

**Agriculture Union  
National Council Meeting  
April 8 – 10, 2013  
Le Sheraton Montréal, Qc**

**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 Morison, 4 <sup>th</sup> NEVP	Mariette Beudet, W. Qc Jean Cloutier, E. Qc Michele Jackson, S. AB Rick Cormier, W. Atl Milton Dyck, S. SK José Evangelho, SW ON Teri Friday, CGC Nat'l Director 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/Observers</b>	<b>Staff</b>
Barb Kristjansson, MB, NW ON & Nunavut Mélanie Desrosiers, Observer, President, Local 80 St-Hyacinthe, Qc (April 10 only)	Larry Budge, Administrative Officer Sylvie Rochon, Service Officer Debbie Ramsay, Recording Secretary

**Monday April 8, 2013**

**1. Call to Order**

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

**2. Opening Remarks** – Bob K. commented on Harper's Conservatives decimation of the public service and noted that everyone in the room has had personal experience trying to deal with the fall-out.

**3. Adoption of Agenda**

**Additions/changes:**

- |          |     |  |
|----------|-----|--|
| Change   | 5.  | should read 'Approval of November <b>2012</b> Council Minutes' |
| Addition | 19. | Exit surveys/process and end result – M. Vanson                |

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

#### **4. Hours of Session**

##### Day 1

9:00 am to 12:00 pm	Business agenda
1:30 pm to 5:00 pm	Business agenda

##### 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** É. Martel/J. Evangelho, by show of hands – carried.

#### **5. Approval of November 7-9, 2012 Council Minutes**

Additions/changes: none noted.

**M/S/C** J. Langs/J. Evangelho – carried unanimously – Recorded Vote #1.

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

##### Tracking Report

#1- Paid Prep Time – B. Kingston reported he had had a follow-up meeting with G. Etienne on this issue wherein Bob was advised the Committee had reported back to Mr. Etienne that nothing could be done. On further discussion with two of the three committee members (with the third member of the committee having resigned because he was retiring), B. Kingston was advised that the committee had never convened, had any discussions, or filed any report. Bob will have a follow-up discussion with G. Da Pont to hopefully get the committee back on track.

Action: While there is no requirement for the department to give us minutes from these proceedings, Bob will request minutes be made available.

#2 – CFIA Duty to Accommodate – G. Etienne has re-committed to initiate this training. B. Kingston will endeavor to work on moving this forward.

#3 – CFIA Harassment Training – Discussion centered on problems with training, and lack thereof, in the regions. Key points put forward during this discussion were:

- Make sure you read, print and bring our *Key Info Clé* piece on harassment and ensure everyone on the course gets a copy of it as well.
- Ensure co-facilitators have and distribute our information.
- Bob noted CFIA has received direction from HRSDC on this issue and they have appealed. Lisa Addario, PSAC Legal Officer, will be representing the union's position on this matter.
- HRSDC can be invited to any meeting, and in fact they have been invited to attend our next national level meeting.
- If you are on a committee and having trouble getting a report, you should request it using the HRSDC LAB 1060 complaint form<sup>1</sup> and/or file a NJC grievance.
- The department has made a commitment to work on this training.
- CFIA has created a Respectful Workplace team made up of Labour Relations staff. They are looking at every complaint, evaluating it and determining how it will be dealt with. We have advised the dept. we will bring their process to the HRSDC every time; violence and/or harassment complaints are to be dealt with under section 20.9.2. For every case of workplace violence, or alleged workplace violence, they have to try and resolve informally. We have told CFIA that when a manager gets a complaint, even in writing, they are still supposed to try and resolve with the parties. Failing resolution, it is then to go to a competent person for investigation.

#4 – CFIA Classification Reform – No progress to report as M. Morison is still waiting to connect with M. O'Neil and CFIA on this.

#5 – Health Canada Medical Evaluations –It was noted in one of the regions that third party medicals and new hires all had to submit urine samples. B. Kingston advised that under the medical evaluation policy, for health and safety purposes, if the dept. cannot tie this procedure to the job they cannot request it. He noted that even for pre-placement people, they still have the option of using their own doctor.

Action: Place on agenda for NOSH. J. Langs to send information to B. Kingston (with cc to Ayman Soryal and Stephen Norman).

M.L. Romano commented that it is hard for people to say no to these requests and asked how can we make people aware of the proper process. B. Kingston advised that for those Council members who are H & S Committee members you should be involved in the process of creating the risk/hazard analysis, and at the very least be requesting this information when necessary.

#6 – Duty to accommodate –

Two specific examples of accommodation issues were discussed. Council was reminded when these issues arise to make sure you file your complaints and also put pressure on the Employer to resolve. These situations can become a human rights violation. B. Kingston indicated it is more onerous on the Employer to show a third party that the person is not being discriminated against. He

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<sup>1</sup><http://www.servicecanada.gc.ca/cgibin/search/eforms/index.cgi?app=prfl&frm=lab1060&ln=eng>

reiterated that Council members should ensure the Employer is made aware of specific situations, either through your UMCs and/or WFA/ETP committees. He also noted that many individual cases necessitate consideration whether a person requires accommodation or not.

M. Jackson enquired as to who is delivering this training. B. Kingston advised CFIA has two options; develop trainers, probably the same people utilized for harassment training and they also have access to the JLP. The use of the JLP has been agreed to nationally and we will not accept HR delivering this training.

