on, and the National Executive Board had taken a vote on with respect to one of the units in that group that caused a lot of turmoil, and it was a very difficult and challenging time for that local. [REDACTED]

[REDACTED]

I'll move on to CN just quickly. We're going into bargaining with them in the fall, and that's always challenging, CN Rail, who comes back quarterly making billions of dollars in profit, and they never have any money for our folks. So, that's always fun, but we're ready to take on that fight.

I'll move on to VIA Rail, and VIA Rail

is a complete disaster right now. We filed for conciliation on Friday. When we first entered into bargaining, they had told us this is -- not knowing about this privatization piece, but when we entered into bargaining, they had told us they wanted to remove our supplemental agreement which offers some job security in the event of job reductions or layoffs.

I mean, we find out why, now, but every demand that we have is now tied to, "We'll give you that, but we want job security." So, everything is tied to that. It's just been very challenging. We've been bargaining for months now, and we have one demand that was agreed to, and that is the National Day of Truth and Reconciliation and that is it, and it's pathetic and disgusting.

And on Friday, when we filed for conciliation, VIA beat us to the punch and told our members that we had walked away from the table. And of course, we're telling our members that they're not willing to agree to anything or bargain anything with us in good faith. And then on Tuesday, they released, by accident, a notice for all of the managers because of the excellent year that they had last year and that their revenues were beyond what they had expected, so

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the managers are getting an additional bonus, which was really great news on Tuesday after we filed for conciliation on Friday, but it just goes to show that they're pretty ruthless.

And so, VIA Rail has never been on strike. To be quite frank, I think that's where we're heading, and our bargaining committees are definitely thinking the same. I don't think people are really taking us serious, but it's bad. It's really bad.

The privatization piece is really concerning and we're starting to find out more information about what that's going to look like. Because it's only a piece of the company that will be privatized, there's the potential, and if I'm not understanding this correctly, Scott, correct me, but there's a potential that the new employer could actually take them and they could find another certification for this piece of the company, which is really -- I mean, it's one thing with the company, the profits that come from the corridor region actually fund the outlying areas, the western part of the country and the eastern part of the country, and without those profits, we're not sure what type of funding -- let's be honest, the budget just came out and there was millions of dollars, but it's designated

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for the corridor region only to upgrade stations, and then the new fleet that's coming in.

And so, just the fact that the potential is there that they could apply for new certification outside of Unifor is a really scary thing because, obviously, we have reps that represent those pieces as well of the company, and it's just a really scary thing when we think about how it could really break up our membership, divide our membership up. So, we're learning more and more about this privatization, and I'm sure that we don't have all of the knowledge as of yet.

We're seeing lots of challenges with this announcement, and the privatization announcement came on really quickly. We thought that there would be consultation. We thought all of those things and none of that happened. Hearing so many comments, I've heard comments, "Nobody is going to want to buy them." Well, you know what, CN wasn't profitable either and now they're making billions of dollars a quarter. If it's not being profitable, then it's not being managed properly. We have the monopoly in this country on passenger rail service, and it's just being so poorly managed.

And nobody wanting to buy it, but the

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history of it is our past CEO, Yves Desjardins-Siciliano is the one who made the deal with Siemens to build the new fleet, and he is now the CEO of Siemens, and I would assume that he's probably looking at the possibility of taking over the corridor region. He had all the knowledge that that's where the profits were, et cetera, so it's a scary time.

Our own members are not believing that this is actually going to happen or it's very possible that it could happen. So, that's another hurdle that we're having to face, is to convince them that this is real and to get on board with our campaigns and to start talking to people out in the communities.

We were really disappointed with the budget. I mean, yes, it's great that there's money going into VIA Rail, but it's going into VIA Rail to be sold off and Canadians need to be mad. They need to be mad because that's their money. We talked about union dues, but this is taxpayers' money and it's going to be sold off for a bargain basement price and that's a real shame.

Campaigns are ramping up. We have a working group that we meet every couple of weeks, and I would ask that if you're travelling on the train, tweet it. Get out there and travel on the train.

It's great fun. Sleeping on the train is another challenge, but travelling on the train is really great. We have the best members out there, and I know people would argue with me on that, but I believe it.

But the campaign is ramping up. We had to change our course, our direction because we were talking about frequencies, which we're still not back up to full frequencies as of yet on any route, but it's coming and we're confident that people will start using it again once we start getting out there and talking to people.

There's a lot of things that are coming out of our campaign discussions. One is the route between Winnipeg and Churchill. And so, we've talked about there's a lot of Indigenous communities that the only way in and out of their communities is by train, and it's not being well maintained and it's not safe to travel on and so on, and the services that they need are not there. So, Gina and I have been talking about the possibility of taking a train trip up there and just exposing it for what it really is because it's pretty deplorable. So, we'll be working through that as well.

And the last thing I'm going to report on is what Sari talked about with the fatality at CP

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Rail. When you're working on a locomotive -- and what happened is sometimes people working need more -- they feel more comfortable with more space, so they took the handrail off to have more room to move, but no harness on. And so, when you're working on top of a locomotive, you need to be harnessed in.

And we all know what comes with privatization, it's absolutely cutting corners, trying to get things done quickly, and the rail sector isn't known for getting anything done quickly, let's be real, but it's all about cutting corners. And that privatization of VIA Rail, we're taking people and it's a scary time right now, but our hearts definitely go out to our brother's family and colleagues at CP Rail.

That's my report, Lana. I didn't touch on everything. Bruce definitely, as always, is very well organized and has a very lengthy report, so thanks.

LANA PAYNE: Awesome, Jenn. Scott.

SCOTT DOHERTY: Great report, Jenn.

I'll supplement. Not much more to say. Obviously, the VIA campaign is a huge concern and the budget and the certification and all the things around that, so obviously, great rally at PRC and we're going to

continue to ramp it up and start to have conversations in communities as part of our lobby group. So, that's a huge part of what we need to do, and the fact that we're in bargaining. I will say Local 100 is farther along than Council 4000 when it comes to bargaining, but clearly a very concessionary bargain, as I said before.

Things have shifted a little bit, I think, from the company's perspective, which may be an advantage for us from a bargaining perspective of not having a lockout or a strike. That is that the government actually really wants to make sure that this privatization happens, and us having a lengthy labour dispute wouldn't really be in the best interest of the government. So, this might be one of those times that we need a labour dispute just to show what we can do which, unfortunately, I've had a couple of since the beginning of Unifor, but I guess I'm ready to do another one.

LANA PAYNE: You're not alone.

SCOTT DOHERTY: Exactly. So, we'll keep track of that and figure that out, but there is lots of concessions there. I think the employer at the end is going to try and take some of those concessions out of the way so that we don't get a labour dispute

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simply because the government is going to force them to do it, because they know we're ramping up our campaign. So, we'll see how that plays itself out.

And Jenn mentioned CN is going into bargaining. CN and CP are going to bargaining at the end of this year, so we're still working through that with those committees on who we're going to target first. Last time, it was CP which we got a decent deal with, and then went to CN. We'll have to figure that out, but I'm expecting it to be a difficult round of bargaining, and that as well, as most of you saw, the Teamsters had to take a dispute to get a deal done. So, we usually don't have to do the same things that they do, but it was definitely a tough round of bargaining for the Teamsters, and so looking forward to that. Thanks.

LANA PAYNE: Awesome. Thanks, Scott. I know Dana hasn't been feeling well. I don't think she's on the screen anymore, but maybe what we can do is split hospitality and gaming between Deb and Chris so we can get a good sense of what's going on there. Do you guys mind that? Is she here? There she is. Okay, Dana, you want to come in, sis? Are you feeling okay enough?

DANA DUNPHY: Yes, I'll muddle through

it, for sure.

LANA PAYNE: Okay.

DANA DUNPHY: And first of all, I apologize if I infected anybody. I was symptomatic-free when I left my house on Sunday.

HOSPITALITY AND GAMING SECTOR REPORT

DANA DUNPHY: Hospitality and gaming under Local 1090, they just reached a tentative agreement at Casino Rama. A ratification meeting will be held this week. We have not had a Hospitality and Gaming Council meeting either, so Chris or Deb may also want to supplement.

We have just recently ratified a three-year collective agreement at Caesars with a 93 per cent yes vote. It's very similar economic gains to our previous collective agreement, but I think based on the fact that Caesars was closed for a year-and-a-half, this is by far our best collective agreement yet.

They ratified a new collective agreement at Gateway North Bay and actually, almost all casinos across the country will bargain in 2022, Brantford, Mohawk, Flamborough, Woodbine, the new Pickering site, Parq, a casino in B.C. will also bargain this year,

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and Manitoba Lottery also will bargain at some point this year.

Single game sports betting will be rolling out in the casinos, and I'm a bit biased. I hope our casino at Caesars Windsor is the first one.

We still have a lot of members on layoff in our sector, but there is also a concern on the flip side to it of shortages in certain jobs. I mean, as you all know, being off work for a year-and-a-half, a lot of people had to find other employment and now they have secured other careers. So, when call backs are done, there is a fear that we won't have enough staff to fill those positions.

Although capacity limits are now allowed to be at 100 per cent, nowhere is anyone at 100 per cent customer base. Customer levels are still down in hotels across the country and in the casinos. I know for our casino, we're probably at about a 45 per cent, 55 per cent customer base pre-COVID. The vaccine mandate at the border is really holding our customers across the other side.

Hotels have a fluctuating occupancy level across the country. I think the occupancy level in B.C. is probably the highest right now, but as tourism picks up, more people get to gather together,

more conventions. More customers will visit our hotels and casinos, but we have to stay diligent, and we have to find ways to work with our Joint Health and Safety Committees to make sure our members stay safe and that our workplaces have enough protocols in place to ensure their safety, and that concludes my report, and I'm not sure if Deb or Chris want to chime in.

LANA PAYNE: Awesome. Thank you, sister. Deb, Chris?

DEB TVEIT: Just for the hospitality sector including the hotels, there is some issues with the hotels and one if it is this real strong use of Zoom and Teams and all of these platforms. There are some companies which use the hotels in the winter quite a fair bit. In fact, hotels across this country make their money in the winter off of conferences and, in the summer, off of tourism.

So, the big fear is that this fall and winter, they won't have that. Some companies are making it clear they're going to continue this Zoom and Teams and they're not going to head back into the conferences that they used to book. So, that's a bit of an issue more here in Ontario than anywhere, and so that's a little frightening, although we did manage to take care of our members who faced real challenges

during COVID, and we managed to keep their benefits going and we managed to push out their recall rights so that they didn't lose their jobs with that. So, thanks to the reps and certainly Jim Woods for starting that here, and then spreading it out to both coasts to make sure those members were covered.

So, that was good news, and I guess we'll have to wait and see what happens after the summer and see how companies start doing these conferences. And also, political parties have cancelled some conferences. So, I'm not sure what that means, but I guess we'll find out as time goes on.

LANA PAYNE: Chris.

CHRIS MACDONALD: Yes, just a few things to add to Dana's extensive report. We're going to attempt to pull together some coordinated bargaining. As Dana said, it's a huge year for us. Almost every major casino across the country is up for negotiations this year, 11 sites in Ontario with Great Canadian Gaming alone. Dana listed some of them, and a number of them are new hotels in Peterborough and the Thousand Islands.

So, we have 11 GCG sites that are up for bargaining right now. And so, we're meeting May 3rd

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and 4th, pulling all of those locals together to look to create some coordinated strategy as it relates to different items that we will be proposing and trying to time and using the power essentially of the casino that Deb talked about that we were able to get through a recognition program, a geographical recognition in the Pickering casino.

So, the Pickering casino is up in the next couple of months and that will frankly be the linchpin to our GCG bargaining around the province, because they are desperate for hires there. They're not able to hire because we have outpriced the job market there with General Motors, with Amazon, with Sobeys, with Loblaws. All of these places are within five kilometres of each other out there. And so, we're in a real good shape going into bargaining with all of these groups and we're looking forward to it.

And as Dana mentioned, we got a new site, a new Gateway site up in North Bay. It's a brand-new casino that just opened. Kellie's team got in there right away, and we were successful at organizing the North Bay site. Jim Woods got in there immediately after and bargained a first collective agreement, and three weeks after, they were organized. So, that's a good thing when we all know how much

difficulty we have getting first agreements.

And if you recall, the last thing is the Belleville site where we had our first ever first collective agreement strike. There are two sister properties to that site. They operate by way of bundles within the Great Canadian Gaming. And so, since then, we've now organized the other two pieces of that bundle being the Thousand Islands site and the Peterborough casino, both the gaming floor and the security floor.

