

MINUTES
of the
UHEW NATIONAL COUNCIL MEETING
May 30 - 31, 2018

In attendance:

Brother Todd Panas, National President
Sister Shimen Fayad, National Vice-President
Sister Karla Levangie-Connor, RVP, Atlantic
Brother Robert Chafe, RVP, Newfoundland/Labrador
Brother Marc Blanchard, RVP, Scotia-Fundy
Brother Steve Maund, RVP, N.B./P.E.I.
Sister Maryse Veilleux, RVP, Quebec
Brother Benoît Thibault, RVP, Quebec
Sister Rubin Kooner, A/RVP, National Capital Region
Brother Michel Lépine, RVP, National Capital Region
Sister Cheryl Sullivan, RVP, Ontario
Sister Rita Lemick, A/RVP, Ontario
Sister Faye Kingyens, RVP, Manitoba
Brother Larry Schlosser, RVP, Saskatchewan
Brother Mark Gilchrist, RVP, Prairie and Northern
Sister Darlene Lewis, RVP, Alberta/BC/Yukon
Brother Richard May, RVP, British Columbia/Yukon

1. **CALL TO ORDER**

The meeting of the National Executive was called to order at 9:00 a.m. on May 30, 2018 with Brother Todd Panas, National President, in the Chair.

Administrative information was presented, i.e.: translation devices, microphone etiquette, speakers list and door pass.

2. **HARASSMENT STATEMENT**

The Harassment Statement was read by Sister Shimen Fayad, National Vice-President. Sister Rita Lemick, A/Regional Vice-President – Ontario and Brother Benoit Thibault, Regional Vice-President – Quebec, were identified as Harassment Coordinators.

3. **HOURS OF SITTING**

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

May 30th - 9:00 a.m. – 11:45 a.m.; 12:45p.m. – 5:00 p.m.
May 31st - 9:00 a.m. – 11:45 a.m.; 12:45 p.m. or until completion
of business

4. **UHEW HONOUR ROLL**

Shane Jones, Local 50012
Joey Habib, Local 00009
Bryan Smith, Local 30016
Fernand Jacob, Local 60727
Ann Strutt, Local 20147
Cynthia Young, Local 00144

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

5. **AGENDA**

MOTION: m/s Chafe/May

That the Agenda be adopted as amended:

- That the In-Camera session be move to 12:45 p.m. on May 31, 2018
- Remove items H, J, K, L and M from the discussion items
- Notice to motion to be presented by Sister Shimen Fayad
- Add:
 - EG Overpayment – Discussion item (X) – Brother Benoît Thibault
 - Quebec Pension Plan & Phoenix – Discussion item (Y) – Sister Maryse Veilleux

Carried

6. **APPROVAL OF NATIONAL COUNCIL MINUTES**

MOTION: m/s Fayad/Lépine

That the Minutes of the National Council Meeting held November 5 – 6, 2017 be adopted.

(actions items from Fall 2017 meeting to be brought forward to Fall 2018 meeting)

CARRIED (RV 1)

Sister Shimen Fayad, National Vice-President, assumed the Chair.

7. **REPORT OF THE NATIONAL PRESIDENT**

Brother Todd Panas, National President, wished to provided additional information to his report due to new developments since the writing of this report, i.e.:

- Was nominated as co-chair to the ISC National LMCC
- Named co-champion to the HC/PHAC Respect in Workplace Committee

MOTION: m/s Panas/Maund

That the Report of the National President be adopted.

CARRIED (RV 2)

Brother Todd Panas, National President re-assumed the Chair.

8. **REPORT OF THE NATIONAL VICE-PRESIDENT**

MOTION: m/s Fayad/Lépine

That the report of the National Vice-President be adopted.

CARRIED (RV 3)

9. **REPORTS OF THE REGIONAL VICE-PRESIDENTS**

(Report not received at time of meeting: Brother Michel Lépine, RVP-NCR)

Brother Mark Gilchrist, RVP-Prairie and Northern, remarked that the new format in provided a “report card” for each Local provides a way to see where they are lacking. He wishes to see a training session in properly reporting in this new format.

The National President and National Vice-President will pull and analyse any “hot” issues as reported per region.

Action: It is requested that the template be resent with more instructions on the information required to complete this new reporting format.

A reminder is to be sent to the RVPs 45days prior to the deadline date when their reports are required to be sent to the National office.