#7 – Part XX and Violence in the Workplace – Council was reminded to read the information contained in our *Key Info Clé*, including the attached annex on this issue. B. Kingston noted additional information will be added to this piece. At a meeting with PSAC we have been discussing additional forms of complaints, what is adjudicable along with other areas that need to be fleshed out. B. Kingston commented on the Committee Activity Reports which are sent to HRSDC. These reports are required to contain a summary of Part XX complaints. We have advised the Employer that if they don't contain this information we will not be signing off on them. PIPSC is also proceeding in this manner. F. Murphy reiterated that any incidents occurring in the workplace even where there is resolution to an incident, still have to be recorded.

#8 – EE Meetings – Employment Equity meeting information was updated as follows:

PSC – meetings have taken place.

CGC – things have been put on hold. T. Friday noted that most of the people presently on this committee will be gone and training will be required.

CFIA – is establishing a Visible Minorities and Disabled Persons Forum. We are not been consulted with at the National table and this will be discussed at the May and June UMCs. M. Morison also advised that CFIA has a 'Chairs and Champions Committee' which is not the same as employment equity and is not being sanctioned by us. B. Kingston suggested everyone look up the Employment Equity Act and in particular read Section 15<sup>2</sup>. Departments that have EE committees come under this jurisdiction and therefore have to collaborate with the union on this. You need to voice strong opposition to ensure collaboration takes place. He noted that everyone should copy Section 15 and bring to any meetings you attend to show what the Act covers, who it applies to and how things should be carried out. If problems arise, raise it to the national level.

AAFC – F. Murphy noted EE was discussed at the NUMCC where it was agreed that at two HRUCC meetings a year, EE would be on the agenda.

Representatives from other committees would also attend to discuss EE issues.

Action: The next meeting will be held May 15, 2013 and F. Murphy will get information from this meeting out to Council.

#9 – Competent people for investigations – B. Kingston advised no names have been forwarded to the National office and reiterated that policy committees have a requirement to get this done. He informed Council he will forward names of

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<sup>2</sup> <http://laws-lois.justice.gc.ca/eng/acts/E-5.401/FullText.html>

groups we have used in the past but advised Council should always speak to the investigators personally to ensure their merit. He also suggested people review Section 20.9.(1) to verify the definition of competent persons. B. Kingston noted that there are specific requirements that the report has to contain and to reject any reports that do not contain all the required information. One avenue being looked at is for CFIA to pick a manager and we pick a union representative and train them as a team to be competent persons. HRSDC has approved this idea. B. Kingston reported he will be involved in the training but has no information as to who will be involved on the department's side.

Action: B. Kingston to send competent persons info to Council

#10 – Local RVP Reports – Council were again reminded to check in with their Locals and submit these reports. B. Kingston noted we know of some Locals who are in trouble but have not received a report from the RVP on them. The process is then for the Executive to discuss the reports received and decide on a plan of action.

Action: get these Local reports in for next Council meeting

#11 – ATIP Requests – M. Vanson enquired as to the status of our ATIP requests. B. Kingston advised that the initial cost for ATIP requests are minimal and we can submit new requests if warranted.

F. Murphy gave a brief overview on our previous ATIP requests. He noted the timing was advantageous to do new requests as it is just after year end, and it is also good timing as far as a bargaining strategy goes.

Action: Send ATIP requests for each employer regarding performance pay

#12 – DND LAT 02's (excluded positions) – F. Murphy reported this is an item that we are dealing with at DND. We are in the process of getting the work descriptions and the reporting structure to determine if these LAT 02's still meet the exclusion criteria. D. Moffet reported there are five positions in St. Jean where there has been a change in the reporting structure. It will have to be determined if these positions meet the criteria as well.

F. Murphy noted that exclusion reports were recently sent out to Council.

Action: please look over the reports to see if there are any legitimate concerns for positions being recommended for exclusion.

A **motion** by M. Vanson, seconded by T. Friday, that it become a standing item to ATIP our Employers for the amounts paid out in performance pay, to be used as a tool for bargaining and to have available for discussions with Employers and that this standing action be repeated yearly for the next three years.

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

## **7. Finance & Communication**

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

## **8. National Office Staff**

L. Koo has returned to her substantive position with UNE. S. Prowse was brought in to work with D. Ramsay to structure the work remaining regarding the PI Review. We are unable to continue working on these grievances at the present time as DRAP is our priority.

The LRO's priority is to deal with the backlog of final level grievances. S. Rochon pointed out that in relation to the GL Review, we do need to flag and bring to the attention of the National office, GL grievances where the member will be affected by DRAP as this could have an impact on their classification level and alternation opportunities.

B. Kingston reported the amount of general info phone calls from members and locals to the National office has decreased. He emphasized that while the LROs will take calls from Council members, Locals should be funneling enquiries through their Council member. He also requested Council members, where possible, to do research in relation to general enquiries from their locals themselves. Overall improvement has been noted.

F. Murphy advised that some overtime has been authorized at the National office as a result of the impact of the current backlog. B. Kingston added that if the Executive approves additional resources we will ensure transparency regarding any action taken.

B. Kingston advised we will be purchasing some file cabinets, one reason is to get files out of our boardroom so it can be properly set up as a meeting room and secondly because we are running short on filing space.

