

MINUTES
of the
FIRST UHEW NATIONAL COUNCIL MEETING
January 10 - 12, 2017

In attendance:

Brother Todd Panas, National Co-President
Brother Tony Tilley, National Co-President
Brother Jeff Irwin, National Vice-President
Sister Shimen Fayad, National Vice-President
Sister Jennifer Higdon, RVP, Newfoundland/Labrador
Sister Karla Levangie-Connor, RVP, Atlantic
Brother Bob Ellis, RVP, Scotia-Fundy
Brother Steve Maund, RVP, N.B./P.E.I.
Brother Sylvain Guimont, RVP, Quebec
Sister Jayne Powers, RVP, National Capital Region
Brother Michel Lépine, RVP, National Capital Region
Sister Cheryl Sullivan, RVP, Ontario
Sister Sarah Caribou, RVP, Ontario
Sister Faye Kingyens, RVP, Manitoba
Brother Larry Schlosser, RVP, Saskatchewan
Brother Mark Gilchrist, Alternate RVP, Prairie and Northern
Sister Elaine Alt, RVP, Alberta/BC/Yukon
Sister Elizabeth Oliphant, RVP, British Columbia/Yukon
Brother Daryl Hoelke, Executive Assistant
Brother Gary Trivett, Executive Assistant

Regrets:

Brother Daniel H Gauthier, RVP, Quebec

1. **CALL TO ORDER**

The meeting of the National Executive was called to order at 9:05 a.m. on January 10, 2017 with Brother Todd Panas, National Co-President, in the Chair.

2. **HARASSMENT STATEMENT**

The Harassment Statement was read by Sister Shimen Fayad, National Vice-President. Sister Fayad and Brother Daryl Hoelke, Executive Assistant, were identified as the Harassment Coordinators.

3. **UHEW HONOUR ROLL**

Harry Hicks, Local 90002
Darrell Markowsky, Local 40013

A moment of silence was observed for all members who have passed away during the reporting period.

4. **HOURS OF SITTING**

It was agreed by consensus that the hours of sitting would be as follows:

January 10th - 9:00 a.m. – 12 noon; 1:00 p.m. – 5:00 p.m.
January 11th - 9:00 a.m. – 12 noon.; 1:00 p.m. – 3:00 p.m.
January 12th - 9:00 a.m. – 12 noon or until completion of business
1:00 p.m. – 5:00 p.m. (in camera session)

5. **ADMINISTRATION**

a. **Adoption of Expense Claim Committee**

An explanation was provided on the purpose of an Expense Claim Committee

MOTION: m/s Fayad/Lépine

That the National Co-Presidents (Brothers Todd Panas and Tony Tilley) and the National Vice-Presidents (Sister Shimen Fayad and Brother Jeff Irwin) sit as members of the UHEW Expense Claim Committee.

Agreed by Consensus

5. **ADMINISTRATION** (*Cont'd*)

b. Rates of Pay

The Component's Rates of Pay are as per described in UHEW Regulation 3 "Remuneration for Expenses Incurred while on Official Union Business".

c. Meals and Incidentals

Members of the Council were explained that the meal allowance could not be claimed during the stay in Montebello, as they are included with the meeting package, however, incidentals could be claimed. Meals and incidentals could be claimed as usual for their travel outside the Montebello stay, as described in Regulation 3.

6. **ROUND TABLE**

An explanation of the purpose of the Round Table was provided. During this first Round Table, Council members provided a brief bio of themselves and a description of their region.

7. **AGENDA**

MOTION: m/s Panas/Fayad

That the Agenda be adopted.

Agreed by Consensus

8. **PRESIDENTS' OPENING ADDRESS**

Both National Co-Presidents, Brothers Tilley and Panas, addressed the Council members. Both reiterated the importance of the merger between UEW and NHU, particularly in these difficult times due to the deep cuts within the Federal Government. As both Components have common issues and common goals, this merger will provide the ability to properly represent the membership across the country.

9. **BY-LAWS, REGULATIONS AND POLICIES**

The National Council members were requested to read and review the documents.

10. **VOTING MODELS**

The voting procedures were explained. For non-substantive motions, votes will be by show of hands; if all agree, consensus is called. A recorded vote will be taken for all substantive motions. As this is the first Council meeting, most motions will be recorded.

Brother Tony Tilley, National Co-President assumed the Chair.

MOTIONS

1. **VALIDATION OF THE LOCAL MERGER VOTES**

MOTION: m/s Tilley/Lépine

That the results of the merger votes conducted by the former UEW and NHU Locals be ratified.

CARRIED (RV 1)

2. **RATIFICATION OF UHEW DUES RATE**

MOTION: m/s Tilley/Irwin

That the UHEW dues rate mirror the dues of the former NHU (0.500 %).

