

MINUTES
of the
UHEW NATIONAL COUNCIL MEETING
September 28 - 30, 2019

In attendance:

Todd Panas, National President
Sister Shimen Fayad, National Vice-President
Sister Karla Levangie-Connor, RVP, Atlantic
Brother Robert Chafe, RVP, Newfoundland/Labrador (via conference call)
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, RVP, National Capital Region
Sister Diane Girouard, RVP, National Capital Region
Sister Cheryl Sullivan, RVP, Ontario
Brother Kevin Lundstrom, 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 Council was called to order at 9:00 a.m. on September 28, 2019 with Brother Todd Panas, National President, in the Chair. The attending alternate Regional Vice-Presidents are presented:

- Louise Burchell – Atlantic
- Louise Sicard - NCR
- Jacqueline Gabon – Ontario

2. **ADMINISTRATION**

Administrative instructions such as cell phones, translation devices, microphone etiquette, speakers list and door pass and access to the office are provided.

3. **HARASSMENT STATEMENT**

The Harassment Statement was read by Sister Julie Lavictoire, Administrative Assistant to the National President; Sister Lavictoire is also identified as the Anti-Harassment Coordinator.

4. **HOURS OF SITTING**

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

| | | |
|----------------|---|---|
| September 28th | - | 9:00 a.m. – Noon; 1:00 p.m. – 5:00 p.m. |
| September 29th | - | 9:00 a.m. – Noon; 1:00 p.m. – 5:00 p.m. |
| September 30th | - | 9:00 a.m. – Noon; 1:00 p.m. until end of business |

5. **UHEW HONOUR ROLL**

Point of privilege: Sister - delayed his retirement until his pay issues were dealt with but unfortunately he passed before this could happen. UHEW and PSAC are working with his widow in order to finalize

Hugh Cleland – Local 70028

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

Sister Sheilagh Hanson, alternate RVP – Manitoba, is introduced.

6. **AGENDA**

MOTION: m/s Schlosser/May

That the Agenda be adopted.

Sister Cheryl Sullivan, RVP-Ontario wishes to have the following items added on discussion day – Abusive Investigator within ECCC and CHS-DFO – Contracting out of mapping. She is requesting a document which outlines clearly what items are acceptable to be added on the agenda.

6. **AGENDA** (Cont'd)

Sister Sullivan also requests that one of the motions she had proposed, but ruled out of order by the National President, be added to the agenda: Forced merging of Locals. The National President explained that the criteria regarding agenda items was sent out to Council members, but it will be resent again.

Sister Sullivan read her motion:

*Whereas, we have a number of locals that contain members in satellite offices,
and*

*Whereas, many of these locals are organized by the work that they do and
therefore common issues, and*

*Whereas, these locals are active, highly functioning and fully compliant, and
Whereas, there may be some locals who are compliant that DO wish to merge,*

*Be it Resolved that the Component will NOT force mergers with active and
compliant Locals based on geography or any other reason when it is against the
wishes of that Local, and*

*Be it Further Resolved that Locals who wish to merge be afforded a voice and
consulted on how that merger would look.*

Brother Todd Panas, National President presented the rationale for his ruling:

*This motion would be in contravention with many UHEW By-laws such as By-
Law 9, Section 1, By-Law 9, Section 3, and possibly By-Law 19, Section 2.*

*This would require a resolution to Convention however it could be ruled out of
order as there are many other by-laws that constitute locals and their jurisdiction.*

*Finally, with respect to By-Law 9, Section 1: Locals shall be comprised of all
members in **a LOCALITY** assigned to UHEW in accordance with UHEW By-
laws, By-Law 3, Section 1. My interpretation of locality would be the members or
locals work or home location based under UHEW's geographical regions.*

6. **AGENDA** (Cont'd)

This is different language from the former UEW where locals were not assigned by their work, home or geographical location but under departmental reporting lines.

UHEW has not yet applied this by-law, however the Component is discovering through Union Ware that many elected officials and or local executives do not fit into their local based on By-Law 9, Section 1. There are significant cost, representation and other issues that compound this situation when this By-Law is not being applied.

In closing, I have discussed these rulings with our National Vice-President who support these decisions. As well, I have ruled three other RVP's agenda items either out of order or not relevant.

The National President is asked Council if his decision is sustained.

