

**Agriculture Union  
National Council Meeting  
April 18 - 20, 2011  
Four Seasons Hotel Vancouver, BC**

**MINUTES**

**In Attendance:**

<b>National Executive</b>	<b>National Council</b>
Bob Kingston, National President Debbie Forsythe, 1 <sup>st</sup> NEVP Denis Sicard, 2 <sup>nd</sup> NEVP Howard Willems, 3 <sup>rd</sup> NEVP (via Skype) Fabian Murphy, 4 <sup>th</sup> NEVP	Sam Barlin, MB, NW ON & Nunavut Brenda Baergen, N. SK (via Skype) Jean Cloutier, E. Qc Michele Coe, S. AB Rick Cormier, W. Atl Milton Dyck, S. SK Teri Friday, CGC Nat'l Director Bob Jackson, W. BC & Yukon Meraiah Krebs, PSC & CSPS Nat'l Director
<b>Staff</b>	
Larry Budge, Administrative Officer Sylvie Rochon, Service Officer Elaine Massie, Service Officer Nancy Milosevic, Service Officer Debbie Ramsay, Recording Secretary	John Langs, NE ON Terri Lee, Alt./E.O. Nat'l Director Jane McDonald, E. Atl Darrell-Lee McKenzie, E. BC Glenn Miller, SW ON Danielle Moffet, DND Nat'l Director Barry Payne, E. ON, Ottawa-Gatineau Raphaël Tarasco, W. Qc Mike Vanson, N. AB & NWT  Absent: Marianne Hladun, E.O. Nat'l Director

**Monday April 18, 2011**

**1. Call to Order**

National President Bob Kingston called the meeting to order at 9:10 a.m. and he welcomed everyone to Vancouver.

## 2. Opening Remarks

B. Kingston noted there would be a lot of agenda items to cover this session. He also advised everyone that H. Willems and B. Baergen would be attending these meetings using Skype.

## 3. Adoption of Agenda

### Additions:

19. CFIA Issues –

- Change: Neutral Classification System to read 'Classification of the AS's and CR's'

- add: BC National Training Initiative, EG 03/04 Multi Program Inspection Issue and Closure of Plant 401 XL Beef in Calgary

In-camera session - NB – decision to have this session at the end of today's business

23. Resolution regarding Discipline – Raphaël Tarasco

**M/S/C** M. Coe/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 4:30 pm	Business agenda
4:30 pm to 5:00 pm	In-camera session

### Day 2

9:00 am to 12:00 pm	Standing Committee meetings
1:30 pm to 3:00 pm	Standing Committee meetings
3:00 pm to 5:00 pm	Business agenda

### Day 3 (\*Lunch will be provided)

9:00 am to 12:00 pm*	Standing Committee Reports
1:00 pm to 4:00 pm	Standing Committee Reports
4:00 pm to 5:00 pm	Completion of Business Agenda

**M/S/C** – G. Miller/J. Langs – by show of hands - carried

## **5. Approval of November 2-4, 2010 Council Minutes**

### Corrections:

None noted.

**M/S/C** – R. Cormier/J. Cloutier - carried.

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

### Tracking Report

#1 – Paid Prep Time – Adjudication is set for July. The officer handling this case is John Vander Velde out of the PSAC Edmonton office. B. Kingston also noted this item has been put forward as a bargaining demand but it may be withdrawn. The language has not been tested so it may not prove to be helpful.

#2 – The new staffing policy was sent out some time ago for comments. Staffing will be a regular item at the HRUC meetings so if you have any issues or problems let D. Forsythe know. As the policy has not been finalized it will come back to the HRUC, as well as a number of other committees, before final approval. The committee meets every third Wednesday of every month except July and August. Two staffing issues were noted at this time:

- On a GL MAN 09 poster, post-secondary education was added which screened some employees out; and
- An EG 05 retired and the position was reclassified to an EG 04. The employer tried to move an EG 05 over to the position but because it had been reclassified to a 04, the union said no.

D. Forsythe will make a note to discuss at next meeting.

#3 – Duty to Accommodate (CFIA) – has not moved forward – no one yet assigned, no timeline available. Discussion centered on the many issues surrounding lack of training. Managers don't know how to deal with this issue and they don't understand their role in these situations. Some people have been trained to give Work Place Harassment training, and it was acknowledged that these people can be used for other training. B. Kingston advised this issue will be brought up again at the next NUMCC to be held in June.

B. Kingston noted the JLP has developed Respect in the Workplace training, but because the training is not in compliance with the CLC there are concerns with delivering training that is not accurate/up-to-date. It was generally suggested that there is value in awareness, that the training could be delivered with the qualifier that it does not meet code requirements; though some discussion suggested it would be better to pull the training until it is updated/modified.

B. Kingston commented that on the CCOHS website they have a free e-tool on Violence in the Workplace<sup>1</sup> and he would encourage everyone to utilize it. He also noted that AAFC has something in the works. F. Murphy advised that at the last NOSH the Violence in the Workplace policy was reviewed and passed. It is moving forward with training to be delivered on-line and it will be managed by an OSH employee. The training has been developed to allow for modifications to be built in, in the new year. B. Kingston also noted that regardless of what training you have already done you will have to take further training. J. Langs suggested that training could be held on 'Family Day' in Ontario and possibly training on 'no kill' days could be considered.

#4, #5, #6, #7 – Barrier Exam/Train the Trainers/Harassment Training - B. Kingston advised that the barrier exam issue is complete because CFIA will now be hiring at the working level the problem will cease to exist. We do have people hired at the EG 02 level waiting to write an exam and this matter will be dealt with at the next NUMCC. Examples in the West revealed this is not necessarily what is happening; hiring approach seems to vary widely across the country. M. Vanson will send B. Kingston a specific poster which identifies conflicting protocol. B. Kingston will bring forward to CFIA. He will also be discussing the status of employees hired under the old process and what level developmental terms would be hired at. B. Kingston assured that we won't wait for the official minutes to come out of the June NUMCC; the information will be relayed as quickly as possible.

On the train the trainers topic J. Langs reported that the training that took place went well except for the fact that people, especially managers that were scheduled to take the training did not show up. B. Kingston advised these joint courses are mandatory and we need names to be able to action this problem.

B. Jackson questioned on why only one session was being offered in the West. B. Kingston advised that the commitment was to do at least one session, if you want more and your manager is willing there is no restriction not to have another session. There is new material coming out which also has to be taken into consideration.

#8 - Destination Inspection Issue – J. Langs reported that they have grievances that have been sitting for over two years. B. Kingston suggested filing a transmittal to the next level, where the grievances will eventually end up officially at the third level and the National Office will work on getting them scheduled.

#9 - One Operational Group, CGC – Noted that the Steering Committee met.

#10 - By-Laws & Regulations – D. Sicard noted changes had been approved at the last Council meeting. The resolutions are being prepared for convention.

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<sup>1</sup> [http://www.ccohs.ca/products/courses/violence\\_awareness/](http://www.ccohs.ca/products/courses/violence_awareness/)

#11 - H&S Committee Representatives – F. Murphy reported that the By-Laws and Regulations Committee did look at this. The article was developed and posted on the website.

#12 – PI Review – there was an update posted on our website on April 16, 2011. B. Kingston has met with O. Boudreau where options for resolving a majority of the outstanding grievances were discussed. S. Rochon committed to endeavouring to provide J. Langs with the complexity document for Fresh Fruit & Vegetables.

