



In the land of the living skies

**April 10-13, 2025**  
**Hotel Saskatchewan**  
**Regina, SK**

# Land Acknowledgement Treaty 4

## Treaty 4 Territory (Regina City)

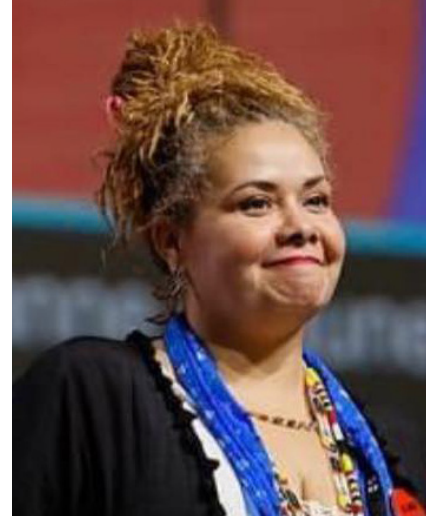
**On behalf of the members of the Union of National Employees, I would like to begin by acknowledging that we are on treaty land, referred to as Treaty 4 Territory and that the City of Regina and all the people here are beneficiaries of this Treaty. Treaty 4 encompasses the lands of the Cree, Saulteaux (SO-TOE), Dakota, Nakota, Lakota, and is on the homeland of the Métis Nation.**

**We respect and honour the Treaties that were made on all territories. We acknowledge the harms and mistakes of the past, and we are committed to moving forward in partnership with Indigenous Nations in the spirit of reconciliation and collaboration.**

# A message from the National President

“O’Siyō ᏍᏏᏉ “o-si-yo,” (Cherokee: I see you)  
Hello and Bonjour Union Sibling,

Welcome to the 2023 to 2026 mandate Local Presidents’ Conference in the beautiful Treaty 4 Territory known as Regina - the UNE region of Saskatchewan - the land of the living skies. On behalf of the National Executive, we are so grateful to gather in this incredible region, known not only for its wide-open spaces and breathtaking sunsets, but also for the spirit of resilience, community, and strength that runs deep through its rich First Nations and Metis History, people, and land.



Over the next few days, we will have the chance to connect, learn, share, and grow together as local leaders within the Union of National Employees. This is more than just a conference — it is a chance to reflect on the values that guide us: solidarity, equity, diversity, justice, respect, and empowerment. We will explore important challenges, strategize for the future, and celebrate the collective strength that makes our union a force for positive change.

We encourage you to ask questions, spark conversations, build meaningful connections, and fully embrace the culture and history of this region. Let us take a moment to be grateful — for this time together, for the work we do, and for the opportunities that the union and our union families continue to create for working people across the country.

I still hold space for the impact that the trusteeship had on many UNE members. As we forge the new version of the Union of National Employees, we will metamorphize into knowing that the members have been centered at the core of the decisions made and that we will build up activists and those with political aspirations within and beyond. I am aware that this can be hard on those of you in leadership roles within UNE, especially when the consequences are felt by you, but the details can’t always be shared with you for various reasons. I am deeply grateful to each of you for centering the members and one another as we rebuild.

Thank you for the work you do in your Locals, with members, and each other and for being here. Let us make the most of this time — in unity, in purpose, and in community.

Alisha Kang  
National President  
Union of National Employees , PSAC

# AGENDA

## Thursday, April 10

Registration . . . . . 6:00PM  
BLUE LOUNGE FOYER

Hospitality Suites . . . . . 6:00PM  
LIBRARY & BLUE LOUNGE

## Friday, April 11

Land Acknowledgement &  
Conference Opening . . . . . 9:00AM  
REGENCY BALLROOM

Welcome by  
National President . . . . . 9:15AM  
REGENCY BALLROOM

Larry Hubich,  
Keynote Speaker . . . . . 9:45AM  
REGENCY BALLROOM

Health break . . . . . 10:40AM

Workshop: Local AGMs . . . . . 11:00AM  
REGENCY BALLROOM

Lunch . . . . . 12:00PM  
REGENCY BALLROOM

Workshop: LUMCC's . . . . . 1:15PM  
REGENCY BALLROOM

Health break . . . . . 2:30PM

Workshop: Resolution Writing 2:45PM  
REGENCY BALLROOM

Communications . . . . . 3:45PM  
REGENCY BALLROOM

Reception . . . . . 6:30PM  
REGENCY BALLROOM

Hospitality Suites . . . . . 8:00PM  
LIBRARY & BLUE LOUNGE

## Saturday, April 12

Local Finances  
Expense Claims  
Path to Convention . . . . . 9:00AM  
REGENCY BALLROOM

