

**Agriculture Union  
National Council Meeting  
April 25, 26 & 27, 2012  
Chateau Laurier, Ottawa ON**

**MINUTES**

**In Attendance:**

<b>National Executive</b>	<b>National Council</b>
Bob Kingston, National President Fabian Murphy, 1 <sup>st</sup> NEVP Glenn Miller, 2 <sup>nd</sup> NEVP Raphaël Tarasco, 3 <sup>rd</sup> NEVP Meraiah Krebs, 4 <sup>th</sup> NEVP	Sam Barlin, MB, NW ON & Nunavut Mariette Beaudet, W. Qc Jean Cloutier, E. Qc Michele Coe, S. AB Rick Cormier, W. Atl Milton Dyck, S. SK José Evangelho, SW ON Teri Friday, CGC Nat'l Director Marianne Hladun, N. SK John Langs, Central ON Terri Lee, W. BC & Yukon Érick Martel, PSC & CSPS Nat'l Director Danielle Moffet, DND Nat'l Director Maria-Luiza Romano, E. BC Patrick St-Georges, E ON Ottawa-Gatineau Sue Ann Sullivan, E. Atl Mike Vanson, N. AB & NWT Charlene Vidito Milne, HR Nat'l Director

<b>National Council Alternates</b>	<b>Staff</b>
None in attendance	Larry Budge, Administrative Officer Sylvie Rochon, Service Officer Elaine Massie, Service Officer (Apr 25 only) Nancy Milosevic, Service Officer Linda Koo, Service Officer - absent Debbie Ramsay, Recording Secretary Christine Gauthier, Admin. Asst. (Apr 25 a.m. only)

**Wednesday April 25, 2012**

**1. Call to Order**

National President Bob Kingston called the meeting to order at 9:15 a.m.

**2. Opening Remarks** - Bob Kingston advised that the moratorium to release the information received in the employer WFA/ETP documents/lists has been

lifted. He briefed Council on a number of the significant cuts that will be taking place and suggested there was no frontline consultation made before any of the cuts were determined. There will be activities implemented to fight these cuts but he was not very optimistic on the success these initiatives might have. Bob noted we have the national WFA/ETP lists<sup>1</sup> and will undertake to ensure the local and regional lists are made available to our local and regional committee members through their committees directly.

### 3. Adoption of Agenda

#### Additions/changes:

- 19. Resolutions of Record
  - 20. In-camera session (will be held at the end of business today)
- It was noted ETP Committees would be discussed under #15 and the Community Pastures Program would be discussed under #9.

**M/S/C** on the adoption of the agenda as amended, J. Langs/R. Cormier, by show of hands – carried.

### 4. Hours of Session

#### Day 1

9:00 am to 12:00 pm	Business agenda
1:30 pm to 4:15 pm	Business agenda
4:15 pm to 5:00 pm	In-camera session

#### Day 2

9:00 am to 12:00 pm	Standing Committee meetings
1:30 pm to 5:00 pm	Standing Committee meetings

#### Day 3

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** T. Friday/S.A. Sullivan by show of hands – carried.

### 5. Approval of October 31, November 1 & 2, 2011 Council Minutes

Changes/corrections – none noted.

**M/S/C** J. Evangelho/T. Friday – carried. **Recorded Vote #1**

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<sup>1</sup> Hard copies of all national WFA/ETP lists were distributed to Council members.

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

M. Hladun noted that the action item from the Collective Bargaining Committee Report in relation to the CFIA Bargaining Team members contact information being put on our website had not been done. B. Kingston confirmed the team had requested this information be put on our website and it will be actioned asap.

M. Krebs enquired if all employers had been notified of our OSH Policy Committee Co-chairs as N. Rogers, who is named as the alternate at the CSPS, has not been recognized by the School. B. Kingston will action asap.

### Tracking Report

Item #4 Harassment Training - Bob Kingston provided an update on the harassment training at CFIA. He commented that the new Vice-President of HR at CFIA sent out an email to all HR Managers that included a document outlining the process to be followed when a complaint is received. Our office replied to this email advising that our people will not be cooperating with this process and in addition we will be filing a complaint under the Canada Labour Code. B. Kingston will send a copy of the email response sent to G. Etienne out to Council asap. He requested that if any of our members are involved in harassment training, please ensure they advise the employer we will be proceeding with harassment complaints following the Canada Labour Code.

M. Hladun enquired if under this item, harassment training, had we received any evaluations/results. B. Kingston noted that there is no agreement on this policy at CFIA, we have just responded (see above) to the employer on this issue. Along with sharing our email response we will also put something together for our website on this item.

Item #1 Paid Prep Time - R. Cormier enquired on status. We had been advised this matter had been given three months to be settled. B. Kingston spoke to C. Prince who advised that they had not planned to roll out the report for another two years. We gave them three names - Romeo Leblanc, Robert MacDonald and Dr. Joe Beres - but have not had time to follow up on this matter. Bob Kingston noted a solution should be easy to put together and he will speak to CFIA on this in the very near future.

Item #9 Human Rights Training - F. Murphy gave an update on human rights training for Council members. He noted that because very few people on Council have not had this training those Council members requiring training should seek it through avenues other than at a specific Council-offered training session. He read from the Resolutions of Record to clarify the intent of the resolution. F. Murphy suggested areas one might look to for training are PSAC Regional Offices, the CLC, Federations of Labour and other affiliates. M. Hladun commented she felt the training should be taken on an on-going basis to continue to build on one's knowledge and she thought this was reflected in a Resolution of Record. She also noted that weekend courses on this subject are not available in a number of the regions.

B. Kingston advised if anyone on Council is not successful in arranging this training to please contact the National Office so we can coordinate.

Item #3 CFIA Duty to Accommodate – S. Barlin asked for an update. B. Kingston replied that CFIA has no resources for this matter. Bob has looked at the material and it is not acceptable. He will endeavour to find out who at CFIA has this file and will try and see if he can re-engage them on this issue.

J. Cloutier enquired why other employers are not being included on this. B. Kingston agreed that it has not been pursued with other employers. We will put it on the agenda for other employers and request that the training be jointly delivered. We will also add this as a standing item for the next round of UMC's with all our other employers.

Item #12 PSAC Supplemental Pension Plan – M. Dyck requested an update. B. Kingston advised that Buck Consultants had originally designed a plan to administer a substantially larger group and is now looking at the numbers to see if it can be administered more economically for smaller groups. He noted that whoever opts into the plan will have to pay administration fees. These questions will be discussed this Friday as a conference call is scheduled between L. Budge and Buck Consultants.

M. Dyck enquired as to why this issue wasn't noted on the agenda for the PSAC Convention. B. Kingston advised that some of the other Components are waiting until after the convention. One resolution put forward is to not go any further with the current plan, another resolution is to put a committee in place to look at this issue. PSAC will have discussions on this issue and set up a committee to explore the whole pension scheme. They are to come back with a plan before the next convention.

