

**Agriculture Union  
National Council Meeting  
April 21-24, 2009  
Vancouver Art Gallery, Vancouver BC**

**MINUTES**

**In Attendance:**

<b>National Executive</b>	<b>National Council</b>
Bob Kingston, National President Debbie Forsythe, 1 <sup>st</sup> NEVP Denis Sicard, 2 <sup>nd</sup> NEVP Howard Willems, 3 <sup>rd</sup> NEVP Fabian Murphy, 4 <sup>th</sup> NEVP	Brenda Baergen, N. SK Sam Barlin, MB, NW ON & Nunavut Jean Cloutier, E. Qc Michele Coe, S. AB Rick Cormier, W. Atl Milton Dyck, S. SK José Evangelho, SW ON Teri Friday, CGC Marianne Hladun, HR Bob Jackson, W. BC & Yukon Meraiah Krebs, PSC & CSPA John Langs, NE ON Jane McDonald, E. Atl Darrell Lee McKenzie, E. BC Danielle Moffet, DND Barry Payne, E. ON, Ottawa-Gatineau Raphaël Tarasco, W. Qc Mike Vanson, N. AB & NWT

<b>Staff</b>
Larry Budge, Administrative Officer Sylvia Prowse, Service Officer Sylvie Rochon, Service Officer Elaine Massie, Service Officer Nancy Milosevic, Service Officer Christine Gauthier, Admin. Asst. & Membership Debbie Ramsay, Recording Secretary

**Wednesday April 22, 2009**

**1. Call to Order**

National President Bob Kingston called the meeting to order at 9:05 a.m.

## 2. Opening Remarks

- B. Kingston mentioned last night's meet & greet.
- He commented on the media training and trusted everyone found the training informative and useful.
- B. Kingston also enquired about everyone's accommodation and hoped they were found to be satisfactory.

## 3. Adoption of Agenda

B. Kingston advised that at 2 pm on Friday April 24, time will be set aside to let candidate Patty Ducharme speak to Council.

### Additions:

17. Generic Job Descriptions (S. Barlin)
18. CFIA UMC Strategy for Western Area (M. Coe)
19. Resolutions to Convention (M. Hladun) *NB – if time permits*

**M/S/C** M. Coe/B. Payne – by a show of hands – carried.

## 4. Hours of Session

### Day 1

Training Session (Media training)

### Day 2

9:00 am to 12:00 pm Business agenda

1:30 pm to 5:00 pm Business agenda

### Day 3

9:00 am to 12:00 pm Standing Committee meetings

1:30 pm to 5:00 pm Standing Committee meetings

### Day 4

9:00 am to 12:00 pm Standing Committee Reports

1:30 pm to 4:00 pm Standing Committee Reports

4:00 pm to 5:00 pm Completion of Business Agenda

**M/S/C** R. Cormier/R. Tarasco – by a show of hands – carried.

## **5. Approval of November 1-5, 2008 Council Minutes**

Correction – Under AAFC Report (pg 10) change ‘DL McKenzie gave a GL update’ to read ‘S. Prowse gave a GL update’.

Correction – Under CFIA Update (pgs 11 & 12) - all references to ‘CBS’ should be ‘CVS’.

**M/S/C** T. Friday/M. Vanson – by a show of hands – carried.

## **6. Business Arising out of Previous Minutes**

**M/S/C** T. Friday/M. Vanson - To include an action table with all Council minutes.  
**Recorded Vote #1 – Unanimous**

B. Jackson discussed the timeliness of Council minutes being distributed to Locals. He noted our By-laws timetable, and suggested we endeavor to get the Executive minutes out in this timeframe as well.

He also commented on National level meeting minutes and offered two examples of difficulties arising if the minutes from the previous meeting haven’t been distributed: (1) when calls go out to submit agenda items it is difficult to comment and (2) at Regional and Local level meetings RVP’s are asked what is being discussed at the National level.

B. Kingston noted that we have yet to receive the minutes from last CFIA UMC meeting, or an agenda for the upcoming meeting. He agreed that a note should have gone out to advise what had been discussed at the meeting and will endeavor to get this information out to Council before we leave.

M. Coe noted that this discussion plays into the item she added to the agenda. They find it very hard to resolve issues at the Regional level if they don’t have a written update with a good reflection of the discussions from National level meetings.

B. Kingston – noted that while we can’t publish our own minutes, staff will be requested to take written notes at National level meetings. These notes will cover all items being discussed and will be distributed, as a confidential document, to Council.

DL McKenzie noted that for the upcoming CFIA meeting they had sent in agenda items. She inquired if enough information was put forward to allow these items to be on the list for discussion with the Employer. She also requested that the minutes be posted on our website as she noted that some members do not have access to Employer sites.

B. Kingston agreed to put CFIA NUMCC minutes on our website and would be discussing their timeliness as an issue with the Employer.

S. Barlin noted that if the Employer was not providing minutes on a timely basis we should consider posting on our own site advising they are not official.  
B. Kingston advised we would have to give the Employer a heads up to let them know if we are going to go this route.

B. Baergen asked if the issue of calling cards had been looked into any further.  
L. Budge had followed up on the issue. He noted it is possible to get calling cards but because most of the Council has their own cell phones, with packages that have national access, the idea hadn't been pursued. B. Kingston also noted that in some instances calling cards do not carry nationally.

