



UHEW Structure - Moving Forward as One Family

Structure Committee April 2019



Mandate of the committee

Review the UHEW organizational structure, specifically:

- How the regions should be organized? and
- How many RVP's are needed moving forward?

Why is the change needed?

- Current structure is not financially sustainable and not cost effective the the members (approximately \$35,000 per year, per RVP x 15 RVP's = \$525,000 RVP costs PER YEAR)
- Duplication of service - 2 or more RVP's covering the same geographical area
- At the time of the merger, it was clearly communicated the current dual structure would be maintained for ONE 3 year cycle to assist in the blending of the 2 former components
- Merger agreement included no membership dues increase
- A continued dual structure would ensure a dues increase OR a reduction in services to members - both of these options are not what we want to present to members
- More universal formula for the future of UHEW

Current Structure (based on Nov-Dec 2018 rebates numbers)

- BC/Yukon - 6 Locals, 1028 members
- Alberta/BC/Yukon - 4 Locals, 249 members
- Prairies/Northern - 8 Locals, 428 members
- Saskatchewan - 4 Locals, 154 members
- Manitoba - 3 Locals, 597 members
- Ontario (2): UEW - 5 Locals, 570 members; NHU - 5 Locals, 218 members
- NCR (2): UEW - 3 Locals, 1183 members; NHU - 3 Locals, 2180 members
- Quebec (2): UEW - 5 Locals, 488; NHU - Local, 187
- Scotia Fundy - 4 Locals, 492 members
- NB/PEI - 4 Locals, 335 members
- Atlantic - 3 Locals, 152 members
- NL/Labrador - 4 Locals, 342 members

Additional Considerations for Both Options

The committee is looking at options for measures to assist RVP's and how this will look.

- We are reviewing the current duties of the RVP.
- What should the duties of the Alternate RVP be? And how many should be elected at convention?
- Should we look at assistant RVP's who may be compensated for their time?
- What duties will each position be responsible for?
- What type of costs would be associated with each type of position?
- What measures of accountability need to be in place to measure the work and if additional people are needed to ensure services are being provided to the members?
- Once these changes are decided, by-laws will need to be drafted and presented at convention for the decision on the floor.

Regional Composition Options

OPTION ONE - 8 Regions, 9 RVP's

- Region One - 6 Locals, 918 members
- Region Two - 8 Locals, 653 members
- Region Three - 8 Locals, 443 members
- Region Four - 6 Locals, 3182 members
- Region Five - 6 Locals, 241 members
- Region Six - 6 Locals, 616 members
- Region Seven - 7 Locals, 827 members
- Region Eight - 14 Locals, 1135 members*

OPTION TWO - 6 Regions, 8 RVP's

- Region One - 9 Locals, 992 members
- Region Two - 16 Locals, 1,369 members*
- Region Three - 10 Locals, 751 members
- Region Four - 6 Locals, 3,183 members
- Region Five - 6 Locals, 616 members
- Region Six - 14 Locals, 1135 members*

*These regions would be delegated 2 RVP's.

**Under each option - each RVP would have an Alternate RVP as it is currently.

Committee Recommendation - OPTION 1

Committee is suggesting Option 1 for the following reasons:

- More manageable number of Locals per RVP - each RVP would now have between 6 and 8 locals
- Fair distribution of the number of Locals for each region
- More manageable geographical area for travel and accessibility
- We focused on the number of locals only - the number of members are the responsibility of the Local
- The cost savings of approximately \$210,000 per year (i.e. \$630,000 per cycle) to the membership

Committee recommendation cont'd...

This is going to be a change for everyone - but the change is fair and equal for each RVP. This change is also needed for the successful sustainability of UHEW and its support for the members.

However, we need an understanding of how the council would prefer to see the regional breakdown, before we can provide the justification wording for changes to our by-laws to support each RVP.

Option 1 - Geographical breakdown

Looked at the regional breakdowns of the various locals, and surrounding geographical location within UHEW's membership. Using this as guide, the new UHEW Regional breakdown would be:

- BC - 6 Locals, 918 members
- Alberta/North/Yukon - 8 Locals, 443 members
- Saskatchewan - 6 Locals, 241 members
- Manitoba/NW Ont - 7 Locals, 827 members
- Ontario - 8 Locals, 653 members
- NCR - 6 Locals, 3182 members
- Quebec - 6 Locals, 616 members
- Atlantic - 14 Locals, 1135 members

*Atlantic Region would be designated 2 RVP's

**Sioux Lookout and Thunder Bay locals would be included within the Manitoba region

***Membership numbers are based on statistics from Unionware of December 2018

Option 2 - Geographical Breakdown

Using PSAC's regional structure as a guide, the new regional composition would look like:

- BC/North - 9 Locals, 992 members
- Prairies - 16 Locals, 1, 369 members
- Ontario - 10 Locals, 751 members
- NCR - 6 Locals, 3,183 members
- Quebec - 6 Locals, 616 members
- Atlantic - 14 Locals, 1135 members

*Atlantic and Prairies regions are designated 2 RVP's

** Membership numbers are based on statistics from Unionware of December 2018