#13 – National Directors'/RVPs' Handbook – Council members have received a copy of this document. B. Kingston noted this is a living document so any suggestions/ ideas for the handbook can be submitted at any time. D. Forsythe advised the handbook will be revised as necessary and will be distributed to newly elected National Council members, but it is not part of the Key Info Clé binder.

#14 – Selection of H&S Committee Members - This article was developed and posted on the website.

B. Kingston clarified that at CFIA presently there are no members approved by the established protocol to be representing managers on any committees. B. Jackson suggested supervisors could attend meetings if the employees requested they be there, or as a guest, as long as they don't get involved in the discussion. B. Kingston suggested you should be careful about bringing supervisors to committee meetings as guests except for specific items.

R. Cormier advised they have established a local OSH in his region but the Employer is refusing to sign the Terms of Reference until their choice as management representative (a supervisor) is appointed. B. Kingston noted the code describes where you get your union representative from and the Regulations decide where you get management representatives. The process is very clear; if this process is not being followed you have no committee.

M. Coe requested further clarification as to what the role of the Regional Coordinators is. B. Kingston advised OSH advisors are our members and they can sit on committees if we so choose. If they are on a committee though, they are representing us, they cannot represent management. He also noted it is the co-chairs who agree on agenda items.

#15 – Food Safety First Campaign – B. Kingston advised we still have residual funding from our last request – he will complete a new funding request document so if Council decides to continue with this campaign everything will be ready to go. He hoped everyone has signed up to the website and noted something should be coming out today concerning the election. B. Kingston confirmed this campaign, as well as the Grain Action campaign, will be a budget item.

#16 – Reassignment of Pregnant employees – an article was developed and posted in our H&S Bulletin and put on our website. There are still some concerns surrounding this issue: if employee works in a slaughter plant there is no other work that they can be assigned to. The Employer still has to reassign or send home with pay until the employee is referred to a doctor of their choice; hopefully an obstetrician with a specialty in OHS. Another issue is where an employee wishes to keep working. B. Kingston noted that although not advisable, it is the member’s right to do so, to a point. M. Krebs advised that the PSAC News Bulletin on this issue was somewhat contradictory to the information presented in our bulletin. F. Murphy concluded the PSAC article does say what is happening with this situation, what the code provides for and that the code is flawed, saying it needs to be addressed and corrected.

**7. Finance & Communication**

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

**8. National Office Staff**

B. Kingston advised that Sylvia Prowse retired in February and he noted she would still be happy to hear from people. Linda Koo’s position has been extended to the end of this fiscal cycle but a decision on the position will come at Convention. B. Jackson enquired whether the boardroom space is now available. B. Kingston advised L. Koo is presently using this office but it will be converted to a boardroom as originally intended.

**9. Employer Updates**

B. Kingston asked if there were any questions on the updates as provided. He noted the health and safety aspect will be reported on in the H & S Committee Report.

**Canadian Food Inspection Agency (CFIA):**

**Q & A’s:**

<p>Clarification – VIC is deciding whether issue is a CAR or not, policy is being misinterpreted, will send email (B. Baergen)</p>	<p>Vet has a say in whether the CAR is satisfied or goes ahead, but not what the inspector has written.</p>
<p>Irregular shifts for labs-no consultation or discussion prior to implementation-what can we do?</p>	<p>M. Dubuc wants to resume consultation for the labs and we will show her proof and see where it goes. B. Kingston did phone C. Prince who committed to bring the issue to Executive Directors to advise them of the process. C. Prince confirmed that he has done so, and we should hopefully see changes now.</p>

Message didn't get down to Inspection Managers; it was the HR people who had the information. Not willing to look at overtime.	B. Kingston noted this particular case had been passed on to C. Prince. He requested R. Cormier to go back to the region to confirm if something had been done.
Who is on Nat'l Consultation Team?	R. Olynyk, R. Cormier, J. Langs & R. Tarasco.
What is team doing?	B. Kingston advised consultation had taken place. B. Kingston will provide report which consists of PowerPoint presentation and summary.
In relation to irregular hours – did documents go out to Council?	No, consultation is not being lived up to and problems noted with C. Prince. C. Prince did go back to Directors and we should be seeing changes by now. B. Kingston to go through emails and will send out drafts to Council.
Decisions taken at Nat'l level but no action has been taken regionally. How do we handle?	Spoke to C. Prince on this. We will have to insist on a jointly signed communication prepared before we leave the meeting. There is a conference call next week with Consultation Team and we will discuss further.
MoU's surrounding vacation leave are not being renewed. What to do?	If agreements were simply cancelled we can go to Labour Board. Also look at the issue of how much notice was given. S. Rochon confirmed there have been decisions taken in favour of these agreements that we can look at. B. Kingston suggested it would be a good idea to send in any of these agreements to the Nat'l office to be reviewed.
Requested definition of dual employment	B. Kingston will bring up at next NUMCC.
Requested update/clarification on enhanced governance structure	CFIA has a convoluted process of getting things done. They are trying to improve the structure and streamline approval of guidelines and policies.
In relation to the UMC Policy Framework, what is the status on non-excluded managers representing management?	B. Kingston advised this will not be allowed, no exceptions, for every employer.
Could something be put on the website regarding the Classification Review for the Administrative category?	Yes.

### **Agriculture and Agri-Food Canada (AAFC):**

#### **Consolidation of Pay Administration**

D. Forsythe gave a summary of where this initiative is. Basically, nothing has changed since the information was posted on our website. We do know there are to be two phases, four waves in the first phase; all our members will be in the first phase. The employer doesn't have any more information. Another meeting is scheduled to be held in May between PSAC and Treasury Board. Departments are proceeding with initial direction as given but things may change

pending the outcome of the federal election. Staffing problems are arising, i.e. trying to keep positions filled as members are leaving for other opportunities because of the uncertainty surrounding this issue. PSAC wants a National working group to be formed. They have met with Treasury Board on one occasion and hopefully these meetings will increase to a monthly basis once things start to unfold. There is a website. Not a lot of information available yet, but a Q & A section to go up soon should prove to be helpful. PSAC would like to set up an advisory group of active AS members. PSAC would also like home email addresses of all pay compensation people so they can be kept apprised of any new information as it becomes available. With the impending new pay system they will go from 1,700 down to 550 people. Location suggested is the Gun Registry building if the registry folds. Suggestions also that they could be setting up a call centre type work environment or possibly a self service system and they may be looking at training people to look after one specific issue, but we have no additional information or confirmation on these aspects. D. Forsythe noted that as information arises we will advise council.

Is there any discussion on quality assurance?	None, departments are simply going ahead with initial announcement. D. Forsythe noted we had a meeting with PSAC before their meeting with Treasury Board and we gave PSAC a long list of questions we hoped they could have answered.
What is the status of the new pay programs?	Still only anticipatory.
Who is on the AAFC working group?	D. Forsythe and S. Rochon met with Michael Morin-Sr. Director Organizational Effectiveness and Compensation, Gisele Souque, -Director Compensation and Ceci O'Flaherty, Director-Labour Relations.
Any idea on when this transfer will take place?	None, some discussion on sending out a questionnaire to compensation people re: training, interests, transfers, etc.
Who is on PSAC working group?	Patty Ducharme, David Orfald, Howie West and a representative from each Component. D. Forsythe sent out an email requesting our members' participation. S. Entwistle's name was put forward to PSAC.

