

**Annual Meeting of Agriculture Union
Equal Opportunities Committee
November 16-17, 2007
Ottawa, ON**

In Attendance:

Marianne Hladun (National EO Director), Jane McDonald (Atlantic Region), Angie Chudy (Saskatchewan), Terri Lee (Alternate for British Columbia and National EO Director), Suzanne Saumar (Ontario), Dianne Bouchard (Quebec), Sylvia Prowse (Service Officer)

Welcome & Housekeeping

Marianne opened the meeting with a recognition of our great loss of Sister Janet Edwards who passed away in October 2007. Brother Yves Ducharme attended the funeral and on behalf of the Agriculture Union (including the EO Committee) a donation was made to the Canadian Diabetes Association as requested by the family.

Manitoba alternate could not be notified in time to come. The previous EO member from Alberta took a position in BC and could no longer represent the province of Alberta. Marianne was unable to confirm if the alternate was accepting the position of EO Regional Rep.

Hours of session are 9:00-5:00 with lunch from 12:00-1:30 for both days.

Howard Willems, 4th NVP responsible for the EO portfolio is unable to attend due the re-scheduling of the Executive meeting.

As a committee we can now send Resolutions directly to convention. It is a good idea to take the resolutions to regional that way we can get feedback on the arguments.

Agenda amended to reflect report from the EOC. This is being put between items 4 & 5. Also adding preparation for convention will be discussed as part of #8, Resolutions for convention.

Review of 2006 Meeting Minutes:

Human Rights training for the committee as a group has not been approved but the request is still on the table. National Council members were to have Human Rights training within 6 months of being elected. This has not happened in the last 2 terms of office and was to occur in November 2007 but was postponed to address a more immediate training need for getting locals mobilized. It will be suggested at the National Council meeting that the Human Rights training for National Council be postponed until

the first meeting after convention so that newly elected Council members could participate.

Promotional Materials for conferences was not purchased. Much of the budget had been spent on a conference call (with simultaneous interpretation) and the actual cost was much more than anticipated so little was left for purchasing promotional materials.

Suzanne provided us with an update on the Maria Blair case (use of the fitness to work evaluation being used as a disciplinary tool). She is doing well but the three managers are still in the workplace so there is a question as to whether there was any discipline for them.

Dianne commented that she has had some work with meeting in groups at noon and that seems to work. They are so used to technology that they are interested in a face-to-face format.

Terms of Reference:

No changes made. Some discussion the role of the Alternate EO Director.

ACTION 1: Marianne will put a motion to the General Standing Committee that the Alternate EO Director be allowed to attend one National EO Committee meeting per term to ensure for succession should the Alternate be required to step up to the Director position.

Regional Reports:

Atlantic Region:

- forwarded information along to her representatives and local presidents as EO interesting items came to her.
- the 3rd Annual Multicultural Pot-luck scheduled for December 11, 2007. Hopefully there will be a cookbook come from that.
- attended a few meetings throughout the region as well as the Regional Seminar. She invited an individual from the Canadian Paraplegic Association as a guest speaker. The gentleman that spoke had become disabled because of an accident. So it was even more impressive that people realized that this could happen to them at any time. It was extremely well received.
- Regularly attends the Regional Women's Committee.
- Attended the Access conference in September and has been chosen as an alternate to go to the National Women's Conference next week in Toronto.
- Continues to sit on the AAFC working committee for the Branch Employment Equity Policy.
- On behalf of the Agriculture Union, Jane donated items to the Silent Auction at the Regional Women's conference.

- Received a request from a member for assistance on a non-custodial parental issue. Jane has forwarded this information to Seema Lamba at PSAC for review.

Quebec Region:

- has been communicating with the locals.
- participated in two Regional Seminars (spring and fall)
- Attended the Quebec Regional Womens Conference and was able to talk with many women and discuss their problems. Guest speaker was Nycole Turmel.
- Sits on another committee to work with balancing family life and life at work.
- Was invited to attend a Lunch meeting session of the women in the workplace.
- Was invited to another 4 or 5 locals to speak.