Item #8 ATIP Requests – P. St. Georges asked for an update. We have recently heard from Patricia Harewood of the Representation Section at PSAC wherein she advised she will be looking into this matter asap, hopefully this week; to see how/if we can proceed. M. Vanson advised these ATIP requests were actioned in hopes of using the information at the bargaining table but because we were legislated back to work they never got used.

## **7. Finance & Communication**

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

## **8. National Office Staff**

F. Murphy reported that there have been no major changes regarding the National Office staff. He noted because of the ongoing PI/EG Review and the outstanding workload it was decided by the Executive to extend Linda Koo to the end of this calendar year. Linda has confirmed she is interested in staying on

and an agreement in principle has been reached with the National Component.  
F. Murphy also commented the work on the boardroom is near completion.

## **9. Employer Updates**

There was a general discussion on how and why Employer updates were done in the past (a lot of time was taken up with lengthy verbal updates);  
What had been decided on as a new procedure by previous Council (Council members were to provide written reports three weeks ahead of the Council meeting so others could read the reports and any questions could be raised at the meeting. Regarding the larger employers, Council members were to send in requests for specific information/updates);  
and what is happening presently (few, if any, reports from RVP's ahead of time, no questions put forward for information/updates for specific employers).

B. Kingston noted that we have recently put in place a process of having semi-regular conference calls where updates on national level meetings are given and questions are addressed. He noted that if you are unable to make the conference call you should try to ensure your alternate is on the call. If this isn't possible, you can speak to Bob or Fabian after-the-fact regarding the discussion.

F. Murphy commented that along with the conference call updates, a lot of information received at the national office is now being sent to Council by email, and/or put on our website.

S. Barlin also noted that Council members are not being provided with copies of minutes/notes in relation to these conference calls nor are there any written recorded motions/votes taken during conference calls. B. Kingston advised the conference calls were intended as informal updates but agreed in future recorded votes taken during conference calls will be appended to Council minutes.

M. Hladun commented that on the Council conference calls there are votes taken, they are a matter of record and there should be minutes. There should be a written record if any financial decisions are taken. Also, if there is new information emerging, this should also be captured in the minutes.

There was a general discussion on minutes taken at national level meetings by Service officers. B. Kingston advised that when this decision was taken there were just the NUMCC, NOSH and HR Sub-committee meetings for the officers to attend. Since then, all employers have adopted the policy that every branch of every employer is now having their own meetings, along with ETP and WFA committee meetings. Service Officers attending and taking minutes at all these meetings isn't feasible. What the National office can commit to, and has been doing although not routinely yet, is to capture decisions taken at these meetings and get them out to Council members in an email. He noted this process of providing email updates of decisions taken will be improved upon on a continuing basis.

S. Barlin commented the challenge with this process is that when the Employer is being told by us at meetings what has been agreed to, the Employer tells us either they haven't been given that information yet, or have been told something entirely different. S. Barlin suggested a 'communiqué' signed by both sides is necessary to circumvent any misunderstandings. M. Krebs added that we have to remain diligent and ensure all information gets out to Council members as timely as possible so that Council members have the most up-to-date and accurate information for the meetings they are required to attend.

B. Kingston advised that at National level meetings we will ensure a date to release decisions taken is agreed to by the Employer. If the Employer is not forthcoming by said date, we will send the information out ourselves.

J. Langs commented that the information has always been different between Ottawa and 'the field'. He noted that until the Employer addresses issues of managers not following the decisions made at the National level, nothing will change. B. Kingston advised if this is the case, it should be grieved.

For this Council meeting, B. Kingston initiated a Round Table discussion in order to enable all Council members to give a brief update from their regions (if they chose to do so). He noted that ETP/WFA issues would be discussed later in the meeting. To note, a few RVP's opted out of providing a verbal update.

M. Hladun – main issue (other than ETP/WFA) is Regulation 20 problems. Has filed three complaints, tried every avenue to no avail. At the CGC there is a problem with excessive discipline and a grievance at the final level. The Saskatoon local is working on succession planning.

J. Evangelho – ongoing investigations, rodent issue and sexual discrimination issues being addressed.

P. St. Georges – reported the Ontario Regional Seminar went well, good attendance. He gave a brief update on TC Bargaining.

J. Langs – grievances and HR complaints filed. Management issues ongoing.

S-A Sullivan – reported on Brother M. Jordan's medical condition. She briefly updated on grievances, a harassment complaint and a group grievance. S-A Sullivan noted the Local AGM was well attended with approx. 80 members in attendance and lots of interest generated. She advised recent UMC's were not positive situations.

R. Cormier – has been kept busy with harassment complaints and two grievances. He reported that all AGM's in his region went well with good attendance. Staffing issue at CFIA is being addressed.

S. Barlin – noted Brother L. Sparks has taken a term position at PSAC. He reported the Regional Seminar went well with a good turnout. Locals appear to be up and running with good activists, members attending courses, etc.

M. Dyck – Reported he is looking at most Locals being up and running (1 local in trouble). With this downsizing exercise there will be a need to re-assess local structure in 1-1 ½ years. Issues surrounding GL Review and how it relates to members who are WFA is being assessed. AAFC managers have committed to making the Violence in the Workplace policy work – CFIA is still having problems with this.

M. Coe – The issue at Cargill seems to be resolving itself. The National office contributed to finding a resolution which we hope will be long term. She hopes harassment training will be scheduled for Cargill. M. Coe noted the same situation might be brewing at Brooks. A major health and safety issue is the construction project at Lethbridge. She noted the Lethbridge local is very active politically and the preferred candidate made a good run during the last national election.

M. Vanson – Advised the Regional Seminar went very well and \$1,870.00 was raised for the local youth shelter. He noted one local in his region that will need work.

T. Friday – (Provided written report) – T. Friday noted the Chatham office was not being closed; only two positions will be lost and there will be no downsizing of inspectors. The two positions being lost are administrative positions, with this work to be done in Montreal. B. Kingston noted the legislative review is underway and we have tabled our stake holder’s submission. The employer is fully disclosing to employees what they are considering and are posting all submissions for staff to see. He noted they won’t be protecting any positions lower than a PI 03 and there may be some eligibility issues, i.e. not being allowed to write exams. T. Friday asked if there were any questions in relation to her written report.

Q & A’s:

Do we know the impact of how many members that may be affected?	The impact will be immense with port locations losing upwards of 60-70%. Head office numbers are undetermined but it looks as if they will be affected as well. There might be opportunities for alternation.
What about small groups?	Small locations were downsized about 3 years ago and they closed some service centers so it looks like these areas should be OK.
Has training been discussed for PI 01 & 02 members?	This was discussed at last UMC. Training for PI 01 & 02’s will be conducted as per normal. For anyone qualifying at the 03 level; now positions will be filled strategically. B. Kingston noted members will have to pass the yearly test to qualify to write the PI 03.

