

**Agriculture Union  
National Council Meeting  
February 7-9, 2006**

**Minto Suite Hotel  
Ottawa, Ontario**

**MINUTES**

**In Attendance**

**National Executive:**

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

**Regional Vice-Presidents:**

**Brenda Baergen**, Northern Saskatchewan; **Sam Barlin**, Manitoba, North Western Ontario & Nunavut; **Michele Coe**, Southern Alberta; **Ron Filteau**, Southern Saskatchewan; **Bob Jackson**, Western British Columbia and Yukon; **John Langs**, North East Ontario; **Florent Lapointe**, Alternate for Eastern Quebec; **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**, Canadian Grain Commission; **Marianne Hladun**, Equal Opportunities; **Céline Préfontaine**, Public Service Commission of Canada & the Canada School of the Public Service; **Idelta Vieira**, Department of National Defence.

**Staff:**

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

**Observers:**

**Julien Arpin**, Alt RVP Western Québec; **Rick Cormier**, Alt RVP Western Atlantic; **Gary Dionne**, Alt RVP North East Ontario; **Milton Dyck**, Alt RVP Southern Saskatchewan; **Jim Hale**, Alt RVP South Western Ontario; **Terry Huskins**, Alt RVP Eastern Atlantic; **Meraiah Krebs**, Alt Director PSC-CSPS; **Terri Lee**, Alt EO Director; **Glen Moskal**, Alt RVP Northern Saskatchewan; **Marlene O'Neil**, Alt RVP Eastern Ontario Ottawa-Gatineau; **Lori Papirnik**, Alt RVP Northern Alberta & N.W.T.; **Maria Luiza Romano**, Alt RVP Eastern BC; **John Rossol**, Alt RVP Manitoba North Western & Nunavut; **Sandy Stafford**, Alt RVP Southern Alberta; **Louise Trahan**, Alt DND Director.

Feb 8: **Alan Pryde**, Pryde Communications

**Absentees:**

**André Grégoire**, RVP for Eastern Québec.

**1. Call to Order**

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

## 2. Opening Remarks

Yves greeted everyone, especially the Alternate RVP's and Directors that accepted to attend the Council meeting. After a round table introduction, Marianne Hladun read the PSAC Statement on Harassment. Following that, she then invited everyone to attend a Human Rights presentation the following day; it's a DVD presentation that was made by Jennie Chu, who is an Agriculture Union EO member.

## 3. Adoption of Agenda

Additions:

- 26 – Agriculture Regulation 10 (new) and PSAC Regulation 15
- 27 – Policy Resolutions passed at the 2005 Convention

- **M/S/C** – Préfontaine/Tarasco – THAT the agenda, including above noted additions, be adopted.

## 4. Hours of Session

Proposed hours of session:

February 7/06:

9:00 a.m. to 12:00 p.m.

1:00 p.m. to 5:00 p.m. - Standing Committees meetings

February 8/06

9:00 a.m. to 12:00 p.m.

1:30 p.m. to 4:00 p.m.

4:00 p.m. to 5:00 p.m. – Human Rights Presentation

February 9/06:

9:00 a.m. to 12:00 p.m.

1:00 p.m. to 5:00 p.m. or until completion of business

- **M/S/C** – Langs/MacRae – THAT the proposed hours of session be adopted.

## 5. Approval of the September 2005 Council Minutes

Corrections – French minutes only:

On page 1 in Attendance, « Vice-président(e)s nationaux(ales) » should read « Vice-président(e)s régionaux(ales) ».

On page 4, item 10 – Shared Services; the last sentence should read: « Yves remercie Darrell-Lee McKenzie et Barb Eamer pour l'excellent travail qu'elles ont effectué ».

In the Collective Bargaining report, Fabian Murphy's title should read: « VPR - Est de l'Atlantique ».

- **M/S/C** – THAT the September 2005 Council minutes, including the above mentioned corrections, be adopted.

**Unanimous - Recorded Vote #1**

**6. Business Arising out of Minutes**

From September 2005:

Agenda Item #7 – on question regarding union leave and its possible effect on retirement date; it was stated that the retirement date is pushed back if a member works less than 10 days per calendar month.

