

**MINUTES
OF THE
UHEW NATIONAL COUNCIL MEETING
September 13 and 14, 2022
St. John's, NL**

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 Diane De Berardinis, 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 (virtually)
Brother Richard May, RVP – British Columbia/Yukon

Observers

Sister Nancy Spearing, Vice-President, Local 90728
Brother Richard Dollimount, A/RVP – Newfoundland/Labrador

1. **CALL TO ORDER**

The meeting of the UHEW National Council was called to order at 9:13 am on September 13, 2022, with Sister Shimen Fayad, National President, in the Chair.

2. **RECOGNITION OF TREATY LANDS**

Sister Fayad respectfully acknowledged the territory in which we gather, St. John's, NL as the ancestral homelands of the Beothuk, and the island of Newfoundland as the ancestral homelands of the Mi'kmaq and Beothuk. She also recognized the Inuit of Nunatsiavut and NunatuKavut and the Innu of Nitassinan, and their ancestors, as the original people of Labrador.

3. **ADMINISTRATION**

Sister Fayad provided some information regarding microphone use and amenities of the hotel. 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.

The Chairperson recognized and introduced the observers attending Fall Council meeting, Sister Nancy Spearing, Vice-President, Local 90728 and Brother Richard Dollimount, A/RVP – Newfoundland/Labrador.

Point of privilege: Sister Faye Kingyens, RVP-Manitoba, wanted to ensure that should Sister Darlene Lewis, RVP-Alberta/BC, who is attending virtually, wish to speak, that she should wave her hand.

5. **HOURS OF SITTING**

MOTION: m/s Girouard/Chafe

That the hours of sitting be as follows:

September 13 -	9:00 a.m. – Noon; 1:30 p.m. – 4:30 p.m.
September 14 -	9:00 a.m. – Noon; 1:30 p.m. – 4:30 p.m. or until completion of business as indicated in the agenda be adopted.

Carried.

6. **HONOUR ROLL**

Victoria Hudec – 00709

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

7. **AGENDA**

MOTION: m/s Chafe/May

That the agenda be adopted as amended:

Add:

30. Strategic Session – Motion (M Gilchrist)

Carried.

8. **APPROVAL OF NATIONAL COUNCIL MINUTES**

a) **Spring Council Meeting – April 21 – 22, 2022**

MOTION: m/s Davies/Blanchard

That the Minutes of the National Council meeting held April 21 and 21, 2022, be adopted.

Carried

b) **Special Council Meeting – August 9, 2022**

MOTION: m/s Kingyens/Etherington

That the Minutes of the Special National Council meeting held on August 9, 2022 be adopted.

Carried

c) **Ratification of Votes**

i) **Urgent Investment Motion**

MOTION: m/s Blanchard/May

That the vote on the Urgent Investment motion held on May 26, 2022 be ratified:

Vote results:

Number of votes cast:	14
Yes:	14
No:	0
Abstain:	0

Carried

ii) Liability Insurance Coverage Motions

MOTION: m/s Girouard/Etherington

That the votes on the Liability Insurance Coverage Motions held on July 15, 2022 be ratified:

Motion 1:

Vote Results:

Number of votes cast:	12
Yes:	12
No:	0
Abstain:	0

Motion 2:

Vote Results:

Number of votes cast:	12
Yes:	12
No:	0
Abstain:	0

Carried

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

9. **REPORT OF THE NATIONAL PRESIDENT**

Sister Shimen Fayad, National President, provided additional information regarding toxic and dysfunctional workplaces, mental health, lack of uniformity between departments regarding telework and hybrid workplaces.

Point of Privilege: Brother Marc Blanchard, RVP-Scotia-Fundy states that the signal was lost for Sister Darlene Lewis.

The Chairperson stated that it was noted and steps were being taken to reconnect her.

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.

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

Brother Benoît Thibault provided some updates on essential services and grievance statistics.

MOTION: m/s Thibault/Etherington

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

CARRIED (RV 2)

The sitting of the National Council adjourned at Noon for lunch. The meeting is called into order at 1:40 p.m. with Sister Shimen Fayad, National President in the Chair.

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

MOTION: m/s Girouard/Kooner

That the reports of the Regional Vice-Presidents submitted at this meeting be adopted.

Carried

12. **REPORT OF THE FINANCE COMMITTEE**

MOTION: m/s Thibault/Chafe

That the report of the Finance Committee and the Financial Statements for the period ending June 30, 2022 be adopted.

CARRIED (RV 3)

Action: Add a page to the UHEW Website regarding Environmental Issues (stemming from the UHEW Environment Committee)
Add a blurb on the Carbon neutrality.

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

Appendix A

MOTION: m/s Kingyens/Kooner

That Appendix A of the Structure and Organization Committee Report “National Local Presidents’ Conference” be adopted.

Carried

Appendix B

MOTION: m/s Kooner/Schlosser

That Appendix B of the Structure and Organization Committee Report “Meritorious Award” be adopted.

Carried

Appendix C

MOTION: m/s Blanchard/Fayad

That Appendix C of the Structure and Organization Committee Report “UHEW Human Rights Representative’s Duties” be adopted.

