



MINUTES  
OF THE  
NATIONAL COUNCIL MEETING

February 8-10, 2011  
Ottawa, Ontario

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Minutes of the National Council Meeting

February 8 - 10, 2011  
Ottawa, Ontario

**1- Call to Order**

Chairperson Anthony Tilley called the meeting to order at 9:00 am. The following members of the Executive were in attendance:

- P. Todd, VP
- H. Zebedee, RVP Atlantic
- A. Bélanger, VPR Québec
- C. Gagnon, RVP NCR
- Y. Morriss, RVP Ontario
- D. Whitworth, RVP Manitoba
- C. Harvey, RVP Saskatchewan
- E. Alt, RVP Alberta
- L. Thokle, RVP BC/Yukon

The Chairperson welcomed the members of the Executive Council to Ottawa.

**2- Adoption of the Agenda**

M/S/C L. Thokle - C. Harvey

That the agenda be adopted with the following amendments:

- 27- PSAC supplemental pension - T. Tilley
- 28- James Bay hospital - T. Tilley
- 29- PHAC Atlantic Region assignment policy - H. Zebedee
- 30- Interpretation of leave for medical appointments - H. Zebedee

**3- Hours of Session**

M/S/C C. Gagnon - L. Thokle

|           |           |   |
|-----------|-----------|---|
| Tuesday   | Feb. 8/11 | 9:00 am to noon<br>1:30 pm to 4:00 pm       |
| Wednesday | Feb. 9/11 | 9:00 am to noon<br>1:30 pm to 4:00 pm       |
| Thursday  | Feb.10/11 | 9:00 am to noon<br>1:30 pm to end of agenda |

At this point Brother Tilley adjourned the session to allow the Finance Committee to meet. The formal meeting is to resume at 11:00 am.

**4- Appointment of Committee to Approve Expense Claims**

M/S/C - L. Thokle - E. Alt

That the President with the assistance of the Office Manager be appointed to approve expense claims.

It was agreed to move item 13 b Report of the Discipline Committee to this point on the agenda.

**13b- Report of the Discipline Committee**

M/S P. Todd - D. Whitworth

That the report of the Discipline Committee be accepted as presented.  
Recorded Vote No. 1- Motion Adopted

**5- Approval of minutes**

M/S E. Alt -Y. Morriss

That the minutes of the National Council Meeting of September 21-23, 2010 in Halifax be adopted.

Recorded Vote No. 2 - Motion Adopted

M/S P. Todd - C. Harvey

That the minutes of the conference call of November 30, 2010 be adopted.  
Recorded Vote No. 3 - Motion Adopted

P. Todd assumed the Chair

**6- Financial Statement**

M/S T. Tilley - D. Whitworth

That the unaudited statement for the period ended on December 31, 2010 be accepted as presented.

Recorded Vote No. 4 – Motion Adopted – Appendix 1

T. Tilley resumed the Chair.

**7- National President's Report**

Due to very recent information from the PSAC Board of Directors' meeting, the President asked to present his amended report of progress at a later date.

**8- VP's Report**

M/S P. Todd/ H. Zebedee

That the report of the Vice-President be accepted as presented.  
Recorded Vote No.5 - Motion Adopted – Appendix 2

**9- RVP Reports**

M/S H. Zebedee - P. Todd

That the report of the Atlantic RVP be accepted as presented.  
Recorded Vote No 6- Motion Adopted – Appendix 3

M/S A. Bélanger - P. Todd

That the report of the Québec VPR be accepted as presented.  
Recorded Vote No. 7 - Motion Adopted – Appendix 4

M/S Y. Morriss - L. Thokle

That the report of the Ontario RVP be accepted as presented.  
Recorded Vote No.8 - Motion Adopted – Appendix 5

M/S C. Gagnon - E. Alt

That the report of the NCR RVP be accepted as presented.  
Recorded Vote No.9 - Motion Adopted – Appendix 6

M/S D. Whitworth - H. Zebedee

That the report of the Manitoba RVP be accepted as presented.  
Recorded Vote No.10 - Motion Adopted – Appendix 7

M/S C. Harvey - D. Whitworth

That the report of the Saskatchewan RVP be accepted as presented.  
Recorded Vote No. 11 - Motion Adopted – Appendix 8

M/S E. Alt - Y. Morriss

That the report of the Alberta RVP be accepted as presented.  
Recorded Vote No.12- Motion Adopted – Appendix 9

M/S L. Thokle - C. Harvey

That the report of progress of the BC/Yukon RVP be accepted as presented.

