

**REPORT
OF THE
SECOND NATIONAL CONVENTION
UNION OF HEALTH AND ENVIRONMENT WORKERS
AUGUST 17 - 20, 2021**

The Second National Convention of the Union of Health and Environment Workers was opened at 10:00 a.m., August 17th, 2021, with Sister Shimen Fayad, National President, in the Chair.

The National President welcomed all delegates, observers, guests to the virtual Convention platform and thanked all for their patience during this new way of conducting convention business.

The National President acknowledged that, since she was in Ottawa, she was on the traditional unceded territory of the Anishinaabeg nation. She also recognized all the different traditional Indigenous territories where the RVPs reside and attended this virtual meeting. The National President then proceeded to introduce *Elder Albert Dumont*, Algonquin, Kitigan Zibi who formally opened and blessed the Second National Convention.

The Canadian national hymn was played followed by “Solidarity Forever”.

Introduction of National Council

Members of the National Council were introduced to the Convention.

Brother Benoît Thibault, National Vice-President
Sister Karla Levangie-Connor, Regional Vice-President, Atlantic
Brother Robert Chafe, Regional Vice-President, Newfoundland/Labrador
Brother Marc Blanchard, Regional Vice-President, Scotia-Fundy
Brother Todd Davies, Regional Vice-President, N.B./P.E.I.
Sister Maryse Veilleux, Regional Vice-President, Quebec
Sister Rubin Kooner, Regional Vice-President, National Capital Region
Sister Diane Girouard, Regional Vice-President, National Capital Region
Sister Cheryl Sullivan, Regional Vice-President, Ontario
Brother Kevin Lundstrom, Regional Vice-President, Ontario
Sister Faye Kingyens, Regional Vice-President, Manitoba
Brother Larry Schlosser, Regional Vice-President, Saskatchewan
Brother Mark Gilchrist, Regional Vice-President, Prairie and Northern
Sister Dalene Lewis, Regional Vice-President, Alberta, B.C./Yukon
Brother Richard May, Regional Vice-President, B.C./Yukon

Members of the staff attending the Convention were introduced: Sister Julie Lavictoire, Administrative Assistant to the National President; Brothers Carmine Pacifico and Sylvain Meilleur, Finances Officers (both would be in attendance after lunch on August 17, 2021).

The Chairperson introduced guests that would be in attendance during the Convention:

Sister Bonnie Bates
Brother Chris Aylward, National President, PSAC
Sister Sharon DeSousa, National Executive Vice-President, PSAC
Sister June Winger, National President, UNDE
Brother Yvon Barrière, REVP, Quebec-PSAC
Brother Alex Silas, REVP, NCR-PSAC
Sister Virginia Vaillancourt, National President, UVAE
Brother Randy Howard, National President, GSU
Sister Lorraine Rousseau, REVP, North-PSAC
Sister Marianne Hladun, REVP, Prairies-PSAC

The Convention observed one minute of silence for those members who had passed away during the four-year interval between Conventions.

Alain Bélanger – 10042	Ann Strutt - 20147	Arthur MacIntyre – 60067
Ben Lemon – 30703	Bryan Smith – 30016	Cynthia Young – 00144
David Hryn – 60725	Dean Gillis – 70018	Devon Kuntz – 50012 Donna
May Dolan – 70008	Dr. Sasanda Nilmalgoda – 50135	
Estelle Rajotte – 70713	Fernand Jacob – 60727	Guy Lafond – 70742
Heather Fowlie – 20147	Hugh Cleland – 70028	Ivan Pylypuik – 50012
James Funk – 50012	Jan Douglas – 00035	Janette Bernard – 00035
Joey Habib – 00009	Judy Diotte – 70742	Kendall S. Sturgeon – 60727
Lawrence Dorey – 00035	Linda Rose – 80019	Melissa Dumont – 70018
Michel St-Amour – 70742	Mike Lloyd – 00145	Monique Willman -50012
Nicole Houle – 70008	Nikki Kish – 00144	Shane Jones – 50012
Sheilagh Hanson – 50012	Stephen Hughes – 00145	Tami Antisin – 20147
Beverley Ruth Blunt – 00144	Arlie Tammy Danielle McEachern – 00144	

Report of the Credentials Committee

MOTION: m/ s Lewis/Veilleux

That the Report of the Credentials Committee be adopted.

Number of Delegates Present (at 10am EDT)	66
Number of Observers Present (at 10am EDT)	9
Number of Guests Present (at 10am EDT)	1

CARRIED.

Point of Order: Sister Christine Griffin, Local 70008, noted that one delegate is showing twice on the delegate list and has 2 delegate numbers.

Ruling of the Chair: Well taken. The list will be amended and reposted on the Convention portal.

The Anti-Harassment Statement was read by Brother Benoît Thibault, National Vice-President and all were advised that Brother Holmann Richard and Sisters Mary Anne Walker and Meera Chander (PSAC staff) were to be the Anti-Harassment Coordinators for the Convention.

Procedural Motions

Hours of Sitting

MOTION: m/s Chafe/May

That the Hours of Sitting set out in the Convention Agenda as presented in the Convention portal be adopted.

MOTION: m/s Sullivan/Levangie-Connor

That the times be allowed to be adjusted on Thursday 19, 2022 should the Regional caucuses be completed early (before 3pm), the Convention floor can resume the Convention Resolutions Committees' reports.

Carried.

Main motion as amended: CARRIED

Rules of Order

MOTION: m/s Lewis/Davies

That the Rules of Order as presented in the Convention portal be adopted.

CARRIED.

Ratification of Appointments to Convention Committees

MOTION: m/s Gilchrist/Blanchard

That the appointment of all Co-Chairpersons and members to the Convention Committees as presented in the Convention portal be ratified.

CARRIED.

Referral of Resolutions to Convention Committees

MOTION: m/s Levangie-Connor/Schlosser

That the referral of resolutions to their respective Convention Committees as presented in the Convention portal be adopted.

CARRIED.

Ratification of Regulations and Policies

MOTION: m/s Veilleux/Kingyens

That the business conducted by the National Council between Conventions be ratified.

CARRIED.

Adoption of National Council members as automatic Delegates to PSAC Convention

MOTION: m/s Lundstrom/Kooner

That the National Council members be automatic Delegates to the PSAC Convention.

CARRIED.

Ratification of Elections Procedures

MOTION: m/s Girouard/Lewis

That the Elections Procedure for Delegates to the PSAC 2022 Convention as presented in the Convention portal be adopted.

Point of Order: Brother Mike Lister, Alternate RVP-NCR, stated that it appeared that one delegate voted twice.

Ruling of the Chair: Well taken. The Chairperson advised that although online voting system allows delegates to hit the voting button more than once, only their last choice is tallied in the count.

CARRIED.

Adoption of Agenda

MOTION: m/s Sullivan/Veilleux

That the Convention Agenda as presented in the Convention portal be adopted.

CARRIED.

Brother Benoît Thibault, National Vice-President, assumed the Chair.

The Convention Chairperson, Sister Shimen Fayad, addressed the delegates, observers and guests and presented her report to Convention.

Report of the National President

MOTION: m/s Fayad/Levangie-Connor

That the Report of the National President as contained in the Convention portal be adopted.

Point of Privilege: Sister Diane Girouard, RVP-NCR, wished to thank both the National President and the National Vice-President for their hard work done over the last 18 months, when they assumed their new positions during a difficult period, and for bringing the Component and its membership together, even during the Covid pandemic.

CARRIED.

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

Report of the National Vice-President

MOTION: m/s Thibault/C. Griffin

That the report of the National Vice-President as contained in the Convention portal be adopted.

CARRIED.

REPORT OF THE FINANCE COMMITTEE

Members of the Finance Committee were introduced to the Convention. Only the Committee's Chair and Co-Chairpersons were displayed on screen.