## **9. Employer Updates**

B. Kingston reminded Council that previously a great deal of time was spent on listening to verbal updates on how things were going in the regions. By handing in written employer updates in a timely manner, to facilitate translation and circulation to Council members, would give everyone an opportunity to have read these reports beforehand. To note, as most reports had just been handed in, they would be distributed electronically and be discussed later.

Discussion later:

D. Moffet inquired if the reference handbook for Local OSH Committees could be shared with other departments. G. Miller will share the handbook once it has been developed and he also advised that the CCOSH has a good reference handbook for local workplace committees available. B. Kingston further advised the CCOSH also have an excellent handbook on workplace violence as well as a good website on this topic.

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

A vacancy on the SJF Committee has arisen with the pending retirement of S. Barlin. T. Friday volunteered to take his place. With no other volunteers coming forward, T. Friday's offer was accepted.

F. Murphy reported one new submission from the SK Asbestos Disease Awareness Association (SADAO) has been received and will be considered by the committee. B. Kingston noted that SADAO was founded by H. Willems and has been carried on by Brother Willem's wife, Brenda Baergen and their son Jesse. They do have a website and he suggested everyone sign up to show support. It was noted that Québec is also moving forward on a registry for asbestos identification in public buildings.

Of the three other recent submissions, only one met our mandate. One other of these submissions, relating to anti-poverty, will be reconsidered in hopes it does meet our mandate.

The Executive has looked at the balance of the SJF and recommended, based on the submissions coming in and monies being expended, perhaps the fund should be capped to a maximum of \$100,000.00 with the excess transferred to the general fund. Concerns with changing the resolution passed at the last convention relating to this fund were voiced. It was decided to refer this item back to the SJF Committee and have them report later in these proceedings.

L. Budge provided the amounts held in this fund over the last couple of years and noted the balance currently sits at \$104K with \$52,800 being this year's contribution. He also advised that all SJF projects that have been approved in the past are on our website.

The SJF Committee reported back with the following:

The committee decided it would not put the proposal to cap the SJF forward at this time.

The committee sees the rationality in expanding the mandate of the Committee in order to be more flexible regarding requests received for funding. This matter will have to go to Convention, and therefore no changes to the mandate will be made at the present time.

## **11. Collective Bargaining Update**

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

## **12. Standing Committee Reports – later in the report**

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

The next triennial Convention will be held in Winnipeg, MB with the Locals in the area all on board. B. Kingston and L. Budge have recently toured the Convention hotel, The Fairmont Winnipeg. Dates for convention are as follows:  
August 8, 2014 – Council travel day  
August 9, 2014 - Council  
August 10-12, 2014 – Committees and  
August 13-15, 2014 - Convention

## 14. Local RVP Reports

B. Kingston noted the following: Local RVP reports are an important tool utilized to gauge what is happening in our Locals. These reports should contain information on the Local's complement of executive, grievance handling situations, health & safety portfolios, etc. Even if the state of affairs is status quo, please send this information in. The reports also give the RVPs a chance to chat with their Local Presidents. We need to ensure Local executives have the resources and support they need. If in trouble, the Executive will make recommendations/plans of action to facilitate the local in the hopes of ensuring they become viable again, or alternatively, amalgamate them with another local. This process is done in coordination with the RVP. B. Kingston indicated the RVP report can be found in the RVP handbook and is also available electronically through the National office. F. Murphy commented the National office needs to be notified with any changes to Local Executives as soon as possible in order to update our website and contact lists.

Action: Send RVP Report form out to Council electronically asap.

Action: RVPs to send Local reports in to the National Office in the next quarter for consideration.

## 15. Work Force Adjustment/WFA-Employee Transition Policy/ETP

- B. Kingston commented that since DRAP was announced committees have been set up across the country with CGC being the most recently established committee after the announcement of 300+ CGC members being affected. He noted Council should be trying to ensure these committees are functioning well; information from the Employer should be detailed and complete (statistics, stage, problems, etc.). We should be discussing specific situations, most particularly at the local level, and if necessary, escalated to the next level asap.
- Our membership numbers were discussed. F. Murphy indicated we have lost approx.. 1,000 members since DRAP was announced. L. Budge reported that two years ago, when council was looking at the budget our numbers were 9,200+, and therefore the budget was based on 8,500 members; this number being considered a good cushion. He advised our membership total in March 2012 was 8,965 members and by February 2013 we were down to 8,131 which is almost 400 members below our forecasted budget numbers.
- Terms were discussed. T. Friday indicated that there will also be 150 terms losing their jobs at CGC. These people are not captured under WFA. M. Dyck reported as many as 200 more terms would be leaving in the Pastures program. M. Vanson reported on a situation in the West where job losses are not being attributed to DRAP either. F. Murphy indicated that individual cases with merit should be sent to the National office to investigate whether or not we can make an appeal for specific circumstances (ie. long term terms). He advised we do get a list annually from the departments and we will be looking at these lists as well.



- T. Lee commented that at the BC Regional Conference it was reported that other Components who are experiencing large losses of membership are actively looking into merger opportunities. B. Kingston reported on our past merger experiences and noted Agriculture Union could be open to opportunities that may arise as long as they would be a 'good fit' for our Component.
- A question on TSM payments and whether or not they have to be reimbursed was asked.
- Action: F. Murphy advised we will get this information and have it put on our website.
- It was noted in a number of regions that rumors are still circulating that there are going to be more cuts. F. Murphy reported the information received at the National level is that there are not going to be any more cuts.