Point of privilege: Sister Rubin Kooner RVP-NCR, is asking if the motion is not related to agenda item no. 22, Locals with members in multiple regions.

Ruling of the Chair: Point not well taken. It is not a point of privilege, nor does the item on the agenda relate to the proposed motion.

Chair is sustained.

As for other the items to be brought for discussion, the National President suggests to have sidebar meetings or conference calls with RVPs representing members in the noted departments.

Point of clarification: Sister Shimen Fayad, National Vice-President is asking if there will be a discussion day as there is no time frame noted for such.

The National President explained that due to the amount of business needed to be addressed, such as the Structure Committee report, other Council business on the agenda and the upcoming Local Presidents' Conference, the discussion day will be held on the last day of Council, once all business on the Council agenda has been dealt with.

6. **AGENDA** *(Cont'd)*

The National President is asking the Council if his decision in ruling the 2 items (Abusive Investigator within ECCC and CHS-DFO – Contracting out of mapping) out of order is sustained.

Chair is sustained

Main Motion Carried *(Sister Cheryl Sullivan, RVP-Ontario wishes to be recorded as having voted against the approval of the agenda)*

Sister Shimen Fayad, National Vice-President, is in the Chair.

7. **APPROVAL OF NATIONAL COUNCIL MINUTES**

MOTION: m/s Kingyens/Veilleux

That the Minutes of the National Council Meeting held April 10 – 11, 2019 be adopted.

Carried (RV 1)

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

Brother Panas indicates that although stated in the Spring 2019 minutes that questions regarding his Spring report can be differed to this meeting, it is out of order as the report was duly moved and carried. However, those having questions of that report, can communicate with the National President.

Sister Shimen Fayad, National Vice-President, is in the Chair.

8. **REPORT OF THE NATIONAL PRESIDENT**

MOTION: m/s Panas/Girouard

Brother Panas wishes to inform that reached a successful settlement via mediation for one of our members in Northern Ontario.

Sister Karla Levangie-Connor, RVP-Atlantic, sought clarification regarding the National President's attendance to an OSH Regional Conference before his official date of return back to work. The National President explained that he had already committed to speak at the Conference.

The National President also wishes to add to his report his recent trip to meet the members and management in New Waterford, NS. He also provided some information on two rejections on probation due to systemic problems in the workplace.

Sister Faye Kingyens, RVP-Manitoba, is questioning the leave in regards to the National President's attendance at the OSH Conference while on sick leave. The National President informed all that he revised his leave to reflect a return to work on June 7 as opposed to June 10.

In order to speed the voting portion as there will be many recorded votes, the National President suggest that it be done by show of hands as opposed to speaking one by one in the microphone, but all will be recorded. Sister Shimen Fayad, National Vice-President, puts the suggested process to a vote, which is carried.

That the Report of the National President be adopted.

Carried (RV 2)

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

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

MOTION: m/s Fayad/Lewis

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

Carried (RV 3)

Action: Standing item – Grievance Statistics
Report/capture other services provided than 3rd lever grievances by Labour Relations Officers
Conference call discussion – contract out clean up and correction web site information in both official languages.
Rand drive to be held

Point of Privilege: The National President, Todd Panas, spoke on an article published in the Winnipeg Press about the Deadly Pathogens, Toxic Workplace at the National Microbiology Laboratories in Winnipeg.

9. **REPORT OF THE NATIONAL VICE-PRESIDENT** (*Cont'd*)

Procedures are explained regarding the reporting of AGM documentations
Suggestion is made in order to streamline the notation for delegates to Convention.
Future access to Memberlink is discussed.

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

MOTION: m/s Levangie-Connor/Girouard

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

Carried

(Brother Robert Chafe did not provide a report)

Discussion on posting of RVP reports on website to be discussed during agenda item no. 30

11. **REPORT OF THE STRUCTURE COMMITTEE**

The Report of the Structure Committee will be presented later in the day.

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

MOTION: m/s Gilchrist/May

That the report of the Honours and Awards Committee be adopted.

Carried (RV 4)

13. **REPORT OF THE ENVIRONMENT COMMITTEE**

MOTION: m/s Blanchard/May

That the report of the Environment Committee and the Policy of Single Use Plastics be adopted.

Carried.

Point of Privilege: The National President, Todd Panas, announced the names of the winners of the various UHEW Scholarships:

- Tony Tilley
- Mary Stewart
- Apprenticeship Program
- Human Rights

Sister Shimen Fayad, National Vice-President, is in the Chair.

