

**MINUTES  
OF THE  
NATIONAL COUNCIL MEETING  
April 29-May 1 2025  
Winnipeg, MB**

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 Robert Weaver, RVP - Alberta/Northwest Territories/Nunavut/Yukon  
Brother Tyler Augustine, RVP - New Brunswick/Prince Edward Island/Nova Scotia

Observers

Sister Dana-Lee Armstrong, A/RVP - Manitoba

**1. CALL TO ORDER - RECOGNITION OF TREATY LANDS**

The meeting of the UHEW National Council was called to order at 9:02 a.m. on April 29, 2025 with Sister Shimen Fayad, National President, in the Chair.

Sister Fayad recognised that Winnipeg's location was on Treaty 1 Territory, the ancestral lands of the Anishinaabeg, Cree, Dakota, and Dene peoples, as well as the homeland of the Métis nation.

## 2. **AGENDA**

MOTION: m/s Blanchard/Etherington

Sister Fayad advised a change in Wednesday's agenda:

National Director of Regulatory Enforcement Report presented by Peter Butler will take place at 9:30AM instead of 9:00AM on Wednesday, April 30<sup>th</sup>, 2025

That the agenda be adopted as amended:

Add:

- 12e. UHEW Enforcement Director - Motion (Kooner)
- 29. HR Rep – Motion (Kooner)
- 9. Call Center Roundtable – Discussion Day (Levangie-Connor)
- 10. Member Complaint Process – Discussion Day (Lundstrom)

Carried.

## 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 , UHEW HEALTH & SAFETY STATEMENT**

The Harassment Statement was read by Brother Marc Blanchard, National Vice-President, in English. Sister Diane Girouard, Regional Vice-President read the harassment statement in French. Sister Fayad read the Health and Safety Statement.

## 5. **HOURS OF SITTING**

MOTION: m/s Lewis/May

It is accepted by all that lunch will be scheduled between 12 pm and 1:30 pm.

Carried.

Sister Fayad announced that we will be proceed to discussion day, provided reminder that minutes are not taken during discussion day but that we do note down action items.

**April 30, 2025 – Wednesday**

**Regular Business**

**6. UHEW HONOUR ROLL**

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

**7. REPORT OF THE NATIONAL PRESIDENT**

**MOTION TO AMEND AGENDA**

MOTION: m/s Levangie-Connor/May

Move to Thursday 9AM

7b. Approval of minutes

CARRIED

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

MOTION: m/s Fayad/Augustine

Sister Shimen Fayad, National President, provided some additional information regarding the future of UHEW and her recent activity as National President since the last Council meeting.

***Action Item:** For the National President to share the JLP Occupational Health and Safety session information with council.*

That the report of the National President be adopted.

CARRIED (RV 1)

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

Sister Fayad introduced Peter Butler – National Director of Regulatory Enforcement Report

Mr. Butler presented Council with his activities for the past year.

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

Brother Marc Blanchard provided updates on staffing, as well as grievance processing and coordination with the LROs.

**Brother May, Regional Vice- President, assumed the Chair.**

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

MOTION: m/s Blanchard/Weaver

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

CARRIED (RV 2)

**1:30PM Presentation of McCay Duff LLP**

a) Audited Financial Statements – 1:30 p.m. McCay Duff LLP Presentation

Mario from McCay Duff, a seasoned auditor with established experience working alongside the National Office, presented the audited financial statements outlining the financial position for the reporting period.

## 11. REPORT OF THE REGIONAL VICE-PRESIDENTS

The Regional Vice-Presidents submitted their reports or presented them verbally.

MOTION: m/s Girouard/Augustine

That the report of the Sister Girouard, Regional Vice-President, be adopted as submitted.

Carried.

Sister Lewis provided an update stating that her local has completed their AGM since the completion of her report.

MOTION: m/s Lewis/Etherington

That the report of the Sister Diane Lewis, Regional Vice-President, be adopted as submitted.

Carried.

MOTION: m/s Bonner/Levangie-Connor

That the report of the Brother Jamie Bonner, Regional Vice-President, be adopted as submitted.

