

**MINUTES  
OF THE  
UHEW NATIONAL COUNCIL MEETING  
May 15 - 17, 2023**

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 Christina Thériault, A/RVP – Quebec  
Sister Rubin Kooner, RVP – National Capital Region  
Sister Diane Girouard, RVP – National Capital Region  
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  
Sister Diane De Berardinis, RVP – Québec

1. **CALL TO ORDER**

The meeting of the UHEW National Council was called to order at 9:00 am on May 15-17, 2022, with Sister Shimen Fayad, National President, in the Chair.

2. **RECOGNITION OF TREATY LANDS**

Sister Fayad acknowledged that, since the meeting was in Vancouver, she requested Brother Richard May, BC/Yukon RVP, provide the treaty land recognition.

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 Richard May was identified as the Anti-Harassment Coordinator

5. **HOURS OF SITTING**

MOTION: m/s Fayad/Thibault

Monday, May 15 to Thursday, May 18 - 9am – 4:30pm PDT or end of business

Amendment to end at 5:00pm PDT with lunch 12-1:30.

m/s – Levangie-Connor/May

CARRIED

6. **HONOUR ROLL**

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

Danica Brockwell – 90002

Ky Su - 00709

Deni Nelson – 40027

Monica Vanderleese - 30016

7. **AGENDA**

MOTION: m/s Levangie-Connor/Kooner

That the agenda be adopted as amended:

Add:

23. Staffing UHEW – D. Girouard

24. Microsoft Tools - D. Girouard

25. Donation Peace Officers – T. Davies

CARRIED

8. **APPROVAL OF NATIONAL COUNCIL MINUTES**

a) **Fall Council Meeting September 13-14, 2022**

MOTION: m/s Kingyens/Etherington

That the Minutes of the National Council meeting held September 13-14, 2022, be adopted.

CARRIED

9. **RATIFICATION – MOTION**

a) Urgent Investment Motion (vote ending February 3, 2023)

m/s May/Schlosser

CARRIED

On line RV

b) Strike Fund Motions (i and ii)(vote ending April 26, 2023)

m/s Kingyens/Kooner

CARRIED

On line RV

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

10. **REPORT OF THE NATIONAL PRESIDENT**

Sister Shimen Fayad, National President, provided additional information regarding the future of UHEW.

MOTION: m/s Fayad/Thibault

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 provided some updates on the reopening of the National office and grievance statistics.

MOTION: m/s Thibault/Fayad

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

CARRIED (RV 2)

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

A round table was held where all RVPs provided an update to their submitted reports.

MOTION: m/s

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

CARRIED

13. **REPORT OF THE FINANCE COMMITTEE**

MOTION: m/s Thibault/Schlosser

That the report of the Finance Committee be adopted

Report as a whole: CARRIED

a) **Audited Financial Statements for the period ending December 31, 2022**

Mario Navas, auditor from McCay Duff LLP, presented and explained the draft audited financial statements for the period ending December 31, 2022.

MOTION: m/s Thibault/Schlosser

That the Audited Financial Statements for the period ending December 31, 2022, be adopted.

CARRIED (RV 4)

b) **Variance Report**

Information is provided regarding this report.

c) **National Officer Expenses Report**

Information is provided regarding this report.

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

Information is provided regarding this report.

e) **2024 – 2026 Proposed Budget to Convention**

MOTION: m/s Thibault/Schlosser

That the proposed budget to Convention be adopted.

After in-depth discussion on proposed budget, various amendments to line items made by Council consensus.

Budget vote delayed due to requested information on actual costings as well as more information on the strike levy proposal.

14. **REPORT OF THE STRUCTURE AND ORGANIZATION COMMITTEE**

MAIN MOTION: m/s Blanchard/Girouard

That the report of the Structure and Organization Committee be adopted

**Appendix A- Resolution to UHEW Convention**

MOTION: m/s Kooner/Fayad

That Appendix A of the Structure and Organization Committee “Alternate RVP Reports” be adopted.

CARRIED

**Appendix B- UHEW Inspiration Leadership Awards**

MOTION: m/s Kooner/Schlosser

That Appendix B of the Structure and Organization Committee “Regulation 16” be adopted.

CARRIED

Appendix C – Resolution to UHEW Convention

MOTION: m/s Blanchard/Girouard

That Appendix C of the Structure and Organization Committee “Duties of the NDRE” be adopted.

CARRIED

Appendix D – Relocation

MOTION: m/s Blanchard/Girouard

That Appendix D of the Structure and Organization Committee “Regulation 6” be adopted.

CARRIED

Appendix E – Local Subsidies

MOTION: m/s Schlosser/Girouard

That Appendix D of the Structure and Organization Committee “Regulation 16” be adopted.

CARRIED

Appendix F – Capitalization Policy

MOTION: m/s Blanchard/Schlosser

That Appendix F of the Structure and Organization Committee “Capitalization of Purchase Policy” be adopted.

CARRIED

Appendix G – Resolution to UHEW Convention

MOTION: m/s Girouard/Blanchard

That Appendix G of the Structure and Organization Committee “Pronouns” be adopted.