14. **FINANCES**

a) *Financial Statements for the period ending August 31 2019*

MOTION: m/s Girouard/Blanchard

That the Financial Statements for the period ending August 31, 2019 be accepted.

To be differed to Monday, September 30, 2019 for any questions to be asked the Finance Officers.

The sitting of the National Council adjourned at 12:05 for lunch. The meeting was called to order at 1:08 p.m. with Sister Shimen Fayad, National Vice-President, in the chair.

Point of order: Sister Faye Kingyens, RVP-Manitoba, notes that a motion should be presented to move the agenda item no. 14 Finances to Monday.

Ruling of the Chair: Point well taken.

MOTION: m/s Schlosser/Gilchrist

That the agenda item no. 14 Finances be the first order of business on Monday September 30, 2019.

Carried

Point of privilege: Sister Karla Levangie-Connor, RVP-Atlantic, wishes to inform all that the restaurant across the street is not open on Sunday, only the Tim Horton's will be.

11. **REPORT OF THE STRUCTURE COMMITTEE**

MOTION: m/s Thibault/Levangie-Connor

That the delegate formula for the 2020 UHEW Convention be adopted, i.e.;

| | | |
|------------------------|---|-------------|
| 10 – 150 members | - | 1 Delegate |
| 151 – 400 members | - | 2 Delegates |
| 401 – 800 members | - | 3 Delegates |
| 801 – 1200 members | - | 4 Delegates |
| 1201 members and above | - | 5 Delegates |

Carried (RV 5)

MOTION: m/s Thibault/Levangie-Connor

That the proposed Geographical Breakdown be adopted, i.e.;

| | | |
|----------------------|---|-----------|
| BC/North | - | 8 Locals |
| Alberta/Saskatchewan | - | 10 Locals |
| Manitoba | - | 5 Locals |
| Ontario | - | 10 Locals |
| NCR | - | 6 Locals |
| Quebec | - | 6 Locals |
| Atlantic | - | 13 Locals |

Carried (RV 6)

11. **REPORT OF THE STRUCTURE COMMITTEE** (Cont'd)

MOTION: m/s Thibault/Levangie-Connor

That the proposed RVP Allocation be adopted, i.e.;

| | | |
|----------------------|---|---------------------|
| BC/North | - | 1 RVP, 1 Assistant |
| Alberta/Saskatchewan | - | 1 RVP, 2 Assistants |
| Manitoba | - | 1 RVP, 1 Assistant |
| Ontario | - | 1 RVP, 2 Assistants |
| NCR | - | 1 RVP, 2 Assistants |
| Quebec | - | 1 RVP, 1 Assistant |
| Atlantic | - | 2 RVPs, 1 Assistant |

Each Region will also have Alternates.

Each RVPs are providing their input on the proposed RVP Allocation. There is general consensus to postpone the discussion and vote until Monday, September 30, 2019. Any questions are to be send to the Structure Committee's email.

The sitting of the National Council adjourned at 5:05 p.m.

September 29, 2019

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

A moment of silence is held in honour of the Police and Peace Officers' National Memorial Day.

Point of privilege: Brother Todd Panas, National President, addresses the Council – his speech is entered into the records and is attached to these minutes. He then addressed all RVPs individually.

Council members took turn to address the National President.

Point of privilege: Sister Shimen Fayad, National Vice-President, indicates that all should meet tonight for a group supper.

15 a). **AD HOC COMMITTEES - REPORT OF THE BY-LAWS, REGULATIONS AND POLICIES REVIEW COMMITTEE**

Each section and item of the report will be presented and voted on separately; the report will then be adopted as a whole at the end.

Recommendation 1 - Housekeeping

MOTION: m/s Blanchard/Kooner

That Recommendation 1 – Housekeeping be adopted.

Carried (RV 7)

Recommendation 2 – Awarding of Life Memberships

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 1 be adopted.

Carried (RV 8)

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 2, be adopted.

Carried (RV 9)

Point of order: Sister Faye Kingyens, RVP-Manitoba, is reminding to request for those abstaining from voting.

Ruling of the Chair: Point well taken.

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 3, be adopted.

Carried (RV 10)

15 a). **AD HOC COMMITTEES - REPORT OF THE BY-LAWS, REGULATIONS AND POLICIES REVIEW COMMITTEE** *(Cont'd)*

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 4a, be adopted.

