

**MINUTES  
OF THE  
NATIONAL COUNCIL MEETING  
October 19 and 20, 2023**

In attendance:

Sister Shimen Fayad, National President  
Brother Marc Blanchard, National Vice-President  
Brother Benoît Thibault, RVP - Quebec  
Sister Karla Levangie-Connor, RVP - Atlantic  
Brother Robert Chafe, RVP - Newfoundland/Labrador  
Sister Diane De Berardinis, RVP - Quebec  
Sister Rubin Kooner, RVP - National Capital Region  
Sister Diane Girouard, RVP - National Capital Region  
Sister Janine Etherington, RVP - Ontario  
Brother Kevin Lundstrom, RVP - Ontario  
Sister Darlene Lewis, RVP - Alberta/British Columbia  
Brother Richard May, RVP - British Columbia/Yukon  
Brother Rae McCleave, RVP - New Brunswick/Nova Scotia  
Brother Jamie Bonner, RVP - Manitoba  
Brother Donald Racette, RVP - Saskatchewan  
Brother Robert Weaver, RVP - Alberta/Northwest Territories/Nunavut/Yukon

Regrets:

Brother Todd Davies, RVP - New Brunswick/Prince Edward Island/Nova Scotia

Observers:

Brother Francesco Lai, A/RVP – Ontario  
Sister Sarah Oakley, A/RVP – Atlantic  
Sister Tanya Gyorfi, A/RVP – Saskatchewan  
Sister Jeannine Laing, A/RVP – National Capital Region  
Brother Bruno Laganière, A/RVP – Quebec  
Sister Dana-Lee Armstrong, A/RVP – Manitoba  
Sister Aline Vignola, A/RVP – Quebec

**1. CALL TO ORDER**

The meeting of the UHEW National Council was called to order at 9:07 a.m. on October 19, 2023 with Sister Shimen Fayad, National President, in the Chair.

**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 acknowledged the various traditional Indigenous territories where the RVPs and Alternates reside while attending the meeting virtually.

### **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 – NEW HARASSMENT STATEMENT**

The new Harassment Statement was read by Brother Marc Blanchard, National Vice-President, in English, and Seema Rezaei, Administrative Assistant, in French. Fayad noted the Harassment Statement was modified to make it more gender inclusive.

### **5. HOURS OF SITTING**

It is accepted by all that lunch will be scheduled between 1 pm and 2 pm, with two 15-minute breaks—one in the morning and one in the afternoon.

MOTION: m/s May/Girouard

That the hours of sitting be as follows:

October 18 <sup>th</sup> (Discussion)-	9:00 a.m. – 4:30 p.m.
October 19 <sup>th</sup> -	9:00 a.m. – 4:30 p.m.
October 20 <sup>th</sup> -	9:00 a.m. – 4:30 p.m. or until completion of business as indicated in the agenda be adopted.

Carried.

### **6. UHEW HONOUR ROLL**

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

### **7. AGENDA**

MOTION: m/s Levangie-Connor/Lewis

That the agenda be adopted as amended:

Remove:

- 8. Approval of Minutes
- 22. UHEW Convention Resolutions (National office)

Add:

- 27. Public Service Health Care (K. Lundstrom)
- 28. Shelter Cost Differential (Weaver)

Carried.

MOTION: m/s De Berardinis/Weaver

To amend the agenda.

Add:

- 29. Staffing Committee (De Berardinis)

Carried.

**Brother Marc Blanchard, National Vice-President, is in the Chair.**

MOTION: m/s Blanchard/Levangie-Connor

To move the National Presidents Report.

**8. REPORT OF THE NATIONAL PRESIDENT**

Sister Shimen Fayad, National President, provided additional information regarding the future of UHEW. Updates on strike pay were provided to the council.

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.**

## **9. REPORT OF THE NATIONAL VICE-PRESIDENT**

Brother Marc Blanchard provided some updates on staffing and office operations.

MOTION: m/s Blanchard/Girouard

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

CARRIED (RV 2)

*Point of Privilege:* Sister Levangie-Connor, RVP, expressed her appreciation to the team during this busy period.