**10- Date and Time of Next Meeting**

Agreed that the next meeting be held in Calgary with May 23, 2011 being a travel day followed by meeting days on May 24 and May 25 with the return travel day being May 26, 2011

**11- Paid Union Leave**

Tony Tilley indicated we have re-sent the union contracts we obtained to management again. The demand is still before the D.M. We have not been granted the meeting requested before Christmas.

**21- Paid Leave for Union Business Plan 'B'**

Helen Zebedee requested to discuss item 21 from our agenda - Paid leave for Union business Plan "B" in the same update. A long discussion took place and several different scenarios were put on the table from the different regions, which highlighted the inconsistencies across the country and the difference between P.H.A.C. and H.C.

**12- BC Tripartite**

Linda Thokle expressed her concern that this initiative is closer to reality than ever. She explained what members were told last week. This initiative would be done as an Alternate Delivery Initiative (ADI) and all that ADI contains. Members would be given one job offer and if not accepted they would be gone. One major concern is how pension would be treated and could the new entity acquire the finances needed to maintain the pensions at the present level. Many unanswered questions remain and to our knowledge the bargaining agent (PSAC), has not yet been advised of the ADI situation that would start the clock for moving to the new BC entity.

Point of Privilege

On point of privilege, Alain Bélanger asked to reconsider the date and place of the next Council meeting.

M/S/C A. Bélanger, C. Harvey

That the next meeting of the Council be held in Montreal; May 24th be the travel day followed by the meeting days on May 25th-26th and May 27th be the travel day.

### **13a- Finance Committee**

Tony Tilley reported on the discussion the finance committee had on the unaudited financial statement for the period ended December 31, 2010 as well as the banking question from Shawinigan. He also presented a report on the PSAC Public Service Supplemental Pension Plan initiative.

M/S/C T. Tilley - P. Todd

That the report of progress be accepted.

### **13c- Structure Committee**

Helen Zebedee reported on the meeting of the Structure Committee held on November 2-4, 2010 and asked for direction from the Council on how to proceed with what should be produced as a Council resolution for Convention.

M/S/C H. Zebedee - A. Bélanger

That the report be accepted as presented. Appendix 10

### **14- National UMCC Minutes**

Helen Zebedee asked that the minutes of the National UMCC's be posted on our Web site. Tony indicated that we intended to do so, but we need to wait until the minutes are approved by the Department.

### **15- Phase II NHU Orientation**

Helen Zebedee expressed her wish to see some more practical course contents like "How to run a Local" and some special content for Local Treasurers.

### **16- Presidents' Conference Calls**

Can Council members be advised of the agenda of these calls so that they may be prepared to deal with situations that may arise as a result of these calls.

**17- CLC Convention Participation**

A discussion took place on the new delegate accreditation of the CLC and several questions asked. Tony will follow up with the PSAC to see what would be considered as acceptable under the new CLC rules.

**18- Previous Council Minutes in Advance**

It was stated that the minutes are now being distributed to the Council in advance of the meeting. A request to add the recorded vote sheet.

**19- Advisory Committee/Meeting Dates**

Tony Tilley gave an explanation of how the committee was designed to work. For now all that was requested is an indication of what is to be discussed and when the advisory committee is to meet.

**20- Caucuses at NHU Convention**

Helen Zebedee expressed her wish to have time set aside at Convention for caucuses to meet on issues of special interest. A long discussion took place on how this could be arranged with about a day and a half of Convention time left to dedicate to Convention business.

**22- Travel Guidelines for Convention**

Helen Zebedee requested a preview of the Convention Travel Directives prior to them being distributed.

**23- 2011 NHU Convention Ottawa**

This item is postponed to first order of business on Wednesday morning.

**24- NHU Discipline Policy**

Tony Tilley indicated the need to review our discipline policy. A draft standard operation policy was distributed to the Council for their consideration. The PSAC is looking at revisions to Section 25 of the PSAC Constitution as well as PSAC Regulation 19.

## **25- NHU Convention Committees**

Tony Tilley asked the RVP's to indicate which Convention Committee was of interest to them. He explained that the final make-up of our Convention Committees cannot be completed until we receive all of the delegates credential forms.

## **26- PSAC Downloading**

With the new round of PSAC Regional Conventions and the downloading of related expenses for Component delegates by the PSAC, Tony Tilley suggested that we will need to identify the potential costs in order to adjust our budget for the three year cycle.