B. Baergen asked if there was an update on the harassment training.

H. Willems advised there was no news from CFIA. B. Kingston advised M. Broadhead has a facilitator's course approved.

M. Hladun commented that when the course was finalized in Ottawa it was sent to HR managers advising that the material is complete, with the next step being how to get the training rolled out. Quebec went ahead and used the material, the project went well. No one else has used it yet.

J. Cloutier noted that another course is to be given in June and wondered if it should go ahead.

B. Kingston advised yes, it should go ahead.

R. Tarasco commented that as a result of the training, four members have filed harassment complaints.

B. Jackson said the training issue was raised at the Regional UMC and the Employer's response was that there was no one available to give training. It was noted that the Employer is blatantly defying the written order about Regional OSH committees. It will be back on the agenda at the NUMCC. We will advise the Employer that if there are no immediate results from these forums we will go to the next step.

B. Kingston asked for clarification if B. Jackson had given volunteers' names for the training.

B. Jackson confirmed he had given two managers' names.

B. Jackson requested clarification on the motion concerning an action table for Council minutes. He enquired if the action table would include outstanding action items from the November 08' minutes or just from these minutes forward.

B. Kingston advised we will go through the November 08' minutes and include the information in the upcoming action table.

B. Jackson asked if there was an update on PSAC life members and insurance. It was noted that there are two different issues that are outstanding – one on life members and insurance and one on members on disability/extended sick leave and their membership status.

B. Kingston advised PSAC will require members to give written notice now if they want to maintain their membership in good standing while on disability/extended sick leave. This policy was never put in writing but is now being incorporated into a Regulation.

S. Barlin informed that B. Kingston had previously forwarded the answer to his question on life membership and insurance.

M. Krebs noted that this new policy is in the Insurance Agreement and asked when Council and Locals would be advised.

B. Kingston noted the policy will be in the new Constitution available at the PSAC Convention next week and we will ensure to flag it and post it on our website.

B. Jackson enquired on the Training Committee issue.

H. Willems spoke to enquiry. He advised that M. Broadhead had put together a plan for a basic training format but she was still waiting for funding. There was discussion on how the Employer determines what training will go ahead and how training requirements are prioritized, identified and handled.

B. Baergen noted that in Calgary Orientation Training had been given while this training isn't given in Saskatchewan. She asked that the issue be put on the agenda for the NUMCC and if they should also file grievances.

B. Kingston advised this issue would be put on the agenda but it is a collective agreement violation and grievances should be filed as well.

B. Jackson asked for an update on the PI/EG Review

B. Kingston advised that a meeting had been held with J. de Aguayo and strategy had been discussed. There has been a follow-up meeting with CFIA and we are waiting to hear back from them.

Meeting recessed for break at 10:30 am. Reconvened at 11:00 am.

M. Krebs noted that the amended By-laws have not been received by council.

L. Budge advised that the changes had been received from translation but not yet incorporated into the document. He hoped to have the amended By-laws printed by the end of May but printing might be delayed due to renovations. He did note that they could be posted on the web sooner.

B. Baergen read from By-Law 11, Section 15 -3 in relation to matters and resolutions outstanding from Convention being published and distributed to all Locals and noted this also has not been done.

B. Kingston will action asap.

M. Krebs read Regulation 1, Section 3(k) in relation to a progress report on resolutions adopted at Convention being submitted to Council members and noted this had not been done.

B. Kingston advised he will endeavor to report on this matter in Committee reports tomorrow.

A further question was asked on the delay in receiving amended By-laws. D. Sicard advised they will ensure they are available by the end of June.

## **7. Finance & Communication**

Item was referred to Finance and Communication Committee – see attached report.

## **8. National Office Staff**

B. Kingston informed Council we have an additional term Service Officer working with us to get the PI grievances completed. Linda Koo was a Service Officer with National Component. She will be putting information and files together and he noted she may need to contact Council members on outstanding issues.

B. Kingston also introduced Nancy Milosevic. Nancy is our new indeterminate Service Officer. She is responsible for Ontario (less NCR), MB, SK and CGC. She was a Research Analyst with the PSAC Representation Section.

B. Kingston advised office renovations have begun. We've been told the front office area will be up and running by May 11 and we will endeavor to be back up to speed asap. Calls are monitored a minimum of 4-5 times a day. We have alternative offices set up in the building for some staff. Everyone is available by e-mail. He noted renovation costs will be further discussed by D. Forsythe.

D. Forsythe advised that during the last conference call on this matter the original projection for costs was \$80,000.00. Since that call we have been able to gain the APSAR office space and hallway as well as a number of other changes have also been made. \$216,000.00 is the new costing.

A number of questions and concerns were voiced:

- Should the increased costing information have gone to the Finance Committee to agree or disagree with increased amounts?
- What is the increase in rent to be?
- What is the increase in square footage?

D. Forsythe spoke to the above concerns and did verify she had checked the estimate figures and confirmed the amounts deemed reasonable. L. Budge also confirmed the increase in square footage would be approximately 20%.

B. Jackson asked a question on office staff. He asked about the PI Review and in particular the DFO grievances' status.

B. Kingston clarified that these grievances were resolved at mediation, all members would have been informed and that he will forward the decision to B. Jackson.

B. Jackson commented on two membership related problems. Firstly the frustrations in trying to keep membership records, addresses/contact information up to date. And secondly, on check-off forms and where to get them.

B Kingston advised that in relation to the address question, the PSLRB decision puts the obligation on the employer, and the process is still being worked

through. He noted the check off forms issue is covered in the collective agreement - the Employer is to provide these forms.