So, again, we're using bargaining to cooperate and build on our organizing, and we're seeing that in this sector big time right now. So, thanks to Kellie for all the work she's doing to build this sector and to all of the staff and everybody that's really bringing this sector along and bargaining great collective agreements.

LANA PAYNE: Great. Any commentary on that? No, we're good. Okay, I think people are tired, are they? Yes? We've got a number of items left on the agenda. The task force, the mergers. Shane and Anthony and the committee has been working on a potential, I guess, framework for how a hearing would be held. I think they've got a document that they're wanting to present and get some approval from

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the Board on, but I think it's been a long day.

So, I'm going to propose that we come back in the morning, finish our eight reports, our resolutions, our mergers and probably be done in maybe two hours in the morning, does that make good sense, instead of carrying on? Otherwise, we're going to need a good 15, 20-minute break, and then come back in and we'll be here till 6:30 or 7:00. Yes, I think people are tired.

And the other thing is I know the staff are in the room now, and I just want to update you. Obviously, we had a number of deliberations for the first part of the week, and we now, you should know, have three candidates running for National President, myself, Scott and Dave, and the Board has not endorsed anyone. So, I just want to make sure you know that.

We also have to make plans and get a date and have a special convention as soon as we can, and that will be in the works, too. And I know that there's a need for all of us to move on as a union and get our good work and our focus on our good work. We'll be doing that. I think tomorrow the task force discussion will allow us to talk about how we deal with any gaps that we have in our current policies and practices, and I think that that will be a good,

positive step forward for the union as well.

So, I think we'll come back at 9:00 a.m. and try and clue up by 11:00 tomorrow if that works. Okay.

TAMMY MOORE: I kind of just wanted to stay on that track for a second because I've had a couple of calls from presidents down in the Atlantic Region just because it's been out on the news that we've got three people running now, and Scott had stepped away from the endorsement and things like that.

So, a couple of the questions that they had, because I'm assuming I'm probably not the only one getting questions, do you need a majority vote to win the presidential election or how is the voting done?

LANA PAYNE: I think it's just clear majority, but I'd have to look. Shane, go ahead.

SHANE WARK: Yes, it's majority, and if more than two candidates are running and somebody doesn't get a majority the first time through, then everybody except the top two drop off. You need a majority of votes cast.

TAMMY MOORE: Now, the second one, and actually this one I really didn't know what to say,

it's because where you hold an officer position already, apparently in a lot of the bylaws of the locals, if you are to run for another officer position, you have to step down of the one that you're in before you can run. And I couldn't find anything in the Constitution to say yes or no. I guess it probably wasn't contemplated, I don't know, but that has come up and I don't know what the answer to that is.

LANA PAYNE: So, perhaps what we can do then with all of those types of questions, if the rest of the Board members are getting them, then we can have a discussion about them in the morning. It doesn't say in the Constitution that I must do that. I mean, we don't step aside when we're running towards a general election as you're going into it, and it's -- yes. So, I'm happy to have Anthony review those sections and Shane, too, as well. Anyone else getting tons of questions?

TAMMY MOORE: I think it's out of the Atlantic because they all know you and they were shocked when you had come out to say that you were running. So, it was one of the forestry locals that had asked out of New Brunswick, which we could talk about that after, and then one of the big locals in

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Nova Scotia that called me at lunchtime today.

LANA PAYNE: Great. Okay. Good. Okay,
we'll see you all in the morning at 9:00 a.m.

--- Whereupon the meeting is adjourned at 4:27 p.m.

CERTIFIED CORRECT:

CERTIFIED CORRECT:



Shirley Chang,
Court Reporter

Jackie Graham,
Court Reporter



This is a Meeting of the
National Executive Board of
Unifor, held at the Sheraton
Centre, Dominion Ballroom,
Toronto, Ontario on the 14th
day of April, 2022, upon
commencing at 9:00 a.m.

NATIONAL SECRETARY-TREASURER LANA PAYNE

The Chairperson

V O L U M E 4

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BOARD MEMBERS PRESENT

LANA PAYNE - National Secretary-Treasurer

RENAUD GAGNÉ - Quebec Director

Regional Directors:

Linda MacNeil
Gavin McGarrigle
Naureen Rizvi

Regional Council Chairpersons:

Shinade Allder
Matthew Blois
Guy Desforges
Benoît Lapointe
Leanne Marsh

Industry Council Representatives:

Doug Carter
Gord Currie
John D'Agnolo
Tullio DiPonti
Dana Dunphy
Yves Guérette
Tammy Moore
Jennifer Moreau
Jennifer Murray
Marc Rousseau

Additional Representatives:

Dave Cassidy
Les MacDonald
Ruth Pryce

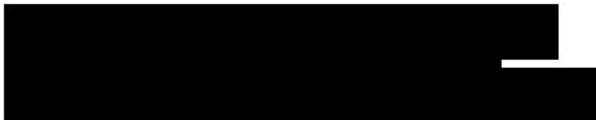
Regrets:

Keith Sullivan

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THURSDAY, APRIL 14, 2022

--- Upon commencing at 9:00 a.m.

CALL TO ORDER AND WELCOME

NATIONAL SECRETARY-TREASURER LANA PAYNE:

I know we've got some folks out of the room on a bargaining call, so maybe we can do items that don't require voting, which means reports for now. Is that okay with people? Great.

LINDA MACNEIL: Lana, I just want to let you know, I am leaving around 10:00, so I won't be here as well. I don't know if you'll still have a quorum, but I'm just letting you know.

LANA PAYNE: Yes, I thought we were having some people call in by Zoom because I think John and Tulio were on the train, so we may end up with people joining in, in the next few minutes, but yes.

LINDA MACNEIL: And it may not be before I leave, but are we going to have -- before the conclusion of today, it may be when I'm gone, are we going to have a date picked for the special convention? I'm just trying to plan things around.

LANA PAYNE: I know, yeah.

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LINDA MACNEIL: So, yes, no?

LANA PAYNE: Well, I've instructed Laura to go look for dates. I can't do anything more than that.

LINDA MACNEIL: Nope, agreed, yes.

LANA PAYNE: Okay, all right, everybody, we will try to get to the early items that need voted on, then, if that's case, if we're going to lose quorum by 11:00 or 10:00 or whatever is going to happen here this morning. Do we have 13 now? We do, okay. Fourteen. We're good. Fifteen -- sixteen, oh, yes, we're very well right now. Great, thank you.

So, we've got a couple of items before we get into reports that will need to be voted on and I'm going to get to those first in case we lose quorum.

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STRIKE AND DEFENCE FUND REPORT

BARB DOLAN: Sure, thank you, Lana. So, I'll try and be very quick. So, I'm going to start with the Strike and Defence because it's been relatively covered off by the assistants and the area people. So, as you know, we still have the lockout and strike in Quebec. It's been ongoing but there's been discussion about the Metro strike as well as the Acadia Toyota and then the Whistler Transit. Gavin went into quite detail on that, and Katha and Gord Currie spoke to the Lennox & Addington.

The only thing I actually want to add, and I don't think he's in the room, is one of the things that -- a lot of these units have been under Chris, and one of the things that he started doing with the Belleville Casino and has done it since then is he has identified to the bargaining committee as they're doing bargaining prep that -- or as they are doing strike prep, that they have to picket a minimum of 24 hours.

So, that's really been a good trend to start being established, because as many of you may be aware that our Strike and Defence Fund policy doesn't actually have a minimum number of hours, and there are sometimes when we have a situation with a strike or a

lockout where, you know, the members are picketing very, very few hours and it causes, you know, some issues. So, I think that 24-hour minimum has been a really positive sign and, you know, hopefully we can follow that pattern as we move forward.

RETIRED WORKERS DEPARTMENT REPORT

BARB DOLAN: I'll move on to the Retired Workers. We've got plans for our upcoming council and, also, we've discussed plans on doing our elections for our executive. I'm really happy to say that we will be electing regional representatives as well as -- and we now have to change the name -- the Black Indigenous Worker of Colour. So, we'll be working towards that in September as we move forward.

I'm really happy to say, as of yesterday, we now have an interim executive for our Eastern Region Area Council in Newfoundland and hope to be coming forward with a request to recognize that area council formally. I'd like to thank Matt -- and he's gone as well. Oh, there he is -- for his support in working with that group, and he's also invited them to attend the Atlantic Region Council as observers to help, you know, give them the sense of what we're doing.

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We had a really great PRC and, you know, Guy, I want to thank you for the support you give us as we are trying to develop retiree chapters in area councils in the Prairie Region. And then we had a great meeting with Tammy, Benoit and Sandy, and I think we have a really good idea now for a national structure for retirees' chapters in area councils, and I hope that at some point we'll be able to transfer that over into the rail.

We have been reaching out to retirees through South Central Ontario, and they're all going to be on board that bus for May 1st for the rally in Queen's Park, and there's lots of activity around that. And as well, the retirees are very extensively participating in the healthcare rallies across the province.

At the PRC, there was a VIA Rail resolution, and our retirees have now taken that and submitted it to the upcoming Congress of Union Retirees conference, as well the Ontario Federation of Union Retirees. So, we're taking the information in the campaigns that Unifor has, and getting it out to other groups, other organizations, as well as other retirees across the country. So, you know, try, and keep us in the loop when we're doing various

activities.

The Planning for Your Future workshop, we've got eight planned workshops coming up within about the next three months as well the four-day one in Port Elgin.

Oh, yes, never last, yesterday we -- there was a bit of a discussion about a board member who is retiring. I would like to say that we had a wonderful discussion last week in Winnipeg, and I've encouraged the newest board retiree that she can be involved in a lesser scale and pick and choose how she'd like to have involvement.

And everybody knows I'm talking about Ruth, so I hope that, you know, this isn't goodbye; it's hello to a new chapter. So, I want to welcome Ruth to the retirees, and I know she'll do dynamic things in the chapter out of her local, but I'm really hoping that she'll be more involved at a higher level.

So, with that, unless Les would like to add anything else, I'll move my report.

LANA PAYNE: Les?

LES MACDONALD: I don't think there's much to add, that's why I let her go first. No, I'd just like to -- I'd really like to thank Tammy and Matt and Linda over there. Like, we've been working

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on the East Coast and out in the West there, even Guy, there, in Edmonton, for three years now and then COVID hit. So, finally, you know, it's starting to roll back and forth, and everything is working out.

I had a great talk with Olivier and even Benoit there about -- he's going to be -- pretty soon, another year or two, he'll probably start to retire, so we have lots of good retirees in here that'll -- maybe I'll be back in here on this NEB representing. Everybody has got to retire sooner or later, so keep your options open and get your own chapters going, that's all I can say, or area councils. Thanks.

BARB DOLAN: Yes, and I just want to add to what Les said. Les and I had a Zoom meeting with the Quebec region executive and with Olivier, and it was really positive, and I think it was good for them to start to understand how the retirees, especially in Ontario, how they organize and come together. So, that was really beneficial. And, Benoit, I also want to thank you for going us when we met.

LANA PAYNE: Okay, great, thanks, Barb. Matt, did you want to mention some aerospace issues considering Carmen isn't here? That might work.

AEROSPACE SECTOR REPORT

MATT BLOIS: Sure. I'll just read over the Aerospace report. Carmen, of course, left early on Tuesday to beat the storm.

So, changes to rules and restrictions with regards to COVID 19 have allowed some of the workplaces to recalling their employees. It's going to be a very slow return, but we're hoping that the majority of employees will be called back within their recall right periods.

DeHavilland Aircraft, Local 112, is no longer producing any aircraft. The membership was up around 700 people at one time. It's been pretty much gutted. It only has about 100 in there now, and over the future, they are going to lose more and more of that.

A lot of the workplaces have lifted the restrictions on the production floors. Most are following provincial protocols and pulling mask mandates, social distancing requirements, and we're really hoping this isn't going to cause any outbreaks out there.

The Aerospace Council elected an executive last year. We have a new president, Maryellen McIlmoyle of Local 112; vice-president Bruno

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Audet out of Local 62 out of Quebec. The second vice-president is Steve Frank from Local 114 out on the West Coast. Racial Equity vice-president is Chester Lagman from Local 2169 out of Winnipeg, Manitoba, and secretary treasurer is myself from Local 2215 from Halifax.

Some of the major issues that we have ahead to deal with, the vaccine mandates, some of our members were suspended without pay because they refused to get the vaccine, so we're getting pressure on them to bring them back into the workplaces. And since the government has removed the emergency status, we don't have a real argument to not entertain those thoughts and we've got to start to try to get those people back into work.