### GL Review

Is there a deadline to get back to members who have filled out the surveys?	No timeline, meeting April 28. Most of the mapping will be completed and we will be in a position to send out the descriptions to the GL's.
Are we checking the mapping?	No, hopefully we will hear from the members if there are any concerns.
What is the retroactive date?	April 2003 was agreed upon.



Concerns that issues won't be resolved with this exercise, what can be done?	B. Kingston noted this process was only designed to consolidate job descriptions, not to resolve any workplace/classification issues.
Concerns surrounding ensuring job descriptions are fairly mapped.	If things were taken out of job descriptions it could have an affect. M. Dyck was asked to identify areas where there were issues; we will ask that they be looked at by the Dept. We have agreed to try and deal with issues before the process has been completed in order to circumvent any grievances that may arise.

EG Review

Is there a timeline available for proceeding to the final level on the EG Review?	No.
Will the same informal conflict settlement process be used that was used for the GL Review?	No, this process was ineffective with too much time and effort wasted – it will not be used again.

**Public Service Commission (PSC):**

Harassment complaints and investigations are difficult to handle when no one from the Local is from this Employer. What discussion has there been at the Nat'l level to deal with this? (B. Jackson later noted that these problems are reported in the RVP reports).	No engagement has ever been expressed, so no formal UMC's are set up.
A Local President has been told she cannot sit on the Local UMC. How to proceed?	You do not have to be from that specific employer to sit on the UMC. If you run into obstruction, B. Kingston will let D. Moffet know for next NUMCC at DND.
Do we need more evaluators to conduct the additional tests?	The discussion was to allow for alternative work arrangements as presently there is no flexibility. This was a trial to allow for compressed scheduling within the testing section. The branch is no longer behind as they have hired more staff.
Is telework possible?	They have to be in the room.
Was there any communication regarding the assessors conducting more tests each day?	It was factored in during the trial phases of the program.

### **Canada School of Public Service (CSPS):**

T. Lee commented that long term terms (4 years) are not being renewed. Management rationalizes this practice because they have no information on how many students there will be. B. Kingston advised less of our members are being utilized. He notes the School has been in this undecided mode for quite some time. B. Kingston requested Council put pressure on our employers to use the CSPS. Encourage all employers to pool their resources where they can to hire as a group. You can work on this at UMC's.

M. Krebs requested an update on the recent CSPS Executive meeting. B. Kingston advised the school is downsizing from six sites to three in Ottawa. The School was required to consult on this, but did not. We phoned the new President and met to discuss. They heard our concerns, that they were in violation and we advised where. There was a working group struck to deal with the relocation. A meeting was scheduled but the School cancelled. They suggested some of the classes could be moved to Asticou; this would be a working group issue. B. Kingston noted they also cancelled the H & S Policy Committee meeting.

### **Department of National Defence (DND):**

B. Jackson asked if the Esquimalt issue, the problem around supervision, was still the same issue/person. D. Moffet confirmed yes it was and there has been positive improvement in this case.

B. Kingston advised the English translation of the report under 'grievances and complaints' should show the dismissal during internship is at adjudication.

### **Canadian Grain Commission (CGC):**

B. Jackson noted concerns with the Prince Rupert Local: Problems with documentation, AGM, regard for inspection health and safety issues and Terms of Reference. T. Friday reported she had received no indication of troubles; she has spoken to the new Local President. She noted she is going to Prince Rupert soon and will spend time ensuring all is OK.

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

D. Forsythe noted the original resolution passed in 2008 establishing the Social Justice Fund had a number of 'be it resolved' including one that read: "Be it further resolved that after a three (3) year period, an evaluation will be conducted by the National Executive and recommendations will be given to the National Council as to the funding of the Social Justice Fund and to the feasibility of the Agriculture Union continuing to administer the Fund, or joining the PSAC Social Justice Fund, or another alternative." D. Forsythe advised the Executive had a discussion and wished to recommend that we maintain the status quo

(50¢/member/mo.) and that the fund continued to be administered by the Agriculture Union.

**Motion Carried - Recorded Vote #17**

**11. Collective Bargaining Update**

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

**12. Standing Committee Reports – See Wednesday Apr 20, 2011 page 16**

**13. Agriculture Union Convention 2011**

Some locals have not submitted delegate information; we will have to decide on a resolution to this issue.

Some Council members have not sent in their Convention report. These reports were due the end of February; please get them in to the National Office asap.

B. Jackson reported the following Convention update:

- Convention logo has been approved and is being used on all convention correspondence.
- Host Committee article chosen for sale will be black and white T-shirts (men's and ladies) for approx. \$35.00. (B. Jackson asked if Agriculture Union would be providing Council with the t-shirt and B. Kingston confirmed yes, we will be). Would like input this week for other items we could sell, i.e. golf shirts, vests, etc.
- All other convention material, i.e. bag, binder and kit items will be looked after by the National Office. D. Forsythe noted we plan to do a luggage tag with our Agriculture Union logo on it for convention.
- Host Committee will try and have people at the airport to direct delegates to the sky train.
- Host Committee will try and have list of events available. On this note, T. Lee has received info booklet from UTE which we hope to use. They hope to have this info to delegates before they arrive for convention.
- The first night's reception (three hours 7 – 10 p.m.) will be held on the outdoor terrace at the hotel with local entertainment provided.
- Entertainment for the banquet is being worked out.
- Looking at possibility of boat cruise (Burrard Inlet, False Creek) for last evening.
- The Four Seasons in Whistler is offering same convention room rates for the week before and the week after convention.

L. Budge requested that all those who want a Regional caucus room, please verify by email this week including what times you will need them, so we can

allocate the rooms to the various caucuses. At present we have two rooms booked and another break-out room on hold throughout the convention.

#### **14. Handbook/Manual for National Officers**

Completed handbook has been sent to Council.

#### **15. Local RVP Reports**

Items noted:

- No place for RVP to sign – form will be updated to incorporate RVP signature.
- Will change website to show all five digits for all Locals.
- RVPs not to have Local complete report; RVP to call Local, have discussion and complete form with results from these discussions.

#### **16. Application of Grover Decision**

Everyone has a copy of this decision. It was noted there are limits to its application. It applies specifically to issues surrounding health and safety in the workplace. B. Kingston advised at CFIA this had been clarified in minutes. N. Milosevic did prepare a list of questions. N. Milosevic added employees can ask what is missing and get the information from their own doctor. B. Jackson asked whether it could apply if the question was on mental stability; could they go back to their own doctor for a referral to a specialist. B. Kingston confirmed yes, this is how it would work.

Meeting proceeded with In-camera session.

## Tuesday April 19, 2011

9:00 a.m. to 3:00 p.m. – Standing Committee Meetings

3:00 p.m. – B. Kingston called the meeting to order.

### **21. Supplementary Pension Plan**

B. Kingston gave an overview of the history of how pensions were paid to elected officers in the past. He advised that previously Board members' pensions were all paid out differently, depending on their department. Some were paid directly by the department, some paid into the PSAC pension plan, etc. A few years ago they tried to standardize the process. Treasury Board was in agreement and documents were put in place. Years of service were to be fully recognized. Then Treasury Board unilaterally ended the discussions so PSAC started looking at alternatives. They came up with the idea to fund a plan itself. The company that administers the plan is Buck Consultants. Buck Consultants came up with projected costs for each Component. The implementation date of the plan is March 1, 2011.

