

**Agriculture Union
Human Rights Committee
January 9-10, 2010
Minto Hotel - Ottawa**

Welcome of members

- introduction of all regional representatives and newly appointed Service Officer, Nancy Milosevic

ACTION: Marianne will send out an electronic expense claim that will be used for this meeting and any expenses in the future

Addition to the agenda

- reading of the past minutes
- website update
- logo contest design

Selection of Coordinators to Record Minutes

ACTION: Dianne H. and Lorna volunteered to record minutes for this meeting

Business arising from the 2008 minutes:

- National office was to send us the list of all locals and a copy of the Bylaws and Regulations.

ACTION: Marianne will request updated list of locals and circulate to committee members.

- training was identified as an issue. The Regional EO budget does not cover training for committee members. Committee members can request assistance from their locals and make requests to the Agriculture Union National Office for subsidies through the Education fund. The issue of broader education for committee members will be an issue of discussion for the Structure Review Committee
- Discussion on the structure – Dianne H. shared some flow charts she created for her Union Development Program course.

ACTION: Dianne will send the flowcharts to Marianne for distribution.

Regional Reports

- see attached for Regional Reports

ACTION: All regional reps to submit written report to Marianne for the minutes.

Report from National Council

- Howard presented an overview on the structure of council and roles and responsibilities

Report from PSAC Equal Opportunities Committee

- Marianne presented a report from the PSAC EOC. The last meeting included a discussion on several issues such as:
 - the Public Service Commission is now requiring job candidates to sign a declaration if they are self-identifying as Aboriginal. The form is ridiculously extensive and very threatening and PSAC is actively opposing its use.

- several instances of homophobia rising again. The Sask. government is seeking to allow Marriage Commissioners to refuse to marry same sex couples.
- the CLC has released a new booklet entitled "Workers in Transition" which is geared to assist union members in the workplace when a members is in gender reassignment.
ACTION: Marianne will send electronic copies to all committee members
- Several dates are now set for the upcoming round of PSAC Equity Conferences:
National Pride Conference, March 26-28, 2010 in Toronto
National Access Conference, June 4-6, 2010 in Ottawa
National Womens Conference, October 22-24, 2010 in Ottawa
National Aboriginal Conference - no details yet
National Racially Visible Conference - no details yet

Review of Selection Process for PSAC Equity Conferences

- Marianne presented a flowchart and explained the process of how funded delegates are selected for National PSAC Equity Conferences.
ACTION: Committee members to review and submit any requested changes or clarifications to Marianne by end of January.
ACTION: Once comments received, Marianne will send to committee members and to National Office for posting on website.

Review and Update of Terms of Reference

- committee discussion. The position of Co-ordinator has been removed and some minor housekeeping done.
ACTION: Lorna will draft the revisions and send to Marianne
ACTION: Marianne will have the documents translated and send out to the committee and have it posted to our website.

Review 2009-2011 National Workplan

- Marianne presented a draft for discussion. Minor changes made.
ACTION: Marianne will make the required changes, have the document translated and send to committee members and National Office for posting on the website.
- items for action on the workplan were divided and assigned to committee members as follows:

Logo selection committee - Diane B, Lorna, Maria Luiza, Angie

Timeline: Completion by end of February 2010

- determine criteria
- post to website
- selection
- send submissions to office
- jacket for winner

Update pamphlet - Charlene, Maria Luiza, Diane H.