Regarding Esquimalt and Victoria local merger; Yves mentioned that he expects to visit the new local when he'll be in BC for the regional seminar.

**7. Prairie Farm Rehabilitation Administration - PFRA**

Following a PSAC Structure Review, Yves was happy to announce that the PFRA will come back to Agriculte Union. Currently there are 519 members with the National Component and they will all be transferred over to us on April 1, 2006. Yves stated that every effort will be made to ensure a smooth transition. He plans to visit members in Saskatchewan in a couple of weeks with Heather Brooker, President of the National Component.

**8. National Office Staff**

Progress report given by Bob Kingston regarding the National Office staff; he mentioned that the National Executive is working on finding a replacement for Sylvia Prowse who is taking a six month leave of absence starting in April 2006.

**9. Canadian Food Inspection Agency update**

Next Negotiations

This was referred to the Collective Bargaining Standing Committee – see report.

Inspection Reform Committee

This was referred to the Bylaws and Education Standing Committee – see report.

### Classification Reviews

Sylvie Rochon gave progress reports on the ongoing reviews. Following her PI Review update, there was a general discussion with Council and she answered many questions regarding what lies ahead. Yves stated that he will bring Mr. Guimont up to date on this matter when he has his first meeting with him; for now we will stay the course. Regarding the Retail Food Inspection Review, Sylvie stated that we're in the process of scheduling mediation sessions. Regarding the Administrative Support Review, Malrene O'Neil raised Technological Change issues in the NCR; Yves will discuss these issues with the Executive and will later raise the matter with the CFIA at the next update meeting.

## **10. Agriculture and Agri-Food Canada**

### EG review

Sylvia Prowse gave a progress report and answered questions from Council members. With Phase 1 of the review now completed, she gave a breakdown of the 131 grievance that were filed. Regarding Phase 2 which is now underway, many concerns were raised by Glenn, Michele, Fabian and Sam; all of them are expecting another series of grievances. Yves stated that their issues on how HR is interpreting the results will be brought to Mr. Tierney's attention.

### Regional UMC Structure

Yves mentioned that we're still at the initial stage but stated that progress is being made. Bob Jackson stated that the situation is still pretty confusing as management can not provide organizational charts. Yves said that he will bring this up with Mr. Tierney. Regarding terms of reference, Council members were told to provide a copy to the Service Officers.

## **11. Canadian Grain Commission**

Curt Elash gave a progress report on Local annual general meetings, the National UMC meeting and leadership sessions that he attended. Regarding the initiative of having one operational group, Curt reported that a working group has been set up that will hold in depth discussions on where the CGC should go with this idea. Sylvia Prowse gave a progress report on the ICMS; she also informed that the Supreme Court denied our arguments on our Off Pay court challenge.

## **12. Department of National Defence**

Idelta Vieira gave a progress report on the local mergers; she stated that the Shearwater – Winnipeg merger was still pending and that she will be visiting these members shortly. All other mergers were completed and she thanked Bob Jackson and Denis Sicard for their help. Idelta also updated Council on her new priorities which will be to assist members in getting education and training. Another priority will be to set up effective UMC's and develop better relations with the employer.

## **13. Public Service Commission (PSC) and Canada School of the Public Service (CSPS)**

Céline Préfontaine gave Council an update. She reported that of the 51 PSC members that were surplus due to regional office closures, 12 members have yet to find other jobs.

Regarding the CSPS, at the NUMC meeting in December 2005, the employer discussed changes to how language training will be delivered; despite these changes there won't be any job losses. Céline mentioned that next week she is meeting with management to begin discussions on new terms of reference.

#### **14. Financial Report**

See the attached Finance Committee report.

#### **15. 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 and Safety Committee**

John Langs, co-chair, presented the report on behalf of the committee, see attached report.

- Adoption of the Report of the Collective Bargaining/Health and Safety Committee.  
**M/S/C Unanimously - Recorded Vote #2.**

##### **Finance and Communications Committee**

Allan MacRae, co-chair, presented the report on behalf of the committee, see attached report .