Carried.

MOTION: m/s Etherington/Girouard

That the report of the Sister Janine Etherington, Regional Vice-President, be adopted as submitted.

Carried.

Sister Karla Levangie Connor provided an update on her report, noting her attendance at the first PSAC Call Centre Roundtable. She also reported that her AGM had taken place, during which a new Local Executive was elected.

MOTION: m/s Levangie-Connor/Kooner

That the report of the Sister Levangie Connor, Regional Vice-President, be adopted as submitted.

Carried.

MOTION: m/s Lundstrom/Lewis

That the report of the Brother Kevin Lundstrom, Regional Vice-President, be adopted as submitted.

Carried.

Sister Rubin Kooner supplemented her report with an update indicating that her Local is no longer under trusteeship and now has a newly elected Local Executive, along with three appointed Stewards.

MOTION: m/s Kooner/Girouard

That the report of the Sister Kooner, Regional Vice-President, be adopted as submitted.

Carried.

Brother Rae McCleave noted that one of his Locals, which had previously struggled to establish a Local Executive, now has a newly formed Executive and a Steward in place.

MOTION: m/s McCleave/Thibault

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

Carried.

Brother Robert Weaver added he has two outstanding AGM's which were approved for extension.

MOTION: m/s Weaver/Kooner

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

Carried.

MOTION: m/s Augustine/Weaver

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

Carried.

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

### a) **Audited financial statements presentation done previously**

### b) **Variance Report**

Brother Blanchard read through the variance report and responded to questions

MOTION: m/s Blanchard / Robert

CARRIED (RV 3)

### c) **Motion – Regulation 2**

MOTION: m/s Blanchard/Thibault

Whereas the NDRE can have numerous meetings with members and management as part of their role ;

**AND WHEREAS** there is already a line item in the 2024-2026 Budget Cycle for the NATIONAL DIRECTOR REGULATORY ENFORCEMENT ;

**AND WHEREAS** the NDRE should get some compensation with the Cellular and Internet, similar to the Alternate Regional Vice-Presidents ;

**THEREFORE, BE IT RESOLVED** that REGULATION 2 EXPENSES, 5. REGIONAL VICE-PRESIDENTS AND ALTERNATE REGIONAL VICE-PRESIDENTS be amended as follow, in bold:

- 5. REGIONAL VICE-PRESIDENTS, AND ALTERNATE REGIONAL VICE-PRESIDENTS **and NATIONAL DIRECTOR REGULATORY ENFORCEMENT (NDRE)**
- a) Cellular Phones, Alternate Regional Vice-Presidents **and National Director Regulatory Enforcement**
  - Alternate Regional Vice-Presidents **and National Director Regulatory Enforcement**
  - The Component has established a subsidy for Alternate Regional Vice-Presidents **and the National Director Regulatory Enforcement** Cellular Phones.
    - o This subsidy is automatically paid at the end of each quarter to which the A/RVP **and the NDRE** is entitled to as compensation. Copies of monthly invoices must be forwarded to the Financial Officer upon request.
    - o The Alternate Regional Vice-President **and the National Director Regulatory Enforcement** must notify the Component office of the cellular number within 30 days of taking office and must continue to maintain the cellular device while in receipt of the allowance.
    - o If the cell phone is lost, damaged, or not functioning properly, the A/RVP **and the NDRE** is responsible for any costs and must notify the UHEW National Office immediately.
    - o The A/RVP **and the NDRE** already receiving a subsidy from their respective Local for their cellular costs to conduct union business, will not receive an additional subsidy from the UHEW.
- c) Internet, Alternate Regional Vice-Presidents and **National Director Regulatory Enforcement**
  - The Component has established a subsidy for Alternate Regional Vice-Presidents **and the National Director Regulatory Enforcement** Internet access.
    - o The subsidy is to cover some of the union business-related costs for the use of an Alternate Regional Vice-President's **and the National Director Regulatory Enforcement** personal internet connection.

o This subsidy is automatically paid at the end of each quarter to which the A/RVP **and the NDRE** is entitled to as compensation. Copies of monthly invoices must be forwarded to the Financial Officer upon request.

o The A/RVP **and the NDRE** already receiving a subsidy from their respective Local for their internet costs to conduct union business, will not receive an additional subsidy from the UHEW.