## **10. REPORT OF THE REGIONAL VICE-PRESIDENTS**

No reports due to short timeline after convention. RVPs given opportunity to provide verbal updates.

## **11. REPORT OF THE FINANCE COMMITTEE**

MOTION: m/s Blanchard/Thibault

That the report of the Finance Committee be adopted.

Carried

*Point of Privilege:* Wondering if the document on the bands can be distributed to the committee.

*Chair:* Thank you for the point of privilege, National Office will provide Band levels.

Main Motion – Regulation 5: CARRIED (RV 3)

The sitting of the National Council adjourned at 12:03pm for lunch. The meeting is called into order at 1:00pm with Sister Shimen Fayad, National President in the Chair.

## **12. REPORT OF THE HONOURS AND AWARDS COMMITTEE**

A verbal report was provided by Brother Blanchard.

## **13. REPORT OF THE UHEW ENVIRONMENT COMMITTEE**

Brother Blanchard delivered a verbal report on behalf of the committee.

**Brother Marc Blanchard, National Vice-President, is in the Chair.**

**14. REPORT OF THE STRUCTURE AND BY-LAWS COMMITTEE**

Brother May delivered a verbal report on behalf of the committee.

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

**15. REPORT OF THE STANDING HEALTH & SAFETY COMMITTEE**

Brother Blanchard delivered a verbal report on behalf of the committee.

**16. REPORT OF THE UHEW HANDBOOK COMMITTEE**

No Report.

Notice of Motion given by Brother McCleave

**17. REPORT OF THE EDUCATION COMMITTEE**

Sister Girouard delivered a verbal report on behalf of the committee.

After meeting break – Brother McCleave presented his Motion.

MOTION: m/s McCleave/Etherington

To amend the agenda.

Add:

29. Motion on Regulation 2 (McCleave)

Carried.

**Standing Items**

**18. TROUBLE EXPERIENCED WITH SOME PSAC STAFF – STANDING ITEM (K. LUNDSTROM)**

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

## **New Business**

### **19. UHEW LABOUR RELATIONS OFFICERS**

### **20. UHEW MEETINGS – 2024 - 2026**

#### **a. PSAC Convention 2024**

Information was provided regarding the 12th National Triennial Convention of the PSAC. It was mentioned that the convention is scheduled to take place at the Shaw Centre in Ottawa, commencing on Sunday, May 26th, 2024, at 2:30 pm and concluding on Friday, May 31st, 2024. With a delegation of 30 members, names have been submitted to the PSAC, and the entire council is set to attend. Important dates to note include the deadline for receiving all other resolutions on November 24th, while the deadline for area council resolutions, which has already passed, was on September 29th. The convention theme is 'Powering Progress,' and the online registration deadline is January 26<sup>th</sup>. Travel guides can be accessed online as well.

The Council members were also advised to reserve the dates from Thursday, May 23rd, to the following Friday for both travel and meeting days.

#### **b. Spring 2024 National Council Meeting**

Discussion on dates revealed that the week of April 14-20, April 21-27, or April 28-May 4, 2024, were the optimal choices. The council conducted a re-vote to determine the meeting's location, considering the ongoing challenges faced by Yellowknife in the aftermath of the fires. Therefore, it was deliberated that the meeting's primary location would be St. John's, NL, with Calgary, AB as a secondary contingency. It was also decided that a Strategic Session for Council members will be added to the Council meeting.

The sitting of the National Council adjourned at 4:20 pm, Thursday October 19<sup>th</sup>.

**October 20<sup>th</sup>, 2023**

The meeting was called to order at 9:06 am with Sister Shimen Fayad, National President, in the chair.

Sister Tanya Gyorfi, Alternate Regional Vice-President, assumed the role of Donald Racette, Regional President, on the board.

**c. Conferences**

**i. Regional Conference**

No date has been selected as there has yet to be regional discussions. Sister Fayad requests that dates and location, once decided, would be sent to her to add to the calendar.

**ii. Local Presidents Conference**

The Local Presidents Conference for spring 2025 in Halifax is currently under review, focusing on potential dates in May (excluding May 22nd). Further deliberations on this matter will be conducted in future council meetings.

**21. UHEW HUMAN RIGHTS REPRESENTATIVE GUIDELINES**

Sister Fayad read through the guidelines and read the human rights report of the new HR representative.

