

**Agriculture Union
National Council Meeting
April 8-11, 2008
Québec City, Québec**

**Conference Calls of
July 11, July 28, July 31 and September 5, 2008**

MINUTES

In Attendance

National Executive:

Yves Ducharme, National President; **Bob Kingston**, 1st NEVP; **Debbie Forsythe**, 2nd NEVP; **Denis Sicard**, 3rd NEVP; **Howard Willems**, 4th NEVP.

Regional Vice-Presidents:

Brenda Baergen, Northern Saskatchewan; **Sam Barlin**, Manitoba, North Western Ontario & Nunavut; **Michele Coe**, Southern Alberta; **Ron Filteau**, Southern Saskatchewan; **André Grégoire**, Eastern Quebec; **Bob Jackson**, Western British Columbia and Yukon; **John Langs**, North East Ontario; **Allan MacRae**, Western Atlantic; **Darrell-Lee McKenzie**, Eastern British Columbia; **Glenn Miller**, South Western Ontario; **Fabian Murphy**, Eastern Atlantic; **Barry Payne**, Eastern Ontario, Ottawa-Gatineau; **Raphaël Tarasco**, Western Quebec; **Mike Vanson**, Northern Alberta and Northwest Territories.

Directors:

Curt Elash, CGC; **Marianne Hladun**, EO; **Meraiah Krebs**, PSC & CSPS; **Idelta Vieira**, DND.

Staff:

Larry Budge, Administrative Officer; **Elaine Massie**, Service Officer; **Sylvia Prowse**, Service Officer; **Sylvie Rochon**, Service Officer.

Observers:

Jacquelin Carrier, Local 8 - Québec.

1. Call to Order

National President Yves Ducharme called the meeting to order at 9:00 a.m.

2. Opening Remarks

Yves greeted everyone to Québec City.

Minute of silence.

A minute of silence was observed for the recent passing of two former RVP's: Ron Hill and Agriculture Union life member André Sénéchal.

3. Adoption of Agenda

Additions:

- 24 – Life Member / PSAC Insurance
- 25 – Resolution
- 26 – Full Time National Executive

➤ **M/S/C** – Sicard/Grégoire – THAT the agenda, including addition above, be adopted.

4. Hours of Session

Proposed hours of session:

Day 1:

- | | |
|-------------------------|-----------------|
| 9:00 a.m. to 12:00 p.m. | Business agenda |
| 1:30 p.m. to 4:00 p.m. | Business agenda |
| 4:00 p.m. to 5:00 p.m. | Q&A |

Day 2:

- | | |
|-------------------------|------------------------------|
| 9:00 a.m. to 12:00 p.m. | Standing Committees meetings |
| 1:30 p.m. to 5:00 p.m. | Standing Committees meetings |

Day 3:

- | | |
|--------------------------|-----------------------------|
| 9:00 a.m. to 12:00 p.m.: | Standing Committees Reports |
| 1:30 p.m. to 5:00 p.m. : | Standing Committees Reports |

Day 4:

Completion of business agenda

➤ **M/S/C** – Sicard/Cormier – THAT the proposed hours of session be adopted.

5. Approval of the November 2007 Council Minutes

Correction:

Item 2, Minute of Silence, Rod Campbell's name was omitted, please add to list of members that passed away.

➤ **M/S** – Miller/Tarasco – THAT the November 2008 minutes, including above noted correction, be adopted.
CARRIED - Recorded Vote #1.

6. Business Arising out of Previous Minutes

From item 5 – re: timeliness of minutes. Bob Jackson expressed frustration at having to wait for the minutes to come out. Yves mentioned that his point was well taken.

7. Finance and Communications

This item was referred to the Finance Standing Committee.

8. National Office Staff

Bob reported that Sylvia was back in the office and that everyone was glad to see her return. Bill C-39 is keeping us very busy and convention preparations are coming along nicely.

Calling cards:

- **M/S** – Jackson/Barlin – That the Union revisit the possibility of having a calling card with the National Executive reporting back at the next Council meeting.
UNANIMOUS - Recorded Vote #2.

AEU Collective Agreement

Bob Kingston gave an update on staff negotiations; he stated that the agreement was signed with a re-opener clause because of an outstanding issue that will be resolved soon. Marianne wanted to know if it was possible to see the collective agreement to which Bob answered he would have to discuss with AEU; the Executive will discuss this matter and report back.

9. Employer Updates

H&S National Policy Committee updates

Bob Kingston (CFIA, DND and CSPS), Meraiah (PSC), Elaine (CGC) and Fabian (AAFC) all explained how their respective committees were functioning as they provided progress reports for Council members. It was noted that a review of Policy Committee members would take place at the next Council meeting (after the convention).

Department of National Defence (DND)

Idelta gave a progress report on UMC and Bilingualism issues. Regarding H&S, as per Bob's update, she mentioned there's still a lot of work to do on setting up worksite committees; as many members are not aware that they must get these committees underway she will work at raising awareness on this issue.

Canada School of Public Service – Public Service Commission (CSPS-PSC)

Meraiah provided a progress report to Council; regarding H&S at the PSC, she noted that most H&S committees are now functioning and that training is on the way. In contrast, over at the CSPS, Bob mentioned that the Policy Committee is just getting started and both parties are quite ready to get this matter underway. As part of her update on CSPS, Meraiah talked about staffing actions that are source of harassment and anger for longstanding employees who are having to compete for jobs.