CARRIED (RV4)

d) **Motion – Travel Policy**

MOTION: m/s Girouard/Weaver

To postpone the Travel Policy to a future date

Carried

MOTION: m/s Blanchard/Thibault

That the report of the Finance Committee be adopted.

CARRIED (RV 5)

e) **Enforcement Director Compensation**

MOTION: m/s Kooner/Girouard

**WHEREAS** the UHEW National Enforcement Director supports and work with Enforcement Officers and Council members across the country;

**AND WHEREAS** the UHEW National Enforcement Director represents members, attends Labour Management Meetings, researches and provides knowledge on Enforcement issues;

**AND WHEREAS** there is no compensation or allowance for this position unlike other UHEW positions; **AND WHEREAS** this position is at times on top of other UHEW Local roles;

**THEREFORE, BE IT RESOLVED** that the UHEW National Enforcement Director be compensated as shown below and each part treated separately;

**AND BE IT RESOLVED** that new sub-sections in the UHEW Regulations be created to include the UHEW National Enforcement Director.

**PART A**

UHEW National Enforcement Director members shall be compensated up to **one (1) day** per month to perform the duties of the union as required by the National Council. This allowance is to be automatically paid at the end of each month.

~~**PART B**~~

~~Cellular Phone = \$25.00 per month including tax~~

~~Internet = \$25.00 per month including tax~~

MOTION: m/s Chafe/Kooner

To amend the motion (*changes in bold*):

PART A UHEW National Enforcement Director members shall be compensated **up to** one (1) day per month to perform the duties of the union as required by the National Council. This allowance is to be automatically paid at the end of each month.

Carried

Main motion: CARRIED (RV 6)

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

**No Report.**

MOTION: m/s De Berardinis/Chafe

To amend the agenda.

Add:

30. Motion – Regulation 12

Carried.

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

Sister Kooner read through the report of the UHEW Environment Committee. It was reminded that the committee was tasked with updating the plastic and water policy at the 2023 Convention.

MOTION: m/s Kooner/Augustine

To update Policy 7 – Single Use Plastics.

Carried.

Brother May has served notice of motion. Sister Fayad has confirmed that we are amending the agenda to reflect that tomorrow.

MOTION: m/s Kooner/Bonner

To update Policy 6 – UHEW Water Policy.

Carried.

MOTION: m/s Kooner/Blanchard

That the report of the Environment Committee be adopted.

Carried

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

MOTION: m/s May/Chafe

That the report of the Structure and By-Laws Committee be adopted.

Carried

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

MOTION: m/s Blanchard/Chafe

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

Carried.

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

Sister Etherington provided a verbal report.

17. **REPORT OF THE EDUCATION COMMITTEE**

MOTION: m/s Weaver/Levangie-Connor

To amend the agenda.

Add:

31. Education Committee

Carried.

**Standing Items**

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

Brother Lundstrom spoke to the matter noted above, and Sister Fayad provided an update on her discussions with PSAC regarding the issue.

**New Business**

19. **LOCAL CONFERENCE COMPENDATION – MOTION**

MOTION: m/s Kooner/Girouard

That UHEW provide Local Executives full admin day compensation for UHEW Representation similar to other UHEW Officers. That the table below be changed to reflect admin day (*changes in bold*).

Regulation 2.3 f)

Pre-approved compensation may be claimed by UHEW delegates when attending specific events where NO salary replacement is offered by the host presenting body.

Only the CLC Conventions, PSAC Conferences and Conventions, UHEW Conferences and Conventions are eligible, or other events as determined by the UHEW National President.

Prior to an event, confirmed authorization of participation must be submitted to the delegates' respective Regional Vice President.

