

**MINUTES
OF THE
UHEW NATIONAL COUNCIL MEETING
JUNE 18 AND 19, 2020**

In attendance:

Sister Shimen Fayad, A/National President
Brother Benoît Thibault, A/National Vice-President
Brother Robert Chafe, RVP - Newfoundland/Labrador
Sister Karla Levangie-Connor, RVP – Atlantic
Brother Marc Blanchard, RVP - Scotia/Fundy
Brother Todd Davies, RVP - New Brunswick/Prince Edward Island
Brother Luc Bouvier, RVP – Quebec
Sister Maryse Veilleux, RVP – Quebec
Sister Rubin Kooner, RVP – National Capital Region
Sister Diane Girouard, RVP – National Capital Region
Sister Cheryl Sullivan, RVP – Ontario
Sister Rita Lemmick, 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/British Columbia
Brother Richard May, RVP – British Columbia/Yukon

Regrets:

Brother Kevin Lundstrom, RVP – Ontario

1. **CALL TO ORDER**

The meeting of the UHEW National Council was called to order at 10:03 am on June 18, 2020 with Sister Shimen Fayad, A/National President, in the Chair.

As this meeting was done via videoconference, a roll call was conducted. Due to scheduling conflicts, Brother Todd Davies, RVP – NB/PEI was unable to attend the first day of the Council meeting; Sister Maryse Veilleux, RVP – Quebec, joined the meeting on June 18, 2020 at 11:30 am.

2. **ADMINISTRATION**

Sister Fayad explained the etiquette and process to follow during the video conference Council meeting.

3. **HARASSMENT STATEMENT**

The Harassment Statement was read in both official languages by Sister Julie Lavictoire, Administrative Assistant to the National President. Brother Benoît Thibault, A/National Vice-President was identified as the Anti-Harassment Coordinator

4. **HOURS OF SITTING**

MOTION: m/s Kingyens/Sullivan

That the hours of sitting be as follows:

June 18	-	10:00 am – 1:00 pm; 1:30 pm – 4:00 pm
June 19	-	10:00 am – 1:00 pm; 1:30 pm – 4:00 pm or end of business.

Carried.

5. **HONNOUR ROLL**

Donna May Dolan – 70008
Heather Fowlie – 20147
Nicole Houle – 70008
Dean Gillis – 70018
Beverley Ruth Blunt – 00144
Arlie Tammy Danielle McEachern – 00144
Monique Willman – 50012

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

6. **AGENDA**

MOTION: m/s Chafe/May

That the agenda be adopted.

Carried.

7. **APPROVAL OF NATIONAL COUNCIL MINUTES**

a) **Fall Council Meeting – September 28 – 30, 2019**

MOTION: m/s Levangie-Connor/May

That the Minutes of the National Council meeting held September 28 – 30, 2019 be adopted.

Carried

b) **Council Conference Call – January 14, 2020**

MOTION: m/s Chafe/Kooner

That the minutes of the Council conference call held on January 14, 2020 be adopted.

Carried.

c) **Council Conference Call – February 19, 2020**

MOTION: m/s Kingyens/Sullivan

That the minutes of the Council conference call held on February 19, 2020 be adopted.

CARRIED (RV 1)

Point of Privilege: Brother Mark Gilchrist, RVP – Prairie and Northern, stated that the Council members didn't hear the vote casted by Sister Shimen Fayad, A/National President.

d) **Council Conference Call – May 12, 2020**

MOTION: m/s Levangie-Connor/May

That the minutes of the Council conference call held on May 12, 2020 be adopted.

Carried.

Brother Benoît Thibault, A/National Vice-President, is in the Chair.

8. **REPORT OF THE A/NATIONAL PRESIDENT**

Sister Shimen Fayad, a/National President, acknowledged the many contributions from two former Council members, Brother Todd Panas, past National President, who has retired and Brother Steve Maund, past RVP-NB/PEI, who has accepted a position which is not represented by PSAC.