Brother Benoît Thibault, National Vice-President, Committee Chair
Brother Robert Chafe, RVP-Newfoundland and Labrador, Committee Co-Chairperson
Brother Larry Schlosser, RVP-Saskatchewan, Committee Co-Chairperson

Brother Todd Davies, RVP, New Brunswick/Prince Edward Island
Brother Richard May, RVP, British Columbia - Yukon
Brother Bob Ellis, Local 80717
Sister Jeannine Laing, Local 70712
Sister Lois Palmer, Local 80019
Brother Don Racette, Local 40013
Sister Louise Sicard, Local 70008, Alternate RVP-NCR

MOTION: m/s Lister/n/a

That Resolution 2A be moved as first item of business after the Finance Committee has completed presenting their priorities.

Ruling of the Chair: The Convention Chairperson ruled the motion of order as the Convention floor need to complete all Committees' priorities/recommendation of concurrence before debating resolutions of non-concurrence. It is advised that this motion can be presented once all priorities have been dealt with and completed.

Resolution No. 1

MOTION: m/s Thibault/Chafe

The Committee recommends **concurrence** in Finance Resolution No. 1 (Budget).

The Convention adjourned for lunch at 12:15 p.m. and reconvened at 1:05 p.m. with Sister Shimen Fayad, National President, in the Chair.

Address of the National President, Public Service Alliance of Canada

Brother Chris Aylward, National President, addressed the Convention and spoke on a number of subjects including but not limited to the following, i.e.,

- Virtual word, meetings and Conventions;
- Mandatory vaccines and the health and safety of all;
- Upcoming Federal elections;
- Truth and reconciliation, Anti-racism and Anti-colonialism;
- Recognized Sister Fayad's work since assuming the presidency of UHEW and as a member of the PSAC NBOD.

Report of the Credentials Committee

MOTION: m/ s Veilleux/Lewis

That the Report of the Credentials Committee be adopted.

Number of Delegates Present (at 1pm EDT)	73
Number of Observers Present (at 1pm EDT)	14
Number of Guests Present (at 1pm EDT)	2

CARRIED.

REPORT OF THE FINANCE COMMITTEE (Cont'd)

Resolution No. 1 (Cont'd)

MOTION: m/s Thibault/Chafe

The Committee recommends **concurrence** in Finance Resolution No. 1 (Budget).

CARRIED.

Resolution No. 2B

MOTION: m/s Thibault/Schlosser

The Committee recommends **concurrence** in Finance Resolution No. 2B which reads as follows, i.e.;

Be it further resolved that UHEW create a new Regulation for Local Subsidy.

Point of Order: Brother Mike Lister, Alternate RVP-NCR, stated that Resolution 2B was not part of the original resolution package received.

Ruling of the Chair: Received. The Chairperson explained that resolution package contained the resolutions as received by the National office and cannot be changed. Convention Resolution Committees can make recommendations for amendments or splitting which are noted in their report and further explained during their presentation. The resolutions posted on the screen are the Committees' recommendations, not necessarily the original resolution.

Motion: m/s Blanchard/Lauvaas

That the Resolution be referred back to the Committee with instructions to review the following proposed addition: "... and that subsidy should be determined by the National Council, but should not exceed \$ 1500 over a budget cycle."

Carried.

Resolution No. 3

MOTION: m/s Thibault/Chafe

The Committee recommends **concurrence** in Finance Resolution No. 3 which reads as follows, i.e.;

Be it resolved that at the time of the creation of the Standing Finance Committee, two additional members from the National Council are elected as Alternates to the two original members who have been elected for the Standing Finance Committee

CARRIED.

REPORT OF THE BY-LAWS COMMITTEE

Members of the By-Laws Committee were introduced to the Convention. Only the Committee's Co-Chairpersons were displayed on screen.

Brother Marc Blanchard, RVP-Scotia-Fundy, Co-Chairperson
Sister Rubin Kooner, RVP-National Capital Region, Co-Chairperson
Sister Faye Kingyens, RVP, Manitoba
Sister Levangie-Connor, RVP, Atlantic
Sister Cheryl Sullivan, RVP, Ontario
Brother Richard Dollimount, Alternate RVP, NFLD and Labrador
Brother Phillip Griffin, Local 70008
Brother Francesco Lai, Local 00144
Brother Mike Lister, Alternate RVP, NCR

Resolution no. 36

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence** in By-Laws Resolution No. 36 which reads as follows, i.e.;

Be it resolved that By-Law 13, Section 4 be amended as follows:

“All nominees for National Council Office must be members of the Component in good standing (whether present at the UHEW National Convention or not).

A member not in attendance at Convention must provide a written expression of interest before closure of nominations. Nominations for all offices shall be in writing and signed by a nominator and seconder, each of whom must be a Delegate to the UHEW National Convention”.

CARRIED.

Resolution No. 19

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 19 which reads as follows; i.e.,

Be it resolved that add to By-Law 8, Section 2 the following new sub-section;

“participates in UHEW joint union/management meetings as assigned by the National President “

CARRIED.

Resolution No. 39

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence as amended** in By-Laws Resolution No. 39 which reads as follows; i.e.,

Be it resolved that By-Law 14, Section 11 be amended as follows:

Section 11

Local and Sub-Local ~~Secretary-Treasurers~~ shall submit to the National office a detailed *financial statement of receipts and expenditures audited by 2 non-executive members in good standing of their respective Local and/or accredited accounting firm and membership* within ~~90~~ 30 days from when they are presented to the Annual General Meeting *or by April 1st, whichever comes first.*

The Component office shall send confirmation of receipt via email of the *Local financial statement*. *In the event the statement is not received by the deadline, the National President shall send a written request for compliance* ~~In the event the statements are not received by April 1, the National President shall send a demand in writing~~ to the Local or Sub-Local President, requesting that statements be prepared and delivered, as required by this Section. If statements are not received *as per the deadline, submitted within thirty (30) days thereafter*, rebates to Locals or Sub-Locals shall cease. Reinstatement of the remittance of funds will follow *upon* the receipt of an acceptable detailed financial statement. *These financial statements shall be reviewed annually by a Component Financial Officer.*

(note: the wording "and/or accredited accounting firm" was missing from the Committee's final report but was adopted during their deliberation. It was missed during the review of the final copy of their report)

CARRIED.

Resolution No. 33

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 33 which reads as follows; i.e.,

Be it resolved that **By-Law 9, Section 10** be amended to read as follows:

Section 10

A ~~Each~~ Local must will provide the following annually to the Component within 30 days of the Annual General Meeting or by April 1, whichever comes first. In addition, Locals will provide the National Office with the following: lists of their elected officers, minutes and By-law changes within 30 days from the date of their Local AGM.

- *A detailed financial statement of receipts and expenditures audited by 2 local members*
- *Minutes of the AGM*
- *Current bylaws highlighting any changes made at the AGM*
- *List of officers elected*
- *Dues Reporting Form*
- *Any other reports/forms deemed necessary by the National Office*

Motion: m/s Gilchrist/Ellis

That the resolution be referred back to the Committee with instructions to ensure the wording regarding the “audit” be consistent with the wording in the adopted resolution no. 39.

Carried

Introduction of Convention Host Committee

Members of the Convention Host Committee were introduced to the Convention.

Brother Richard May, Regional Vice-President, B.C./Yukon
Sister Rubin Kooner, Regional Vice-President, National Capital Region
Sister Diane Girouard, Regional Vice-President, National Capital Region

The Host Committee provided information regarding the evening virtual activities, daily riddles and draws.

The Convention adjourned at 4:06 p.m. August 17, 2021.

AUGUST 18, 2021

The Convention was called to order at 10:00 a.m., **August 18, 2021**, with Sister Shimen Fayad, National President, in the Chair.

