

**MINUTES
OF THE
UHEW NATIONAL COUNCIL MEETING
April 13 - 16, 2021**

In attendance:

Sister Shimen Fayad, National President
Brother Benoît Thibault, National Vice-President
Brother Robert Chafe, RVP - Newfoundland/Labrador
Brother Todd Davies, RVP - New Brunswick/Prince Edward Island
Sister Karla Levangie-Connor, RVP – Atlantic
Brother Marc Blanchard, RVP - Scotia/Fundy
Sister Maryse Veilleux, 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/British Columbia
Brother Richard May, RVP – British Columbia/Yukon

1. **CALL TO ORDER**

The meeting of the UHEW National Council was called to order at 10:15 am on April 13, 2021 with Sister Shimen Fayad, National President, in the Chair.

As this meeting was done via videoconference, a roll call was conducted.

2. **RECOGNITION OF TREATY LANDS**

Sister Fayad acknowledged that, since she was in Ottawa, she was on the traditional unceded territory of the Anishinaabeg nation. She also recognized all the different traditional Indigenous territories where the RVPs reside and attended this virtual meeting.

3. **ADMINISTRATION**

Sister Fayad explained the etiquette and process to follow during the video conference Council meeting. She also acknowledged the interpreters and technicians.

4. **HARASSMENT STATEMENT**

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

5. **HOURS OF SITTING**

MOTION: m/s Chafe/Levangie-Connor

That the hours of sitting as indicate in the agenda be adopted.

Carried.

Council members are informed that lunch is anticipated to be held at 12:30 and a health break is to be scheduled in the afternoon.

5. **HONNOUR ROLL**

Stephen Hughes – Local 00145

Estelle Rajotte – Local 70713

Melissa Dumont – Local 70018

Art MacIntyre – Local 60067

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

7. **AGENDA**

MOTION: m/s Blanchard/Veilleux

That the agenda be adopted as amended:

Remove:

17. Report of By-Law Committee

Add:

36. Communications – Locals and UHEW Labour Relations Officers (R. Chafe)

Carried.

8. **APPROVAL OF NATIONAL COUNCIL MINUTES**

a) **Spring Council Meeting – October 27 - 30, 2020**

MOTION: m/s Chafe/Kingyens

That the Minutes of the National Council meeting held October 27 - 30, 2020 be adopted.

Carried

b) **National Council Call – November 27, 2020**

MOTION: m/s Chafe/Kingyens

That the Minutes of the National Council Call held on November 27, 2020 be adopted.

Carried

9. **RATIFICATION OF ONLINE VOTES - MOTIONS**

a) **Urgent Investment Motion**

MOTION: m/s Lewis/Schlosser

That the online votes in regard to the Urgent Investment Motion, be ratified.

Number of votes cast: 12

Yes: 10

No: 1

Abstain: 1

Carried

b) **Motion - National Council Meetings – UHEW By-Law 7, Section 2**

MOTION: m/s Kingyens/Thibault

That the online vote in regard to National Council Meetings – UHEW By-Law 7, Section 2, be ratified.

Number of votes cast: 14

Yes: 14

No: 0

Abstain: 0

Carried

c) **Motion - UHEW Virtual Convention**

MOTION: m/s Schlosser/Levangie-Connor

That the online vote in regard to the UHEW Virtual Convention, be ratified.

Number of votes cast: 14

Yes: 14

No: 0

Abstain: 0

Carried

d) **Motion - 2023 Convention Site**

MOTION: m/s Levangie-Connor/Gilchrist

That the online vote in regard to the 2023 Convention Site, be ratified.

Number of votes cast: 9

Yes: 9

No: 0

Abstain: 0

Carried

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

10. **REPORT OF THE NATIONAL PRESIDENT**

Sister Shimen Fayad, National President, provided additional information in regards to the increase use of leave code 699, providing list of new employees to RVPs, the need to engage members due to the lack of face to face meetings and looking at various training to help with the mental health toll due to the pandemic.

MOTION: m/s Fayad/Chafe

That the report of the National President be adopted.

CARRIED (RV 1)

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

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

Brother Benoît Thibault, National Vice-President, provided additional information in regard to the National office protocol, emails for Locals and various Committee meetings and working groups.

MOTION: m/s Thibault/Lewis

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

CARRIED (RV 2)

Action Items: UMCC – request regional statistics on employees completing Violence/Harassment training

National office to provide an overview to RVPs of training being offered to Locals

The sitting of the National Council adjourned at 12:35 pm for lunch. The meeting is called into order at 1:15 pm with Sister Shimen Fayad, National President in the Chair.