D. Forsythe then continued the discussion on office renovations. She noted that finalized costs were only received just before Easter. We had to proceed quickly as the window of opportunity to get things done was tight. More questions and concerns were voiced:

What were the ramifications if Council decided the amount was not acceptable?

What options are there if we don't agree to amount?

Copies of plans were supposed to be sent out (per previous minutes).

Do we have a signed contract, and if so, shouldn't the Finance Committee have access to it?

If we cancel the contract will we be subject to legal action?

D. Forsythe spoke to the above concerns and undertook to provide the plans to the Finance Committee. L. Budge advised work is underway and yes, a contract has been signed.

Adjournment for lunch at 11:45 am. B. Kingston noted that the listeriosis hearings can be viewed on line. He also noted Sunday caucus information:

- Agriculture Union caucus at 9:30 am, venue to be confirmed.
- Regional caucuses at 1 pm
- All Equity caucus at 12 noon

Reconvened at 1:15 pm.

B. Kingston noted the Extended Leave information was sent out to Council and all Locals in 2008. He enquired if Council wanted it re-sent or posted on the web. It was decided the information would be posted on the web

B. Kingston also discussed issues with Service Officers having to deal too often with wording for 1<sup>st</sup> level grievances. He advised wording should be simple, straightforward and basic and requested that RVP's relay this information to all their locals. Grievances are required to demonstrate (to PSAC's Collective Bargaining Branch) whether contract wording is sufficient or if it needs to be changed.

## **9. Employer Updates**

RVP's and Directors provided written reports.

B. Kingston noted that providing written updates is a learning process for Council so there have been some glitches.

## **Canada School Public Service – Public Service Commission (CSPC-PSC) –**

M. Krebs commented that she had spent a lot of time doing her report and she finds it frustrating that others did not expend the same effort.

A Q & A session on M. Krebs' report followed.

## **Agriculture Agri-Food Canada (AAFC)**

It was noted that B. Payne's update will be dealt with as part of this report.

A Q & A session on B. Payne's report followed.

F. Murphy added new information for the report. Catherine MacQuarrie has been announced as the new ADM for HR.

Meeting recessed for break at 3:00 pm. Reconvened at 3:20 pm.

Note by B. Kingston that on Tuesday April 28 (7 am ish) they are looking for volunteers to march in procession to commemorate National Day of Morning, F. Murphy will collect names of people willing to participate.

## **Canadian Food Inspection Agency (CFIA)**

**M/S/C** T. Friday/R. Cormier – Motion to commission a *Nanos* poll to conduct a survey of five questions regarding who should be responsible for food safety. Approximate cost \$1,000/question.

**Recorded Vote #2 – Unanimous**

B. Kingston noted the objective was to influence the House committee by releasing a poll showing that the Canadian public is strongly supportive of our position. He suggested the questions could be sent out to Council in advance

A Q & A session on the report followed.

Chairs of Committees announced venues for tomorrow's meetings:

Finance – 9 am Suite 1009 (SJF as soon as all other Committees finished)

By Laws – 1 pm Vancouver Art Gallery

General – 9:15 am Suite 201

Collective Bargaining – 9 am, Vancouver Art Gallery

Meeting recessed at 4:55 pm

**Thursday April 23, 2009** – Standing Committee Meetings



## **Friday April 24, 2009**

Meeting reconvened at 9:15 am.

B. Kingston advised we would be continuing with Employer Updates, starting with DND (item 9. con't)

### **Department of National Defence – DND**

D. Moffet read her written update. She then read a note from I.Vieira thanking everyone for their support during her term as Director for DND.

An update was given on the status of a recent complaint that had been dealt with and a MoA signed.

### **Canadian Grain Commission – CGC – T. Friday provided update.**

T. Friday noted that she went to the Prairies to speak to members and spent at least one day at each Service Centre to explain what Agriculture Union does. She commented that these visits proved very beneficial after being advised that the three Service Centres would be closing. She attended all meetings with the Employer when this news went out to members. The closings affected 20 positions. All were offered deployments; two took deployments, 2 opted to train up and 16 opted for WFA. They are presently working through the details.

T. Friday thanked everyone for the work done to fight Bill C-13.

She explained that everyone is getting training for NOSH as they are all new to the process with NUMC and Local UMC's going well.

A Q & A session on the report followed.

## **10. Agriculture Union Social Justice Fund**

D. Forsythe advised the committee had met and deliberated on the three applications for funding. All three applications have been approved. She noted the committee is made up of D. Forsythe, R. Tarasco, S. Barlin, B. Baergen and L. Budge. Details of the projects are on our website. The committee also met to approve a successful submission for the logo contest. The winner (pending confirmation she is in good standing) is Wendy Hoosima. Submission is subject to some minor modifications. The prize was \$250 and a jacket. The committee met yesterday to draft a form for interim and final reports. Information and pictures will be posted on our website.

M. Hladun wondered if there were any avenues to receive and approve requests of an urgent/emergency situation (ie. ice storm, flooding).

D. Forsythe advised she would take the request under consideration.

M. Dyck inquired if the amount of the grant is the full amount given to a project. D. Forsythe confirmed it was and added that on the reporting form being drafted they will be asked to explain how all funds were spent.

## **11. Collective Bargaining Update**

Item was referred to the Collective Bargaining and Health & Safety Committee – see attached report.

## **12. Standing Committee Reports**

### **Collective Bargaining/Health & Safety Committee Report**

M. Krebs presented the report, see attached.

**M/SC** F. Murphy/M. Krebs – Re: Electronic copies of the National Policy Committee minutes to be provided to the chairperson of the Collective Bargaining/H&S committee on a quarterly basis (see report).