Report of the Credentials Committee

MOTION: m/ s Veilleux/Lewis

That the Report of the Credentials Committee be adopted.

Number of Delegates Present (at 10am EDT)	50
Number of Observers Present (at 10am EDT)	7
Number of Guests Present (at 10am EDT)	0

CARRIED.

REPORT OF THE FINANCE COMMITTEE (Cont'd)

Resolution No. 2B (Cont'd)

MOTION: m/s Thibault/Schlosser

The Committee recommends **concurrence as amended**, as per referral, in Finance Resolution No. 2B which reads as follows, i.e.;

Be it further resolved that UHEW create a new Regulation for Local Subsidy and that subsidy should be determined by the National Council, but should not exceed \$ 1500 over a budget cycle.

Motion: m/s Racette/Lauvaas

That the question be now put.

Carried

Motion as amended: CARRIED.

REPORT OF THE BY-LAWS COMMITTEE (Cont'd)

Resolution No. 33 (Cont'd)

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence as amended**, as per referral, in By-Laws Resolution No. 33 which reads as follows; i.e.,

Be it resolved that By-Law 9, Section 10 be amended to read as follows:

Section 10

A ~~Each~~ Local must ~~will~~ provide the following annually to the Component within 30 days of the Annual General Meeting or by April 1, whichever comes first. *In addition, Locals will provide the National Office with the following: ~~lists of their elected officers, minutes and By-law changes within 30 days from the date of their Local AGM.~~*

- **A detailed financial statement of receipts and expenditures audited by 2 ~~local members~~ *non-executive members in good standing of their respective Local and/or accredited accounting firm***
- **Minutes of the AGM**
- **Current bylaws highlighting any changes made at the AGM**
- **List of officers elected**
- **Dues Reporting Form**
- **Any other reports/forms deemed necessary by the National Office**

CARRIED

Point of Order: Sister Faye Kingyens, RVP-Manitoba, stated that 2 speakers were at the microphone when Convention adjourned on August 17, 2021. Should they not have been the first 2 speakers for this resolution?

Ruling of the Chair: Well taken. Although their names were noted, ample amount of time was provided for them to back to the microphone, but they never did.

Resolution No. 42

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence** in By-Laws Resolution No. 42 which reads as follows; i.e.,

Be it resolved that By-Law 15, Section 3 be amended to add new language as below.

Section 3

- A) The National Director for Regulatory Enforcement position will be appointed by the National President as required and subject to any limitations which may be imposed by the National Council.**
- B) Shall attend all National Enforcement UMCC meetings as required.**
- C) Shall submit an annual report to the National Council by December 31 of each year.**

CARRIED. *(Sister Cheryl Sullivan voted against the Committee's recommendation)*

(Note: during debate of the Resolution above, the Chair was moved between the National President and the National Vice-President due to technical issues. Once issues were dealt with, the National President assumed the Chair)

Resolution No. 43

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 43 which reads as follows; i.e.,

Be it resolved that UHEW create an Education program for Locals, and

Be it further resolved that This program have training, courses, tips and tools for new and/or senior Locals and Officers, and

Be it further resolved that This program be developed with input from the Locals and National Council, and

Be it further resolved that By-Law 9 - Locals, their Jurisdiction, Authority and Rights, a new Section 15 be created to read:

“Locals will have access to additional education, courses, training, tips and tools through a UHEW Education program for Locals. “

CARRIED.

Resolution No. 9A

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence** in composite By-Laws Resolution No. 9A which reads as follows; i.e.,

Be it resolved that the UHEW include an additional full day of discussion to coincide with the bi-annual National Council Meetings, and

Be it further resolved that this day be devoted to members’ issues, strategy, past experiences (successes and failures) in order to provide a consistent approach across our departments and regions, and National Council members can proactively share the concerns and work on a collective and coherent strategy to address them, and

Be it further resolved that this be included in the UHEW By-Law 7, Section 2.

CARRIED.

Resolution No. 34

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 34 which reads as follows; i.e.,

Be it resolved that Policy 8 – Convention Representation be removed from Policies and promulgated as the new By-Law 12, Section 1, 2, 3 and 4.

**By-Law 12 (POLICY 8)
CONVENTION REPRESENTATION (Delegates, Alternates, Observers)**

Section 1: National Council

Each Elected Member of the National Council, and his/her Alternates will be automatic delegates to the Triennial National Convention.

Section 2: Locals

There are two options for locals to send local delegates to the National Triennial Convention:

- a. As specified in their Local By-Laws (Local President or her/his Vice-President) are automatic delegates. Note: This must be clearly specified in their local By- Laws.***
- b. Through an election process as stated below.***

All Locals where their By-Laws do not indicate any automatic delegate such as the Local President or have more than one delegate must hold an election.

At least four 4 (months) prior to the opening date of the Component's National Triennial Convention, at an Annual or General Meeting of its members, each local shall elect a member or members in good standing as a delegate or delegates, and alternate or alternates, to the Convention.

The above meetings must be held with a notice of motion served at least 30 days in advance, announcing the specified meeting with these guidelines attached to that motion.

The standard Component election process will govern these election proceedings with a nominator, seconder, secret ballot process, etc.

Each local shall be entitled to delegates as per the delegate formula in accordance with the table in Section 3.

The official minutes from this Annual or General Meetings SHALL be sent to the National Office along with the names of the accredited, elected delegates, alternates and or observers to ensure compliance with this Policy.

Section 3: Delegate Table

<i>Members in Good Standing in Local</i>	<i>Delegate Entitlement</i>
<i>10 - 150 Members</i>	<i>1 Delegate</i>
<i>151 - 400 Members</i>	<i>2 Delegates</i>
<i>401 - 800 Members</i>	<i>3 Delegates</i>
<i>801 - 1200 Members</i>	<i>4 Delegates</i>
<i>1201 Members and above</i>	<i>5 Delegates</i>

Section 4: Observers

Any member in good standing of the Component shall be entitled to attend a National Triennial Convention as an observer, but without voice or vote, and at no expense to the Component.

Observers must be duly elected at an Annual or General Meeting, and

Be it further resolved that that the current Bylaw-12, Section 2, 3 become Section 5, 6 and thereafter, and

**Be it further resolved that that the re-numbered Section 5 read as follows:
"Special National Conventions shall be composed of delegates as specified in Section 3"**

Point of order: Sister Christine Griffin, Local 70008, stated that Sister Jennifer Tattersall, Local 70008 had sent a referral to the Committee.

Ruling of the Chair: Not well taken. Although Sister Tattersall stated she would refer the resolution back to the Committee, she continued debate without stating her referral.

Motion: m/s Doyle-LeBlanc/Veilleux

That the question be now put.

Carried

Point of Order: Sister Christine Griffin, Local 70008, stated that one of their members tried to vote and was unable to.

Ruling of the Chair. Well taken. The Chairperson also emphasize that, as stated during the training on Monday August 16, 2021, and at the opening of the Convention, any delegates have technical issues are to communicate with technical support via the Convention portal.

Point or Order: Brother Alain Desgranges, Local 70018, stated that he didn't get to vote on the motion to "put to the question".

Ruling of the Chair: Well taken. The Chairperson stated that she will delay closing the votes but cannot keep votes open for a long period of time in order to get through the Convention business.

Point of Privilege: Jamie Bonner, Alternate RVP-Manitoba, stated one delegate had issues with the vote.

The Chairperson stated that will try to slow down the voting, but any technical issues are to be addressed by the technical support team.

Main Motion: CARRIED. (*Brother Philip Griffin voted against the Committee's recommendation*)

The Convention adjourned for lunch at 12:30 p.m. and reconvened at 1:17 p.m. with Sister Shimen Fayad, National President, in the Chair.

Report of the Credentials Committee

MOTION: m/ s Veilleux/Lewis

That the Report of the Credentials Committee be adopted.