MOTION: m/s Chafe/Fayad

That the reports of the Regional Vice-Presidents be adopted.

Carried

10. **REPORT OF THE STRUCTURE COMMITTEE**

Committee members: Brother Benoît Thibault, Chairperson; Sisters Karla Levangie-Connor and Cheryl Sullivan, Brothers Larry Schlosser and Steve Maund and Brother Todd Panas (ex-officio).

Brother Thibault explained Committee’s mandate – to devise a new delegate formula and to review the organisational structure and its regions.

As the delegate formula must be in place for the 2020 UHEW Convention, the Committee will present 3 options at the Fall 2018 Council meeting.

The Committee members have reached out to the RVP for information regarding their region. Final options regarding the organisational structure must be presented by Fall 2019, prior to Convention.

11. **REPORT OF THE HONOURS AND AWARDS COMMITTEE**

Committee members: Brother Mark Gilchrist, Chairperson; Brothers Richard May and Kevin Lundstrom Brother Todd Panas (ex-officio).

Brother Gilchrist explained that the Committee was tasked to develop an essay topic for the 2018 Scholarships award and develop guidelines for a Voice award (UHEW Resolution 41C) and Meritorious award (UHEW Resolution 42B).

MOTION: m/s Gilchrist/May

That the following essay topic for the five UHEW Scholarship Awards be adopted, i.e.:

“With respect to the upcoming 100th anniversary of the Winnipeg General Strike, what repercussions did this workers’ action have in shaping Canada’s workplace and the society today?”

Carried

Brother Gilchrist explained that the language for the guidelines for the UHEW Meritorious award was adopted from the guidelines of the former UEW Meritorious award. As Brother Lundstrom was absent from the Committee’s discussion, Brothers Gilchrist and May are to communicate with him in order to have the language ratified before being sent to all Council members for voting (deadline for the vote is to be set at the end of June).

Brother Gilchrist informed all that the Voice award would be renamed the UHEW National Inspirational Leadership Award. There will be up to 1 award per region, with a potential of seven awards (based on PSAC’s regions) to be presented at the UHEW Convention. The Committee has not finalized the language for the guideline for this award.

12. **REPORT OF THE ENVIRONMENT COMMITTEE**

Committee members: Brother Marc Blanchard, Chairperson; Brothers Richard May and Robert Chafe Brother Todd Panas (ex-officio).

Brother Blanchard is to provide a summary to the Council members of the Committee's discussion such as: Green Environment – best practises, awareness, green teams; No Plastic Campaign – potential; partnership with DFO; UHEW Environment Month – encourage locals to do something for the environment such as beach clean-ups. Partnership with PSAC is discussed (campaign budget).

14. **FINANCES**

a. *Audited Financial Statements – December 31, 2017*

The audited financial statements were explained to the Council by Mr. Mario Navis from McCay Duff LLP.

MOTION: m/s Maund/Blanchard

That the Audited Financial Statements for the period ending December 31, 2017 be adopted.

CARRIED (RV 4)

e. *Presentation to Council*

i) **RBC Wealth Management**

The investment firm provided a short presentation to the Council. It is suggested that the investments firms attend the Council meetings in order to provide their report and answer any questions.

The sitting of the National Council adjourned at 12:20 a.m. for lunch. The meeting was called to order at 1:20 p.m. with Brother Todd Panas, National President, in the chair. Brother Kevin Lundstron, RVP-Ontario, attends the afternoon session of the Council meeting.

14. **FINANCES**

e. *Presentation to Council*

ii) **NBF Wealth Management**

The investment firm provided a short presentation to the Council.

13. **REPORT OF THE INVESTIGATION COMMITTEE**

The report will be presented as first order of business on May 31, 2018.

14. **FINANCES**

b. *Financial Statements, including Variance Reports*

MOTION: m/s Lépine/Kingyens

That the financial statements for the period ending March 31, 2018 be adopted.

CARRIED (RV 5)

c. *Reports*

i) **S. Fayad Relocation Expenses**

Information regarding the expenses is provided.

NOTICE TO MOTION

MOTION: m/s Fayad/Levangie-Connor

Be it resolved that UHEW provide Home Sale Assistance to Sister Fayad for the difference of Sister Fayad's house appraised value vs the final sale amount.

Sister Shimen Fayad, National Vice-President, asks to go in-camera.