## **16. Political Action/Campaigns**

Community Pastures Update – M. Dyck and F. Murphy reported the following: A campaign was launched after the Federal government decided on getting out of the business of managing community pastures. The province of SK didn't have any plans or programs in place so they put the pastures up for sale. The campaign's goal was to change the government's decision to sell the land, barring that, have the provincial government arrange an acceptable alternate delivery system. We did manage to generate 10,000 emails that sent a strong message to the Premier of SK voicing opposition to the plan. We also met with the Agriculture Minister and as a result the option of leasing these lands has now been tabled. A number of interested groups have come together under one umbrella, the Public Pastures Public Interest Committee. The group has agreed on six principles that would be a guide as to what will happen to these lands. Momentum has been built up, awareness of the issues generated, allies built and everyone is working hard to maintain this momentum and keep the pastures issue moving forward. Our campaign's efforts to work to link all the patron groups into one organization, one voice, has been a great service to the movement. We set up a booth at the Cdn Western Agribition where good work surrounding the mobilization of this issue took place. It was also a great opportunity to make further connections with environmental and farm organizations. There are 30+ endorsing organizations all working together now. Moving forward we are attempting to get a meeting with the Liberal caucus to make a presentation on this issue.

Community Snapshot - M.L. Romano reported that in response to the PSAC 'We Are All Affected' campaign the area council in her region (Okanagan region) has started a 'Community Snapshot' initiative. Sister Romano explained the initiative's ideas and objectives and advised it will be presented to the BC Regional Seminar.

Food Safety First – B. Kingston reported that at the present time there are no major initiatives in relation to Food Safety First. We still respond to food safety

issues as they arise. Last week's story where it was reported that CFIA's internal assessments of 15% cuts across the agency with 5-7% cuts from staff are simply numbers from the original proposals. Do ensure you bring any concerns you hear of to the National office in order that we may bring them to the forefront if warranted.

Leadership Training – B. Kingston enquired whether Council members had been contacted by their REVP's regarding this training. He then gave background information on the issue. He explained that over the last six month Conservative MP Pierre Poilievre has been attacking the Rand formula and union dues. B. Kingston noted the Supreme Court decision<sup>3</sup>, Lavigne v. Ontario Public Service Employees Union, 1991 ruled that unions not only have a right but an obligation regarding political action and that political action is a natural extension of the collective bargaining that takes place at the bargaining table. Mr. Poilievre wants to prohibit union dues from check-off. There is no other way to collect dues other than voluntarily. If we lose this fight, unions could cease to exist in Canada. For these reasons, we are looking at starting a conversation with our members, to re-engage our membership. He suggested Council members could write letters to the editor, opinion pieces for local papers, etc.

S.A. Sullivan reported they had already had a training session in her region. She voiced concerns for costs to smaller locals as they tried to sit down face-to-face with their members. B. Kingston advised we presently have no plans to support this initiative financially other than within our normal capacity. He noted if Sister Sullivan had a specific proposal we would present it to the NBofD in June. He also noted a person to person commitment is necessary to get the word across. He also suggested that for some locals a lunch time bbq, with free hot dogs and hamburgers might work.

Action: The Communications Committee will get information/details out to Council

## **Tuesday April 9, 2013**

Standing Committee Meetings

## **Wednesday April 10, 2013**

Sister Mélanie Desrosiers, President of Local 80, St-Hyacinthe, Qc was recognized by the chair as an observer and round table introductions took place.

## **12. Standing Committee Reports**

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

É. Martel presented the report, see attached.

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<sup>3</sup> <http://scc.lexum.org/decisia-scc-csc/scc-csc/scc-csc/en/item/774/index.do>

Discussion:

- M. Morison enquired when the decision on the process for the Rand campaign was made. F. Murphy advised that it was discussed at the last Council meeting and actioned by the Finance Committee for this meeting. He noted the direct impact of signing Rands vis a vis sending a delegate funded by PSAC to the PSAC Convention as opposed to the Component funding an observer to the PSAC Convention would be cost neutral. F. Murphy did provide the cost to send an observer to the PSAC Convention is \$3,300.00.
- Discussion surrounding the pros and cons of a Rand campaign ensued.
- G. Miller, 2<sup>nd</sup> by D. Moffet, proposed a **friendly amendment to the motion** as follows: The Committee proposes that we initiate a Rand Campaign in May 2013 as previously discussed at the November 2012 Council meeting. The Rand campaign is to consist of a draw of all Rand card signed and the draw will be for an iPad.

**M/S/F** on the friendly amendment, G. Miller/D. Moffet, by a show of hands – **motion failed.**

- There was further discussion on the Rand campaign surrounding the formula to be used to establish the winning Local.
- R. Tarasco, 2<sup>nd</sup> by M. Morison, made a **motion to refer back** the Rand campaign to the Finance Committee for them to come back with a new proposal for the campaign and to take into consideration the preceding discussion.