Health Break . . . . . 10:30AM  
Duty to Fair Representation . 10:45AM  
REGENCY BALLROOM

Lunch . . . . . 12:00PM  
REGENCY BALLROOM

Grievance Handling . . . . . 1:15PM  
REGENCY BALLROOM

Health break . . . . . 2:15PM

Visit to Royal  
Saskatchewan Museum . . . . . 3:00PM  
REGENCY BALLROOM

Hospitality Suites . . . . . 8:00PM  
LIBRARY & BLUE LOUNGE

## Sunday, April 13

Workshop: Occupational  
Health & Safety . . . . . 9:00AM  
REGENCY BALLROOM

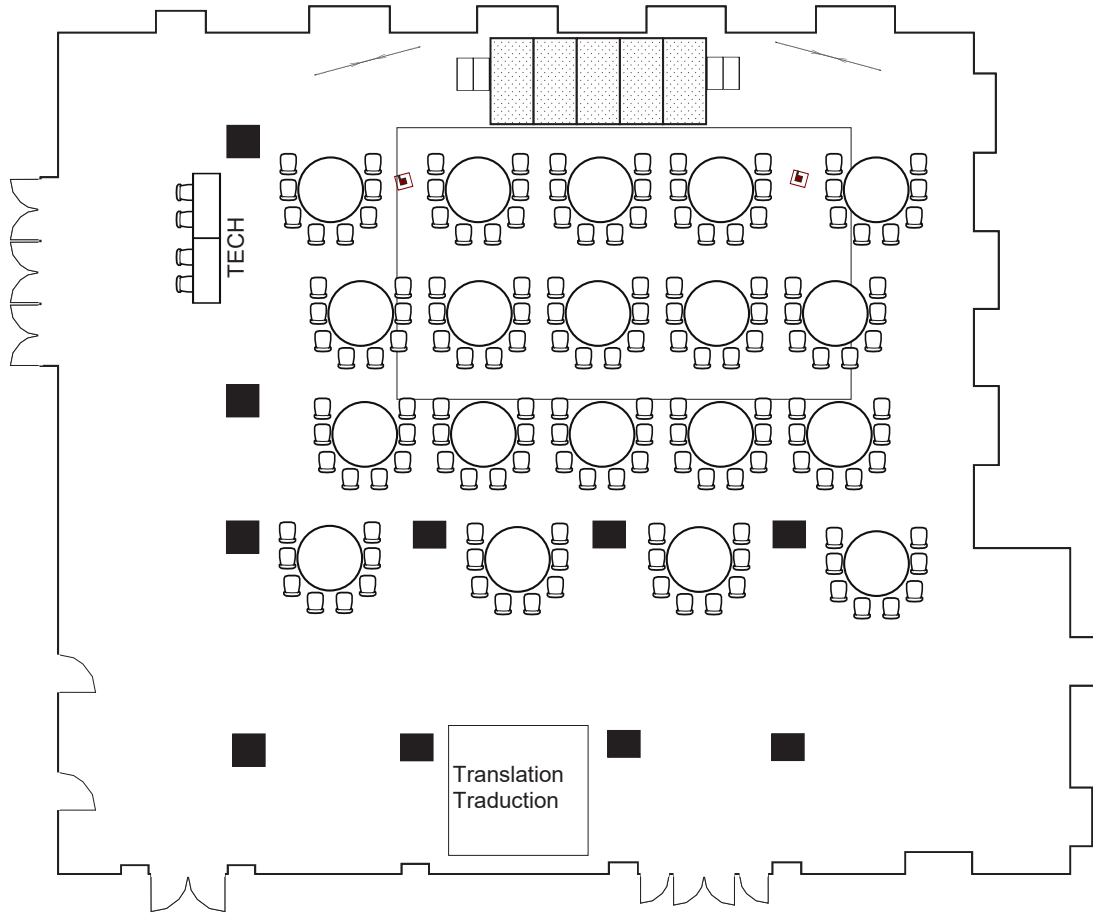
UNE Structural Review . . . . . 10:00AM  
REGENCY BALLROOM

