



# COLLECTIVE BARGAINING PROCESS: AGRICULTURE UNION REGULATION NO. 10

## Bargaining and Negotiation

1. In accordance with Regulation 15, PSAC, each Local shall be required to establish a bargaining demands committee to review membership experience under Alliance Collective Agreements and to prepare demands for future negotiations.
2. In the same way, each regional meeting sets up regional committees for representation on the six (6) PSAC regional committees for bargaining, Regulation 15 (3.1.1) PSAC Constitution and Regulations, regrouping the demands of locals and representation on the national committee of the Agriculture Union.
3. (a) The regional seminars for the Atlantic, Québec and British Columbia elect from among the members present one delegate per coalition/bargaining unit. The person must be a member of one of the bargaining units in question and must hold a Union position.  
  
(b) The regional seminars for Eastern and Western Ontario will elect from among the members present, one delegate per coalition/bargaining unit for the national capital and for Ontario. The delegates must be members of one of the bargaining units in question, must work in the designated region and hold a Union position.  
  
(c) The regional seminars for Manitoba (including Northwest Ontario), Saskatchewan and Alberta will each elect from among the members present one delegate per coalition/bargaining unit. These persons must be a member of one of the bargaining units and hold a Union position.  
  
(d) If necessary, a one-day mini-conference will be organized by the National President for the required coalition/bargaining units. These will be chaired by the Vice President responsible for collective bargaining, the National President and any other national officer designated by the President.

4. The RVP shall be charged with the responsibility of conducting regional bargaining committee elections preferably in conjunction with regional seminars. Where there is more than one (1) RVP within the region, cooperation and direction are essential.
5. Representation expenses for Locals within Regional Bargaining Committees shall be incurred by the Locals. (However, the RVP must provide some financial help through amounts allocated to regional seminars).
6. The Agriculture Union National Bargaining Committee may be convened prior to the PSAC Bargaining Committee meetings.
7. The elected delegates for each region will form the Agriculture Union national committee for each of the coalitions/bargaining committees.
8. When called by the National President, these coalition/bargaining units will meet as required to establish the official position of the Agriculture Union on each subject and any other points raised by the President.
9. The National Office shall pay for the Agriculture Union's National Bargaining Committee meetings, the transportation cost, hotel accommodations, loss of salary and per diem in accordance with government travel directive for each official delegate.
10. For Separate employers two (2) representatives will be elected at the seven regional seminars conducted in the year prior to commencement of collective bargaining. Equitable representation of occupational groups and equity representation will be considered. In accordance with Regulation 15 of the PSAC Constitution and Regulations, representatives must hold a union office. These fourteen (14) representatives will attend a national bargaining conference to review the demands and elect members to sit on the negotiating team pursuant to PSAC Regulation 15, Sub Section 3.7.

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