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

A round table was held where all RVPs provided an update to their submitted reports. A common item that was brought up was mental health issues due to the pandemic and related stress.

MOTION: m/s Kingyens/Lundstrom

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

Carried

13. **REPORT OF THE NATIONAL DIRECTOR OF REGULATORY ENFORCEMENT**

Brother Rae McCleave, UHEW National Director of Regulatory Enforcement presented his report to the National Council and provided updated information. He also discussed the need to create a work description for this position.

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

April 14, 2021

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

14. **FINANCES**

Mr. Mario Navas, B.Comm., CPA, CGA, Senior Manager at McCay Duff LLP Chartered Professional Accountants is presented to Council members.

a) **Draft Audited Financial Statements for the period ending December 31, 2020**

Mr. Navas proceeded to present and explain the draft audited statements. No vote is taken on the draft document. An online vote will be taken once the document is finalized and signed.

b) **Variance Report**

The Finance Officers, Brothers Sylvain Meilleur and Carmine Pacifico, presented and explained the Variance Report.

Action: Brother Benoît Thibault, National Vice-President is to cost work cell phones

Brother Thibault is to inquire amongst Labour Relations' Officers and staff for telephone numbers to provide to Council members only.

c) **National Officer Expenses Report**

The document is presented and explained.

The sitting of the National Council adjourned at 12:34 pm for lunch. The meeting is called into order at 1:20 pm with Sister Shimen Fayad, National President in the Chair.

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

d) **Annual and Compensatory Leave Report for the National President and National Vice-President**

The document is presented and explained.

e) **UEW Holdings**

Documents are presented and explained. Council members are informed that the UHEW Holdings Board of Directors will be meeting in order to dissolve the Board as the final payment on the loan for the sale of the 2181 Thurston building has been received.

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

MOTION: m/s Gilchrist/May

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

Carried.

Action: That the Committee meet to create a Regulation on the Voice Award to be voted on by Council members.

16. **REPORT OF THE ENVIRONMENT COMMITTEE**

MOTION: m/s Blanchard/Chafe

That the report of the Environment Committee be adopted.

Carried

18. **REPORT OF THE FINANCE COMMITTEE**

Point of Order: Sister Rubin Kooner asked if item 25 on the agenda should not be moved dealt with prior to discussions on the budget as it has a monetary value.

Ruling of the Chair: Not well taken. An agenda item cannot be moved up in the middle of a Committee Report presentation. Should any monetary motions be adopted later during the meeting, the adopted budget will be adjusted.

Appendix 1

MOTION: m/s Thibault/Schlosser

That Appendix 1 of the Report of the Finance Committee – UHEW Office Manager – be adopted.

MOTION: m/s Kingyens/Gilchrist

That the first “Be it resolved” be removed

Ruling of the Chair: Out of order – it changes the intent of the original motion.

Main motion: CARRIED (RV 3)

Appendix 2

Information is provided in regard to the per diem for the virtual UHEW Convention and draws to be held.

Appendix 3

MOTION: m/s Thibault/Schlosser

That Appendix 3 of the Report of the Finance Committee – New Regulation 15 Local Subsidy – be adopted.

Point of order: Brother Mark Gilchrist, RVP-Prairies and Northern, questions the proposed Regulation number as his committee has been instructed to create a Regulation of the same number.

Ruling of the Chair: Not well taken. The Regulations can be renumbered once the Honours and Awards presents its new Regulation and it is adopted.

Main Motion: CARRIED (RV 4)

Appendix 4

Brother Benoît Thibault, National Vice-President, proceeded present and explain the proposed budget, line by line.

Point of Privilege: Sister Karla Levangie-Connor, RVP-Atlantic, informs all that it is the 1-year anniversary of the Portapique, NS tragedy. This terrible incident has affected many of our members in the region.

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

April 15, 2021

The meeting was called to order at 10:05 am with Sister Shimen Fayad, National President, in the chair.

18. **REPORT OF THE FINANCE COMMITTEE** (*Cont'd*)

Appendix 4 (*Cont'd*)

Brother Benoît Thibault, National Vice-President, continues to present and explain the proposed budget, line by line. Budgeted items are adjusted as needed.

The sitting of the National Council adjourned at 12:30 pm for lunch. The meeting is called into order at 1:00 pm with Sister Shimen Fayad, National President in the Chair.

Council members attend a presentation by X-Fire, a case management software. The budget review resumed at 2:00 pm. Unionware presented their case management software to the Council at 2:15 pm. Budget discussion resumed at 3:00 pm.

The sitting of the National Council adjourned at 4:10 pm.

April 16, 2021

The meeting was called to order at 10:05 am with Sister Shimen Fayad, National President, in the chair.