Point of order: Sister Faye Kingyens, RVP-Manitoba, informed that the Council is in the middle of a motion and to discuss that motion.

Ruling of the Chair: Well taken. The Council is dealing with the notice and not the motion and process.

MOTION: m/s Maund/Levangie-Connor

That the UHEW National Council move into an in-camera session.

Carried

MOTION: m/s Maund/Sullivan

That the UHEW National Council rise from the in-camera session.

Carried

It was agreed by consensus that Sister Fayad will be providing more information as requested by the Council and revisit the request.

Sister Shimen Fayad, National Vice-President, assumed the Chair.

29. **REIMBURSEMENT OF LEGAL EXPENSES**

MOTION: m/s Panas/Maund

That the following members of Local of Local 70008 be reimbursed their legal expenses in the amount of \$ 6,178.84 as per Regulation 19 of the PSAC Regulations:

Corey Beauregard
Alain Desgranges
Philip Griffin
Christine Griffin
Annie Noel

MOTION: m/s Levangie-Connor/May

That the UHEW National Council move into an in-camera session.

Carried

MOTION: m/s Maund/Schlosser

That the UHEW National Council rise from the in-camera session.

Carried

Main Motion: LOST (RV 6)

Brother Todd Panas, National President re-assumed the Chair.

The sitting of the National Council adjourned at 5:15 p.m.

May 31, 2018

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

Point of order: Sister Karla Levangie-Connor, RVP-Atlantic, notes that there should be an in-camera session today (May 31, 2018) at 12:45p.m. for the UEW Holdings meeting.

Ruling of the Chair: Not well taken. The UEW Holdings meetings are not done in-camera but due to flights of some Council members, the UEW Holdings meeting can be held at 12:45p.m.

13. **REPORT OF THE INVESTIGATION COMMITTEE**

MOTION: m/s Maund/Chafe

That the UHEW National Council support the Report of the Investigation Committee.

MOTION: m/s Chafe/Maund

That the report be tabled.

CARRIED (RV 7)

14. **FINANCES**

c. *Reports*

ii) **T. Tilley Relocation Expenses**

Information regarding the expenses is provided.

iii) **G. Trivett Retirement Costs**

Information regarding the costs is provided.

iv) **D. Hoelke Retirement Costs**

Information regarding the costs is provided.

v) **National President and Vice-President's Vacation and Compensatory Leave Balance**

Information regarding their balances is provided.

The Council members were presented with a form created by the Finance Officers in which the Council members must record their monthly cell phone and internet costs. The form must be sent to the Finances Officers by December 31. This new process is agreed upon by all.

14. **FINANCES**

d. *Late Claims*

Two late claims were submitted to the National office. As per Regulation 3, Section 6 (Expenses, Claims Procedures), such claims are to be reviewed by the National Council for approval of payment. Upon review, the Council are in favour to pay these two claims.

15. **INVESTMENT POLICIES**

a. *Ratification of existing Investment Policy (National Bank Financial*

MOTION: m/s Maund/Schlosser

That the existing Investment Policy with National Bank Financial be ratified.

Carried

It is noted that the Policy will be reviewed annually.

Action: That the National office inquire about the portfolio size for Commercial Paper – Why so high?

Follow-up: The questions was asked to the Investment Advisor and the following was his reply (June 8, 2018):

“As for Commercial Paper, UHEW doesn’t hold any Commercial Paper investments and never had. The reason the Investment Policy states it could hold up to 30% in Commercial Paper is to have further flexibility in selecting investment options to manage any short term needs UHEW may have, at the best rate possible.”

b. New Investment Advisor and 2nd Investment Policy (Royal Bank of Canada)

MOTION: m/s Chafe/Lépine

That UHEW invest with O’Neill Wealth Management Group, RBC Wealth Management.

CARRIED (RV 8)

It is noted that the Policy will be reviewed annually.

16. **OFFICE OPERATIONS AND STATISTICS**

Sister Shimen Fayad, National Vice-President, provided an update on office operations. She also provided statistics on Annual General Meetings and grievances and Service Officer allocations. RVPs are to provide feedback on the grievances spreadsheet if information is missing or grievances not noted.