Canadian Grain Commission

Regarding H&S, Elaine stated that the Policy Committee is working well; regional reps are on-site and the National Committee meets four times a year. Minutes will be made available to Council members that would like a copy. Regarding the One Operational Group, Yves mentioned that a report prepared by the working group will be presented to the Steering Committee; this and other matters will be discussed at the UMC meeting on April 23.

Bill-C39

For the record, it was noted that a conference call took place on January 21/2008 to discuss the emerging issue. By a **UNANIMOUS** vote (M/S Sicard/Forsythe) Council members approved \$50,000 in funding to fight back Bill C-39.

At the meeting, Bob and Yves provided an update. Our primary objective is to protect the 200 CGC jobs that are at risk. The Union hired Jim Thompson of the Strategy Project and with his help the Union has lobbied all federal parties. As a result we've managed to become a major player in shaping amendments to the Bill as opposition parties are coming to us for information. A dedicated web site www.grainaction.ca has been set up to fight the Bill and everyone is invited to sign up.

Conference Call July 11, 2008

A conference call took place to discuss funding. By a **UNANIMOUS** vote (M/S Barlin/Willems) Council members approved an additional \$30,000 in funding to fight back Bill C-39.

Agriculture Agri-Food Canada (AAFC)

Fabian explained the workings of the H&S Policy Committee; the committee meets four times a year and participation is good. He noted that Darrell-Lee McKenzie replaced Allan McRae (retired) on the committee.

Sylvie gave a progress report on the EG Review stating that hearings will begin in early May; the deadline to finish the hearings has been set for August 31. Sylvia gave an update on the GL Study; she explained that an ad-hoc committee - comprised of four members, Sylvie Rochon, herself and PSAC classification staff - will review the model work descriptions and provide comments to AAFC; this process will hopefully bring addendums to the work descriptions and in the end reduce the number of potential grievances.

There was a brief discussion on variable shift schedules over at the CPMA; Elaine stated that we've met with the employer several times on this matter and they agree with our position; however there are no clear guidelines yet as everyone is waiting for Treasury Board to provide input and so basically members must follow what's in the collective agreement.

Canadian Food Inspection Agency (CFIA)

Bob Kingston provided an update on the H&S Policy committee. He recently had the opportunity to meet with Ginette Workman, the new Director of labour relations, and bring her up to speed on this file and related to her the lack of communication that exists between the National and Regional structures.

Regarding the PI Review, Bob stated that we have voiced our concerns on lump sums and increment issues and that we're now waiting for their response. On a discussion regarding retirees it was stated that yes they do have rights (jurisprudence) and that they must use the grievance process as though they were still employed (and respect the same time lines). Following Bob's update, Sylvie answered some questions from Council members; some concerns were raised regarding the entry level of EG's and this will be discussed at the NUMC meeting in June.

Marianne provided an update on the Joint Harassment Training. She reported that training has begun in Québec but because the Agency is having difficulty in getting managers involved the training is not readily available in other areas.

10. Agriculture Union Social Justice Fund

Item was referred to the Finance Standing Committee.

11. Collective Bargaining Update

Item was referred to the Collective Bargaining Standing Committee.

12. Standing Committee reports

Note:

All committee resolutions are deemed to have been moved by the respective Chairperson and seconded by his/ her co-chair.

Collective Bargaining/ Health & Safety

Fabian Murphy presented the report, see attached.

Committee Recommendations:

- The Committee's motion to expand next week's H&S training to include all Council members at a cost of \$10,700 (provided by Finance cmte).
UNANIMOUS - Recorded Vote #3.

- Adoption of the Collective Bargaining/Health and Safety Standing Committee report.
UNANIMOUS - Recorded Vote #4.

During the bargaining update, Michele Coe and Darrell-Lee McKenzie provided Treasury Board bargaining updates. Michele stated that there was finally some movement at her table (PA group) and that the team was cautiously optimistic. The priority issue for the employer appears to be changes to core working hours for Service Canada members, WP's and IS's. The team continues to hold off the employer on their demands for concessions and has been successful in having the employer remove some of them from the table. Michele also encouraged RVP's to tell their members to use their personal day and/or their volunteer day and if members have problems in obtaining these days they should file grievances. The team plans to present its monetary demands the week of April 22. For her part, Darrell-Lee stated that the TB negotiator at her table (TC group), made it clear that the lack of grievances was seen by the employer as though there were no major problems that required fixing at the bargaining table.

Finance and Communication

Bob Jackson presented the report, see attached.

Committee Recommendations:

- The Committee's recommendation on the Social Justice Fund; for clarity, the motion read as follows:

THAT the draft Policy on the Social Justice Fund be forwarded to the 2008 Agriculture Union Convention,

THAT the dues be set at \$0.50 per member per month,

THAT the Union provide a start up amount of \$50,000,

THAT the fund be administered by the Agriculture Union for a period of three years at which time it will be re-evaluated to see if we will continue to administer the fund on our own or join the PSAC Social Justice Fund.

CARRIED - Recorded Vote #5.

Note that a motion to divide was made (M/S Kingston/Sicard); it would have separated the administration part of the motion from the one dealing with the policy. The motion to divide was defeated by show of hands.

Recorded against: Bob Kingston wished to be recorded against.

- The Committee's recommendation regarding National Council expense claims.
UNANIMOUS - Recorded Vote #6.
- The Committee's recommendation on the proposed 2009-2011 Convention budget.
UNANIMOUS - Recorded Vote #7.
- The Committee's recommendation regarding changes to Regulation 4, Section 14.
UNANIMOUS - Recorded Vote #8.
- Adoption of the Finance and Communication Standing Committee report.
UNANIMOUS - Recorded Vote #9.

