



MINUTES
OF THE
NATIONAL COUNCIL MEETING

September 22 - 24, 2009
Montreal, Quebec

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Minutes of the National Council Meeting
September 22 - 24, 2009
Montreal, Quebec

1- Call to Order

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

P. Todd, NVP
H. Zebedee, RVP Atlantic
A. Bélanger, VPR Québec
A. McKenzie, 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 National Council. He then set out the procedure for the meeting of Tuesday morning prior to moving to Committee meetings.

2- Adoption of the Agenda

M/S/C- P. Todd, D. Whitworth

That the agenda be adopted with the following amendments:

18- E. Alt - Health and Safety Conference
19- E. Alt - Work Place Health
20- E. Alt - Local Dues Rebate

Following adoption of the amended agenda, the main meeting was suspended to allow for committee meetings.

3. Hours of Sessions

M/S/C A. Bélanger, L. Thokle

Tuesday, Sep. 22/09 - 1:30 p.m. to 4:30 p.m.

Wednesday, Sep. 23/09 - 9:00 a.m. to noon - 1:00 p.m..to 4:30 p.m.
Thursday, Sep. 24/09 - 9:00 a.m. to noon - 1:00 p.m. to end of agenda

4. *Appointment of Committee to Approve Expense Claims*

M/S/C P. Todd, C. Harvey

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

5. *Approval of minutes*

M/S P. Todd, D. Whitworth

That the minutes of the National Council Meeting of February 17 - 19, 2009 be adopted.

Recorded Vote #1- Motion Adopted

M/S L. Thokle, E. Alt

That the minutes of the National Council Meeting of April 26, 2009 be adopted.

Recorded Vote #2 - Motion Adopted

M/S D. Whitworth, A. Bélanger

That the minutes of the June 26, 2009 Conference Call be adopted.

Recorded Vote #3 - Motion Adopted

6. *Financial Statement*

M/S L. Thokle, P. Todd

Before moving into the review of the 2008 audited financial statement, Tony explained our situation as a result of putting an investment strategy in place. Tony then reviewed the statement and responded to questions.

That the audited financial statement for the year ended on December 31, 2008 be accepted as presented.

Recorded Vote #4 – Motion Adopted

M/S – P. Todd, A. McKenzie

That the unaudited financial statement for the period of January 1, 2009 to July 31, 2009 be accepted as presented.

Recorded Vote #5 - Motion Adopted

7. Report of the President

Pat Todd, Executive Vice-President assumed the Chair.

M/S T. Tilley, A. McKenzie

That the President's report be accepted as presented.

Recorded Vote #6 – Motion Adopted - Appendix 1

A. Tilley resumed the Chair.

8. VP & RVP Reports

M/S P. Todd, L. Thokle

That the report of the Vice-President be accepted as presented.

Recorded Vote #7 - Motion Adopted - Appendix 2

M/S H. Zebedee, A. Bélanger

That the report of the Atlantic RVP be accepted as presented.

Recorded Vote #8 - Motion Adopted - Appendix 3

M/S A. Bélanger, L. Thokle

That the report of the Quebec RVP be accepted as presented.

Recorded Vote #9 - Motion Adopted - Appendix 4

M/S A. McKenzie, D. Whitworth

That the report of the NCR RVP be accepted as presented.

Recorded Vote #10 - Motion Adopted - Appendix 5
M/S Y. Morriss, E. Alt

That the report of the Ontario RVP be accepted as presented.

Recorded Vote #11- Motion Adopted - Appendix 6

M/S D. Whitworth, P. Todd

That the report of the Manitoba RVP be accepted as presented.

Recorded Vote #12 - Motion Adopted - Appendix 7

M/S C. Harvey, E. Alt

That the report of the Saskatchewan RVP be accepted as presented.

Recorded Vote #13 - Motion Adopted - Appendix 8

M/S E. Alt, D. Whitworth

That the report of the Alberta RVP be accepted as presented.

Recorded Vote #14 - Motion Adopted - Appendix 9

M/S L. Thokle, A. McKenzie

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

Recorded Vote #15 - Motion Adopted - Appendix 10

9- *Date and Time of Next Meeting*

M/S/C P. Todd, C. Harvey

That the next meeting be held in Ottawa with February 1st, 2010 being a travel day followed by meeting days on February 2nd to February 4th with the return travel day being February 5th, 2010.