**Recorded Vote #3 - Unanimous**

**M/SC** F. Murphy/M. Krebs – Re: National Health & Safety policy committee updates to be provided in writing and included in Employer updates to Council (see report).

**Recorded Vote #4 - Unanimous**

**M/SC** M. Hladun/D-L McKenzie – Amend 'Role of committee' at beginning of report: Add a reference to resolutions from Agriculture Union Convention; and change the reference regarding 'resolutions submitted for collective bargaining' (the attached report is the amended version).

**Recorded vote #5 - Unanimous**

**M/S/C** Adoption of Collective Bargaining/Health & Safety Committee report as a whole by F. Murphy/M. Krebs

**Recorded Vote #6 – Unanimous.**

### **Finance & Communications Committee Report**

R. Cormier presented the report, see attached.

Recess – back at 1:30 pm

Reconvened by H. Willems at 1:30 pm

B. Kingston and L. Budge working on getting information relating to office renovations costing that had been requested before lunch. Debate on Finance Report was suspended until their return.

### **By-Laws and Education Standing Committee Report**

J. McDonald presented the report, see attached.

B. Kingston requested a short recess for 1<sup>st</sup> EVP Patty Ducharme to speak to council.

A short break followed and the meeting reconvened at 3:50 pm.

### **Back to By-Law Committee Report -**

**M/S/C** Adoption of Bylaws & Education report as a whole by D. Sicard/J. McDonald.

**Recorded Vote #7 – Unanimous.**

B. Kingston thanked the Committee for work done thus far.

### **Back to Finance Committee Report -**

Regarding office renovations, a copy of the signed contract for \$216,480 was provided to Council; architectural plans of the renovations were also shown via overhead projection.

**M/S/C** That the budget for office renovations be up to \$216,480 as per contract, by B. Baergen/R. Cormier.

**Recorded Vote #8 – Unanimous.**

**M/S/C** Adoption of Finance and Communications report as a whole by D. Forsythe/R. Cormier.

**Recorded Vote #9 – Unanimous.**

### **General Committee Report**

M. Vanson and D-L McKenzie presented the report, see attached.

**M/S/C** Adoption of General Committee report as a whole by H. Willems/M. Vanson.

**Recorded Vote #10 – Unanimous.**

### **13. Media Training**

This training was held for all Council members on April 21. Training was provided by WestStar Communications and everyone seemed to find it worthwhile and effective.

#### **14. Communication**

Item was referred to Finance and Communication Committee – see attached report.

#### **15. PSAC Convention**

B. Kingston noted that our Component caucus will be Sunday morning at 9 am in the Vancouver Art Gallery. There will be no interpretation services, so patience is requested. He requested that everyone let all the observers know about the caucus and as well a note will be left at the front desk of the Fairmont. Regional caucuses will take place Sunday afternoon. B. Kingston advised another caucus will be held Wednesday at 5:30 pm in Room 121 at the new Conference Centre. J. Gordon is slated to speak at 5:30 pm. Elections will be held Thursday morning and the banquet Thursday evening. He was aware of the following names being put forward for election:

John Gordon – President

Patty Ducharme and Yves Belleavance – 1<sup>st</sup> Executive Vice President

Jérôme Turcq – Alternate to 1<sup>st</sup> EVP

It was also noted John Baglow is running the elections

M. Hladun advised that on Sunday at 12:00 noon there will be an All Equity caucus which is closed to members who self identify.

#### **16. Handbook/Manual for National Officers**

Dealt with under the Report of the By-Law & Regulations Committee

#### **17. Generic Job Descriptions**

S. Barlin posed the problem when the manager says something is part of the job description and the members says it isn't. How do we argue this?

B. Kingston advised you have to prove someone in another position, with the same duties, is paid at a higher level of pay because they have a more detailed job description. You make the argument why that person is paid at the higher level.

#### **18. CFIA UMC Strategy for Western Area**

M. Coe and M. Vanson advised of problems they are experiencing at UMC's. Requested input/ideas/ strategies used by other members of Council.

Some ideas put forward were:

- Establish a spread sheet (items not resolved/who sent/when sent/ recommendation to move up/date dealt with). This shows documentation and is good back-up for a request for action.
- It was noted it is also helpful to share common issues that are going forward.
- Info Key section on UMC Terms of Reference beneficial. Explains why is it important to get an agreement on how group is going to meet.
- It was noted that in Quebec they treat minutes like a contract and hold managers accountable because of them.
- An example of issues being aggressively sent up to Ottawa and the outcome being favourable was given. National office does want to hear these types of issues.
- Networking more (especially within the region) is another way to help keep Inspection Managers more accountable.
- Suggestion of filing harassment grievances and ensuring they are also filed against the Employer to ensure they get the message too.

B. Jackson advised of one local having one of our member's sitting on management side on a UMC Committee. He suggested the manager should be made aware this is not acceptable.

D. Forsythe made note of for next NUMCC.

B. Jackson also noted concern with HR staff attending UMC's.

B. Kingston advised that where we have requested HR's not be allowed to speak at UMC's, the request has been complied with.

## **19. Next Council Meeting**

October 31 & November 1, 2009 – Executive meetings

November 2 – 5, 2009 – Council meetings

Noted that the PSAC National H & S Conference is to be held the 1<sup>st</sup> week of November.