## **27- PSAC Public Service Supplemental Pension Plan**

At this stage of the meeting Brother Tilley asked for an in camera session. He explained the proposal as discussed at the last NBoD and as requested he asked for the Council to vote on the proposal with the results being forwarded to the Alliance as agreed at the NBoD meeting.

Returned to regular session.

M/S P. Todd - C. Gagnon

WHEREAS senior elected officers of the PSAC can continue to participate in their government pension plan;

WHEREAS these same senior elected PSAC officers can also contribute to the PSAC pension plan based on salary differences;

WHEREAS some elected officers of the PSAC see this as an inequitable situation;

BE IT RESOLVED that the NHU is strongly opposed to the proposed PSAC public service supplemental pension plan for elected PSAC officers; and

BE IT FURTHER RESOLVED that NHU advise the Alliance that the Component has no interest in joining any supplemental pension plan for its elected officer above those that presently exist.

Recorded Vote No.13 - Motion Adopted

## **28- James Bay Hospital**

Tony Tilley updated the Council on the situation that exists with the amalgamation of the James Bay Hospital and Weeneebayko Health Ahtuskaywin and the Weeneebayko Area Health Authority.

The main points are: 1- The amalgamation has taken place and the new entity will be known as WAHA which will be provincially regulated for labour relations. 2- WAHA will have two bargaining units, one being composed of the nursing personnel and the other being all of the non-nursing personnel. 3- The PSAC will be the bargaining agent for their non-nursing personnel and will have successor right to members of the members that were represented by SEIU. 4- At this time the internal PSAC question remains unresolved, that is, will the new WAHA authority remain as part of the long standing NHU Local or will it the entity become a DCL?

## **29- PHAC Atlantic Region Policy on Acting Assisgnments**

Helen Zebedee had informed the Council of a potential interpretation problem with the policy in the Atlantic. Tony Tilley has asked H.R. in Ottawa to look into this but has received no response yet. The regional policy would set limits to the number of acting assignments a member could accept over a certain period of employment with PHAC.

## **30- Interpretation of the Leave for Medical Appointments Policy**

It appears that the Atlantic region has a different interpretation of this policy than the one being accepted by TB. Helen Zebedee has questioned H.R.'s view with no success.

Helen Zebedee reported at the next session, that she had received a note from HR indicating that they had found a TB memo that made the situation much clearer and that most of the misunderstanding taken by their position would now be corrected.

## **23- 2011 NHU Convention Ottawa**

Tony Tilley opened the discussion by reviewing the important dates related to our Convention procedures. Several items were put forward and discussed with a majority of them being slated for decision at our next Council meeting in May.

**7- *President's report***

In light of the changes required to the President's report arising from the PSAC National Board of Directors meeting of the previous week, Tony Tilley made only a report of progress.

M/S T. Tilley – P. Todd

That the firm of McCay, Duff and Company be hired to carry out the 2010 annual financial audit.

Recorded vote No. 14 – Motion carried

**31- *Round table***

A round table discussion took place.

**32- *Adjournment***

There being no further business, the meeting adjourned at 2:30

**RECORDED VOTE - VOTE CONSIGNE**

| NAME/NOM      | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 |
|---------------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|
| ALT, E.       | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1  | 1  | 1  | 1  | 1  |    |    |    |    |    |    |    |
| BELANGER, A.  | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1  | 1  | 1  | 1  | 1  |    |    |    |    |    |    |    |
| GAGNON, C.    | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1  | 1  | 1  | 1  | 1  |    |    |    |    |    |    |    |
| HARVEY, C.    | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1  | 1  | 1  | 1  | 1  |    |    |    |    |    |    |    |
| MORRISS, Y.   | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1  | 1  | 1  | 1  | 1  |    |    |    |    |    |    |    |
| THOKLE, L.    | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1  | 1  | 1  | 1  | 1  |    |    |    |    |    |    |    |
| TODD, P.      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1  | 4  | 1  | 1  | 1  |    |    |    |    |    |    |    |
| WHITWORTH, D. | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1  | 1  | 1  | 1  | 1  |    |    |    |    |    |    |    |
| ZEBEDEE, H.   | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1  | 1  | 1  | 1  | 1  |    |    |    |    |    |    |    |
| TILLEY, T.    | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1  | 1  | 1  | 1  | 1  |    |    |    |    |    |    |    |
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- 1- YES/POUR
- 2- NO/CONTRE
- 3- ABSTAIN/ABSTENTION
- 4- ABSENT