Number of Delegates Present (at 1:15pm EDT)	72
Number of Observers Present (at 1:15pm EDT)	10
Number of Guests Present (at 1:15pm EDT)	2

CARRIED.

As some delegates were having issues toggling between "going to the microphone" and the "Convention floor", some tips were provided.

REPORT OF THE CONSTITUTION AND GENERAL COMMITTEE

Members of the Constitution and General Committee were introduced to the Convention. Only the Committee's Co-Chairpersons were displayed on screen.

Sister Diane Girouard, RVP, NCR, Committee Co-Chairperson
Brother Mark Gilchrist, RVP, Prairies & Northern, Committee Co-Chairperson

Sister Darlene Lewis, RVP, Alberta & BC
Brother Kevin Lundstrom, RVP, Ontario
Sister Dana-Lee Armstrong, Local 00032
Sister Jacqueline Gabon, Alternate RVP, Ontario
Brother Jamie Bonner, Alternate RVP, Manitoba
Sister Lisa Larocque, Alternate RVP, Saskatchewan
Brother Scott Mossman, Alternate RVP, Scotia-Fundy

Resolution No. 55

MOTION: m/s Gilchrist/Girouard

The Committee recommends **concurrence** in General Resolution No. 55 which reads as follows; i.e.,

Be it resolved that the UHEW Component ensures that training is provided in both official languages by adding the following item to its list of official language services listed in Policy 3:

"all training offered by the UHEW Component (simultaneous translation or training in both languages)".

CARRIED.

REPORT OF THE BY-LAWS COMMITTEE (Cont'd)

Resolution No. 40

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence** in By-Laws Resolution No. 40 which reads as follows; i.e.,

Be it resolved that the UHEW designate \$2.5 million as funds to be released at the discretion of the National Council in the event of a strike, and

Be it further resolved that that the National Council determine how those funds will be administered, and

Be it further resolved that that this be entrenched in the UHEW Bylaws as a new Section as follows:

“By-Law 14, Section 16

UHEW will designate \$2.5 million as funds to be released at the discretion of the National Council in the event of a strike. The National Council will determine how those funds will be administered and under the governance of UHEW By-Laws and Regulations.”

CARRIED.

Resolution no. 27

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 27 which reads as follows; i.e.,

Be it resolved that By-Law 8, Section 4 be amended to read as follows:

- a. **assist the RVP ~~replace the Council Member~~ as required, and as requested ~~by the Council Member~~; and ~~Alternate Council members~~ attend ing National Council meetings in lieu of the RVP’s absence; ~~Council Member may be asked to leave the room during confidential or in camera sessions~~;**
- b. **attend the National Council orientation session following the Triennial Convention;**
- c. **have an opportunity to attend a National Council meeting as an observer once during the three-year term, when the meeting is held in their Region or in Ottawa;**
- d. **attend all sessions of the Union of Health and Environment Workers Triennial Convention as a delegate;**
- e. **attend all sessions of ~~the Union of Health and Environment Workers Presidents’ Conference~~ and their Union of Health and Environment Workers Regional Conference;**
- f. **~~take the oath of office at the meeting of their election~~; and In the event of a dispute over duties assigned by the RVP, the matter will be referred to the National President for a ruling.**
- g. **upon request of the RVP provide representation for second level grievances within the region and transmit the grievances and grievance information to third level when required.**
- h. **Shall submit a report semi-annually in writing on their activities and observations to their RVPs.**

and

Be it further resolved that that a Regulation be created where the Alternate Regional Vice President be compensated for duties.

Motion: m/s Ellis/Mossman

That the motion be tabled.

Lost.

Motion: m/s Gilchrist/Levangie-Connor

That the motion be divided with both "Be it resolved" be dealt with separately as Resolution 27A and Resolution 27B.

Carried

Resolution 27A

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 27A which reads as follows; i.e.,

Be it resolved that By-Law 8, Section 4 be amended to read as follows:

- i. assist the RVP ~~replace the Council Member~~ as required, and as requested ~~by the Council Member~~; and ~~Alternate Council members~~ attend ~~ing~~ National Council meetings ~~in lieu of the RVP's absence~~; ~~Council Member~~ ~~may be asked to leave the room during confidential or in camera sessions~~;**
- j. attend the National Council orientation session following the Triennial Convention;**
- k. have an opportunity to attend a National Council meeting as an observer once during the three-year term, when the meeting is held in their Region or in Ottawa;**
- l. attend all sessions of the Union of Health and Environment Workers Triennial Convention as a delegate;**
- m. attend all sessions of ~~the Union of Health and Environment Workers Presidents' Conference~~ and their Union of Health and Environment Workers Regional Conference;**
- n. ~~take the oath of office at the meeting of their election~~; and ~~In the event of a dispute over duties assigned by the RVP, the matter will be referred to the National President for a ruling.~~**
- o. upon request of the RVP provide representation for second level grievances within the region and transmit the grievances and grievance information to third level when required.**
- p. Shall submit a report semi-annually in writing on their activities and observations to their RVPs.**

CARRIED.

Resolution 27B

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 27B which reads as follows; i.e.,

Be it further resolved that that a Regulation be created where the Alternate Regional Vice President be compensated for duties.

CARRIED.

Resolution 11

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence** in By-Laws Resolution No. 11 which reads as follows; i.e.,

Be it resolved that The UHEW's 3-year budget is developed collectively by all members of the Standing Finance Committee and is presented by the Committee to the National Council for review, and

Be it further resolved that By-Law 7, Section 4 (e) (i) wording be changed to "Collectively prepare and present the 3-year budget to National Council for their review."

CARRIED.

Resolution No. 38

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 38 which reads as follows; i.e.,

Be it resolved that The UHEW By-Laws 14 Finances, Section 5 be amended to:

"Copies of the audited Component financial statements shall be given to all Locals and Sub-Locals annually for distribution to their subordinate bodies and to the Public Service Alliance of Canada."

CARRIED.

Resolution No. 32

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence** in By-Laws Resolution No. 32 which reads as follows; i.e.,

Be it resolved that By-Law 9, Section 6 be amended as follows:

Section 6

c) Annual general meetings shall be scheduled from October through March. ~~All financial reports are due to the National Office no later than April 1.~~ At least 30 days prior to the Annual General Meeting, a local shall notify the National Office and the appropriate RVP of the date and time of the Annual General Meeting;

CARRIED.

Resolution No. 16

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 16 which reads as follows; i.e.,

Be it resolved that add to By-Law 8, Section 2, g) which reads;

“attend the PSAC National Board of Directors meetings as eligible”

Be changed to read;

“attends all regular sessions of the PSAC National Board of Directors as a technical advisor and represents the UHEW National President at these sessions when required; “

CARRIED.

Resolution No. 18

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence** in By-Laws Resolution No. 18 which reads as follows; i.e.,

**Be it resolved that add to By-Law 8, Section 2 the following sub-section;
“chairs the Standing Finance Committee of the National Council, the Finance
Committee for UHEW Triennial Convention and participates in other National
Council Committees, as assigned by National President “**

CARRIED.

Resolution No. 29

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 29 which reads as follows; i.e.,

Be it resolved that By-Law 8, Section 5 be amended as follows:

Section 5

- A) The PSAC National Human Rights Representative will work with the National Council to create a 3 year portfolio.**
- B) The PSAC National Human Rights Representative position will be subject to any limitations which may be imposed by the National Council.**
- C) Shall attend all PSAC Human Rights meetings as required.**
- D) Shall submit an annual report to the National Council by December 31 of each year.**

and

Be it further resolved that that the current By-Law 8, Section 5, become Section 6 and thereafter

CARRIED.