18. **REPORT OF THE FINANCE COMMITTEE (Cont'd)**

Appendix 4 (Cont'd)

Budget discussions resumes.

Main motion as adjusted during discussion: CARRIED (RV 5)

Appendix 5

Resolution Fin 001

MOTION: m/s Thibault/Schlosser

That Resolution Fin 001 – By-Law 8 Duties of Officers – be adopted and forwarded to the UHEW National Triennial Convention.

LOST (RV 6)

Resolution Fin 002

MOTION: m/s Thibault/Schlosser

That Resolution Fin 002 – By-Laws 8 Duties of Officers – be adopted and forwarded to the UHEW National Triennial Convention.

LOST (RV 7)

Resolution Fin 003

MOTION: m/s Thibault/Schlosser

That Resolution Fin 003 – By-Laws 8 Duties of Officers – be adopted and forwarded to the UHEW National Triennial Convention.

CARRIED (RV 8)

Resolution Fin 004

MOTION: m/s Thibault/Schlosser

That Resolution Fin 004 – By-Laws 8 Duties of Officers – be adopted and forwarded to the UHEW National Triennial Convention.

MOTION: m/s Kooner/Girouard

That Resolution Fin 004 be modified as follows:

“attends all regular sessions of the PSAC National Board of Directors **as a technical advisor** and represents the UHEW at these sessions, if required;” (amendment in bold)

Ruling of the Chair: Ruled out of order. As written, a technical advisor cannot represent UHEW, only the National President

MOTION: m/s Kingyens/May

That Resolution Fin 004 be modified as follows:

“attends all regular sessions of the PSAC National Board of Directors and represents the UHEW **National President** at these sessions, when required;” (amendment in bold)

MOTION: m/s Blanchard/Kooner

That the amendment to Resolution Fin 004 be modified as follows:

“attends all regular sessions of the PSAC National Board of Directors as a ***technical advisor*** and represents the UHEW **National President** at these sessions, when required;” (new amendment in italic bold)

Point of order: Sister Faye Kingyens, RVP-Manitoba, asked if the first amendment to the Resolution shouldn't be dealt with before the amendment to the amendment.

Ruling of the Chair: Not well taken. The second amendment needs to be addressed before the first amendment.

Point of Privilege: Sister Karla Levangie-Connor, RVP-Atlantic, requests that the proposed amendments be displayed as it is difficult to debate on the motion without seeing the modifications.

Amendment to amendment: Carried

First amendment: Carried

Main Motion as amended: CARRIED (RV 9)

Resolution Fin 005

MOTION: m/s Thibault/Schlosser

That Resolution Fin 005 – By-Laws 8 Duties of Officers – be adopted and forwarded to the UHEW National Triennial Convention.

CARRIED (RV 10)

Resolution Fin 006

MOTION: m/s Thibault/Schlosser

That Resolution Fin 006 – By-Laws 8 Duties of Officers – be adopted and forwarded to the UHEW National Triennial Convention.

CARRIED (RV 11)

MOTION: m/s Thibault/Schlosser

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

CARRIED (RV 12)

The sitting of the National Council adjourned at 12:10 pm for lunch. The meeting is called into order at 12:47 pm with Sister Shimen Fayad, National President in the Chair.

New Business

19. **UHEW BARGAINING COMMITTEE**

Sister Shimen Fayad, National President, explained that the UHEW National Office staff will be entering bargaining discussion with the Component and as such, elections for three Employer (Component) representatives are required.

Nominations:

<u>Nominee</u>	<u>Proposed</u>	<u>Seconded</u>
Faye Kingyens	Karla Levangie-Connor	Darlene Lewis
Diane Girouard	Rubin Kooner	Kevin Lundstrom
Mark Gilchrist	Robert Chafe	Richard May
Marc Blanchard	Maryse Veilleux	Richard May
Rubin Kooner	Diane Girouard	Marc Blanchard

Elected members of the Committee are as follows:

Faye Kingyens, Diane Girouard, Mark Gilchrist

20. **NATIONAL PSAC BARGAINING CONFERENCE**

Information is provided regarding the PSAC Bargaining Conference. A meeting will be scheduled for those UHEW Representatives attending on the Saturday preceding the Conference in order to discuss UHEW priorities.

a) **Bargaining Conference Election Process**

The election process utilized at the previous Bargaining Conference was explained. Some RVPs expressed their dismay on this process.

21. **CONVENTION**

a) **Rules of Order – PSAC Virtual Rules of Order**

The PSAC Rules of Order for a virtual Convention are presented.

