



LOCAL • 70712

*Union of Health and Environment Workers
Syndicat des travailleurs de la santé et de l'environnement*

**2021 Annual General Meeting (AGM)
Union of Health and Environment Workers Membership Meeting
Monday, March 21, 2022 @ 6:00pm (virtual)**

Local 70712 Executive Team	
President	Jeannine Laing
Vice-President	Samantha Basha
Secretary-Treasurer	Tammy Boyer
A/Chief Steward	Luke Periard
Steward	Justin Cooke

Members Present

Patrick Thompson	Michael Grover	Carole Lalonde-Robert
Adrienne White	Justin Huang	Madison Bingley
Elise Arsenault	Paul Dancose	Natalie Jones
Mike Lister	Michael Graf	Polina Khayrullina
John Coltess	David Buote	Greg Mulholland
Robert Armstrong		

Guests

Shimen Fayad	UHEW National President
Benoit Thibault	UHEW National VP
Alex Silas	PSAC REVP
Rubin Kooner	RVP

1. Approval of 2021 AGM Agenda

- Meeting commenced at 6:00 pm
- Agenda approved. M/S: Jeannine Laing / Samantha Basha – carried

2. Harassment Policy

- Read by Luke Periard; Benoit Thibault is harassment contact

3. Introduction of your Executive Team and Guests

- Current Executive and Guest Introductions made by Jeannine Laing



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- Mike Lister asked whether President and Vice-President should actually have been acting roles in the past year due to Pierre Vallieres' resignation as President – it was clarified that the positions were no longer acting by National President Shimen Fayad after a certain period of time.

4. National President – Shimen Fayad

- Provided updates on upcoming conferences and conventions
- Working with website provider to improve social media for better exposure
- Working with OHS committees to ensure all are working well
- PA Group structure review implementation date is Oct 22, but date could change
- TC Group consultation going on now
- Phoenix backlog increasing due to staffing shortages; still too many overpayments and advises members to not agree with Pay Centre decisions; 11,000 transfer backlogs; over 35,000 severance cases; members advised to contact UHEW National Office if issues arise with their cases
- Retirees and former members can also now access the UHEW website for assistance

5. PSAC REVP – Alex Silas

- Discussed longstanding EG parity case (CFRA EGs paid higher than our EGs); solution attained January 2022 via arbitrator decision and is a major victory for PSAC and UHEW; gap will be closed in the next two years
- Natalie Jones question: if 6,000 Treasury Board members are affected, how many are really impacted, as only the top tier will profit? And why is it taking two years to implement, and how would this affect those about to retire (as this may not affect their best five years prior to retirement)? We were unable to come to an agreement with the employer, so this was an agreed upon arbitrator decision, and thus not negotiable – the solution was to add two tiers to the pay scale over two years (raise in pay of 3.3%)
- 699 leave policy grievance submitted to arbitrator; response expected January 2022, but no response as of this date
- Return to work (RTW) discussion: no concrete plan yet, except for Treasury Board allowing individual departments to make their own plans – health and safety of all staff must be considered in these plans; telework is proven to work, and the priority is to keep this flexibility where possible
- Bargaining: we are back at the table; fighting to keep up to inflation and seeking other gains; we need to talk about strike action to show the employer we are serious – tools to use would be to host lunch and learns, town halls, lobbying, etc

6. Zoom Meeting Procedures – RVP Rubin Kooner

- Raise hand to speak
- Go in queue to speak

7. Bargaining Update – Justin Cooke and Samantha Basha

- Justin Cooke represents TC Group; Samantha Basha represents PA Group
- EG parity is not part of the demands
- PA Group looking to close wage gaps between us and CRA, and tackling call centre issues
- The upcoming round for both tables includes wage demands (4.5% each year), allowances and greater flex work days; further information may be found on the PSAC website



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- RVP question: were family and personal days brought up to either of these tables? These issues are part of the common table, not just TC or PA
- RVP question: is an EG allowance coming? This is position specific, not across the board
- RVP question: was shift work brought up? Wording is currently being worked on ie. life/work balance – not operational requirement specific
- Robert Armstrong question: Is there any information on SB Group? Look on PSAC website as we do not have a representative at the negotiation table (Justin Cooke will look into it)
- Pat Thompson question: inflation is higher than what we are asking for – is this being looked at? In hind sight, we could have asked for more, but we did not know that the cost of living would soar as it has recently; a realistic percentage at the time was submitted
- UHEW President: we need to show solidarity with the bargaining team ie. Buttons, masks, remote meeting backgrounds (we cannot be reprimanded by the employer for this)
- RVP: contact Justin Cooke or Samantha Basha for more specific questions

8. President's Report – Jeannine Laing

- Listed her activities over the last year since stepping up after Pierre Vallieres' resignation
- Full report will be posted on the Local website

