

**MINUTES
OF THE
NATIONAL COUNCIL MEETING
September 16 and 18, 2025
Ottawa, ON**

In attendance:

Sister Shimen Fayad, National President
Brother Marc Blanchard, National Vice-President
Brother Benoît Thibault, RVP - Quebec
Brother Robert Chafe, RVP - Newfoundland/Labrador
Sister Diane De Berardinis, RVP - Quebec
Sister Jeannine Laing, Alt-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 Dana-Lee Armstrong, RVP - Manitoba
Brother Lorrie Bucknell, RVP - Saskatchewan
Brother Robert Weaver, RVP - Alberta/Northwest Territories/Nunavut
Brother Tyler Augustine, RVP - New Brunswick/Prince Edward Island/Nova Scotia
Sister Sarah Oakley, Alt-RVP - Atlantic

Regrets:

Sister Karla Levangie-Connor, RVP – Atlantic
Sister Rubin Kooner, RVP - National Capital Region

1. **CALL TO ORDER**

The meeting of the UHEW National Council was called to order at 9:01 a.m. on September 16, 2025 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 and un-surrendered territory of the Algonquin Anishinaabe people.

3. **ADMINISTRATION**

Sister Fayad welcomed new members and attendees to the Council meeting. She reviewed microphone etiquette, reminding participants to mute their microphones before repositioning them to assist the interpreters. Attendees were also reminded to carry their door passes at all times. Lunch arrangements were explained—while lunch is provided, Council members may opt out if preferred and are asked to notify the team in advance so finance officers can be informed.

4. **HARASSMENT STATEMENT**

The Harassment Statement was read by Brother Benoît Thibault, Regional Vice-President in French. Brother Tyler Augustine, Regional Vice-President, read the Harassment Statement in English.

5. **HEALTH AND SAFETY STATEMENT**

The UHEW Health and Safety Statement was read by Brother Marc Blanchard.

6. **HOURS OF SITTING**

MOTION m/s Etherington/Girouard

It is accepted by all that the hours of sitting will be as follows:

Tuesday – September 16, 2025

- 9:00 a.m. – 12:00 p.m., 1:00 p.m. – 4:00 p.m.
(regular business) Lunch to be provided
- 10 am - financial
- 6 pm - event

Wednesday – September 17, 2025

- 9:00 a.m. – 12:00 p.m., 1:00 p.m. – 4:00 p.m.
(regular business) Lunch to be provided at
10:00 a.m. - Phoenix overpayments presentation
Donna Lackie

Thursday – September 18, 2025

- 9:00 a.m. – 12:00 p.m., 1:00 p.m. – 5:00 p.m.
(Discussion day) Lunch to be provided

CARRIED

7. **UHEW HONOUR ROLL**

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

Paulette Parsley – 90002
Eric Parents - 10052

8. **AGENDA**

MOTION: m/s Weaver/May

That the agenda be adopted as amended:

Remove and defer to next council meeting:

9. Approval of Minutes

CARRIED

Brother Blanchard, National Vice-President, is in the chair.

9. **REPORT OF THE NATIONAL PRESIDENT**

Sister Shimen Fayad, National President, provided additional information and updates regarding the future of UHEW the mandate to return to office, OSH Conference, and Fishery Officer work refusal.

MOTION: m/s Fayad/Lewis

That the report of the National President be adopted.

CARRIED (RV 1)

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

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

Brother Marc Blanchard provided updates on staffing, NJOHSPC meetings, and national and branch UMCC's.

MOTION: m/s Blanchard/Girouard

That the report of the National Vice-President be adopted

Action item: By-law and Structure committee to review By-Law 4 section 9 to have the conversation to reword it for potential resolution.

Brother Blanchard, National Vice-President, is in the chair.

12. **REPORT OF THE FINANCE COMMITTEE**

d) **Presentation – National Bank – Dérick Duchesne**

Dérick Duchesne from National Bank shared an overview of UHEW's investments and the strike fund portfolio.

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

10. **REPORT OF THE NATIONAL VICE-PRESIDENT (Cont'd)**

MOTION: m/s Blanchard/Girouard

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

CARRIED (RV 2)

11. **REPORT OF THE REGIONAL VICE PRESIDENTS**

MOTION: m/s Augustine/Girouard

That the report of Brother Tyler Augustine, Regional Vice-President, be adopted as submitted.

CARRIED

RVP's provided verbal updates on their activities.

Brother Benoît Thibault, Regional Vice-President, provided an update outlining two priorities: supporting two locals facing executive recruitment challenges, and advancing succession planning in anticipation of the 2026 retirement of the RVP and A/RVP.