Sister Fayad recognized and thanked Brother Benoît Thibault for stepping in as the a/National Vice-President and Brothers Luc Bouvier and Todd Davies in their new role as RVPs (Quebec and NB/PEI respectively)

MOTION: m/s Fayad/Girouard

That the report of the a/National President be adopted.

CARRIED (RV 2)

Sister Shimen Fayad, A/National President, re-assumed the Chair.

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

MOTION: m/s Thibault/Blanchard

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

CARRIED (RV 3)

Point of privilege: Sister Cheryl Sullivan, RVP-Ontario, stated her disappointment that the National Director for Regulatory Enforcement hasn't provided a report.

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

A round table was held where all RVPs provided an update to their submitted reports, specifically in regards to the issues and departmental consultation concerning the Covid 19 pandemic. Many also voiced the lack of PSAC training made available to regions and Locals.

MOTION: m/s Chafe/Levangie-Connor

That the sitting of the Council meeting adjourns for a short recess (5 minutes).

Carried

10. **REPORTS OF THE REGIONAL VICE-PRESIDENTS (Cont'd)**

Council members also voiced problems faced by OSH Committees. Some RVPs are also facing issues from their home department when attending meetings in other departments they represent.

Action: Communicate with PSAC Education Committee in regards to lack of training
Examine the possibility of UHEW Labour Relations Officers hosting Webinars
Communicate with departments in regards of the role of the RVPs
Create a Council OSH Working Group

MOTION: m/s Schlosser/Kingyens

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

Carried

(Brother Richard May did not provide a report, but indicated one would be submitted after the meeting.)

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

1. **Awarding the 2019 UHEW Scholarships**

MOTION: m/s Gilchrist/May

That the decision in regards to the awarding of the 2019 UHEW Scholarships adopted at the Fall 2019 Council meeting be rescinded.

Carried.

MOTION: m/s Gilchrist/May

That the amendment as noted in Section 1 the Report of the Honours and Awards Committee be adopted.

Carried

Point of Privilege: Brother Benoît Thibault, a/National Vice-President, informs all that the UHEW Labour Relations Officers will be joining the call at 1:30 pm in order to introduce themselves.

The sitting of the National adjourned at 1:00 pm for lunch. The meeting is called into order at 1:30 pm with Sister Shimen Fayad, a/National President in the Chair.

The Labour Relations Officers are introduced to the Council members.

Mr. Martin Lacroix, Financial Advisor, Portfolio Manager, National Bank Financial presents the UHEW investments portfolio to the Council.

11. **REPORT OF THE HONOURS AND AWARDS COMMITTEE (Cont'd)**

2. **UHEW Inspiration Leadership Awards**

MOTION: m/s Gilchrist/May

That Section 2, UHEW Inspiration Leadership Awards, be adopted.

MOTION: m/s Sullivan/Levangie-Connor

That Section 2 be referred back to the Committee in order to add language to consider alternative form of submission.

Carried

MOTION: m/s Blanchard/Kingyens

That the term “Long-term” be removed from the Community Champion and Workplace Warrior awards.

Carried

MOTION: m/s Kooner/Levangie-Connor

That Section 2 be referred back to the Committee in order to provide clarification on the term “Long-term”.

Carried

3. **Meritorious Service Award**

MOTION: m/s Gilchrist/May

That Section 3, Meritorious Service Award, be adopted.

MOTION: m/s Kingyens/Veilleux

That Section 3, be referred back to the Committee in order to provide a definition for “meritorious” and “recipient”.

Carried

MOTION: m/s Schlosser/Kooner

That the sitting of the Council meeting adjourns for a short recess (5 minutes).

Carried

12. **REPORT OF THE ENVIRONMENT COMMITTEE**

MOTION: m/s Blanchard/Chafe

That the report of the Environment Committee be adopted.