- Adoption of the Finance and Communications Committee report.  
**M/S/C Unanimously - Recorded Vote #3.**

##### **General Committee**

Marianne Hladun, co-chair, presented the report on behalf of the committee, see attached report.

- Political Action Campaign on portability of Maternity/Paternity Leave between Treasury Board and Separate Employers.  
**M/S/C Unanimously - Recorded Vote #4.**
- Yves' request to NBOD for support on Political Action Campaign on Maternity/Paternity Leave.  
**M/S/C Unanimously - Recorded Vote #5.**
- Bargaining demands to Treasury Board and CFIA on portability of Maternity/Paternity Leave.  
**M/S/C Unanimously - Recorded Vote #6.**
- Adoption of the Report of the General Committee.  
**M/S/C Unanimously - Recorded Vote #7.**

### **Standing Committee on By-Laws and Education**

Sam Barlin, co-chair, presented the report on behalf of the committee, see attached report.

- The Committee's recommendation, as amended by Council, to change Regulation 10, Section 3 – see report for new wording.  
**M/S/C Unanimously - Recorded Vote #8.**
- The Committee's recommendation to reject the proposed changes to Regulation 10, Section 10, as put forward by the Collective Bargaining Committee.  
**Motion Defeated - Recorded Vote #9.**
- Following Recorded Vote #9, a motion to refer back to the Committee with instructions was then M/S/C - Kingston/Miller.
- Following the referral with instructions: The Committee came back with a recommendation of non-concurrence to proposed changes to Regulation 10, Section 10, as amended by Council (see report for wording).  
**M/S/ Carried - Recorded Vote #10.**
- The Committee's recommendation, as amended by Council, to change Regulation 1, Section 2 (b) – see report for new wording.  
**M/S/C Unanimously - Recorded Vote #11.**
- The Committee's recommendation to change Regulation 1 (A), Section 2 (c) – see report for new wording.  
**M/S/C Unanimously - Recorded Vote #12.**
- Recommendation #4 in Committee's report on changes to the By-Laws and Regulations, as per 2005 convention.  
**M/S/C Unanimously - Recorded Vote #13.**
- Adoption of the Report of the Standing Committee on By-Laws and Education.  
**M/S/C Unanimously - Recorded Vote #14.**

### **16. AU Structure Committee**

Item was referred to the Finance and Communications Committee, see report.

### **17. By-Laws and Regulations**

Item was referred to the By-Laws Committee, see report.

### **18. PSAC Policy 23, A & B**

Jacque de Aguayo, Coordinator of the PSAC Representation Section, gave a presentation to the National Council on PSAC Policy 23, A & B.

**19. Agriculture Union 40<sup>th</sup> Anniversary**

Item was referred to the Finance and Communications Committee, see report.

**20. Local Development**

Yves gave an update on the PSAC's local development plan.

**21. NJC Directives**

Footwear Allowance

Item was referred to the Collective Bargaining Committee, see report.

Travel Directive and the Health Care Plan Card

Items were referred to the General Committee, see report.

**22. Pension Surplus court case update**

Item was referred to the General Committee, see report.

**23. MP's Lobbying Intro Package**

Item was referred to the Finance and Communications Committee, see report.

**24. Agriculture Union 2008 Convention**

Locals interested in hosting the 2008 Convention had until this meeting to show their interest.

On behalf of members in Local 8 - Québec City, Florent Lapointe (Alt RVP for Eastern Québec), gave a brief presentation to Council. He mentioned that the summer of 2008 will be an exciting time for Québec City as it celebrates it's 400<sup>th</sup> anniversary.

With no other local showing interest, Yves declared Québec City as host city of the 2008 Agriculture Union Convention.

**25. National Aboriginal, Inuit and Métis (NAIM) Presentation**

Sean Glavine was unable to attend the Council meeting and the NAIM presentation was cancelled.

**26. Agriculture Regulation 10 (new) and PSAC Regulation 15**

Item was referred to the Collective Bargaining Committee, see report.

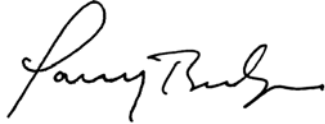
**27. Policy Resolutions passed at the 2005 Convention**

Item was referred to the General Committee, see report.