Brother Richard May, Regional Vice-President, provided an update outlining efforts to address training gaps in grievance handling and steward skills, progress in Occupational Health and Safety following the shift to a national model, ongoing concerns with workplace harassment and violence, and recent and planned site visits to engage members across the region.

Brother Rae McCleave, Regional Vice-President, provided an update outlining involvement in PA group collective bargaining, ongoing challenges with local executive recruitment and succession, efforts to improve communication with locals, committee work (including Environment and Occupational Health and Safety), and continued advocacy on accommodation, harassment, and management accountability issues within departments.

Brother Blanchard, National Vice-President, is in the chair.

Sister Janine Etherington, Regional Vice-President, provided an update on the recent re-establishment of a local with a new executive, ongoing support through executive meetings and training on agreements and grievance handling, and confirmation that all three locals are now fully staffed.

Sister Diane Girouard, Regional Vice-President, provided an update on the planned relocation of 675 ISC members from Ottawa to Gatineau starting in summer 2026, ongoing member concerns and grievance management, and requested increased PSAC training support in the NCR; all other items are covered in the submitted bilingual report.

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

Sister Diane De Berardinis, Regional Vice-President, provided an update highlighting ongoing challenges with recruiting and training delegates, continued support for member cases, limited impacts at Health Canada, workforce adjustment concerns at the Public Health Agency, and persistent issues at Indigenous Services, including harassment, staffing inequities, and inadequate labour relations support.

Brother Kevin Lundstrom, Regional Vice-President, provided an update on raising serious concerns about systemic departmental harassment and retaliation related to union activity, noting its personal impact, potential inability to complete the term, and the negative effect on member engagement and union participation.

Sister Darlene Lewis, Regional Vice-President, an update on the ongoing work on Occupational Health and Safety matters, including local and regional OSH committees,

sector-level issues related to discrimination and duty to accommodate, committee elections, termination-related files, member engagement initiatives, and chairing the first regional OSH meeting for Environment Canada.

Brother Blanchard, National Vice-President, is in the chair.

Brother Robert Chafe, Regional Vice-President, provided an update on the concerns raised by others regarding training and ethics, highlighted efforts to deliver member-requested training, and reported significant impacts from departmental restructuring affecting DFO members. Also raised concerns about budget reductions, workforce impacts, labour relations challenges, and management practices, particularly in the Newfoundland region.

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

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

Brother Blanchard, as Chair of the Finance Committee, presented the Finance Report

MOTION: m/s Blanchard/Thibault

That the report of the Finance Committee be adopted.

CARRIED (RV 3)

Sister Fayad advised that Council would first review the Finance Committee's recommended changes to the Travel Policy, with the separate Travel Policy motion to be addressed later under New Business

***Action Item:** NVP to follow up with Derek and Martin to obtain additional information regarding CAE Incorporated's business activities, specifically whether any portion relates to arms-related work, and report back to council.*

a) **Travel Policy**

MOTION: m/s Blanchard/Chafe

Brother Blanchard advised that the policy is based on PSAC Travel Policy, changes were made to reflect our component UHEW. Brother Blanchard presented each proposed change:

Section 1.3

Dependent child - means an employee's or spouse's biological, legally adopted, under ~~Aboriginal~~ **Indigenous** customs or stepchild who is unmarried, unemployed, dependent and under the age of ~~21~~ **18** if not in full time attendance at an educational institution, otherwise under the age of 25 or no age limit if the dependent child has a permanent disability.

Table of Content

9.1. PSAC UHEW Family Care Policy

SECTION 12 – APPENDICES

APPENDIX A – PSAC UHEW Rates – Meals & incidental allowances and kilometric rates

2.2.1 The traveller is responsible for:

- being familiar with the UHEW Travel Policy;
- obtaining authorization prior to travel;
- submitting proof of leave from employer as well as fully completed travel expense claims with necessary supporting documentation, original receipts and explanations of changes as required;
- submitting travel expense claims within 90 working days after completion of the travel.
- the safeguarding of travel advances and funds provided.
- If extending travel for additional night(s), the individual is required to pay all costs.
- If however an individual is required to attend two UHEW events back to back in the same area, and the cost of a return flight is more expensive than the cost of an additional hotel stay, at the discretion of the signing officer, the hotel stay may be approved. All other liabilities and expenses for those bridge days including per diem, mileage, taxis and incidentals would be the responsibility of the individual.

