



October 16-19, 2025
Pan Pacific Hotel
Vancouver, BC

Pan Pacific Hotel

We hope you enjoy your stay at the Pan Pacific Hotel!
If you have questions about your accommodations
or anything to do with your hotel stay, please
contact Suzanne Boucher or Michelle Brunet at
hrconferenceddp@une-sen.org.

Check-in - 4:00pm

Check-out - 12:00pm



Your National President



O'Siyō ᄅᄇᄃ "o-si-yo," (Cherokee: I see you) Hello and Bonjour, Nǐ hǎo Union Sibling,

Welcome to the Union of National Employees Human Rights Conference. As a member of the Equity group, a woman, First Nations, Black, 2SLGBTQA+, and person with multiple disabilities, I am thrilled to be here. The delegate states from the 2022 UNE Human Rights Conference is what permitted me to attend our 2023 Triennial Conference, which saw UNE become the first National Union to elect a Black woman president. Proud or not, UNE made Canadian history.

This garnered an invitation to the United Nations to speak on the stolen labour of people of all African descent, robbed and enslaved, continuing our roles

as leaders in labour rights and human rights. We have led the charge on addressing the grievances of term members in equity groups who have faced disproportionate early terminations, not permitting the efforts of the Call to Action or our members' human rights to be rolled back without a fight.

I am sure you are as excited as I am to learn about the accomplishments of the human rights committee and subcommittee, who will share with us how they have advanced human rights within the labour movement for the Union of National Employees and more broadly in society. This is an opportunity to learn from experts in the field of human rights advancement and hone your skills in this area.

For those of you who are participating in human rights struggles for the first time, thank you for starting your journey with us. My own human rights journey began in elementary school when I led a peaceful protest.

Treat one another with the kindness and respect our human right values call upon us to exercise. I look forward to seeing what we do next.

Thank you, Merci, VƏLΛ&T "di-da-yo-li-hv-dv-ga-le-ni-s-gv," which means "Until we meet again, zàijiàn"

Pronom: Elle iel/ellui

Pronouns: She/her they/them

Alisha Kang (née Campbell)

National President

Your National Vice-President for Human Rights



On behalf of the UNE Human Rights Committee, welcome to the 2025 Union of National Employees Human Rights Conference.

The UNE and all of its committees are guided by our mission, vision and values statements, and are committed to respecting, protecting, defending and promoting human rights. The Human Rights Committee has several goals including heightening awareness amongst its membership and the greater public about the interplay of human rights on employment situations.

Delegates to this year's Human Rights Conference participate in workshops, guest speaker presentations, panel discussions, caucus meetings and the election process of membership representatives.

The delegates assembled are passionate about a wide variety of Human Rights issues, dedicated to activism to varying degrees, and attuned to the myriad of Human Rights violations happening just outside our own front doors, to the far reaches of this ever-changing world/landscape. Embrace the opportunity to meet and forge bonds, to share experiences, revel in our gains and commiserate our shared struggles, to collaborate on shared activism interests, and to strengthen our collective resolve with our fellow Human Rights activists from across this great nation.

The true measure of this conference will depend upon your active participation and engagement. It continues to be my honour and privilege to work with the members of the Committee, the UNE event planning staff and all those who made this weekend possible.

It is my great pleasure to welcome you to the 2025 Human Rights Conference.

In solidarity,

Michael Freeman
National Vice-President for Human Rights

Steering Committee

Michael Freeman, National Vice-President for Human Rights
Keith Lemoine, Assistant National Vice-President for Human Rights

Mireille Jaillet, National Equity Representative for Women
Lenora Maracle, National Equity Representative for Indigenous Members
Yun-Csang Ghimn, National Equity Representative for Racialized Members
Prabir Roy, National Equity Representative for Persons with Disabilities
Danielle Palmer, National Equity Representative for 2SLGBTQ+ People

Anne-Marie Cavier, Regional Representative for Human Rights, Quebec
Ruby Langan, Regional Representative for Human Rights, BC & Yukon
Julia Hu, Regional Representative for Human Rights, Alberta & NWT & NU
Pervaiz Iqbal, Regional Representative for Human Rights, Saskatchewan
Frances Bitney, Regional Representative for Human Rights, Manitoba
Mary Lynn Elms, Regional Representative for Human Rights, Atlantic
Klara Longfellow, Regional Representative for Human Rights, Gatineau-Treasury Board
Lisa Gregory, Regional Representative for Human Rights, Ottawa-Treasury Board
Noha Haydari, Regional Representative for Human Rights, Outside Canada