General Committee

Mike Vanson presented the report, see attached report.

Committee Recommendations:

- The Committee's motion at item 2, regarding proposed review of the EO committee's structure and operations was divided (M/S Kingston/Sicard). Yves then ruled that the last part - regarding the surplus and funding - was out of order. Council then voted on the first two parts of the committee's recommendation.

CARRIED - Recorded Vote #10.

After the recorded vote, the following motion was made (M/S Willems/Sicard):

THAT a maximum of \$20,000 in funding be set aside for the review.

CARRIED - Recorded Vote #11.

- Adoption of the General Standing Committee report.
UNANIMOUS - Recorded Vote #12.

By-Laws and Education Standing Committee report

Raphaël Tarasco presented the March 18-19, 2008 and the April 9, 2008 reports, see attached.

Regarding item on By-Law 7, Section 2 (see March report), Meraiah Krebs asked the National President if SECO Locals that joined Agriculture were grandfathered? Yves' ruling was yes and this was based on the fact that since 1996, a select number of SECO locals have retained full local status and have been sending delegates to the Agriculture Union convention.

The proposed changes to Regulation 12, Section 9 regarding the Record of Performance Inspectors bursary (see April report), was referred back (M/S McKenzie/Jackson) to the committee for clarification because Council had previously voted on similar changes. It was later pointed out by Bob Kingston that a vote, conducted via email, was done in June 2006. The proposed changes had in fact come into effect on June 13, 2006, which was the deadline to vote.

Committee Recommendations:

- The Committee's recommendation to remove references to 'J.O.S.H.' in Regulation 13, Section 1 – see report dated April 9th.
UNANIMOUS - Recorded Vote #13.
- The Committee's recommendation regarding By-law 6, Section 3(2) – see report dated April 9th.
DEFEATED - Recorded Vote #14.
Note: before voting on main motion, a proposed amendment (M/S Tarasco/Grégoire) to add the words '*in accordance with By-Law 11, section 11*' was defeated by a show of hands.
- The Committee's recommendation to have a sub-committee prepare a draft manual for all Officers – see report dated March 18 & 19, 2008.
UNANIMOUS - Recorded Vote #15.
Note: this recommendation was initially referred back with instructions (M/S Jackson/Murphy) for the committee to provide information regarding criteria, the scope of the sub-committee as well as provide clear description of what would be included in the handbook/manual.
- The Committee's recommendation regarding compensatory leave for the National President and the First Executive Vice-President, re: Regulation 6, Section 7(b) and Regulation 8, Section 7(b) – see report dated March 18 & 19, 2008.
Council members debated the committee's recommendation of status quo; the motion was then referred back with instructions (M/S Miller/Willems) to use the CFIA contract as a model. What follows is the motion that was presented to the Council:

THAT compensatory leave earned by December 31 which is outstanding on September 30th of the following year, shall be paid in cash at the employee's hourly rate of pay as calculated from the employee's salary band.
CARRIED - Recorded Vote #16.
Note: A motion to refer this motion back with instructions (M/S Tarasco/Grégoire) to remove time frames was defeated.
Recorded against: Committee member Raphaël Tarasco recorded against the committee's recommendation.

- Adoption of the By-Laws and Education Standing Committee report.
CARRIED - Recorded Vote #17.

13. Resolutions of Record update

This item was referred to the By-Laws & Education Standing Committee.

14. By-Laws and Regulations review – Life Membership

This item was referred to the By-Laws & Education Standing Committee.

15. Health & Safety Training

Item was referred to the Collective Bargaining Health & Safety Standing Committee.

16. Agriculture Union Convention – Québec 2008

Progress report given by André and Larry. An on-site inspection of the hotel's facilities was done by Marianne and Larry. Yves mentioned that April 14th was the deadline for locals to send in information regarding delegates.

Conference Calls – July 28 and July 31, 2008

Two conference calls took place to update and discuss with Council members the situation over at the Hilton. It was noted that Union members at the Hotel were going to be in a legal strike position on August 1 and there was talk of possible labour disruption. Any prolonged strike action during the three day convention would jeopardize it and so Council members considered all the options. Contingency plans were made and RVP/Directors were told to set up contact lists. By a **UNANIMOUS** vote (M/S Hladun/Krebs) funding of \$40,000 was approved to help secure back up plans. On July 31 Larry confirmed that a second Convention Hall at the Fairmont was in place that we could use as a back up.

Life Membership for Yves Ducharme

During the conference call of July 11, 2008, Council members voted **UNANIMOUSLY** (M/S Tarasco/Grégoire) to make Yves Ducharme a Life Member of the Agriculture Union.

17. Communication

Item was referred to the Finance & Communication Standing Committee.

18. Implementation of the Compliance Verification System (CVS) and Inspection Reform (CFIA)

Council members expressed the concerns they have regarding CVS as members are worried that it will eliminate jobs but Yves stated that the Tom Graham and Richard Arsenault both assured him that this would not be the case and that there wouldn't be any reductions due to CVS.

On the Inspection Reform Committee Yves stated that the level of communication has to improve between the regional and the national committees; he doesn't see any value in holding meetings at the national level if information and or issues are not being forwarded to the national level.

19. CFIA Shift Work

Raphaël talked about possible changes to the hours of work and stated that the employer (in Québec) has been put on notice that members there will challenge. Bob Kingston also mentioned that any change that may have an impact on the H&S of our members must be discussed at NOSH.

20. Defending Quality Public Services (DQPS)

Council was updated on our campaign regarding Bill C-39 (see CGC update at item 9). Regarding the transfer of non-regulatory labs, we are still waiting for Treasury Board's report.