Financial considerations:

- Costs are payable to a trust fund
- Each year a calculation will be done to ensure budgeting on track; the difference will be credited or charged
- At retirement a final calculation will be done; the difference will be credited or charged.

This plan is not mandatory, there are three options:

- Current and future – retroactive salaries and onward
- Future only – salaries from implementation date forward
- Opt out – one time and final decision not to participate

B. Kingston then opened the floor to questions:

Q & A's:

How many yrs as an elected officer do you have to be in the position?	Even if you did your elected years early in your career you would still get your 'best 5' years.
What will this cost?	On a going forward basis, approx. \$1.70/member/mo. This is based on paying all previous years. If you hold a position for 5 years the plan is basically paid up.
Where would any excess go?	Excess would go to reserve.
If we opt for 'Future only' option (Mar 1/11)?	\$340K each year for 5 years (if they stay in positions).
Do we ever get money back, say if someone stays in elected position for 9 years?	Extra funds would build as a credit in the plan fund.
Are we going to require money for previous	Previous Presidents will be excluded from this

elected officers?	plan. Two people (N. Turmel and Y. Ducharme) are having legal evaluations done. In Y. Ducharme's situation we have received documentation supporting his claim.
How many members is \$1.70/member/month calculated on?	Budget based on 8,500 members
If we decide to opt out and Y. Ducharme takes us to court would we incur additional costs?	Yes, the likelihood is that we would have legal fees and possibly pay him out for his pension as well. This would have to be covered in a dues increase.
Documentation for Y. Ducharme's pension were signed by Agriculture Union?	PSAC HR does the work but it is on behalf of the Agriculture Union.
Is the plan the same as superannuation as far as survivor benefits go?	Yes
Will there be additional costs incurred to cover PSAC people?	Yes, could be 10-30¢/member/month.
This issue is caused by TB changing the rules. Some responsibility is ours but why aren't we pursuing legal avenues?	PSAC was and still is in negotiations with Treasury Board. PSAC is assessing their legal options. The NBoD is adamant they wish to pursue TB legally.
The \$1.6 million will come out of our total \$3.2 million – is this correct?	Yes, total assets to the end of 2010 are \$3,367,907.
So what are our options on paying the \$1.6 million?	We can have a dues increase of \$1.70/member/mo based on 5 yrs. We can use a special levy which, based on 8,500 members and \$2/member/mo this would take over 5 years to pay.
Are wage increases taken into consideration?	Yes
If we go with a court challenge, how long could this take?	We have no idea, but in all likelihood a very long time and in the end we could owe even more people money in the plan on top of legal fees.
What about other past presidents, i.e. Larry Leng?	We understand he is satisfied with his pension. He left in 2000, this issue came about years later.
Based on 8,500 members and the proposed budget will we still be able to keep funding our reserves?	Yes, anything other than a worst case scenario, we will keep building our reserve.
What are the amounts set aside for severance pay-outs?	The total from our 2010 audited statement is \$244,699.
Has Y. Ducharme just recently become aware of this problem?	Y. Ducharme retired early and deferred his pension until recently.
Is the \$1.70/member/month averaged?	Yes

B. Kingston ensured everyone that if proposal goes forward, we will be putting together clear explanatory documentation for delegates to the Convention. He also advised that the Finance Committee will have to prepare a budget for deliberation on the Convention floor.

**M/S/C** (M. Vanson/J. McDonald) - That Council give direction back to the Finance Committee to pay the \$1.68 million and present this motion to our Triennial Convention as a \$1.67/member/month dues increase.

**Motion Carried. Recorded Vote #1**

### **23. Resolution regarding Discipline – Raphaël Tarasco**

**M/S/C** – (R. Tarasco/M. Krebs) - R. Tarasco summarized a resolution he was presenting (see below). He said that there are situations where a Component, after a full investigation, rules to remove a member from Local office. PSAC still sees these members as members in good standing and these members can still work through the Regional level of PSAC.

D. Forsythe offered a friendly amendment to the resolution, whereby it would be added that the Component would present their case to the PSAC to have the PSAC impose the same sanctions. Amendment approved.

**Motion Carried Unanimously. Recorded Vote #2**

WHEREAS certain union officers may act or speak in ways that are inadequate for a union officer; and

WHEREAS when a Component, direct charter local, affiliated union takes measures to relieve an officer of his union duties PSAC is not required, according to its constitution and by-laws, to recognize these decisions; and

WHEREAS a union officer who has been relieved of his duties may continue his union activities with PSAC; therefore

BE IT RESOLVED THAT a Component, direct charter local, affiliated union may present cases of expulsion to PSAC so that it imposes the same penalties on the expelled officers; and

BE IT FURTHER RESOLVED THAT the Agriculture Union will present this resolution to the 2012 PSAC Triennial Convention.

## Wednesday April 20, 2011

B. Kingston called the meeting to order at 9:10 a.m. B. Jackson advised what wines had been chosen for the upcoming Convention from the previous night's wine tasting. The white wine chosen was a Bacchus from Domaine de Chaberton and the red wine chosen was a Merlot from Nk'Mip Cellars.

### **12. Standing Committee Reports**

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

M. Coe presented the report, see attached.

**Motion** on Regulation XX of the COHSR and draft article of the *Key Info Clé* on Harassment & Bullying - Forms of Workplace Violence, were read. B. Kingston noted more hyperlinks would be added to this article for reference purposes.

**Motion Carried Unanimously. Recorded Vote #3.**

**Motion** on Industrial Diseases (see below)

**Motion Carried Unanimously. Recorded Vote #4.**

WHEREAS there is an increase in the number of cases of industrial diseases and cancers; and

WHEREAS there is little to no information in any training material delivered by our employers; and

WHEREAS PSAC has no information regarding industrial diseases and cancers; therefore

BE IT RESOLVED THAT the Agriculture Union provide information in the Key Info regarding industrial diseases and cancers and to provide links to information on industrial diseases and cancers on our website; and

BE IT FURTHER RESOLVED THAT the Agriculture Union lobby PSAC to incorporate a section on industrial diseases and cancers in their Health and Safety training material.

Discussion on the report:

- It was noted that there are now 23 equity seats available for the CFIA conference as one name has already been put forward.
- It was noted that the TC bargaining team has scheduled to meet with the Employer on April 28 to exchange demands.
- There was a question whether or not counseling would be offered in relation to options for severance pay out for members of the Treasury



Board's SV, PA and EB groups. F. Murphy advised he was speaking to AAFC HR people and he has been informed in writing that AAFC is working on letters to go out to members explaining what their options are and what are the dates and deadlines for decisions. He also commented that EAP programs offer financial counseling and could possibly provide information and assistance. J. McDonald noted an information email went out to members on April 18 in relation to severance pay.

- F. Murphy read the CGC Health & Safety Report, and advised it will be included with the reports.
- F. Murphy noted all action items have been completed with the exception of #17 (Health Canada Medical Evaluations). They are still working on this item and hope to complete it soon with possible inclusion in the Key Info Clé binder.
- F. Murphy reported that this committee endeavours to post minutes from National Policy Committees. He only has access to AAFC and CFIA minutes and these are up-to-date on the website. For the remainder of the Employers, if you want them posted please ensure you forward them, in English and French where possible, to F. Murphy for action.