Health Break . . . . . 10:30AM  
Local Governance . . . . . 10:45AM  
REGENCY BALLROOM

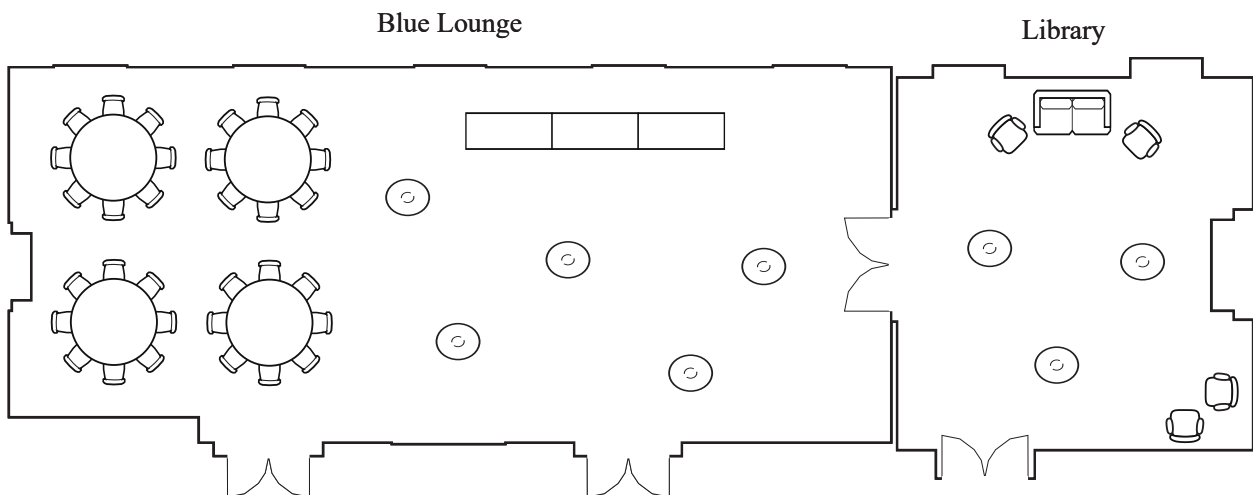
Conference Remarks &  
Elder Closing . . . . . 12:00PM  
REGENCY BALLROOM

Hospitality Suites . . . . . 98:00PM  
LIBRARY & BLUE LOUNGE

## All Plenary Sessions Regency Ballroom



## Hospitality Suites



# Steering Committee Members



**Ellen Cross**  
Vice-President  
Local 80018



**Radia Dinath**  
President  
Local 00394



**Gail Budgell**  
Regional Vice-President  
Atlantic



**Lenora Maracle**  
National Equity  
Representative for  
Indigenous Members



**Jonathan J. Jeet**  
H&S Representative  
Local 20278



**André Miller**  
Regional Vice-President  
NCR-TB



**Jean-Michel Lavergne**  
Assistant Regional  
Vice-President  
Quebec



**Eric Poitras**  
Regional Vice-President  
Gatineau - TB



**Gloria Pfeifer**  
Regional Vice-President  
Saskatchewan



**Nathan Pylypuk**  
Assistant Regional  
Vice-President  
Saskatchewan



# 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.

Call **613-407-4928** to speak with:

**Bernadeth Betchi**, Coordinator, National President's Office

**Douglas Hill**, Director, Member Representation

**Sylvie Courchaine**, Acting Director, Finance & Administration



## HOSPITALITY SUITES

We know you love to socialize and network at UNE events! As usual, we have two suites where you can gather and meet other members. Join us in the Library & Blue Lounge (serving alcohol) and the Wascana Room (serving non-alcoholic beverages)!