Timeline: Completion by end of March 2010

- look at current pamphlet
- review wording
- layout
- create draft for committee

Website - Terri, Lorna

Timeline: Initial review by end of March 2010 and ongoing for updates

- take a look at what we have on our website
- what's missing
- what's no longer relevant

Update PowerPoint presentation - Maria Luiza, Diane H, Meconnen

Timeline: Completion by end of January 2010

- short turn around time
- for Regional Seminars or Local AGMs
- look at what we have
- ensure consistent messaging
- national in scope

Newsletter - Charlene, Diane H

Timeline: First draft available by end of March 2010

- draft layout for approval by committee
- 1st newsletter will be sent out to advertize conference when all details confirmed
- content by all committee members
- content approval by Marianne

Networks - all regional representatives

Timeline: various and ongoing

- by end of February, create a list of Human Rights representatives for your regions' locals - mailing address / phone / emails
- identify locals we don't have contacts for
- make list of human right reps for all locals available on website
- check locals for PSC and National Defence
- maintain contact with RVPs
- direct any concerns about communicating with RVPs to Marianne or Howard
- we have full access to Locals
- best resource to work with RVPs
- Nancy will send out list of local executives contact information
- with new software, once list is updated it will be easier to maintain

Federation of Labour - all regional representatives

Timeline: initial contact by end of March 2010 and ongoing

- make contact and ask to be put on list
- regional subsidies go to FoL - \$500 to locals to send delegates to FoL
- find out what's in your area / utilize local contacts / alternates - build lists
- \$ to help out on activities available but minimal

Special dates - all regional representatives

Timeline: ongoing

- i.e. 100th Anniversary of International Women's Day - lots of activities will be planned by many
- we don't have a lot of \$ - if registration is under \$100 - Great
- find out what's happening locally - a lot of activities are free

Evaluation questionnaire for conferences - all regional representatives

Timeline: Available by end of February 2010

- for use at National Equity conferences
- make generic / use regionally
- should include: Who are they there on behalf of. . .
- reword: whomever is running caucus to distribute questionnaire
- task person running caucus to distribute questionnaire
- encompass general feeling of group
- expecting report from component
- component responsible to report to local
- hand out at first conference in March
- use format at local level
- Marianne will send out at end of month

Special Guest: Deborah Forsythe, First National Executive Vice-President

- National President, Brother Bob Kingston sends his regrets as he is currently in BC. Debbie helped form the Human Rights committee in 1987, so it is dear to her heart. In regards to the **structure review** she said it is the first time since the committee has been established that we are reviewing the structure. This needs to be taken seriously. She suggested that we provide input as committee members sooner than later. Talk to members, get their perspective - what is the role our committee should or could play. It won't happen overnight - we have a year to decide if we need to make changes to by-laws at the next convention.

Structure review

- Debbie, Marianne and Howard outlined the reasoning and process for the Agriculture Union Structure Review. Discussion included:
 - Look at mandate - Are we clear?
 - How do we meet obligations under EE / EE issues don't come to this table. Should they?
 - We are elected regionally - we don't have representation under 5 EE groups
 - Do we want to be experts on various topics: Duty to accommodate, Aboriginal rights etc. - No formalized structure to do that
 - People have different perspective on what our committee should do
 - We are going in different directions and we need to clarify our role
 - Identify where we need to make sure we have participation
 - Resource people doing it - TRAINING
 - Is there things we should be doing?
 - This committee's input is not only valuable, but essential.
 - What do RVPs want or need from us?
 - Sometimes we take on too much.
 - Define our role precisely
 - Are we able to help persons dealing with harassment
 - Consultation with National Council, Executive
 - Surveys with locals - selection of random local for survey

Planning for 2010 Agriculture Union Human Rights Conference

- conference should touch all 11 points in *Human Rights Act* - (race, women, Aboriginal, disability. . .)
- don't forget we are about Human Rights, not only EE

Open conference with Workshop on Human Rights - open doors to tell people we are learning from them, leave doors open and not forget we are Human Rights, no barriers, no limits - we are open to all without judgement

Interactive

- provide 2 streams - experienced & little or no experience
- hope to get new people involved
- give members something to bring back to their locals

Strategic planning - ACTION

- 35 people funded by us - they need ideas how to get involved
- contact, networking
- by accepting to come here, members are expected to do something
- need to be able to track and measure actions that come out of our conference
- as regional reps, we're the leaders and can develop a plan with people there

Other

- Banquet or meet and greet
- 10,000 villages / people sell stuff
- Host committee - link with locals and other groups here
- Make it fun
- Workshops - not an issue getting facilitators
- Workshops - better 10 people facilitating than just one
- Speakers and workshops - utilize everything that we have, utilize skills and people around the table
- Any locals who want to send people it's ok - registration fee? TBD - some locals have resources. We could take it to 50-60 people

Location - Why Ottawa?