Carried

MOTION: m/s Schlosser/Fayad

That the report of the Structure and Organization Committee be adopted as a whole.

CARRIED (RV 4)

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

MOTION: m/s Gilchrist/Lundstrom

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

Carried

The names of the Scholarship recipients were announced after receipt of the report:

Tony Tilley Award: Sarah Goodfellow

Mary Stewart Award: Macsen Dech

Human Rights Award: Hudson Wentzell

Apprenticeship Award: Jesse LaRocque

Member returning to studies award: upon verification, there was no UHEW member that applied for this scholarship.

15. **REPORT OF THE ENVIRONMENT COMMITTEE**

The Committee provided a verbal update where they presented the beach/park clean-up event scheduled for Spring 2023 and explained the logistics of this event. They also introduced a new member to the Committee, Brother Todd Davies, RVP- NB/PEI.

Point of privilege: Sister Darlene Lewis noted that she could not hear the last two speakers.

16. **UHEW HEALTH AND SAFETY COMMITTEE**

MOTION: m/s Thibault/May

That the report of the UHEW Health and Safety Committee be adopted.

Carried

Action: The Committee will meet every 6 weeks, starting October 5, as per the report.

MOTION: m/s Kingyens/May

That the report of the UHEW Handbook Committee be the next item on the agenda.

Carried

17. **UHEW HANDBOOK COMMITTEE**

MOTION: m/s Kingyens/Levangie-Connor

That the report of the UHEW Handbook Committee be adopted.

Carried.

Standing Item

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

Brother Kevin Lundstrom, RVP-Ontario, provided an update on this item.

Brother Peter Butler, President, Local 90019, was introduced. As he was attending a RUMCC in St. John's, he came to observe the rest of the Council meeting.

Outstanding Business from Spring 2022 Meeting

19. **STANDARDIZED INFORMATION PACKAGES ON COMPLAINT PROCESS**

Discussion is held regarding hand-outs to be provided to members on popular topics/grievances and/or steps to take on specific issues.

Action: To be tasked to the Education Committee to create an information sheet

20. **STANDARDIZED RVP REPORTS**

This issue is resolving itself. It has been requested that RVPs provide a short summary of their regional issues and activities (3 to 5 pages) to be presented at Council but provide a more detailed report to their Locals.

21. **PRIORITY ASSISTANCE IN PROTECTING ALL UHEW ELECTED REPRESENTATIVES**

Council members are instructed to inform the UHEW National President of any issues and provide a summary of such.

The sitting of the National Council adjourned at 4:30 pm.

September 14, 2022

The meeting was called to order at 9:08am with Sister Shimen Fayad, National President, in the chair.

22. **ISC OPEN DOOR POLICY**

The Chairperson informed all that after discussion with the Department, it was stated that there was no such policy.

New Business

23. **TRAINING**

a) **RVP Training/Council Meeting Fall 2023**

It was decided that the Council meeting and training will be held in combination Ottawa/Montebello late September/early October (other sites in consideration were Calgary and St. Andrews).

b) **Succession /Training for Local Executives**

A general discussion is held on the topic. As per discussion held during the strategy session, the Component needs to find ways to encourage participation.

New Local Executives are encouraged to reach out to the PSAC Regional offices to request training. It is also put forward to push for virtual training as more can attend. Expanding regional conferences to allow more participants is also discussed.

Action: The National President is to ask the PSAC Education Committee about the Local Development Program and what it offers.

The UHEW Education Committee to come up with training ideas in supplement to the PSAC training.

To communicate with PSAC Regina office as the regional representative offers training with positive feedback.

24. **UHEW MEETINGS**

a) **Local Presidents' Conference – Fall 2022**

An overview of the agenda and proposed activities is provided.

b) **RVP and Alternates Training – Fall 2022**

As per the online vote, training will be held November 14 – 17, 2022 in Quebec City (first choice) or Ottawa.

c) **Spring 2023 Council Meeting**

The meeting will be held at the Hyatt Regency Vancouver (site of the 2023 UHEW National Triennial Convention) the week of April 17 or 24, 2023.

d) **Convention Resolutions Committee Meetings**

National office to look at dates in Ottawa all the while considering the PSAC Regional Conventions.

MOTION: m/s Schlosser/May

That dates for the Spring 2024 Council meeting be added to the agenda and be the next item of business (24 e))

Carried

e) **Spring 2024 Council Meeting**

Following a vote the following cities are being considered for location. Dates will be decided based on availability:

- 1 – Yellowknife/Whitehorse
- 2 – Calgary/Edmonton
- 3 – Saskatoon/Winnipeg

25. **ALTERNATE RVP RENUMERATION – BACK-PAY**

MOTION: m/s Kooner/Girouard

WHEREAS a resolution was passed at the UHEW National Triennial Convention 2021 where the position of the Alternate Regional Vice President was given more duties as well as compensation, and

WHEREAS the resolution stated “that a Regulation be created for the Alternate Regional Vice Presidents to be compensated for duties of representation”, and

WHEREAS the UHEW did create a Regulation but did not implement the approved compensation dating from the beginning of this current cycle as per the membership’s decision; therefore.