**M/S/C** on the referral back to the Finance Committee, R. Tarasco/M. Morison, by a show of hands – **carried.**

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

R. Tarasco presented the report, see attached.

Discussion:

- PSST Training – R. Tarasco advised the number of participants set at 12 was an estimate and after a show of hands of Council members it was noted there are 13 Council members interested in taking this training.
- R. Tarasco also noted the costing of \$32,940.00 would cover 12 participants, three days in Ottawa with expenses. B. Kingston reported there are presently ongoing discussions with PSAC and some reductions in costs should be realized. We are hoping PSAC will provide the facilitators, and he also noted we have an in-house trainor, that being Sylvie Rochon. S. Rochon suggested 20-22 participants would be the outside maximum number of participants for this training.
- **Motion** on PSST Training.
- **Recorded Vote #2 – motion carried - unanimous**
- Adult Education Training – R. Tarasco advised this training provides a 'train the trainor' type of training on how to teach adults. The focus is on the message you are trying to relay. B. Kingston noted this training would take place at the Hotel in Winnipeg and has not been costed. R. Tarasco

advised the Committee report will be amended to propose this training initiative be discussed at the next Council meeting with costing provided at that time.

- Review of the structure of the Agriculture Union – R. Tarasco spoke to this proposal and in particular the much larger loss of membership we are experiencing thus necessitating serious review of the structure of our Component. Suggestions were made on where we could look to making changes and be more cost effective.
- **Motion** on Report as a whole as amended.
- **Recorded Vote #3 – motion carried**

**M/S/C** É. Martel, 2<sup>nd</sup> by J. Langs, made a **motion**, that a Structure Committee be established to be chaired by a member of the Executive and composed of the Finance Committee and the By-Laws Committee. The Committee will be mandated to establish the Component's priorities to look at all possible financial savings and propose changes. This committee will also be mandated to look at the entire structure of the Executive and the National Council. This committee will conduct its work in the most cost effective way, such as emails and conference calls.

- A discussion in relation to the size and make-up of the committee followed. Several motions were proposed but original motion above eventually carried (Recorded Vote #4 as noted below)
- G. Miller proposed an **amendment to the motion**, 2<sup>nd</sup> by R. Tarasco, that the Structure Committee consist of the Chairs of the Finance Committee and By-Laws Committee, a director from each of these committees and two other committee members with the committee itself to chose the two other members.
- M. Jackson made a **motion**, seconded by T. Friday, that this matter be divided into two separate motions; one motion to explore the removal of the Director positions and another motion to explore all possible cost saving measures, to be put forward and voted on during a conference call prior to the next Council meeting.
- B. Kingston ruled this motion out of order as it was not in keeping with the original intent of the motion.

**M/S/F** M. Morison made a **motion to divide**, seconded by M.L. Romano on an amendment to the original amendment; to divide the work into two separate sections, finance being one aspect and structure being the second aspect.

- C. Vidito-Milne **called the question**, 2<sup>nd</sup> by J. Evangelo (on the amendment to the amendment-look at separately-M. Morison's motion) – by show of hands – **motion failed**.

- **Vote** called on the original amendment (work to be done at the same time but by a smaller working group consisting of 2 chairs, 2 directors and 2 other members from the committees-G. Miller's motion) – by show of hands – **motion failed**.
- **Vote** called on the original motion, as re-read by L. Budge (É. Martel's original wording, see above)

**Recorded Vote #4 – motion carried - unanimous**

### **Continuation of the Finance Report**

F. Murphy reported the Committee took all comments regarding the Rand campaign into consideration and read the amended motion regarding the campaign which is as follows:

**M/S/C** The Committee proposes that we initiate a Rand campaign in May 2013 as previously discussed at the November 2012 Council meeting. The purpose of the campaign is to encourage all Rands to sign membership cards. Each member who signs a card will have their name entered in a draw for an iPad.

**Recorded Vote #5 – motion carried - unanimous**

Discussion on the report as a whole:

B. Kingston commented that we are always open to discussion with other components regarding amalgamation. We would also be willing to pursue new bargaining groups. Presently, a group in the Atlantic is being organized and is in discussion with PSAC. This avenue may be looked into further after discussions at the NBoFD in June.

Specific line items in the Statement of Investments and Expenses were detailed as requested.

**Motion** on Report as a whole.

**Recorded Vote #6 – motion carried - unanimous**

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

J. Langs presented the report, see attached.

Discussion:

- Question asked – if the employer representative and the union representative investigate jointly, can this process fulfill the competent person aspect?
- B. Kingston advised that if both people are properly trained and can work together as a team, we would allow this to happen.
- The appeal filed by CFIA has no date set. L. Addario has been trying to get a response from the Treasury Board representative. This appeal may not go forward as CFIA has no basis to make an appeal. We will see if there has been any communication from TB and also try to speed up the process.

- B. Kingston advised that management has agreed to the mediation process for ESA's.

**Motion** on the Report as a whole, as amended (G. Miller, seconded by J. Langs)  
**Recorded Vote #7 – motion carried - unanimous**

### **General Committee Report**

R. Cormier presented the report, see attached.

Discussion:

- A question was asked on the motion on Youth attending Convention as to how the youth observers would be decided upon. M. Morison suggested they could be nominated by and/or ask their local to support them, they would have to be actively involved in the larger PSAC structure and be a member in good standing. Their names would then be submitted by their RVP to the committee with the final decision to be made by the National President. It was also noted the standard PSAC definition of youth, which is 30 and under, at the time of application would apply.