10- *NHU Bargaining*

11- Time away from work for Union business

For obvious reasons, agenda items 10 and 11 were treated in camera. As such, no records were produced.

12- Tripartite Agreements

This agenda item was put forward by T. Tilley and L. Thokle. A portion of what Tony needed to give as information was covered in his President's Report. To this, he added some information recently given to him by the ADM responsible for this file. Tony was advised that it is not in Health Canada's plan to exclude non-native employees from transferred jobs. All present employees in these jobs would have at a minimum the full protection of the Work Force Adjustment clauses of their respective collective agreements.

Linda reported that the Minister was in Vancouver in September and she stated that the Tripartite Agreement for BC was a priority and that it was moving forward. First Nations and Inuit Health Branch will be gone but it has not been decided if non-insured and grants and contributions will be maintained. This agreement will happen whether it is a success or not. Only time will tell.

13- Committee Reports

Finance Committee

Tony reported on the Finance Committee meeting which consisted of a review of the audited statement for the fiscal year 2008 as well as a review of the unaudited statement for the period of January 1 to July 31, 2009.

Scholarship Committee

M/S P. Todd, E. Alt

Pat reported that in total we received two applications for scholarship this year. The first application was for the apprenticeship scholarship and the second for a member returning to school full time.

It is proposed that the Council accept the report of the Scholarship Committee that recommends a \$2000 scholarship for Dennis Lee a member in good standing that is returning to school full time and a \$3000 scholarship for Justin Ozunko who will be starting an apprenticeship this year.

Recorded Vote #16 - Motion Adopted

Organization and Structure Committee

Helen reported that she was elected Chair of the Committee. The Committee will seek more detailed information to allow them to further their work.

Occupational Health and Safety Committee

The Committee is composed of Pat, Art, Linda and Crystal. Art was elected Chair of the Committee. The Committee had two agenda items:

- a) The PSAC Health and Safety Conference
The National President was given a list of NHU applications to the Conference by the PSAC. He was asked to confirm the delegates and he did so on September 18, 2009. Chosen delegates will be advised by the PSAC. In total the PSAC received 16 applications from NHU members and at this time our allotment is for 7 with a possible increase of three more. RVP's would be given priority.
- b) Member sensitivity around meeting room
The Committee is looking at alternatives, where we can hold meetings, no food in meeting rooms that would affect sensitivity issues. A conference call set up to another room may be the answer for this meeting and we will accommodate if we need to go this route for this meeting in particular. The Committee is to meet with the member to discuss options.

14- Election of Finance Committee members for 2010

Tony explained the process and indicated that the Council needed to elect from its ranks two members to join the President and Vice-President on the Finance Committee that will start its mandate on January 1st 2010. Tony opened nominations, and only two members put their names forward so Tony declared L. Thokle and Y. Morriss elected as members of the Finance Committee for 2010.

15- Election of members to the President's Advisory Committee for 2010

It is required that two elected members from Council sit as members of the Committee on a yearly basis. Tony opened nominations and three names were put forward, they were E. Alt., D. Whitworth and H. Zebedee. All three accepted the nomination so a vote was required. By secret ballot, Don and Elaine were elected.

M/S/C P. Todd, L. Thokle

That the ballots be destroyed.

16- Presidents' Conference

Tony opened the subject by telling everyone that two decisions would need to be made, the first would be the location and the second would be the date.

Two locations were put forward, Winnipeg and Quebec City during the motivation that took place to support each of the choices, the Council was reminded by A. Bélanger that the last Presidents' Conference was in Quebec City so it was agreed that this one would be held in Winnipeg.

M/S/C L. Thokle, A. McKenzie

That the next Presidents' Conference be held in Winnipeg from May 25th to May 28th 2010. The schedule will be as follows Monday May 25th would be a travel day followed by meetings on the 26th, 27th and a half day on May 28th with the return travel being after noon on Thursday the 28th.

17- Labour Relations

This item has 3 subjects associated with it:

a) Public Health Agency of Canada (PHAC)

A. McKenzie related that last October PHAC in the NCR set out criteria for labour relations that is not being respected. Grievances are being delayed and not acted upon. Now all HR activities are being suspended due to H1N1, however, they do not hesitate to hand out discipline while not responding to our requests to handle cases.