This recommendation is tabled.

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 4b, be adopted.

MOTION: m/s Fayad/Kingyens

That the recommendations 4a and 4b be referred back to the Committee to review and amend the current wording without completely removing these sections to encompass the comments provided.

Carried

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 5, be adopted.

Carried (RV 11)

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 6, be adopted.

MOTION: m/s Sullivan/Kingyens

That the Recommendation be referred back to the Committee in order to add a line that clearly states that retired members or members separated from employment can receive this award.

15 a). **AD HOC COMMITTEES - REPORT OF THE BY-LAWS, REGULATIONS AND POLICIES REVIEW COMMITTEE** *(Cont'd)*

Point of order: Sister Faye Kingyens, RVP-Manitoba, indicates that with the adopted changes, she cannot visualize what is being stated regarding retired members and separated from employment.

Ruling of the Chair: Point well taken.

Motion of reconsideration

MOTION: m/s Kingyens/Sullivan

Motion to reconsider the decision on Recommendation 2, Part 3, to remove the word “or”.

Carried

Main Motion: Carried (RV 12)

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 7, be adopted.

Carried (RV 13)

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 8, be adopted.

Carried (RV 14)

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 9, be adopted.

Carried (RV 15)

15 a). **AD HOC COMMITTEES - REPORT OF THE BY-LAWS, REGULATIONS AND POLICIES REVIEW COMMITTEE** (Cont'd)

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 10, be adopted

Carried (RV 16)

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 11, be adopted.

MOTION: m/s Fayad/Kinyens

That the Motion be referred back to the Committee with a caveat to be added that the Component shall not incur any travel costs as a result of Life members attending the Convention.

Carried

The sitting of the National Council adjourned at 11:53 a.m. for lunch. The meeting was called to order at 1:10 p.m. with Brother Todd Panas, National President, in the chair.

15 a). **AD HOC COMMITTEES - REPORT OF THE BY-LAWS, REGULATIONS AND POLICIES REVIEW COMMITTEE** (Cont'd)

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 3, be adopted as amended:

A nominee for Life Membership shall have performed exemplary services for the membership at any level of the UHEW” and “shall only be granted to a former member of the UHEW Component who has retired or who has separated from employment”

Carried (RV 17)

15 a). **AD HOC COMMITTEES - REPORT OF THE BY-LAWS, REGULATIONS AND POLICIES REVIEW COMMITTEE** (Cont'd)

Recommendation 2, Part 4a – the Committee is withdrawing their recommendation of deletion, as such, Regulation 1, Section 3 will remain in the Regulation.

MOTION: m/s Blanchard/Kooner

That Recommendation 2, Part 4b, be adopted as amended:

Life Membership in the Component shall continue for the period in which the Component or any version of such is an entity under the Public Service Alliance of Canada.

Carried (RV 18)

MOTION: m/s Blanchard/Kooner

That a Recommendation 2, part 11, be adopted as amended:

*Life members will be accorded the privilege of attending each National Convention dinner held in their respective regions, as guests of the National Council **and given guest status at said convention.** They will be acknowledged by the National President for their past service. The Component shall not incur any travel costs as a result of Life member attendance.*

Carried (RV 19)

MOTION: m/s Maund/May

That Regulation 1 be adopted as amended.

Carried (RV 20)

15 a). **AD HOC COMMITTEES - REPORT OF THE BY-LAWS, REGULATIONS AND POLICIES REVIEW COMMITTEE** *(Cont'd)*

Recommendation 3 – Expenses

MOTION: m/s Blanchard/Kooner

That Recommendation 3, Part 1 be adopted.

Point of Order: Brother Mark Gilchrist, RVP-Prairies and Northern, should we not be speaking on Recommendation 3, Part 1 before debating Recommendation 3, Part 2.

Ruling of the Chair: Point well taken.

Carried (RV 21)

The National President indicates that these new rates will take in effect from the beginning of travel for this Council meeting.

MOTION: m/s Blanchard/Kooner

That Recommendation 3, Part 2 be adopted.

Carried (RV 22)

MOTION: m/s Blanchard/Kooner

That Recommendation 3, Part 3 be adopted (*with friendly addition “or authorization from the National Office”*)

Carried (RV 23)

MOTION: m/s Blanchard/Kooner

That Recommendation 3, Part 4 be adopted.