**Motion** by M. Morison, seconded by R. Cormier.

**Recorded Vote #8 – motion carried.**

**Motion** on the Report as a whole, as amended (M. Morison, R. Cormier)

**Recorded Vote #9 – motion carried - unanimous**

### **17. PSAC Constitution: Interpretation of Section 4(2)(g) & Section 4(2)(c)**

B. Kingston reported that in regards to the PSAC Constitution where members are on different employment statuses (ie. maternity leave, lwop, dismissal) the process is to submit a letter of application to the PSAC National President to continue their membership in good standing. Currently, the PSAC National President makes the call with the AEC voting on the rights of these members to hold PSAC office. Historically that also included Component office. There is to be a meeting next week to discuss this more fully and the resulting decision will affect our Component. Presently, as the process is in abeyance, the REVP from ON has ruled that one of our delegates to the PSAC Health & Safety conference has had their status removed and will not be attending the conference.

Specific situations were discussed:

M. Jackson – situation in her region; B. Kingston advised R. Benson will have to revisit this one because the member in question does hold a job somewhere else.

S.A. Sullivan – situation in her region; B. Kingston advised J. Baldwin should speak to this one at their next meeting.

A discussion ensued on the issue of dues paying members and clarifying the intent of this section of the PSAC Constitution.

## **18. Next Council Meeting**

B. Kingston advised the next Council meeting will be held November 6, 7 & 8, 2013. The PSST training will be three full days to take place the three days prior to Council being November 3, 4 and 5, 2013. R. Tarasco is the lead on this and noted he has been in contact with PSAC on the training and details are presently being ironed out. Material for the course will be distributed to participants in advance of the course.

## **19. Exit Surveys**

M. Vanson inquired about the exit survey process; face-to-face or on-line, where do the answers go, what happens to the surveys, etc. A short discussion followed with the following points put forward:

- At CFIA the exit surveys are sent to the Executive Director and items noted from these surveys are actioned as necessary
- Inspection Managers should not be involved at all in this process
- No manager has a right to change what you say in an exit survey
- For the most part, management should be far enough removed to allow the employee to speak freely
- Any issues you become aware of should be forwarded to the National Office.

## **20. Other Business**

B. Kingston noted there had been some discussion on resurrecting a sub-committee to deal with inspection changes at CFIA. He advised that for our next Council meeting some time would be set aside on Committee day for this sub-committee to meet. The chair of this sub-committee will be R. Tarasco and if you are interested in being involved with this group you are to send your name to him.

**M/S/C** a motion to adjourn, G. Miller/M. Morison, by a show of hands – carried.

Minutes respectfully submitted by Debbie Ramsay

**Report of the Finance /Communication Committee**

**April 9th, 2013**

**Members Present:**

Fabian Murphy (First National Executive Vice-President Agriculture Union, chair)  
Erick Martel (Director of the Canada School of Public Service and the Public Service Commission, recorder)  
Sue-Ann Sullivan (RVP Eastern Atlantic)  
Mike Vanson (RVP Northern Alberta & NWT)  
Larry Budge (staff)

**Members absent:**

Elena Beynon (RVP Northern Saskatchewan)  
Elaine Massie (Labour Relations Officer)

**Finance:**

The committee reviewed in its entirety the 2012 audited Financial Statement provided by Ted Lupinski, CA, in great detail and had extensive discussion on the line items.

The committee examined the balance sheet. The Committee discussed the purpose of the \$500,000 restricted fund and the need to re-evaluate the amounts that were established roughly 10 years ago. This fund was established for the purpose of being a contingency fund in the event of an emergency convention or any large unforeseen expense. Because technologies and alternative delivery allows us to communicate more cost effectively, the committee feels it is appropriate to keep this figure at the same rate. The committee will re-evaluate this figure at the next meeting in November.

Based on a recommendation from the Executive, the committee discussed the feasibility of capping the Social Justice fund. The committee discussed the importance of respecting the initial resolution and the will of the convention floor. The Committee recommends that the council should leave the fund as is and re-evaluate at the 2014 Convention.

The committee discussed the financial situation of the component with regard to the 2011 convention projected budget and the reality of reduction in membership numbers. On average, the component receives 30\$ per member per month. Currently we predict roughly a 276,000.00 shortfall by the end of the 3 year cycle based on current numbers.

The committee has considered the Agriculture Unions financial situation in light of recent cutbacks by the Harper government. The committee is considering cost saving measures and are open to suggestions from council members.

The Committee was tasked to cost recommendations from the Bylaws and General committees.



Total members: 8131 as of April 2013. Down 529 members from November 2012  
 Rand Deductees are 745.

New Travel rates effective April 1, 2013:

Breakfast	\$15.65
Lunch	\$15.15
Dinner	\$41.75
<u>Incidentals</u>	<u>\$17.30</u>
Daily Total	\$89.85

**Communication**

Website:

Website maintenance and management has been contracted to J Thompson Communications. A report has been provided including an analytic report (see attached). The rate is 125\$/hour for consulting and 50\$ per/hour for Web posting. With regard to maintenance, we have seen a significant reduction in cost with regard to Website. The Communications Committee is very satisfied with the level of service provided to date.

RAND Campaign:

The committee proposes that we initiate a RAND campaign in May 2013 as previously discussed at November 2012 Council meeting. The purpose of the campaign is to encourage all rands to sign membership cards. Each member who signs a card will have their name entered in a draw for an iPad.