<p>Many accommodation requests in the Qc region, always being denied. What to do?</p>	<p>S. Rochon noted the CGC Qc office is a small office with a number of accommodation requests. The Employer is saying it is causing undue hardship to grant these requests. Grievances have been filed at the final level. She noted we should watch out for this issue in other small offices.</p>
<p>Will weigh staff and PI 01's be able to qualify?</p>	<p>This was discussed at last NUMCC, particularly GL employees. It will be very difficult for GL's to compete against PI 01's because of the training the PI 01's have received.</p>

Érick Martel – (Provided written report) – É. Martel noted the number of harassment cases is on the rise. He reported with the language training cuts some members have been declared affected. In the PSC, 87 positions will be cut with vacant positions being utilized. He also advised that the Edmonton and Winnipeg offices will be closing.

D. Moffet – (Provided written report) – D. Moffet reported that she, F. Murphy and E. Massie met with management at Borden to set up a WFA Committee. She noted harassment issues are on the rise. B. Kingston commented that the employer had informed him that the health and safety problems had been resolved. D. Moffet confirmed the Major had advised he was satisfied with how things were functioning. D. Moffet noted a problem with the health and safety training that had taken place. G. Miller will action. D. Moffet also noted that if there are any LAT 01 and 02's willing to move to St. Jean she will communicate this availability to assist in coordinating alternations.

M-L Romano – Noted their Regional Seminar is coming up in a few weeks and she is hoping for good participation and discussion. She reported that with all the issues on the table, more and more members are taking advantage of the union's help. She advised that the National Office's assistance with the elections for Local 27 was very beneficial and she is optimistic for the newly minted executive of that Local. B. Kingston briefly explained the impact of shutting down the Plant Health Station with the proposal to move the entire program to the Summerland Station.

M. Beaudet – There was a joint training session held at the end of January with the definition of 'consultation' being agreed upon. Problems were noted in swine slaughter houses with the employees working longer than regulated; ergonomics were not being respected. Complaints have been filed before the OSH Committee. The employer and union have to agree on a minimum with this issue hopefully being settled in the near future. She also noted there are a number of third level grievances in the lab. B. Kingston advised the Employer has no legal way to change without doing more studies or going through consultation. He pointed out the whole reason for shift schedules was based on ergonomic



studies from years ago and there have been no changes. Employees can use right to refuse work if necessary.

J. Cloutier – At AAFC J. Cloutier noted issues relating to communication between the Director of Research and the Union. He advised the Employer was creating a pool of GL 05's but the Union had not been consulted. He commented that in large research centres there are many GL 04's but in smaller centres there aren't as many. J. Cloutier spoke to the JLP program at CFIA. He noted initial consultation went well but soon broke down with the result being a grievance was filed. He also reported on issues with grievances being filed at the 3<sup>rd</sup> level in relation to hours of work (2/3 work on the line - 1/3 work off the line). Complaints have also been filed to the OSH Committee.

G. Miller – (Provided written report) - commented that if Council members are finding that the Employers' tend to interpret things differently from region to region to please identify issues and get them to the National Office. He also requested any health and safety issues be brought to his and the National OSH Committee's attention.

M. Krebs – noted the many meetings and emails dealing with WFA issues. She also commented that the CFIA Western Area continues to be an interesting and uphill learning curve.

R. Tarasco – advised he has done many interviews over the past two weeks; very good coverage by the French media. He noted our campaign is working well; we are showing our members that we are there for them and that we are taking action. He commented on the difficulties dealing with members and management alike on all issues surrounding WFA.

F. Murphy – gave an update on the Employment Equity issue at AAFC. At a meeting held a few months ago the Employer gave an overview of their Employment Equity plan; we told them we don't buy into the plan and advised them of our concerns and frustration with the complete lack of consultation. We have received requests for more meetings on this issue with managers who deal with Employment Equity. Subsequent to this, B. Kingston was to meet with the ADM to discuss the *Growing Forward Plan* in early April, but because of the budget cuts this meeting was postponed. He noted we will have a seat on this committee, along with people from the Inclusiveness Management Committee, Chairs and Champions, CAPE, etc. We will be looking at considering this option.

F. Murphy reported on the GL Review. He noted there were approximately 800 reviews with results being sent out earlier this year. If people were unhappy with the results they were to initiate informal discussions with their managers to identify problems. It was agreed that the timelines to file a grievance would be put on hold pending these discussions. These discussions have been completed and results went out last week with over 50 positions being identified to be reclassified. This is somewhat positive. We will endeavor to arrange meetings with the GL Steering Committee, hopefully to be scheduled in early May, in order

to discuss the results and verify how many grievances we will still be dealing with.

EG Review – F. Murphy read from the written report prepared by L. Koo. He noted there are approximately 147 grievors relating to the EG Review, many of them filing both an Acting Pay and a Statement of Duties grievance. He noted L. Koo does have some hearing dates scheduled in April and May.

F. Murphy asked if there were any questions.

Q & A's:

GL Review - The Pasture Riders Group has not been completed – will this be discussed at the Steering Committee?	Yes, but we have recently been informed that their letters were to go out last Wednesday. He will confirm.
PI/EG Review – can we get statistics on what's outstanding?	We can get numbers out but they won't give the full picture. If we win, who will it apply to? Very large chore. But we will get numbers out for what types of grievances and will attach this info to these minutes.

An overall wrap-up to the round table ensued.

B. Kingston noted there is controversy surrounding Part 20 and Violence in the Workplace. He advised that when you file a complaint (Section 127.1 of the Code) to guarantee HRSDC can get involved you have to file under these three sections of the CLC:

1. The employer failed to deal with the alleged violence as per CLC sec. 125.(1)(z.16) and COHSR part 20.9;
2. The employer failed to provide violence-related training for managers as per CLC sec. 125.(1)(z) or for employees as per COHSR part 20.10;
3. (if applicable) The employer does not have a policy as required by COHSR part 20.3.

This makes it easy for HRSDC to follow-up. We will ensure we put clear instructions on our website in the near future.

M-L Romano noted consultation is not happening on the EE/diversity issue at CFIA. F. Murphy advised that presently EE meetings are only being held with AAFC but we can look at trying to put this on the agenda for CFIA as well. We will be dealing with DRAP but it is something we should be addressing.

B. Kingston gave an update on the PI/EG Review. The Employer has put an offer on the table to resolve this issue. The Executive went to Council with the offer and it was declined. We have since referred the outstanding grievances to mediation with a one month timeline to get things moving. He noted the job description grievances that were mediated and ones that took affect June 30, 2000 were new job descriptions. We are working with PSAC on a strategy to move forward. B. Kingston requested Council members speak to their Locals to

obtain any information they might have relating to the acting pay grievances from 1997.