Event Staff

Bernadeth Betchi
Coordinator, Office of the National President

Suzanne Boucher
Convention, Conferences and Events Administrator

Julie Brisson
National Administrative Services Assistant

Michelle Brunet
National Administrative Services Assistant

Sylvie Courchaine
Acting Director, Finance & Administration

Yousrah Manset
Communications & Research Officer

Quinn Martin
Accounting Officer

Greg McNamara
Communications & Research Officer

Marie Tetreault
Accounts Payable & Membership Specialist

Ateau Zola
Executive Assistant to the National Executive and
Human Rights Committee

Agenda

FRIDAY, OCTOBER 17

THURSDAY, OCTOBER 16

Registration

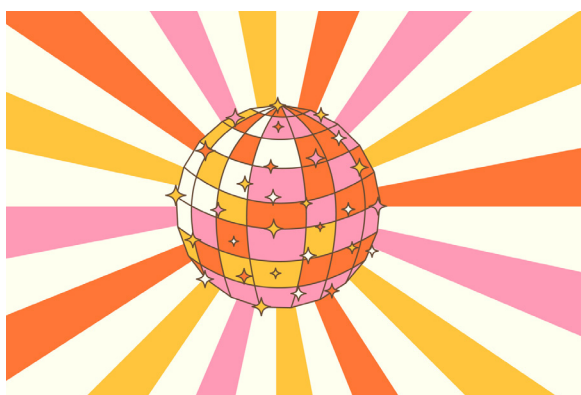
5:00pm | Cypress

2SLGBTQ+ Caucus

6:00pm | Gazebo

Meet & Greet

7:00pm | Cypress



HOSPITALITY SUITE

8:00PM - 12:00AM

CYPRESS

ALCOHOL-FREE HOSPITALITY SUITE

8:00PM - 12:00AM

CORAL SUITE
(GUEST ROOM FLOOR)

FLOORPLAN REFERENCE

- Oceanview 1
- Gazebo
- Oceanview 2
- Cypress
- Oceanview 5-8
- Oceans 999
- Terrace

Smudging

8:00am | Terrace

Indigenous Caucus

8:10am | Gazebo

Land Acknowledgement & Conference Opening

9:10am | Oceanview 5-8

Welcome by UNE National President

9:35am | Oceanview 5-8

Health Break 10:15am

Presentation

10:30am | Oceanview 5-8

Lunch

11:50am

Cypress

Women's Caucus

11:50am

Oceanview 5-8

Presentation

1:00pm | Oceanview 5-8

Persons with Disabilities Caucus

1:45pm | Oceanview 1

Health Break 2:45pm

Electronic Voting Procedures

3:00pm | Oceanview 5-8

UNE National Executive Vice-President

3:15pm | Oceanview 5-8

Panel Discussion - Search the Landfill

4:00pm | Oceanview 5-8

Racialized Members Caucus

5:00pm | Oceanview 2

Reception

7:00pm - 9:00pm

Oceans 999

SATURDAY, OCTOBER 18

Smudging
8:00am | Terrace

Human Rights & Humanity
9:00am - 9:45am
Oceanview 2

Human Rights Complaint Workshop
9:00am - 9:45am
Cypress

Structural Review
10:00am - 12:00pm
Oceanview 5-8

Resolutions to Convention
10:00am - 12:00pm
Cypress

Lunch Break 12:00pm

Structural Review
1:00pm - 3:45pm
Oceanview 5-8

Resolutions to Convention
1:00pm-3:45pm
Cypress

Human Rights & Humanity
4:15pm - 5:00pm
Oceanview 2

Human Rights Complaint Workshop
4:15pm-5:00pm
Cypress

SATURDAY ELECTIONS

Indigenous Members
8:30am | Gazebo

2SLGBTQ+
10:00am | Oceanview 1

Persons with Disabilities
11:30am | Oceanview 1

Racialized Members
1:00pm | Oceanview 1

Women
3:00pm | Oceanview 5-8

SUNDAY, OCTOBER 19

Smudging
8:00am | Terrace

Building Worker Solidarity from Turtle Island to Palestine
9:00am | Oceanview 5-8

