

UHEW Local 70008 Trustee Report

For UHEW National Council

A. Background

The UHEW National Council (NC) adopted a motion on June 10, 2017 placing the Union of Health Environment Local 70008 into trusteeship. In addition the UHEW NC adopted a motion to appoint Shimen Fayad, National Co Vice President and Michel Lepine NCR Regional Vice President as Trustees to oversee the day to day operations of the Local.

B. Initial Activities

Sister Fayad sent letters to the non-suspended members of the local executive advising that the Local was now under trusteeship and that a subsequent meeting would be scheduled to discuss a plan for member representation.

Sister Fayad scheduled a meeting with known members providing member representation and on June 13, 2017 the meeting was held at 233 Gilmour. In attendance was Todd Panas, Shimen Fayad, Jeff Irwin, Michel Lepine, Grace Morgan, Frederic Geoffrion, Carole Doste and Diane Girouard. Brother Panas provided a quick overview of the decision of NC and what is a trusteeship. Sister Fayad then provided guidance on steps to provide member representation.

Any member representation requests or questions will be directed to Sister Fayad and Brother Lepine. They will in turn assign the cases those in attendance at the meeting to ensure all member requests are addressed.

Brother Lepine was asked to request for union leave without pay for a period of time to work at UHEW National Office. He was tasked with organizing all member files and financial files received from the suspended members of the executive.

Sister Fayad and Brother Lepine provided a deadline to the suspended members to return all assets and files in their possession of Local 70008 to the UHEW National Office. All files were received from the former executive members of Local 70008 by June 30, 2017.

C. File Review

Financial

Sister Fayad and Brother Lepine reviewed financial files for Local 70008 to get a sense of activities recently held by the local and past events. Files were organized and neatly compiled however the trustees did observe the following;

- No indication in by-laws or in meeting minutes as to where or when honorariums for Local 70008 Executive has been authorized by the members.
- No spending limit in by-laws for the Local 70008 Executive. Typically, it is recorded in by-laws the spending authority of the Local executive and all costs over and above must be voted on by the membership at a General Meeting.
- Large order for promotional items and Christmas dinner was not voted on by the members.

Sister Fayad, Brother Panas and Brother Lepine became signatories for the existing bank accounts of Local 70008 and all accounts were changed to reflect the Union of Health and Environment Workers. New cheques were ordered and kept in a secure file.

Local Executive Meeting Minutes

Brother Lepine gathered all documents as provided by the former executive and compiled several binders containing Executive Meeting agendas with minutes and AGM agendas with minutes. Some meeting minutes are missing from the documents and notation has been made of these missing documents.

Promotional Items

All promotional items received for the Local was placed in a secure file room ready to be used for any future union events. Items included; lanyards, watches, access card retractable holders and a banner.

D. Membership representation

Local 70008 executive was responsible for providing representation to over 2400 members. In an effort to provide consistent representation members were encouraged to contact either Sister Fayad or Brother Lepine. They would in turn delegate member issues to the membership representatives composed of Louise Sicard, Diane Girouard, Grace Morgan, Frederic Geoffrion and Marie Jose Boudreau.

Brother Lepine kept electronic record of each member case and who was delegated the file. As of November 14, 2017, the Trustees have assigned over 90 cases to designated

member representatives. Brother Lepine and Sister Fayad have also provided guidance and assistance on over 100 member inquires and Brother Lepine has attended over 40 meetings with members and the employer in regards to formal and informal processes.

E. Local representative development

Sister Fayad and Brother Lepine assured local member representatives that any requests for union training would be reviewed once we reviewed the financial files and updated the bank account names.

The Trustees received the following requests for training:

Member representative	Course	Date	Status
Grace Morgan	CLC – Ontario Regional Summer School	July 2-9	No decision as courses filled up quickly.
Grace Morgan	CLC – Women’s school	July 9–14	Approved
Louise Sicard	CLC – Women’s school	July 9–14	Approved
Diane Girouard	CLC – Women’s school	July 9–14	Approved

F. Next Steps

Upon approval of the Structure Committee’s report on Local 70008 by the UHEW National Council, the Trustees will work with the member representatives to begin the process of facilitating Annual General Meetings.

First, hold information sessions, send emails and broadcast message to members in regards to the UHEW locals and how they represent members.

Second, hold an AGM where the by-laws and proposed changes are voted on as well as the election of Local Executive.

Lastly, work with the elected Local Executive to brief on member cases, provide financial documents of local and all other assets of the local. In addition, provide training if required on running a local to ensure Local executive is up and fully functioning.