Resolution No. 30

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence** in By-Laws Resolution No. 30 which reads as follows; i.e.,

Be it resolved that the word “significantly” be deleted from By-Law 9, Section 3 and is to read as follows:

“If the total membership of a Local falls significantly below 10 members for 3 months or more, the matter will be referred to the National Council for review and decision in consultation with the affected Local and any potential receiving Local as to the appropriate organizational structure for members in the locality.”

CARRIED.

The Convention adjourned at 4:00 p.m. August 18, 2021.

AUGUST 19, 2021

The Convention was called to order at 10:00 a.m., **August 19, 2021**, with Sister Shimen Fayad, National President, in the Chair.

Report of the Credentials Committee

MOTION: m/ s Lewis/Veilleux

That the Report of the Credentials Committee be adopted.

Number of Delegates Present (at 10am EDT)	54
Number of Observers Present (at 10am EDT)	8
Number of Guests Present (at 10am EDT)	2

CARRIED.

Brother Chris Aylward, PSAC National President, assumed the Chair.

Elections

The Election Chairperson, Brother Aylward, provided the voting process for the virtual Convention and the procedure to be followed in the election of the:

- National President;
- National Vice-President;
- Fifteen Regional Vice-Presidents and their alternates – in Caucus;
- UHEW National Human Rights Representative; and
- UHEW delegation and alternates to the PSAC 2022 National Triennial Convention

The Elections Chairperson declared all positions vacant.

For the office of *National President* of the Union of Health and Environment Workers, the Elections Chairperson reported the receipt of the following nomination; i.e.,

Sister Shimen Fayad:	Nominator	-	Brother Benoît Thibault
	Secunder	-	Sister Diane Girouard

Sister **Shimen Fayad** was acclaimed to the position of National President of the Union of Health and Environment Workers.

For the office of *National Vice-President* of the Union of Health and Environment Workers, the Elections Chairperson reported the receipt of the following nominations; i.e.,

Brother Benoît Thibault:	Nominator	-	Sister Shimen Fayad
	Secunder	-	Brother Richard May

Brother **Benoît Thibault** was acclaimed to the position of National Vice-President of the Union of Health and Environment Workers.

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

Point of Privilege: Brother Benoît Thibault, National Vice-President, wished to thank the delegation and membership for their support and provided a vision for the future of UHEW.

Point of Privilege: Sister Lisa Larocque, Alternate RVP-Saskatchewan, had some questions regarding the caucus elections. The Chairperson stated that information on the process will be explained once all those at the microphone have spoken.

Point of Privilege: Sister Christine Griffin, Local 70008, wished to thank the Host Committee for the Trivia Night held during the evening of August 18, 2021.

Point of Privilege: Brother Marc Blanchard, RVP-Scotia/Fundy, congratulated both the newly elected National President and National Vice-President. He also stated that he received a push for nominations. The Chairperson stated that it was a technical issue and was resolved.

Point of Privilege: Brother Mark Gilchrist, RVP-Prairies and Northern, also wished to congratulate the newly elected National President and National Vice-President. He sought information on the timeframes noted for the caucuses. The Chairperson provided the explanation.

Sister Sharon De Souza, PSAC National Executive Vice-President, assumed the Chair.

The Election Chairperson, Sister Sharon DeSousa explained the process for the caucus elections being held in 3 different virtual rooms. Each region was assigned a room and time for their caucus which is posted on the Convention portal. Delegate are sent to their Regional Caucuses in order to elect their Regional Vice-Presidents and their alternates.

The Convention is reconvened at 2:50 p.m. with Sister Sharon DeSousa, National Executive Vice-President, in the Chair.

Report of the Credentials Committee

MOTION: m/ s Lewis/Veilleux

That the Report of the Credentials Committee be adopted.

Number of Delegates Present (at 2:45pm EDT)	79
Number of Observers Present (at 2:45pm EDT)	15
Number of Guests Present (at 2:45pm EDT)	1

CARRIED.

Election of Regional Vice-Presidents and Alternate Regional Vice-Presidents

Newfoundland/Labrador Region

The Elections Chairperson reported the election of Brother Robert Chafe as the Regional Vice-President, Newfoundland/Labrador Region, and the election of Brother Richard Dollimount as the Alternate Regional Vice-President.

Scotia-Fundy Region

The Elections Chairperson reported the election of Brother Marc Blanchard as the Regional Vice-President, Scotia-Fundy Region, and the election of Brother Scott Mossman as the Alternate Regional Vice-President.

N.B./P.E.I. Region

The Elections Chairperson reported the election of Brother Todd Davies as the Regional Vice-President, N.B./P.E.I. Region, and the election of Brother Tyler Augustine as the Alternate Regional Vice-President.

Atlantic Region

The Elections Chairperson reported the election of Sister Karla Levangie-Connor as the Regional Vice-President, Atlantic Region. The position of Alternate Regional Vice-President remained vacant.

Quebec Region 1

No one was elected for either position. Meetings and elections will be held at a later date.

Quebec Region 2

The Elections Chairperson reported the election of Sister Diane De Berardinis as the Regional Vice-President, Quebec Region, and the election of Sister Christine Thériault as the Alternate Regional Vice-President.

National Capital Region 1

The Elections Chairperson reported the election of Sister Rubin Kooner as the Regional Vice-President, National Capital Region, and the election of Brother Michael Lister as the Alternate Regional Vice-President.

National Capital Region 2

The Elections Chairperson reported the election of Sister Diane Girouard as the Regional Vice-President, National Capital Region, and the election of Brother Philip Griffin as the Alternate Regional Vice-President.

Ontario Region 1

No one was elected for either position. Meetings and elections will be held at a later date.

Ontario Region 2

The Elections Chairperson reported the election of Brother Kevin Lundstrom as the Regional Vice-President, Ontario Region, and the election of Brother Tim Eddis as the Alternate Regional Vice-President

Manitoba Region

The Elections Chairperson reported the election of Sister Faye Kingyens as the Regional Vice-President, Manitoba Region, and the election of Brother Jamie Bonner as the Alternate Regional Vice-President.

Saskatchewan Region

The Elections Chairperson reported the election of Brother Larry Schlosser as the Regional Vice-President, Saskatchewan Region, and the election of Brother Don Racette as the Alternate Regional Vice-President.

Prairie and Northern Region

The Elections Chairperson reported the election of Brother Mark Gilchrist as the Regional Vice-President, Prairie and Northern Region, and the election of Brother Jeremy Stewart as the Alternate Regional Vice-President.

Alberta, B.C./Yukon Region

The Elections Chairperson reported the election of Sister Darlene Lewis as the Regional Vice-President, Alberta, B.C./Yukon Region, and the election of Sister Jasmine Shields as the Alternate Regional Vice-President.

B.C./Yukon Region

The Elections Chairperson reported the election of Brother Richard May as the Regional Vice-President, B.C./Yukon Region, and the election of Sister Ann-Marie Friesen as the Alternate Regional Vice-President.

Point of Privilege: Brother Francesco Lai, Local 00144, wished to recognize Sister Cheryl Sullivan, past RVP-Ontario, as she now retired from the Union. He wished to thank her for her devotion and integrity to her local and the Component and all. He noted his appreciation as a colleague, mentor and friend. It was a pleasure and honour to work with her.

Election of the UHEW National Human Rights Representative

For the office of ***National Human Rights Representative*** of the Union of Environment Workers, the Elections Chairperson reported the receipt of the following nominations; i.e.,

Sister Rhonda Doyle-LeBlanc:	Nominator	-	Brother Marc Blanchard
	Seconder	-	Sister Samantha Basha

Sister **Rhonda Doyle-LeBlanc** was acclaimed to the position of ***National Human Rights Representative*** of the Union of Health and Environment Workers.