M. Hladun enquired on the best method to submit agenda items for UMC's. B. Kingston advised the best option is to send any items to him via email with a cc to Christine and/or Debbie. She also reported on a member who had contracted campylobacteriosis in the workplace. B. Kingston noted it was an extremely serious violation of the CLC Regulations when you deny access to proper health and safety procedures. M. Hladun also enquired on the Chairs and Champions program and why women are excluded. F. Murphy made a note to follow up with the Employer on this matter. He noted however that this is a Treasury Board direction given to all Employers.

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

The SJF Committee has not had an opportunity to meet since Convention. There is one new application on the books received from M. Coe. This application is as a result of \$1,870.00 in funds raised at the Alberta Regional Seminar for the Youth Emergency Shelter Society. At the Seminar it was agreed to match the funds raised but will be required to complete an application to the SJF Committee in order to process the request through proper channels.

F. Murphy reported at the end of 2011 the balance in the fund was \$72,940.00, with three projects received thus far in 2012. An application received by G. Mardli for an after-school youth program, Genesis House, was endorsed for a three year total funding of \$34,140.00 with \$11,380.00 to be paid out each of the three years. Year one of the funding is awaiting the first year report to release the funds. Charlottetown Local 4 received \$1,400.00, which was matched by PSAC and the Local. The Local buys a beef at auction, has it butchered and then gives it to the local food bank.

## **11. Collective Bargaining Update**

This item was referred to the Collective Bargaining – Occupational Health & Safety Committee – see attached report.

### **Thursday April 26, 2012**

Standing Committee Meetings

**Friday April 27, 2012**

## **12. Standing Committee Reports**

### **By-Laws & Regulations Committee Report**

Raphaël Tarasco presented the report, see attached.

**Motion** on Report as a whole (R. Tarasco, seconded by J. Evangelho)

**Motion Carried. Recorded Vote #2**

### **Collective Bargaining – Occupational Health & Safety Committee Report**

Patrick St-Georges presented the report, see attached. He noted a few corrections/amendments to the report.

Discussion:

- P. St-Georges advised that in relation to CFIA Bargaining they had been advised there will be no counter-offer from the Employer.
- At the School, HRSCD is coming to the next meeting to deal with the harassment policy and issues surrounding it.
- M. Dyck asked for an update on where Violence in the Workplace protocol at CFIA is, has the matter been resolved. B. Kingston advised he will try to set up a meeting with HRSDC to work on this matter.
- M. Vanson noted there is nothing in writing in relation to the scent free workplace issue. Is there something he can use? G. Miller advised that if a hazard is created, the Code is clear, the employer must investigate and handle. B. Kingston also noted that this is sometimes turned into an accommodation issue which is OK because Employment Equity legislation can be used to address the matter.
- B. Kingston reminded Council that during the last conference call Council was asked to get their list of competent people for investigations put together as a priority. He noted that we may be able to use the recommended parties in other regions as well. Bob Neilson is a name put forward for the Atlantic Region.
- A discussion on multiple chemical sensitivity ensued. B. Kingston advised he will put this issue forward at the Service Wide meeting. He also noted a grievance under Article 18 should be filed, accommodation requested and to also follow-up with CHRC.
- G. Miller noted an article for Workplace diseases and disorders will be drafted and prepared for the web in the very near future.
- C. Vidito-Milne advised that scent-free products can contain chemicals as well. She has been provided a list of products that she will share with Council.

- B. Kingston further advised that when documented with medical certification of the condition, it elevates your right to refuse in the workplace.
- J. Cloutier enquired on the driving testing every five years. G. Miller advised the AAFC program is being re-evaluated at NOSH. They are also looking at CFIA's program to see if it can be updated.

**Motion** on Report as a whole (G. Miller, seconded by P. St-Georges)

**Motion carried. Recorded Vote #3**

### **General Committee Report**

Charlene Vidito-Milne presented the report, see attached. A letter RE: Long Service Awards was presented along with a copy of the updated 'New Member's Kit' for Council's consideration.

Discussion:

- S. Barlin suggested the HR Committee presentation at Local AGM's could be shorter due to time constraints for Local meetings. C. Vidito-Milne reported HR Representatives have been requested to offer their presentation at Regional Seminars; presentation materials can be sent out to Locals for their information.
- M. Krebs noted that the PowerPoint Presentation in relation to the Orientation kit will be updated, translated and sent to RVPs and Locals. We also need to know anyone else who is using the presentation to ensure they get the updated version. S. Rochon to follow-up with M. Broadhead on this.

**Motion** on Report as a whole (M. Krebs/seconded by C. Vidito-Milne).

**Motion carried. Recorded Vote #4**

### **Finance and Communication Committee Report**

M. Hladun presented the report, see attached.

A lengthy discussion took place in relation to the motion presented on page two of the Finance Report regarding Thompson Communication developing a survey surrounding the communication/website issue.

F. Murphy advised Council that since he came to the National office there have been numerous improvements and additions to our website. There have also been complaints received and before we re-design the website, we need to find out what improvements/changes should be considered, what information our members are not receiving and want, and what we like and dislike about our website.

He noted Thompson Communication was recommended to do the survey for two reasons: the survey cost was provided for in their quote – they suggested that before web design changes are made, we should consider doing a survey to find out what changes our Council members and Locals feel are necessary. Also, Thompson Communication manages our other two websites and has a good track record providing this service. The survey, as presented, would be done online with a link to our site, ask questions, similar to the Food Safety First site, and the data received would be compiled and presented.

T. Friday offered to conduct a survey as part of her Labour College studies. F. Murphy was not opposed to T. Friday doing the survey but she would have to provide a prospectus on time lines, polling, etc.

Some Council members agreed with the motion as presented while others felt the survey was unnecessary.

M. Dyck (seconded by S. Barlin) called the question. Show of hands – carried.

B. Kingston called the vote. **Motion defeated. Recorded Vote #5**

In relation to the resolution from Convention regarding a full-time Communications/Political Action Officer F. Murphy advised that the Committee was asked to look at the option of hiring someone full-time. The information provided gives the salary costs for a full-time position but not how much it will cost to set up that person in the office. He noted the money we presently spend equals about one-third of what a full-time position would cost.

**Motion** on the report as a whole (F. Murphy/seconded by M. Hladun).

**Motion carried. Recorded Vote #6**

A **motion** was presented by G. Miller (seconded by M. Krebs):

Whereas we have explored the option of having a full-time Communication Officer, which is excessive given our current budget;  
And whereas we have three quotes to re-design and maintain our website;  
That we award the contract to Thompson Communications and have them come and discuss with Council at our fall meeting what we want and how we want it and then prepare a few mock-ups of the web site that is easily assessible and easy to modify that we can look at.