We are starting to plan for the upcoming Aerospace Council, which will be in August, prior to Canada Council. Some of the things we are going to focus on this year is aerospace education in Canada and how we're going to deal with the lack of skilled technicians.

We're going to do a pension and a benefits survey of all the locals to find out where everybody is at there, and we're also going to have organizing aerospace workplaces is going to be one of

our focuses as well.

I'll also mention that the federal government has announced that Lockheed Martin has been awarded the contract to build the future fighters in Canada. It's a \$17 billion contract. So, we're going to be interested to see some of the details of what that has inside it, what it entails and figure out if there's anything there for our members and the rest of Canada. Thank you.

LANA PAYNE: That's great. Any supplement there? Shane, you?

SHANE WARK: No. I think Matt did a great report and covered anything.

LANA PAYNE: Great, thank you. Tracy, are you here?

TRACEY RAMSEY: I am.

LANA PAYNE: Happy birthday as well.

TRACEY RAMSEY: Thank you. No don't sing.

[Singing happy birthday]

WOMEN'S DEPARTMENT REPORT

TRACEY RAMSEY: Well, thank you. Thank you very much, everyone. Okay. So, it's three months that I'm the Women's director. I'm excited to be here

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at my first NEB and to be in this role. I've hit the ground running. We've been working very hard in the department. I'm really thrilled to say that Gwen Campbell is back in the department with me and working with Christine as well.

So, congratulations to everyone who has had a hand in the last 30 years to achieve childcare across our country, to finally have \$10-a-day childcare in every province and territory. Thank you to the regional directors and all the work that you did to bring this over the line.

The work is not finished. There will be many things that we'll need in the actual agreements that the provinces have made, and we will be doing a lot of work around that. I anticipate a lobby effort as well as other efforts to make sure that it is, in fact, what it needs to be, not just for families and women, but for workers as well and childcare workers.

Pay equity continues to move forward. We've completed our pilot training for committee members. We have had conversations with Bell, and we will have one with Air Canada as well going forward, working with other unions to make sure that we are successful when we're sitting at that table. So, that work will continue as well.

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We have a very large project with the University of Western Ontario, the Centre for Research and Education on Violence Against Women and Children, and it focuses on sexual harassment of our members in gaming, hospitality, and airlines. We have three coordinators that are going to be out working on this project. I ask everyone to please support it, please encourage members to fill it out. It's online. It's completely confidential. There is an opportunity if folks would like at the end to be interviewed that they can volunteer for that, but again, that's completely optional to them.

We're doing this study because there were large gaps that existed in the government surveys that were done in these three sectors, and we have a lot of workers in this sector and know well that they do experience sexual harassment at work from customers and in the environments that they are in.

The Women's Conference is happening. Planning is well underway. It's going to be September 11th to 14th in Port Elgin. The call letter will be going out by the end of next week so that folks will have an opportunity to get their delegates ready before the summer break. We are very excited. The Women of the Union and the Women's committees

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regionally are very excited to be able to be together and, you know, it will be a month after convention, so I think a much-welcomed celebration and, you know, being back together in Port Elgin. Many women are anxious to get there as well.

We did have a successful women's week there last week. We had over 70 women on the Centre and, again, they were very happy to be back there and be able to get back into education and particularly the women's advocates. If you have any women's advocates, please reach out to me or the department so that we can ensure that they are in the loop, we're providing them with information and getting them lined up for training.

So, I would say that's it. That's my report. Thank you.

LANA PAYNE: Thanks, Tracey. Any supplement? Comments? No? Great, thanks. Angelo, how about you in research?

RESEARCH DEPARTMENT REPORT

ANGELO DICARO: Thanks, Lana. I don't really have too much to report. We have that summary document that you would have seen. Most of what folks were reporting on themselves at the sector level is

essentially the pieces that our department continues to assist on and work on.

So, I'll just focus on a couple of things that I think are specific to research. We continue to monitor changes to federal labour standards in various provinces as well. There's a whole wave of changes coming at the federal level. It's been happening for a number of years now, but we've got eyes on this new paid sick day policy, equal treatment, equal pay for workers in part-time, temporary classifications. This is stuff that's been long-awaited, and a series of others. So, if there's ever any questions about the status of that, don't hesitate to give me a call.

We continue to work on our Build Better EI program, which is seeing some significant wins for us as we move forward. And I think what I'll say, what is forthcoming, we're obviously plugging into federal consultations around Just Transition. This is going to be very important, possibly very contentious, so we are trying to navigate this accordingly. So, more to come at future NEB meetings on that.

And, also, as was mentioned earlier, we're going to be running out of our department a workshop on inflation and how we can intersect some of

our bargaining strategies to deal with this high inflation environment, and that's going to come up at the end of April, and we'd encourage everyone to attend if you can. So, that's something to look forward to.

And then beyond that, just looking at my list here, a lot of it has been covered, so I just don't want to take up more time, but I'm happy to answer questions if anybody has any.

LANA PAYNE: Great, thanks, Angelo. Any issues to be raised? No? You're all quiet this morning. Okay, thanks, we'll carry on. Sandeep, would you like to give a little report for your first time to the National Executive Board?

PENSION & BENEFITS DEPARTMENT REPORT

SANDEEP KAKAN: Sure, thank you, Sister Lana. Good morning, brothers and sisters. At the very outset, I want to express my appreciation towards the secretary-treasurer's office in having faith in me. Furthermore, Brother Bill's astute handling of the turbulence from January onwards has my deep respect and admiration.

As you may know, prior to COVID in 2019, the department was five personnel strong, and at

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January when Brother Corey retired, we were down to two. Brother Bill and Sister Marion are helping us build this tiny department back, and now we have a valuable addition to our department, Brother Paul Serafini, and he is an actuary.

In the meantime, the important business of the union continues, and we are delivering on the expectations set by our locals. For instance, the recently concluded historic Metro DC deal that had an unparalleled contribution by the winning team of Brothers Chris MacDonald, Barry Lines, Gord Currie, Angelo, and we negotiated a pension credit increase for past service from April 2021 onwards. The replacement ratio in this pension plan is above 80 per cent over a 35-year career. We negotiated 40 bridge pension packages from age 55, and group benefits classes entitlement enhanced from \$100 to \$400. Paramedicals went up to \$1,100 combined.

We're also involved in preparations for Eastern Canada pulp and paper negotiations as they are underway with other files such as Bell Aliant, Vita Health, Team Industrial, to name a few. We're also responding to numerous caller inquiries that are flooding in, given the uptick in the short-range inflation forecasts as well as ongoing advocacy

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efforts on our signature campaigns to bring national pharmacare to fruition.

You may have heard about the supply and confidence deal struck by the Liberals with the NDP. We will again be helping out in the provincial elections in this cycle to try and unseat the Conservative MPP in my riding. The department is also looking at avenues where we identify and train member ambassadors in local units that are able to explain in layman terms about the hard-fought pension and benefits entitlements they currently enjoy.

The department feels that this initiative would not only help bring clarity amongst the rank and file, but also help in membership engagement and entrenchment, and defend local units from opposing union raids. We'll also be looking to achievable retirement and offer solutions that help mobilize gig and non-standard workers.

Finally, we will be embarking another initiative later through this year, and we'll reach out to area, sector and department directors as well as assistants to give us a fuller understanding of their expectations from the Pensions and Benefits Department relative to each sector such that we can plan and allocate department resources. This

concludes my report. Thank you, sister.

LANA PAYNE: Great, thank you, Sandeep. Shane. Or you're just nodding? Okay, great. Any comments? No? Just lots of applause. Lovely. Is Kellie there? Yes? No? Yes, go ahead, sis.

ORGANIZING DEPARTMENT REPORT

KELLIE SCANLAN: Okay. So, you know, despite the current situation, I think, you know, we're feeling pretty optimistic in terms of, you know, what we're hearing in some of the, sort of, organizing drives that we have ongoing. Obviously, some of my report was done by some of the assistants here, the Chatham Hospital being the last big win, but we've had a number of wins this month.

We haven't been hearing a lot of anything in those drives in terms of the situation that we face here. We have had to, in a couple of situations, you know, go and have conversations with some of the ongoing drives we have just to sort of explain the situation, but I think a good explanation is we got together very early on as organizers, came up with some really good messaging, had some assistance from Comms, and so that's been able to work really well.

I just wanted to let all the folks know that we seem to keep on moving here with little, you know, with a little bit, not very bumpily -- that's not a very good word, eh? What's a -- I make words, what's bumpily? But anyways, you're picking up what I'm putting down. Okay, to the report.

We're feeling really good, we had a win at Chatham Hospital. I know you guys have heard that this week. It's significant in that, you know, CLAC certainly has been at us, particularly in the Chatham area. It's really the heart -- the sort of hot bed of their sort of extent of -- their healthcare members seem to be centralized in Chatham.

I will tell you that taking them down at the Chatham Hospital, I'm sure they're still trying to catch their breath, partly because if you look at the amount of healthcare workers they actually represent in Ontario, this actually takes about one third of their members.

I think from this, when in Chatham, I know with some discussions with Tullio also, we're going to put some more efforts in the Chatham area at some other places, to poke at them in some other workplaces that they have there. They certainly took a group from us late last year. Unfortunately, we

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weren't able to save it. They also were poking around in another large municipal long-term care facility that has about 450 members, and they weren't successful there. We were able to work with the members there and they weren't able to get there and, you know, I'm not sure that there was any -- there was no issues in the workplace significant enough. So, anyways, we're pretty excited about it and this will help us with future campaigns against CLAC.

We feel like we're on a really good start this year. You know, for every action there's a reaction. We have no doubt that CLAC will huddle together and set their eyes on us in lots of places.

We also have an application before the Board for Garda World in Calgary, another CLAC raid there, 750 people. We should be getting a vote sometime there. You know, the federal board is a bit slow sometimes, particularly in the west, but we think the end of April, beginning of May, and we're in really good position there to take that group as well to join our other GardaWorld members in Regina and so on. So, we're feeling good.

I think all of the reports that were done by the sector, you know, we're seeing a real pickup in aviation and we had this plan to -- you

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know, when we organized WestJet, what we had hoped to bring, you know, almost 4,000 people into the union which ended up being at this point 531, but for folks, so they know, just like Air Canada, WestJet, we now think we represent about 800 members at WestJet, and Edmonton is getting closer and so is Toronto.

We're not there yet in those, but we are, you know, we keep pressure on both of those locations. But what we thought to ourselves is, you know, I mean, this is a long long-term strategy, but all of the work that was lost in WestJet that went to third-party logistic companies, we know exactly the nine that it went to, and we've been picking them off one by one.

We've been keeping Tammy's local very busy. Menzies, we have an application before the Board for strategic aviation. This will be a very strategic employer for us because they represent workers right across the country. We will be certified there, that's in Atlantic Canada. We hope to get that in the next couple of weeks, but the point I'm making here is that we really had a plan to sort of really look at aviation. We know there's lots of opportunity for us to grow there and so, we're going to continue to do that.

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We are obviously still moving along in Toyota. I think of all of the places that we got hit in terms of the situation we face, we got hit there the hardest. The first hit for us in Toyota was the vaccination mandate. People there, you know, they're a different bunch for sure, but we've had to battle that. We're still battling that. Cards have certainly slowed down, and then the situation with Jerry in this situation here hit us again.

So, we're not giving up there. We're going to keep on going. Of all the time that I've been in organizing, I think Toyota has always been this thing that ebbs and flows. They, like most of our members -- well, sorry, like lots of our members, I think that membership is extremely fickle; one moment they don't like us, the next moment they do.

So, it's all about moments and I think they're a real testament to, you know, organizing really is about how people feel, about the emotions of workers. And so, you know, as we know, one day we love our boss, the next we don't, and so we're going to keep at it there.

We started, just to bring it back to the discussion we had around EV, this will give us a boost. Yesterday, we launched a website, and we

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launched a communication. We've been working with Research. Thank you for that, Angelo and your team, to talk about an EV series, to talk about EV, you know, the money that's been put into EV here in Canada, but sort of poking at them around Toyota because, you know, I think there's perhaps some -- maybe there will be some money put into Toyota around EV, but that hasn't come, that hasn't been announced yet.

I know that they're really interested in building their EV portfolio in the United States, but we're not sure that they're going to do it here, and we think maybe there's an opportunity to sort of get people looking at, you know, the ability we have to bargain and be part of those discussions and ensure that we have some investment here in Canada. So, we'll continue on.

We launched our website. All of you please like it, share it; it's really good. Man, we've come a long way in terms of websites from the last time we did Toyota, and we feel pretty proud of it, and thanks again to Comms who's been helping us with that.