Swearing-In Ceremony
10:00am | Oceanview 5-8

Health Break & Hotel Checkout
10:30am

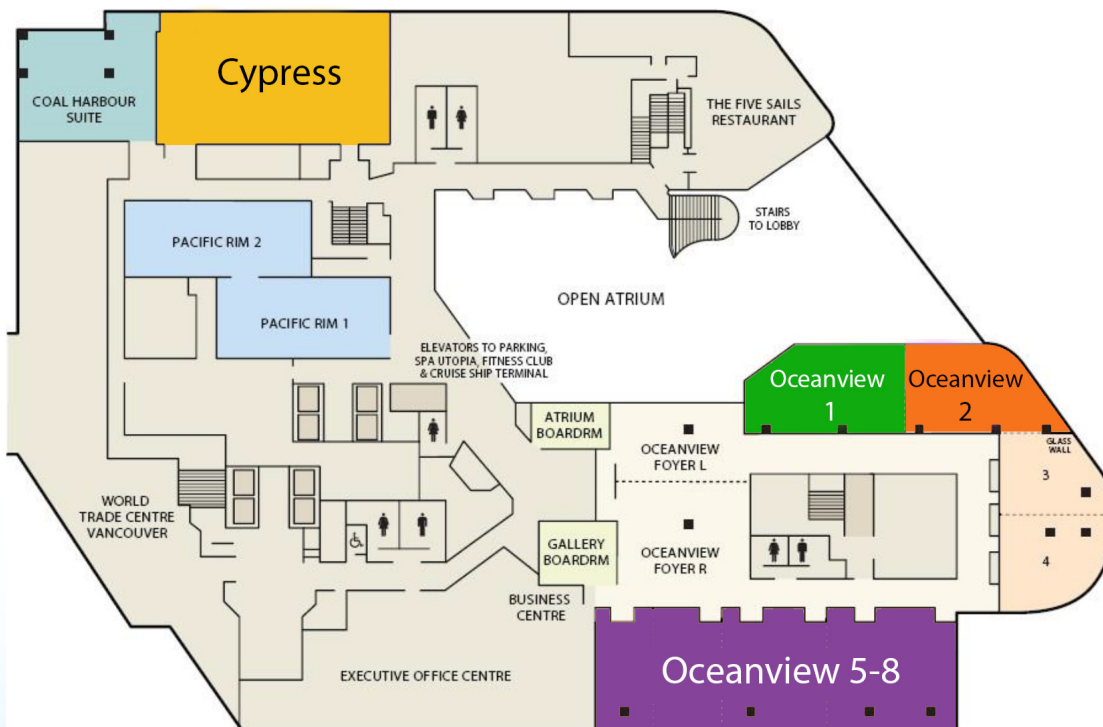
Closing Remarks & Ceremony
11:00am - 12:00pm | Oceanview 5-8

Event Floor Plan

LOBBY LEVEL



RESTAURANT AND GALLERY LEVEL



What kind of Union are we?

The Union of National Employees, as a component of the Public Service Alliance of Canada, is part of the organizing models in unions. What does that mean? Members are empowered to collectively address workplace issues in local labour-management meetings and specialized union-management meetings, where members are the leads, rather than staff, who provide technical advice. These types of unions foster active participation among all members through self-motivated learning, conferences, and peer-to-peer mentoring. The service model, on the other hand, provides services to members, typically resolving grievances and securing benefits through union representatives rather than grassroots member action.

Organizing Model

Member Role: Members are actively involved with all the semi-judicial aspects in identifying and addressing workplace problems, acting as advocates for themselves and others.

Local and Regional Elected Role: Stipend volunteers receive benefits of over \$10k per year.

Local and Regionally Elected Officers are responsible for consultation with the employer, advancing members' concerns, and supporting or presenting grievances and are accountable to their voters.

Nationally Elected Roles: Stipend volunteers receive benefits of over \$10k per year.