G. Miller noted he felt there was no cost attached to this motion; it was simply to have J. Thompson come in to discuss options with Council.

Further discussion on communication strategies led to the motion being withdrawn by G. Miller/M. Krebs (as seconder).

It was decided the Committee will work on this issue until the next Council meeting. F. Murphy requested all Council members with questions or concerns surrounding our web site to let him know; he will share any issues received with the Committee, and possibly Alan Pryde, in order to take care of and make changes where possible. He noted if the cost is a mitigating factor, he will get back to Council for further consideration.

### **13. Agriculture Union Convention 2014**

L. Budge advised Council that a decision on who would be hosting the next Convention should be made by the fall of 2012 in order to secure a suitable hotel. He requested Council members signify their interest by July 31, 2012. This request should be sent by email to L. Budge. To note, any bids received will not be considered a formal offer, simply an expression of interest. He reported that if we have more than one region interested in hosting the convention, a decision on the successful bid will have to be made at the next Council meeting in November. L. Budge also noted he has documentation he can provide regarding hosting a convention if anyone requires more information.

### **14. Local RVP Reports**

B. Kingston noted that as only one RVP Report was received (from M. Vanson) he would like to reiterate the importance of these reports. We want to ensure Council members are in touch with their locals, the completion of this report is quick and easy and it can identify any issues a Local may be having. He noted this report came about after the 'How to Save a Local' session was held as training a number of council meetings ago. B. Kingston advised the Executive will go over the reports received before Council convenes to establish if there are any issues needing to be addressed. He also noted the reports should be completed by the RVP, not the Local, based on the RVP's discussions with their Locals.

### **15. Work Force Adjustment/Employment Transition Program (WFA/ETP Committees)**

There was an extensive discussion on the work force adjustment/employment transition issue. Discussion was dealt with by department.

Canadian Grain Commission – T. Friday reported that at the meeting last week they discussed and agreed to have committees locally and worked on the Terms of Reference. Sessions all across the country will be commencing soon. They agreed to co-deliver sessions to ensure consistency of the message given. They are waiting for names (1 or 2) for Local committees, RVP's can be involved but they are trying to keep the numbers minimal. This legislative change should take 18-24 months and they will be starting with training before the lists are finalized. Training opportunities will be available for GL's, PI 01's and 02's. The service centres will not be impacted, their work will continue.

Public Service Commission – É. Martel noted there will be 87 positions abolished but these will be dealt with mainly through attrition. Of the 87 positions, 15 are PSAC members. Five employees have received surplus notices. The Edmonton and Winnipeg centres will be closed in April 2014. He is focused on helping members with alternation/relocation issues. He noted with the PSC a major barrier is language and there are concerns for people in the West being for the most part unilingual.

Canada School of Public Service – É. Martel advised that 119 language teachers are gone as of March 31, 2012. 67 other employees have received affected letters with 13 of these receiving job offers. The School had been difficult in dealing with wfa issues, i.e. setting up the committee initially and meeting dates being rescheduled but they are making progress and communication has improved somewhat.

It was noted that some employees picked up language teaching jobs in the private sector or with other departments. The later is as a result of the letter campaign the National Office undertook. Also, the School held a job fair for term employees with some people getting jobs through this avenue as well.

Department of National Defence – F. Murphy advised that 47 employees will be affected. Our members are language teachers and develop language programs. He advised Borden is being closed with 26 of our members there providing English language training. Members in St. Jean, Kingston and the NCR are also affected. He has met with the National WFA Committee where it was established that regional committees for Borden, St. Jean and Kingston would be set up. Borden was rumoured as early as one year ago to be closing. Unfortunately we were not advised what the proposals were. When we did get the information in late March there was an embargo on this information. The numbers were leaked to the media, which is how our members heard they had lost their jobs and that Borden was closing. F. Murphy will be visiting Borden on May 14 to discuss.

Agri and Agri-Food Canada – F. Murphy noted the National committee was set up about one month ago and at that time dealt with initial discussions and the drafting of the Terms of Reference. They met again last Friday wherein they agreed upon Branch, Regional and Local committees. The three Branch committees are:

- Science and Technology (actual Research Branch & AESB)
- Rural and Co-operatives Secretariat
- Farm Financial Programs Branch

Members to sit on these committees is undetermined as of yet. A need for members to sit on regional and local committees was also noted. Kapuskasing and Delhi will be closing. C. O'Flaherty from AAFC has asked to move on the committee process and suggested they want to start selection for the retention program asap. She will arrange for a conference call some time next week with the Council member/alternate and/or Local President in the region(s).

F. Murphy noted that the list of affected members is not to be shared. Local committees are being established with the Employer having the responsibility of providing people on these local committees with the lists for their affected members. The same goes for the Regional committees.

B. Kingston noted a lot of work will have to be done by phone in some regions: Too many locations and too many meetings. Ensure you request of the Employer what you need with a copy to the National office. It was also noted to ensure you are able to commit to the meetings you are to attend, again if not, notify the National office.



F. Murphy confirmed alternation problems/wfa issues are to be dealt with as priority. Entertain alternations with the department first; anyone surplus will be a focus for the department to find them a job. B. Kingston noted that while departments have to prioritize finding internal jobs, they are required by the collective agreement and legislation to consider jobs anywhere in the government.

A number of questions/scenarios arose with clarification given by B. Kingston or F. Murphy. B. Kingston requested that if anyone has problems relating to WFA/ETP to please send them in to the 'AGR UNION' address and they will be forwarded appropriately. He noted the principals are Glenn Miller and Fabian Murphy for AAFC and Bob Kingston and Raphaël Tarasco for CFIA. The other departments' issues will be dealt with by Bob Kingston and/or Fabian Murphy.

Point of Privilege requested by C. Vidito-Milne. Total monies raised for M. Jordan was announced with **motion** by G. Miller (seconded by C. Vidito-Milne) for the National Office to match the donation. **Motion carried.**

Canadian Food Inspection Agency – B. Kingston passed along information from his telephone call today with G. Etienne, V-P of HR at CFIA. After the PSAC Convention we will have regional and local ETP committees in place right across the country. This will be explained to all CFIA managers later today. Council members should be hearing from their HR people to set up meetings in the near future. During last Friday's conference call it was agreed that we should organize area and regional committees. All questions raised at these committees should be shared by email, along with the answer, with a copy to all Council members in order to ensure good communication on all aspects relating to WFA/ETP. He noted the Terms of Reference were also agreed upon.

Information to note was:

When you fill out the self-assessment form you can/should request a copy of the results from the questionnaire.

For your 'other reference' for the self-assessment you can use someone other than your supervisor, for instance your previous supervisor, if they will give you a good reference.

