



2021 Convention Committee Report

Finance

Resolutions 1 - 7

**REPORT OF THE FINANCE COMMITTEE
UHEW TRIENNIAL NATIONAL CONVENTION
AUGUST 2021**

- Chair: Brother Benoît Thibault, National Vice-President
- Co-Chairpersons: Brother Robert Chafe, RVP, Newfoundland and Labrador
Brother Larry Schlosser, RVP, Saskatchewan
- Council members: Brother Todd Davies, RVP, New Brunswick – Nova Scotia – Prince Edward Island
Brother Richard May, RVP, British Columbia - Yukon
- Members: Brother Bob Ellis, Local 80717, Nova Scotia
Sister Jeannine Laing, Local 70712, NCR
Sister Lois Palmer, Local 80019, Nova Scotia
Brother Don Racette, Local 40013, Saskatchewan
Sister Louise Sicard, Local 70008, NCR alternate RVP
- Technical advisors: Sylvain Meilleur, UHEW finance officer
Carmine Pacifico, UHEW finance officer

The Finance Committee met virtually on the Zoom platform from May 31st to June 03rd. The Chair and Co-Chairs explained the mandate of this Committee to its members as well as the process on how to go through the meeting and how the agenda was set with the intent to get the business done.

This committee cannot interpret or add to a resolution, but can group resolutions, and highlight them for factual interpretation. It can also decide to split the resolutions but cannot modify the wording if it changes the intent of the resolution. Should a committee member not agree with the final recommendation of Concurrence or Non-concurrence of the committee, the disagreement needs to be recorded in order for the member to speak against it at the Convention.

The Committee received a total of seven (7) resolutions for Finance, numbered Resolution No. 1 to Resolution No. 7, and one (1) resolution from the By Laws, No 44.

The Committee first worked on the draft budget for 2022-2023, which is Resolution 1, by going line by line: the details for each line items was provided by the Chair. The Committee then proceeded with the analysis of the rest of the resolutions. Its members deliberated the resolutions, as everyone had the chance to comments or ask questions for clarification. Next step was to come to a decision of Concurrence or non-

concurrence for each resolution. No member asked to be recorded against any of the Committee's recommendations.

The Chair and Co-chairpersons then asked for volunteers to work on the rationale for each of the resolution. We felt it was a good opportunity for them to explain the Committee's decision on concurrence or non-concurrence.

The task to cost the resolutions went to both finance officers, with the Committee to provide them with direction as to what was requested. In addition, the committee provided costings of resolutions for the following committees: By Laws (9-10, 20) and General (55, 56).

Committee Priorities

The Committee established the order in which the priority resolutions with a recommendation of concurrence will be presented to the Convention as the following:

- | | |
|----------------------|---|
| 1. Resolution No. 1 | Proposed Budget |
| 2. Resolution No. 2b | Local Equipment Subsidy |
| 3. Resolution No. 3 | By-Law 7, Section 4 (a) (#2) - Revision |

The remaining Finance Resolutions and the By Law resolution for which the Committee recommends non-concurrence are presented in numerical order.

To expedite the work of the Convention, the Committee has agreed that the Chair will automatically move all of the Committee's recommendations and the Co-Chairpersons will alternate to second them.

On behalf of the Committee, we thank Sylvain Meilleur and Carmine Pacifico for their support as technical advisors and Julie Lavictoire who provided administrative support to the Committees.

As Chair, I would like to acknowledge the wonderful contribution made by each member of the Committee. I would also like to thank the National President, Shimen Fayad, for the guidance and clarification she provided throughout the process. The discussions were respectful of the diversity of views and perspectives, and we hope they will assist the Convention delegates in the debates.

FINANCE RESOLUTIONS

Resolution No. 1

The Committee recommends **concurrence** in Resolution 1

Rationale:

We believe that all decisions, modifications, and recommendations from the Finance Committee take a prudent and responsible approach. Also, budget 2022 - 2023 allows for no increase to member dues.

Resolution No. 2

The committee has decided to split the two "**Be it resolved**" and dealt with each separately.

Resolution No. 2A

The Committee recommends **non-concurrence** in Resolution 2A.

Rationale:

The committee agreed the \$2000.00 was high for the purchase of equipment per cycle, but found merit in the resolution, hence splitting of the resolution.

Resolution No. 2B

The Committee recommends **concurrence** in Resolution 2B.

Rationale:

The committee agreed that this should be dealt with by the National Council to create a policy in regard to local equipment subsidy.

Resolution No. 3

The Committee recommends **concurrence** in Resolution 3.

Rationale:

The Finance Committee agrees with the intent of this resolution and further agrees that this is a best practice.

As this was not a request to add this to the Component By-Laws, the Committee would invite future resolutions to enshrine this practice into the UHEW By-Laws

Resolution No. 4

The Committee recommends **non-concurrence** in Resolution 4.

Rationale:

The committee agrees the process for approval and reporting of travel by the component already in practice ensures transparency and accountability. Furthermore, the expenditure reports are reviewed biannually by the National Council.

Resolution No. 5

The Committee recommends **non-concurrence** in Resolution 5.

Rationale:

The committee agreed that no cap should be put in place, the current budget already contains a line item for the National President's travel. By implementing a CAP on the National President's travel expenditures all travel would have to be suspended once the cap is reached. This could impede the important work of the NP, as well it will limit travel if there is any increase to costs of travel.

Resolution No. 6

The Committee recommends **non-concurrence** in Resolution 6.

Rationale:

This does not need to be added to the UHEW Bylaws as it already exists as Regulation 2

Resolution No. 7

The Committee recommends **non-concurrence** in Resolution 7

Rationale:

UHEW National Office presently provides financial statements and budgets with a breakdown of costs on a line-by-line basis. In addition, the annual Audit is prepared by a certified Financial Accounting Firm.