- 4.3.3 When rail travel is authorized it should normally be by economy class, however, ~~business~~ other business class travel may be authorized in certain circumstances based on the approval of the appropriate signing authority.
- 4.4.1 Unionized taxi services ~~may~~ shall be used when other more economical alternatives such as local transit, ~~or~~ airport shuttle or ferry service are unavailable or impractical. Where unionized taxi services do not exist, other ride sharing services may be considered.
- 4.5.2 Travellers should use the UHEW Travel Agent for reservations and rentals. The UHEW Travel Agent reserves cars with unionized companies whenever possible and at preferred rates. Only the authorized traveller should be registered as the driver on the car rental agreement. In the event a secondary driver is required, that individual must also be an authorized traveller for the event.
- 7.1.2 It is the responsibility of the traveller to identify ~~himself or herself~~ themselves as a UHEW traveller in order to ensure the most economical and unionized rate for commercial accommodation (if one is available).
- 7.1.4 Unless otherwise noted all ~~all~~ hotel accommodations are to be booked using the UHEW travel agency and charged to the personal credit card of the traveller. If the traveller does not have a personal credit card, the traveller should contact the UHEW staff responsible for the activity who will assist with the guarantee of the reservation. Traveller is then responsible for the payment of hotel expenses (unless part of a contracted room block) and is reimbursed for room and tax charges through the travel expense claim (traveller is responsible for any personal or incidental expenses that they may have charged to their room).
- 8.3.2 When overnight accommodation is authorized and used, a traveller shall be paid an incidental expense allowance that covers a number of miscellaneous expenses, including the cost of gratuities, for each day or part day in travel status as follows:
- for extended periods in travel status of two months or more, the incidental expense allowance is included as part of the appropriate meal allowance rate and hence, are not reimbursed separately.

- The incidental expense allowance is not paid where, for example, a late- night flight arrives in the traveller's headquarters area after midnight – [paid the incidental for the day on which the bulk of the travel occurred but not for the following day on which the early morning arrival occurred](#)).

SECTION 10 – LEAVE LETTERS

- 10.1 [For events that require a leave letter,](#) Travellers will receive a letter [from the UHEW National Office, covering the the event and the travel days required.](#) For those travellers ~~over~~ 300 km to the UHEW event, a half day for travel will be allowed.

CARRIED

Action Item: Finance Committee will review valet parking language and consider whether clarification or exceptions should be added to the policy.

b) Regulation 5b – Motion

MOTION: m/s Blanchard / Chafe

WHERE AS the UHEW Reg 5 b) allows for a \$1500 allowance for the purchase of technology for an RVP and

WHERE AS this amount is prorated in the event the RVP does not complete their 3 year term

and

WHERE AS an Alternate or newly elected officer stepping into the vacated RVP position also requires technology to perform the duties of their elected role and

WHERE AS the cost of that technology should not be the sole responsibility of the newly elected individual.

BE IT RESOLVED that UHEW Regulation 5 b) be amended as follows:

b) Technology The Component has established a subsidy for Regional Vice-Presidents Technology purchases. The technology subsidy amount is applicable during the term which starts immediately after the UHEW Triennial Convention to January 1st in the year of the next UHEW Triennial Convention is a maximum of \$1,500 including tax.

- It is understood that the equipment is for both personal and Component use, therefore the amount above is only a subsidy.

- The Regional Vice-President is to source and purchase equipment. Receipts to be forwarded to the Financial Officer.

- The Regional Vice-President may purchase any brand of hardware or combination of hardware and software. Extended warranties, if purchased, are included in the total. It is expected that the RVP will take the technology to all Council meetings/events.

- The Regional Vice-President will only be reimbursed to a maximum of \$1,500 per 3-year term. If the technology is lost, damaged, or not functioning properly the officer is responsible for any costs if the maximum subsidy has been reached.

- If a Regional Vice-Presidents does not fulfill the full 3-year term the cost will be prorated for the term the officer serves. There is no option to return the hardware to the National Office once a purchase has been made.

- *Officers stepping in or elected to a vacated Regional Vice-President position will receive the greater or either \$800 or an amount prorated to the number of weeks remaining in the term of office.*

- This guideline applies to the Regional Vice Presidents of the Component

CARRIED

c) **Financial Statement for period ending June 30th, 2025**

Brother Blanchard presented the unaudited financial statements for period of January – June 2025.

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

Sister Darlene Lewis provided an update on committee activities.

14. **REPORT OF THE UHEW ENVIRONMENT COMMITTEE**

MOTION: m/s McCleave/Augustine

Brother McCleave present the UHEW Environment Committee report.