Gaming wins. I think Chris touched on this a little bit yesterday, but I really do want to

say that one of the things that as we went into the pandemic, we really did a mapping of gaming facilities in Canada, and I would say that we are the number one gaming union in the country, and we really had our eyes set on a number of places.

I'm so proud of the work that the department has done because going into the pandemic, we didn't have Belleville, Peterborough, or Gananoque, and we thought to ourselves, like, they're just sitting there and we're going to go after them, and I can say to you 18 months later, we've, you know, check, check, check, we've got all three of those and we're pretty proud of that, and now we are setting our attention on, you know, what's left in Ontario. But, also in British Columbia, there is a new casino going in, in Vernon. Is that a place? Thank you, yes. In Vernon. It's a big facility. It'll be about 900 people and our -- we're already making plans to try and grab that.

We also see in gaming the Caesar agreement. Amazing. You know, in the darkness there's light, and I say that because I think gaming workers have felt like they're in the darkness, and sometimes when -- you know, we've always said this in organizing, or certainly I have, is that, you know,

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the work we do in negotiations, it's not in isolation of the work we do in organizing, and oftentimes, you know, when we connect those dots, we can actually use the great gains we make in bargaining to organize.

Caesars is one of those examples where, you know, all of a sudden, you know -- and again, things ebb and flow in organizing for sure, but all of a sudden, you know, with this new electronic card, because we put out an electronic card at Niagara two years ago, but that's still a live card. All of a sudden, hundreds of cards got signed because we were able to share the deal at Casino Caesars.

And so, you know, again, people there, they've been chopped in half. We knew this was going to happen when the new operator took over there. We just couldn't get them there, and then the pandemic hit, but now they're seeing that and we're starting to get calls to say, like, we need help here, hundreds of people have lost their jobs there. So, you know, we're going to go slow and steady there and we're going to see if we can get something to happen there. It won't be much longer.

Warehouse, this week we did a blitz across the country. I was having a conversation with some of my colleagues this morning as I really feel

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good about the work we've done with Quebec in terms of the warehouse workers campaign and our working group, and we did a blitz this week. Montreal, right across the country, we've expanded now into British Columbia.

All of you should know that we have a contact in -- and we've been doing this work -- Hassan Mirza, hats off to him, he's been doing a lot of work in warehouses. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

So, you know, obviously, we'd like it to have all the contact information of those folks on it, but it doesn't. But what it does do for us is it at least tells us how many people work there, and we can start sort of really focusing in on some of the locations where we think we have the quickest or the easiest access to those members, one being in British Columbia [REDACTED]

[REDACTED]
[REDACTED] and

because of this new automatic cert, our first focus is going to be in a facility in British Columbia.

All of that to say we did a leaflet this

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week at two Amazon facilities, one in Brampton and one in Mississauga, and this is honest to God truth, we couldn't believe the outpouring of those workers. We got 110 contact information that day, in one day. 110 people on the street gave us their phone number and email address.

Now, that doesn't often happen. Now, these folks obviously -- you know, that's great. There's 5,000 people that work there. So, you know, for us that's great but we have a lot of work to do. But, you know, when I think about the resources of the department, it's something where, you know, we wanted to work. This was some of the things that we did in the working group was get ourselves ready for this moment, and I think we are. We've got a great website, it's translated, people really appreciate the fact that they can get information in their own language and understand the union. We've done all of that work, and I think we're at that moment now, so we'll keep you posted on how we're doing, how that's going.

PRC, we did an organizing summit. We owed them that for sure. They asked for that, but we owed them that. Our 2019, before we went into pandemic, we talked about doing some work in the west.

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I think sometimes, and nobody here doesn't understand that, you know, we don't have an organizer in Saskatchewan or in Manitoba and, you know, I think sometimes they feel a little bit left out. But we're going to do some work with them between now and September to really fertilize the ground in those two provinces, because the reality is, as much as they don't want to hear this is, we haven't organized workers in those provinces, very little in over a decade or more.

And so, it's not because we're not a great union or we don't have a capacity of members there, it's we need to get in there, we need to fertilize the ground, we need to get people to think of organizing as the air they breathe, not that it's some other entity. It's like you guys organize and we don't. And so, I think the PRC, the organizing summit, that's what we tried to do.

I think people felt good about it, we got tons of feedback and we're going to -- the important thing there, and I make this commitment obviously to the members of the Prairie Region here at the National Executive Board is that I think what the key there is going to be follow up with them, really coming through for them.

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We're going to put together organizing liaisons in every single local union, and we're going to meet with them on a monthly basis, and we're going to talk about organizing until, you know, they're sick of hearing from us. So, let's see how that goes and we'll give you an update on that project.

We still have decerts. I'm not going to lie to you. We worked the entire Christmas break, the staff of the Organizing Department, for the third year in a row, and I don't know why people always got to put in an application on Christmas Eve, but it happens. This is the third year.

So, we worked the entire Christmas Break on a big decertification at Vita Health, and time and time again, I just want to say this here, maybe I'm in trouble for this, but I don't understand why people don't have employee lists for the members that we have. If we don't have employee lists for our members, we have problems, and we don't have them again, and we've had this conversation with our staff. We've had this conversation with local unions, but I'm here to tell you nothing has changed, and we can't fight, we can't beat raids, we can't beat decerts if we can't talk to our members. So, I'm just going to put that there, and I think, you know, our transition

committee is going well, but now we've got to go to Plan B. What's Plan B? We've got to get back into our -- we've got to talk to our staff, we've got to talk to local unions and our existing members and figure out how do we do better.

Okay, last thing I want to talk about; CSN for my Quebec friends. CSN, I don't know if people know this, but two weeks ago, they put a press release out. They have expanded their union to Ontario. They have a few units here. We knew that when we did the VIA Rail raid. We knew that they were in Ontario very minimally. I think they had two units here in Ontario. They have been trying to raid the OPSEU security guards. You know, it's a big unit. They haven't been successful there.

I've been in touch, constant touch, with the organizers there, but here's something that scares me slightly. We know we're vulnerable sometimes, right? We've seen decerts. We know we're vulnerable if we're also -- you know, with the current situation that we're in, perhaps.

CSN put a press release out two weeks ago that they've expanded their union to hospitality workers union, okay? In Toronto, they have opened up this new division. Running that division is Refunzal

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Allen (ph) and David who came from UNITE HERE, if you recall that, and in the press release, they spoke about Unifor and they spoke about UNITE HERE.

Now, they've dropped cards in the Royal York. I don't know where they'll get with that, but I had a conversation with Lana about this. I have no doubt that they're going to come after our members in hospitality in Ontario.

Now, CSN doesn't like us to begin with. We have this long history, definitely in Quebec with those folks, and that's fair, but I think they also, you know, they -- I think with having some UNITE HERE -- past UNITE HERE folks, my worry is, you know, they have some access to our members, or they have in the past.

So, I'll keep you posted on that, but we will put together a team of people and make sure that we, you know, batten down the hatches for our hospitality workers in Toronto or anywhere else, but that's something for us to be mindful of and think about. I hate it. I don't want to end my report on a downward slide, but you know, anyways, that's it. Thank you.

LANA PAYNE: Thanks, Kellie. Gavin?

GAVIN MCGARRIGLE: Yeah, thanks, Kellie,

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for the report and all the work that's going on. The PRC organizing summit was well received. People are really, you know, having to turn to take the responsibility on and it's great to hear all the gains that are going on.

You know, just from Lana's report yesterday about the finances and Kellie's comments about, you know, using up what we have in the department, I really think we need to continue to focus on beefing up the staff for the team. There was a big team that came to PRC, so thank you for that, and to the department, but we also had a recent addition of an organizer 3, Margaret Olal, in British Columbia who is someone that, frankly, would take a bullet for the union any day of the week, and she has done absolutely everything on the ground. She's helped out in every campaign, and when she came on, it was heart breaking to see her pledge to do everything and anything she could in the union.

I know there are other great organizers and great people on the ground in many regions, and certainly, I think that's something we should continue to look at and beef up so that the staff can be there on the ground, ready, because I really do think we're on the cusp of a massive explosion in organizing, and

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frankly, we need it. So, good work and let's keep beefing up the department so that we can continue to get these gains, thanks.

LANA PAYNE: Thanks, Gavin. Tullio, can you hear us? And then Renaud, I think.

TULLIO DIPONTI: Can you guys hear me?

LANA PAYNE: We can. We can hear you not too badly. Folks might want to put these on to get more clear.

TULLIO DIPONTI: Okay. John and I are riding in this beautiful VIA Rail car going from Toronto to Windsor. Jenn, good job. Our members are doing great and they're treating us spectacular, so I appreciate that.

I just want to comment on the Chatham Hospital. Actually, we're just stopping in Chatham right now, and the great work Kellie and her team did. We've tried quite a bit to get that hospital and, obviously, it's a big win for our union. But just remember, we didn't -- and Kellie spoke on this. We lost at home in the Chatham area. It was called Meadow Park, close to 100 people. But because of the lies that CLAC goes around telling the different unions and different union members, I think that helped quite a bit here in Chatham because they did

promise them that they would be staying in the pension that Unifor negotiated and all that, and that was completely lies.

And I could tell you, not only did we win the CLAC war at the hospital, we're going to get those members back because no union has the right to lie to their members, and the members are not stupid out there. So, they'll eventually get the truth and they'll want to leave that union.

So, congratulations. I'll tell you, that was a big win for us, and we'll make sure that these members are treated properly by our great union, not just somebody that pretends to be a union. Thank you, Kellie.

LANA PAYNE: Thanks, Tullio. Renaud and Chris?

RENAUD GAGNE:

(in French)

(taken from translation)

Thank you very much. I like Kellie's optimism, but things are looking a bit dark because even if we look at this situation in Ontario and there are group negotiations in Quebec, I think the situation can be a bit dangerous.

Of course, the CSN is very organized and

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I think that the situation is even a bit worse because they're taking advantage of our current situation, and they're using the situation with Jerry and they're saying how can he be buying condos and things. And we had a situation where there's an open campaign, and people that were willing to talk to us; suddenly, they don't want to talk to us almost from one day to the next.

The statements that we've made in order to be transparent and clear and with these resulting out of the press, and pictures of Jerry saying that he's corrupt, this has been very negative for us. I don't know how we're going to overcome that, but it's been a big problem.

I have a group that we're trying to save, and we're trying to -- it's a service contract, we're trying to get them to join us. I don't know, once again, I don't know what's going to happen. And so, that's the situation in Quebec. We're managing still to recruit and organize, but I think things changed after March because we had some accreditations before, but in the current situation, I think that -- and the rival union is already taking advantage of this situation to hurt us.

LANA PAYNE: Chris?

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CHRIS MACDONALD: Thanks. Thanks, Lana. You know, obviously I'm not in Quebec, so I don't get to hear the coverage in Quebec, and obviously the issue with Jerry is news all over the country, but I can tell you the good news is we've had a number of meetings with the organizing staff across the country. The Chatham Hospital was -- the voting started well after the Jerry story broke, and this was a non-issue on the ground with our members in Chatham. Workers joined our union because of the record of our union bargaining collective agreements. Workers joined our union because we're the union that's out there for healthcare workers, the work that Katha is doing with CUPE and SEIU.

LANA PAYNE: Hang on, I think there's something happening with our interpretation. Are people not getting it? Yves?

CHRIS MACDONALD: Oh, I'll start over.

LANA PAYNE: Just wait a sec. Are we good now? Yeah, okay, go ahead, Chris.

CHRIS MACDONALD: Thank you. And so, you know, the work that Katha is doing in healthcare really, you know, is what brought those workers in Chatham to our union.

And so, in the days after the story

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breaking with Jerry, Kellie and I met with our organizing staff a number of times because this was obviously a huge concern that we had, and we're actually not finding this on the ground. We have more leads than ever.

People aren't talking about this on the ground. We're continuing to talk about organizing. We have a huge drive, of course, that we're working on that is another CLAC raid in Calgary, and we've got drives all over the place. We've ordered -- we've also picked up a new casino, Thousand Islands, since this story broke. We picked up the North Bay casino, and so there's been all kinds of things that have been happening.

So, you know, we are pleasantly surprised in the rest of Canada that this is not affecting our organizing, that our staff are doing an incredible job doing that work, and I just wanted to make that point. I thought it was really important that we're pleasantly surprised with how little effect this is having on the rest of Canada, and so I just wanted you all to know that.

On top of that, I want to talk a little bit about the department because Kellie mentioned the department working over Christmas and this isn't the

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first Christmas that they stepped in and did everything they could and prevented another big decert in Manitoba over the Christmas holidays, and this is just our organizers.