BE IT RESOLVED that the Alternate Regional Vice Presidents be compensated retroactively to the beginning of this current UHEW cycle.

Carried

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

26. **STAFF**

a) **LR Officer Allocation**

Due to the current situation, grievances are allocated on a case by case basis by the National Vice-President. It is noted that some questions being asked the LRO can be answered by the RVPs. A list of current grievances’ allocation has been provided to the RVPs. Once RVPs have access to ULink, they will be able to search within their region.

b) **Interim Plan for UHEW LRO Service Options**

Some discussion on this matter was held during the strategy session.

c) **Membership Clerks**

There is discussion regarding the roles of 2 clerks and the need to sign up Rands. RVPs are instructed that it is not in their purview to assign members in the 5x listing but may help when the membership clerks cannot find information on some members.

Action: National Vice President to meet with Membership Clerks regarding actions below:

- In the New Year, the Membership Clerks will be working with the other's departments.
- Membership Clerks to send link for online membership registration form to Rand members when they reach out to/communicate with the National office. Membership Clerks to notify Local (Secretary and/or local membership clerk) and RVP when such action is taken.
- To set target or goal in signing up Rands.

d) **Performance Appraisal of UHEW Staff**

Some information on this item was provided during the Strategy Session. Performance objectives were performed prior the pandemic and will reconvene when staff returns to the office. General objectives can be shared with the RVPs.

27. **COST FOR THE UHEW DELEGATES AT THE PSAC NATIONAL CONVENTION**

The cost have the UHEW delegation travel to Ottawa was shared with all. Discussion regarding past practice, who should have borne the cost, approval of such travel was discussed.

Point of privilege: Sister Faye Kingyens, RVP-Manitoba, stated that she felt offended by the comments of Sister Diane Girouard, RVP -NCR during discussion on item 27. Sister Girouard apologized and stated that her comments were not meant to offend anyone.

A question is raised regarding stays outside core travel and meeting days. The National President stated that individual are responsible for their expenses for those extended stays. The Component will not pay salary, hotel or meals. Component rate of pay is for members on travel status for Component business. The National President also stated that should any Locals or members concerned with Component business travel expense can submit a resolution.

28. **MEMBERLINK PILOT PROGRAM**

The pilot program training is to start in September 2022 where RVPs will be able to search cases/grievance in their region. Sister's De Berardinis, Girouard and Kooner are asked to have some of their bilingual Local Executive members to review the French platform.

29. **MEMBERSHIP LISTS – EXCEL VERSION**

It is stated that Locals still need to send a request to receive their list. Once the National Vice-President meets with Membership Clerks and a process is set to send the lists every 4 months, a memo will be sent to Locals and RVPs informing them of such.

30. **STRATEGY SESSION - MOTION**

MOTION: m/s Gilchrist/Schlosser

WHEREAS the UHEW National Council attended a Strategic Planning Session in September 2022, and

WHEREAS the UHEW National Council identified that we have a backlog of grievances that are at an all-time high with no relief in sight, and

WHEREAS UHEW has experienced the absence of employees in Labour Relations positions due to leave, retirement and/or resignation, and

WHEREAS UHEW recognizes that we have no staff succession planning, and has identified the addition of positions would alleviate that core workload shortfall, and

WHEREAS the UHEW Council recognizes the current workload of our Labour Relations Officers is not at an acceptable level and that hiring 1 new Senior Labour Relations Officer and 2 new Junior Labour Relation Officers would alleviate this workload issue; therefore,

BE IT RESOLVED that the UHEW National President take appropriate steps to create and hire one (1) new position (Senior Labour Relation Officer), and

BE IT FURTHER RESOLVED that the UHEW National President take appropriate steps to create and hire two (2) new positions (Junior Labour Relation Officers), and

BE IT FURTHER RESOLVED the UHEW include the additional costing for these positions in the 2024 -2026 Budget.

MOTION: m/s Girouard/Kooner

That the motion be divided to deal with the one (1) Senior LRO and the two (2) Junior LROs separately.

Point of order: Sister Faye Kingyens, RVP-Manitoba, states that this cannot be done as the 3rd “Be it Resolves” encompasses all positions.

Ruling of the Chair: Not well take. We can modify the wording should the motion to divide be carried.

Motion to divide: Lost.

Main Motion: CARRIED UNANIMOUSLY (RV 5)

Point of privilege: Sister Shimen Fayad, National President, informed all that she will be running for the position of National President at the 2023 UHEW National Triennial Convention and is hoping that the person running for the position of National Vice-President at the 2023 Convention will run for President at the 2026 Convention!

Point of privilege: Brother Marc Blanchard, RVP-Scotia-Fundy, informed all that after discussion with his family, he will be running for the position of National Vice-President at the 2023 UHEW National Triennial Convention.

Point of privilege: Sister Karla Levangie-Connor, RVP-Atlantic, states that she is very happy with the two previous “Points of privileges”.

Sister Shimen Fayad, National President adjourns the meeting.