

<p style="text-align:center">MINUTES NATIONAL COUNCIL CONFERENCE CALL JANUARY 14, 2020</p>

In attendance:

Todd Panas, National President
Richard Dollimount, A/RVP, Newfoundland and Labrador
Karla Levangie-Connor, RVP, Atlantic
Marc Blanchard, RVP, Scotia-Fundy
Steve Maund, RVP, NB/PEI
Maryse Veilleux, RVP, Quebec
Rubin Kooner, RVP, NCR
Diane Girouard, RVP, NCR
Cheryl Sullivan, RVP, Ontario
Rita Lemmick, A/RVP, Ontario
Faye Kingyens, RVP Manitoba
Larry Schlosser, RVP, Saskatchewan
Mark Gilchrist, RVP, Prairie and Northern
Darlene Lewis, RVP, Alberta/BC
Richard May, RVP, BC/Yukon

Regrets:

Shimen Fayad, National Vice-President (the NVP did arrive at a later time to attend the latter part of the meeting)
Robert Chafe, RVP, Newfoundland and Labrador
Benoît Thibault, RVP, Quebec
Kevin Lundstrom, RVP, Ontario

CALL TO ORDER

The conference call of the National Council was called to order at 1:00 pm on January 14, 2020, with Brother Todd Panas, National President, in the Chair.

AGENDA

Point of Order: Sister Cheryl Sullivan, RVP-Ontario, is asking about the agenda item “Charter of Rights”

AGENDA (Cont'd)

Ruling of the Chair: Not well taken. The item “Charter of Rights” was removed from the agenda during the Fall 2019 Council meeting to be dealt with at a later date. This call is a continuation of the Fall meeting to discuss the agenda items that were not dealt with at that Council meeting.

Sister Rubin Kooner, RVP-NCR, requests that item 27, Privacy in the Union, be removed from the agenda.

MOTION: m/s May/Kingyens

That the Agenda be adopted as amended.

Carried.

18. **RVP’s Roles and Responsibilities – Conflicts**

Members of Council were provided an explanation on perceived conflicts when dealing with Violence in the workplace when a complaint is placed against their immediate supervisor. Information was provided for instances where an RVP wishes not to be involved with a complaint fearing “conflict” if they are close to the member or the supervisor, i.e.: request Alternate to deal with complaint.

19. **Roles and Reporting of AD Hoc Committees**

Sister Faye Kingyens, RVP-Manitoba, requests that the wording be changed from Ad Hoc to Appointment to OSH Committee. She also requested the criteria for appointments to such Committees and reasons why the Alternate is not an automatic member when the appointee steps down. There is also questions regarding the accountability of Committee members as not reports are provided following OSH meetings. The National President informs all that the OSH Committee Minutes is the reporting mechanism.

Sister Karla Levangie-Connor is asking if any there any representatives on the ISC Committee. The National President informed all that after many debated with the Department, there was a resolution in during the December 2019 UMCC that ISC will have their own OSH Committee.

Action: Indicate names of members sitting on Committees.

20. **Local 00040**

The National President provided background information on the Local's status, i.e.: less than 10 members, past requests for merging with an active Local – from both the Local and RVP, lack of representation, dues deficit. Sister Rita Lemick, A/RVP-Ontario, informs that Brother Kevin Lundstrom, RVP-Ontario, is in disagreement with the statement that the Local has less than 10 members.

MOTION: m/s Gilchrist/Veilleux

That the National Office gathers all information in regards to the Local's membership, provide a report and conduct an online vote should the Local not be in compliance following the investigation.

CARRIED (RV 1)

Point of Order: Sister Cheryl Sullivan, RVP-Ontario, wishes to explain the reason for her vote.

Ruling of the Chair: Not well taken. There is no need to provide reasons for a vote.

21. **Locals in Good Standing**

The National President is informing all that should Locals not provide their financial statements by April 1, they will be in compliance and therefore will be not be able to send delegates to the UHEW Convention. This information will be clearly stated in the Call to Convention.

Point of Privilege: Sister Karla Levangie-Connor, RVP Atlantic, is asking those on the call to put their phones on mute if they are not speaking – there is background noises making is difficult to hear the speakers.