Carried (RV 24)

15 a). **AD HOC COMMITTEES - REPORT OF THE BY-LAWS, REGULATIONS AND POLICIES REVIEW COMMITTEE** (*Cont'd*)

MOTION: m/s Blanchard/Kooner

That Recommendation 3, Part 5 be adopted.

Carried (RV 25)

Action: Rate will be added on travel information sheet provided with Expense Claim Forms

Point of privilege: Brother Benoît Thibault, RVP-Quebec, was requesting clarification on the acronym EDO (Earned Day Off).

MOTION: m/s Blanchard/Kooner

That Recommendation 3, Part 6 be adopted.

Carried (RV 26)

MOTION: m/s Blanchard/Kooner

That Recommendation 3, Part 7 be adopted.

Carried (RV 27)

Action: The paragraph will be added to every call out letter.

Recommendation 4 – Regulation 5

MOTION; m/s Blanchard/Kooner

That Recommendation 4 be adopted.

Carried (RV 28)

15 a). **AD HOC COMMITTEES - REPORT OF THE BY-LAWS, REGULATIONS AND POLICIES REVIEW COMMITTEE** (*Cont'd*)

Recommendation 5 – Regulation 6

MOTION: m/s Blanchard/Kooner

That Recommendation 5, Part 1 be adopted.

Point of Privilege: Brother Todd Panas, National President, wishes to have recorded that he voted against the Committee's recommendation.

Lost (RV 29)

MOTION: m/s Blanchard/Kooner

That Recommendation 5, Part 2 be adopted.

Carried (RV 30)

MOTION: m/s Blanchard/Kooner

That Recommendation 5, Part 3 be adopted.

Carried (RV 31)

MOTION: m/s Blanchard/Kooner

That Recommendation 5, Part 4, adopted.

Carried (RV 32)

MOTION: m/s Blanchard/Kooner

That Recommendation 5, Part 6 adopted.

Carried (RV 33)

15 a). **AD HOC COMMITTEES - REPORT OF THE BY-LAWS, REGULATIONS AND POLICIES REVIEW COMMITTEE** (*Cont'd*)

MOTION: m/s Blanchard/Kooner

That Recommendation 5, Part 5 be adopted.

Carried (RV 32)

Recommendation 6 – New Policy

MOTION: m/s Blanchard/Kooner

That Recommendation 6, Part 1 be adopted.

Point of Order: Sister Faye Kingyens, RVP-Manitoba, states that we already have a Policy 6.

Ruling of the Chair: Point well taken. If adopted, this Policy will be no. 8.

MOTION: m/s Schlosser/Lewis

That Section 4, Observers, be referred back to the Committee to remove the line “or by an official motion at a Local Executive meeting.”

Carried

MOTION: m/s Blanchard, Kooner

That Recommendation 6, Part 1 be adopted as amended.

Carried (RV 35)

MOTION: m/s Blanchard/Kooner

That Recommendation 6, Part 2 be adopted.

15 a). **AD HOC COMMITTEES - REPORT OF THE BY-LAWS, REGULATIONS AND POLICIES REVIEW COMMITTEE** *(Cont'd)*

MOTION: m/s Gilchrist/Levangie-Connor

That this Motion be tabled.

Carried.

MOTION: m/s Blanchard/Kooner

That the Report of the By-Laws, Regulations and Polices Review Committee be adopted as amended.

Carried.

Point of Privilege: Sister Shimen Fayad, National Vice-President, informs all that the supper has been booked for 7:00pm.

The sitting of the National Council adjourned at 5:00 p.m.

September 30, 2019

The meeting was called to order at 9:15 a.m. with Brother Todd Panas, National President, in the chair.

Action: Group Council suppers will be formulized in all future Council agendas.

Finance Officers are introduced, Brothers Carmine Pacifico and Sylvain Meilleur. Brothers Rae McCleave, UHEW National Director of Regulatory Enforcement, Scott Mossman, Alternate RVP, Scotia-Fundy and Sister Linda Dugas, Local President 80019 are also introduced.

14. **FINANCES** *(Cont'd)*

a) *Financial Statements for the period ending August 31 2019 (Cont'd)*

MOTION: Maund/Girouard

That the Financial Statements be adopted

Carried (RV 36)

14. **FINANCES** (Cont'd)

Action: Sister Shimen Fayad, NVP, will sit with the Finance Officers to get updated line items descriptions and provide to Council.
Adopted Budget and Guidelines will shared with Council via Google drive.
Hard copies of the budget to be made available at every Council meeting.