What we did a number of years ago is we really started to transform the department, transform the department from people that wanted it to be a transitional department to people that actually wanted to work in organizing; people that just get up every day, and they love to organize for our union and they're not looking for different jobs. In fact, when the NDP comes calling now for Justin Gniposky, he says, "Sorry, I'm busy." When they come calling for Lisa Bastien, she says, "Sorry, I'm busy. I've got big stuff going on. I don't want to leave. I love the drives I'm doing."

So, our department has -- you know, I love seeing the pictures. Recently, we were -- Billy took the team out for dinner, who was working on the Chatham deal, and if you saw the Facebook pages of Billy and the others where he posted some really incredible pictures of our team, man, we've got the most diverse group of workers in the union in the Organizing Department: workers of colour, women, LGBTQ. I mean, it is something.

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Three years ago, Kellie and I wanted to get the organizing team up on the stage at convention to introduce them to everyone, and we didn't do it because it was going to look bad. It was going to look bad because it was all white men in there, and that's okay, but what we did was we slowly transitioned as people retired and people moved on, we slowly made sure that we made sure that every single person we hired looked like the people that we want to organize and the people that we want to bring in the union. It was something Kellie insisted on when she took over the director of the department, and we've been supported by Lana and Jerry to make sure that that department has changed.

And as Gavin talks about growing the department, bringing in Margaret, I mean, what an incredible addition, but every single person we bring in, we do that with the understanding that they need to look like the people we want to organize, and I couldn't be prouder working with that entire team every single day of the week. Kellie and I talk every single day and we talk about how we grow the union and do it together. So, Kellie, you're doing a fantastic job, sister.

LANA PAYNE: Anyone else on the

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organizing report? Oh, sorry, go ahead, brother.

GREG BURTON: Thanks, Lana. I just want to recognize Kellie for her excellent report, and also the excellent work that the Organizing Department is doing. But I also want to recognize the individual work that the staff reps are doing as well, who on a regular basis have to go in and negotiate these first agreements. So, I want to recognize them for their work and their contribution to our union as well.

LANA PAYNE: Excellent. Okay, two more and then we'll get into our mergers and resolutions that we've got left here. How about if we have Josephine next and then Mo, you're after that?

CONSTITUTIONAL DEPARTMENT DIRECTOR REPORT

JOSEPHINE PETCHER: Hi. I may be a couple of moments. I just wanted to sort of give a bit of an update on changes a bit to how the department operates because I know the Board gets some complaints sometimes from members, possibly frequent fliers who complain about delay, et cetera, but these are also very valid concerns of the department and something I was kind of brought in also to address.

When I started in September 2021, there were about 100 active appeals that the department had

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to follow up on, issue decisions on, investigate, et cetera. Certainly, some of them were a couple of years old, more than a couple of years old, and Gary had advised me in late summer when I started sort of shadowing some of the investigations, et cetera, that he believed the department had at least four years of work without new appeals, but currently as what it actually had, and never mind the appeals coming in monthly, which he estimated had sort of increased to about five or six per month, which is quite a bit different than what it used to be. In Rick's time, he thought it was probably around 20 a year, and it had hugely increased.

He also estimated he got around 50 calls a day, like, calls, emails, et cetera, and this takes many hours out of every day to deal with, but it's important because people are asking questions about ongoing elections and this stops it turning into a mess too, right, and head off future problems.

The department was short-staffed for a while, like many departments. We have two service reps, or two reps in the department, Mike Reuter and Zoran Grgar. They tend to work mostly on bylaws, but they also assist in appeals. Mike was moved to servicing, he still has a part-time servicing

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assignment, but for a chunk of time, he was in servicing. Zoran was involved in sort of a semi-supervision of a local, you know, we had our support staff change, et cetera.

But the reality is, this union had a huge list of to dos, so this department isn't going to be special or different than any of the other departments. There were cutbacks everywhere. The money simply wasn't coming in. So, that's just reality, and we all, you know, we have to work with that too.

There's -- there was also during, you know, the pandemic, we still get it but much less, many requests for extensions or changes to terms of office because someone might say we're not having our triennial elections and we've never done them by computer, it's mandated in the bylaws that we do it in person, we need time to change, et cetera, many different things.

I mean, just from me doing the number crunching, it looked to me, like, about say 2017 to 2019, before the pandemic, there were about 40 to 45 appeals on average that were sort of active in the department, and that's doubled, of course, during the pandemic, and that hadn't changed until recently.

But I also looked, the department averaged around maybe 16 or so decisions a year from 2013 to 2020, so if you've got 100 appeals and you're averaging around 16 decisions, you're going to have a problem. We've got to move to a Plan B and a different way of doing things, and there's certainly room in our constitution and policy for doing that, right? And everyone's dealing with this. Many, many departments had to change how they did things during the pandemic. That's not uncommon.

So, what we've done is kind of moved to a big focus on two things, sort of streamlining the process. I mean, I know a lot of people are not necessarily familiar with our procedure, policy or the requirements, but there is a requirement that appeals are sent to their local first, and then come to us, and they're sent to the local within 30 days of when a member knew or ought to reasonably have known of whatever it is, an incident or action.

What's happening is people started basically skipping their locals and inundating the department directly which, as you know, anyone who has dealt with a local, is currently in a local, or is a staff rep, is familiar with that process, right? So, we've got to -- we have a role also in making sure

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it's very clear that it should be pushed back to the local for the first level of review. We don't want to replace local autonomy or democracy either and say forget it, send it to the National, and we'll make all the decisions for the local office.

But one of the big problems that we're seeing is due to the pandemic, a lot of locals are not having meetings; some never did. You know, I've discussed it with people here too. Some are national in structure, or they have a bargaining certification that covers locations throughout a province. They don't -- they never did have general membership meetings, but one of the issues that happens then is that matters fester, people don't get to sort of hash out things at the local level, the idea is the only recourse is to go to the National.

So, that's something that's a concern, and I know as a former area director that regional directors -- I can speak about ours -- were very clear right off the bat on all the different technologies locals could use, asking national reps to approach them and tell them you can do this, you can do that, et cetera. There's no, really, technological bar for people having meetings, but that is unfortunately happening, and that allows for festering of issues

unfortunately.

So, what I've been doing is I right off the bat, since I started in September, I've been triaging. You could take a quick review of a case and automatically, you could quickly sometimes see it's based on something that happened three years earlier. You can be really clear to people what the process is so they're not surprised two years down the road, you issue a decision saying by the way, you're out of time and all this time it's been hanging out there. That's not due process, that's not national justice.

So, for some reason, since we're pushing things back and right away making sure people are following their processes, we are accumulating less monthly and we brought it down to -- the appeals list is now in the sixties, not over 100, and, you know, we're on track to be improving that. Well, you're going to be getting complaints about some of those things, of course, from time to time. So, yeah, and my ---

LANA PAYNE: Yes, my email box is filled with these things on a constant basis.

JOSEPHINE PETCHER: And I also hear that from your staff too because they're, like, oh my God, like -- but the second focus is on issuing decisions.

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The current appeals we're dealing with at the Public Review Board tend to be on decisions that are previous to me, so that can take a little bit of a while to get, you know, up to speed on them, but certainly lined up behind them are going to be appeals and decisions I write. I'm not going into that in detail. We weren't asked to provide copies of decisions, but normally, I can touch on some of the main, key items as we go through it.

But I do want to flag, the Public Review Board is very tough on decisions that the committee writes, and also previously on the National Executive Board, prior to the merger, it was falling under the National Executive Board. They're always tearing us a new one, pardon the expression, on it can't be too procedurally detailed and legalistic for them; of course, easy for them to say. We're not the government, right? We don't have fleets of staff to sort of go into huge detail, but they're always going to be attacking us.

So, we've got to write decisions being aware of that, and frankly, it is actually natural justice for our members. Our members should be really clear on why something is denied or, you know, if it's a local, if we're upholding the charges against a

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local, we've got to be clear on that. That's fair. I get that.

So, we've been issuing more comprehensive decisions and more decisions. I mean, that's been -- you know, we've been increasing both. But you know what? We're still dismissing -- if something is untimely, it's going to be dismissed. So, some people are going to have issues with that, but that's appropriate in our process.

There's just a couple of other issues I'll kind of touch quickly on. We've been working with Shane to update our procedure policy and the election policy, and I solicit feedback from staff, I hear it from members and locals. If there are certain areas that we keep getting questions on, we've got to maybe tighten up the language on that. We don't want them to be, like, oh my God, I need to hire a lawyer to read something too, right? People get confused.

We're also working on updates. I don't know if many people are aware of this. Do you remember there was a membership clarification document that was sent out to locals some years ago? But it kind of spells some things out. We're always getting questions, can this person -- this person's dismissed, but there's a grievance, or this -- like, you know,

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can a lead hand vote, like, a lot of sort of basic stuff. So, we're going to be updating that. We're also looking at ways to streamline bylaw reviews and kind of the feedback that we're getting too is we don't want people to view us as an obstruction if they're sending in amendments, et cetera, that, you know, we can be very legalistic and very strict and then it gets -- you know, it can get quite held up.

Just saying really quickly, what was happening after the merger, everyone was reminded constantly "send in your bylaws for updates," of course lots haven't. I can't believe how many times they've been reminded. Staff were directed to follow up, but you know, I mean, it's a huge amount. But what would happen is that the amendments they sent in would be reviewed, but it turned out that the rest of their bylaws might not be compliant. And so, we started to get -- the department would get appeals and the person would say, "Well, you approved my bylaws," and then they'd find, you know, stuff in there that was slightly problematic.

So, the department, a couple years ago, started doing fuller reviews, but we find if it's, you know, if we're sending people a list like this, this is what you have to change, this is what you should

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change, this is what you may want to change, they just -- it's overwhelming. Mysteriously, it doesn't come back to us.

So, we're streamlining and, you know, focusing on compliance, et cetera. We want to move this along. I feel like Shane's nodding - this is coming from Shane too - and we're going to be updating our guide to local union bylaws.

But the last little thing we're doing too is, in the past, the director writes all the decisions and leads the appeal process, but again, 16 or so decisions a year, when you've got 50 to 100 appeals, that's something that's not going work either. So, we're looking into the Office of the President, which is in our constitution. We'll be -- and that would be Shane and John, et cetera, sort of seeing if there's some ways that when some of the charges come in, they can be dealt with by them or, you know, maybe it comes back to the department.

Also looking at whether national reps, depending on, you know, there's a lot, obviously, that we're looking here, but about whether maybe we could have other people in the department write decisions too. Everything has to be consistent with what we're getting, but we don't want this bottleneck, it's

unfair to members.

I'll say I was kind of bracing myself for an inundation of people suddenly saying, hey, like, becoming a lot more aware of constitutional processes. We haven't seen that yet, but it's early days. And yeah, a little thing too is we're focusing more on sort of written submissions and hearings, travelling back and forth across the country. It's all time consuming.

Anyway, my conclusion is it's -- it isn't going to be four years to get this up to speed, it's going to take a bit of time, so bear with us, but there's been a great improvement already, but you might still occasionally get an email or a letter complaining about delays and what have you. That concludes my report.

LANA PAYNE: Awesome, thank you very much. And yeah, I know how much work you're doing there, Josephine, because a lot of it's coming from my direction, so thank you for everything that you're doing in the whole department. Chris, did you have some thoughts?

CHRIS MACDONALD: Yeah, just a couple of quick comments, and of course, out of the President's office, every one of us will thank Josephine and her

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department for the work that you do because you run a lot of cover for us, you know, when it comes to emails that come into the President's email address so, that's one thing.

But the other part that most people don't know is that Josephine continued in her responsibilities to operate the Ontario Bargaining Fund, and so that's not -- that's no small feat. There's a lot of locals in there, there's a lot of grievances that come through. It's a big fund that Josephine manages for the Bell Clerical Group and a number of other Bell groups, but a number of others have been joining of late. Shinade's group is in there.

And so, Josephine manages all of that, and so, I just want to thank you for all the work that you do on top of that because that's on top of your constitutional duties. It kind of runs out of my office, but certainly, Josephine does all the work on that, and I really appreciate the work you do, and I know that our members do as well in terms of running that fund, so thank you.

LANA PAYNE: Okay, thank you. Shane, over to you.

SHANE WARK: Yeah, just very quickly.

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Yes, thanks to Josephine, Mike, and Zoran. They got quite the task in that department. It's always been difficult as we know. We've talked many times at the Board about all of the issues that run through that department, and Josephine's only talking about the formal ones, really. There's a whole bunch of informal sort of requests and inquiries and things that run through that department that we don't even really document it. We just deal with it. So, thanks to Josephine and the department.