Subject matter experts in their area of expertise play leadership roles and serve as decision-makers, being accountable to their stakeholders for the delivery of their portfolios.

Full-time Elected National Officers; Salary in bylaws

Lead the organization between national executive conventions and meetings. They play crucial leadership roles and serve as decision-makers, being accountable to their voters for the delivery of their responsibilities as outlined in the bylaws.

Union Staff Role: The union staff facilitate members' actions, provides technical advice, and presents final-level grievances and/or negotiates or mediates a settlement with the employer. Staff are not members of the bargaining unit; therefore, they are not accountable to the membership and hence are not the decision-makers. Direction comes from the elected. They present the final level of grievances, supporting members' collective power and acting together.

Service Model

Member Role: Members typically rely on union representatives to act on their behalf.

Union Role: Union officials or representatives act as service providers, resolving issues and representing members to management and providing services to union members, such as handling grievances, negotiating contracts, consulting with the employer, and ensuring work rule enforcement.

Guest Speakers

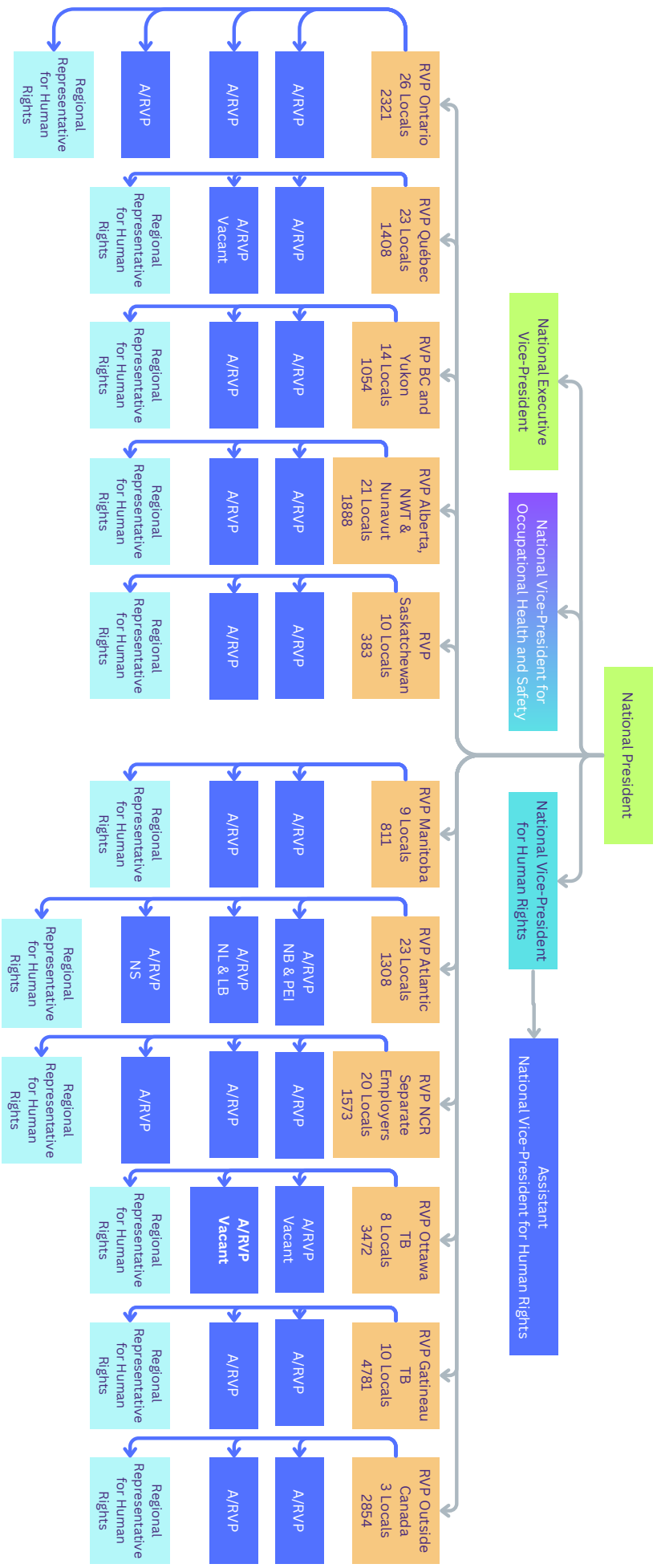
Kaylah Zander-Núñez

Kaylah Zander-Núñez is the daughter of a Chilean refugee, a graduate of UBC's Anthropology department, a member of the Labour for Palestine Vancouver steering committee and a unionized worker of UBCP/ACTRA. She works on her union's Political Action, Environmental and Women's committees and the BCFed Climate Justice and Jobs committee.