**Adjournment**

- **M/S/C** – Lapointe/Elash – THAT the meeting be adjourned.

Minutes submitted by,

A handwritten signature in black ink, appearing to read "Larry Budge". The signature is written in a cursive, flowing style.

Larry Budge  
Administrative Officer



**Report of the Bargaining and Occupational Health & Safety Committee  
February 7, 2006**

Bob Kingston (Chair) – 1<sup>st</sup> NEVP  
Fabian Murphy – RVP Eastern Atlantic  
John Langs – RVP Central Ontario  
Glenn Miller – RVP Southwestern Ontario  
Céline Préfontaine – CFP/PSC Director  
Florent Lapointe – Alt. RVP Eastern Québec

The meeting was called to order by Brother Kingston.

OSH Issues:

The Health and Safety Newsletter was discussed by the committee. This will be an electronic newsletter posted on the Agriculture Union website. Hard copies can be provided for those people without access to e-mail and the internet. The new footwear policy was discussed and will be the subject of an article in the first newsletter.

Bargaining:

Contract expiry:       CFIA – December 31, 2006  
                              Treasury Board Groups – June 21, 2007

Delegate selection for the next round of bargaining will take place at the Regional Seminars this spring. These delegates will attend national or regional bargaining conferences to select and prioritize demands and to elect the various bargaining teams. Since the Agriculture Union's structure is different from that of the PSAC, changes to our delegate selection criteria are needed. Proposals for both the CFIA team and the Treasury Board teams were forwarded to the By-Laws Committee for their consideration.

CFIA Delegate Selection – Bargaining:

Each region will select a primary and a secondary delegate from different occupational groups, to the National Bargaining Conference.

Both delegates from each region will attend the National Bargaining Conference. This group will select and prioritize the bargaining demands.

The primary group will select five of its members to form the National Bargaining Team. The two remaining primary delegates may be appointed to the team for the purposes of regional or occupational representation.

If a replacement delegate is needed at the bargaining table any secondary delegate may be asked to attend.

Treasury Board Delegate Selection – Bargaining

The Québec and Ontario Seminars select proposed delegates from the National Capital Region for each table. The RVP's from Western Québec and Eastern Ontario-Ottawa-Gatineau and the National Directors of National Defence and the Public Service Commission also participate if their members are represented at each specific table. This committee will select from among the names put forward the delegate to represent the NCR at the National Bargaining Conference for their respective tables. In the event that this committee can not reach a decision, the National President will decide on this delegate.

## **Report of the Standing Committee on Finance and Communications**

February 07, 2006

### **Members Present:**

Debbie Forsythe – Chair  
Allan MacRae – Secretary  
Bob Jackson  
Barry Payne  
Brenda Baergen  
Marlene O'Neil  
Rick Cormier  
Glen Moskal  
Larry Budge  
Sylvie Rochon

### **Finance**

- A) As of December 2005 we had 8357 members and 898 rands. The number of rands looks high and there might have been a computer problem with PSAC and Larry is going to check it out for the committee.
- B) Larry is in the middle of an audit right now so there is no financial statement at this time.
- C) At the last council meeting in September we asked members to send us feed back on the amount the Component is paying for internet costs. The Component is currently paying 25\$ per month and no feed back was received so we will leave it at 25\$.

### **Communications**

#### **Posting of Minutes:**

The committee felt that the National minutes of UMC's , NOSH and Council meetings etc should be posted and made more accessible by having a link or button to easily get at the minutes.

It is the responsibility of Management to send these minutes electronically to the Agriculture Union office. We as members of these committees should remind these committees to send the minutes in and we could also send a copy in when we receive them.

After each national OSH and UMC, there will be a synopsis of the meeting posted on the web so that members will know as soon as possible what was discussed at the meetings.

#### **Site Map:**

Some members feel that the site map is not working properly. We will ask Alan Pryde to put links on the site map so that when you click on a heading it will take you to that site.

### Committees:

When you go to the committee section on the Web site the only committee that shows up is the E.O. committee. The committee feels that all the sub-committees of the Council should be on the Web site with the names of the members and a brief explanation of what each committee does.