Conference Call - September 5, 2008

The listeria outbreak and the continued media coverage has made food safety a growing concerns for all consumers. By a **UNANIMOUS** vote (M/S McDonald/Cormier) Council members approved \$90,000 in funding for a political campaign to make food safety a major issue during this federal election.

21. Regulation 1, Section 3 (K)

This item was referred to the By-Laws & Education Standing Committee.

22. Tour of Hotel and Convention Facilities

On April 10th Council members toured the hotel and inspected the meeting rooms as well as the guest rooms.

23. Next Council meeting

Dates for the next Council meeting were set for September 22-26, 2008, in Ottawa. It was noted that alternates will be attending this meeting.

24. Life members / PSAC Insurance

Sam wanted to know if life members were entitled to PSAC life insurance. No one knew the answer and so Yves said he'd verify with the PSAC.

25. Resolutions to Convention

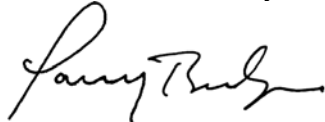
There was discussion regarding possible resolutions from the National Council; Yves stated that the deadline was April 14th, 2008, at midnight Ottawa time.

26. Full Time National Executive

Sam wanted to know if discussions (with various employers) had ever taken place regarding possibility of an employer-paid full time National Executive. Currently there's no agreement with the CFIA that would allow this kind of arrangement; as for the other employers, no discussions have ever taken place on this matter.

Meeting Adjourned.

Minutes submitted by,



Larry Budge
Administrative Officer

**Report of the Collective Bargaining, Health and Safety Committee
April 9, 2008**

Present: Bob Kingston Andre Gregoire
 Meraiah Krebs John Langs
 Glenn Miller Fabian Murphy (recording)

Collective Bargaining:

Essential Service Agreements have been signed with CFIA. The process was very successful and the Agency acted responsibly, only requesting that essential positions be declared essential. The agreement states that only duties which fall under certain acts should be considered as essential and this is the criteria that was used. The agreement was negotiated in good faith, the number of designated positions were reduced and the national office is happy with the outcome. As we get close to conciliation the Agency will then name the positions and the people occupying the position's designated. Letters will then be delivered to the designates. The process for delivering the designation letters is contained in the agreement on page 5 and allows for a union rep to be present when the letters are delivered. This will provide an opportunity for the union rep to explain the intent of the designation letter to the member. The agreement will form the basis for agreements with the other employers.

AAFC agreement is in final draft has not yet been signed off. The agreement contains a clause which allows for plants and animals to be considered essential for the purpose of defining essential work. This clause is for this round only and does not necessarily indicate that it will carry forward to other rounds. The deadline for final comments has not been set so there is still time for comments once the final draft is received from the employer.

Discussions with all other employers have been very reasonable and are almost concluded, however they are not yet signed off. The agreements must be in place however before conciliation can take place so both parties are continuing to work on them.

Collective Bargaining is well underway for all groups however things are not progressing very well. CFIA met last week and just began to make some headway on explaining the issues around the bargaining demands. The new negotiator for CFIA seems to be very interested in understanding the union's position. The Agency's collective agreement is six months behind Treasury Boards and the agreements are expected to be signed at the same time, therefore when the agreements are signed Treasury Board will have been without a contract six months longer than the Agency.

Treasury Board groups are not happy with the progress and table three in particular feels that they have achieved little to date. At the TC Table the TB negotiator was clear that if TB does not see any grievances, they do not see a problem or a need to fix anything. The SV group is taking the lead on the maternity reassignment demands. This is because female workers in this group are at a higher risk and it is felt this will add more weight to the demand. The pay study for the technical group is expected to be completed by spring. If the results are favorable, they will be used for negotiation with

CFIA. If they are not favorable, they will be ignored as far as CFIA negotiations are concerned.

Table 5 negotiating team does not contain any members from the Agriculture Union. As a response to this, National Office has sent a letter to PSAC requesting that a consultation committee be struck, consisting of members of the PSC, CSPS and DND, to provide advice to the negotiating team. It is expected that a favorable reply will be received from PSAC in the near future.

Parks Canada is trying to expedite the process so they will be in a position to strike during the summer, their busy season. It is not known how successful they will be with this attempt.

During the last round of negotiations between TB and the PA group, there was finally some movement. The mood at the table is "cautiously optimistic" that we will see more during our next round. We intend to table monetary demands during the week of April 22. The priority issue for the employer appears to be changes to core working hours for Service Canada members, WP's and IS's. The team continues to hold off the employer on their demands for concessions and have been successful in having the employer remove some of them from the table. Please encourage your members to use their personal day and their volunteer day and if they are having problems in obtaining this leave they should be filing grievances.

Thanks to Michele Coe and Darryl Lee Mckenzie for their input to this report.

Health and Safety:

Training for Health and Safety Policy Committee members and co-chairs of Regional Committees is scheduled for next week, April 14-16 in Ottawa. A training package was developed by National Office and may form the basis of training for other components as well. The following is a breakdown of the outline for the training:

Monday April 14 - Roles and Responsibilities under the Canada Labour Code

Tuesday April 15 - Regulatory Review, Program Evaluation

Wednesday April 16 - Trouble Shooting, Problem Solving, Strategy

A motion was put forth to include the members of Council that were not selected for the training to be invited. The motion was voted on and carried. The motion was then sent to Finance Committee for costing. The extra cost for five members would be \$10,700.