CARRIED (RV 2)

3. **ESTABLISHMENT OF FINANCE COMMITTEE**

The Finance Committee will consist of the 2 National Co-Presidents, the 2 National Co-Vice-Presidents and 2 Council members (one from each previous Components).

6. **CONVENTION 2017** (*Cont'd*)

c. **Approval of Convention logo/theme**

MOTION: m/s Panas/Fayad

That the theme for the UHEW 2017 Convention be “Members First!”

CARRIED (RV 7)

The Convention logo will be developed by the Convention Committee.

d. **Approval of Convention Resolutions Committees meeting dates and venue**

MOTION: m/s Panas/Gilchrist

That the Convention Resolutions Committees meeting will be held in Ottawa, Ontario from June 10 to 11, 2017.

CARRIED (RV 8)

The sitting of the National Council adjourned at 12 noon for lunch. The meeting was called to order at 1:10 p.m. with Brother Tony Tilley, National Co-President, in the chair.

6. **CONVENTION 2017** (*Cont'd*)

d. i) *Discussion on Convention Resolutions Committees' size, interest of Officers, etc.*

Determination of the number of Convention Resolutions Committees and their size will be made following the deadline date for receipt of resolutions. Council members will be asked of their Committee preference before committee assignments are made.

e. **Approval of Convention Committee members**

The Convention Committee will consist of 4 Regional Vice-Presidents (2 from each previous Components) where 2 would be from the region hosting the 2017 Convention and 2 from the regions that hosted their 2014 Convention.

6. **CONVENTION 2017** (*Cont'd*)

e. **Approval of Convention Committee members** (*Cont'd*)

MOTION: m/s Irwin/Levangie-Connor

That the National Council ratify the Convention Committee and its members, i.e., Sisters Cheryl Sullivan, RVP-Ontario, Sarah Caribou, RVP-Ontario, Elaine Alt, RVP-Alberta/BC/Yukon and Brother Robert Ellis, RVP-Scotia-Fundy.

CARRIED (RV 9)

e. i) *Convention Host Committee*

The Convention Committee will appoint members to the Host Committee

f. **Approval of fees for Delegates, Observers and Guest**

There are no registrations fees for Delegates and Observers nor for Life Members or special Invitees.

Fees for guests, i.e.: spouses, family members, friends, will be established by the Convention Committee at a later date.

g. **Approval of Convention gift/swag**

The Convention Committee and the Convention Host Committee will provide suggestions for these at the next Council meeting.

g. i) *Paperless Convention*

A tablet was presented to be used at Convention instead of printed material. This tablet, loaded with all Convention material, would be given to all Delegates and Observers as a Convention gift.

Electronic voting was also suggested to be utilized during Convention.

7. **APPROVAL OF THE CONTINUATION OF THE “RESPECT” CAMPAIGN**

Brother Panas provided information regarding the Campaign, Respect Day within some departments and his vision of expanding it in other if not all departments.

MOTION: m/s Higdon/Caribou

That the “Respect Campaign” brought forward by the former UEW be continued under the new UHEW.

CARRIED UNANIMOUSLY (RV 10)

8. **APPROVAL OF THE APRIL COUNCIL MEETING AND VENUE**

MOTION: m/s Tilley/Panas

That the Spring Council meeting be held at the Sheraton Centre Hotel in Toronto, the week of April 3 to 7, 2017.

CARRIED (RV 11)

9. **APPROVAL OF SALE OF PROPERTY ON THURSTON DRIVE**

MOTION: m/s Panas/Gilchrist

That the letter of offer from OCM Manufacturing for the sale of 2181 Thurston Drive to be accepted.

CARRIED (RV 12)

10. **LOCAL ASSISTANCE**

MOTION: m/s Lépine/Oliphant

That a subsidy of \$ 3000 be made available to Locals to encourage members to attend union events and training offered within the union labour movement, as per former UEW Guideline 4, for this cycle only.

CARRIED (RV 13)

The sitting of the National Council adjourned at 3:10 p.m.

January 11, 2017

The meeting was called to order at 9:00 a.m. with Brother Todd Panas, National Co-President, in the chair.

DISCUSSION ITEMS

1. **LEASE PROPERTY**

An update is provided on the property to be leased at 2781 Lancaster Rd, Unit 400. A schematic of the floor plan was presented to the Council members. Anticipated move date is either April 1st or May 1st, 2017, depending on construction.

2. **UHEW LOGO**

Discussion on launching a contest to UHEW members to have them design a logo. The Honours and Awards Committee will provide their top 3 choices to the Council for the final vote. A prize will be given to the winning design. The selected logo and honourable mentions will be posted on the web.

Action: Memo to be sent to Locals inviting members to submit a logo design by February 28, 2017.

3. **REGIONAL VICE-PRESIDENTS' DINNERS**

A former UEW regulation that was not part of the UHEW merger agreement. Discussions took place regarding the pros and cons of this practice. There was a general consensus to have a resolution written and presented to the 2017 Convention.