For the Selection Committee the outside referee should be someone very fair. G. Da Pont has not approved any referees. Cam Duff has been put forward by us (either as lead in Science Branch or an extra in other areas). Other names for outside referees were noted. R. Tarasco offered to circulate the list he has. There is no grievance strategy worked out. Send any scenarios in to the National office and we will look at them to see what we can do grievance-wise. B. Kingston advised the people identified last year do have a guaranteed job offer coming. Suitable matches within the region do get priority over people in DRAP. This should be discussed at the regional level to see what can be resolved there first.

B. Kingston noted if CFIA has two or three choices of people, they will take the cheapest person. He also suggested you email J. Knubley and G. Da Pont and request an answer if they will waive in your situation or not.

There has been some discussion if too many people volunteer and it was noted it will be management's decision on how situations play out.

#### **16. Utilization of Employer Office Space**

M. Beaudet reported a problem: If the Employer allows office space to be used for union purposes they want to know what will be discussed. Is this considered interference? B. Kingston advised that unless the meeting is strike related, the call-out for the meeting is all the information the Employer needs. If there are any further problems in this regard, please let the National Office know. The same issue was reported by S.A. Sullivan. The Employer requested a copy of the agenda and required management to be in attendance at the meeting. B. Kingston requested a copy of the email in order to follow-up.

#### **17. Attendees to Final Level Grievance Hearings**

Grievors attending final level hearings was discussed. It was noted that some members wish to be in attendance, at least by phone, for their grievance hearing. Council was advised that in most cases, the grievor is contacted directly before the Service Officer proceeds to the hearing to ensure accuracy of the information to be presented. The grievor can participate by conference call but this option is not always offered; it can be counterproductive and not allow for frank discussions with the employer which would ultimately not necessarily provide an opportunity for a better resolution. B. Kingston informed it can be an option in very particular/technical grievances but is decided on a case-by-case basis. It was noted that in relation to the outstanding EG Review grievances, to please try to ensure grievors send the information required to present their case to the Service Officer responsible as soon as possible.

At this time M. Dyck made a **motion** (seconded by R. Cormier) to send flowers to the deceased member's funeral. Show of hands.

**Motion Carried.**

#### **18. Next Council Meeting**

B. Kingston advised the next Council meeting will be held November 7-9, 2012, travel day to be November 6 with the Executive to meet November 5 & 6, 2012.

#### **19. Resolutions of Record**

This item was dealt with under the General Committee Report.

## **20. Other Business**

J. Cloutier requested clarification regarding Regulation 13, Financial Assistance to Small Locals, and in particular if there is a limit to the amount that can be requested and how often you can request this assistance. B. Kingston advised this regulation came into effect a long time ago. There is no limit to the amount a Local can request and all reasonable applications will be considered. This is a budgeted line item and the \$1,000 amount is simply the base amount noted in the budget.

B. Kingston recessed rather than adjourned this session of the Agriculture Union National Council meeting. This was done in case Council has to reconvene during the PSAC Triennial Convention.

Minutes submitted by D. Ramsay

**Report of By-Law & Regulations Committee for  
National Council April 26, 2012**

**Members of the committee:**

Raphael Tarasco – Chair  
José Evangelho – RVP SW Ontario  
Milton Dyck – RVP South Saskatchewan  
Jean Cloutier – RVP Eastern Québec  
Danielle Moffet – Director for National Defense  
Sam Barlin – RVP Manitoba NW Ontario Nunavut  
Nancy Milosevic – Staff

**Items:**

**1. Function of Committee**

Committee will be looking at By-Laws on a continuing basis, the chair will be setting priorities and over the next term we will be reviewing all the By-Laws and Regulations.

Committee is looking for input from all committees and members of council for recommendation on By-Laws and Regulations

**2. Review of By-Laws and Regulation changes adopted at Triennial National Convention:**

French and English versions have been reviewed to ensure consistency.

Final copy presented to council (minor formatting, version identification on each page, update index and page numbering to be completed), committee proposes adoption of April 26, 2012 revision.

**3. Education:**

The committee's mandate for education is to provide training that is not regularly available to council members by PSAC, JLP, PSLRB or Provincial Federations of Labour; any suggestions from council will be appreciated by August 31, 2012 to be submitted electronically to Raphael Tarasco.

**4. By-Laws and Regulation**

The committee has set a review schedule for next committee meeting to review By-Law 1 to 8; any suggestions from council will be appreciated by August 31, 2012 to be submitted electronically to Raphael Tarasco.

Report of By-Law & Regulations Committee moved by Raphael Tarasco and seconded by Jose Evangelho

April 26, 2012

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

### **Present:**

Glenn Miller – 2nd National Executive Vice President  
John Langs – RVP Central Ont  
Michelle Coe – RVP Southern AB  
Terri Lee – RVP Western BC & Yukon  
Marianne Beaudet – RVP Western Quebec  
Patrick St-Georges – RVP Northeastern Ont & NCR (Recorder)  
Nancy Milosevic – Staff  
Bob Kingston – Agriculture Union President (attended latter half of meeting)

### **Collective Bargaining Updates:**

#### **TC team (by Patrick St-Georges):**

The team had its 8<sup>th</sup> round of negotiation with the employer and finds itself with the “pattern settlement”:

- 1.5 % per year, for a 3 year contract
- and for letting go of our voluntary severance; they are offering an additional 0.25 % on the 1<sup>st</sup> year and 0.50 % on the 3<sup>rd</sup> year, along with the previously offered PA gains.

We have made some improvements, during our negotiations, these include:

- Some amendments to Appendix I – for our Sea Lamprey Control technicians.
- An improvement to our Article 19 – No Discrimination, to include gender identity & expression; this is a historic first.
- Under Article 14 – Leave With or Without Pay for Alliance Business; employees will be allowed to take leave without pay if elected for full-time positions in the PSAC.
- Along with a few more changes in language for Article 25 – Hours of Work (rest periods) & we removed the exclusion of TIs & GTs under Article 31 – Reporting Pay.

We’ve also modified our pay proposal:

- Based on the joint Pay Study, TC’s are (on avg) behind by 13.5% in wages. We have replaced this demand with a reasonable request for an additional ~4 % increment, to be added to all classifications, effective April 1, 2013. While this extra increment wouldn’t fix our wage gaps, we believe it would be well-received the members.
- We have also given the employer an improved / detailed revision for Appendix P – which is meant to fix some of the largest wages differentials in our group, for some TI’s and very few EG technologists in northern Manitoba.

The team recently submitted its list of priority demands to the Public Interest Commissions (PIC), previously known as the conciliation board. This is a new process and will likely take 3-5 months.

The PSAC is also actively working on establishing our Essential Services Agreement (ESA), which will replace our previous Designated Employees list. Elizabeth Woods is the PSAC representative taking care of our ESAs and I have worked with her to reduce the number of ESAs submitted by our employer. We’ll need to have our ESA resolved before we can be in a legal strike position.