### FAQ:

This site is still being worked on. As a committee we feel that that any commonly asked questions should be put on with answers. We ask that council members send questions to National Office that they feel should appear here.

### Local President's page:

What do we put on this page and when? At the next Regional Seminars we will ask the Local Presidents what info they want put on (phone numbers, e-mail addresses). This should also include the Secretaries of the locals. We will also include a short Bio of each one of the locals like geographical area, membership of local (CFIA, AAFC, DND etc).

### MP's Lobbying Package:

When members are going out to talk to their new MP's they should have a package they could present asking questions concerning some of our key issues. Staffing, classification, Union leave, OSH issues, closing of offices and work sites, collective bargaining, training, wage parity, etc. Sylvie has agreed to work on this with Alan Pryde.

### Logo use:

Before anyone downloads any of the Agriculture Union's logos they first should get permission from the National Office. The committee discussed under what circumstances we would allow locals to use any of our logos and have drafted some suggested wording for a regulation covering the use of the logos for the By-Law & Education Committee to consider. The Agriculture union is also looking into how much it will cost to get the logo copyrighted.

### 40<sup>th</sup> Anniversary:

This year is the 40<sup>th</sup> anniversary of the Agriculture Union and the committee was wondering how we are going to celebrate this milestone. Some suggestions were: Special pins, shirts with logos for PSAC convention, a recognition month, commemorative stamps, call out to members to see if any one has some old pictures or stories, put pictures of past president's on the web. The Committee also discussed the possibility of holding some sort of contest, but this will have to be explored further before making a decision.

Strategy on PI /EG Review:

Sylvie will prepare a history of the review in point form to put on the web and send out to local presidents. Locals should try, as much as possible, to remind members who have retired or moved to provide us with an updated address or contact number so that they can be contacted. Wording for grievances, if necessary, is already available and can be quickly sent out to members when/if needed.

Keep the review on all UMC meeting agendas at all levels.

A letter writing campaign to the new Minister of Agriculture, Chuck Strahl, should be undertaken. Sylvie will draft a letter that members can use or members can use their own words. This will ensure that the new government is aware of the issue and will also serve to let CFIA President, Francois Guimont, know that we want this issue to be resolved once and for all.

End.

**General Standing Committee  
February 7, 2006**

Present: Howard Willems (Chairperson), Darrell Lee MacKenzie (Eastern BC RVP), Maria Luiza Romano (Alt. Eastern BC VP), Mike Vanson (North AB RVP), Lori Papirnik (Alt. North AB RVP), Michele Coe (South AB RVP), Sandy Stafford (Alt. South AB RVP), Kurt Elash (CGC Director), Marianne Hladun (EO Director), Terri Lee (Alt. EO Director)

Review of Previous Committee Action Items

- UMC Survey: Draft completed and approved.

**Action: Survey will be translated and sent to all National Council members. Surveys should be returned to Howard Willems prior to the next Council meeting (April 2006).**

- Resolution D-13 - Membership Cards: Not yet actioned.

**Action: By the end of February, Howard will draft a letter for Yves signature to Sister Turmel regarding the timely issuance of membership cards.**

**Action: In the interim, locals should be advised that membership cards for new members should be sent to Agriculture Union, Membership Clerk. Locals should keep a photocopy for their records.**

- Resolution D-14 – Cards for Medical and Dental Costs: To be forwarded to PSAC Convention. Further follow-up to this issue is that PSAC has negotiated for the issuance of cards but no implementation date has been finalized.
- Resolution D-2 – Office of Conflict Resolution: This issue was addressed at the CFIA NUMC meeting. To be verified if this was an agenda item for the other employers.
- Roles and Responsibilities for Regional EO Reps: Only one response received. As no other responses were received, it is presumed that expectations are being met.
- EE Committee Representatives: Letter was sent out in general mailout; however, there were problems with the return date.

Follow-up & Action Item: As some members did not receive the mailout until after the deadline had expired, **National Council members are asked to forward names for nomination by end of March.** As follow up to the motion to hold another EE meeting with employers, Sister Prowse has mentioned the EE meeting to some employers and they are anticipating the meeting and willing to participate.