4. **COMMUNICATIONS AND IT**

UHEW will be seeking for provider for IT services. The translating service will be providing their specifications for the translation booth in the boardroom at the Lancaster office.

Each former Component should include the other on all distribution lists. There is a general discussion on the number of emails sent.

4. **COMMUNICATIONS AND IT** (Cont'd)

An Ad-Hoc Communications/IT Committee could set parameters and guidelines for communication and distribution and IT needs.

a) **Email addresses for Council members**

Email addresses on the Google Gmail platform will be set for all Council members.

Action: Brother Hoelke will be securing the domain name (uhew-stse.ca) and setting up the email addresses for Council members.

b) **IT systems for National office**

Item already discussed.

c) **Website**

Links to each other's site to be set until new UHEW site is developed. By-Laws, Regulations and Policies to be updated on both sites.

d) **Emails to Council**

Item already discussed

5. **SERVICE OFFICERS' PORTFOLIO ALLOCATION**

Current allocation is discussed, i.e.; breakdown by Region. Allocation will be revised once UHEW is moved into Lancaster Rd. location; until then, the status quo remains.

Action: A memo is to be sent to Locals informing them of the status quo of portfolio allocation of Service Officers.

Brother Hoelke is to set up monthly Service Officers meeting to discuss files and issues and to seek input regarding allocation.

There is discussion regarding the RVPs' doing 2nd level grievance presentation as part of their duties. As it was being greatly debated, it is agreed to bring forth this item to be discussed further at a later time during this session.

The sitting of the National Council adjourned at 12 noon for lunch. The meeting was called to order at 1:10 p.m. with Brother Todd Panas, National Co-President, in the chair.

6. **RVP EXPENSES – TOP UP**

It was reported that the Advisory Committee was in agreement that UHEW will provide Council members at union functions a top-up to cover the differences between PSAC's and UHEW's meal allowances.

7. **NATIONAL APPOINTMENT – DIRECTOR OF ENFORCEMENT FILES**

Brother Irwin provided a brief history of the enforcement file and the struggles those working in regulatory services face. There is discussion regarding the role, duties, responsibilities and costing for this position. More information regarding these are to be presented at the next Council meeting.

MOTION: m/s Panas/Levangie-Connor

That Brother Jeff Irwin be appointed Director of Enforcement for UHEW until the UHEW Convention 2017.

Agreed by consensus

8. **BUSINESS CARDS**

The National office will be producing interim business cards until UHEW has an official logo. National Council members are to provide their information to the National office.

9. **MERITORIOUS AWARDS**

This was an initiative from the former UEW. These awards were presented in recognition to members as identified by their RVPs or the National Office. It is agreed that the Honours and Awards Committee should identify the criteria needed for consideration for an award. It is also agreed that a recommendation should be presented in order to have this Award added to UHEW Policies/Regulations/By-Laws.

10. **CANADIAN LABOUR CONGRESS CONVENTION - May 8-12, 2017**

The Advisory Committee had decided that it will not be sending the whole Council but 4 to 6 members, depending on the interest from Council members (a show of hands indicated 6 were interested). Those interested in attending are to inform the National office. The deadline date for receipt of credentials by the CLC is April 7, 2017. Council members were informed that the Locals are the ones affiliated to the CLC and not the Component.

OTHER ISSUES

Further items were added for discussions, i.e.: UEW Holdings, RVP Technology, Convention/Host Committee Swag, RVP Duties.

UEW Holdings

Brother Panas provides some information regarding UEW Holdings and how it needs to be “closed” in a formal meeting once the building at 2181 Thurston Drive is sold.

RVP Technology

The question was answered outside of the meeting.

Convention/Host Committee Swag

Any ideas regarding swag for Convention are to be sent to Sister Sullivan. Having a water bottle, instead of having bottled water, was mentioned.

The budget for Convention swag will be set by the National office.

RVP Duties

It is proposed to have this discussion on January 12, 2017 to give the chance for the Council members to read the RVP Duties from the former UEW.

The sitting of the National Council adjourned at 3:10 p.m.

January 12, 2017

The meeting was called to order at 9:10 a.m. with Brother Tony Tilley, National Co-President, in the chair.

RVP Duties

The discussion revolves around the duty of the RVP to present 2nd level grievances. All are provided a chance to provide input in this discussion. It was agreed that this a transition period for UHEW, until Convention 2017. Training can be provided if needed and RVPs were reminded that there was another RVP within their region who could offer help and/or guidance.

The sitting of the National Council meeting adjourned at 10 a.m. to allow the National Council to enter the *In Camera* session.

Following the In-Camera session, the National Council meeting reconvened to add the following action items:

Action: An email is to be sent to all Council members and Locals advising them of the duty assignment of both Executive Assistants; a copy of the Legal agreement is to be forwarded to all Council members.

MOTION: m/s Alt/Lépine

That this Council meeting be adjourned.

Agreed by Consensus