Leave Summary

MOTION: m/s Girouard/May

That the Leave Summary be adopted.

Carried (RV 37)

Action: That a column be added to track leave cashed out.

National Council Travel Expenses

The spreadsheet is explained. All are informed to ignore the last column "YTD Budget" as no budget was set per RVP.

Action: Remove UEW and NHU references on spreadsheet.
Include where the Hospitality costs are included in line items.
Provide more explanations on Salary line items – what it includes and doesn't.
Provide more explanations on events included in expenses.

Point of Privilege: Brother Marc Blanchard, RVP-Scotia/Fundy, would like to acknowledge the 2 colleagues that approached him during the break; a nice conversation was had and their effort was appreciated.

14 b) *Sick Leave Reserve Motion – Review*

Point of Order: Sister Shimen Fayad, explained that Brother Maund provided a synopsis behind the reasoning of this reserve at the Spring meeting and it was also explained that even if the Motion was defeated, it could not be utilized as there are no regulations or guidelines on how to use this reserve, therefore could not be accessed.

14. **FINANCES** *(Cont'd)*

14 b) *Sick Leave Reserve Motion – Review (Cont'd)*

Ruling of the Chair: Point not well taken. The National President explained that certain Council didn't understand it that way.

MOTION: m/s May/Maund

That the decision taken at the Spring 2019 Council meeting on Agenda item 14 a 1, be rescinded.

Carried

MOTION: m/s Schlosser/Maund

Whereas currently the UHEW has an internally restricted fund titled Sick Leave Reserve for a total of \$20,000; and

Whereas the fund is no longer required, therefore

Be it resolved that the \$20,000 balance be transferred to the internally restricted fund titled "Contingency"

Carried

14 c) *Financial Limits for Spending*

Differed to Spring 2020 National Council meeting.

14 e) *Approval of late claims*

MOTION: m/s Kooner/Lewis

That Brother Mark Gilchrist be provided 30 days to submit his claim in order to have it processed.

Carried

14. **FINANCES** *(Cont'd)*

14 d) *Outstanding 2017 Expense Claims*

The Chair itemized all the outstanding expense claims for Brother Robert Chafe. The 30 days extension provided at the Spring 2019 Council meeting should have been ruled out of order due to the timeline of these late claims.

In future, full report with dates and events will be provided to Council on any outstanding expense claims.

Further discussion on this item will be taking offline with Brother Chafe. An investigation/fact finding to assess the reasons of claims not being submitted to or received by the National Office. A Finance Officer will be part of the internal fact finding exercise. There will be a report at the Spring 2020 Council meeting.

Action: When a member has an outstanding claim, the Finance Officer is ensure that the RVP is to be made aware.

Finance Officer is to provide report to Council, including dates and event of outstanding claim.

15. **AD HOC COMMITTEES – REPORTS** *(Cont'd)*

b) *Respect Charter*

Sister Diane Girouard, RVP-NCR, is asking to withdraw this item. As all Council members received a copy of the draft Respect Charter, comments and feedback can be provided at the team building session or at the Spring 2020 Council meeting.

c) *Local Presidents' Handbook*

Sister Faye Kingyens, RVP-Manitoba, provides an update on the Handbook. Members of this Committee will be canvassing the Local Presidents at the Presidents' Conference to gather information they wish to have in this handbook. Brother Steve Maund can create an email to gather information requested by this Committee.

NEW BUSINESS

16. **MOTION REVIEW – MERGER LOCAL 60005**

The National President provides information on the need to review this motion passed at the Spring 2019 Council meeting. The President instructs the By-Law Committee to review the By-Laws to include “best fit” for assigning members.

MOTION: m/s Maund/Girouard

That the decision taken at the Spring 2019 Council meeting on Agenda item 43, be rescinded.

Carried

MOTION: m/s Levangie-Connor/Maund

Be it resolved to reallocate the members of the Fredericton Local 60005 to an appropriate active UHEW local in the Moncton/Fredericton area; and

Be it further resolved that there is full consultation with the RVPs, Locals and membership involved; and

Be it further resolved to ask the PSAC to remove Local 60005 from the list of active UHEW locals.