*\*Please note - no outside food or beverages permitted.*

# Keynote Speaker

## Larry Hubich

Past President, Saskatchewan Federation of Labour

Larry Hubich was the president of the Saskatchewan Federation of Labour (SFL) from 2002 to 2018. He also served as the SFL's Treasurer for 8 years prior to his election as President. A long-time trade unionist and social activist, Larry was a staff representative with Grain Services Union (GSU/ILWU) for 20 years (1982 – 2002). Prior to this he was a rank and file member of GSU from 1973 – 1982 while he was employed in the Information Technology Division at Saskatchewan Wheat Pool.

Throughout his entire career, Larry was steadfast in the defense of worker's rights. Despite many obstacles and challenges, he oversaw the combined effort of SFL affiliates who successfully launched an unprecedented legal action against the Saskatchewan government for the passing of legislation which violates the constitutional rights of Saskatchewan workers.

On February 6, 2012 the Saskatchewan Court of Queen's Bench ruled that the Saskatchewan government had violated the Charter Rights of Saskatchewan workers and struck down the Sask Essential Services Act. In addition, Larry oversaw the filing of a successful complaint at the United Nations International Labour Organization (in support of a similar SGEU/NUPGE complaint) against the Wall government's introduction of Bills 5 & 6. In addition to his responsibilities as SFL President, Larry Hubich is an active member of the Canadian Labour Congress Canadian Council.

He served as the interim Chair following the founding of the Saskatchewan Potash Council and he is past Co-Chair of the Saskatchewan Labour Force Development Board and past Co-Chair of the Saskatchewan Labour Market Commission. He was later appointed, by the Saskatchewan government, to the Minister's Advisory Committee on Labour Relations and Workplace Safety. (April 2012).

Larry and his wife Fran have made their home in Regina, SK. for more than 35 years, and have 3 adult children.

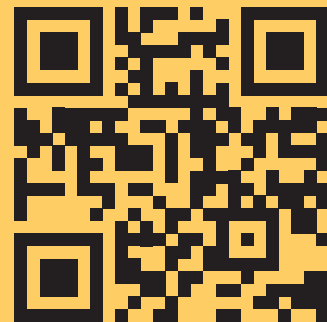




# Nēwo-Yōtina Friendship Centre



Providing social-based programming for urban Indigenous and non-Indigenous people and families while serving as a focal point for the urban community to gather for a variety of community functions and events.



# Workshops

## **What is a Local Union Management Consultation Committee? (LUMCC)**

Gail Budgell & Angela Decker

## **How to Run a Local Annual General Meeting (AGM)**

Heather Brooker

## **Resolution Writing**

Éric Poitras & Shawn Walker

## **Occupational Health & Safety**

André Miller and Ellen Cross

## **Duty of Fair Representation**

Douglas Hill

## **The Pathway to Convention**

Heather Brooker

## **Communications**

Greg McNamara

## **Structural Review**

Ed Cashman

## **Local Governance**

Alisha Kang

## **Expense Claims**

Sylvie Courchaine











# Life-Threatening Allergy Alert



Due to severe allergies, no outside food can be brought into any of the meeting rooms, including the main plenary. Certain foods, including nuts, onions, mangoes, sumac, peppers, mushrooms, fish, and shellfish pose a serious health risk to some participants attending our event.



UNE events are 100% scent free. Chemicals in scented products can be harmful to people with fragrance sensitivities, asthma, allergies, and other medical conditions. Please refrain from using any scented products, such as perfumes, deodorant sprays, hairsprays, etc.

# Follow the Conference!

Visit [www.unesen.ca](http://www.unesen.ca) for electronic conference documents.

Use and look for **#UNELPC2025** on social media channels.

[www.unesen.ca](http://www.unesen.ca)



## Need to connect with UNE Staff onsite?

**Bernadeth Betchi**

Coordinator, National President's Office

**Suzanne Boucher**

Convention, Conferences and Events  
Administrator

**Michelle Brunet**

National Administrative Services Assistant

**Sylvie Courchaine**

Acting Director, Finance & Administration

**Emily Gault-Due**

Acting Membership & Accounts Payables  
Clerk

**Douglas Hill**

Director, Member Representation

**Greg McNamara**

Communications & Research Officer

**Emma Sauve**

IT User Support Analyst