With the recent Budget 2012 and the significant cuts rolled-out across the country... this will be a challenging time to speak to our members about monetary issue, but over the next few weeks, each team member, in their respective region, will be actively speaking to our membership through townhalls.

Many members have been keeping tabs on our progress and we have received many questions, comments and words of support (and thank you for all the banners, Agriculture is leading the pack!). We'll need this continued support to send a clear, overwhelming message to our employer; we have been passed-over for over a decade now and it's time to get some gains for this group.

All the PSAC NSCCs will be meeting at the end of this upcoming PSAC Convention to discuss further strategies.

**CFIA (by Terri Lee):**

After only 3 rounds of negotiations (updates are on the website), the employer hasn't responded to any demand. The lack of negotiations are due to a unprepared employer negotiator, who refuses to consult with his own team.

The team tabled their wage proposal on their 2<sup>nd</sup> meeting, since the employer seemed unwilling to discuss anything, without placing the monetary issues on the table. In short, CFIA's wage proposal is very similar to the TC's proposal. The employer responded to this by presenting the same pattern settlement, but wasn't willing to offer the PA group improvements in trade of voluntary severance?! The team is not interested in letting go of severance and asked the employer for a counter offer, but he stated that he was mandated. (as the budget was about to be released).

The recent round of negotiations (just after Easter) was cancelled and no date has yet been set to reschedule this round of negotiations?! A Joint Learning Program proposal has been tabled with the employer, along with some employee transition amendments.

There was a conference call held yesterday, but the details from this call have yet to be summarized. There is quite a bit of pressure for the CFIA team to align itself with the other PSAC bargaining teams.

**Resolutions for Convention (by Michelle Coe):**

A few resolutions for convention were discussed:

- Reg 15 - Electronic voting: There may be an issue to ensure members are sufficiently informed before voting. There may also be a costing issue with this resolution to ensure it would be conducted securely.
- Health and Safety - Protective Reassignment: this resolution was seen as a "no brainer"
- Pension campaign – with a 5 cent cost (per member per month) we aren't sure if this should go through, as there is already funding to run this campaign.

There were some discussions from what came from BC's pre-convention meeting; it appears there will be a lot of money talk.

## **Occupational Safety & Health (OSH) Updates:**

### **AAFC (by Glenn Miller):**

The full details were previously reported in Glenn's Employer report, but the highlights include:

- AAFC recently released its Workplace Violence Prevention Policy, but the next phase to be discussed will include training details. There will be a significant challenge to identify competent and experienced candidates, with a good OSH background to investigate Regulation XX issues. It was suggested that we put together a step-by-step procedure to file a Reg XX complaint (as Bob Kingston previous outlined) and put this in our KEY INFO kit. Nancy has been working on a Q&A in support of this topic.
- The policy committee has agreed to re-open discussions on AEDs. A City of Ottawa employee will be giving the committee a presentation on the benefits of having these devices in our workplaces.
- Fire protection plans have been discussed, including training for wardens and the use of fire fighting equipment.
- Under lab safety; Global Harmonized System training will be developed by the Lab Safety Committee, since our workplaces already have hazardous reagents with these labels & pictograms.
- AAFC's Green Driving program is being assessed to determine whether it meets the H&S needs for the Department, since it seems to be focused more on a green-environmental initiative.

**Health & Safety Articles for the Website** Looking towards the next year; workplace diseases will be targeted, including asbestos, allergies and multiple chemical sensitivities (MCS). It was suggested that we gather information to promote better awareness for these issue. Glen will cover asbestos, John will cover MCS, and Pat will cover allergies.

### **CFIA (by Bob Kingston):**

With a new VP of HR (G. Etienne), CFIA has taken a huge leap backwards on OSH, since this VP decided to drop the nearly completed Workplace Violence Prevention Policy. Even the management representatives seem frustrated with this VP and his obsessive control tactics. The CFIA President and Executive VP had assured that they would meet with HRSDC to discuss this issue further, but this has yet to happen. There will be many more OSH issues to come, due to this new VP of HR.

Job Hazard Analysis (JHA) online training (on Merlin) is apparently been posted and available, without notifying the OSH co-chairs?

There was a question raised about the need to better protect pregnant women. It was highlighted that it is difficult finding a qualified expert to assess workplace hazards and determine if the risks. Should there be any specific issues where an employer/supervisor gives any such member grief, we should forward this information to Bob Kingston.

### **DND (by Bob Kingston):**

We're making progress here; the previously problematic General has moved-on and after going through two new employer co-chairs, the newest employer co-chair is working out well.

DND is in its final stages of a developing a Workplace Violence Prevention Policy; similar to AAFC's. Furthermore, they are planning to have this policy replace the Harassment Policy, to avoid any future confusion, should there be a workplace conflict.

On-going collaborations on training are progressing... soon to be released in Ottawa.

**CSPS (by Bob Kingston):**

Their management structure isn't comfortable with this committee; therefore HRSDC will be attending the next meeting. Bob is optimistic that the new employer co-chair is more reasonable and should be more responsive to HRSDC.

**PSC (by Bob Kingston):**

Management seems to want a one policy approach on Reg XX, but HRSDC stated that they could have two policies, as long as this doesn't cause any delays to resolve any issues.

Treasury Board apparently confirmed that it would be ok to have one policy to cover both Reg XX and harassment.

**CGC (by Teri Friday):**

Details were presented in Teri's Employer report, but here are the highlights:

The CDC's NOSH has been functioning well; meeting quarterly and agenda items resolved in a timely manner.

The committee have approved a training module on workplace violence and a scent free workplace.

There's an on-going struggle to find enough competent people to investigate workplace violence issues.

**Side-note:**

- Our (Agriculture Union) INFO KITS are being used as models for various PSAC toolkits.
- A question was raised about "fixing" our website to facilitate access to find relevant information. It was mentioned that the Flash Media Player usage on the site, doesn't work for many Apple products (ie. iPad, iPhone).

**Moved by Glenn    Seconded by Pat**

- **Note – We just had a member pass away due to a workplace accident, our thoughts, prayers and condolences to his family and co-workers.**



## General Committee Report

**Present:** Meraiah Krebs (Chair), Maria-Luiza Romano, Terri Friday, Rick Cormier, Charlene Vidito-Milne (recording) and Sylvie Rochon (staff)

The committee reviewed the General Committee Tracking Report (2011-2014). Please see the General Committee Tracking Report (2011-2014).

The committee also discussed the meeting with the Human Rights Committee held in November 2011.