**Motion** on Report as a whole (F. Murphy, seconded by M. Coe)  
**Motion Carried Unanimously. Recorded Vote #5.**

### **General Committee Report**

M. Vanson presented the report, see attached.

Report of the Agriculture Union Human Rights Conference was read by Teri Lee.

**Motion** on Report as a whole (H. Willems, seconded by D-L McKenzie)  
**Motion Carried Unanimously. Recorded Vote #6.**

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

J. McDonald presented the report, see attached.

It was noted that most of the motions in the report have already been passed, they have just added the 'be it resolved'; a few new motions are at the end of this report.

**Motion** – (D. Sicard/J. McDonald) #6 regarding the name change of the National Director of E.O. to Human Rights.

**Motion Carried Unanimously. Recorded Vote #7.**

**Motion** – (D. Sicard/J. McDonald) #7 regarding By-Law 6, Section 11 parts 2 and 3. It was noted this is a duplication elsewhere in the by-laws.

**Motion Carried Unanimously. Recorded Vote #8.**

**Motion** – (G. Miller/M. Krebs) #3, 4 and 5 – to refer back to the Finance Committee for costing before Council votes on them – by show of hands – carried.

Costing information:

#3 – 1 day education - \$17,575.00; during next budget cycle it would mean 17¢/member/month (2 day education would cost \$35,150.00);

#5 – Alternates invited as observers to a Council meeting - \$63,450.00, during this budget cycle.

**Motion** – (B. Baergen/T. Lee) to deal with #3, 4 and 5 from the report – by show of hands – carried.

B. Kingston noted that if you pass #3 you are adding costs to the budget.

#3 – 1 day education course for Council (April 2012)

**Motion Carried. Recorded Vote #9.**

#4 – Bring in By-Laws Committee early to deal with by-law changes from Convention (6 people, two days) - \$10,300.00. A friendly amendment was made and approved to say ‘up to two days’.

**Motion Carried. Recorded Vote #10.**

#5 – Alternates invited as observers to a council meeting

**Motion Carried. Recorded Vote #11.**

**Motion** on Report as a whole (D. Sicard, seconded by J. McDonald)

**Motion Carried Unanimously. Recorded Vote #12.**

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

R. Cormier presented the report, see attached.

Correction noted: page 2, 1<sup>st</sup> paragraph, 5<sup>th</sup> line should read ..... “grievance section which has been”...

Discussion:

A question on how the Employer notifies us of new employees. B. Kingston advised the information goes from Treasury Board to PSAC nationally. The recent decision does re-confirm that they are to provide all information relative to an employee that would enable us to represent them (i.e. work address, home address, email address, etc.).

A request was made to provide background notes to Council members to help them explain where a lot of the funds have been spent, and noted it would also be helpful for delegates to have this info as well. B. Kingston said this could be

done and suggested the format could be - why the proposed dues increase and where expenditures took place and why.

A request was made to have the 'date of last revision' added to the topic/index page of the Key Info Clé binder. This was also approved for action.

It was noted that Appendix 'D' in the new Directors'/RVPs will need to be updated to delete 'Latitude Plus'.

**Motion** on Report as a whole (D. Forsythe, seconded by B. Jackson)

**Motion Carried Unanimously. Recorded Vote #13.**

## **Presentation of the Budget**

Discussion:

- There will be a date and time on any budget document presented (i.e. today's document is April 20, 2011 at 11:47 a.m.). For every revision there will be a new date and time to ensure everyone is reading from the same document.
- The Chair will go through the budget line by line and the budget will be passed section by section (by show of hands).

Conventions and Conferences – carried

Salaries – carried<sup>2</sup>

Travel and Relocation – D. Forsythe noted we will be adding to line items 15 & 16 due to the extended meeting in May 2012 for 1 day of training – carried

Collective Bargaining – carried

Staffing Appeals/Complaints – carried

Mediation Training – carried

Regional Seminars – carried

Education & Assistance to Locals, Reg. 12, 13, 14 & 17 – carried

Equal Opportunity (note to make name change to this section-Human Rights)

Reg. 15 & HR Regional – carried

Office Expenses

- Furniture & Equipment purchases – L. Budge to forward auditor's schedule for amortization of furniture and equipment to Council and will have for Convention as well. Amortization will be shown separately for Convention. Suggestion to attach a note to the budget explaining office renovations.
- Equipment rental/maintenance
- Rent & Parking
- Telephone – there will be a new line item in the budget 'conference calls'.
- Letter mail
- Stationary
- Misc. office expenses – details will be provided for Convention document
- Meeting rooms

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<sup>2</sup> B. Jackson wished to be recorded as voting against.

- Total Office Expense - carried<sup>3</sup>
- Communication
  - Simultaneous Interpretation – D. Forsythe noted we will be adding \$3,450 to this line in year one. **Motion** (S. Barlin/R. Cormier) to leave budgeted amount as is, \$60,000 – carried
  - Translation
  - Communication – Consultant
  - Communication – Print & Mail
- Total Communication - carried
  - Other Expenses
  - Promotional Items
  - Bank Charges
  - Payroll administration
  - Insurance & Bond
  - Professional Fees
  - Social Justice Fund
  - Charitable Donations
  - Political Action (will go to PSAC for matching funds). **Motion** (B. Jackson/S. Barlin) proposes that Political Action be a funded reserve initially capped at \$150,000.00, to be reviewed at next budget cycle. Amendment to **Motion** (H. Willems/D. Sicard) to raise cap to \$250,000. Vote on main motion – carried.
- Total Other Expenses – carried

The budget as a whole – **Motion Carried - Recorded Vote #14 – B. Jackson recorded against.**

Discussion:

- A short discussion on Total Expenditures followed. It was calculated that the 2012 percentage dues of .6944% would mean an average dues increase of \$5.59/member/month. The 2013 percentage dues would be .6911% and an additional 9¢ with 2014 having an additional 23¢ added. It was noted that these amounts are based on the average salary which is estimated at just over \$50,000.00.
- There was a request that for each budgeted year that is passed we show a grand total for actual spending; D. Forsythe will add this information to the budget when it is presented.
- There was a request for a note to explain electronic devises; D. Forsythe will add explanation to RVPs and Directors Expenses to the budget.
- There was a query on why the percentage differential; L. Budge explained this added money would be required for the extra day of meetings in the first year of the budget cycle.

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<sup>3</sup> B. Jackson wished to be recorded as voting against.

- It was asked if we could defer the vote on the budget until after the federal election; B. Kingston advised that we are bound by our by-laws - the vote cannot be deferred.

A discussion took place on the merits of a levy to rebuild the reserve if the Supplemental Pension Plan is passed at Convention.

A **motion** was made (D. Sicard/F. Murphy) to propose a \$2/member/month to recover the \$1.6 million from the funded reserve. It was noted that based on 8,500 members it would take just over 8 years to rebuild this fund. Most of the debate inclined to defer the levy because there were too many outstanding issues that could alter our costs.

A **motion to amend** (D. Forsythe/B. Baergen) the original motion to say that should our membership numbers go below 8,800 members then a special levy would be implemented to recoup monies for the supplemental pension plan.

B. Kingston called the vote on the amendment – **Motion to amend carried. Recorded Vote #15.**

J. Langs/B. Payne **moved the question**; carried.

B. Kingston called the **motion as amended** - \$2/member/month levy imposed if the membership drops below 8,800.

**Motion Carried - Recorded Vote #16 – B. Jackson, J. Langs and S. Barlin recorded against.**

## **17. Training for New Council**

This item was dealt with under the budget.

