

<p style="text-align: center;">REPORT OF THE UHEW STRUCTURE COMMITTEE</p>
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As we were unable to submit our first Report on time last May, below a summary of our activities.

WHY A STRUCTURE COMMITTEE?

- On December 16, 2016, National Health Union (NHU) and Union of Environment Workers (UEW) members voted to merge both Components into what is now the Union of Health and Environment Workers (UHEW).
- Following the merger, it was decided to keep the RVP Structure more or less as is in order to ensure a smooth transition during the first triennial cycle.

COMMITTEE MEMBERS

The Committee was established shortly after the 2017 UHEW Convention, as follows:

- Benoît Thibault (President)
- Karla Levangie-Connor
- Larry Schlosser
- Cheryl Sullivan
- Steve Maund

MANDATE

The Structure Committee held its first meeting in March 2018 in Ottawa to set its mandate as such:

- To determine a new delegate formula for the UHEW 2020 Convention.
- Example:
 - 10-200: 1 delegate
 - 201-400: 2 delegates
 - 401-800: 3 delegates
- To review the UHEW Organizational Structure, specifically the number of RVPs.

TIME FRAME

- The new delegates formula must be submitted to the UHEW National Council at its 2019 Fall meeting for discussion and a vote.
- The report on the Organizational Structure must be presented to the UHEW National Council at its 2019 Fall meeting for discussion and a vote.
- Respecting this time frame will result in the establishing of the budget for the 2020 UHEW Convention.

DISCUSSION ON THE NEW UHEW DELEGATES FORMULA

The committee will study how to proceed to establish the new formula:

- Do we want to poll the Locals at the Regional Conferences?
- This will be discussed with the Committee and the National Council at the 2018 October meeting. If the response is positive, we will raise this item at the 2019 Regional Conferences.

The starting point at our March 2018 meeting was to review formulae used by other Components. We highlighted some examples of such without choosing one in particular. We have the option to combine/modify actual formulae and to table a general overview at our next meeting. We have underlined a few points:

- Number of delegates ‘preferred’ – do we want to increase or decrease the present number?
- Costs related to the chosen formula.
- Does the formula favour the smaller Locals to the detriment of the larger ones?
 - Is it fair that a smaller Local be granted more delegates than a larger one?

DISCUSSION ON THE UHEW ORGANIZATIONAL STRUCTURE

The Committee’s second duty is to review the UHEW Organizational structure to determine whether we should keep the status quo relating to the number of RVPs, or if some regions should have only one RVP and two alternates, or two RVPs and only one alternate, or any other formula deemed appropriate.

At our first meeting, we considered asking the following information of the RVPs:

- A description of their duties as RVPs and an estimate in percentage of time spent and frequency.
- The number of Departments/Agencies they represent.
- Any agreement they may have reached with Management (union activities, 1 week/month or more).

Following discussion with the Committee and the National Council, we agreed that, even if this information was interesting, we would find it difficult to base our decision only on percentage of time RVPs spent on such duties:

- It could vary from one RVP to another, as each RVP has his/her own way to work.
- It could vary from one year to the next, and work required for Locals could also vary.
- Some RVPs could take on other duties (JLP Facilitator).
- Some files could be more complex than others.
- Cooperation with Management (union activities) could also vary from one manager to another.

To facilitate our decision-making, we reviewed the geographical situation of Locals, per region. Steve recorded each Local and put them all on a map of Canada (like Google Map) to give us an idea of travelling time for RVPs, and also to make recommendations for mergers of Locals having under than 10 members. This could have an impact on the chosen formula. We started some discussions last Spring and will be able to make recommendations to the National Council. Also, we will be ready to present this map.

We may be extending our mandate, which will be something to discuss.

NEXT STEPS

At the next Committee meeting end of October, we plan to refine our 3-4 preferred formulae and to submit to the National Council, with the cost of each formula, as well as complex equations to prove that our work was not easy to perform.

Also, the Committee will table a map indicating the location of each Local per region.

Looking forward to seeing you all end of October.