Election of Delegates to the PSAC 2022 Triennial National Convention

At this time, it is unknown the delegate entitlement for the Union of Health and Environment Workers. The National Vice-President and the Regional Vice-Presidents are automatic delegates to the 2022 PSAC Triennial National Convention. A list of twelve (12) names will be elected as additional delegates (up to UHEW entitlement) and alternates. The National President attends the PSAC Convention as a member of the PSAC National Board of Directors.

The Nominations Committee (Sister Karla Levangie-Connor and Brother Todd Davies) provided their report wherein the following list of nominees was provided. Each nominee was properly nominated and seconded, as verified by the Elections Chairperson.

- Jamie Bonner
- Dana-Lee Armstrong
- Louise Sicard
- Yves Cadieux

- Alain Desgranges
- Philip Griffin
- Christine Griffin
- Luke Periard
- Andrew Tipman
- Michael Lister
- Peter Butler
- Richard Dean Dollimount
- Jason Maclaurin
- Jennifer Tattersall
- Samantha Basha

Following the call from the Elections Chairperson, the following were nominated from the Convention floor:

Nominated	Nominator	Secunder
Brother Francesco Lai	Sister Cheryl Sullivan	Sister Dana-Lee Armstrong
Brother Rae McCleave	Brother Marc Blanchard	Brother Robert Ellis
Sister Danica Pavelic	Sister Jacqueline Gabon	Brother Francesco Lai
Brother Don Racette	Brother Larry Schlosser	Sister Prudence McKenzie

Point of Privilege: Sister Christine Griffin, Local 70008, stated that Brother Alain Desgranges was having technical difficulties.

Point of Privilege: Brother Fred Oliff, Local 00145, wished to congratulate Sister Cheryl Sullivan on her retirement from the Union.

The Elections Chairperson noted that she is in the middle of explaining the election process for the delegation to the PSAC Convention and log-in instructions and to refrain for the moment from going to the microphone on “Point of Privilege”.

Given the plurality of votes received, the following are identified as the supplementary Delegates and the list of Alternates to the Delegates attending the PSAC 2022 Triennial National Convention. Those four with the least number of votes were removed from the list.

1. Brother Peter Butler
2. Brother Richard Dean Dollimount
3. Sister Dana-Lee Armstrong
4. Brother Michael Lister
5. Brother Francesco Lai

6. Brother Rae McCleave
7. Sister Danica Pavelic
8. Brother Andrew Tipman
9. Brother Donald Racette
10. Sister Jennifer Tattersall
11. Brother Alain Desgranges
12. Brother Jamie Bonner

Sister Sharon DeSousa, Elections Chairperson, gave the Oath of Office to the elected National Council members, their alternates and the National H.R. Representative. Those who were not able to attend the Oath of Office, were to notify the National office where Sister Shimen Fayad, National President can perform it for them.

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

The Convention adjourned at 4:55 p.m. August 19, 2021.

AUGUST 20, 2021

The Convention was called to order at 10:00 a.m., **August 20, 2021**, with Sister Shimen Fayad, National President, in the Chair.

Report of the Credentials Committee

MOTION: m/ s Veilleux/Lewis

That the Report of the Credentials Committee be adopted.

Number of Delegates Present (at 10am EDT)	57
Number of Observers Present (at 10am EDT)	6
Number of Guests Present (at 10am EDT)	0

CARRIED.

Point of Order: Brother Mike Lister, Alternate RVP-NCR, noted that he didn't hear the number of guests and could not vote.

Ruling of Chair: Well taken, The Chairperson proceeded to repeat the numbers.

The list of delegates and alternates to the PSAC Convention was posted as there was a lack of time on August 19, 2021.

Point of Order: Sister Christine Griffin, Local 70008, stated that the “Zoom room” has not been set up and she is missing the proceedings.

Ruling of the Chair: Well taken. The technical support team verified the issue.

REPORT OF THE BY-LAWS COMMITTEE (Cont'd)

Resolution No. 13

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 13 which reads as follows; i.e.,

Be it resolved that The National Council minutes are posted on the Component’s Website within three months of the National Council meetings, and

Be it further resolved that The Local Presidents will be notified when the National Council meeting minutes are posted on the Component Website, and

Be it further resolved that By-Law 7, Section 14 read: “Under authority of the National Council, the National President shall ensure the minutes of the National Council meetings are posted, on the UHEW Website, within three months of the meetings and that the Locals and Sub-Local are notified when the minutes are posted on the Component’s Website.”

CARRIED.

Resolution No. 17

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence** in By-Laws Resolution No. 17 which reads as follows; i.e.,

**Be it resolved that By-Law 8, Section 2, j) which reads;
“j) perform such other duties as may be assigned to him/her by the National President.”**

**Be changed to read;
“j) performs such other duties or assists the RVPs in carrying out their duties as may be assigned to him/her by the National President or the National Council.”**

CARRIED.

Resolution No. 21

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 21 which reads as follows; i.e.,

Be it resolved that that the following be added to By-Law 8 – Duties of Officers, Section 3 – The Council Members shall:

“Review the By-Laws of all Locals in their jurisdiction, at least once in every mandate and/or when amended, to ensure compliance with the UHEW Framework of Local Bylaws, the UHEW By-Laws and the PSAC Constitution”.

CARRIED. (*Sister Cheryl Sullivan voted against the Committee’s recommendation*)

Resolution No. 35

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence** in By-Laws Resolution No. 35 which reads as follows; i.e.,

Be it resolved that By-Law 13 be amended as what was By-Law 13, Section 1 thru 14 be moved to Section 1 and re-numbered a) thru n) as below;

**By-Law 13
NOMINATIONS AND ELECTIONS OF OFFICERS**

Section 1: Convention

a. The election of each office shall be by secret ballot. A blank ballot paper or electronic device shall be distributed to all in attendance entitled to vote for each office in turn as it is called. Each person in attendance entitled to vote shall write on the ballot paper the name of his or her choice for the office called, from amongst nominees for the office.

~~Section 2–~~

b. Election to any office shall be declared only on receipt of a clear majority of the ballots cast. In the event that more than two nominees stand for election to any one office, the election procedure shall be by way of elimination.

~~Section 3-~~

- c. In the event of a tie vote the chair-person shall immediately take a second ballot without recess or adjournment. If this results in a second tie vote, the chairperson shall call a short recess, after which a third and subsequent ballots shall be taken until the delegates in caucus have broken the tie.

~~Section 4-~~

- d. All nominees for National Council office must be voting delegates to National Convention.

~~Section 5-~~

- e. At each Triennial National Convention or at a special National Convention if notice is given, a Nominations Committee shall be appointed by the National Council from amongst those present, other than staff.

~~Section 6-~~

- f. The Chairman of the Nominations Committee shall be appointed by the National Council. He/she shall conduct the election of all officers. He/she shall have the power to appoint scrutineers and assistants deemed necessary to conduct the elections in an orderly manner, subject to the limitations of ~~Section 7~~ Section 1, g.

~~Section 7-~~

- g. The duties of the Nominations Committee shall be:

a

- i. to receive nominations for each of the offices of:
- National President
 - National Vice-President
 - *PSAC National Human Rights Representative (for UHEW)*
 - Council Members
 - Alternate to Council Members

b

- ii. to verify the eligibility of nominees for office;

c

- iii. to ascertain the willingness of nominees to accept and to perform the duties of any office to which they may be elected; and

d

- iv. to report to the National Convention, the names of all such nominees.

~~Section 8-~~

- h. Nominations for the National President, and the Vice-President filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder. A nomination for the office of Council Member (RVP) shall be signed by a nominator. A nomination for Alternate positions shall be signed by a nominator. All nominators and seconders shall be accredited delegate.

~~Section 9~~

- i. All officers of this Component, its Locals or Sub-Locals shall take office at the end of the meeting or Convention at which they are elected.

~~Section 10~~

- j. The Oath of Office shall be administered to all officers prior to taking office.