MOTION: m/s Girouard/Kingyens

That the Virtual Convention Rules of Order be adopted and utilized at the UHEW National Triennial Convention (note: document to be modified to reflect Component terminology).

Carried

b) **Convention Committees**

Information is provided regarding the needs of each Committee

i) Credential Committee

Committee members are Sisters Darlene Lewis and Maryse Veilleux

ii) Nominations Committee

Committee members are Sister Karla Levangie-Connor and Brother Todd Davies

iii) Host Committee

Committee members are Sister Diane Girouard, Rubin Kooner and Brother Richard May.

iv) Convention Resolutions Committees

Finance Committee co-chairs are Brothers Benoît Thibault, Robert Chafe and Larry Schlosser

By-Laws Committee co-chairs are Sister Rubin Kooner and Brother Marc Blanchard

General Committee co-chairs are Sister Diane Girouard and Brother Mark Gilchrist.

Sister Shimen Fayad, National President will review the Committee preference request provided by RVPs and will be assigning the rest of members to each Resolution Committees.

c) **Virtual Convention and Pre-Convention Committee Meetings – Per-diem**

This item was dealt with during in the Finance Committee Report

d) **Accessibility – Virtual Convention**

There will be a question regarding to accessibility/connectivity on the delegates and observers registration form. This will be dealt with based on the responses.

e) **Election Process**

UHEW will be creating a process for virtual elections utilizing Regional Conventions and other Component's virtual processes.

f) **Convention Agenda**

The draft agenda is provided. Sister Faye Kingyens requests that the time zone be added to the agenda. As for the training day, UHEW will advise the delegates to have a lunch prepared in order to avoid any long lunch delays.

It was requested to move the election on Friday. Sister Cheryl Sullivan, RVP-Ontario, advised that if elections were held on Friday, she would not be able to participate due to a previous commitment.

g) **Virtual Activities**

The Host Committee members offered some examples of activities and requested some input from the Council members.

22. **UHEW AD-HOC COMMITTEE**

a) **UHEW Charter of Respect**

Council members were requested to provide some input on the Charter, but none was received.

b) **UHEW Handbook**

There are no further updates on the UHEW Handbook. Committee members are hoping to provide further information at Convention.

23. **LR INTERFERENCE**

MOTION: m/s Lundstrom/Sullivan

That the UHEW National Council form a 3-person (sub)Committee on LR interference in April 2021 and,

That this new (sub)Committee be afforded the normal privileges of other official UHEW Committees and,

That this (sub)Committee work on creating a new centralized reporting system and repository and process for action by UHEW in consultation with the National President.

Carried

(Note: Those Council members interested on sitting on this Committee are asked to provide their names to the National President)

24. **NCR LOCALS – DONATION**

As Sister Rubin Kooner, RVP-Ontario, needed to leave the meeting, this item has been postponed and moved after item 36 on the agenda.

25. **MOTIONS**

a) **Office Manager**

Sister Rubin Kooner, RVP-NCR sent an email to Sister Shimen Fayad, National President officially requesting that this item be removed from the agenda.

b) **RVP Administration Days**

As Sister Rubin Kooner, RVP-Ontario, needed to leave the meeting, this item has been postponed and moved to the end of the agenda.

26. **RVPS DOING UNION WORK DURING WORK TIME**

Brother Kevin Lundstrom, RVP-Ontario, provided information on this item. RVPS facing any issues regarding this are to report them to the National office.

27. **TRAUMA INFORMED LEADERSHIP TRAINING**

28. **ANTI-HARASSMENT/VIOLENCE TRAINING**

Both items were discussed together. A joint training session is planned for the end of June. Training will be jointly set with UVAE, in order to share costs. The training would be for Local officers; there is discussion about the training being mandatory for Council members.

29. **VIOLENCE IN THE WORKPLACE REPORTS**

Brother Kevin Lundstrom, RVP-Ontario, provided some information in regard to issues surrounding the reports and the investigation process. A list of competent investigators will be shared with the UHEW OSH Committee.

A one-day meeting will be scheduled to complete the business noted on the agenda.

Point of Privilege: Brother Marc Blanchard, RVP-Scotia/Fundy, asked if the case management proposal will also be discussed during the up-coming meeting.

Sister Shimen Fayad, National President, explained that an online poll will be sent to vote on the proposal.

Action: Prepare and send online poll to Council members to vote on case management proposal for Local 80166

Point of Privilege: Brother Marc Blanchard, RVP-Scotia/Fundy, asked if the UEW Holdings Board will be meeting after adjournment.

Sister Fayad informed all that the Board would meet at the up-coming one-day meeting.

MOTION: m/s Girouard/Sullivan

That this session of the Council meeting be adjourned.

Carried.