## **20. Other Business**

L. Budge enquired if everyone had received an Agriculture Union hoodie for the PSAC Convention.

**M/S/C** T. Friday/B. Payne to present an Agriculture Union hoodie to all Agriculture Union registered observers.

Show of hands – motion carried.

(It was suggested and agreed that a hoodie would also be given to RVP G. Miller and G. Halebecki.)

At this time B. Kingston thanked the interpreters and the technician.

**M/S/C** to recess, by show of hands, carried.

The Council remained in session until the end of the PSAC convention at which time the meeting was adjourned.

Minutes submitted by D. Ramsay

Collective Bargaining - Occupational Health and Safety  
Committee Report

April 23, 2009

Committee Members Present: Fabian Murphy (chair)  
José Evangelho  
Raphaël Tarasco  
Sam Barlin  
Michelle Coe  
Meraiah Krebs (recorder)

Role of committee:

To review and action resolutions from the Agriculture Union convention;  
To review demands which have been submitted for collective bargaining for accuracy and relativity;  
To insure that there is representation at the policy level for Health and Safety;  
To ensure that local H&S committees have the tools so they can effectively carry out their responsibilities;  
To look after all items that come to our attention that impact our members, health and safety, collective bargaining, and environmental needs.

Collective Bargaining:

Most of the Treasury Board groups have signed a collective agreement with the exception of the Technical Service (TC) table. Appointments to the arbitration panel have been made:

Chair – David Starkman  
Union Appointed – Jim Wolfgang  
Employer Appointed – Jock Climie  
Dates for arbitration have yet to be released.

Retroactive payments for the Treasury Board groups have been received by most of the members with the exception of the Education and Library Sciences group. The \$4000 lump sum payment has yet to be sent out.

The signing of the CFIA collective agreement is delayed, as the president of the CFIA and PSAC have yet to meet, there is an expectation that this will be happening soon.

A campaign for pay equity ay CFIA will be launched to oblige CFIA to honor it's commitment to implement a gender neutral classification system. Form letters to members of parliament and wording for grievances will be provided to members and members will be encouraged to send the letters and grievances to pressure the employer into action.

Further to this, a form letter addressed to Carole Swan, President CFIA will be provided to members and members will be encouraged to send the letters to the President to pressure the employer to provide a bonus of \$4000 equal to what the members of the PA group with Treasury Board received in their collective agreement.

Collective Bargaining - Occupational Health and Safety and the Environment

Health and Safety:

A discussion about the responsibility for local training and identifying what training is required to local H & S members had taken place. It was recognized that the policy committees are responsible for ensuring that employers provide the necessary training to local committees, and that they need to carry out their duties. Further to this PSAC also provides training for members in the regions. But the concern is for those that are brand new to the role and don't know where to locate the information and as a result this will be an item for the next Health and Safety newsletter.

There was a brief discussion about the receipt of policy committee minutes for posting on the AGR Unions webpage, and a general employer update, as a result the following motions are being put forth:

Motion:

That the respective co-chairs of policy committees provide the chair of the Collective bargaining – Health and safety committee; quarterly, an electronic copy of the minutes of National Policy Committee meetings for review and posting on the Agriculture Union website, once signed off.

M. Meraiah Krebs  
S. Michele Coe  
carried

Motion:

All National Health and Safety policy committee updates must be provided in writing and be included in the Employer updates to council. This information will be provided by the employee co-chair or designate.

M – Sam Barlin  
S – Michele Coe  
Unanimous

Health and Safety Newsletter:

The articles for the next 3 newsletters will include:

Confined Space Entry  
Lock-out Tag-out procedures  
Job Hazard Analysis  
Violence Prevention  
Harassment  
Training requirements for local H&S committees

There was discussion about language issues in research labs as it is posing safety concerns – this is currently an item that has been discussed at the policy level and the feeling is that it should remain there at this point in time as it is the responsibility of the Policy Committee and the subject may be a tough one to broach in a newsletter format.



Collective Bargaining - Occupational Health and Safety and  
the Environment

The committee also reviewed the resolutions that were referred to the PSAC convention with the following recommendations:

- C 1 – Workers compensation benefits – GEN091 – Concurrence – pg 34
- C 2 – Canadian Ban on Asbestos – GEN088 – concurrence – pg 32
- C 3 – Workers Occupational Health and Safety centres – GEN090 – Concurrence – pg 33
- C 5 – Electronic Ratification Vote - NEG013 - non-concurrence – pg 43
- C 6 – Classification Standard – NEG066 – concurrence – pg 28

Concurrence and referred to the NJC – NBOD

- C 8 – Wheelchair Allowance – NEG122 – pg 83
- C 9 – Message Therapy – NEG112 - pg. 80

Collective Bargaining - Occupational Health and Safety Committee Report

Action	Responsible for Action	Date due	Completed – Not completed – Explanation if needed
To provide chair of the Collective bargaining – Health and safety committee an electronic copy of minutes for review and posting on the Agriculture Union website, once signed off.	Co-Chairs of Policy committees	Quarterly	
To provide a written national OH&S update to be included in the Employer updates to council.	Co-chairs or their respective delegate	2 X annually	
What the required H & S training to locals committees due for next newsletter in July	Sam Barlin	June 15 <sup>th</sup>	
JHA article due for next newsletter in July	Fabian Murphy	June 15 <sup>th</sup>	
Michele to coordinate information on PSAC OH&S training and conferences	Michele Coe	June 15 <sup>th</sup>	
Harassment article due for November newsletter	Meraiah Krebs	October 15 <sup>th</sup>	
Confined Space Entry article due for November newsletter	Raphaël Tarasco	October 15 <sup>th</sup>	
Violence prevention article due for January newsletter	Michele Coe	December 15 <sup>th</sup>	
Lockout Tag-out procedures article due for January newsletter	José Evangelho / Glenn Miller	December 15 <sup>th</sup>	
Items for upcoming articles	Council and National Exc.	On-going	
Foreign Migrant workers - Agriculture Union commit <u>publicly</u> to a position that foreign migrant workers shall be entitled to all rights and protections that Canadian workers receive - Statement to be posted on website	National Exc.	NLT June 15 <sup>th</sup>	
<i>Environmentally Responsible Protocols</i> - Protocols to be developed and posted	National Exc.	NLT June 15 <sup>th</sup>	