Moved by : Fabian Murphy  
 Seconded by: Erick Martel

Respectively submitted

Moved by Fabian Murphy  
 Seconded by Erick Martel

**Report of By-Law & Regulations Committee for  
National Council April 9, 2013**

**Members of the committee:**

Raphael Tarasco – Chair  
José Evangelho – RVP SW Ontario  
Milton Dyck – RVP South Saskatchewan  
Jean Cloutier – RVP Eastern Québec  
Barb Kristjansson – RVP Manitoba NW Ontario Nunavut

**Absent:**

Danielle Moffet – Director for National Defense

**Items:**

**1. Review of the structure of the Agriculture Union**

With the anticipation of loss of member in the near future the committee has reviewed the structure of the Agriculture Union National Council and proposes for discussion the following changes:

The removal of the directors from DND, PSC/CSPS and CGC and redistribute the responsibilities of these sectors to the second, third and fourth National Executive Vice-Presidents of the Agriculture Union.

Actual affected members:

- 202 DND
- 662 PSC/CSPS
- 522 CGC

Rational:

To better use the actual structure, the RVP will be responsible in each of their regions, of local and regional UMCCs and work collaboratively with the National Executive Vice-Presidents to ensure that these members continue to receive proper representation.

The National Executive Vice-Presidents will be in charge of the National UMCC and NOSH for these departments.

See Annex 1 (attached)

Present total cost of directors \$71, 900

This is a first in many reviews that we must undertake to ensure that our National Council reflects the needs and financial responsibilities to our members.

**2. Public Service Staffing Training**

The committee proposes that PSST training be provide prior to our next National Council meeting on Nov 3,4 and 5<sup>th</sup> 2013, with the cost for 12 participants at \$32,940.00

Proposed by: José Evangelho  
Seconded by: Barb Kristjansson

**3. Adult Education Training**

The committee proposes that adult education training be provide at our spring National Council meeting on April 2014.

Proposed by: Milton Dyck  
Seconded by: Jean Cloutier

**Please send all questions or comments to the attention of chair Raphael Tarasco.**

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

**Report of the Collective Bargaining and Occupational Safety & Health Committee  
April 9, 2013**

Members Present:

Glenn Miller- 2nd National Vice President  
Mariette Beaudet- RVP Western Quebec  
Michele Jackson- RVP Southern Alberta  
John Langs- RVP Central Ontario  
Terri Lee- RVP Western B.C & Yukon  
Patrick St.Georges-RVP Northeastern Ontario

**Health & Safety Updates:**

**Report of AAFC NOHSPC – Glenn Miller**

At our latest meeting of the AAFC National Occupational Health and Safety Policy Committee meetings we are still dealing with the AED issue, basically we are waiting for the facilities that want to purchase these and implement a program to make a business case to us and then we will evaluate each individual case and forward with recommendations to the DM.

We are still working on a reference handbook for Local OSH Committees. A competent person standard for investigating workplace violence is near completion and release. Also updated policies/directives on working alone, confined space and PPE are soon to be released.

A new generic mailbox has been created for Local OSH Committees to send their meeting minutes to the Policy Committee and to send issues or ask questions of the Policy Committee. This is hoped to increase the communication and link between the National and Local Committees.

We were provided with a spreadsheet for all the facilities regarding their Fire Protection Program, alarms, equipment and testing schedules.

The Committee continues to struggle with the employer about the Reg. 20 and TB requirement for a Harassment Policy, we hope to have this resolved in the near future. We also worked on and approved the Hazard Prevention Program's Implementation Plan for the next 3 years. This sets the priorities for developing/reviewing programs for the next cycle ending in 2015.

We had a discussion over the schedule and arrangements for holding our meetings and the restrictions on travel implemented by TB. We reluctantly agreed to try to hold one of our meetings via teleconference. We have tried this in the past and had very limited success but we will try it one more.

**G. Miller April/2013**

There has been some problems with the Lab Safety and Biosafety & Security committees not following through with training and wandering away from the National Policy Committee structure, we continue to work at this. GHS is also a subject requiring a lot of work as it is not law in Canada yet but still quite prevalent in the workplaces.

**CSPS- Bob Kingston**

At the school about to sign off on Violence Policy with the school but the new Employer Co-chair wants to make some changes. Investigation for latest incident was not acceptable. Next meeting later this month.

The PSC have not met for a while but hope to have dates very soon.

**DND-B.Kingston**

Has a violence policy in place that looks really good, harassment policy is put on shelf and each situation will be looked at by the OSH Committee first and if seen as not under Reg.XX then it will go under harassment policy. Probably never have a situation that will go this route.

They have agreed that 2 people investigating jointly could fulfill the competent person standard.

**CFIA- John Langs/Bob Kingston**

CFIA NOSH is going backwards with the leadership it now has in place. The employer rep believes that the Canada Labor Code Part II and the regulations do not apply to the agency and refuse to learn otherwise. The Violence Policy that had started to be developed is at a standstill. The Committee is jointly trying to come up with a roster of competent people to do investigations. CFIA has filed an appeal on a direction given to them by HRSDC, the PSAC has been named as a respondent so Bob is preparing to do so. HRSDC is going to be at the next meeting.

**CGC- Bob Kingston**

There have been 2 investigations done under Reg XX, they have both been sent back to the investigators because neither contained root cause analysis or recommendations in the reports. Labor relations has blocked this attempt for clarification. We are trying to meet with the management co-chair to clarify the situation. There are no dates set for next meeting as of yet.