Andre Gregoire/Glenn Miller m/s/c

The last convention called for the posting of all names of local Health and Safety contacts to the website. This was not done due to an over site however will be completed ASAP.

The posting will include the names of all Policy Committee members and a list of the Policy Committees along with the departments or agencies they are responsible for.

The next Health and Safety news letter is scheduled to be sent out within the next few weeks. The topics to be covered will include; Medical Evaluations, Reporting Structure of Committees, Near Miss Reporting, Definition of a Workplace, Interesting Facts (Did you know?)

The Co-Chair for the Collective Bargaining Health and Safety Committee for the Convention will be Meraiah Krebs.

Report of the Finance and Communication Committee

April 9, 2008

Members Present:

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

Communications

When a request for feedback on an issue is sent from the National Office, members are reminded to respond within the time period specified in the original request. The council is again reminded to please acknowledge the emails that are sent from National Office.

The committee discussed the Agriculture Union Website. National Council is reminded to continue to submit additional input for the Q&A section. There has been little activity in this endeavor and input from RVP's and Director is needed to make this a meaningful part of our site.

The committee discussed the feasibility of developing a revised stewards handbook for use by local stewards to assist them in carrying out their function. The handbook would include such items as suggested wording, movement of grievances through the system, tips for presentations, time limits with regard to the PSMA , etc.

The committee discussed the possibility of developing a lobby kit for talking to MP's, MLA,s and local officials when conducting campaigns. It was suggested this issue be postponed until after the convention and the new Finance and Communication committee could look at this as a project.

Finance

Total members 9325 as of January, 2008

New Meal Rates

Breakfast	\$13.60
Lunch	\$12.85
Supper	\$36.30
Incid.	\$17.30
Total	\$80.05

Referral from the Quebec Regional Seminar

The committee was asked to make a recommendation on a resolution submitted by the Quebec Regional Seminar. The committee consulted with the National President on the propriety of accepting this referral and it was determined that the resolution would be returned to the submitting body and suggest that they submit the resolution to the National Convention through the National office.

Rand Deductees and Campaign

We have 1069 rand deductees as of the January, 2008 printout. As a reminder, please ensure all new membership cards are sent to Christine who will update our lists and then pass them along to PSAC.

The committee reviewed the results of the rand sign-up campaign and wish to thank all the participating locals for their excellent work. The following locals have been identified to receive a prize for their outstanding effort

Local 17 - Delhi
Local 21 - Indian Head
Local 27 - Okanagan Center
Local 32 - Kapuskasing
Local 52 - Melfort
Local 67 - Nepean
Local 74 - Red Deer
Local 30329 - Edmonton

These locals will be able select promotional items from the Agr Union up to a value of \$300.00.

Convention

Bob Jackson was selected co-chair of the Finance committee for the convention.

Social Justice Fund

The committee recommends that the Agriculture Union Social Justice Fund Policy be submitted to the 2008 Agriculture Union convention for debate.

The committee discussed the pros and cons of providing funds to the PSAC for them to administer versus the Agriculture Union administering the funds on its own.

The committee recommends the Agriculture Union administer these funds on our own for a three year period and re-evaluate after that time.

The committee also recommends that the amount of membership dues be set initially at .50 pmpm and this amount would be re-visited at the end of the three year period to determine whether or not this amount is appropriate.

The committee also recommends initial seed funding from the Agriculture Union in the amount of \$50,000.00

M: Forsythe S: Jackson

National Council Expense Claims

The committee discussed the situation that currently exists whereby some national council members have outstanding expense claims.. The committee reviewed reg 3 that details the guidelines for submitting claims. This regulation states that the national president prescribes the procedure for payment of claims. The national exec also discussed this item in their meeting and have asked the finance committee to bring forward this motion to council.

Motion:

All National Council expense claims must be submitted within one year of incurring the expense. Any claims outstanding after this date will be considered null and void. For claims currently outstanding a one time extension will be granted to June 1, 2008.

M: Payne
S: Cormier

Referral from By-Laws Committee

The committee received a referral from the By-Laws committee dealing with Reg 6 sec 7B which outlines compensatory leave for the National President and Regulation 6section 10C which deals with vacation leave.

The committee also dealt with regulation 8 sec 7B dealing the compensatory leave for the 1st National Vice-President and section 10 dealing with vacation leave.

The committee was asked to determine if there would be an impact on the budget line item for the National President and 1st National Vice President if the reference to December 31st is removed.

The committee was unable to answer this question as the situation could vary significantly from year to year and individual circumstances. The committee discussed the situation whereby payout of comp time at a later date could result in higher payment which could potentially affect the budget line item.

2009 - 2011 Budget for Convention

The committee reviewed the draft budget as prepared by Larry and Debbie. The draft budget was reviewed and passed by the executive prior to coming to our committee and we are now ready to present the draft to the National Council.

The 2008-2011 Budget will be based on 8800 members.

The committee recommends name change for Education section to "Education and Assistance to Locals"

Motion :

That regulation 4 section14 be amended to read "all costs for the regional EO rep to attend Regional Seminar will come out of the Regional EO budget".

M: Jackson
S: Cormier

Motion:

To accept the Draft Budget as presented.

M: Cormier
S: Baergen

Motion to adopt this report as a whole.

M: Forsythe
S: Jackson

GENERAL COMMITTEE REPORT
April 9, 2008

Members Present: Howard Willems (Chair), Michele Coe, Mike Vanson, Curt Elash, Darrell-Lee McKenzie, Marianne Hladun

1. The committee tabulated and analysed the results of the Youth Strategy (see attached).
2. Committee discussed the vision of equality within the Agriculture Union and possibilities to improve service to our members. To ensure that we continue to grow and be progressive, the committee presents the following motion:

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

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

Further, that the 2005-08 regional EO expense surplus be used to fund the expenses of this committee.