~~Section 11~~

- k. The election of the National President, Vice-President and each Council Member shall be conducted in that order. Each office shall be called in turn and completed before the next office is called. In addition to the names of the nominees for each office reported by the Nominations Committee, further nominations for each office in turn shall be called from the floor of the National Convention.

~~Section 12~~

- l. The Election of the Council Members shall be called in a similar manner, each geographical area, from east to west, being called in turn. Such Council Members may only be nominated and elected by delegates from the geographic area under nomination except in the event of a second tie vote which will be decided as stipulated in By-Law 13, Section 3. Nominations from the floor (regional caucus rooms) will be accepted providing such are made by delegates from the same geographic area.

~~Section 13~~

- m. Following the election of the National Council Officers, the Chairman of the Nominations Committee shall call for the election of alternates to the Council Members, in the same order as the Executive officers were elected pursuant to Sections 11 and 12 and in the same manner as provided for in Section 12.

~~Section 14~~

- n. As the election of each office is called, the nominator, the seconder, or the nominee whose name has been filed with the Nominations Committee or nominated from the floor may speak for not more than three minutes (total time) on behalf of the nominee.

CARRIED.

Resolution No. 8

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in By-Laws Resolution No. 8 which reads as follows; i.e.,

Be it resolved that that the Alternate Regional Vice President title be changed to “Associate Regional Vice President”, and

Be it further resolved that any reference to Alternate Regional Vice President in any of the UHEW governance be amended to reflect the new title.

Point of Order: Michael Lister, Alternate RVP-NCR, asked for the number of those who voted for and against for this motion.

Ruling of Chair: Well taken. The numbers will be provided.

Main Motion: LOST (For: 24, Against 46) (*Sisters Faye Kingyens and Karla Levangie-Connor and Brother Philip Griffin voted against the Committee's recommendation*)

Point of Order: Brother Don Racette, Local 40013, stated that he was having issues during the vote and wanted to ensure that his vote was tabulated as being against.

Ruling of the Chair: Well taken. The technical support was informed of the vote.

Point of Order: Sister Samantha Basha, Local 70712, stated that she was having technical issues and couldn't ask the Committee a question.

Ruling of the Chair: Not well taken. The vote was held and votes were reported. Sister Basha was instructed to message the Committee members should she be seeking clarification.

Resolution No. 37

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence** in By-Laws Resolution No. 37 which reads as follows; i.e.,

Be it resolved that By-Law 14, Section 10 should be moved to By-Law 9, Section 6 and become the new 6b)

“Locals and Sub-Locals shall approve three signing officers, two of whom shall sign all cheques. No disbursements shall be made without authorization of the Locals' or Sub-Locals' By-Laws”,

and

Be it further resolved that that By-Law 14, Section 3 be moved to By-Law 9, Section 6 and become the new 6c) amended to read as follows:

“Any Local or Sub-Local may have an additional amount of dues, as authorized by a majority vote of members attending a general meeting, deducted and collected by this Component in the manner prescribed. A notice of motion proposing an increase in dues shall be posted ~~three weeks~~ 30 days prior to a general meeting. Such additional dues shall be rebated by this Component to the Local or Sub-Local concerned.”

CARRIED.

Resolution No. 57

MOTION: m/s Kooner/Blanchard

The Committee recommends **concurrence** in Resolution No. 57, forwarded by the General Committee, which reads as follows; i.e.,

Be it resolved that The UHEW office provide the Locals with an Excel version of the PSAC Membership Rebate Listing every 4 months, and

Be it further resolved that The UHEW office provides the Locals a monthly list of members not allocated to any Locals, and

Be it further resolved that That a new Bylaw 4 – Membership, Section 9 be created to read “The UHEW office will provide the Locals with a monthly PSAC Rebate Listing and an Excel copy of this listing every 4 months. As well, the Component will provide each Region a monthly list of members not allocated to any Locals where the Local and RVP will work with the UHEW Membership Officer to assign these members in a timely manner.”

Point of Order: Brother Richard May, RVP, BC/Yukon, noted that the seconder for this motion voted against the Committee’s recommendation.

Ruling of Chair: Well Taken. Another delegate would be needed to second the motion

Main Motion: m/s Kooner/Lister

The Committee recommends **concurrence** in Resolution No. 57, forwarded by the General Committee, which reads as follows; i.e.,

Be it resolved that The UHEW office provide the Locals with an Excel version of the PSAC Membership Rebate Listing every 4 months, and

Be it further resolved that The UHEW office provides the Locals a monthly list of members not allocated to any Locals, and

Be it further resolved that That a new Bylaw 4 – Membership, Section 9 be created to read “The UHEW office will provide the Locals with a monthly PSAC Rebate Listing and an Excel copy of this listing every 4 months. As well, the Component will provide each Region a monthly list of members not allocated to any Locals where the Local and RVP will work with the UHEW Membership Officer to assign these members in a timely manner.”

CARRIED. (*Sister Faye Kingyens and Brother Marc Blanchard voted against the Committee’s recommendation*)

Resolution No. 28

MOTION: m/s Blanchard/Kooner

The Committee recommends **concurrence** in By-Laws Resolution No. 28 which reads as follows; i.e.,

Be it resolved that that By-Law 8, Section 5 be amended to remove the words “and employees” and to read as follows:

“All officers of this Component shall deal promptly and appropriately with matters submitted to them by the membership or by a National Officer.”

CARRIED.

REPORT OF THE CONSTITUTION AND GENERAL COMMITTEE (Cont’d)

Resolution no. 51

MOTION: m/s Gilchrist/Girouard

The Committee recommends **non-concurrence** in Constitution Resolution No. 51 which reads as follows; i.e.,

Be it resolved that PSAC will purchase and develop an Authenticator Application to allow members to sign PSAC Membership Forms electronically, and

Be it further resolved that The PSAC Constitution Section 4 – Membership, Sub-Section 13 be amended to read:

“The receipt, either directly at the PSAC Centre or from the Component or DCL or through an PSAC Authenticated Electronic Application, of a signed PSAC Application for Membership Form, shall constitute evidence of membership in good standing for...”

CARRIED.

Resolution no. 56

MOTION: m/s Girouard/Gilchrist

The Committee recommends **non-concurrence** in General Resolution No. 56 which reads as follows; i.e.,

Be it resolved UHEW will provide all Locals with an MS Teams account.

CARRIED.

Resolution no. 52

MOTION: m/s Girouard/Gilchrist

The Committee recommends **non-concurrence** in General Resolution No. 52 which reads as follows; i.e.,

Be it resolved that that the UHEW provide the National Council Meeting Minutes to the Locals, and

Be it further resolved that that a DRAFT of the National Council Meeting Minutes be approved by the National Council within 30 days after the date of a National Council Meeting, and

Be it further resolved that that the approved National Council Meeting Minutes be distributed after 7 days to each Local.

Point of Privilege: Sister Jennifer Tattersall, Local 70018, requested that more time be allowed before entering debate of a new resolution following a vote.

Main Motion: CARRIED.

The Convention adjourned for lunch at 12:33 p.m. and reconvened at 1:30 p.m. with Sister Shimen Fayad, National President, in the Chair.

Report of the Credentials Committee

MOTION: m/ s Veilleux/Lewis

That the Report of the Credentials Committee be adopted.

Number of Delegates Present (at 1:30pm EDT)	68
Number of Observers Present (at 1:30pm EDT)	12
Number of Guests Present (at 1:30pm EDT)	1

CARRIED.

Point of Privilege: Sister Cheryl Sullivan, outgoing RVP-Ontario, wished that she could thank and hug so many in attendance. She provided some background of her years in union activism. She thanked Sister Fayad for her guidance and friendship. She also wished to thank all of those who send her messages. Although it was hard, Sister Sullivan stated that she was very proud of all the work done.