**New Business**

**NJC Issues**

Referral from National Council regarding the submission of demands for the NJC Travel Directive. The committee has identified 3 issues to be put forward. Exact wording of the demands has not yet been finalized until a copy of the Travel Directive is available.

The three issues are:

- Currently, child care expenses are only reimbursed if both parents are government employees and both are on travel status. The demand to be put forward would ensure that any employee required to travel on behalf of the employer would be entitled to child care expense reimbursement if the travel results in additional child care costs regardless of who the other parent is employed by.
- When employees are on travel status, their start time for work would begin when they leave the hotel or private accommodation rather than when they arrive at their first work location.
- As the minimum car allowance rate of \$2.35 was eliminated, employees are no longer being reimbursed for use of a personal vehicle when the travel is less than 16 km. With the current gas prices and weather conditions especially in winter, a minimum car allowance of \$10 should be paid for each instance of an employee having to use their own vehicle for the employer's business if no government fleet is available.

### **Pension Surplus**

- a bulletin was posted on the PSAC website on November 22, 2005 regarding our court challenge on how the pension surplus was appropriated. No further information is available at this time.

### **Emergency Resolution to AU Convention re: Portability of Maternity/Paternity Leave benefits between TB and Separate Employers**

Marianne provided an update on the issue that resulted in the emergency resolution. The member in question has received a demand letter from her previous TB employer to re-pay over \$7800 in maternity/paternity benefits.

Marianne also advised that the PSAC EOC has already been advised of the issue and a request will be made at the April 2006 EOC meeting to participate in a campaign. The AU EO Committee has also discussed the issue at their December 2005 meeting and will be tasked with contacting MP's.

Three motions were passed regarding this issue:

m/s/c Hladun, Coe that the Agriculture Union launch a political action campaign targetted at MP's to ensure that maternity/paternity leave benefits are portable between TB and separate employers.

m/s/c Hladun, McKenzie that Brother Ducharme present a request to the NBoD to support and participate in the campaign.

m/s/c Hladun, Vanson that the issue of portability of maternity/paternity leave benefits between TB and separate employers be submitted as a bargaining demand for the next round of negotiations with both TB and CFIA.

### **EO Committee Update**

Marianne reported on the December 2005 EO Committee meeting. A 2006-08 workplan has been prepared that includes increased visibility in the regions, coordination of events in every region for International Human Rights Day (December 10, 2006). It was also identified that there is a need to provide basic education on why EO and EE issues are union issues and the

difference between EE and EO. A 1-hour training session has been developed and RVP's are asked to try allot a minimum of 1 hour at each Regional Seminar for the delivery of this session. Marianne will be available to attend and facilitate the session and/or address any specific EO/EE issues within the region.

**Future Initiatives**

Committee briefly discussed how to increase involvement of equity members and youth.

Committee members will be researching different initiatives to be discussed at a future meeting. Any National Council members who have ideas are encouraged to bring them forward to the General Committee for their consideration.

Meeting adjourned



## **Report of the Standing Committee On By-Laws and Education**

### **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  
Julien Arpin - Alternate RVP for Western Quebec  
Trahan Louise - Alternate DND  
Milton Dyck - Alternate Southern Saskatchewan  
John Rossol - Alternate Manitoba, North Western Ontario and Nunavut

The committee met and discussed the following issues.

### **Recommendation No. 1:**

John Langs came a presented a concern with Regulation No. 10 from the Collective Bargaining Committee.

The committee recommends the following change to Agriculture Union Regulation No. 10 section 3.

### **Agriculture Union Regulation No. 10 Bargaining and Negotiation**

Referred Motion to amend Regulation No. 10 Section 3 as Amended:

3

- a) All the seven regional seminars elect one delegate per coalition/bargaining unit. The delegate must be a member of one of the bargaining units in question and must hold a Union position
- b) The regional seminars for Ontario and Quebec will elect one delegate per coalition/bargaining unit for the national capital region. The delegates must be a member of one of the bargaining units in question and must hold a Union position, pursuant to PSAC Regulation 15.
- c) If necessary, a one-day mini-conference will be organized by the National President for the required coalition/bargaining units with respective delegates, RVPs and Directors. These mini-conferences will be chaired either by the Vice President responsible for collective bargaining or the National President or any other national officer designated by the President.