- must provide simultaneous interpretation - extra cost if done outside Ottawa
- support from Agriculture Union office staff for conference prep - they will be there to assist us. We need to give lead time
- translation, mail outs

Next conference call set for February 24, 2010 - focus on conference

Agriculture Human Rights Report –Alberta

1. International Women's Day
March 8, 2009
The Theme of the day Celebrate Our Voice- Women's Stories
A donation of \$250 was made supporting the two coffee breaks
The Agriculture Union logo was on posters and was listed as a supporter of the day. Attendance was approximately 100 people.
2. Attended Alberta Agriculture Regional Seminar
March 15-17, 2009
Participated in meeting by arranging a guest speaker for seminar
Elisabeth Ballermann, president of Health Sciences Association of Alberta she spoke of the Effect of Domestic Violence in the Workplace. The presentation was very well received by members. In lieu of expenses a donation was made of \$200 to Alberta Women's Shelter.
3. Participated with Human Rights rep Shannan Little from Local 30048 in negotiating with AAFC for a parcel of land to grow a food bank garden. Planting to begin in the spring of 2010. Will be applying to the Social Justice fund to offset some of the expenses that will occur. This is a joint project with the agriculture members and the community.
4. Involved with the celebration of National Aboriginal Day (June 19th, 2009) at the Lethbridge Research Center. This day was started off by using PSAC door hangers (Aboriginal Rights are Respected Here), arranging to have cafeteria staff plan an Aboriginal meal with Blackfoot Tacos and berry dessert. After lunch we had Leroy LittleBear, a professor from the University of Lethbridge give a seminar on "Native Science". There was 40-50 people who attended the seminar and approximately a 100 people eagerly ate the dessert that was hosted by the Agriculture Human Rights Committee. In total \$257 was spent, this included the dessert, speaker gift and tobacco.
5. In November of 2009 was actively involved in the CLC campaign to stop violence against women "20 Days 20 Ways". To kick off the campaign arranged for a Lunch and Learn at the Lethbridge Research Center. The speaker was the CEO of the Lethbridge YWCA, Kristine Cassie. She gave a very informative presentation on the local domestic violence situation. There was 19 members who showed up for this presentation. I was able to encourage 62 members to participate in the postcard campaign. I made a commitment that if the members signed the 20 cards I would take on the responsibility of mailing the cards everyday for the 20 days. My biggest challenge was to locate the 62 packages of postcards, the distribution of the cards in Alberta was very limited. But through contacts in Saskatchewan, Manitoba and through my RO office I was able to attain the postcards.
6. One of the committee's goals was for each region to support International Human Rights Day on December 10th 2009. I know that my Local 30048 had a Lunch and Learn with a speaker from Amnesty International. Also all members were encourage to participate in letter writing evening sponsored by Amnesty International I was unable to participate in this activity since I was attending a Leadership Meeting in Calgary that Day.

EO Activity Report - Atlantic

As I have only been in this position for a few months and was very unsure as to what my role was I do not have a lot to report.

I have contacted all of the Local Presidents in the Atlantic asking for contact information for their Human Rights reps and if they have none who they would like to have correspondence sent to.

I attended four Annual General Meetings for locals 2, 3, 10 and 58 in December. At these meetings I provided a little background on who I am and the role that I have. I encouraged the members at these meetings to become involved and to contact me if they require any information, have any questions, would like to organize an event, etc.

I also sent information out to all of the locals regarding the 2010 Pride Conference and encouraged wide distribution of the information.

Respectfully Submitted By: Charlene Vidito-Milne