Ontario Region:

- Attended an International Womens Day event. Guest speakers included a widowed mother and an Agriculture Officer.
- Made a presentation at the Ontario Regional Seminar. (copy will be forwarded to the other committee members)
- has started a library of women's and union issues.
- has updated her list of locals and she has 17 locals and only has 6 EO representatives.
- will be attending the National Women's conference.
- has started a list of the documents that she has received and has sent the list to her contacts and then they can choose what they would like to receive. She plans to continue this effort.

Manitoba Region: No report

Saskatchewan Region:

- made a presentation to the Moose Jaw local and has been asked to return
- has been trying to make arrangements with Swift Current and Melfort locals
- attended the Service for Missing Aboriginal women held around International Human Rights Day. Guest speakers were a couple whose daughter went missing when she was 19 and has been missing for 2 years. Shortly after the event, a news report confirmed that she had been found dead. The regional EO funding has helped to sponsor this event.
- attended the Access conference. One significant thing mentioned was a quote by an Agriculture Union member, Jean-Louis Deveau who said: "How we are defined determines how we are treated, and how we are treated depends on how we are defined".
- Regularly attends the Regional Womens Committee meetings in Saskatoon

Alberta Region: No report

British Columbia Region:

- Terri Lee reported for Jennie Chu who was on a mission in China. Jennie organized the BC Human Rights Event. There were a number of speakers.
- Attended the CLC Winter School and took a course on public speaking.
- Attended Gung Haggis Fat Choy celebration. This is an opportunity to speak about your political agenda. Also organized a festive event at the Don Mee Seafood Restaurant and it was a good educational event.
- Terri Lee organized an event for CFIA for International Women's Day. with no support from CFIA.
- National Public Service week was also supported by hosting an event on "Diversity across Generations" This is a CFIA event for the 10th Anniversary. There was difficult time getting funding.
- Jennie attended the Access conference on behalf of the Agriculture Union.
- Attended the National Council of Visible Minorities on behalf of CFIA which took place just after the Access Conference.
- Jennie and Terri and a number of other women attended the Regional Women's conference. The focus was women and the environment. Maude Barlow, a prominent activists on environmental issues was a guest speaker

Report from PSAC EOC Committee: See Attached

ACTION 2: By the end of the year the reports from the National Conferences will be forwarded to National Office and then a section will be developed on the Website for these reports.

ACTION3: Between Jane and Marianne we will see that the Report template will be translated and forwarded to everyone.

Review of Work plan and Budget and Work plan and Budget Request for 2008:

Budget for 2005 was \$31, 380 (national and regional combined) and for 2006 it was \$44, 755. Expenditures to date for 2007 not including the annual meeting is \$7487.58 for the national line item and \$3,962.93 for the regional line item.

There are still some events coming up in 2007 and the national office will bulk purchase some Women's Equality Cookbooks and Multicultural calendars and send to the Regional Reps for distribution.

"Participate" If you have been to a local within the last year then try to make the local meeting at another local. If Regional Reps are encountering difficulties contacting locals, contact your RVP, Marianne or Howard.

Contact the Human Rights committees and Regional Womens' Committees in your area or at least get on their mailing lists

“Speaking Notes” Suzanne has prepared a PowerPoint presentation and everyone is being asked to review and send forward and Marianne will forward it for translation.

“List of Contacts” ACTION: Marianne has asked for everyone to update the list of Local EO contacts and get it to her by the end of the year. Jane will send out a reminder in the middle of December for this.

“Contact Federations of Labour” Find out who the equity representatives are and if there are any PSAC members on equity committees and introduce yourself.

“Equity Binder” Has been difficult to complete and as the issues change so rapidly and the information would be out of date, this item will not be completed. PSAC has a Human Rights department that can assist when info is required.