Regional Vice-Presidents will then seek prior approval for compensation from the UHEW National President and include the UHEW Finance Department in the request, who will seek confirmation of attendance post-event.

Expense claims must include proof of attendance, proof of NO salary replacement by the host body and approved leave request from the Employer.

<b>Activities*</b>	<b>National Council</b>	<b>Alternate RVP</b>	<b>Local Executives**</b>
UHEW National Council Business	Admin Day	N/A	N/A
UHEW Representation 1 (NO salary replacement provided)	Admin Day	Admin Day	<b>½ Admin day</b>
PSAC Training (NO salary replacement provided)	Admin Day	Admin Day	N/A
All other Component functions as determined by the National President	Admin Day	N/A	N/A

\* Upon pre-approval by the UHEW National Office.

\*\* Local participants must be delegates, not observers.

1 UHEW Representation may include: UHEW delegates attending UHEW and/or PSAC Conferences and Conventions, including CLC Conventions.

CARRIED (RV 7)

The sitting of the National Council adjourned at 4:55 pm.

**May 1, 2025**

The meeting was called to order at 9:01am with Sister Shimen Fayad, National President, in the chair.

MOTION: m/s May/Levangie-Connor

To amend the agenda.

Add:

32. Motion - NHR rep cell and internet (May)

Carried

7b) **APPROVAL OF MINUTES**

MOTION: m/s Lewis/McCleave

That the Minutes of the National Council Meeting held October 19 – 20, 2023 be adopted.

*Action Item: Sister Fayad confirmed that the action items in the Fall Council Meeting will be entered into a tracking spreadsheet with comments and this will be sent out.*

Carried

22. **GRIEVANCES**

Discussion on grievances screening process as well as reporting stats to Council.

21. **SOCIAL MEDIA MOTION**

MOTION: m/s Bonner/Girouard

**WHEREAS** the social media site X is 100% owned and controlled by Elon Musk.

**AND WHEREAS** Elon Musk has shown that his ideas, goals and actions are opposite to union principles such as but not limited to democracy, honesty, integrity and solidarity.

**AND WHEREAS** there are other more social, social media platforms like Bluesky or Mastodon.

**BE IT RESOLVED THAT** the Union of Health & Environment Workers immediately cancel their X account.

**BE IT FURTHER RESOLVED** that at the next PSAC National Board of Directors meeting the UHEW representative will request that a vote be held to cancel the PSAC's X account and replace it within one month with a more union friendly site such as Bluesky.

Carried.

23. **MOTION – NVP ATTENDENCE TO REGIONAL CONFERENCE**

MOTION: m/s Kooner/Girouard

**WHEREAS** the UHEW Regional Conference is an opportunity for Locals to have access to their UHEW leaders

**AND WHEREAS** the National Vice President does not currently attend Regional Conferences;

**AND WHEREAS** the National Vice President sits as the UHEW Lead for all Departmental OHS Policy Committees and can exchange valuable information with Local Officers;

**AND WHEREAS** the National Vice President can receive information and feedback from Locals at Regional Conferences which will in turn help better represent the membership.

**THEREFORE, BE IT RESOLVED** that Policy 5 – Component Regional Conferences, 15) be modified to read as follows: (new wording in bold)

15. The National President, **National Vice President**, and ~~upon his/her delegation~~ ~~another~~ a Staff Officer **which is delegated by the National President**, shall attend all Conferences.

MOTION m/s Bonner/May

15. The National President **and/or** National Vice President, and ~~upon his/her delegation~~ ~~another~~ a Staff Officer which is delegated by the National President, shall attend all Conferences.

DEFEATED (RV 8)

#### 24. HOSPITALITY SUITE MOTION

MOTION: m/s Girouard/Lundstrom

**WHEREAS** there are no current standards for the practice of hosting UHEW hospitality suites at the various union events, and

**WHEREAS** there is no financial reporting on the expenses related to hospitality suites, and **WHEREAS** there is no transparency to the UHEW membership.