BY LAWS RESOLUTION

Resolution No. 44

The Committee recommends **non-concurrence** in Resolution 44.

Rationale:

As per By-Law 7 section 4e whereas the Standing Finance Committee already meets quarterly, either face to face or by videoconference. In addition, the Committee also meets as required throughout the cycle.

The Finance Committee also provides a report that is presented and approved by National Council, twice a year, and those reports are posted on the UHEW website.

PRIORITIZATION

Concurrence

Resolution No. 1
Resolution No. 2b
Resolution No. 3

Non-concurrence

Resolution No. 2a
Resolution No. 4
Resolution No. 5
Resolution No. 6
Resolution No. 7
Resolution No. 44

UHEW BUDGET 2022-2023 - STSE BUDGET 2022-2023							
Budget Items/Items	2022	2023	Total UHEW/STSE 2022-2023	2020 actual	2019 actual	2018 actual	Total for cycle
				Staff Negotiations (UHEW)/Négociation collective (STSE)	13,333	13,334	
National Council Meetings/Exécutif national	200,000	200,000	400,000	46,795	108,903	93,240	248,938
RVP Travel Expenditures/Dépenses déplacements VPR	167,000	167,000	334,000	58,998	135,990	101,552	296,540
RVP Salary Reimbursement/Remboursement de salaire VPR	310,000	310,000	620,000	127,539	182,532	115,193	425,265
National Office/Bureau national	30,000	30,000	60,000	23,214	20,648	58,720	102,582
National President travel expenditure/Frais de voyage du président national	40,000	40,000	80,000	23,174	60,000	64,000	147,174
National V. P. travel expenditure/Frais de voyage du V. P. national	20,000	20,000	40,000	3,102	6,000	4,700	13,802
Relocation/relocalisation	60,000	60,000	120,000				
National office and Council Furniture & Equipment/Meuble et équipement pour le	16,500	17,000	33,500	2,934	13,860	7,481	24,275
Repairs and Maintenance/Réparations et entretien	8,500	8,500	17,000	7,350	5,126	7,630	20,106
Equipment Rental/Location d'équipement	3,300	1,100	4,400	3,122	2,981	3,054	9,157
Supplies and Printing/Fournitures et impression	4,000	4,000	8,000	2,895	2,668	3,309	8,872
Telephone and Courier service/téléphone et service de messagerie	22,000	22,000	44,000	26,197	18,700	19,120	64,017
Professional Services/Frais professionnels	100,000	100,000	200,000	81,598	103,985	95,126	280,709
IT Services/Services technologies de l'information	35,000	35,000	70,000	26,472	23,051	30,170	79,693
Website-Communications/Site web-communications	60,000	60,000	120,000	0	0	0	0
Audit/Vérification financière	17,000	17,000	34,000	16,837	16,837	21,357	55,031
Legal Services/Services juridiques	20,000	20,000	40,000	172	46,647	15,298	62,117
Rent/Loyer	227,710	230,430	458,140	220,067	218,663	221,340	660,070
Staff Salaries/Salaires du personnel	1,180,000	1,180,000	2,360,000	1,176,225	1,114,053	1,108,790	3,399,068
Benefits/Bénéfices marginaux	360,000	360,000	720,000	316,185	357,369	351,060	1,024,614
Scholarship/Bourses d'études	15,000	15,000	30,000	15,000	9,000	15,000	39,000
Translation/Traduction	80,000	80,000	160,000	91,487	58,174	46,357	196,018
Regional Conferences & Training/Conférences régionales et formation	250,000	250,000	500,000	3,612	323,601	444,404	771,617
Staff travel/Déplacements du personnel	7,000	7,000	14,000	10,331	7,440	7,920	25,691
Presidents Conference/Conférence des président(e)s	125,000	125,000	250,000	4,295	233,214	0	237,509
Staff Educ. & Devel./Dévelop. et éducation du personnel	5,000	5,000	10,000	0	880	0	880
Sponsorship of child/Plan de parrainage	4,050	4,140	8,190	3,744	3,744	3,744	11,232
Complaints (PSST) Presentation/Présentation des plaintes (TDFP)	7,000	7,000	14,000	0	1,248	430	1,678
UHEW Member Campaigns/Campagnes des membres du STSE	25,000	25,000	50,000	5,670	17,154	6,494	29,317
National Director Regulatory Enforcement/Directeur national de l'application de l	5,000	5,000	10,000	1,769	8,094	5,080	14,943
Carbon Neutrality/Neutralité carbonique	2,873	2,873	5,746	0	0	0	0
Local Assistance/Assistance section locale	87,000	87,000	174,000	0	6,869	8,646	15,515
Convention Resolution Costs/Coûts des résolutions	0	0	0				
SUB-TOTAL/SOUS-TOTAL	3,507,266	3,508,377	7,015,643				
Triennial Convention/Congrès triennal	300,000	300,000	600,000				
TOTAL/TOTAL	3,807,266	3,808,377	7,615,643				
Based on 11,000/Basé sur 11,000							
Revenue-Membership base on 11,000/Revenu-cotis. des memb. basé sur 11,000	3,407,266	3,441,339	6,848,605				
Revenue-Other/Revenu-Autres	400,000	400,000	800,000				
Revenue-Total/Revenus-Total	3,807,266	3,841,339	7,648,605				
REVENUE/EXPENDITURE:REVENUS/DÉPENSES	(0)	32,962	32,962				

0.4920%

0.4921%

0.4959%

0.4966%

0.4966%

Memb= based/Memb= basé

11,000

11,000

Average Salary/Salaire Moyen:

62,963.23