

<p style="text-align: center;">Local 70008 Structure Committee Report</p>
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The Local 70008 Structure Review Committee was appointed by Todd Panas, National President of the Union of Health & Environment Workers (UHEW), on September 14, 2017.

Committee Members

The committee members are;

Sister Karla Levangie-Connor, Regional Vice President, Atlantic, UHEW

Brother Steve Maund, Regional Vice President, NB/PEI, UHEW

Brother Todd Panas, National President UHEW -Ex-officio

Committee Mandate

1. The Committee shall conduct a Structure Review of Local 70008 in Ottawa, Ontario commencing no later than October 15th, 2017.
2. The Committee is to produce a written report with recommendations to the UHEW National President by November 30, 2017.
3. The Committee may interview any past or present Local Officers, National Officers, members of previous Investigations Committees or any other member whom they believe may have pertinent information.
4. The Committee shall maintain a record of all relevant material, recordings of meetings, written statements and documents used to determine their final report and recommendations.

The committee's mandate was approved by the National Council through an email vote that concluded on September 29th, 2017.

Background

UHEW National Council authorized this Committee to conduct a structure review of Local 70008. As a result of a motion approved by the UHEW National Council, Local 70008 was placed in trusteeship in June 2017. Historically, Local 70008 has experienced internal conflict amongst its elected and non-elected members. Over the past nine years, there have been numerous complaints followed by formal investigations between the local executive and members. These complaints and subsequent investigations have been costly to the component and the Local, with what appears to be little to no motivation to resolve the internal turmoil. This turmoil has discouraged members from participating in meetings, union events, and has even discouraged members from seeking assistance when in need.

In addition, the Local is responsible for representing over 2400 members who are displaced over 20 buildings within the Ottawa region. However, at the last Annual General Meeting held (insert date), a critical meeting to discuss the proposed merger of two components, only 42 members attended. The UHEW National Office has received multiple reports from the departments that members were told the union would not help them. In addition, some members have told the National Office they have received incorrect information from the local executive.

Committee Request

Once the committee was formed, Brother Maund requested the following information from the Local 70008 Trustees, Shimen Fayad and Michel Lepine;

- A detailed membership listing including total number of members, location of members, number of members within each location and the departmental branch they work for;
- A copy of the current bylaws of Local 70008;
- Copies of other UHEW By-Laws from various locations across the country.

On September 29th, 2017, the Committee received the requested information, at which time, the committee prepared a spreadsheet to capture the received data.

Committee meetings

The Committee held its initial face to face meeting on October 4th and 5th, 2017 in Ottawa at the UHEW National Office boardroom on Lancaster Road. The committee met from approximately 9AM to 4PM each day.

In attendance were committee members;
Sister Levangie-Connor
Brother Maund

The committee reviewed our mandate and discussed our thoughts on how we felt we should proceed. After our discussions we planned to do the following;

- Review the existing structure of the membership through member locations (buildings) in the NCR region.
- Review the existing bylaws to address issues identified in the background information provided.

The committee also decided not to interview any past or present Local Officers, National Officers, members of previous Investigations Committees or any other member in an effort to deliver an objective report.

The first order of business the Committee undertook was to review Local 70008's current bylaws, as well as the other bylaws provided. Upon review of the various bylaws, the committee felt it was best to develop a new set of bylaws encompassing the best practices found within the various bylaws. A draft generic bylaw was created through our discussions on October 4th and 5th.

The next order of business the Committee reviewed was a spreadsheet, created by the Committee, of the building locations of the membership of Local 70008. The buildings are spread throughout the National Capital Region. The Committee completed preliminary statistics on how many employees are located within each site and for which department the members were working.

Former National Co-President of UHEW, Tony Tilley, was in the Ottawa UHEW office on the afternoon of October 4th for meetings. The Committee asked Mr. Tilley if he would be available to have a discussion on the composition of the membership, location of buildings, as well as details on the departmental structures for Health Canada (HC) and the Public Health Agency of Canada (PHAC) within the National Capital Region (NCR). The discussions with Mr Tilley were strictly on the membership, building locations, departmental structures and the advice provided was used to develop a map of office locations.

The Committee concluded our meeting on October 5th with the following;

- Draft bylaws
- Data to create a map of members & locations within the NCR.

On October 8th the Committee created a map of the various building locations and the number of members per location from the data of the October 4th and 5th meeting. During our review of the office locations, as identified in the map, the Committee came to the conclusion that to best serve the needs of the membership, a division of the current Local membership into new smaller locals would be ideal, based on geographical areas

The Committee next met face to face on November 10, 2017 in Halifax, Nova Scotia at the end of previously scheduled National Council meetings and training to finalize the new By-laws, and commence work on the Committee report. The committee met from 8:30 AM until noon.

The Committee concluded our meeting on November 10th with the following;

- Draft bylaws
- Map of recommended areas to create a Local
- Draft Committee Report
- Draft Recommendations for the Committee Report

The Committee completed the report between of November 11 - 30th through electronic means.

Recommendations

Recommendation 1

Divide Local 70008 into three (3) separate Locals within the National Capital Region (NCR) based on the geographic areas as identified in this Committee's report.
(Annex 1)

Recommendation 2

The UHEW contact the membership of Local 70008 asking for expressions of interest in creating a local within the boundaries established by this Committee's report.

Recommendation 3

All three (3) Locals within the NCR must adopt the Local bylaws approved by the National Council as the starting point for Local governance. Newly elected Local Executives shall be for a one (1) year term.

Recommendation 4

The Regional Vice President for the NCR with jurisdiction of the locals is to report back to the UHEW National Council at regular Council meetings for a one (1) year period on the status of each Local in their region.

Recommendation 5

Remove Local 70008 from Trusteeship once a new executive is elected and fully functioning. This Local should be identified as Local number 70008 and encompass the departmental buildings in the Tunney's Pasture area of the NCR.

Recommendation 6

Create two new UHEW Locals within the NCR. The new locals will be identified with a Local number via the PSAC Local Charter process once the Local has elected a new executive and are fully functioning.

The first new Local will include the departmental buildings in the downtown Ottawa area and the second Local will include all departmental buildings not in the Tunney's Pasture area or Downtown Ottawa locations. Annex 1 and 2 identify building locations and identify Local composition.

Recommendation 7

All Local monies held in trust be divided proportionally amongst the three new Locals based on membership.

For example: \$1000 in trust and the Locals have one thousand (1000) members. Local 1 has 750 members so they would get \$750, Local 2 has 200 members so they would get \$200, and Local 3 has 50 members so they would get \$50.

ANNEX 1

-Map of proposed new locals

ANNEX 2

-Number of members by building

ANNEX 3

-Local bylaws