**BE IT RESOLVED** that the UHEW establishes standards that would include the following:

- Confirm a list of events when a UHEW hospitality suite would be hosted;
- UHEW Council to pre-approve costing before each event, which would include: room rental, duration of rental, beverages and food, or any other cost associated to a hospitality suite;
- Report total expenditures per event within the UHEW financial reports.

Rationale:

The intent of this motion is not to eliminate the practice of hosting hospitality suites, but rather to ensure good planning and budgeting, as well as offer transparency within our finances.

DEFEATED (RV 9)

#### CONVENTION COMMITTEE AND CONVENTION HOST COMMITTEE Guidelines – NATIONAL OFFICE

Deferred to Fall Council Meeting

25. **MOTION – UHEW HR COMMITTEE**

MOTION: m/s Girouard/Kooner

**WHEREAS** the UHEW has a representative of UHEW on PSAC National Human Rights committee, but there is no a network of Locals' Human Rights/Employment Equity representative in place (as in UHEW Guideline 1);

**WHEREAS** there is a lack of a dedicated committee to help promote and protect fundamental human rights within our organization which could also provide a platform for members to raise concerns and seek redress, and

**WHEREAS** such a committee will foster a culture of respect and inclusivity.

**BE IT RESOLVED** that the UHEW establishes a national Human Rights Committee to represent its membership;

**BE IT FURTHER RESOLVED** that this committee would consist of one (1) selected UHEW member in good standing within each structured region of the UHEW.

MOTION TO DIVIDE: m/s May/Levangie-Conner

“Divide Be it resolved” and “Be it further resolved”

Carried

1<sup>st</sup> Be it resolved

Carried

2<sup>nd</sup> Be it further resolved

Defeated

27. **MOTION - HR REP**

MOTION: m/s Kooner/May

**WHEREAS** the National Human Rights Representative is a nationally elected position tasked with advocating for equity, inclusion, and the protection of human rights within UHEW;

**AND WHEREAS** the UHEW National Council mandated the National HR Representative to encourage participation of members in HR committees and initiatives of the PSAC, be a resource person for union representatives of HR/EE issues, provide information on HR/EE issues, attend relevant workshops, seminars and conferences to keep current on;

**AND WHEREAS** the UHEW National Presidents Conference is a strategic leadership forum where union issues in Locals are discussed;

**AND WHEREAS** the inclusion of the UHEW National Human Rights Representative in the Presidents Conference would ensure that equity and human rights issues are captured, reported, discussed and shared with Local Presidents, as well help UHEW National Human Rights Representative develop a network and create a dialogue with the Locals;

**THEREFORE, BE IT RESOLVED THAT** the UHEW National Human Rights Representative attend the UHEW Presidents Conference as a fully funded participant;

**AND BE IT FURTHER RESOLVED THAT** the UHEW amend the applicable Policy and the UHEW Human Rights Representative Guidelines to reflect this change.

Rationale: The UHEW National Human Rights (HR) Representative plays a critical role in ensuring that equity and human rights remain central to all aspects of UHEW's operations and decision making. While this role is nationally elected and mandated to advocate for the needs of equity seeking members across the country, there is currently no guaranteed seat for the UHEW National Human Rights Representative at the UHEW Presidents Conference.

This omission presents a gap in representation at one of UHEW's most important leadership forums—where strategies are discussed, priorities are set, and direction is given on matters that affect all UHEW members, including those from historically marginalized groups. By including the UHEW Human Rights Representative at this forum, UHEW demonstrates a tangible commitment to:

- Embedding equity and inclusion into union leadership structures,
- Ensuring equity-seeking members have a voice at the table,
- Networking with Local President's to advocate for creation of Local HR/EE Rep positions

- Strengthening internal accountability to our own values and guiding documents, and
- Aligning with broader PSAC equity goals and labour movement best practices.

This motion ensures that the UHEW National Human Rights Representative is not just symbolic, but is fully empowered to contribute to the dialogue, issues faced by Locals and future planning of the union; helping UHEW lead by example in the ongoing fight for equity and justice in the workplace and within our union.