CARRIED

Appendix H – Resolution to UHEW Convention

MOTION: m/s Blanchard/Girouard

That Appendix H of the Structure and Organization Committee “By-Law 11 – Election of delegates to PSAC Convention” be adopted.

CARRIED

Main Motion: Report as a whole - CARRIED (RV 5)

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

MOTION: m/s May/Lundstrom

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

CARRIED

16. **REPORT OF THE ENVIRONMENT COMMITTEE**

MOTION: m/s Blanchard/May

That the report of the Environment Committee be adopted.

CARRIED

17. **REPORT OF THE EDUCATION COMMITTEE**

No report.

18. **REPORT OF THE HANDBOOK COMMITTEE**

No report. Chair of the committee apologized to committee for no update.

19. **TROUBLE EXPERIENCED WITH SOME PSAC STAFF**

Discussions on the above noted subject. Sister Fayad provided an update on talks she had with PSAC.

20. **CONVENTION:**

a) **Report of the UHEW Convention Committee**

The committee chair presented the report and suggested logos for UHEW Triennial Convention 2023. Consensus was with Option 2 and some suggested modifications. Brother Gilchrist will take modifications to logos and come back to Council for decision on logo.

2023 UHEW Triennial Convention slogan decided: Growing as One  
Grandir Ensemble

Swag decision of Council: Neoprene laptop bag with Umbrella tote

b) **Rules of Order**

Rules of Order for UHEW Convention presented.

Motion: m/s Fayad/Thibault

That the Rules of Order be adopted and presented to UHEW 2023 Triennial Convention floor for ratification.

Carried

c) **Convention Committees - Assignment**

i) **Convention Resolutions Committees**

Committee members are not determined as the deadline for delegates has not been completed. Once delegate names are received, committee members will be appointed by the National President.

ii) Credential committee

Committee members are D. Girouard, R. May and K. Lundstrom

iii) Nominations committee

Committee members are D. De Berardinis, T. Davies, J. Etherington

iv) Host committee update

Committee members are R. May and D. Lewis (ad-hoc members to guide Host committee).

Council approved \$35.00 per delegate and observer for local swag items.

d) **Election of Additional Delegates/Alternates to the PSAC National Triennial Convention – Process**

MOTION: m/s Thibault/Fayad

That the *Election Procedure for the Delegate and Alternate to the PSAC Triennial National Convention* be adopted.

CARRIED

e) **Pre and Post National Council Meetings**

National President advised there will be a Pre-Convention meeting on August 14, 2023 and a Post meeting on August 18, 2023. Draft agendas for these meetings were reviewed.

MOTION: m/s Fayad/Thibault

That the draft pre-convention meeting agendas be adopted.

CARRIED

MOTION: m/s Thibault/Fayad

That the draft post-convention meeting agendas be adopted.

CARRIED

f) **Travel to Convention**

Travel for Council members will be on Sunday August 13, 2023 and return on Saturday August 19, 2023. Council meeting to be held on August 18, 2023 is for outgoing and incoming Council members only, not alternates.

Travel policy for participants reviewed and for Delegates and Observers, travel will be Monday August 14, 2023 and return home on Friday August 18, 2023.

MOTION: m/s Fayad/Thibault

That the Convention Travel Policy be adopted.

CARRIED

g) **Convention Agenda**

The Convention Agenda was discussed and finalized. Council are in support of UHEW LROs as the identified Anti-Harassment Coordinators.

h) **Speakers to Convention**

The list of speakers will be provided once confirmed and added to the agenda to send to participants.

i) **Meet and Greet (Wine & Cheese) & Banquet**

Will be held on Tuesday, August 15, 2023. Delegates and Observers will advise upon registration form regarding food allergies. A request will be made to the Hotel to adhere to food allergy list.

Guests to the Banquet will be charged a fee for attending.

j) **National Council Hospitality Rooms**

Rooms will be assigned to Regions once we can determine the capacity of the hospitality rooms. We will have at least five additional rooms that can be used by various regions.

13 e) **2024 – 2026 Proposed Budget to Convention – cont'd from May 15, 2023**

Discussion regarding the strike levy option occurred and more information provided to Council. After debate, referral back to Finance Committee with instructions to review options provided and use of investments.

Discussion to resume tomorrow morning after the Finance Committee meets at 9:00 am.

21. **MEMBERSHIP**

a) **Update, Local 00040**

Brother Lundstrom provided updated information on Local 00040 and the number of members in the local. The Local has been confirmed to have more than 10 members since January and due to staffing processes may be increased to 17 members.

b) **Transfer of Members between Locals – Standardized procedure**

UHEW procedure clarified to transfer members from one local to another, RVPs must be contacted and included in the discussion as well as the locals. New members are assigned to locals based on UHEW By-Laws, locality.

c) **Membership Officer Allocation**

Discussion on Membership Officers assistance at Convention.

The sitting of the National Council recessed at 5:00 pm.