**Report of By-Law & Regulations committee for  
National Council April 2009-04-23**

**Members of the committee:**

Denis Sicard – Chair  
Jane McDonald – RVP Eastern Atlantic  
John Langs – RVP Central Ontario  
Milton Dyck – RVP South Saskatchewan  
Jean Cloutier – RVP Eastern Québec  
Danielle Moffet – Director for National Defence

**Agenda :**

1. Follow-up to convention
2. By-Law 9- Section 4 Part 9 – Report of Subcommittee: Handbook/Manual for National Director's & RVP's. –
3. Draft Handbook.
4. Education for Council.
5. Referral: By-Law #9 Section 5, Review #5&6 from Section 4. (Refer to Handbook draft). See #3 above.
6. Comprehensive review of by-laws to ensure that both French and English reflect the same information.

Discussion took place with regards to what is the meaning of Regulation#1,Part 3k. There are a number of members of the committee that need interpretation from the president as to what is required.

1. **Resolutions from Convention: Resolution A-13 (increasing Regional Seminar allotment for Manitoba, North Western Ontario and Nunavut to \$9000), Resolution A8 (Additional support for locals less than 100), Resolution A-2 (Equal Opportunities Committee to become Human Rights Committee).** The changes from these resolutions need to be incorporated into the Bylaws. – This has not been completed, as there are some issues with Translation. Those changes will be done by the end of June. It was suggested that the “rtf “document be highlighted to make the changes in the French version and the English version from Equal Opportunities” to “Human Rights”
2. Response to #5 of the previous report of November Committee: Refer to newly developed Handbook.
3. Handbook for National Directors & RVP's: The sub-committee met on the 18 & 19<sup>th</sup> of April to prepare the proposed handbook. The product was presented to the By-Laws committee.
  - a. Bullet 4 Part 2: There was discussion around the list of contacts for each region and how would it be dealt with. A template was suggested, how and when it would be filled out was discussed as well. It was suggested that perhaps it become part of the RVP's report convention. It is the

responsibility of the RVP to have some documentation prepared in case the alternate needs to step in.

- b. Bullet E Page 6: Combine Bullets 3&4 to read: Election of committee delegates at the seminar preceding the National Convention.

The draft will be submitted to the Council for review and the sub-committee will incorporate changes.

- 4. Training suggested for the next Council meeting is the Work/Life Balance. As it was already voted and approved at the last National Council meeting of November 2008. It will be scheduled for November. Originally costed at \$18,200 last fall.
- 5. Referral By-Law #9 Section 5 Review #5&6 from Section 4. (Refer to Handbook draft) See #3 above.
- 6. Jean Cloutier reviewed the By-Laws and the following are the changes to make the English and French version the same.

**a. French Version:**

- i. Titre 2:Article 2: 2<sup>nd</sup> line space between “protection” and “des”
- ii. Titre 6:Article 1: concerning directors; the last two sentences. Translate what is exactly in the English version.
- iii. Titre 11: Article 3: No. 3: after “appartenant” add au groupe de la convention Collective et du groupe des resolutions generals. Remove “a chacun des groupes de resolutions.”
- iv. Regulation 1A: #3i: 2<sup>nd</sup> line “c” on onformes.
- v. Regulation 1A: No 3& 4: Write to reflect what is in the English version.
- vi. Regulation 2: Item 2: after “Le comite” add “doit”.
  - 1. 2a. add an “r” to “verifie”
  - 2. 2b add an “r” to “s’assure”.
  - 3. 2c add an “r” to “communiqué”.
- vii. Regulation 2: No. 5: after “regional-e” add ou Directeur-trice National-e. 2<sup>nd</sup> line after “Vice-president-e” add “ou Directeru-trice National-e” before “suppleant-e”.
- viii. 2<sup>nd</sup> sentence “Si pour une raison quelconque” keep le ou la, remove Vice-president-e”.
- ix. Reg. 3: Frais generaux: #2, after “L’Executif national “et/ou instead of Brackets.

**b. English Version:**

- i. **By-Law 8: Section 1:** After “Public Service” add Alliance.
- ii. **By-Law 6: Section 1:** After “Public Service Commission” replace “Canadian” with “Canada”.
- iii. All occurrences of "EO Committee" be replaced with "Human Rights Committee".
- iv. Regulation 2: Says “Elections” should be “Election of Officers”.

- v. Reg. 3: Living Allowance #1a: The portion dealing with “day” needs to be another bullet. Therefore “day” would become 1B and “portion of a day” will be 1c.
- c. **French and English:**
  - i. **Regulation 4:No.3b:** after Regional Vice-president add “except for Manitoba, Northwestern Ontario, Nunavut an amount of \$9000” for the .....
  - ii. **Reg 4:** 3d: after small add “(<100) in the French version this would go after “petites”
- d. **By-Law 12: Section 5: Interpretation by President:** Should it say “calendar year” or January 1<sup>st</sup> to December 31<sup>st</sup>.