Sister Cheryl Sullivan requests that a memo be sent to the Ontario Locals, not just the RVPs, a memo regarding the Service Officers realignment (Sister Kim Coles now providing assistance to the Ontario Region). It is also requested that the hours of work be provided and that “out of office” messages be set on both the email and voice mail when one is away. Bi-weekly meetings will be held with the Service Officers. Any questionable advice is to be forwarded to the National Vice-President.

RVPs are reminded that Locals should go through them first before communicating with the Services Officers – Local will be reminded of this also during the Regional Conferences.

The National Vice-President and Steve Maund, RVP-New-Brunswick/Prince-Edward-Island, met with several web design companies and are awaiting proposals. It is asked to look into having a secure portal within the new website in order to post specific information, forms and to securely submit claims.

Action: a Service Standards Committee is to be struck in order to create office standards. RVPs wanting to sit on this Committee are to provide their names to the National President.

Action: pictures of the Council will be taken during the Fall National Council – it will be added as an agenda item for that meeting

Action: “Office Operations” will become a standing agenda item for the National Council meetings.

The sitting of the National Council adjourned at 11:50 a.m. for lunch. The meeting was called to order at 1:00 p.m. with Brother Todd Panas.

Point of privilege: Brother Mark Gilchrist, RVP-Prairies and Northern, appreciated the longer lunch period as it provided time for side meetings.

16. GRIEVANCE STATISTICS

Grievances reports will be provided to quarterly to the RVPs. Grievance priorities was presented and will be provided by the National Vice-President.

30. DISCUSSION ITEMS

x. EG Overpayment

There is discussion regarding a group grievance. Brother Robert Chafe will communicate with Brother Chris Aylward, PSAC National President, regarding process and the PSAC's stand. Wording to be provided.

18. **LOCAL AGM STATISTICS**

Information provided during the Office Operation discussion (item 16)

19. **LOCAL PRESIDENTS' CONFERENCE – RATIFICATION**

The Council is in agreement with the date and venue of the 2019 Local Presidents' Conference, i.e.: October 1 – 3, 2019 at the Fairmont Le Château Montebello.

It was decided that Alternate RVP will not attend the Conference under that role.

28. **CONDOLENCES - PROTOCOL**

Information is provided regarding condolences given in the past.

RVPs can offer their condolences and may inform the rest of the Council if they wish. It is not expected that the UHEW National office and/or National President will offer their condolences in every and all cases. A condolences protocol will not be created.

25. **UHEW LAPEL PINS**

Pin options have been proposed. Vote was taken and it was a tie.

20. **REGULATION 3 – RVP EXPENSES: UHEW BUSINESS vs PSAC**

21. **COMPONENT RATE OF PAY**

An explanation and interpretation are provided on UHEW business vs PSAC business.

Component rate of pay when representing the Component but not at Area Council or Regional Council meetings.

Attendance to an Area Council meeting can be approved, once per cycle.

22. **SERVICE OFFICER RE-ALIGNMENT**

Discussed during item 16 – Office Operations.

23. **LOCALS AND SUB-LOCAL - MERGE**

RVPs are to examine inactive Locals within their region, review their options and discuss possible merger with an active Local.

Several inactive Locals were mentioned and those RVPs are to report their a plan at the October Council meeting.

24. **REGIONAL CONFERENCES – POLICY 5**

Discussion on updating the Policy. Discussion on creating a By-Laws and Policies Committee to review the Policies.

- *Hospitality*

Policy 5, Section 17

MOTION: m/s Veilleux/Schlosser

That the sum to be included in the budget for suite supplies for Regional Conference be amended to \$ 15 per participants.

* It is mentioned to verify for a Liquor License in Quebec for the Local President Conference

MOTION: m/s Kooner/Maund

That the sum be amended to \$ 20 (instead of \$ 15).

Carried

Main motion : Carried

26. **REGULATION 6**

MOTION: m/s Maund/Blanchard

That Regulation 6 be amended as follows: (changes in red)

**REGULATION 6
TERMS AND CONDITIONS OF EMPLOYMENT FOR THE
NATIONAL PRESIDENT ~~AND NATIONAL VICE-~~
PRESIDENT ~~& NATIONAL OFFICE STAFF~~**

~~Enacted December 15, 2016~~

Pursuant to the authority and power vested under the By-Laws of the Union of Health and Environment Workers under By-Law 16, Sections 1 and 2, the National Council hereby enacts Regulation No. 6 which applies to terms and conditions of employment.