**Collective Bargaining**

**CFIA-Terry Lee**

The bargaining team is waiting for the PIC report. Mediation was a waste of time as nothing was accomplished. They are trying to set up meeting dates for some time in the future. ESA's were reopened by PSAC and the agency wants to add on a lot more positions as being essential. Slowly working away at this as it is not a priority. Accumulation of severance continues. This has been another frustrating process. Team is not willing to give up on severance.

**TC TEAM- Pat ST.Georges**

Still trying to set up dates for meeting with the employer, the PIC report was somewhat favorable, although 30 days late, and they want to pursue some of the items identified. There were some terminable allowances identified as well as some incremental increases for some groups, such as EG's. T.B. is not replying with any dates. The team continues to work on their mobilization plan and are committed to seeing this through. ESA's are still being worked on but the only real delay is with one department. Meanwhile we are also continuing to accrue severance time.

We recognize the frustration for our members that work on all the bargaining teams and want to thank them for a job that is overlooked quite often but is vital for our membership. Thank you for your dedication, long hours away from loved ones and your hard work.

Moved by Glenn Miller  
Seconded by John Langs

**April 9th, 2013**  
**General Committee meeting - Report**

**Committee members:**

Meraiah Krebs - Chair  
Charlene Vidito-Milne  
Teri Friday  
Rick Cormier - Recorder  
Maria-Luiza Romano

**Outstanding item –**

1. Orientation Kit – PowerPoint presentation:

It was noted that this item has not be completed and sent to council and locals as yet, but has been translated. This will forthcoming to council by the end of June. The kit itself has been completed and is available upon request to the National Office.

2. Youth participation – Outside of Agriculture Union Membership:

Acknowledge of the influence of Union activism on our own children; however the committee felt that this item was not in their scope of mandate.

**New items:**

1. Youth Participation

There was an extensive discussion about youth participation in the component. We looked at the merit of having a check off box on the convention application for delegates/observers. This will give us a better view of demographics of our leadership and youth participation in locals.

The committee also discussed the possibility of having a youth delegation at convention, and has come up with the below proposal.

MOTION:

Where As: the General Committee has been tasked with the Youth portfolio:

Where As: The Youth are the future investment of the Agriculture Union;

We ask that two (2) Youth members, as observers be fully funded to attend that 2014 Agriculture Union Triennial Convention in Winnipeg.

Rational:

To ensure youth attend and live the experience of a National Convention by providing them with the opportunity to see how convention works and to empower them to become more involved in the Agriculture Union.

This was sent to the Finance committee for costing and came back at a sum of \$ 6600.00 for both

2. Human Rights Committee

The next Human Rights national committee meeting will include a strategy session with PSAC in Ottawa the week of June 10th. The committee is hoping to gain a more strategic vision and have a defined mandate at the end of their meeting. They will be looking at the affect of the cuts on human rights and but mainly focusing on refining the mandate and scope of the committee.

The selection of a logo for the committee has been made (attached)

The committee is still working on videos for presentation to Council and Convention. They are looking for volunteers from the National Council to speak about Human Rights issues on camera. If anyone is interested please talk to the HR Director.

### 3. Human Rights training

It was again discussed that council members that do not have Human Rights training, seek it in their home regions.

The Report M/S – Meraiah Krebs & Rick Cormier

**National Council  
Conseil National**

April 2013

**Recorded Votes/Votes Consignés**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Beaudet, Mariette</b>	1	1	1	1	1	1	1	1	1
<b>Beyon, Elena</b>	4	4	4	4	4	4	4	4	4
<b>Cloutier, Jean</b>	1	1	1	1	1	1	1	2	1
<b>Cormier, Rick</b>	1	1	2	1	1	1	1	1	1
<b>Dyck, Milton</b>	1	1	1	1	1	1	1	2	1
<b>Evangelho, José</b>	3	1	1	1	1	1	1	2	1
<b>Friday, Teri</b>	1	1	2	1	1	1	1	1	1
<b>Jackson, Michele</b>	1	1	1	1	1	1	1	1	1
<b>Kristjansson, Barb</b>	3	1	1	1	1	1	1	1	1
<b>Langs, John</b>	1	1	1	1	1	1	1	1	1
<b>Lee, Terri</b>	3	1	1	1	1	1	1	1	1
<b>Martel, Érick</b>	1	1	2	1	1	1	1	1	1
<b>Miller, Glenn</b>	1	1	1	1	1	1	1	1	1
<b>Moffet, Danielle</b>	1	1	3	1	1	1	1	1	1
<b>Morison, Meraiah</b>	1	1	2	1	1	1	1	1	1
<b>Murphy, Fabian</b>	1	1	1	1	1	1	1	2	1
<b>Romano, Maria-L.</b>	1	1	1	1	1	1	1	1	1
<b>St-Georges, Pat</b>	1	1	2	1	4	1	1	1	1
<b>Sullivan, Sue-Ann</b>	1	1	2	1	1	1	1	2	1
<b>Tarasco, Raffael</b>	1	1	1	1	1	1	1	2	1
<b>Vanson, Mike</b>	1	1	1	1	1	1	4	2	1
<b>Vidito-Milne, Charlene</b>	1	1	2	1	1	1	1	1	1
<b>Kingston, Bob</b>	1	1	1	1	1	1	1	1	1

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