But I also want to thank John Aman for this reason is because Josephine touched on it. We had a meeting a number of weeks ago where in order to take some of the burden off of the department and have them focus on getting caught up on the review of decisions, that meant that we made a decision that John and myself would essentially, on a go forward basis, deal with charges, and there's a lot of work contained in that file. And when I had the discussion with John in coordination with Lana, he accepted to take on -- you know, to take on more work, and our focus for the charges is -- part of the problem is we have -- and I've mentioned this before.

John and I are going to try to find a way to work with locals to try to resolve issues

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through dialogue rather than continually hitting our department with paperwork because there are some very, what I would call -- there are serious issues and then there are some really, you know, borderline that I can't even believe some of the stuff that gets sent to us, and why burden the department with a formal process and paper chain and all of this back and forth when maybe John and myself can just sit down with an executive board, or sit down with a member, and through some discussions, come to some reasonable outcomes that don't have to overburden the department.

And so far, we've actually been, you know, successful. We have been able to resolve a number of issues that come in the form of charges that we just have some meetings and people figure out a way to come to a more positive outcome than just inundating the department. So, again, great work to Josephine and the department, and thanks to John to working with me to deal with some of the charges in a more informal fashion.

JOSEPHINE PETCHER: And I'll just say thanks to Shane because I think, I don't know if I'm contacting him every single day, but he provides a huge amount of support and guidance and institutional knowledge for the department.

LANA PAYNE: Great, thanks. Thanks everybody. There's some good discussion there. Mohamad, over to you, brother. Last but certainly not least in the reporting.

INTERNATIONAL AND SOCIAL JUSTICE DIRECTOR REPORT

MOHAMAD ALSADI: Good morning. I don't mind. It's all good. Let me start with the Social Justice Fund, where the Board of Directors yesterday approved 11 projects in nine different countries, including Canada. We are doing very well financially. We are about \$8 million now in the bank, and we're doing lots of work in almost -- we have about 43 projects in about 40 different countries.

In terms of the International Department, let me start with Ukraine. Our union was the first to come out and condemn the Russian invasion. We've donated \$150,000 immediately after the first week of the invasion to the Red Cross. Our members, through the portal that we organize with the Red Cross, donated over \$40,000, and that was individual donations that came to the Red Cross.

Colombia, they had their parliamentary elections, and the primary presidential election. Unifor was invited by UNI Global Union to be included

as election observers. We had about 80 people from nine different countries, 30 women and 50 men, attending the election as observers. We met with high-level government officials, and we've managed to issue a report.

The results of the elections were very surprising for many people. The left-wing presidential nominee received 80 per cent of the vote, and that is huge for Colombia. For anyone who knows about the situation in Colombia, during the election campaign, 40 activists, human rights activists and trade unionists, were killed during the campaign. So, it's a very, very difficult situation.

The election for the parliament, the left-wing parties managed to get a huge support, and we're hoping that the election in May will result in electing Gustavo Petro, who is the left-wing candidate.

In Mexico, as I mentioned to the Board at the last meeting, our project is up and running. We're now into six months. We've managed in Silao at the GM plant where there are about 6,800 workers, for the first time in the history of Mexico, to have an independent union elected by the membership, voted on by the membership, to win the vote against the yellow

union by about 80 per cent of the vote. And on top of all that, in a place where 89 per cent are male, they elected a woman general secretary, 36 years old.

In terms of Afghanistan, we are still working very closely with journalists for human rights, trying to support and trying to bring out of harm's way some of the journalists that were in Afghanistan. Some of them now are in Pakistan and Dubai and other countries, and we're working closely with them trying to assist as much as we can. That's my report, subject to any questions you may have.

LANA PAYNE: Awesome, thank you, Mo. Wonderful work happening. Any -- Angelo?

ANGELO DICARO: Thanks, and I just want to supplement quickly on Mohamad's report and also just give Mohamad a ton of credit for being this bridge between Mexico and Canada on this project. It's been tremendous, and the success we've seen in just six months has been tremendous, and I never thought that we'd see this day.

But a couple things I wanted just to kind of supplement on the Mexico piece is that the general secretary of SINTTIA, we've invited her to attend our 2022 convention, and she's accepted. and so, we'll be able to hear directly from her, and

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hopefully others on the executive board when they come to Toronto later this year. So, that should be good and hopefully folks get a chance to meet her and give her well wishes.

But the other thing I just wanted to share, it's more of a story, but -- and I'm not sure if Shane or Dave or John had spoken about this, but the folks at GM Silao are, as we speak, negotiating with General Motors. And if anybody has had the displeasure of bargaining with General Motors, they realize that it's not an easy task. It's not a fun thing to do.

We had arranged for -- and it might be -- it might also be my narrow frame on this, but maybe the first time we've had a cross-border strategy discussion in the course of bargaining between Unifor's GM master bargaining committee and the SINTTIA bargaining committee. So, you have Mexican workers, you have Canadian workers strategizing on how to deal with this incredibly difficult company, so that was very inspiring.

But I'll tell you yesterday, we got a note from our friend Hector, who works at CILAS, who is a group that's advising SINTTIA in the bargaining, and the note we got was that they needed help. They

needed some research help because when SINTTIA came to the bargaining table with their proposals, General Motors said to them that their wage demands were far too high, and they said, "Listen, you know, we've got a problem here in Mexico because if we get too ambitious with our wages, while they're expanding production in Oshawa for the trucks we build in Mexico, and if we're too ambitious, they're going to take all of our work in Canada against Mexico."

This is complete lunacy, and only because we have a dialogue can we point out this complete hypocrisy. And we supported them, and we sent them a package of information to help them make their case against GM at the table. So, this hopefully is the beginning of a new world of cross-border solidarity in bargaining that we were never able to do before, and I'm really excited about it, and I think we can do some really great things. So, I just wanted to share that story.

LANA PAYNE: That's wonderful. Anybody else? Okay, great thanks for all of the directors' reports. They were all amazing. Okay, we've got a couple of things left on our agenda. Anthony, Shane, and subcommittee have to get approval on a hearing process that we need to get in place. We have a

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couple of mergers, I think three, from Quebec that we need to approve, and we have a task force recommendation that I'd like the Board to consider.

We had a couple of leftover items from earlier in the week as well around the local union expense policy that we said we were going to come back to today, but I spoke to Shane about that and we're just going to send a recommendation out to the Board by email and see if that meets your agreement.

So, how about if we start with maybe the hearing process while we still have quorum, and then the mergers? Anthony and Shane?

NEB RESOLUTION ON TASK FORCE

ANTHONY DALE: Thank you, Lana. The committee asked that I report to the Board on the meeting that we had yesterday to discuss a document that I drafted, and we made some changes to it, and copies were distributed to the Board yesterday.

So, the document, I state the obvious when we say that that much of what has happened in the last number of months is unprecedented and unanticipated. So, the Constitution simply provides in Article 18(d) (5) and (d) (6) that when there is a charge against a member of the National Executive

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Board, that there will be a hearing involving the whole of the NEB.

So, the purpose of this procedure is to sort of set some rules for that hearing, and in the document that you have then, in the first five paragraphs, it describes the context in which this document is made. It's to deal with the charge against Jerry Dias. Throughout the document, he is called "the accused member" for the purposes of this procedure.

This is a one-time only document. You know, if the union in the future ever had something like this happen again, you could come back and use the same or a similar procedure, but it's really intended that this is a document that will be used one time, and it's not intended to have any permanent relevance.

It refers to the investigation report, it refers to the fact that the investigator's report contained findings of fact, and also a statement of conclusions about what those facts indicated, in terms of whether the Code of Ethics had been breached or not, and of course, concluded that it had been. And those conclusions by the investigator form the charge that now comes to the National Executive Board for a

hearing.

You discussed this matter on March the 21st and 22nd, and then I referred -- in our document, we refer to the policy on constitutional matters, and again, the relevant articles of the Constitution, and paragraph 6 as well which describes the process.

So, the process that we've put together here -- and I should pause to just remind you that the committee that discussed this matter was myself and Shane as the staff persons supporting the committee of Shinade Alder, Dana Dunphy, and Jennifer Murray.

And so, the procedure is intended to just be as informal as possible while also respecting the principles of natural justice. And natural justice, again, is just the idea of fairness, and I think I could point to four elements that we've tried to cover in this document.

Four elements of the rules of natural justice would be requirement to have notice, so if you're accused of something, you should know what you're accused of. You should have a fair hearing at which you have an opportunity to appear and be represented to answer the charges. It should be a process in which the decision makers approach it with an unbiased open mind, and afterwards, there should be

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a decision made supported by reasons. So, those are four elements of fairness or natural justice that underly this procedure.

So, in the procedure that's outlined at paragraph 7, it says that there will be a hearing, of course. It says that all of the members of the NEB will participate, although I think that the recommendation is that the normal quorum rule should apply because it may be impossible for an entire -- for all members of the NEB to participate.

The process that we've developed involved somebody called a case presenter. So, there's a need for somebody to stand in the shoes of the so-called accuser or the person laying the charge, as those words are used in Article 18(d)(5). In a case like this that's been investigated under the Code of Ethics, there is not really an accuser; there is not a person laying the charge. It may be said that that that is simply by operation of the Constitution that the matter comes from Article 4 into Article 18 for a hearing process.

So, we see a need for a person to act as a case presenter, and that role will be explained in a moment. That person shouldn't be a Unifor employee. It could be a Unifor member, either an active or

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retired member, or we could bring in somebody from outside like a lawyer, or even an arbitrator who would facilitate the process, but also to the extent necessary, examine witnesses and possibly cross-examine witnesses.

So, in terms of the process, the accused member has received notice of the charge. He has a copy of the investigator's report, including the one that is not just the summary, but rather the full document that the Board reviewed on the second day last month.

At some point, we'll have to advise him of the intended date and place of the hearing and inform him that the findings of fact that the investigator has made are accepted, and that the Board is prepared to accept the investigator's findings that the Code of Ethics has been breached as well, subject to his right to present additional information and arguments at the hearing, and that's what Article 18(d)(5) says.

The process says that he would be entitled to have an advocate; that could be a lawyer, or it could be somebody else. That advocate can present arguments, and the accused member pays for his advocate.

The hearing can either be a virtual one or it could be in person, and if it's going to be in person, it should be in Toronto, that's where the union is based, and that's where -- that's close to the accused member's residence.

Thirteen is picked up, I think if I recall correctly, it comes from the process on -- the policy on constitutional matters, the idea that the hearing will be informal but will provide the accused member with a full opportunity to be heard.

The Rules of Evidence don't apply, and the Board can decide to inquire into this in any way that you decide is appropriate, respecting the principles of natural justice, and affording the accused person -- giving the accused person any accommodation that might be required. In the current context, I think it's recognized that it's not possible for the hearing to proceed this week, and no effort was made to do that because of an accommodation need.

So, the Board will have the report of the investigator, and you can decide whether you need to hear directly from any of the persons who were interviewed by the investigator, and if you decide that you want to have one or more of those persons

give evidence, then the role for the case presenter is to bring that person to the hearing and ask them questions to bring out their evidence. And of course, the accused member, as an element of fairness, can then cross-examine that person as well.

And then separate from that, if the accused member wants to cross-examine somebody who gave statements to the investigator, he should be permitted to have that opportunity, but I think that that should be a discretionary thing. If the request is just a cross-examination for the sake of cross-examination, you should be able to ask what it is that is challenged or not accepted and decide whether you will permit him to cross-examine one of the persons who gave evidence to the investigator. I think you should err on the side of allowing cross-examination rather than restricting cross-examination.

And then, of course, he can provide information and arguments either directly or through witnesses, and the case presenter would then cross-examine the accused member about any statements he makes, and any witnesses who might be brought to the hearing.

And then you have to make a decision. You have to -- so, separate and independent from what

the investigator concluded, as a Board, under 18(d)(5), you have to decide whether there is a breach of the Code of Ethics. You should apply the civil standard of proof and recall that the civil standard of proof is the balance of probabilities, that is a determination whether something probably happened distinct from the criminal standard of proof, which is beyond a reasonable doubt, a much higher standard.

And in making your decision, you should consider the facts as found by the investigator as documented in the report, and you should consider, as well, everything else that comes out at the hearing, the additional information and arguments that are made.

And then 18(d)(6) of the Constitution says what you can then do. You can dismiss the charge, or you can decide that there should be a penalty, and so you have to make that decision, and then there should be some level of reasons given in support of that decision. So, all of that puts together a process that provides, I think, a good balance of the kind of summary or the summary hearing that the Constitution and the policy on constitutional matters anticipates while also providing some fairness.

