



October 30, 2014

The UPCE 16<sup>th</sup> Triennial Convention was held at the Hilton Lac Leamy Convention Center in Gatineau, Quebec, September 28 - 30, 2014. It was great to see the UPCE family once again. Thank you to all the delegates, observers, and guests who attended the convention.

At convention, the delegates voted on many resolutions, including amendments to our existing National Bylaws. For example, the convention delegates voted in favour of a resolution that clarified the process through which a UPCE National Executive Officer can accede into the role of UPCE National Vice-President if a vacancy of that position occurs. The delegates also added three new Alternate National Executive Officers to our structure.

We created a new section on our website “Meet the Leadership”. This section has a short profile for every UPCE elected officer and alternate. The following UPCE members from Canada Post and Purolator were elected:

### **François Paradis**

UPCE National President

The UPCE National President is elected as a full-time officer of the Component. As a National President, François Paradis is the Chief Executive Officer of UPCE and as such, supervises the affairs of the component and signs all official documents. The National President also represents the Component on the National Board of Directors of the PSAC, as required by Section 12, Subsection 1, of the PSAC Constitution.

François Paradis graduated from a paramedic program in 2006. His substantive position at Canada Post is Supervisor in the Pension Center. Francois has a Human Resources Management Certificate, a Pension Plan Administration Certificate, and is a CLC Labour College



graduate. He is a previous President of Ottawa Local 70180, and was a member of the UPCE-PSAC Bargaining team for the 2012-14 round of negotiations.

### **Les Wasiuk**

UPCE National Vice-President

The UPCE National Vice-President is elected as a full-time officer of the Component. As a National Vice-President, Les Wasiuk follows the decisions as taken by the National Executive and those of the National Conventions of the UPCE and the PSAC. Les assumes many of the responsibilities of the National President in his absence. The Vice-President provides guidance to Locals, is chair of several committees, and represents the UPCE at other meetings or forums as required.

Les Wasiuk has a BA from York University (Music & English), a Business Administration Certificate from Ryerson University, and a BeD from the University of Toronto (Marketing & Accounting). Les is also a graduate of the PSAC Union Development Program (UDP). His substantive position at Canada Post is as a Training Officer with Regional Learning & Development. Previous Union positions include President of Toronto Local 00108, and Alternate Regional Vice-President for Ontario.

### **Hélène Arbique**

UPCE National Executive Officer (and Alternate National Vice-President)

The Component has three UPCE National Executive Officer positions within its structure. As one of the National Executive Officers, Hélène provides guidance and assistance to members and Locals within her jurisdiction on a regular basis, and is available to visit Locals upon



reasonable request. The National Executive Officer also performs other duties as assigned by the National President.

Hélène graduated from l'École des métiers and served 12 years as a volunteer First Responder. Hélène Arbique's substantive position at Canada Post is a Trace Mail Agent with the Customer Service Group. Hélène's previous union experience includes Vice-President of the UPCE Montréal Local 10102, and alternate UPCE Regional Vice-President for the previous Québec region. She is the current Local President for Montréal and Québec, and is in her second term as a National Executive Officer. Hélène was a member of two UPCE – PSAC Bargaining teams, in the 2008 and 2012-2014 rounds of negotiations with Canada Post.

### **Joanne Hay**

UPCE National Executive Officer

The Component has three UPCE National Executive Officer positions within its structure. As one of the National Executive Officers, Joanne provides guidance and assistance to members and Locals within her jurisdiction on a regular basis, and is available to visit Locals upon reasonable request. The National Executive Officer also perform other duties as assigned by the National President.

Joanne has attended many of the PSAC education courses, as well as CLC winter – summer schools, and the BC Federation Women's Summer Institutes.

Joanne has been a proud member of UPCE for 15 years and a union activist for over 30 years. She is the President of the Purolator Local 20095, a BC based unit of about 150 members. Joanne was a member of the Bargaining team for the 2008 and 2013 rounds of negotiations



with Purolator. She is also an alternate for the DCL – Separate Employers seat on the BC Regional Council. Joanne is a Retail Representative in Kelowna, BC.

### **Cindie Smith**

UPCE National Executive Officer

The Component has three UPCE Alternate National Executive Officer positions within its structure. As one of the National Executive Officers, Cindie provides guidance and assistance to members and Locals within her jurisdiction on a regular basis, and is available to visit Locals upon reasonable request. The National Executive Officer also performs other duties as assigned by the National President.

Cindie has had a varied career within her 24 years at Canada Post, and now works in Route Optimization in the Prairie Division. She has served her Local for 20 years, holding progressive positions as Grievance Officer, Health and Safety Officer, Secretary / Treasurer, and Vice-President. She is currently the Local President of Edmonton-Calgary Local 30120.

Cindie continues to focus on Health and Safety, with training including WCB, Duty to Accommodate, and other related Health and Safety courses. This newly elected National Executive Officer presently sits on the NJOSH as one of the UPCE representatives.

### **Joey De La Fontaine**

UPCE Alternate National Executive Officer

The Component has three UPCE Alternate National Executive Officer positions within its structure. As one of the Alternate National Executive Officers, Joey is prepared to provide guidance and



assistance to members and Locals within his jurisdiction on a regular basis when called upon, and is available to visit Locals upon reasonable request. The Alternate National Executive Officer could also perform other duties as assigned by the National President.

Joey has been with Canada Post since 2008. His substantive position is Staffing Agent at the Montreal Production Control & Reporting (PC&R).

Joey has a professional diploma in I.T. Joey is also Vice-President at his Montreal – Quebec Local 10102.

### **Jennifer Horsley**

UPCE Alternate National Executive Officer

The Component has three UPCE Alternate National Executive Officer positions within its structure. As one of the Alternate National Executive Officers, Jennifer is prepared to provide guidance and assistance to members and Locals within her jurisdiction on a regular basis, and is available to visit Locals upon reasonable request. The Alternate National Executive Officer could also perform other duties as assigned by the National President.

Jennifer Horsley attended the University of British Columbia for English and History. She has completed a number of PSAC Education courses, including the Union Development Program and Leadership Training, as well as the CLC Winter School in Harrison, and the BC Fed Summer Institute for Union Women. Jennifer has been a member of UPCE for 15 years, working as a Retail Representative and Trainer for Purolator. She has served for two terms as Chief Shop Steward for her Local, and actively participates in several regional committees with



the PSAC. Jennifer currently holds a seat on the BC Regional Council as a Metro Vancouver Coordinator.

### **Denise Tremblay**

UPCE Alternate National Executive Officer

The Component has three UPCE National Executive Officer positions within its structure. As one of the Alternate National Executive Officers, Denise is prepared to provide guidance and assistance to members and Locals within her jurisdiction on a regular basis, and is available to visit Locals upon reasonable request. The Alternate National Executive Officer also performs other duties as assigned by the National President.

Denise has been with CPC since May 2000. Her substantive position is Clerk Payroll Administrator located at the AccessHR Transaction Center at Head Office. Denise's education and previous work experience is in the Medical field. Denise is the current President of Ottawa Local 70180.