MOTION: m/s Blanchard/Fayad

To accept the Human Rights Representative Guidelines.

Carried.

**22. UHEW BARGAINING COMMITTEE**

Sister Fayad discussed the need to elect a bargaining committee to represent UHEW in negotiations with the staff, specifically the Alliance Executive Union.

Three individuals—Sister Diane Girouard, Brother Jamie Bonner, and Sister Jeannine Etherington—expressed interest in serving on the committee and elected by acclamation.

**23. SMALL CRAFT HARBOURS GRIEVANCE UPDATE**

Brother Chafe raised concerns about inquiries from small craft harbors in his region. He highlighted varying progress levels in grievances, with some regions not yet completing the first stage. Sister Fayad suggested keeping records of when Regional Vice Presidents announce their grievance levels. A consensus emerged that all regions should finish the first level before proceeding.

*Action item:* track and compile each region's progress in a shared folder.

## **24. HYBRID COUNCIL MEETINGS**

Brother Chafe highlighted the mandatory in-person participation outlined in the by-laws, specifically underscoring the need for council members to attend the National Council Meetings in person. Despite the by-law's virtual attendance requirement, flexibility has been exercised since the pandemic's onset. The decision was affirmed to continue allowing virtual participation until PSAC modifies resolutions.

## **25. MEMBERLINK UPDATE**

Sister Fayad provided an update on MemberLink during the meeting, sharing insights from the National Office. The focus is on scheduling new training sessions for the RVPs. Notably, the RVPs have already undergone initial training, and the plan is to extend this training to the locals once the RVPs have completed their training.

## **26. PUBLIC SERVICE HEALTH CARE PLAN**

Brother Lundstrom drew attention to negotiated changes in the healthcare plan. In light of these adjustments, members should be strongly advised to stay informed about their respective plans. The emphasis was on proactive awareness to prevent any unintended or unnecessary costs.

## **27. SHELTER COST DIFFERENTIAL**

Sister Fayad shared that she received emails from several members expressing concerns about the impact of shelter cost changes. The lack of awareness among members regarding these alterations has created a sense of uncertainty on how to address the issues. Seeking clarity on the matter, Sister Fayad requested Brother Weaver to provide an overview of the NJC cyclical review process, the mechanism through which negotiations are conducted. Fayad elaborated on the process, showcasing its intricacies and emphasizing its foundation on LCD surveys.

## **28. STAFFING COMMITTEE**

MOTION: m/s De Berardinis / Gyorfi



To amend Regulation 11 for Staffing.

Motivation: Ensuring precision to reduce ambiguities.

Sister De Berardinis read out her modifications of Regulation 11.

Sister Fayad suggested referring to the Structure and By-Law Committee. She proposed that any changes made should also be reflected in the by-laws to prevent inconsistencies between the amendments and the existing by-laws.

MOTION: m/s May / Kooner

To refer to the Structure and By-Law committee.

Carried.

Main Motion: no vote as referral motion carried.

## **29. MOTION ON REGULATION 2**

MOTION: m/s McCleave / Etherington

To amend Regulation 2.

Motivation: Brother McCleave presented a motion addressing concerns related to Regulation 2. He highlighted the following points:

- RVPs are facing an increased workload
- Differential between the Regional Vice Presidents (RVPs) and the National Vice Presidents (NVPs)
- The current structure does not properly track hours being done.

MOTION: m/s Kooner / May

To amend.

Motivation: Sister Kooner argued that alternate-RVPs should receive equal compensation for their work

Carried.

The meeting returned to the main motion.

MOTION: m/s Girouard / Lewis

To amend from Band 11 to Band 10.

Motivation: Sister Girouard argued that if the LRO staff is at band 10, then RVPs should be as well. RVPs perform comparable work and have full-time jobs as well.

Carried.

The meeting returned to the main motion.

MOTION: m/s Bonner / Thibault

To refer to the Finance Committee to investigate the band levels paid to RVPs in other components.

Carried

Main Motion: No vote as referral motion carried.

The Fall 2023 National Council session adjourned at 11:50 AM, Friday, October 20, 2023.