## **18. AAFC Issues**

Policy Review – M. Coe asked if the term policy and Awards and Recognition policy had gone out to Council for comment. She voiced concern around there only being three milestones recognized (15, 25 and 35 years) at AAFC. M. Coe suggested we request the milestones be increased to every five years to better recognize employees' contributions to the Public Service. A question arose whether or not there is a deadline for applying. B. Kingston advised it should be automatic but we will verify if there are any precedents set where employees have gone back for previous awards. There was further discussion on how these awards are handled with the general consensus being that it seems it all depends on the manager involved.

Respectful Workplace Training – M. Coe requested a follow-up regarding this training. It is no longer jointly delivered and the session is only one hour in duration. B. Kingston advised this is health and safety training now so should be

referred to the Policy Committee. He also advised he will be meeting with the JLP people at the end of the month to look at this training.

## **19. CFIA Issues**

ATIP Request on Performance Pay - D. Forsythe advised we received the information from our February request on April 12. The document received will be scanned to Council. The document did not contain any figures from the 2010 fiscal year, because not all information had been received for the year at the time we made our request. We have filed a second request for the 2010 figures. A motion (D-L McKenzie/B. Jackson) was made to file an ATIP proposal relating to Performance Pay for all other Employers – show of hands – carried.

Classification of the AS's and CR's - D. Forsythe will action article for website on this issue.

Violence Prevention Policy - It was noted we need to encourage managers to ensure this training takes place.

EG 03/04 Multi Program Inspection Issue - B. Kingston advised he had spoken to C. Airth and was advised the current strategy provides a transition mechanism to work through this process. For the next few months, EG 02's will not be writing an exam but will qualify through the recruitment process.

National Training Initiative – The pool process was set up specifically for meat hygiene simply because of the volume of inspectors that they require for that program. They did look at the pool process for other programs but because of a wide variety of requirements they did not move forward with it. A number of problems with the process were discussed. B. Kingston will ensure this issue is brought up at the next NUMCC.

Closure of Plant 401 XL Beef in Calgary – This plant is closing on May 6. Twelve employees are looking to be relocated. There are a number of EG 03 slaughter people looking for opportunities. D.L. McKenzie commented two plants in her area are closing as well, but people don't want to move. B. Kingston suggested everyone keep communication lines open and get consultative committees up and running as soon as possible to facilitate job opportunities/relocation issues. J. Cloutier will forward information to B. Kingston concerning an issue with contracted vegetable inspectors in Québec.

**20. Human Rights Conference** – The conference report was read by T. Lee and it was noted the conference was a resounding success. A short discussion followed.

**21. Supplementary Pension Plan** – see Tuesday April 19, 2011 page 13

**22. Next Council Meeting**

B. Kingston advised the next Council Meeting will be held August 13, 2011 at the Four Seasons Vancouver, prior to our Triennial Convention.

**23. Resolution regarding Discipline – Raphaël Tarasco** - see Tuesday April 19, 2011 page 15

**24. Other Business**

**M/S/C** (M. Coe/J. McDonald) that Agriculture Union match the Council donation for H. Willems and Brenda Baergen's charity walk.

B. Kingston adjourned the meeting and thanked everyone for attending.  
M/S/C J. Langs/G. Miller, by a show of hands, carried.

Minutes submitted by D. Ramsay.

Collective Bargaining / Health & Safety

Committee Members

Fabian Murphy (Chair)  
Michele Coe (Recorder)  
Glenn Miller  
Raphael Tarasco  
Sam Barlin  
Meraiah Krebs  
Elaine Massie (Service Officer)

**Health and Safety**

CFIA

Most of the bugs have been worked out of the governance structure - ie. 3 levels of Hierarchy of Policy Committees. This structure is necessary due to a large number of worksites. The Draft Violence in the Workplace/Harassment Policy has been completed and outlines procedures and protocols for dealing with issues of violence in the workplace. CFIA has agreed that harassment falls within the definition of violence and will be covered under Part XX of the COHSR. Overall, the CFIA OHS Policy committee is making good progress. This is good news for us considering the lack of cooperation that was being experienced just a few years ago with this employer.

DND

This employer is just waking up to the idea of committee participation. We have had several disputes concerning this at the national level however we are now making headway there as well. We are glad to say the other bargaining agents are finally participating and not just observing the process. Debbie Graham is the new co-chair for policy committee of UNDE. A new Violence Prevention Policy is under review. They have recognized that the harassment policy is no longer valid as it no longer meets the requirements of the Code. At the last meeting the head of Labour Relations, agreed to send a notice to all managers to cease using the harassment policy. There are some frustrations due the incredibly slow rate at which DND seems to be able to communicate with its workplace managers.

Local Safety and Health Committee

Given the seriousness of the problems created by the Employer, the matter is now in the hands of the National Office. Bob Kingston dealt with the subject during the second-last and last meetings of the National Occupational Health and Safety Policy Committee. Bob and Danielle are working together on this file. Danielle is in regular communications with Don Neville, the person appointed by the Chair of the National Occupational Health and Safety Policy Committee. In May 2011, we are planning to offer joint training with the Employer.

Public Service Commission

Meetings are running routinely. We have agreed to use the CCOHS's e-learning tool on Violence in the Workplace: Awareness for all staff. There is still a lack of understanding as to how Harassment is to be dealt with and discussions will continue, a final policy statement on Violence Prevention should be forth coming.



Canada School of Public Service

Experiencing some difficulties as they have gone through significant management changes. New management co-chair of National OSH Policy Committee has no training and no understanding as to how the laws in Canada work, which is creating serious difficulties in terms of policy development. Training had been approved for the School but has yet to be rolled out as the new co-chair has no awareness of this requirement. She cancelled a meeting in the last quarter with no notice or consultation and therefore the school is no longer compliant with the requirement for quarterly meetings. We will be pursuing this matter.

AAFC NOHSPC Update

The AAFC National Occupational Health & Safety Policy Committee is currently working on a number drafts which are in various levels of completion;

- AAFC's Workplace Violence Prevention Policy is very close to being released.
  - Persons Granted Access to The Workplace Is also very close.
  - The Cell Phone Policy has been reviewed as per the three year cyclical review to now read as The Directive On Safe Use of In-Vehicle Telematics which will include everything from cell phones to GPSs to computers.
  - We have taken another look at our First Aid and AED program and are satisfied that it still is valid. This was to address a request for AEDs at one of the Research Centers. We are also working on trying to complete the duties for the departments Laboratory Safety Contacts so that management, Local OSH committees and the people themselves have a better idea of the duties involved.
  - We have started the initial draft of a Confined Workspace Program
- Our next meeting is in June.

Canadian Grain Commission

Local OSH committees are all meeting regularly and new members are receiving the training required for the committees to function as regulated. NOSH is meeting regularly and we continue to have very productive meetings. We have been working to revise the CGC Violence in the Workplace policy to ensure its compliance with the Canada Labour Code .

A training program for members and managers is being developed and will be delivered to ensure that everyone understands the changes and knows what needs to happen once they are aware of a situation.

Motion

The committee recommends that the attached article on Regulation XX of the COHSR be posted to the website.