Carried

13. **FINANCES**

Brother Benoît Thibault, a/National Vice-President, presented the Audited Financial Statements.

The sitting of the National Council adjourned at 4:00 pm.

June 19, 2020

The meeting was called to order at 10:00 am with Sister Shimen Fayad, a/National President, in the chair.

Brother Victor Bilodeau, UHEW Labour Relations Officer, was introduced to the Council as he was unable to attend the introduction on the previous day.

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

a) **Audited Financial Statements for the period ending December 31, 2019**

MOTION: m/s Thibault/May

That the Audited Financial Statements be adopted.

CARRIED (RV 4)

c) **Investment Policy**

MOTION: m/s Chafe/Sullivan

That the amended Investment Policy be adopted

Carried

Council members are to review the documents provided; a call will be scheduled in order to discuss and decide on a direction for investments.

d) **Finance Committee Report**

Annexe 1 – Extension of the UHEW Budget until 2021

MOTION: m/s Thibault/Schlosser

That the Committee's recommendation in Annexe 1, Extension of the UHEW Budget until 2021, be adopted.

CARRIED (RV 5)

MOTION: m/s Chafe/Kooner

That the sitting of the Council meeting adjourns for a short recess (5 minutes).

Carried

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

d) **Finance Committee Report** *(Cont'd)*

Annexe 2 – A: Regulation 2-Expenses-Introduction

MOTION: m/s Thibault/Chafe

That the Committee's recommendation in Annexe 2-A be adopted.

CARRIED (RV 6)

Annexe 2 – B: Regulation 2-Expenses-RVPs-Cellular Phones

MOTION: m/s Thibault/Schlosser

That the Committee's recommendation in Annexe 2-B be adopted.

CARRIED (RV 7)

Annexe 2 – C: Regulation 2-Expenses-RVPs-Technology

MOTION: m/s Thibault/Chafe

That the Committee's recommendation in Annexe 2-C be adopted.

CARRIED (RV 8)

Annexe 2 – D: Regulation 2-Expenses-RVPs-Internet

MOTION: m/s Thibault/Schlosser

That the Committee's recommendation in Annexe 2-D be adopted.

CARRIED (RV 9)

Annexe 2 – E: Regulation 2-Expenses-Claims Procedures

MOTION: m/s Thibault/Chafe

That the Committee's recommendation in Annexe 2-E be adopted.

Point of order: Sister Faye Kingyens, RVP-Manitoba, stated that appeals are to be heard by the National President but the next motion to be presented is stating differently.

Ruling of the Chair: Not well taken. The next motion will be dealt with once the Council is at that item.

CARRIED (RV 10)

Annexe 2 – F: Regulation 2-Expenses-Appeals

MOTION: m/s Thibault/Schlosser

That the Committee's recommendation in Annexe 2-F be adopted.

MOTION: m/s Sullivan/Kooner

That the motion be amended to reflect "National Council" instead of the proposed "Finance Committee"

Carried

Motion as Amended: CARRIED (RV 11)

Annexe 2 – G: Regulation 5-Terms and Conditions of Employment for the National President and National Vice-President

MOTION: m/s Thibault/Chafe

That the Committee's recommendation in Annexe 2-G be adopted.

CARRIED (RV 12)

Annexe 2 – H: Regulation 5-Terms and Conditions of Employment for the National President and National Vice-President-Leave Submission

MOTION: m/s Thibault/Schlosser

That the Committee's recommendation in Annexe 2-H be adopted.

MOTION: m/s Levangie-Connor/Schlosser

That the motion be amended to reflect "National Vice-President" instead of the proposed "Standing Finance Committee"

Point of Order: Brother Benoît Thibault, a/National Vice-President, notes that the motion cannot be amended as indicated as the section pertains to the National Vice-President.

Ruling of the Chair: Not well taken. The section in question, 6 a) pertains to the National President for the proposed changed are indicated in the motion. Section 6 b) pertains to the National Vice-President.