Carried

17. **NATIONAL LOCAL PRESIDENTS’ CONFERENCE**

The National President provided an update and overview on the Presidents’ Conference, the agenda and the speakers.

The sitting of the National Council adjourned at 12:10 p.m. for lunch. The meeting was called to order at 12:40 p.m. with Sister Shimen Fayad, A/National President, in the chair.

There are presentations made Martin Lacroix from National Bank and Maureen O’Neil from RBC on the UHEW investments.

11. **STRUCTURE COMMITTEE** (*Cont'd*)

MOTION: m/s Maund/Fayad

That the National Council moves into the Committee of the Whole.

Carried

MOTION: m/s Maund/Lewis

That the Committee's proposed option be accepted as option A:

| | | |
|-------|--------|--------------|
| BC | 1 RVP | 1 Assistant |
| AB/SK | 1 RVP | 2 Assistants |
| MB | 1 RVP | 1 Assistant |
| ON | 1 RVP | 2 Assistants |
| NCR | 1 RVP | 2 Assistants |
| QC | 1 RVP | 1 Assistant |
| ATL | 2 RVPs | 1 Assistant |

Carried

MOTION: m/s Kooner/Girouard

That the following proposal be accepted as option B:

| | | |
|-------|--------|--------------|
| BC | 1 RVP | 1 Assistant |
| AB/SK | 1 RVP | 2 Assistants |
| MB | 1 RVP | 1 Assistant |
| ON | 1 RVP | 2 Assistants |
| NCR | 2 RVPs | 2 Assistants |
| QC | 1 RVP | 1 Assistant |
| ATL | 2 RVPs | 1 Assistant |

Carried

11. **STRUCTURE COMMITTEE – Committee of the Whole** (Cont'd)

MOTION: m/s Kingyens/Lewis

That the following proposal be accepted as Option C:

One RVP per region and One Alternate per region (total of 7 RVPs and 7 Alternates)

Lost

MOTION: m/s Levangie-Connor/Kingyens

That the following proposal be accepted as Option C:

| | | |
|-------|--------|--------------|
| BC | 1 RVP | 1 Assistant |
| AB/SK | 1 RVP | 2 Assistants |
| MB | 1 RVP | 1 Assistant |
| ON | 1 RVP | 2 Assistants |
| NCR | 1 RVP | 3 Assistants |
| QC | 1 RVP | 1 Assistant |
| ATL | 1 RVPs | 2 Assistants |

Carried

MOTION: m/s Fayad/Levangie-Connor

That the following proposal be accepted as Option D:

| | | |
|-------|-------|--------------|
| BC | 1 RVP | 2 Assistants |
| AB/SK | 1 RVP | 2 Assistants |
| MB | 1 RVP | 1 Assistant |
| ON | 1 RVP | 2 Assistants |
| NCR | 1 RVP | 3 Assistants |
| QC | 1 RVP | 1 Assistant |
| ATL | 1 RVP | 3 Assistants |

Carried

11. **STRUCTURE COMMITTEE – Committee of the Whole** (Cont'd)

MOTION: m/s Veilleux/Maund

That the following proposal be accepted as Option E:

| | | |
|-------|--------|--------------|
| BC | 2 RVPs | 2 Assistants |
| AB/SK | 2 RVPs | 2 Assistants |
| MB | 1 RVP | 1 Assistant |
| ON | 1 RVP | 1 Assistant |
| NCR | 2 RVPs | 2 Assistants |
| QC | 1 RVP | 1 Assistant |
| ATL | 4 RVPs | 4 Assistants |

Lost

MOTION: m/s Kooner/Maund

That the following proposal be accepted as Option E:

| | | |
|-------|--------|-------------|
| BC | 2 RVPs | 0 Assistant |
| AB/SK | 2 RVPs | 0 Assistant |
| MB | 1 RVP | 0 Assistant |
| ON | 1 RVP | 0 Assistant |
| NCR | 2 RVPs | 0 Assistant |
| QC | 1 RVP | 0 Assistant |
| ATL | 4 RVPs | 0 Assistant |

Carried

MOTION: m/s Kingyens/Fayad

That the following proposal be accepted as Option F:

| | | | |
|-------|-------|-------------|-------------|
| BC | 1 RVP | 1 Alternate | 1 Assistant |
| AB/SK | 1 RVP | 1 Alternate | 1 Assistant |
| MB | 1 RVP | 1 Alternate | 1 Assistant |
| ON | 1 RVP | 1 Alternate | 1 Assistant |