**May 17, 2023**

The meeting was called to order at 10:10 am with Brother Thibault, National Vice President, in the chair. Sister Fayad, National President was in a PSAC NBoD meeting.

Sister Fayad joined the meeting at 10:45 and re-assumed the role of chair.

***Point of Privilege:***

Sister Fayad provided an update from the NBoD meeting and dates for anticipated signing of the collective agreement for all Tables.

e) **2024 – 2026 Proposed Budget to Convention**

**FINANCE COMMITTEE – referral**

The Finance Committee presented additional information on forecast strike cost. The Finance Committee recommends the following Appendix A to be presented to Convention as well as use surplus operating funds to replenish the 2.5 million strike fund. This will show members we are investing in them to potentially reduce the timeline of the levy.

MOTION: Thibault/Chafe

To adopt Appendix A to present to Convention.

**Budget 2024-2026**

**Appendix A/Annexe A**

**UHEW Strike Fund Special Levy / Fonds de grève du STSE - prélèvement spécial**

	<b>2024</b>	<b>2025</b>	<b>2026</b>
Per member, per month (flat dues rate) / Par membre/mois (taux de cotisation fixe)	\$5.00	\$5.00	\$5.00
Proposed dues rate/ Taux de cotisation proposé – 2024-2026 Budget	.4874	.4885	.4897
Strike levy in % terms / Prélèvement pour fonds de grève en termes de %.	.5762	.5773	.5785

**NOTE: Special levy in place until Strike Fund reaches 2.5 million.**

**NOTA : Le prélèvement spécial sera en place jusqu'à ce que le fonds de grève atteigne 2,5 millions.**

CARRIED

Council referred back to the Finance Committee to create a motion to address the overage of the strike fund 2.5 million from the 2023 PSAC General Strike for consideration.

Sitting of National Council recessed at 11:30 am.

The meeting was called to order at 12:30 p, am with Sister Fayad, National President in the chair.

**FINANCE COMMITTEE – referral**

MOTION: m/s Thibault/Schlosser

That the motion as presented by the Finance Committee in Appendix 3 be adopted.

CARRIED

22. **MOTIONS**

a) UHEW Promotional Items to National Council (D. Girouard and R. Kooner)

MOTION: m/s Girouard/Kooner

Amendment to language “may be stocked”. May/Schlosser

Carried

MAIN MOTION: That the motion as amended be adopted.

CARRIED

b) UHEW Regulation 2, Section 5e) - RVP Equipment (R. Kooner and D. Girouard)

A MOTION: m/s Girouard/Kooner

That the motion be adopted.

CARRIED

B MOTION: m/s Kooner/Girouard

Amendment to language “ink and paper”. De Berardinis/May

Defeated

MAIN MOTION: That the motion as amended be adopted.

DEFEATED

- c) UHEW Regulation 2, Section 5f) - RVP Dinners (R. Kooner and D. Girouard)

MOTION: m/s Kooner/Girouard

That the motion be adopted.

DEFEATED

- d) UHEW Regulation 12, **Awards for Departing Council Members** (D. Girouard and K Lundstrom)

MOTION: m/s Girouard/Lundstrom

Amendment to language remove bullet 4, 5 May/Schlosser

Carried

Amendment to language remove “and approved by the UHEWNC”

Blanchard/May

Carried

Question: Do the years of service count if not consecutive?

Ruling of Chair: Interprets the years of service to be as completed so previous service in former organizations as a NC member would be included.

MAIN MOTION: That the motion as amended be adopted.

CARRIED

- e) Conference Selection Committee

MOTION: m/s Kooner/Girouard

Amendment to language “for a PSAC event.”

Girouard/Kooner

Carried

Motion to Table: May/Gilchrist

Carried

MAIN MOTION TABLED

f) UHEW National Committees – New Regulation

MOTION: m/s Girouard/Kooner

Motion to Table: May/Levangie-Connor

Carried

MAIN MOTION TABLED

23. **STAFFING UHEW**

Sister Girouard spoke on potential staffing needs prior to 2026. Any new positions should be submitted as a motion for the new Council after convention.

24. **MICROSOFT TOOLS**

Sister Girouard spoke on issues with software for union work. Sister Fayad noted that any software requests would come to the attention of the NP for approval.

25. **PEACE OFFICER MEMORIAL**

Brother Davies provided information on consideration for donation to NB Peace Officer memorial.

MOTION: May/Etherington

That the UHEW donate \$1500 for the NB Peace Officer memorial.

Amendment: Kooner/Etherington

Amend to \$2000.

Carried

MAIN MOTION: That the motion as amended be adopted.

CARRIED

20. **CONVENTION: (cont'd)**

a) **Report of the UHEW Convention Committee**

Brother Gilchrist provided modifications to the two options presented by the Convention Committee.

Council decision to use Logo 1 for UHEW Triennial Convention.

The Spring 2023 Council session adjourned at 4:30, Wednesday, May 17, 2023.

Discussion Day will be held virtually, Friday, May 19, 2023 as Council travelling home Thursday due to potential strike activity at the airports.