Marianne suggested that we asked individuals to forward website links

ACTION 4: The co-coordinator to send a reminder to ask for reports to be sent in. There was a suggestion that the dates for reporting be changed. It was agreed that the new dates would be April 1st and 1 week prior to the meeting so that they can just be reviewed at the National Meeting.

Newsletter: Marianne suggested that we would try to get a newsletter early in the New Year and then we get another one done prior to Convention.

ACTION 5: First newsletter could be an overview of the Regions and then more time can be spent on Convention. Send information on December 10th events to Terri and Marianne.

“Guide to an Inclusive Local” Marianne was having a difficult time finding appropriate information to develop this guide and plans to talk to the Council about where to go from there.

ACTION 6: Regional Representatives to send their budget requests for 2008 to Marianne by the end of 2007.

Overview of Conference Delegate Selection Process:

Still a lot of confusion as to how delegates are selected. Marianne has developed a draft flowchart indicating the process.

ACTION 7: Flowchart will be put on the EO website.

Saturday, November 17, 2007

Yves Ducharme, National President attended prior to the Executive meeting. Brother Ducharme answered some questions from the committee including what the Agriculture Union's strategy is for environmental issues. PSAC has organized an Environment Committee and Brother Bob Kingston has been asked to participate. If there is a need for our component to have a committee, it may become part of the Health and Safety Committee. It was also noted that this would be the last time Brother Ducharme would be attending the EO meeting as he will be retiring after the 2008 Triennial Convention.

Review of Social Justice Fund Document:

The Agriculture Union Finance & Communications Committee has requested input into the possibility of setting up our own Social Justice Fund and has asked for input. Full text of the draft policy is available on the Agriculture Union website.

ACTION 8: Marianne will prepare a written report of our discussions and suggestions for the Finance and Communications Committee (see attached).

Revision of EO Brochure:

Discussion on what a revised brochure should include:

- EO logo as water mark
- Fancier font
- Diversity collage – people or events
- Website links
- Website address direct to EO page
- Background
- Move portfolio area
- Plain language
- Stamen for each group
- Recycled and environmental friendly
- Statement on how EO is for every member.
- The front page needs to make the people want to have it.
- Produce the brochure in clear language.

ACTION 9: Jane will do a quick mock up with info prior to sending it forward to Debbie Forsythe and Alan Pride for comments and suggestions.

Convention Preparation and Resolutions:

At the 2005 Convention, the EO Committee had a table of information and handed out coupons for EO water bottles. The EO Committee also sponsored an EO caucus where we were able to discuss the resolutions put forward from the committee and solicited support.

The EO Committee along with other volunteers also hosted a Silent Auction and all revenue was donated to a local charity. The response for the first ever auction was overwhelming and netted over \$1500 for a local women's shelter.

ACTION 10: Suggestion for a calendar for 2009. Children's drawing contest. Have the pictures displayed at Convention possibly have a peanut auction. Winners go in the calendar and the proceeds of the auction would go to a local charity. Marianne will present to National Council for feedback.

ACTION 11: Marianne will present our convention plan to the General Standing Committee which will include an EO information table, and EO caucus meeting and the Silent Auction. Also if agreed, the Children's Art Contest that could be displayed at convention.

Regional Representatives should seek delegate status from their local. The EO delegate (and alternate) to convention selection will be done after local elections are done and Regional Reps interested will be asked to put their names forward and election will be done via email.

ACTION 12: Marianne will request approval for an observer from the committee who would be responsible for the information table and the Silent Auction.

ACTION 13: Marianne will check with other components at the EOC meeting to see how many equity delegates (if any) they have at their conventions.

ACTION 14: Marianne will make a request to the General Committee to have a Human Rights speaker. Cost would be from the convention line item but the EO Committee would do the background work.

Ideas for resolutions?