The Elected Positions of the Full-Time Paid National Officers

1. Tenure of Office

The tenure of office of the National Officers shall be in accordance with the By-Laws of UHEW.

2. Entitlement to Pay

a) The National President shall be classified at the Band 14 of the UHEW and paid annual increments in accordance with the negotiated salary increases of UHEW negotiated collective agreement.

b) The National Vice President shall be classified at the Band 13 of the UHEW and paid annual increments in accordance with the negotiated salary increases of UHEW negotiated collective agreement.

c) The increment steps shall be established in accordance with negotiated collective agreement of UHEW.

- d) Incumbents, if re-elected to the National Officer positions will retain the increment level held before the election took place and will continue to receive salary increases in accordance with this Regulation.
- e) The pay increment date, for newly elected Officers, shall be the first Monday following the anniversary date of the election.
- f) The salary of the National Officers of UHEW shall be reduced to the equivalent of strike pay when the bargaining unit to which he/she belongs is on a legal strike authorized by the President of the PSAC. In the event of a rotating strike, the salary reduction would be in effect when members of the bargaining unit in the National Officer's last work location prior to election are on strike.

3. Overtime

- a) Overtime means the requirement of the National Officer or his/her designate to be on official business for the UHEW on a day of rest or on a designated paid holiday.
- b) Where National Officers are required to be on official business for the Union of Health and Environment Workers on a day of rest or on a designated paid holiday, he/she shall be compensated at the rate of one and one half times on Saturday and at a rate of double time on Sunday.
- c) Overtime compensation on a day of rest shall not exceed seven hours per day, at the straight time rate.

4. Compensatory Leave

- a) "Compensatory Leave" means leave with pay in lieu of cash payment for overtime and such leave with pay will be equivalent in value to the cash payment that would otherwise have been made.

- b) Compensatory Leave with pay exceeding 15 days not used by December 31st each year will be paid in cash at the rate of pay received by the elected officer on December 31st.
- c) Any compensatory Leave with pay credited to an elected officer at the time this Regulation is enacted shall be retained by the elected officer or may, at the discretion of the elected officer, be used or paid in cash anytime upon request.
- d) If an elected officer dies or otherwise ceases to be employed, his/her estate shall, in lieu of compensatory leave with pay, be paid an amount equal to the product obtained by multiplying the number of days or hours of earned, but unused compensatory leave by the daily or hourly rate of pay applicable to him/her immediately prior to termination of his/her employment.
- e) A report of all compensatory leave shall be given annually to the National Council. Such report shall list all compensatory time earned and liquidated either in cash or time-off.

5. Continuous Employment

- a) For the purposes of annual leave, continuous employment for National Officers shall comprise the total period of continuous employment from the date of commencement of service in the Public Service to the date of termination of employment with the Union of Health and Environment Workers.
- b) For the purposes of Severance Pay, continuous employment for National Officer's shall comprise the total period of continuous employment with the Union of Health and Environment Workers from the commencement of service to the termination of employment.

6. Employee Benefits

National Officer's shall be entitled to all employee benefits as specified in the UHEW Employees' collective agreement, except for DI coverage which will be in keeping with that of the "Management Tier Salary Scale."

7. Transfer of leave

When an employee in the Public Service is elected to the position of National Officer all the unused sick and special leave credits that stand to the employee's credit in the record of the Public Service shall be transferred to the Union of Health and Environment Workers provided that these are substantiated to the satisfaction of the National Council.

8. Relocation Expenses

National Officers are entitled to be reimbursed his relocation expenses in accordance with Regulation No. 7.

9. Transition Period

The outgoing National President will be compensated for the month of September in the year of the National Convention. As past president he/she will assist the new President in the transition and will be able to finalize either their own back to work or retirement options.

10. Additional Benefits

No additional benefits other than those described in this regulation shall be granted to National Officer's unless they are approved by the National Council prior to their implementation.