CARRIED (RV 10)

## 28. REGULATION 12

MOTION: m/s Lundstrom/De Baradinis

**WHEREAS** the current wording in UHEW Regulation is not as complete and fulsome as is needed and fairness and inclusion and respect is being considered;

**BE IT RESOLVED THAT** the first point of Regulation 12 be amended from “This regulation applies to the members of the UHEW National Council (UHEWNC) who leave office, as well as Council Members who are not re-elected”

to

“This regulation applies to the members of the UHEW National Council (UHEWNC) who leave office, **National Council Members who are not re-elected, and National Council Members who pass away during their term of office. For those UHEW National Council members who pass away during a term of office, they will be considered to have completed the actual cumulative term of office and the award will be provided to the member’s estate.**”

Rationale:

The current wording in UHEW Regulation is not as complete and fulsome as is needed.

The UHEW National President was consulted for accuracy.

The wording that a UHEW National Council member will be considered to have completed the actual cumulative term of office in the event of their passing away

means that for example completion of a partial first term would be considered as completing the 3 year level, completion of a partial second term (example 5 years) would be considered as completing the 6 year level, and so on.

Carried.

## 29. EDUCATION COMMITTEE REPORT

Sister Girouard read through the report of the UHEW Education Committee.

MOTION: m/s Girouard/Bonner

That the report of the Education Committee be adopted.

Carried.

## 30. MOTION – NHR REP CELL AND INTERNET

MOTION: m/s May/Levangie-Connor

**THEREFORE, BE IT RESOLVED** that REGULATION 2 EXPENSES, 5. REGIONAL VICEPRESIDENTS AND ALTERNATE REGIONAL VICE-PRESIDENTS be amended as follow:

- 5. REGIONAL VICE-PRESIDENTS, AND ALTERNATE REGIONAL VICEPRESIDENTS, **National human rights representative** and NATIONAL DIRECTOR REGULATORY ENFORCEMENT (NDRE)
  - a) Cellular Phones, Alternate Regional Vice-Presidents, **National human rights representative** and National Director Regulatory Enforcement
  - Alternate Regional Vice-Presidents, **NHRR** and National Director Regulatory Enforcement
  - The Component has established a subsidy for Alternate Regional Vice Presidents, **National HR representative**, and the National Director Regulatory Enforcement Cellular Phones.
    - o This subsidy is automatically paid at the end of each quarter to which the A/RVP, **NHRR** and the NDRE is entitled to as compensation. Copies of monthly invoices must be forwarded to the Financial Officer upon request.
    - o The Alternate Regional Vice-President, **NHRR**, and the National Director Regulatory Enforcement must notify the Component office of the cellular number within 30 days of taking office and must continue to maintain the cellular device while in receipt of the allowance.

If the cell phone is lost, damaged, or not functioning properly, the A/RVP, **NHRR**, and the NDRE is responsible for any costs and must notify the UHEW National Office immediately.

o The A/RVP, **NHRR**, and the NDRE already receiving a subsidy from their respective Local for their cellular costs to conduct union business, will not receive an additional subsidy from the UHEW.

- c) Internet, Alternate Regional Vice-Presidents, **NHRR**, and National Director Regulatory Enforcement

- The Component has established a subsidy for Alternate Regional VicePresidents, **NHRR**, and the National Director Regulatory Enforcement Internet access.

o The subsidy is to cover some of the union business-related costs for the use of an Alternate Regional Vice-President's, **NHRR**, and the National Director Regulatory Enforcement personal internet connection.

o This subsidy is automatically paid at the end of each quarter to which the A/RVP, **NHRR** and the NDRE is entitled to as compensation. Copies of monthly invoices must be forwarded to the Financial Officer upon request.

o The A/RVP, **NHRR** and the NDRE already receiving a subsidy from their respective Local for their internet costs to conduct union business, will not receive an additional subsidy from the UHEW.

CARRIED (RV 11)

MOTION: m/s Chafe/Lewis

That this session of the Council meeting be adjourned.

Carried.

The National Council meeting was adjourned at 11:56 AM.