Proposed by Denis Sicard and seconded by Jane McDonald.

## **Report of the Finance and Communication Committee**

April 23, 2009

Members Present:

Debbie Forsythe -Chair  
Bob Jackson  
Barry Payne  
Brenda Baergen  
Rick Cormier - Secretary

Larry Budge  
Sylvie Rochon

### **Communications**

Debbie and Sylvie have met with Alan Pryde on several occasions to discuss the changes to the website as per the focus group report. Following this council meeting, Alan will be contacted to begin the change over to the new website ASAP. If input from the committee is needed, they will be contacted via email or conference call to provide their comments.

Sylvie will check to see if the Orientation Kit for New Members is currently on the website. If not, it will be added. She will also speak with Alan to see if the search feature on the site can be improved to make it easier to find articles.

The Key Info Kit is currently under review. The review should be completed by early June and will be distributed to all locals in September. The Committee discussed the possibility of putting the Key Info Kit on a USB stick. This will be investigated to see if it is feasible. The Key Info Kit should be promoted by all council members as an important tool for local executive members to be used in meetings with management. The Agriculture Union By-Laws and Regulations will be added to the Kit. It will remain accessible on the web. There will be a section added to refer to other resource material that is available through the PSAC.

The committee recommends that a letter be sent from the National Office to all locals explaining the line of communication so that the Service Officers in Ottawa are not bombarded by calls from members. The local executive members should be contacting the RVP's or Directors who, in turn, will speak to the Service Officers. Most of the calls to the Service Officers are for wording for grievances. The committee agrees that something should be added to the Info Kit that wording for grievances should be short and direct. An article will be put on the website and added to the Info Kit regarding grievance wording. In addition, an icon will be added to the home page to point members to this information.

## **Finance**

Total members as of January, 2009 - 9244.

### New Meal Rates

Breakfast	\$14.05
Lunch	\$13.50
Supper	\$38.40
Incid.	\$17.30
Total	\$83.25

The Committee has concerns that the incidental rate has not been increased in some time. The rates are reviewed on a semi-annual basis, in April and October. The PSAC has one representative on this committee.

## **Auditors Report**

The committee reviewed the Auditor's Report as of December, 2008. The Agriculture Union incurred a loss of \$246,207. Major increases in expenses over 2007 were noted in the following line items: Salaries and fringe benefits, Executive Officers, Regional vice-presidents and Directors, Office, Translation and Other. The Committee had an open discussion regarding the report in general and the reasons for the increases. When the report is sent to the locals, a covering note will be added to explain the increases.

## **Rand Deductees**

We have 1133 rand deductees as of the January, 2009 printout. Locals should be vigilant in signing new members. As a reminder, please ensure all new membership cards are sent to Christine who will update our lists and then pass them along to the PSAC.

## **Resolutions from Agriculture Union Convention**

There were no outstanding resolutions for the Finance Committee from the Convention.

Resolution D-15 was referred from the General Committee at the November, 2008, council meeting.

**BE IT RESOLVED THAT** locals, upon request, may receive these reports electronically at a non-employer e-mail account as opposed to mail.

The membership reports are now available from PSAC electronically. If locals would like to receive them in this format, they must advise Christine Gauthier of this and let her know what email address(es) to use. A letter will be sent from National Office to all locals advising them of this option in the near future.

## **Office Renovations**

The first estimate was \$80,000 and this amount was approved by council via conference call in December, 2008. The last estimate, received in early April, just prior to demolition

starting, was \$216,000. This will give Agriculture Union approximately 20% more office space. The question was asked how did the estimate get from \$80,000 to \$216,000? Debbie explained that, initially, they were looking for one more office within the existing space. Then we became aware that the office currently occupied by APSAR was available and it was decided that we should try and obtain this space as well. The window of opportunity to do the renovations was very short and the decision to proceed had to be made quickly. In retrospect, the Executive realizes that they should have discussed this issue with council and admits that the process was not followed. The Executive admits they made a grave error and accepts full responsibility for not following procedure.

The Committee discussed the renovation at National Office. Debbie provided the chronological timeline of events that resulted in the changes and the excess expenditures of the renovations and, from the information provided, it was ascertained that, as early as February, 2009, the Executive had the opportunity to consult with National Council before making a decision. The Committee then reviewed the information with respect to the possibility of canceling the contract and feels that, at this point, it would not be fiscally responsible to cancel the contract.

This Committee recommends that the Council be made aware of the chronological time of events leading up to the signing of the contract.

Motion to adopt this report as a whole.

M: Forsythe  
S: Cormier



**General Committee Report  
April 23<sup>rd</sup>, 2009**

Present: Howard Willems (Chair), Terri Friday, Marianne Hladun, Darrel-Lee Mackenzie, Mike Vanson.