22. **Local with Members in Multiple Regions**

The National President informs all that By-Law 9, section 1 states how Locals are set, if members are in a specific regions, they should be attached to a Local within their work area. At the moment, there are Locals that have members across the Country. No action will be taken until the Convention, but new members will be assigned per their work location. The incoming Council will address these Locals/members.

23. **Local Membership Lists**

There is a question in regards to the listing to be used to calculate the delegate formula.

24. **AGMs – Members not listed on Membership listing being elected into positions.**

Sister Shimen Fayad, NVP, reminds all that the RVPs should inform their Locals to ensure that members attending AGMs are on the list, Full and actual members of PSAC and our Component.

25. **RVP's own Local AGM Meeting**

Sister Rubin Kooner, RVP-NCR, requests that his item be removed from the agenda.

The National President offers some information/best practice:

- RVP to remain neutral. As election chairperson, the RVP should avoid debating motions.
- RVPs are allowed to vote, but best practice would be to remain neutral and refrain from voting
- There are no Rules of Order in regards to RVPs attending and conducting business at their AGMs

26. **Rules for Council Members for Dealing with Media Inquiries**

The following guidance is provided to the RVPs:

- The National President is the national representative and to provide the political aspect on a subject or issue
- Most medias prefer a workplace person or a regional view
- RVPs can speak out on departmental process, Health and Safety, global issues, harassment, violence but cannot speak out on departmental policies.
- RVPs are encouraged to take the PSAC media training

Action: Develop a Media Policy and Guidelines.

28. **National Council Discussion Day**

Issues of discussion should be of national scope, not just regional. It is suggested that conference call be held for departmental specific issues. Any solutions can then be shared during discussion/seminar day. It will be the incoming Council's decision to continue, or not, the Discussion Day.

28. **National Council Discussion Day (Cont'd)**

It is suggested to keep such a day, or combine it with the Committees' meeting day. It is also suggested that the budget reflect a 3 day meeting with an additional day for Committees/discussion.

29. **PSAC OSH Conference – Participants' selection**

Sister Faye Kingyens, RVP-Manitoba, wants it known that she was against the process used to select the participants to the Conference. The National President informs that the National office decided on the criteria, i.e.: if they already attended a past OSH Conference, RVPs or member sitting on an OSH Committee, local elected officer. The listing was then forwarded to the RVPs for ranking.

The National President suggests that RVPs can provide a resolution to the National office for the selection criteria should they have one.

30. **RVP Reports Posted on the UHEW Website**

There are issues with confidential information within the reports being posted on the web. It is suggested that the reports be more generic and less specific

31. **Hospitality Expenses and Gratuities**

The National President explains that moving forward, any tips or gratuities cannot be claimed on expense claims as they are not receipted and does not meet the auditors standards. The incidentals amount provided is to cover these expenses. The National office already pays for gratuities for all events booked. This only refers to non-receipted tips, i.e.: hotel baggage attendants, cleaners, etc.

32. **Google Calendar for Component Officer**

All are informed that they have access to everybody's calendar within the organization and that the calendar is also posted on the web noting conferences, conventions, AGMs, UMCCs.

33. **Members Handbook**

It is suggested that UHEW provides a quick reference booklet, such as the one provided by USJE. It could be given when members sign a membership card. Sister Diane

33. **Members Handbook (Cont'd)**

Girouard, RVP-NCR, has volunteered for this project. Should others wish to volunteer, they can advise the National office.

Point of privilege: Sister Cheryl Sullivan, RVP-Ontario, informs all that she will be stepping down from this Charter of Rights Ad Hoc Committee as it will not be presented at the Spring Council meeting and this will allow another Council member to see it to completion.

Point of privilege: Sister Faye Kingyens, RVP-Manitoba, is asking for clarification in regards to the National President's resignation announcement done during the Fall 2019 Council meeting and at the National Local Presidents' Conference in Montebello.

The National President informs all that he was asked by members to stay past the December 31, 2019 deadline he had provided and to remain until the 2020 Convention.

An email will be sent to the Council members for them to inform the National office of their interest on sitting on a Convention Committee and their preference.

MOTION: m/s Fayad/Veilleux

That this Council Conference call be adjourned.

Carried.