- (Priority #1) (Bylaws Committee) (Assigned to Diane) Name Change from Equal Opportunities to Human Rights Committee
- (To National Council) (Bylaws Committee) (Assigned to Marianne) (Regulation 15(A) 1 we would like the addition of the Alternate National Director to the EO Committee. Might be able to do this through National Council because it is a Regulation. If it is determined that it needs a Bylaw change, a resolution will be put forward.
- (Suggested but not accepted) Alternate NDEO to chair annual meeting.
- (Priority #3) (General Committee) (Assigned to Jane) Based on RES#3 from the National Womens Conference, Green up Agriculture Union, committment to fight privatization & lobby on environmental issues.

- (Priority #6) (General Committee) (Assigned to Suzanne) PSAC to host Regional Equity conferences similar to the Regional Women's conferences
- (Priority #2) (Bylaws Committee) (Assigned to Angie) Delegate status for all members of the EO committee (COSTING)
- (Priority #4) (General Committee) (Assigned to Terri) Agriculture Union Equity conference to held one one-time from unappropriated surplus.
- (Priority #5) (Finance Committee) (Assigned to Marianne) Adding to Regulation 15(B) that shall the Agriculture Union subsidize up to \$500 for PSAC and other equity conferences similar to the subsidies available for conventions. (COSTING)
- (Suggested but not accepted) \$100 for RWC and Human Rights committee where Agriculture Union members are involved. (COSTING)
- (Suggested but not accepted) Expand Bylaw #14 to RWC & HRC's

ACTION 15: As it does not require a resolution to convention, through the General Standing Committee, Marianne will ask National Council to assign "Environment" to the existing portfolio of a committee.

ACTION 16: Regional Reps are to draft the resolutions assigned to them and email to Marianne by Wednesday.

The EO resolutions will be written in clear language and should be stated in a "WE WANT" and "BECAUSE" format. More information on clear language is available on the Canadian Labour Congress website.

YOUTH STRATEGY

General Committee has developed a youth survey and have asked the EO Committee to participate. Each Regional Representative is responsible to conduct 2 surveys and return the completed surveys to Marianne. Regional Reps should try contact equity youth and possibly one member who has shown interest in the union and one member who has not shown interest. As RVP's will also be conducting the survey, EO Reps should coordinate with their RVP's to ensure they don't contact the same members.

ACTION 17: Once the survey and instructions are received, all Regional Representatives are to complete their 2 surveys and return to Marianne.

Meeting Adjourned at 5:10 pm on Saturday, November 17, 2007

APPENDIX 1:

Comments from the Agriculture Union EO Committee Regarding the Proposed Agriculture Union Social Justice Fund

Overall, the committee was fully supportive of such a fund. The following comments stem from our roundtable discussion:

- The establishment of this fund is a good thing
- very positive that it has a special focus on agriculture
- being the first component to do this would be a positive and not something that we should shy away from
- members should be reminded that the \$1 per month would be considered union dues and would be deducted from gross income. Therefore, while we get the benefits of \$1 for social justice, it actually costs the member less
- Local 80003 in the Atlantic region has started their own Social Justice Committee (\$600 per year). They have seen new members coming forward to work with the committee and subsequently attending local meetings. A very positive experience for their local.
- if this passes at Council, it should be presented to all Regional Seminars to allow some time for debate before convention
- there should be a requirement stated in the policy for the committee to report to Triennial convention
- change the working in the mandate referring to marketing opportunities to sound less corporate (e.g. supporting the opportunity to market natural, organic and/or fair trade products)
- need to expand on the Goal of the policy in order to ensure support at convention. Could include information on defining anti-globalization or elements of the SPP. Should be a focus on public services such as education, healthcare and safe food (tied in with DQPS).
- has to be very specific so members can see where their money is going
- need to spend more time on defining the purpose and mandate of the fund and less time on the details and structure to ensure support
- question regarding will the fund be used for political purposes such as lobbying. This may be a concern to some members.

Overall the committee fully supports the proposed policy. They do feel that it will take a dedicated effort to educate the membership. Our discussion was that most votes against the policy would be based strictly on the fact of members not wanting a dues increase and if it were possible to proceed without a dues increase that many delegates would be supportive.