CARRIED

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

MOTION: m/s May/Chafe

Brother May presented the UHEW Structure and By-Laws Committee report.

CARRIED

The National Council recessed at 4:00pm.

September 17th 2026

Sister Shimen Fayad called the meeting to order.

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

Brother Blanchard delivered a verbal report of the Standing Health & Safety Committee.

10am – Phoenix Overpayments Presentation

PSAC Special Projects Officer-Pheonix, Donna Lackie, gave a presentation regarding the on-going Pheonix overpayments and escalation procedures.

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

No report

18. **REPORT OF THE EDUCATION COMMITTEE**

No report, Sister Girouard formally stepped down from her role as Chair of the Committee. Sister Fayad thanked her for her past work on the Committee and noted the committee will have to decide on another chair.

Standing Items

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

Brother Lundstrom provide some information on the issue. Sister Fayad provided the PSAC updated Regulation 19, which now has language specifically for the process of PSAC staff complaints.

New Business

20. **UHEW NATIONAL VIRTUAL CONFERENCE – NATIONAL OFFICE**

Draft agenda to be completed by September 30 2025. Dates confirmed for Nov 5-7, 2025. Dana-Lee Armstrong volunteered to be the committee chair. Benoit, Janine and Kevin volunteered to be on committee.

21. **TRAVEL POLICY**

MOTION: m/s Laing/Girouard

WHEREAS the UHEW National Office developed a UHEW Travel Policy that follows the PSAC Travel Policy;

AND WHEREAS Regional Vice Presidents were not given enough time to review the policy in detail or discuss with their Local Officers;

AND WHEREAS some Local officers have pointed out that the UHEW Travel Policy does not follow the National Joint Council Directive for transportation by railway;

AND WHEREAS these Local officers have asked that this matter be brought to UHEW Council;

THEREFORE, BE IT RESOLVED that the UHEW Travel Policy be updated to follow the National Joint Council Directive on rail travel.

CARRIED

22. **CONVENTION AND HOST COMMITTEE GUIDELINES – NATIONAL OFFICE**

MOTION: m/s Armstrong/Augstine

Motion to accept the Convention and Host Committee Guidelines

CARRIED

Convention Committee

Rae McCleave and Tyler Augustine assigned as Co-Chairs.

Dana Lee Armstrong and Diane De Berardinis volunteered to be part of committee.

Host Committee

Tyler Augustine and Rac McCleave will be asking members from their regions.

3 MEMBERS FROM HOST REGION + RVP (2 rvp this year)

Delegate to convention is not on the host committee

23. **LOCAL INVESTIGATION FEES**

MOTION: m/s Laing/Girouard

WHEREAS Local 70712 was involved in an investigation led by UHEW that took 4.5 years;

AND WHEREAS the investigation took a long time to complete;

AND WHEREAS the Local was not informed of the costs of the investigation ahead of time;

AND WHEREAS UHEW hired investigators outside the NCR which added to the costs;

AND WHEREAS there was discussion with the Local that UHEW would cover the costs of the investigation due to the factors above;

THEREFORE, BE IT RESOLVED that the UHEW reimburse the Local in the amount of \$2566.04, the investigation costs charged to Local 70712.

MOTION TO AMEND: m/s Girouard/Laing

Amendment: ...that the UHEW reimburse the Local in the amount of **\$1200**, the investigation costs charged to Local 70712.

DEFEATED

MOTION TO AMEND: m/s McCleave/May

Amendment: ...that the UHEW reimburse the Local the amount of \$2400.00, and the local be responsible for remaining costs.

CARRIED

24. **UHEW JUNIOR ADMINISTRATIVE ASSISTANT**

MOTION: m/s Laing / Girouard

WHEREAS the UHEW has an established range of staff positions in its employ;

AND WHEREAS there have been gaps in personnel and knowledge transfer within the administration works of UHEW;

AND WHEREAS due to gaps, some administrative duties have been placed on and carried out by the UHEW National Leaders;

AND WHEREAS there is an advantage in providing stability and consistency to the UHEW National Office and its operations;

AND WHEREAS having a Junior Administrative person will help fill the gaps in the UHEW Office and provide a succession planning for the future;

THEREFORE, BE IT RESOLVED that position of a UHEW Junior Administrative Assistant be established;

AND BE IT FURTHER RESOLVED THAT the UHEW National Council develop the role, duties and responsibilities for the position of the UHEW Junior Administrative Assistant

MOTION TO WITHDRAW: m/s Laing/Girouard

CARRIED

Meeting adjourned