M/S F. Murphy/M. Coe

Motion

Whereas there is an increase in the number of cases of industrial diseases and cancers, and whereas there is little to no information in any training material delivered by our employers and whereas PSAC has no information regarding industrial diseases and cancers;

Be it resolved that the Agriculture Union provide information in the KeyInfo regarding industrial diseases and cancers and to provide links to information on industrial diseases and cancers on our website,

Be it further resolved that the Agriculture Union lobby PSAC to incorporate a section on industrial diseases and cancers in their Health and Safety training material.

M/S F. Murphy/M. Coe

**Collective Bargaining**

Treasury Board

Agreements have been ratified and signed off for SV, PA and EB groups. The Employer will be preparing letters regarding severance pay to go out to all employees regarding their options for cash out. Bargaining conferences have taken place for TC and FB groups and teams have been elected. Patrick St-George (NCR) has been elected to the TC team from Agriculture component. The TC team has met and a preliminary date to meet with the ER was established but it is expected the current election process will delay that meeting.

CFIA

Meeting dates for the CFIA Bargaining Conference are May 17-20. Delegates have been elected through the various Regional Seminars. PSAC has allotted an additional 24 equity seats for the conference and delegates for those seats are yet to be determined. This committee held a conference call to review the bargaining demands sent in to Agriculture Union. A package was prepared and forwarded on to PSAC. In addition to the bargaining demands received from the various locals and regional seminars, at the suggestion of our Service Officers, an additional demand regarding the Protective Reassignment of Pregnant or Nursing Workers was also sent forward.

Report M/S by F Murphy/M Coe

## **General Committee Report April 19, 2011**

Present: Howard Willems (Chair) via Skype, Mike Vanson, Darrell-Lee McKenzie, Teri Friday, Terri Lee (alt HR Director), Nancy Milosevic

The committee reviewed the minutes and action items from the November 2010 meeting.

### **Key info fact sheets:**

- 1) Human Rights document completed and posted.
  - 2) Seasonal and part time workers – copy all the same links that are on the disability key info as well as the public service health care plan.
  - 3) Disability Insurance and Taxable Benefits
  - 4) Pensions and Pensionable Benefits
  - 5) Duty to Accommodate – minor editing
- **ACTION:** that draft Key Info fact sheets 2 to 5 be referred to the Finance and Communication Committee for approval and posting to the Agriculture Union website.

**Co-chair for convention committee** – Marianne Hladun was elected as the co-chair with Darrell-Lee McKenzie as the alternate.

Five resolutions were submitted from the Human Rights committee to convention.

### **Human Rights Committee Business:**

Update on HR Committee Structure Review

After review of the structure committee report and recommendations and a further review of the action plan of the 2010 Human Rights conference, it was determined that the current structure of the Human Rights committee remain intact.

The report on the Human Rights Conference is attached, submitted by Marianne Hladun and Terri Lee.

### **General Committee Outstanding Business**

All outstanding items from previous minutes have been completed. The General Committee would like to thank the National Council for their support over this last term.

Notes to future General committee for consideration:

- Review mandate of the General Committee
- Review the youth engagement strategy
- Revisit the Human Rights Committee Structure
- Provide guidance to the Human Rights Director as required
- Review National Joint Council Directives & include in Key Info as required

Report moved by Howard Willems and seconded by Darrell-Lee McKenzie

**Report of By-Law & Regulations Committee for  
National Council April 18<sup>th</sup>-20<sup>th</sup>, 2011**

**Members of the committee:**

Denis Sicard – Chair  
Jane McDonald – RVP Eastern Atlantic  
John Langs – RVP Central Ontario  
Milton Dyck – RVP South Saskatchewan  
Jean Cloutier – RVP Eastern Québec  
Danielle Moffet – Director for National Defence

**Agenda:**

1. **Review all resolutions that have been passed over the last three years.**
2. **Nomination of the co-chair for the committee for the Convention**
3. **Education.**
4. **Recommendation to have By-law Committee come early to next Council meeting.**
5. **Recommendation to invite alternates to a council meeting during the cycle.**
6. **Proposed name change for National Director for Equal Opportunities.**
7. **Proposed By-Law change to By-Law 6, Section 11.**

**Items:**

1. **From April 2010 & November 2010: National Council approved the following Regulation and By-law changes.**

**A. Regulation 1:**

- a. Be it resolved that Regulation 1 Part 1(a) read "As per By-Law 11 Section 13 a credential form shall be returned to the Administrative Officer by March 31<sup>st</sup> of the Convention year. The Administrative Officer shall acknowledge receipt of credential forms within two weeks of reception.
- b. Be it resolved that Regulation 1 Part 1(b) read " The National Director for Equal Opportunities will be responsible for submitting a credential form for the Delegate from the Human Rights Committee and the alternate as per 1(a).
- c. Renumber remaining sections.
- d. Be it resolved that Regulation 1 Part 1(d) ((Old 1(e))) remove "who will study the proposals of the Organization".
- e. Be it resolved that Regulation 1 Part 3 read Regional "Seminar".
- f. Be it resolved that Regulation 1 part 3(e) be removed and subsequent parts be re-lettered and Part (j) reflects new lettering to say (a) to (e)
- g. Be it resolved that Regulation 1 part 3(k) read Regional "Seminars".

**B. Regulation 1A**

- a. Be it resolved that Regulation 1A, Number 1 read, " In keeping with the requirements of the Constitution of the Public Service Alliance of Canada, the delegates for the Triennial National

Convention of the Public Service Alliance of Canada shall be determined as follows:

- i. National Executive Vice Presidents
- ii. National Council
- b. Be it resolved that Regulation 1A, Number 2 read, "Should the allotted delegation be greater than the size of the National Council the remaining delegates shall be selected from the Alternate Regional Vice Presidents/ Directors by the National Council.
- c. Be it resolved that Regulation 1A, Number 3 read. "Should the allotted delegation be less than the size of the National Council the required designation of the official delegates shall be the decision of the National Council". ( Number 4 would be removed and Number 5 would become Number 4)

**C. Regulation 10**

- a. Be it resolved that Regulation 10 be revised to indicate new title "Bargaining" and added sub-titles "For Treasury Board Tables" ( in bold) for Parts 1-9 and "For separate Employers" for Part 10.
- b. Be it resolved in Regulation 10 Part 3(c) remove "RVPs and Directors".
- c. Be it resolved in Regulation 10, Part 5 Remove "(However, the RVP must provide some financial help through amounts allocated to regional seminars)".

**D. By-Law 2:**

- a. Be it resolved that By-Law 2, Section 5, be added, " To be environmentally responsible and to that end all communications and documents shall be submitted/sent electronically where possible. (As per Agriculture Union Green Policy).

**E. By-Law 6:**

- a. Be it resolved that By-law 6, Section 1 read "Central Ontario".
- b. Be it resolved that By-Law 6, Section 7, Number 2 read as follows, "The National Executive shall hold meetings 4 times per year".
- c. Be it resolved that By-Law 6, Section 10 read as follows "All rights, privileges, work standards and remunerations shall be the responsibility of the National Executive".

**F. By-Law 8:**

- a. Be it resolved that By-Law 8, Section 5, Number 1 have the following sentence added. " The local shall invite the RVP to the Annual General Meeting as per By-Law 9, Section 4, number 5 and send to the RVP and the appropriate Directors the notice for the annual general meeting which must be posted and sent no less than 30 days prior to the event".
- b. Be it resolved that By-Law 8, Section 8, Number 3 add part (c) "be responsible to submit updated contact list of officers to the National Office immediately following an election".