Moved by Darrell-Lee, Seconded by Michele Coe / carried

3. Committee reviewed the minutes of Sept. 26/05 which established the goals and objectives for this term of the General Standing Committee. All goals identified have been completed.
4. Committee re-visited all of the resolutions from the 2005 Agriculture Union Triennial Convention. All actions required by the General Committee have been completed and no resolutions were identified as resolutions of record.
5. Committee discussed and identified potential future initiatives for the General Standing Committee:
 - develop a mechanism for reviewing concerns/resolutions from members regarding NJC plans (health, dental). Develop a process from the AU in regards to NJC bargaining demands.
 - follow-up and implementation and ongoing development of action items in regards to the youth strategy.
6. The translated EO committee minutes from December 2007 are available on the Agriculture Union website.
7. Sister Marianne Hladun was selected as the Co-Chair for the General Committee.

Committee adjourned.

**Agriculture Union
Youth Survey Results
April 2008**

We received 25 responses to our Youth Survey. These are all the tabulated responses.

1. **Have you ever been contacted by your union? No – 3, Yes – 22**
If yes, by whom and in what format (e.g. face to face, mail, phone, etc.)?
 Face-to-face – 12, Mail/Email-18, Phone-2

2. **Do you know you have a collective agreement and have you read it?**
 Yes - 25

Additional Comments:

- I have a copy and have read the parts of it that are pertinent to me
- Yes but not my own. Member and supervisor looked up compensation for DPH (designated paid holidays)
- I have taken the one-day training (TUB) in June 2006 and first learned how to navigate through the collective agreement at that time. Additionally because I've had to act in a supervisory position, it was mandatory for me to be familiar with the content of our collective agreement.

3. **Do you think the union has a role in the following (y / n / don't know)**

Negotiation of wages Yes - 25

Negotiation of working conditions (e.g. leave, overtime, hours of work, medical, pension, severance pay) Yes - 25

Occupational Health and Safety Yes - 21, No - 2, Don't know - 2

Municipal, Provincial and/or Federal Elections/Lobbying Yes - 10, No - 8, Don't know - 7

Environmental issues Yes - 9, No - 9, Don't Know - 7

Volunteerism (United Way, Food Banks, etc.) Yes - 24, No - 3, Don't Know - 8

Social Justice (International projects, poverty coalitions, youth in crisis, childcare, etc.) Yes - 13, No - 6, Don't Know - 6

4. **Would you be interested in participating in our union by:**

Reading union material Yes - 24, No - 1

Attending local meetings Yes - 18, No - 4, Don't Know - 3

Additional Comments:

- hasn't so far – distance issues and young family

Serving on other committees Yes - 18, No - 6, Don't Know - 1

Additional Comments:

- have put name in as OSH rep
far too removed to participate

Participating on the local executive Yes - 13, No - 10, Not answered - 1

Participating in union education/training Yes - 20, No - 4, Not answered - 1

Participating in local social justice campaigns

Yes - 14, No - 6, Don't Know - 1, Not answered - 1

Additional Comments:

depending on scheduling, yes

5. What barriers do you see to your participation in your union (e.g. time, lack of knowledge or skills, lack of available positions, not something the union is involved in, etc.)

- Lack of time (x 22)
- Lack of knowledge (x 16)
- Working in remote location (x 2)
- lack of opportunity for participation/activities, lack of interest
- finding childcare
- lack of communication
- stigma attached to union activism. What's in it for me/others? Lack of knowledge about what the union does/benefits & drawbacks?

Additional Comments:

- still feel that I am learning!!
- location and young family
- not wanting to work weekends. Remote, away from main part of local.
- lack of communication/knowledge
- ...because I am training for managerial duties at my workplace, there is also a conflict of interest issue that arises with regards to being too involved in the union.

6. What issues are of concern to you? Workplace, community an/or globally?

- Not answered (x 1)
- Environment (x 9)
- Collective agreement (x 11)
- OSH (x 12)
- workplace - equity, working conditions, justice in the workplace, fair collective agreement that doesn't take year to settle
- able to live and work in a safe community
- everyone has the right to know and learn about safe work practices
- the role the union plays and how they help
- equality in the workplace
- hiring practices
- food banks
- respect, everyone getting along (workplace and community)
- money and having an indeterminate position
- different setup for compensation for medical and dental
- community on a local level concerning volunteer opportunities
- work life balance

- justice
- being treated equally
- income, job security, benefits, work environment
- workplace: pay, quality of workstation
- community: affordable housing, lower tuition costs, litter, aggressive panhandlers
- globally: human security, specifically in Darfur, Uganda, global warming
- fairness, equality, respect, diversity, opportunity, transparency
- lobbying, political action
- community issues
- evaluation of competencies of your responsibilities and receiving proper compensation
- poverty relief, ethnic injustice
- food banks/shelters
- safety (especially on the road) need more info
- developing countries need our help
- keeping our sick time as is – where we can bank it
- national rates of pay (GL's)
- possible pay of sick time when retire
- Workplace – transparency, the word is used a lot by upper management, yet many things still happen in a way that does not seem transparent to the employees
- Community – keeping up with rapid growth in a growing economy is a concern. I think the community needs to do more to make it a friendlier city, ie more community events, park spaces to help combat the effects of rapid growth. Transportation issues – the city needs to put more into alternative transportation, more bike paths, safe bike paths and safe pedestrian routes, more accessible and more efficient public transport. Globally – environmental issues are a concern here and globally. Governments need to be more involved and force industries to participate in environmental initiatives as most will not do so on their own. Human rights issues are a concern, I think Canada needs to take a stronger stance against countries that are involved in human rights atrocities.