There might be another thing to add that perhaps could have been mentioned as well, and it would be that there would have to be some sort of document disclosure in advance of the hearing. So, I think that we would need to assemble the relevant documents, including those that were considered by the investigator, and we would require the accused person to -- accused member to disclose any documents in which he would propose to rely on at the hearing some time in advance so that those are all available to the Board at the time of the hearing.

So, that's the hearing procedure, again, unique to the matter of the charge against Jerry Dias.

LANA PAYNE: Shane? Sorry, Shane, go ahead.

SHANE WARK: Okay, so I'm going to be -- that was very detailed and I'm going to just make my comments very short and to the point, and then I'll welcome Jenn and Shinade and Dana to weigh into this.

One thing that we talked about in this group meeting, and to be very clear, is that we did not see this as a process of reinvestigating an incident that's already been investigated by an external third-party. This is a process where Jerry, if he so chooses, he's going to come before this Board

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and essentially -- you know, the Board has already made a determination back in March 21 or March 22 that based on the investigation report, the Board has also concluded that Jerry, on a balance of probabilities, violated the Code of Ethics.

And so, from a simplistic standpoint, it would be Jerry being invited here to be told by the Board we have come to this conclusion, unless we hear otherwise from you. So, if you agree you violated the Code of Ethics, then we'll move right into the sanctioning portion of the meeting, but if you don't agree, this is the opportunity that you have to explain why you don't believe you violated the Code of Ethics, and then we move from there.

There was a lot of, again, reservation about making sure that this hearing process is not a reinvestigation process because we all believed consistently and unanimously that that is problematic, considering we have already had the matter investigated, and that's why one of the revisions that Anthony made in this hearing document is you'll see in there that in the document, we're already stating that the National Executive Board accepts the findings by the investigator as it relates to the accused, that being Jerry. And so, I'll just leave it there.

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LANA PAYNE: Exactly. Thank you, Shane. I totally agree with that. Jenn, Shinade, any thoughts or comments to add?

SHINADE ALLDER: Yeah, just to second what Shane was saying. We all agreed with that, that this is mainly hearing Jerry's side, you know, cross-examining him, asking him any questions, and then coming up with rendering a decision for the penalty.

LANA PAYNE: Great, thanks. No, good. Any other comments from anybody else? Go ahead, Chris.

CHRIS MACDONALD: It says in there, Anthony, that the accused may cross-examine. Does the accused have counsel or are they by themselves?

ANTHONY DALE: No, the accused is entitled to have an advocate, and that's in paragraph 11. So, if the -- so, the cross-examination of the accused member would be by the case presenter, and the accused member would have an advocate with him if he wished.

CHRIS MACDONALD: So, in this case, I could be subjected to cross-examination by Jerry's advocate, is that right?

ANTHONY DALE: It anticipates that possibility, and I think that's necessary as a matter

of fairness, but that's the -- that's the matter that I described in paragraph 15. It says, "The NEB may grant the request by the accused member to cross-examine, even if the case presenter has not presented that person to be questioned."

LANA PAYNE: Okay. Jenn?

JENNIFER MOREAU: Thank you for the report. This is a bit beyond the scope of the committee because it's not about what the hearing would actually look like, but my question is, what do we do if he doesn't actually show up? Do we just leave it in limbo, is this -- I mean, I'm assuming by, you know, the principles of natural justice, we can't come to any conclusion without hearing from him because that would be almost, like, trial *in absentia*.

ANTHONY DALE: No, I don't agree with that. If somebody has fair notice of a hearing and doesn't attend, then the matter can proceed in their absence. There's no unfairness in that.

JENNIFER MOREAU: Can he send his advocate and not show up?

ANTHONY DALE: I think the Board would have to decide whether you would find that acceptable.

LANA PAYNE: Sorry, Benoit?

BENOIT LAPOINTE:

(in French)

(taken from translation)

On this point, I'm just trying to get this clear. Sure. I mean, for me, we've already found that there was a violation of Article 4, and so all he can do is come and give his side of the story. But I had the impression, and I might have been wrong, that in any case, Jerry has admitted the facts, and is it -- is it the case that he has admitted doing what he is -- what we're accusing him of?

LANA PAYNE: I think that that would be hearsay if we looked at the report, because he hasn't spoke to the investigator. So, we didn't hear that directly from him, so I don't think you can assume that, but Anthony?

ANTHONY DALE: Yeah, I don't have any knowledge of that.

LANA PAYNE: So, I think we need an agreement that this is the way we're going to proceed. Oh, Matt, go ahead.

MATT BLOIS: Just a question on paragraph 11. Should the advocate not have the same rules apply as the case presenter as in, you know, cannot be a Unifor employee, but can be an active or retired member or lawyer or is that just ---

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ANTHONY DALE: I don't necessarily see any difficulty. I can't identify any difficulty if it was an active member or an employee, so I haven't included that in the document. I think the point about the case presenter not being a Unifor employee is that it simply wouldn't be possible for a Unifor employee to feel that they can act impartially and properly in that role. I think that would not be -- it wouldn't be fair to an employee, and it wouldn't be good for the process.

LANA PAYNE: Great, okay. Moved by Shinade Alder; seconded by Jennifer Murray.

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

And now, back to you -- oh, who's calling me? Is there a question somewhere? I can't see. Go ahead, Doug. You're right behind the camera.

DOUG CARTER: Sorry, Lana. I just have a -- maybe this is a silly question, but I -- and I obviously agree in this process on this hearing. It's obviously all new ground to everybody, but the original investigation, did we have, like, a procedure

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or rules of engagement, or a process on investigation? Like, I -- obviously, we've set something new in motion here with having procedures for a hearing, but did we have, or do we have the same sort of thing in engaging an investigation? Like, rules, like, is it -- again, I'm just saying, is it a silly question or should there have been something?

LANA PAYNE: I'm not sure what you mean by rules, but ---

DOUG CARTER: So, parameters of an investigation.

LANA PAYNE: Yeah.

DOUG CARTER: So ---

LANA PAYNE: So, the investigation was to investigate the complaint, and only determine whether Chris or Jerry or both had, in their actions based on whatever interview she would have had to do when she was basing it on the complaint, violated the Code of Ethics. That was it. That was all she was asked to do.

DOUG CARTER: Okay, but -- and so, is that documented? Is that ---

LANA PAYNE: Yes, I think it was in the report, at the start of the report.

CHRIS MACDONALD: It's also in the

letter you sent me.

LANA PAYNE: Yes, yeah.

DOUG CARTER: Thank you.

LANA PAYNE: Yeah. Okay. Yes, that's the -- we'll communicate, obviously, to Jerry as discussed a time and place for this to occur to make sure that we're meeting the requirements of natural justice, fairness, all of those things so that he's able to participate, and we'll do a determination based on that, and that there's enough time, obviously, allocated for him to be able to prepare and feel comfortable coming to the Board.

SHINADE ALLDER: So, I just have a question just because I have to leave to catch the train in a few minutes, but I know there was the report that was put on here from Unifor Local 27 asking for questions. When we have a date then for the hearing, are we going to try and make it before special convention? I think when you -- I won't be here when you guys talk about this, so I just wanted to know how soon are we looking at to have a date then for that hearing?

LANA PAYNE: Well, some of that depends on how much time we have to allocate and his availability, Shinade. I can't determine, you know --

I mean, I don't think we can say it's going to be in two weeks. You know, we have to work with his legal counsel to figure out what works best. And, you know, I'm not going to talk about Jerry's medical issues but, you know, that may also delay when we can do this, and we want to be as fair as possible in this regard. So, some of it will be on his availability. Olivier?

OLIVIER CARRIERE:

(in French)

(taken from translation)

Thanks, Lana. I'm going now to something a little bit less serious. We have about three mergers. The first you've received I think it's -- you received this Tuesday. I think you have them, and I'm going to start with 175D merging with 194.

MERGER: UNIFOR LOCAL 175D INTO UNIFOR LOCAL 194

OLIVIER CARRIERE:

(in French)

(taken from translation)

There are three units, in fact. 175D is two units from Valero, the refinery, and they want to merge with the biggest group from Valero, that is the 194, so that the local -- 194 Local will be composite

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units and have about 275 members. And by merging the two small groups from 175D, they'll go up to about 325 members, 330 members. So, this is the reflection of the desire of the two sections to merge. I don't know if we have any comments?

LANA PAYNE: No. Do we have ---

OLIVIER CARRIERE:

(in French)

(taken from translation)

No?

LANA PAYNE: Do we have a mover and a seconder? Moved by Matt Blois; seconded by Benoit Lapointe.

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

Okay, thank you.

MERGER: UNIFOR LOCAL 4531 INTO UNIFOR 62

OLIVIER CARRIERE:

(in French)

(taken from translation)

Thanks. The second one I'm going to

talk about is 4531 merging with 62, the composite,
section 62. 4531 has people who are ---

LANA PAYNE: Hang on, we need another
Board member in the room.

OLIVIER CARRIERE:

(in French)

(taken from translation)

Sorry.

LANA PAYNE: We only have 12. Hold on,
hold on. Oh, Marc and John. We're good. We're good
with Zoom.

OLIVIER CARRIERE:

(in French)

(taken from translation)

Okay. Thank you. So, people in 4531,
these are the automobile sector. There are about 25,
30 who want to join with 62. It's one of the
composite sections in Quebec and maybe the most
structured one. And so, that's what it's all about.
Unless you have any questions, I think the motion
speaks for itself again.

LANA PAYNE: Moved by Yves Guerette;
seconded by Les MacDonald.

All those in favour?

(favouring votes shown)

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Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

Thank you. The third one.

MERGER: UNIFOR LOCAL 1626 INTO UNIFOR 700

OLIVIER CARRIERE:

(in French)

(taken from translation)

The last one is Local 1626 which wants to merge with Local 700. 1626 is about 30 members who are language professors. They're from the (indiscernible) business. Again, it's a longstanding composite local, and again, I think the motion speaks for itself.

LANA PAYNE: Moved by Matt Blois;
seconded by Benoit Lapointe.

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

MOTION: TO ADOPT THE NEB RESOLUTION ON TASK FORCE

LANA PAYNE: Awesome, thanks so much.

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Okay, let's move to the resolution on the Task Force, and I can read it into the record if we like, but you've had it for a few days. Is that even necessary at this point because you've probably had a chance to review it?

And we're going to need, what I would suggest, members from the Board who will help populate this committee if it's agreeable, and I would suggest that we would probably have one from each region, just to kind of balance it out. We don't have to determine who those are today, but it would be great if you sent an email volunteering if you'd like to be part of this work. I think that that would be really great.

And so, a couple of things that the task force would look at is obviously developing its own kind of calendar of work and deadlines, a state of the union report to members, which is kind of what Naureen had mentioned earlier in the week, how much do we actually have to report out to convention, and then some of the work of the task force up to convention.

There may be a need, once the task force is in place, to actually also work with our Constitutional Department, Josephine, on any possible resolutions or amendments to the Constitution, but it's unlikely that we will have those ready for this

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Constitutional Convention, given the fact that we have a May 10th deadline, I think, to get any amendments to the Constitution in. So, it may be that this ends up being a little bit of ongoing work.

And the other key piece here is that we would have them basically look at any policies, protocols, or practices that we have in place around things like suppliers, third-party vendors, et cetera. We do have some polices in place already but, you know, what do we need to do to strengthen those things up.

And I've also reached out to our auditors to ensure that they're maybe giving us some best practices around certain things that we can, you know, share with the task force to be able to include in their considerations and deliberations. I think it's important that we're showing that we're making some progress on this so that when we get to convention, we can have a preliminary report that we can give to delegates on some of the work that we've already considered, and some of the work that we may have to carry on after convention. So, that's basically my proposal, and I'm wondering if there's a mover in a second here on that?

Moved by Matt Blois; seconded by Ruth

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Pryce. And I'll open it up for discussion. Les, go ahead.

LES MACDONALD: It's more a point of clarification. Because of the incident that did happen, we definitely need some changes in the Constitution. So, if this committee came back with constitutional changes, I know that they have to be in by a certain time, but could we not bring that forward as an emergency resolution in order to -- so we have that process in prior, so we don't have to go through this again as what happened because we don't have the language in there? We would bring it as an emergency, right, and have it passed at the constitution?

LANA PAYNE: Anthony, can we bring forward emergency constitutional amendments? These are ---

LES MACDONALD: Shane's not here.

LANA PAYNE: No.

LES MACDONALD: Is Shane out there?

LANA PAYNE: I mean, we can -- we are -- we can do emergency resolutions, I know that. I'm just not sure if we can do emergency constitutional amendments. I thought that we could not, but...