### **Action Plan Summary of the Human Rights Committee:**

1. <b>Seminars and Training.</b>	<u>TOR # 5:</u> HR Reps to contact RVPs & Locals for presentations keeping Alternates informed.
2. <b>Education Survey</b>	Meraiah will contact Howard to get result from the Survey
3. <b>Feds of Labour, education CLC., PSAC</b>	HR Reps to attend available training through PSAC, CLC, Fed of Labour and can request certain training from REVPs in their Region
4. <b>CHRC, website to plan.</b>	Charlene to submit Links, Blurb, updates, etc... to Meraiah and/or Fabian to post on website.
5. <b>Update power point.</b>	Charlene sends the Power Point presentation for translation by Dec. 14 <sup>th</sup> 2011
6. <b>Pamphlet.</b>	Maria-Luiza sends the Pamphlet to Charlene  Discussion with Alan Pryde about the Logo options
7. <b>Use of technology + forum.</b>	Meraiah shared the link to <a href="http://www.unionbook.org">www.unionbook.org</a> it is international, similar to Facebook but no need for administrator / moderator to monitor it
8. <b>Attending AGM's</b>	HR Reps to Contact locals offering presentations – Alternates can help doing presentation especially in cases of distance restrictions

Report moved by Meraiah Krebs and seconded by Charlene Vidito-Milne.

**REPORT OF THE FINANCE & COMMUNICATIONS COMMITTEE**  
**April 26, 2012**

**Members Present:**

Fabian Murphy – Chair  
Erick Martel  
Sue-Ann Sullivan  
Mike Vanson  
Marianne Hladun  
Lary Budge – Staff

**COMMUNICATIONS**

**WEBSITE**

- Problem was identified with the website were some sections of the website are not accessible depending on the software of the user (for Mac users and possibly others).

ACTION: Fabian will contact Alan Pryde to see what can be done to ensure that all members have full access to the website. In the interim, he will ask that a disclaimer will be put on the website advising members that they should try different internet software to have full access.

**CONVENTION RESOLUTION B-2**

**WE WANT:**

- *The Agriculture Union to research and report back to National Council at the Spring 2012 National Council meeting on the option of creating a full-time in-scope Communications/Political Action Officer position that would be responsible for establishing and maintaining our presence on various social media, exploring new technologies for ways to communicate with our members, spearhead political action campaigns and to provide other duties as determined by the National President and/or Executive.*
- *In the event that a full-time position is not cost effective as determined by National Council (at the Spring 2012 National Council meeting) after a full review of the research, that communications services be secured for a provider that will establish the Agriculture Union on social media such as, but not limited to, Facebook & Twitter and such other services as determined by National Council.*

**CURRENT SPENDING:**

- Amount paid to Pryde Communications over the last year was split approximately 50% each for Communication Services (writing web articles, media releases, etc.) and Website maintenance. Total approximate cost for last year was \$45,000. For communications services, in the last year, Pryde Communications billed for 45 hours at \$500 per hour (approx. \$22,500).

- Over the past three years, the average amount paid to Jim Thompson for the Food Safety First and Grain Action campaigns was \$76,641. This includes maintenance of the websites, preparing media communications and organizing media events.

## **FUTURE**

- Approximate cost for a full-time staff position (equivalent to PSAC Regional Communications/Political Action Officers) would be maximum of \$92,582 plus benefits averaging approximately 30% per year. Total cost would be \$120,357 per year. Salary cost is quoted at 2012 pay rate.

## **WEBSITE REDESIGN AND MAINTENANCE**

- Three quotes were received for a web design and maintenance agreements:
  - Pryde Communications – initial re-design at a cost of \$20,000. Maintenance costs would be \$500 per hour which on average has cost \$22,500 per year.
  - Thompson Communications – initial re-design at a cost of \$20,000 with a 50 hour retainer (per year) at \$50 per hour for maintenance.
  - Intrastrata – initial re-design at a cost of \$20,000 with a 48 hours retainer (per year) at a cost of \$100 per hour for maintenance. Additionally, it would cost \$500 to \$1500 to incorporate social media applications.

## **POLITICAL ACTION/COMMUNICATION SERVICES**

- Thompson Consulting has provided a quote for \$125 per hour consulting fee. They will be contacted to determine if they are interested or able to provide basic communications services.
- Pryde Communications currently provides website maintenance and communication services but no political action. They will be contacted to determine if they are interested or able to provide political action services.

## **RECOMMENDATION**

- The committee feels that before any contracts or decisions are made on staff versus contracted services and selection of providers, more input is required from Council and locals.
- Once the information is received, the committee will be in a position to make an informed recommendation to Council.

**MOTION** (moved by Mike Vanson, seconded by Marianne Hladun, carried):  
That the Finance Committee work with Thompson Communication in developing a survey and that we contract Thompson Communication to undertake the survey of National Council and Locals at a cost of \$5,000.

**FINANCE**

Total Members: 8,911 as of February 2012. Rand Deductees are 859.

New travel rates effective April 1, 2012

Breakfast	\$15.60
Lunch	\$14.85
Dinner	\$40.85
Incidentals	\$17.30
Daily Total	\$88.60

**RAND CAMPAIGN**

Follow up from previous minutes. Committee will revisit at the Spring 2013 council meeting. 2013 would be a good year to launch another RAND campaign as the next PSAC convention deadline will be December 2013 to qualify for delegates to the PSAC convention. RVP's & Directors are reminded to check their local listing and to encourage locals to reduce the number of rands.

**FINANCE**

Committee received the final version of the 2011 Auditor's Report. Once the report is signed, it will be distributed to National Council and all Locals.

Meeting adjourned

**Recorded Votes/Votes Consignés**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>Barlin</b>	1	1	1	1	2	1
<b>Beaudet</b>	1	1	1	1	2	1
<b>Cloutier</b>	1	1	1	1	2	4
<b>Coe</b>	1	1	1	1	2	1
<b>Cormier</b>	1	1	1	1	2	1
<b>Dyck</b>	1	1	1	1	2	1
<b>Evangelho</b>	1	1	1	1	2	1
<b>Friday</b>	1	1	1	1	2	1
<b>Hladun</b>	1	1	1	1	1	1
<b>Krebs</b>	1	1	1	1	2	1
<b>Langs</b>	1	1	1	1	2	1
<b>Lee</b>	1	1	1	1	2	1
<b>Martel</b>	1	1	1	1	1	1
<b>Miller</b>	1	1	1	1	2	1
<b>Moffet</b>	1	1	1	1	2	1
<b>Murphy</b>	1	1	1	1	1	1
<b>Romano</b>	1	1	1	1	2	1
<b>St-Georges</b>	1	1	1	1	2	1
<b>Sullivan</b>	1	1	1	1	1	4
<b>Tarasco</b>	1	1	1	1	2	1
<b>Vanson</b>	1	1	1	1	1	1
<b>Vidito-Milne</b>	1	1	1	1	2	1
<b>Kingston</b>	1	1	1	1	1	1

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