Additional Member Comments:

- Workforce morale seems very low which is concerning for someone who is still early in their career such as myself. I feel I have been one of the youngest people in my workforce for as long as I have been here aside from temporary staff, which is a bad sign to me that we are not bringing in new people to the workforce and therefore may not be bringing in new ideas and possibilities. It seems like there is a constant need for temporary staff in some positions and yet they are unable to become permanent staff members. This seems like it sends a message that these people are not valued. I think that there are also a number of permanent positions who without the work done at the center could not be accomplished and yet these people are greatly undervalued. Lack of transparency in conjunction most concerned with transparency to the public but when it comes to transparency with it's own workforce we are mostly kept in the dark. I think all of these things are contributing to the low morale in the workforce here. Despite this, I think that most of us take pride our jobs and want things to be positive about at work. Valuing people and providing positive opportunities can go a long way to creating a positive and effective workforce.
- am the youngest in my workgroup but I am now the union rep and I don't know if you'll find my responses useful.

- I have had some supervisor issues/concerns over the last year or so and I have found that my union reps have been extremely helpful and giving great advice. For that I am very thankful!!
- Is involved with the youth network and feels that the survey may be valuable. Also glad that the union is involved with youth. It made him more comfortable with the union as well as in his workplace and job. Education for the youth is important and that can make a big difference. Intimidating being the newbie.
- We should get paid more
- Not very many people under 30. Doesn't seem healthy. Need youth. Survey was vague. More direct questions. Not concerned with that stuff yet, maybe over time.

OBSERVATIONS FROM THE GENERAL COMMITTEE

WHAT ARE WE DOING WELL TO INVOLVE/INTEREST YOUTH IN OUR UNION?:

- all members surveyed have been contacted by their union (either nationally and/or locally)
- all members surveyed have read the collective agreement to some extent
- general sense of support for environmental and social justice issues
- appears to be a basic knowledge and understanding of union principles but need to do more work on issues such as political and social action

GENERAL TRENDS OF BARRIERS FOR THE PARTICIPATION OF YOUTH:

- many are term employees
- are unsure of long term employment possibilities
- fear of reprisal from management
- TIME, TIME, TIME, TIME
- feeling of lack of knowledge

WHERE WE CAN IMPROVE:

- need to ensure members receive follow-up information after the initial contact
- need to have some fun and interesting things on the website
- need to investigate new technologies that may be available for interacting with members
- need to increase communication regarding health and safety to ensure members realize the role of the union
- need to look at new forms of education (e.g. web training) to address the identified lack of time and lack of training/knowledge. May have to work with PSAC to develop and pilot new forms of training.

SHORT-TERM ACTIONS

- specifically for the members who participated in the survey, need to send them a roll-up of the report and a gift for taking the time to provide this valuable information
- provide the Communications Committee with information for a newsletter/bulletin that could contain information such as labour history stories, member profiles, trivia, questions and answers, social action reports, etc.

LONG-TERM VISION

- continue to include newsletter/information in direct member mailouts
- find alternative ways of providing education to all members to address concerns of lack of time specific to education. We need to reinforce the union's responsibility and involvement towards political and social action
- identify and/or develop short-term projects that members can get involved in
- develop a "Youth" lens for AU Standing Committees to ensure the needs of youth members are addressed
- based on survey results, there does not appear to be enough youth members to initiate a formal youth network within the Agriculture Union but this can be identified as a long-term goal

**Report of the Standing Committee On
By-Laws and Education
April 9, 2008**

Members:

Denis Sicard - Chairperson
Ronald Filteau - RVP Southern Saskatchewan
Sam Barlin - RVP Manitoba, North Western Ontario and Nunavut
Idelta Vieira - National Director of DND
Raphael Tarasco - RVP Western Quebec

The committee met and discussed the following issues:

Election of Co-Chair to Convention:

Nominated: Raphael Tarasco - RVP Western Quebec

Nominated by Ronald H. Filteau
Seconded by Idelta Vieira

The By-Laws and Education reviewed the minutes of **March 18-19, 2008**.

Item referred to this committee by council.

Reviewed Agriculture Union Regulation No.1 Section 3(K)

This committee reviewed the minutes from the Nation Council meeting of September 26-29, 2005 of each standing committee. Each Chair of the committees should have reviewed all resolutions as adopted by the convention and presented for discussion to their Standing committees. The reports were found to meet the regulation No. 1 Section 3(k).

Item referred to this committee by National Executive from June8, 2006 Regulation No. 12 Section 9

The referral is to change the amount of 500.00 dollars to 1000.00 dollars

9. The Agriculture Union 1990 Convention established and put into place an annual bursary in the amount of \$1000.00 in commemoration and recognition of the Agriculture Union Record of Performance Inspectors. Guidelines shall be utilized according to the present policy for CLC scholarships. This bursary will be made available to dependants of any Agriculture Union member and shall be applied to any Agriculture course from any recognized institution.

Moved by Denis Sicard
Seconded by Sam Barlin

Item referred to this committee by National Executive from April 7, 2008 Regulation No. 13 Section 1

The referral is to remove the word JOSH from this regulation because it is the employers' responsibilities as of 1986.