Remove this section and create a new Regulation – Regulation 11 Staff Negotiations

~~All unionized staff under negotiated collective agreement~~

~~Terms and conditions of employment are determined by the articles and regulations as negotiated under the current and successive collective agreements between the Union of Health and Environment Workers and its unionized staff.~~

~~1. The Component bargaining team will consist of the National President, the Vice President and two (2) members of the National Council elected by secret ballot. Legal representation will be assigned as required, and will be accountable to the bargaining team as a whole.~~

~~2. *Bargaining Team Process*~~

~~a) The “bargaining team” will meet with the entire Council “in camera” to discuss mandate, review guidelines, answer questions, and receive general directions & suggestions.~~

~~b) The bargaining team will be directed to draft the components “position paper” on the upcoming negotiations with staff, to be reviewed and agreed to by the National Council.~~

~~c) The bargaining team will then enter into full negotiations with the representatives for our unionized staff and will endeavour to reach a mutually acceptable agreement. The team having reached “consensus” will have the authority to sign a tentative agreement on behalf of the Union of Health and Environment Workers.~~

~~d) Ratification of the collective agreement by the National Council will occur at the Council’s earliest convenience, either at a regular Council meeting or by conference call, so as not to unduly delay the agreement process.~~

Remove this section and create a new Regulation – Regulation 12 Staffing

~~The hiring process for all staff of the UHEW~~

~~Pursuant to the authority and power vested under the By-Laws of the Union of Health and Environment Workers under By-Law 7, Section 4 (c), when a vacancy occurs within the office of the Union of Health and Environment Workers, the President shall immediately convene a selection board from among the members of the National Council. This board will consist of 2 elected members of the Council and one of the following:~~

- ~~• The President when the vacancy to be filled is the Executive Assistant to the President.~~
- ~~• The National Vice-president when the vacancy to be filled is that of a service officer.~~
- ~~• The selection board will be responsible for the screening, interviewing and selection of all possible candidates. Once informed the name of the successful candidate and that he or she has accepted an offer, the President will immediately make the appointment under the agreed to terms of employment.~~
- ~~• The hiring of all administrative staff will be the responsibility of the President, once the National Council has determined there is a need to do so.~~
- ~~• Any and all dismissals of UHEW employees must be sanctioned by the National Council, and the Council will act as the final appeal for the employee, notwithstanding all rights and benefits under their collective agreement.~~

NEW REGULATIONS

**REGULATION 11
STAFF NEGOTIATIONS**

1. The Negotiating Committee should consist of:
 - a. Three members of the National Council (at least one member of the previous negotiating team would be an asset)
 - b. the National President (ex officio)

2. The committee shall be established by the National President in consultation with the National Council.
3. Three months prior to negotiations, the committee shall review of the current collective agreement, staff grievances, other Component collective agreements, etc., and develop a proposal for negotiations.
4. The National Council should be updated on the progress of negotiations by the committee chairperson.
5. The committee shall submit a report to the National Council when negotiations are completed and a new collective agreement signed.

REGULATION 12

STAFFING

Pursuant to the authority and power vested under the By-Laws of the Union of Health and Environment Workers under By-Law 7, Section 4 (c), when a vacancy occurs within the office of the Union of Health and Environment Workers, the President shall immediately convene a selection board from among the members of the National Council. This board will consist of 2 elected members of the Council and one of the following:

- The President when the vacancy to be filled is the **Administrative** Assistant to the President.
- The National Vice-president when the vacancy to be filled is that of a service officer.
- The selection board will be responsible for the screening, interviewing and selection of all possible candidates. Once informed of the name of the successful candidate and that he or she has accepted an offer, the President will immediately make the appointment under the agreed to terms of employment.
- The hiring of all administrative staff will be the responsibility of the President, once the National Council has determined there is a need to do so.
- Any and all dismissals of UHEW employees must be sanctioned by the National Council, and the Council will act as the final appeal for the employee, notwithstanding all rights and benefits under their collective agreement.

MOTION: m/s Maund/Blanchard

That the first paragraph of the new proposed Regulation 11 be amended as follows:

The Component bargaining team will consist of three (3) members of the National Council elected by secret ballot.

Carried

MOTION: m/s Levangie-Connor/Sullivan

That the new proposed Regulation 11 be amended to read as follows:

1. The Component bargaining team will consist of three (3) members of the National Council elected by secret ballot.
2. Bargaining Team Process
 - a) The National Council authorizes the “bargaining team” as their representative to negotiate a new agreement with Alliance Employees Union.
 - b) The bargaining team will give Council an opportunity to review guidelines, answer questions, and provide general directions & suggestions.
 - c) The bargaining team will be directed to draft the Component’s “position paper” on the upcoming negotiations with staff and provide it to the National Council.
 - d) The bargaining team will then enter into full negotiations with the representatives for our unionized staff and will endeavour to reach a mutually acceptable agreement. The team having reached “consensus” will have the authority to sign a tentative agreement on behalf of the Union of Health and Environment Workers.