Point of Privilege: Sister Diane De Berardinis, newly elected RVP-Quebec, wished Sister Sullivan a happy retirement. She also wished to recognize the union retirement of Sister Maryse Veilleux, outgoing RVP-Quebec. She stated that management will surely miss her smile and her enthusiasm, as she was always firm, passionate and determined. Sister De Berardinis also thanked Sister Veilleux for all the work she has done for the region.

Point of Privilege: Sister Linda Blais, Local 70742, stated that it was mentioned that everyone would have the chance to win a prize and wants to ensure no one has been listed twice or won more than once.

The Chairperson stated that the Host Committee will verify the lists.

Point of Privilege: Brother Andrew Tipman, Local 70713, wished Sister Sullivan a happy retirement. He also wished to thank her for their first meeting at the Halifax Convention where she ensured that he was included in meetings and activities and felt part of the Union. He stated that she had become a dear friend and that she will be missed by her Union family.

Point of Privilege: Sister Rhonda Doyle-LeBlanc, Local 80820, wished to recognize Sister Sullivan stating that she was loved and will be missed. Sister Doyle-LeBlanc also wished to recognize former National President, Brother Todd Panas and thanked him for all the gains he made for Component and its membership. She also asked if there will be an opportunity to provide recognition to those who have left/retired for the Union.

The Chairperson stated that something will be planned in the future.

Point of Privilege: Brother Fred Oliff, Local 00145, wished to raise on a point of privilege but had some technical issues. He was asked to come back once it was resolved.

Point of Privilege: Sister Maryse Veilleux, outgoing RVP-Quebec, wished to thank Local 10042. She stated that she was ready to retire from the Union knowing that the Local and the Region was strong. She stated that management might be happy that she was retiring from her Union activities. She also wished to thank Sister Fayad for all her help and the work she has done and also thanked all the Council members.

Point of Privilege: Brother Fred Oliff, Local 00145, wished to thank Sister Sullivan for all her work and stated that it is about time she retired and to now concentrate on herself. Brother Oliff stated that he would be retiring in 2022 and he is thankful that the Component will be left in the very capable hands of the newly elected leadership.

REPORT OF THE CONSTITUTION AND GENERAL COMMITTEE (Cont'd)

Resolution no. 54

MOTION: m/s Girouard/Gilchrist

The Committee recommends **non-concurrence** in General Resolution No. 54 which reads as follows; i.e.,

Be it resolved That the person elected as National President of the UHEW Component must, from the beginning of their mandate, be able to express themselves orally in both official languages.

CARRIED.

Point of Privilege: Sister Samantha Basha, Local 70712, requested that more time be taken for voting as she didn't have time to vote as she was seeking technical advice.

Resolution no. 45

MOTION: m/s Gilchrist/Girouard

The Committee recommends **non-concurrence** in Resolution No. 45, forwarded from the By-Laws Committee, which reads as follows; i.e.,

Be it resolved that The National President ensures distribution of scheduling and call-out for agendas in a timely manner to the corresponding parties (e.g., National Council members, Local Executives, etc.), and

Be it further resolved that The National President ensures distribution of minutes and action items on the UHEW National Website in a regular and timely manner. This would include the aforementioned National Council meetings and all national LMCC and National Joint Policy Health and Safety meetings, and other special meetings that have a direct impact on the membership.

CARRIED.

The Chairperson explained that for the regions where an RVP and/or alternate was not elected, the UHEW National office would working those regions to provide support and elect members for those positions.

Resolution no. 53

MOTION: m/s Girouard/Gilchrist

The Committee recommends **non-concurrence** in General Resolution No. 53 which reads as follows; i.e.,

Be it resolved that a National Council sub-committee be elected by National Council for the purpose of reviewing the current by-laws, regulations, and policies, and proposing changes that reflect the new UHEW, and

Be it further resolved that this sub-committee be directed to review by-laws, regulations, and policies governing the component's finances as a priority.

CARRIED.

Resolution no. 49

MOTION: m/s Gilchrist/Girouard

The Committee recommends **non-concurrence** in Resolution No. 49, forwarded from the By-Laws Committee, which reads as follows; i.e.,

Be it resolved that The National Vice-President will attend all National Joint Policy Health and Safety meetings, as the lead representative on departments and agencies under UHEW jurisdiction, and

Be it further resolved that The National President act as an alternate and attend all National Joint Policy Health and Safety meetings in the National Vice-President's absence.

Point of Order: Brother Michael Lister, Alternate RVP-NCR, requested a vote count for all remaining resolutions.

Ruling of the Chair: Well taken.

Point of Order: Sister Cheryl Sullivan, outgoing RVP-Ontario, requested that By-Laws Committee present their non-concurrence.

Ruling of the Chair: Not well taken. The Chairperson instructed that there is a resolution being debated on the floor. Once the vote was completed, a motion could be brought to floor to bring the By-Laws Committee.

Main Motion: CARRIED (For: 60, Against: 1)

Motion: m/s Sullivan/Lai

That the By-Laws Committee be called to present their resolutions.

Carried (For: 38, Against: 22)

REPORT OF THE BY-LAWS COMMITTEE (Cont'd)

Motion: m/s Schlosser/Kingyens

That By-Laws Resolution No. 31, be the next resolution to be debated.

Carried (For: 51, Against 5)

Resolution No. 31

MOTION: m/s Blanchard/Lister

The Committee recommends **non-concurrence** in By-Laws Resolution No. 31 which reads as follows; i.e.,

Be it resolved that Bylaw 9- Section 6B be changed to reflect a shorter, more reasonable timeframe, and

Be it further resolved that Bylaw 9- Section 6B be amended to read:

“When a Local Officer will be vacant from their position for *more than a quarter of the year (3 months)*, be it consecutive, or collectively, they must resign their position.”

Motion: m/s Basha/Blais

That the question be now put.

Carried (For: 49, Against: 14)

Main Motion: CARRIED. (For: 49, Against: 15) (*Sister Rubin Kooner voted against the Committee's recommendation*)

Point of Privilege: Sister Faye Kingyens. RVP-Manitoba, wished to inform the delegation that the Other Leave with Pay (Code 699) was not “given” to the members by Treasury Board but was fought for by the members as a union incentive. This leave was not created due to Covid but has been part of the Collective agreement for a number of years.

Point of Privilege: Sister Jennifer Tattersall, Local 70018, wished to explain what she meant about the use of Code 699 by a Local Executive member and did not require the history behind this leave.

The Chairperson asked the delegate to refrain entering debate on resolutions that have just been voted on.

Motion: m/s Levangie-Connor/Kingyens

That By-Laws Resolution No. 24, be the next resolution to be debated.

Carried (For: 46, Against 16)

Resolution No. 24

MOTION: m/s Blanchard/Kooner

The Committee recommends **non-concurrence** in By-Laws Resolution No. 24 which reads as follows; i.e.,

Be it resolved that By-law 8, Section 3 include the following subsection: (u) report to the National President, National Vice-President, and all the Regional Executives on any and all meetings or sessions listed above that have not been attended in the period between each National Council meeting, and

Be it further resolved that By-law 8, Section 3 include the following subsection: (v) immediately report to the National President, National Vice-President, and all the Regional Executives when they can no longer fulfill the responsibilities listed in this section.

Motion: m/s Basha/Lai

That the question be now put.

Lost (For: 37, Against: 24)

Main Motion: CARRIED. (For: 54, Against, 4)

As this was the end of the business day, the Chairperson, Sister Shimen Fayad thanked all the delegates for their respectful debate and their patience during this virtual Convention.

Elder Albert Dumont, Algonquin, Kitigan Zibi addressed delegates, observers, guests and staff and closed the Convention.

The Chairperson, Sister Shimen Fayad adjourned UHEW's Second National Triennial Convention (4:00pm EDT).