Carried

Motion as Amended: CARRIED (RV 13)

Annexe 2 – I: Regulation 7-Terms of Reference of the UHEW Foster Parent Plan

MOTION: m/s Thibault/Chafe

That the Committee's recommendation in Annexe 2-I be adopted.

CARRIED (RV 14)

The sitting of the National adjourned at 1:00 pm for lunch. The meeting is called into order at 1:30 pm with Sister Shimen Fayad, a/National President in the Chair.

Annexe 3 – A: New Regulation – Purchase Limits of Component President

MOTION: m/s Thibault/Schlosser

That the Committee's recommendation in Annexe 3-A be adopted.

CARRIED (RV 15)

Annexe 3 – B: New Regulation – Investment Management

MOTION: m/s Thibault/Chafe

That the Committee's recommendation in Annexe 3-B be adopted.

MOTION: m/s May/Schlosser

That the motion be amended to add the following wording (in bold):

*"... the recommended action will be presented to the National Council **by the Fund Management Company** for approval."*

Carried

Motion as amended: CARRIED (RV 16)

MOTION: m/s Thibault/Schlosser

That the report of the Finance Committee, as amended be adopted as a whole.

CARRIED (RV 17)

New Business

14. **ROLE OF THE NATIONAL VICE-PRESIDENT**

The a/National President explained the process of files being transferred to the a/National Vice-President and attendance to National Committee meetings, such as National OSH and UMCCs. There was general consensus in regards to the importance of having an elected official from the National office attending the national OSH meetings. The National Vice-President noted there would be a transition period and the National office would advise the committees of the changes.

15. **DEPARTURE GIFT FOR FORMER NATIONAL PRESIDENT**

Brother Marc Blanchard, RVP-Scotia Fundy explained the reasoning behind this request and was seeking input and past practice for such.

MOTION: m/s Chafe/Sullivan

That the sitting of the Council meeting adjourns for a short recess (5 minutes).

Carried

16. **RVP EXPENSES**

Sister Rubin Kooner, RVP-NCR, was inquiring about the extension to RVP expenses, i.e., cell phones and internet. These were resolved within the Finance Committee report.

The Finance Committee has been tasked to review Regulation 2, Section 5 e), in order to change the dates noted in that section.

17. **HARD DRIVES**

Best practice: Hard drive or USBs containing all regional information can be passed on to the incoming RVP. Should any RVPs be interested in this practice, purchases can be added to their expense claim for reimbursement, with prior approval.

18. **REGULATION XX**

RVPs are instructed to communicate with the UHEWs Labour Relations Officers when dealing with Regulation XX files in order to have them recorded in Unionware and to have consistent information and stance provided to the membership.

The National office will explore the possibility in having training provided to the RVPs in order to build capacity.

19. **NBOD/PSAC UPDATES**

The NBOD is to schedule a call in regards to the next Convention cycle, ie, 2years vs 3years. The a/National President provided some background information on the discussions being held in this regard. Documents received from PSAC will be shared with the Council.

The a/National Vice-President stated that the National office is closed until the end of June, with a possibility of extension, based on information received from the Government of Ontario. A return to work protocol also needs to be in place before staff can return to the office.

Council members are informed that at the moment, file assignment to the Labour Relations Officers have not yet changed.

11. **REPORT OF THE HONOURS AND AWARDS COMMITTEE** *(Cont'd)*

3. **Meritorious Service Award** *(Cont'd)*

MOTION: m/s Gilchrist/May

That Section 3, Meritorious Service Award, be adopted as amended.

CARRIED (RV 18)

MOTION: m/s Gilchrist/May

That the report of the Honours and Awards Committee be adopted as amended as per the Council's recommendations.

CARRIED (RV 19)

MOTION: m/s Schlosser/Kooner

That this session of the Council meeting be adjourned.

Carried.