11. **STRUCTURE COMMITTEE – Committee of the Whole** (Cont'd)

| | | | |
|-----|-------|-------------|--------------|
| NCR | 1 RVP | 1 Alternate | 2 Assistants |
| QC | 1 RVP | 1 Alternate | 1 Assistant |
| ATL | 1 RVP | 1 Alternate | 2 Assistants |

Lost

Point of privilege: Sister Karla Levangie-Connor, RVP Atlantic, explains that there is a need to have a definition for an alternate and an assistant as there is confusion and delegates will have difficulty voting on a structure if there is no clear understanding. There is no need to go in great details, but just a brief definition. As member of the Structure Committee, she will prepare such a definition.

Sister Shimen Fayad presents the all options that were adopted on the overhead screen. There is discussion about those proposals where “Alternates” were not noted. Unless specified, one alternate per region is added to the table.

MOTION: Girouard/May

That the following proposal be accepted as Option F:

| | | |
|----------|--------|-------------|
| BC/North | 1 RVP | 1 Assistant |
| AB/SK | 1 RVP | 1 Assistant |
| MB | 1 RVP | 1 Assistant |
| ON | 1 RVP | 1 Assistant |
| NCR | 2 RVPs | 1 Assistant |
| QC | 1 RVP | 1 Assistant |
| ATL | 2 RVPs | 1 Assistant |

With one alternate per region

Lost

MOTION: Fayad/Kingyens

That the following proposal be accepted as Option F:

| | | | | |
|----------|-------|----------------------|-----------------|-----------------|
| | | 1 st Asst | 2 nd | 3 rd |
| BC/North | 1 RVP | 1 | 1 | |

11. **STRUCTURE COMMITTEE – Committee of the Whole** (Cont'd)

| | | | | |
|-------|-------|---|---|---|
| AB/SK | 1 RVP | 1 | 1 | |
| MB | 1 RVP | 1 | 1 | |
| ON | 1 RVP | 1 | 1 | |
| NCR | 1 RVP | 1 | 1 | 1 |
| QC | 1 RVP | 1 | 1 | |
| ATL | 1 RVP | 1 | 1 | 1 |

Lost

MOTION: Maund/Girouard

That the following proposal be accepted as Option F:

| | | |
|----------|--------|-------------|
| BC/North | 1 RVP | 1 Assistant |
| AB/SK | 2 RVPs | 1 Assistant |
| MB | 1 RVP | 1 Assistant |
| ON | 2 RVPs | 1 Assistant |
| NCR | 2 RVPs | 1 Assistant |
| QC | 1 RVP | 1 Assistant |
| ATL | 2 RVPs | 1 Assistant |

With one alternate per region

Carried

Point of privilege: Brother Richard May, RVP BC/Yukon, notes that since there are 6 options, would it be possible to have the number of options paired down for an easier vote for delegates.

Council review all options and the 5 top options are kept to be presented at the Presidents' Conference. (Sister Fayad removes her option D from the proposals).

MOTION: m/s Girouard/May

That the Council moves out from the Committee of the whole.

Carried

11. **STRUCTURE COMMITTEE** (*Cont'd*)

MOTION: m/s Thibault/Schlosser

That the report of the Structure Committee be adopted as a whole.

CARRIED (RV 38)

Point of Order: Brother Mark Gilchrist, RVP-Prairie and Northern, indicates that should the Council meeting be continued in Montebello, will there be access to translation.

Ruling of the Chair: Well taken. The translators have indicated that they would make themselves available.

Point of Order: Sister Diane Girouard, RVP-NCR, requests that should there be continuation of this meeting in Montebello, that it isn't being held during the structured Presidents' Conference.

Ruling of the Chair: Well taken.

MOTION: m/s Sullivan/Veilleux

That the outstanding agenda items be differed to a time in Montebello between sessions during the Presidents' Conference and/or in a conference call to be held in a month.

Carried

MOTION: m/s Veilleux/Sullivan

That the Council moves into an in-camera session.

Carried

MOTION: m/s Levangie-Connor/Kingyens

That the Council moves out from the in-camera session.

Carried

MOTION: m/s Girouard/Schlosser

That this session of the Council meeting be adjourned.

Carried