9. Vice President's Report – Samantha Basha

- Full report will be posted on the Local website

10. Chief Steward's Report – Luke Periard

- Has been acting as Chief Steward since October 2021
- 50 cases have been worked on; RVP noted that some cases bypassed the Local Executive, including cases involving Phoenix and vaccine mandates
- Full report will be posted on the Local website

MOTION: RVP asked for members to vote on the three above-noted Reports

M/S: Jeannine Laing / Samantha Basha – carried

11. Treasurer's Report – Tammy Boyer

- Update on 2020 financials: investigation is ongoing
- 2021 Local Financial Report reviewed

MOTION: Accept 2021 financial report

M/S: Mike Lister / John Coltess – carried

Robert Armstrong recorded as against

12. Proposed By-Law Changes – Jeannine Laing

- No resolutions to present

MOTION: Minor housekeeping changes – a Word document was presented to members with amendments notated

M/S: Jeannine Laing / Samantha Basha – carried



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MOTION: Local Executive to post convention reports to the Local website
M/S: Jeannine Laing / John Coltess – carried

MOTION: To improve how honorariums are reviewed, mid-term and end-of-year reports will be required by the President, Vice-President and Chief Steward
M/S: Jeannine Laing / Pat Thompson – carried

MOTION: Approve changes to Executive and appointed position honorariums. Note that members were notified of these proposed changes prior to the AGM:

President:	\$2,750
Vice President:	\$2,000
Treasurer:	\$1,250
Secretary:	\$1,250
Chief Steward	\$1,750
Translator Services:	\$0.12 per word
OHS Representative:	\$200 per building

(up to three buildings with no sitting Local Executive in the workplace)

M/S: Jeannine Laing / Samantha Basha – carried

Greg Mulholland recorded against

MOTION: New bylaw addition - include up to three team building events for Executive members (original submission was for social meals, but suggestion by Mike Lister to change this to team building events met with approval)

M/S: Samantha Basha / Mike Lister – carried

MOTION: After his retirement this fall, make Mike Lister a Local 70712 Honorary Member;

Amendment to motion for bylaw change

Amendment MOTION (from floor): Change Honorary Member acceptance from "unanimous" to "simple majority"

M/S: Samantha Basha / Luke Periard – carried

Original Motion M/S: Jeannine Laing / Samantha Basha – carried

13. 2022 Proposed Budget

- Tammy Boyer presented projected 2022 Financials

MOTION: Accept proposed 2022 budget

M/S: Jeannine Laing / Samantha Basha – carried

14. Elections – RVP Rubin Kooner

- Two scrutineers identified: Mike Lister and Robert Armstrong
- All elected positions will be one year terms

- **President**

Nominations: Jeannine Laing – acclaimed
(nomination ballot submitted prior to AGM; attached with minutes)

- **Vice President**

Nominations: Luke Periard – acclaimed
(nomination ballot submitted prior to AGM; attached with minutes)



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- **Treasurer**

Nominations: Adrienne White – acclaimed
(nominated by Jeannine Laing / Mike Lister)
John Coltess, nominated by Mike Lister / Samantha Basha – declined
Pat Thompson, nominated by Robert Armstrong / Mike Lister – declined

- **Secretary**

Nominations: Tammy Boyer – acclaimed
(nomination ballot submitted prior to AGM; attached with minutes)

- **Chief Steward**

Nominations: Samantha Basha – acclaimed
(nomination ballot submitted prior to AGM; attached with minutes)

15. Upcoming Conventions and Conferences

- PSAC Convention coming up in the spring – Mike Lister is delegate; Luke Periard is observer
- Regional Conference coming up in the fall – Local will be sending two delegates; may be three observers, but if we send our current Steward as well, it will be four
- Presidents Conference coming up in the fall – Jeannine Laing to attend

16. Member Concerns

MOTION from floor: AGM Meal Reimbursement
All verified attendees to receive \$45 meals reimbursement, no receipt as previously set out by Local Executive
M/S: Mike Lister / Pat Thompson – majority vote; carried

17. Door Prizes

- Michael Graf: UHEW sweatshirt
- Elise Arsenaault: UHEW sweatshirt
- Carole Lalonde-Robert: UHEW water bottle
- Paul Dancose: UHEW lunchbag
- Dave Buote: \$25 M&M gift card
- Mike Lister: \$25 Moxies gift card
- Paul Dancose: \$25 Old Navy gift card
- Elise Arsenaault: \$25 Marshalls gift card
- Adrienne White: \$50 Ultimate gift card
- Michael Grover: \$50 LCBO gift card
- Natalie Jones: \$100 Keg gift card

18. 2021 AGM Closing

MOTION: Adjourn Local 70712 2021 AGM at 8:40pm
M/S: Jeannine Laing / Mike Lister – carried

** Oath of office taken with all newly elected Executive after AGM closed