LES MACDONALD: I was just, like -- well, I guess we can find out by the next meeting or

whatever.

LANA PAYNE: What are you asking, Dave?

DAVE CASSIDY: No, this says beyond the 2022 convention, so this was, I thought, a policy that we were putting in place, not necessarily -- because when I read it, it said, "Beyond the 2022 convention". So, I thought that this would be ongoing work that we were going to continue to look at, not be worried about an emergency resolution or a resolution going to convention.

LANA PAYNE: Well, I think that ---

DAVID CASSIDY: That was my take on it.

LANA PAYNE: I think the point is that if we can get some work carried off before convention, we would do that, and then, you know, follow on afterwards if we're not completed by that time because consider this is going to be, you know, over the summer, you want to make sure you're covering off all the work. Go ahead. So, it could be both, Dave, is what we're saying.

ANTHONY DALE: Yeah, recall that there are two different deadlines for resolutions and constitutional amendments. There is -- local unions have a 90-day deadline prior to the opening of convention for the submission of resolutions. There

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is a separate ability of the NEB to submit resolutions or constitutional amendments, and the time limit for that would appear to be 60 days prior to the opening. So, that may give you some additional time, and that's the time limit for the secretary-treasurer to circulate all resolutions or constitutional amendments no later than 60 days prior to the opening.

And I would leave to perhaps defer to Shane or some further consideration whether amendments can be put forward if they're -- if that time limit is not satisfied that might require some further consideration.

LANA PAYNE: That question, Shane, because you were out of the room was whether or not we could have -- Les was raising it -- an emergency constitutional amendment. I'm of the view that I didn't think we could do that, but what are your thoughts there?

SHANE WARK: I'll obviously check, but I'm of the same view. You can have an emergency general resolution, but you can't have an emergency amendment to the Constitution as far as I know.

LANA PAYNE: That's what I -- my view is too. Okay, Les, go ahead.

LES MACDONALD: So, in other words, if

this task force started, there is a possibility of trying to fix some of the problems that we ran into like the language isn't there in the case of a president, who takes over what, all that. We could probably get some of that major stuff done so that we don't have the same problem of who looks after what. I mean, we're guessing. It would be black and white.

LANA PAYNE: Correct.

LES MACDONALD: And then the committee could continue on with other stuff that needs to be done. Is that possible? That's all I'm saying.

LANA PAYNE: I think we'll have to try our best, Les, to do as much as we can. The other point is that Shane and Josephine's department are also working on any number of -- and Shane, correct me if I'm wrong, but any number of kind of constitutional clean up items as well, which the Board will have to approve in the next 30 days or so, or however many days it is to get that done in time. Do we have any idea of the suite of constitutional amendments we might be looking at? Shane? Josephine? Is it a lot?

SHANE WARK: Well, we kind of put them in categories, like, they're -- we've noticed that some are what I call housekeeping where we've noticed some typos. We also had Christine mention the name

change for the aboriginal worker of colour reference that I'm agreeing with her that that doesn't have to get voted on. We would just make that change.

But then there are a number of things that the department will have. I don't think it's a long list of clarifications to assist their work, and then there's other constitutional amendments that are substantive, based on discussions that have taken place here, for example, funding, like, I think that's a discussion that, you know, the finance subcommittee would have to have about -- there was some thought about changing the formula on dues funding, whether or not we go ahead with that.

There is -- I think, I'll just put here, I had in my notes this issue of the 150 days to serve notice of a constitutional convention and having 120 days to be the defining point of whether or not you have a special convention. Looking back in the two previous unions' documents, there was no disparity between those two things. They both lined up, either 150 or 120, so I've noted that.

I've got a list that I can send out, but obviously, it's the Board, I don't -- like, the department will just make recommendations, but it's actually the Board who has the authority under the

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Constitution to submit proposed amendments to the Constitution, not the department.

LANA PAYNE: Yes.

SHANE WARK: And then you -- and then the Board can decide, accept, decline or add to the list, I guess.

LANA PAYNE: Yeah, in any case, that meeting would have to occur before a certain time in order for the Board to be able to meet its timelines.

SHANE WARK: Yeah.

LANA PAYNE: Yeah.

SHANE WARK: If that could happen soon.

LANA PAYNE: Yeah, okay. So, no more discussion on this?

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

UNFINISHED BUSINESS

LANA PAYNE: I think we're almost through here. There were a couple of other items that were brought forward by Olivier, but we're going to deal with them in another way. They have to go

through a different process, so they're not actually tabled with the Board.

And the Board also received a letter from four locals, I think all Ontario-based locals, just, you know, and I'm thinking I have probably 30 or 40, 50 emails from other locals that are going to have to require a response. We just can't have these emails sitting there without responding to our locals with some information when they're asking these kinds of questions. So, I'm going to have to draft something for Local 27, 636 and 1859, and all of the others as well. So, I think there are just, you know, lots of questions out there right now. Go ahead, Gavin.

GAVIN MCGARRIGLE: Yeah. Since we had that vote via email, I've received lots of calls from local unions who have started to look at the Constitution. I had one last night, Local 333 B.C. in Victoria, which is 900 members demanding that we not hold a special convention and that we hold a regular convention, asking questions about the cost, the delegates, who would attend, and it turns out this is one of those situations, and I imagine there are many other situations, where this president and her team, Jean, have completely wiped out the previous team.

Ben Williams, as you know, was the president of that local, he's on staff now, so he was a delegate. And another one of their delegates to the constitutional convention is retired, and is no longer there, and to say that she was outraged at the notion that 900 members would have absolutely no vote at a special convention in addition to the costs coming from Victoria, British Columbia, was an understatement.

And so, I just explained to her that, ultimately, these are decisions of the Board, but she insisted that I table it here today and say -- again, just to add so it's not just the letters you're getting, there are phone calls that are coming in. I listened to Tammy the other day talk about, you know, the size of her local and how that works.

So anyway, I just -- I have a lot of reservations about moving forward in this way. Obviously, we're going to be bound by the Board, but I just wanted to make sure that I replied to Jean and put those comments on the record because it's very concerning.

LANA PAYNE: The challenge with the 2019 credentials is going to be across the Board because we have locals that no longer exist that technically have

-- so, those things are going to have to be sorted through. There's going to be a lot of kind of, you know -- it's 894 people or whatever it was that were voting delegates and every single bit of it is going to have to kind of be combed through. Some locals no longer exist, so there's that. You've got locals -- you know, and these are issues that are going to keep coming up and we have to deal with.

We've got locals that, you know, their delegates, as Gavin said, were there in 2019; those are not the same people anymore. You have locals that are much smaller now or much bigger now that, you know, had a different delegate allotment in 2019. So, it's a bit tangly, and we're just going to have to sort through it and make sure the locals understand what it is that they get to do. Dave, over to you.

DAVID CASSIDY: Thanks. And again, I will reiterate my position for the record, that I support what Gavin had said, my local being one on this, on having the special convention, and I was glad to see this. This isn't the first one. There's a lot of other locals that came in that you are going to have to respond to, that won't be supporting the fact that -- and I'm going to obviously be vocal. I know people can laugh about it and say we have to do it and

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this and that, but I will be vocal about not having it because we have a fiduciary responsibility as well. And I have responded to that, by the way. I have responded on my own to this local.

LANA PAYNE: Three locals, but yeah, I mean, we've just got to make sure the locals understand what the rules are because what's going to happen is they're going to get a call letter and then they're not going to get credentials that they think they're entitled to be getting. That's what's going to be going on. There's going to be a big mess out there. Go ahead, brother.

DOUG CARTER: Can we not -- we're following the Constitution.

LANA PAYNE: I agree, but I'm just saying, you've got to explain this stuff to locals. They've got to understand.

DOUG CARTER: Right. We're going to have to explain to the locals, and Gavin and everyone else is going to have to explain to the locals, that we're following the Constitution. That's what we're supposed to do.

LANA PAYNE: Go ahead, Scott.

SCOTT DOHERTY: Lana, I guess I'm just wondering why the letter from 636 and 27 and 1859 made

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it onto the Board table today, but not all the other -- you said there's 40 or 50. I just -- I guess we should see all of them if they're ---

LANA PAYNE: They weren't all just to the Board. They were addressed to me.

SCOTT DOHERTY: Oh, I see.

LANA PAYNE: Yeah.

SCOTT DOHERTY: Thanks.

LANA PAYNE: This came in addressed to the Board this week as we were here.

SCOTT DOHERTY: I appreciate it. Yeah, I've responded to them as well.

LANA PAYNE: Yeah. Go ahead, Gavin.

GAVIN MCGARRIGLE: Yeah, on the notion that we're following the Constitution, part of the discussion I had with Jean and with other locals is they were very quick to point out how we also followed the Constitution when we didn't hold the Canada Council, when we cancelled the B.C. Regional Council, when we cancelled the Prairie Regional Council, when we extended the term.

People are paying attention to these things. There were very good reasons why the National Executive Board voted to do that. Obviously, that was much more, I think, of a consensus position, but

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locals are aware that, you know, there are times that given the circumstances that we use the dictates of common sense, and they were very quick to point that out.

So, I'm just -- you know, be prepared that we will try and make that argument, of course, but, you know, people have also seen what's happened in the last number of years as well.

LANA PAYNE: Yeah, we're going to be challenged by locals who won't have a vote. There's no doubt about it. Go ahead, Jenn.

JENNIFER MOREAU: I think Tullio had his hand up first.

LANA PAYNE: Sure. I can't see the screen, guys, you're so far away from me. Go ahead, Tullio.

TULLIO DIPONTI: Thanks, Lana. That's okay. Yeah, dictated by common sense is absolutely correct, but when it's now written in the constitution, it's clear in the constitution what it says. So, we've been debating this since we started this. Sure, we're going to have one, two, three locals that don't want to do it, for whatever it is, financing and that, but we have an obligation as the Board to follow the Constitution, just like we had an

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obligation as a Board to make sure that if there was any violation of the Code of Ethics, we dealt with that.

So, I think at the end of the day, we can bring up all kinds of locals that said they don't want to do it. In Windsor, we've got four locals that are looking forward to doing it. So, like, if we start cherry-picking who wants this, who wants that, then get rid of this Constitution. Get rid of it.

You know, we've got people that are talking that are part of being on one of the -- some of the candidates, whether we should or not. But at the end of the day, it's clear. For 42 years, I've been following either CAW, Unifor, or other unions' constitutions, and if we talk about our members out there saying we don't trust the National Union based on what Jerry and this and that, guess what? They know how to read the Constitution too, and they don't know what our obligations are, and our obligation is to follow that Constitution. So, that's -- I'm intending to be at the special convention, and I'm looking forward to that. Thank you.

LANA PAYNE: Great, me too. Thanks, Tullio. Who over here had their hands up?

JENNIFER MOREAU: Just very briefly, and

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most of it has been said already, but I had the same thing, a very large media local, why do we even need to do this? Can't we just -- because we're so close anyway. They didn't want to do it. They wanted me to tell you all that. I'm, like, it's in the Constitution. We have to do it.

But my point is that given that we're coming out of a major scandal, we have to do everything by the book, and we have to be transparent about it, and we have to be able to explain that to our members. Yeah, it doesn't make sense, the timing sucks, but unfortunately, that's beyond our control at this point, and just put it all out there.

LANA PAYNE: Great. Thanks, Jenn.

Okay, we're good. Any other business? Les?

LES MACDONALD: Local union expenses, is that still in effect?

LANA PAYNE: Oh, I reported on that. You might have been out of the room.

LES MACDONALD: I was. My apologies.

LANA PAYNE: Shane is going to work on a recommendation with Fred and we're going to send it around by email in a week or so to the Board to vote on.

LES MACDONALD: Okay.

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LANA MACDONALD: Okay.

LES MACDONALD: Thank you.

LANA MACDONALD: Great. All right, I think we're done. Thank you very much, everybody. Brother, did you have something you want to raise?

GREG BURTON: Thanks, Lana. I just want to again remind those of us in the room who live in the GTA and surrounding areas about our May 1st rally to ensure that, you know, we have full participation at Queen's Park on May 1st to start our Kick Back campaign against this Conservative government, so thank you very much.

LANA PAYNE: Yes, May Day, everybody show up. We've got busses coming, it's going to be wonderful. Okay, great, thank you everybody. Solidarity to all of you and safe travels at home. Thanks to all the staff for all you do, and thanks to all of you.

--- Whereupon the meeting is adjourned at 11:19 a.m.

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CERTIFIED CORRECT:



Shirley Chang,
Court Reporter

CERTIFIED CORRECT:



Jackie Graham,
Court Reporter