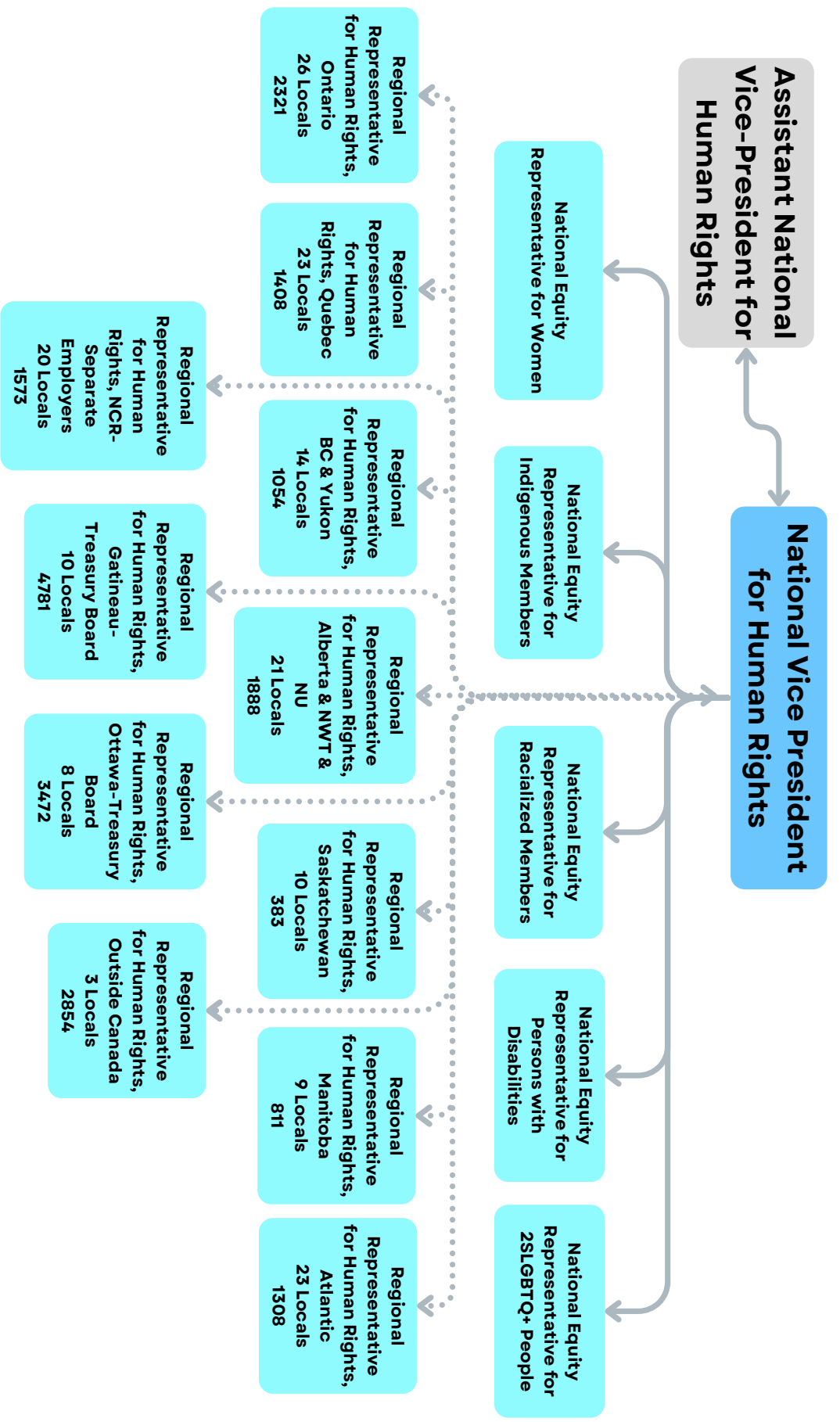
WeiChun Kua

WeiChun Kua (he/him) is a migrant justice organizer, currently living as an uninvited guest on unceded Coast Salish territories. During his time as an international student at SFU, he was deeply involved in student advocacy, climate action, and migrant rights. Notably, he played a pivotal role in SFU350's eight-year campaign, where they successfully pressured SFU to fully divest its \$650 million endowment fund from fossil fuels. WeiChun remains active with Migrant Students United at SFU, a grassroots group of former and current international students and workers advocating for their fair rights. He currently works at Solid State Community Industries as a Coop Developer supporting racialized and immigrant people in Surrey, building worker cooperatives and social enterprises.

UNE National Executive



UNE Human Rights Committee



Elections

Human Rights Committee Equity Representatives

During each Human Rights Conference, five national equity representatives and their alternates are elected.

Any UNE member in good standing who self-identifies as a member of these equity groups is eligible to put their name forward for consideration. Nominators and seconders must also be members of the same equity group and members in good standing of the UNE. To be clear, the positions up for election are:

- National Equity Representative for Indigenous Peoples and Alternates;
- National Equity Representative for Persons with Disabilities and Alternates;
- National Equity Representative for Racialized Members and Alternates;
- National Equity Representative for 2SLGBTQ2+ and Alternates; and
- National Equity Representative for Women and Alternates.

Please note that in order to nominate a candidate or second a nomination, you must be a delegate to the 2025 Human Rights Conference and a member in good standing of UNE who self-identifies as a member of the same equity group as the nominee.

Voting privileges to elect these equity group delegates are extended only to accredited delegates of the 2025 Human Rights Conference. Elections for each equity group representative will take place during equity caucuses made up of delegates who have self-identified as members of that particular equity group. Candidates do not need to be present at the conference in order to run.