- e) The bargaining team shall provide the tentative agreement and the rationale to the National Council when negotiations are complete and a new collective agreement signed.

CARRIED (RV 9)

MOTION: m/s Maund/Lépine

That the section titled “Staffing” in Regulation 6 be extracted from its current Regulation to become Regulation 12, i.e.:

REGULATION 12 STAFFING

Pursuant to the authority and power vested under the By-Laws of the Union of Health and Environment Workers under By-Law 7, Section 4 (c), when a vacancy occurs within the office of the Union of Health and Environment Workers, the President shall immediately convene a selection board from among the members of the National Council. This board will consist of 2 elected members of the Council and one of the following:

- The President when the vacancy to be filled is the **Administrative** Assistant to the President.
- The National Vice-president when the vacancy to be filled is that of a service officer.
- The selection board will be responsible for the screening, interviewing and selection of all possible candidates. Once informed of the name of the successful candidate and that he or she has accepted an offer, the President will immediately make the appointment under the agreed to terms of employment.
- The hiring of all administrative staff will be the responsibility of the President, once the National Council has determined there is a need to do so.
- Any and all dismissals of UHEW employees must be sanctioned by the National Council, and the Council will act as the final appeal for the employee, notwithstanding all rights and benefits under their collective agreement.

Carried

Main Motion as amended: Carried

Point of order: Brother Larry Schlosser, RVP-Saskatchewan, states that the discussion should remain on the topic.

Ruling of the Chair: Well taken.

Election – Bargaining Team

A vote is conducted to elect the third person to sit on the bargaining team. The first two members were elected in a previous meeting (April 27, 2018).

The following were nominated:

Brother Michel Lépine:	Nominator	-	Brother Steve Maund
	Secunder	-	Brother Robert Chafe
Sister Rubin Kooner:	Nominator	-	Sister Cheryl Sullivan
	Secunder	-	Sister Darlene Lewis

Results of the 1st ballot was a tie, as a result a second ballot was needed. Following the 2nd ballot, Brother Michel Lépine was elected to the bargaining team, next to Brothers Steve Maund and Marc Blanchard.

Election – UHEW Finance Committee

The National Council members are informed that an election for an intern Finance Committee member is required as Sister Jayne Powers has stepped down from her RVP duties temporarily while working at the National office. The National President stated that the Alternate RVP does not automatically assume committee work to which their RVP have been elected to.

The following were nominated:

Brother Robert Chafe:	Nominator	-	Brother Larry Schlosser
	Secunder	-	Brother Michel Lépine

c) Local Dues Calculation

There is a discussion regarding some Locals have a flat dues rate vs a percentage dues rate.

i) Bargaining Conference – Delegate selection and election

There is a discussion on the process of selecting the delegates to the Conference and election members to sit on Bargaining teams. There is also a discussion regarding a Component Bargaining Conference.

r) Delays in processing expense claims

Sister Cheryl Sullivan, RVP-Ontario, requested to adopt a service standard for processing claims to which she was informed that one already existed which was 15 days.

s) Response time from National office

This item was discussed during item 16 – Office Operations where a Service Standards Committee will be struck and will be tasked to create a standard.

t) Communications to Locals and RVPs

It is requested that more communications be sent regarding Service Officers changes, new staff hires and those that have departed, highlights to changes to By-Laws, i.e., By-Law 7, outline of training/information session that can be provided by Component staff.

v) UHEW Convention pictures

Sister Cheryl Sullivan, RVP-Ontario, is inquiring about the pictures taken during the UHEW Convention. The National Vice-President indicated that many pictures were blurry and sorting through them time consuming, but if it is requested to have them, they will be uploaded, regardless the quality.

q) Finance - Reports

Information represented in the Finance reports represent the line items in the adopted Budget. Finance reports will be provided when the Council meets twice a year and the audited financial statements will be presented during the Spring meeting.

a) Unionware

The National Vice-President will inquire on the possibility of providing access to Unionware to RVPs and the cost.

Any items that were not dealt with at this meeting will be added to the Fall 2018 Council meeting. The possibility of a third day may be added, depending on number of items.

MOTION: m/s Thibault/May

That this Council meeting be adjourned.

Carried.