Carried by Council

Referred Motion to amend Regulation No. 10 Section 10 as Amended:

10. For Separate employers two (2) representatives will be elected which will be ranked primary and secondary at the seven regional seminars conducted in the year prior to commencement of collective bargaining. Equitable representation of occupational groups and equity representation will be considered. In accordance with Regulation 15 of the PSAC Constitution and Regulations, representatives must hold a union office. These fourteen (14) representatives will attend a national bargaining conference to review the demands and elect members to sit on the negotiating team pursuant to PSAC Regulation 15, Sub Section 3.7. The national bargaining Conference attendees will respect the rank regional selects to the extent possible when selecting the bargain team. The capacity to add names to the bargaining team will be guided by the principle of regional selects.

Recommendation of the By-laws Committee is of Non Concurrence

Carried by Council

### **Recommendation No. 2**

The committee recommends the following change to Agriculture Union Regulation No. 1, Section 2 (b)

#### **Agriculture Union** **Regulation No. 1** **Convention**

Referred Motion to amend Regulation Regulation No. 1, Section 2 (b):

2 (b) Committees will be formed by appointing one (1) delegate to each of the standing committees from Atlantic; Quebec; Manitoba, North Western Ontario and Nunavut; Saskatchewan; Alberta and Northwest Territories; British Columbia and Yukon; two (2) delegate to each of the standing committees from Ontario; One EO Delegate to a standing committee.

Recommendation of the By-laws Committee is of Concurrence

**Recommendation No. 3**

The committee recommends the following change to Agriculture Union Regulation Regulation No. 1(A) Section 2 (c)

**Agriculture Union**  
**Regulation No. 1 (A)**  
**Convention - P.S.A.C.**

2. (c) Two (2) Directors from DND, PSC/CSPS, CGC, EO alternating to each Convention

Moved by Idelta Vieira  
Seconded by Sam Barlin

**Recommendation No. 4**

The committee recommends the following changes to the Bylaws and Regulations from the 2005 Convention with the above changes as a whole.

Moved by Ronald Filteau  
Seconded by Denis Sicard

The committee discussed the Meat Hygiene Review definition for daily inspection. The committee recommends that the Meat Hygiene Reform committee be reestablished and discuss this issue.

**Education:**

The committee ran out of time to discuss any educational items

**Report as a whole Moved by Denis Sicard**  
**Seconded by Ronald Filteau**

National Council  
Conseil National

Feb 2006  
Fév 2006

**Recorded Votes/Votes Consignés**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>Baergen</b>	1	1	1	1	1	1	1	1	2	2	1	1	1	1
<b>Barlin</b>	1	1	1	1	1	1	1	1	1	3	1	1	1	1
<b>Coe</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Elash</b>	1	1	1	1	1	1	1	1	2	2	4	4	4	4
<b>Filteau</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Forsythe</b>	1	1	1	1	1	1	1	1	2	2	1	1	1	1
<b>Hladun</b>	1	1	1	1	1	1	1	1	2	2	1	1	1	1
<b>Jackson</b>	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	2	2	1	1	1	1
<b>Langs</b>	1	1	1	1	1	1	1	1	2	2	1	1	1	1
<b>Lapointe</b>	1	1	1	1	1	1	4	1	1	1	1	1	1	1
<b>MacKenzie</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>MacRae</b>	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	2	2	1	1	1	1
<b>Murphy</b>	1	1	1	1	1	1	1	1	2	2	1	1	1	1
<b>Payne</b>	1	1	1	1	1	1	1	1	2	1	1	1	1	1
<b>Préfontaine</b>	1	1	1	1	1	1	1	1	2	1	1	1	1	1
<b>Sicard</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Tarasco</b>	1	1	1	1	1	1	1	1	1	1	4	1	1	1
<b>Vanson</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Vieira</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Willems</b>	1	1	1	1	1	1	1	1	2	2	1	1	1	1
<b>Ducharme</b>	1	1	1	1	1	1	1	1	2	1	1	1	1	1

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