Nomination forms can be picked up in the Staff Office and submitted to the attention of Ateau Zola no later than 4 p.m. PST on Thursday, October 16, 2025. We will also seek nominations from the floor before proceeding to the election.

For reference: UNE Bylaw 2, Sec 22

Elections

Equity Delegates to the 2026 UNE Convention

Twenty equity group members will be elected at the conference to attend Convention as delegates with full voice and vote. Alternate delegates will also be elected.

Any member in good standing of the UNE who self-identifies as a member of these equity groups is eligible to put their name forward for consideration. Nominators and seconders must also be members of the same equity group and members in good standing of UNE.

To be clear, the delegates are:

- Four National Equity Representatives for Indigenous Peoples and Alternates;
- Four National Equity Representatives for Persons with Disabilities and Alternates;
- Four National Equity Representatives for Racialized Members and Alternates;
- Four National Equity Representatives for 2SLGBTQ+ and Alternates; and
- Four National Equity Representatives for Women and Alternates

Please note that in order to nominate a candidate or second a nomination, you must be a delegate to the 2025 Human Rights Conference and a member in good standing of UNE who self-identifies as a member of the same equity group as the nominee.

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For reference: UNE Bylaw 6, Sec 3, 13

Important Notices

Statement on Harassment

Harassment in all its forms, detracts from our common purpose and weakens our Union. Let each one of us, as we work together on the important task at hand, treat each other with dignity and respect.

If you experience harassment at this event, please contact one of the assigned Harassment Prevention Coordinators to discuss the situation and possible responses.

Bernadeth Betchi
Sylvie Courchaine

613-407-4928

Severe Food Allergies

Due to severe allergies, no outside food can be brought into any of the meeting rooms, including the main plenary. Certain foods, including nuts, onion garlic and shellfish products pose a serious and life-threatening health risk to some individuals attending the Conference.



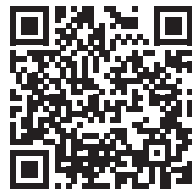
Reactions to Scented Products

UNE is 100% scent-free. Please refrain from using scented products, such as perfumes, lotions, hairsprays, etc.



Follow the Conference!

Visit www.unesen.ca for electronic conference documents.



Use and look for #UNE2025 on social media!