Tony will bring the issue to the next NUMCC making a complaint to the CPHO on these delays.

b) Health Canada

Tony stated that a good part of this was covered in his report but that he needed to add to it. The part that he needs to add relates to HR portraying that they control the process of management relating to employees. This is not the case. HR does not look after the interests of the employees, that is the union's job. Certain regions have this HR view but we are making significant efforts to correct this misconception. HR will only be brought in if management requests their presence.

c) Canadian Institute of Health Research (CIHR)

In addition to the report filed by the A. McKenzie, Gary Trivett added an explanation of the process undertaken to extend the present collective agreement at the CIHR to the end of July 2011.

18- PSAC Health and Safety Conference

This item was dealt with as part of the report made by A. McKenzie, the Chair of the Component Health and Safety Committee.

19. Work Place Health

E. Alt was looking for an update on the situation. After a brief discussion it became apparent that each region of the country had been given the same information and that on Tuesday September 29th 2009, affected and work force adjustment employees would receive letters. Meetings are scheduled in each region to explain the situation and outline options.

20. Local Dues Rebates

E. Alt inquired if it was possible to send an e-mail out to the Locals indicating that a deposit was made in their accounts.

21. Round Table

L. Thokle - The main issues are the Work Place Health situations and what it will do to Victoria and the Tripartite Agreement and they have been discussed. Things are no too bad in the West.

E. Alt – Constant battle with HR, one investigation is ongoing in Edmonton.

C. Harvey – Once again the problem is one of delay. How long does a manager have to act on an allegation? The TB policy is clear that the response is to be immediate even if no complaint is filed. How do we get this done?

D. Whitworth – The main issues in Manitoba are the Isolated Post Allowances (IPA) and PHAC staffing with regards to nepotism and abuse of authority.

Y. Morriss - Two harassment investigations have been completed but the results have not been released yet. A few cases are on the go but little success in resolving cases. The next big issue will be the amalgamation of the Moosonee and James Bay hospitals. Northern Ontario could be next in the IPA reductions. If you have IPA problems in your areas involve the PIPSC Nurses this will affect them as well.

A McKenzie – Could be a potential problem with collective staffing and generic work descriptions. In the NCR it seems that we are noting an increase in the

number of people being dismissed in probation, this could be some thing to watch.

A. Bélanger – Members are reporting that they are seeing a higher failure rate in English testing in Québec since the inception of the new tests. The many complaints resulted in a change in the length of the test but with no reduction in its level of difficulty. PHAC in the Québec region has advised that as soon as vacancies occur they will all be staffed with terms. Tony is to look into this situation.

H. Zebedee – A list of issues for the Atlantic. Harassment is a big issue. The cases are not being fixed rather we are seeing members being shunted out. In the Atlantic WFA is in more than Work Place Health.

With regard to disability, Sun Life is identifying members that have been on disability for the two year period. In many cases these people were off work as a result of harassment and with this new action some are being returned to work to the very situation.

Abuse of the staffing process is not being addressed by HR when they find out about it. A problem also exists with the notices of acting appointments for 4 months less a day. The long delay in posting these allows for the person in the job to get extra time thus creating an unfair advantage.

Helen says that problems exist with information posted on our Web page. She indicated an error in the meeting page.

Could the Local development schedule be sent to the members of Council. Helen outlined her proposal for what she called a Service Officer internship. This would involve members of Council spending time in Ottawa being trained followed by a return to the region over a several month period. Eventually the trained members would do service work but remain in their regions and do 3rd level grievances via teleconference or video conference.

P. Todd - Covered her schedule over the while including collective bargaining with staff.

T. Tilley – Tony recapped the topics that were addressed at the meeting and advised the Council that we had made significant progress but much hard remains. He thanked the Council members for their hard work and told people that if they could leave early they were free to do so.

G. Trivett – reminded all members of Council of the By-law regarding the holding of Local General Meetings in November of each year. He asked members of Council to contact the Locals and get dates for the office if possible.

22. *Adjournment*

There being no further business the meeting was adjourned on a motion by P. Todd seconded by L. Thokle.