**G. By-Law 9:**

- a. Be it resolved that By-Law 9, Sections 4 & 5 add new Part 3 “Attend PSAC National Triennial Convention”. Then remainder of parts be renumbered.
- b. Be it resolved that By-Law 9, Section 4 , Number 13 be added, “In the event that the RVP is unable to fulfill their duties the Alternate RVP will assume full responsibilities.
- c. Be it resolved that By-Law 9, Section 5, Number 9 be added, “ In the event that the Director is unable to fulfill their duties the Alternate Director will assume full responsibilities”.
- d. Be it resolved that By-Law 9, Section 6, Number 4(a) read as “prepare and post on the Agriculture Union Website within 6 weeks”
- e. Be it resolved that By-Law 9, Section 6, Part 4(b) read, “prepare and post on the Agriculture Union Website”.
- f. Be it resolved that By-Law 9, Section 6, Part 4(d) read, “Minutes of the National Committees will be posted on the Agriculture Union website”.
- g. Be it resolved that By-Law9, Section 7, Part 7 read, “as soon as possible”.
- h. Be it resolved that By-law 9, Section 6, Part 9 read, “maintain and up to date list of local Presidents on the Agriculture Union website”.

**H. By-Law 15:**

- a. Be it resolved that By-Law 15, Section 5 read, “These By-Laws and subsequent amendments shall be prepared and distributed in both English and French. Updated copies of the By-Laws and Regulations are to be distributed to the locals electronically and posted on the website no later than 8 months following the Component Triennial Convention”.

**I. Annex 2:**

- a. Be it resolved that Annex 2 have the following changes; include AESB for Agri-Environment Services Branch and HR for Human Rights. Remove JCTC , EO and PFRA.

**2. Nomination of the Co-chair for the Committee for the Convention:**

John Langs was nominated by John Cloutier and seconded by Milton Dyck. Motion Carried.

- 3. Education:**  
The committee recommends that the National Council engage in a 1 day training session associated with the National Council meeting to be held in April 2012. This training would focus on tools to better communicate with the either the National office and/or with the Employer. The cost to this would be \$17,575 or 0.17/member/month.
- 4. Recommendation to bring By-Laws Committee in early to deal with By-Law Changes from Convention:**  
To facilitate meeting By-Law 15, Section 5, we feel that the By-Law committee should meet prior to the first National Council meeting held after Convention to make appropriate By-Law and regulation changes as defined from the National Triennial Convention. It is also imperative to ensure that the French version and the English version of the By-Laws and Regulations are consistent. The cost to this would be \$10,300 out of this budget and the period would be proposal for up to 2 days.
- 5. Recommendation that Alternates to RVPS be invited to a Council meeting:**  
The committee recommends that the National Council invite the alternate RVPs/ Directors to a National Council meeting as soon after convention as possible. The committee recommends the first meeting. Motion presented by Jane McDonald and Milton Dyck. Motion carried by committee. The cost of this would be \$63,450 out of this cycle's budget.
- 6. Committee recommends the following resolution to be presented at the Triennial Convention:**  
Be it resolved that in By-Law 6 Section1, the name of the National Director representing Equal Opportunities read as National Director representing Human Rights.
- 7. Committee recommends the following resolution to be presented at the Triennial Convention:**
  - a. Be it resolved that By-Law 6, Section 11 have parts 2, 3 be removed as they are more related to By-Law 12 –Finance.

**Proposed by Denis Sicard and seconded by Jane McDonald**

## **Report of the Finance Committee**

April 19, 2011

Members Present:

Debbie Forsythe - Chair  
Bob Jackson - Secretary  
Rick Cormier  
Barry Payne  
Brenda Baergen via tele-conference

Staff :

Larry Budge  
Sylvie Rochon

## **Communications**

### Rand Contest

The contest started in January, 2010 with 1157 rand deductees. We finished the year with 894. The total number of cards signed were 1113. The winner is Local 10081 Joliette. The monthly contest winners are available on the monthly archived page on the website. It has been noted there are still problems with the employers not notifying us of new staff when they are hired. The council is reminded to raise this issue at all levels of UMCC.

Please send all membership cards to Christine who will update our lists and then pass the information along to the PSAC.

### Website

The committee had another discussion of the website and its effectiveness and while some changes have been made, there is still much more work to do. The current arrangement with Alan Pride does not seem to be working and the executive is looking at other options for a new webmaster. As previously stated when issues are identified, members should pass this information through to the national council to Debbie Forsythe who will be able to make sure the issue is addressed.

### Key Info Kit

Issues raised regarding the Key Info Kit at the last council meeting have now been addressed and the Kit has been extensively updated. Two sections remain to be completed, namely Duty to Accommodate and Violence in the Workplace. In accordance with our Green Policy hard copies were not sent out and all of the information has been posted to the website. We encourage all RVP/s and Directors to discuss this information with their constituents, particularly the grievance which has been extensively updated.. The committee wishes to acknowledge all the input received which has been incorporated into the kit.



National officers are requested to encourage locals in their jurisdictions to update the binders that were prepared for them and make sure it is kept current. It was also noted that with changes to local executives the intent was that the binders would be passed along to the new incumbents. It was also suggested that locals include the Agriculture Union By-Laws & Regulations, local Bylaws and any other relevant documents in their own binders.

The committee reviewed the information on retirement referred by the General Committee at the last council meeting. The committee feels the content is good information for members and we will include it in a new tab in the Key Info Kit.

### **Finance**

Total membership is 9071 as of February 2011. Rand deductees are 857.

New Meal Rates as of April 1, 2011

Breakfast	\$15.05
Lunch	\$14.15
Supper	\$39.85
Incid.	\$17.30

Total	\$86.35
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Larry has sent the updated electronic claim form with these adjustments.

### **Referrals**

The committee dealt with a referral from the Agriculture Union Executive on the Agriculture Union Air Travel Policy. For clarity, any additional ticket issued must be used by the member's spouse or partner (must reside with the member) **or** dependant child. (defined as 18 years or under) The committee also discussed the reference in the current policy to "Latitude Plus". As this fare class does not exist, it will be removed from our policy.

Larry will make these changes and sent out the amended policy to the council.

### **Statement of Revenue and Expenses**

The committee discussed the budget for the upcoming 2011 convention. The committee has determined that a dues increase will be inevitable if the present levels of service are to be maintained and is again suggesting the council initiate discussions with members about this situation.

Motion to accept the report as a whole:

M / Forsythe  
S / Jackson

Recorded Votes April 2011

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
<b>Baergen</b>	4	4	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1
<b>Barlin</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	2	1
<b>Cloutier</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	1	1
<b>Coe</b>	1	1	1	1	1	1	1	1	1	2	1	1	1	1	2	1	1
<b>Cormier</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Dyck</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
<b>Forsythe</b>	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1
<b>Friday</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Jackson</b>	2	1	1	1	1	1	1	1	2	1	2	1	1	2	2	2	1
<b>Krebs</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Langs</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	2	1
<b>Lee</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>McDonald</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>McKenzie</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Miller</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
<b>Moffet</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
<b>Murphy</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
<b>Payne</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
<b>Sicard</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
<b>Tarasco</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Vanson</b>	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1
<b>Willems</b>	4	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Kingston</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

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