Moved by Denis Sicard
Seconded by Idelta Vieira

The By-laws committee discussed By-Law 6 Section 3(2)

BE IT RESOLVED THAT National Directors and their Alternates shall be nominated from their respective caucus immediately following nominations each Director and Alternate shall be elected by the voting delegates including Locals delegates with PSC/CSPS, DND and CGC members from his/her respective caucus attending National Convention.

Move by Ronald Filteau
Seconded by Sam Barlin

Rational: -This motion would make the election of Directors and their Alternates as an inclusive and democratic for all members with in the Agriculture Union.
-It would give voice for all members who the delegates represent at convention.

Report as a Whole Moved By Denis Sicard
Seconded by Ronald Filteau

**Report of the Standing Committee On
By-Laws and Education
March 18-19, 2008**

Members:

Denis Sicard - Chairperson
Ronald Filteau - RVP Southern Saskatchewan
Sam Barlin - RVP Manitoba, North Western Ontario and Nunavut (Regrets)
Idelta Vieira - National Director of DND
Raphael Tarasco - RVP Western Quebec

The committee met and discussed the following issues.

By-Laws and Regulations:

Reviewed By-Law 7 Section 2

This by-law was converted back to the original by-law from 1996. This by-law should not have changed due to the fact that the motion was defeated.

Section 2

When in a locality where there are less than twenty (20) but more than five (5) members, these groups of members shall be hereinafter referred to as Sub-Locals except those Locals with Less than Twenty (20) members duly chartered before August 13, 1975, who shall retain full Local status with delegate status.

Reviewed the General Committee Report of September 26, 2005

Resolution D-20 Local EO Contacts

This was referred to this Committee by the General Committee

Add to Regulation 15(A) Section 8

8. The Agriculture Union Locals be required to select a contact member responsible for receiving and disseminating information from Agriculture Union Equal Opportunities Committee. Locals be required to update the contact information of the Local EO contact on an annual basis or as required by the EO Director

Reviewed Regulation 6 Section 7 and 10 which also is in Regulation 8 Section 7 and 10

This was referred to the By-laws and Regulations Committee by the Executive Committee to Review the removal of the Dec 31 deadline.

After receiving the financial information the committee recommends no change to Regulation 6 and Regulation 8.

Moved by Idelta Vieira
Seconded by Raphael Tarasco

Resolutions of Record

Resolution D-8

This was referred to this Committee by the General Committee

The committee added this to the Resolutions of Record in the By-law Section.

Submitting Resolutions to Conventions

2005/D-8 BE IT RESOLVED THAT resolutions submitted for the Agriculture Union Convention be accepted in either the traditional format or in a clear language format; and

BE IT FURTHER RESOLVED THAT resolutions submitted for the PSAC Triennial Convention be accepted in either the traditional format or in a clear language format; and

BE IT FURTHER RESOLVED THAT the other conditions regarding resolutions be unchanged; and

BE IT FURTHER RESOLVED THAT convention organizers provide information on clear language format which may be used when they send out Convention Calls.

By-Law and Regulations Format

The committee added this to the Resolutions of Record in the By-law Section which was adopted at the National Council meeting of Nov 2006.

2006/NC-Nov06 BE IT RESOLVED THAT the BY-Laws and Regulations be sent out in a Binder format.

Education:

After reviewing all minutes from last convention to present the following info needs to be action:

Nov 7-9, 2006 minutes for the By-laws and Education action Item for Training on balancing family and work responsibilities has not been completed as adopted by council.

April 16-19, 2007 minutes for the By-Laws and Education action Item for training from a Lobbyist to give a half day course on political action has not been completed as adopted by council.

Nov 7-9, 2006 minutes for the By-Laws and Education action Item for Mentoring program is being developed by this committee.

April 16-19 Item 3, 2007 The Committee met to discuss and developed a training needs for the Agriculture Union list. See attached Training Need list.

April 16-19 Item 4, 2007 The Committee met and discussed the creation of a mentoring manual for all National Officers Position.

The recommendation from this committee is to create a sub committee which will create a draft manual for all Officers Position.

Rational: -We would like to have a member from all committees to reflect all views on national council.

-This committee could ask other national components if they have created this manual for a guide

- The mandate of this committee would be to develop a guide for the work of the council

- To create templates for the positions (i.e. local contacts, committees to attend and managements contacts, other expectations (Area councils)

Moved by Idelta Vieira

Seconded by Raphael Tarasco

Report as a Whole Moved By Denis Sicard

Seconded by Ronald Filteau

National Council April 2008
 Conseil National Avril 2008

Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Baergen	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	2
Barlin	1	1	1	1	1	3	1	1	1	2	2	1	1	1	1	1	1
Coe	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1
Cormier	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Elash	1	1	1	1	1	1	1	3	3	1	1	1	1	2	1	1	1
Filteau	1	1	1	4	1	1	1	1	1	1	1	1	1	1	1	1	1
Forsythe	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1
Grégoire	1	1	1	1	1	1	1	1	1	1	1	1	3	1	1	1	1
Hladun	1	1	1	1	1	1	1	3	1	1	1	1	1	1	1	1	2
Jackson	2	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1
Kingston	1	1	1	1	2	1	1	1	1	1	1	1	1	2	1	3	1
Krebs	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1
Langs	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1
McKenzie	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1
Miller	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1
Murphy	1	1	1	1	1	1	1	1	1	1	1	1	4	1	1	1	1
Payne	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1
Sicard	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Tarasco	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1	2	1
Vanson	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1
Vieira	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1
Willems	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1
Ducharme	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	2	1

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