- 1) 2008 Convention Resolutions Report – see attached.
- 2) Reviewed the UMC section of the KeyInfo binder and refer the following items to the Finance / Communications Committee for inclusion in the KeyInfo binder:
  - a) Standing UMC Agenda Items and UMC Checklist forwarded in November 2007.
  - b) AAFC Union Management Consultation Framework document signed-off March 2009.
- 3) Human Rights (EO) Report:
  - a) Minutes from the November 2008 meeting should be on the web by mid-May.
  - b) Elections for HR reps have taken place in all regions except the Atlantic (which will take place June 1<sup>st</sup>) with new reps in BC and Ontario.
  - c) Committee members have made presentations at all Regional Seminars to date and some presentations included guest speakers.
  - d) Next meeting in Fall 2009, the committee will begin planning for the 2010 Human Rights Conference.
  - e) Reminder that the following motions were carried at the April 2008 National Council meeting:

That National Council approve the establishment of a committee to review the structure and operations of the Agriculture Union Equal Opportunities Committee and that this committee be tasked with bringing recommendations to National Council regarding potential changes to the committee's structure, mandate and responsibilities for the purpose of ensuring that Agriculture Union members are best served in the areas of human rights, equal opportunities and employment equity.

That members of this committee be appointed by the National Executive and be structured such that it is chaired by a member of National Council and include at minimum one person from outside of the Agriculture Union.

That the committee be provided with a maximum of \$20,000 to do this work.

Further to these motions, item 6 c) from the General Committee's November 2008 report remains outstanding. The following is again forwarded to the National Executive for immediate action:

- i) Who will sit on this committee and when will this committee meet?  
**Recommendation that this committee consist of Howard Willems, Marianne Hladun, one person from Council and one external member and that this committee meet prior to the next National Council meeting.**

- ii) **Recommendation that appointments to the committee be confirmed by May 31<sup>st</sup>, 2009.** Suggestions for the external committee member: Joanne Ursino, Susan Giampetri, Theresa Johnson.
  - iii) Suggestion for the committee's mandate: How do we take what we have and make it better for all Agriculture Union members?
- 4) Review of the action items to increase membership engagement:
- a) Promotion of the SJF – initial results are promising, there is a need to continue promoting SJF activities.
  - b) AU members participation in Employer orientation programs – needs improvement, suggest including as a Standing Agenda Item for UMC's.
  - c) Locals sharing stories feature on the AU website – initial results promising. Reminder to RVP's to encourage locals to submit items. **Recommendation that a button/link be added to website where members can view all the stories in one location for increased visibility of this section.**
  - d) Mail out to entice members to check website using a blind link - not currently possible, may be an option in the future.
  - e) Feature different Locals – similar to #3 above.
  - f) 'Bobble-head Bob' – cost too prohibitive (due to the size of Bob's head).
  - g) **Recommendation for a new item: monthly feature of a region/jurisdiction. RVPs and Directors would be tasked with preparing a small feature profiling locals/events/members in the area of their responsibility to start September 2009. Further recommend that a button/link be added to website where members can view features in one spot for increased visibility of this section.**
- 5) After reviewing the long term goals/agenda for the General Committee, the committee decided to develop a KeyInfo fact sheet, in conjunction with the Finance / Communication Committee, to explain the processes involved in submitting requests for improvements to NJC Directives, the Health Care Plan and the Dental Plan. Time frame: To be completed by the November Council meeting.

Similarly, the General committee will work on developing KeyInfo fact sheets, in conjunction with the Finance / Communication Committee, for the following topics: 'Seasonal / Part-time benefits', 'Pension's and your pensionable benefits' and 'DI and taxable benefits', in that order.

- 6) Fitness to work and independent medical exams update :

Fact sheet to be prepared for KeyInfo binder to be developed in conjunction with the Finance / Communication Committee for posting on the website and sent to locals. Fact sheet to include a request to locals to forward cases resolved or pending to the National Office via their RVP. To be completed by the end of May 2009.

Report is moved by Howard Willems and Seconded by Darrel-Lee Mackenzie.

**Recorded Votes/Votes Consignés**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
1 <b>Baergen</b>	1	1	1	1	1	1	1	1	1	1
2 <b>Barlin</b>	1	1	1	1	1	1	1	3	1	4
3 <b>Cloutier</b>	1	1	1	1	1	1	1	1	1	1
4 <b>Coe</b>	1	1	1	1	1	1	1	3	4	1
5 <b>Cormier</b>	1	1	1	1	1	1	1	1	1	1
6 <b>Dyck</b>	1	1	1	1	1	1	1	3	1	1
7 <b>Evangelho</b>	1	1	1	1	1	1	1	3	1	1
8 <b>Forsythe</b>	1	1	1	1	1	1	4	1	1	1
9 <b>Friday</b>	1	1	1	1	1	1	1	3	4	1
10 <b>Hladun</b>	1	1	1	1	1	1	1	3	1	1
11 <b>Jackson</b>	1	1	1	1	1	1	1	3	1	1
12 <b>Krebs</b>	1	1	1	1	1	1	1	3	1	1
13 <b>Langs</b>	1	1	1	1	1	1	1	3	1	1
14 <b>McDonald</b>	1	1	1	1	1	1	1	1	1	1
15 <b>McKenzie</b>	1	1	1	1	1	1	1	1	1	1
16 <b>Moffet</b>	1	1	1	1	1	1	1	1	1	1
17 <b>Murphy</b>	1	1	1	1	1	1	1	1	1	1
18 <b>Payne</b>	1	1	1	1	1	1	1	3	1	1
19 <b>Sicard</b>	1	1	1	1	1	1	1	1	1	1
20 <b>Tarasco</b>	1	1	1	1	1	1	1	1	1	1
21 <b>Vanson</b>	1	1	1	1	1	1	1	3	1	1
22 <b>Willems</b>	1	1	1	1	1	1	1	1	1	1
<b>Kingston</b>	1	1	1	1	1	1	1	1	1	1

1=yes/pour	2=no/non	3=abstain/abstention	4=absent
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