

**Agriculture Union  
National Council Meeting  
October 31, November 1 & 2, 2011  
Minto Suites-Vanier Room, Ottawa ON**

**MINUTES**

**In Attendance:**

<b>National Executive</b>	<b>National Council</b>
Bob Kingston, National President Fabian Murphy, 1 <sup>st</sup> NEVP Glenn Miller, 2 <sup>nd</sup> NEVP (via Conference call for Day 1) Raphaël Tarasco, 3 <sup>rd</sup> NEVP Meraiah Krebs, 4 <sup>th</sup> NEVP	Sam Barlin, MB, NW ON & Nunavut Mariette Beaudet, W. Qc Jean Cloutier, E. Qc Michele Coe, S. AB Rick Cormier, W. Atl Milton Dyck, S. SK José Evangelho, SW ON Teri Friday, CGC Nat'l Director John Langs, Central ON Terri Lee, W. BC & Yukon Érick Martel, PSC & CSPS Nat'l Director Danielle Moffet, DND Nat'l Director Maria-Luiza Romano, E. BC Patrick St-Georges, E ON Ottawa-Gatineau Sue Ann Sullivan, E. Atl (arrived p.m. Oct 31) Mike Vanson, N. AB & NWT Charlene Vidito Milne, HR Nat'l Director Absent: Marianne Hladun, N. SK

<b>National Council Alternates</b>	<b>Staff</b>
Serge Abbott, DND Dean Babuin, E. BC Don Beese, CGC Robert Delisle, W. Qc Ken Deobald, S. SK Michelle Hambly, N. AB & NWT Lloyd Kerry, W. Atl Barb Kristjansson, MB, NW ON & Nunavut Gus Mardli, HR Jane McDonald, E. Atl Marlene O'Neil, E. ON Ottawa-Gatineau Normande Ouellet, E. Qc Antony Paller, W. BC & Yukon Nancy Rogers, PSC & CSPS Lorna Selinger, S. AB Paul Wurdell, SW ON Absent: Elena Beynon, N. SK Robert MacDonald, Central ON	Larry Budge, Administrative Officer Sylvie Rochon, Service Officer Nancy Milosevic, Service Officer Linda Koo, Service Officer Debbie Ramsay, Recording Secretary Elaine Massie, Service Officer (Nov 2 only) Christine Gauthier, Admin. Asst. (Oct 31 a.m. only)

## **Monday October 31, 2011**

### **1. Call to Order**

National President Bob Kingston called the meeting to order at 9:10 am and welcomed everyone to the first post-convention Council meeting. He noted that for the purposes of this session, other than very specific situations, alternates would be speaking through their principal representative, (if in attendance).

### **2. Opening Remarks – Committee Assignments**

B. Kingston requested that with the many new faces around the table everyone introduce themselves. He recommended alternates and principals sit together for training/education purposes. Bob advised Council members which Standing Committee they had been assigned to.

### **3. Adoption of Agenda**

#### Additions/changes:

4.5 PSAC Convention (moved up from #18)

**M/S/C** F. Murphy/S. Barlin to move #18 PSAC Convention to today's agenda – show of hands - carried.

18. Shared Services

19. Consolidation of Pay

**M/S/C** on adoption of agenda T Friday/M Coe – 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	Presentation – D. Forsythe

#### Day 2

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

#### Day 3

9:00 am to 12:00 pm	Standing Committee Reports
1:30 pm to 4:00 pm	Standing Committee Reports
4:00 pm to 5:00 pm	Completion of Business Agenda

**M/S/C** – by show of hands – M. Coe/T. Friday - carried

## 4.5 PSAC Convention

B. Kingston advised that PSAC recently sent out their Convention Call and noted the Convention will be held at the Ottawa Convention Centre. Travel day to convention is April 28<sup>th</sup> with Convention business to commence on April 29<sup>th</sup>, 2012. PSAC has reserved a block of rooms at the Fairmont Château Laurier, The Westin and Les Suites Hotel with room registration to be on a 'first come first served' basis. Once our list of delegates is sent to PSAC, delegates will receive a password to book their accommodations. B. Kingston strongly advised everyone get their reservations done as quickly as possible. By show of hands, it was noted that everyone on Council wished to stay at the Fairmont Château Laurier. L. Budge was tasked with contacting the hotel in an effort to secure a block of rooms for all Council members for the duration of the PSAC Convention as well as our Council meetings which will take place immediately prior.

B. Kingston informed everyone that our by-law in relation to the protocol for sending delegates to the PSAC Convention has been amended and now, should the allotted delegation be less than the size of the National Council the required designation shall be by the decision of the National Council. As we are one seat short for our full compliment of Council members to sit as delegates, B. Kingston asked for suggestions and/or a volunteer to attend the PSAC Convention as an observer. Danielle Moffet volunteered to attend as an observer and B. Kingston accepted her offer.

B. Kingston noted the PSAC Convention Call documentation is on hand and will be distributed to all delegates today.

T. Lee enquired when, as per our By-laws, harassment training would take place. B. Kingston noted that only 2 or 3 members on council actually require harassment training and a more cost effective way for this training to take place could be through other labour bodies (i.e. PSAC, CLC, etc.). B. Kingston advised there have been preliminary discussions where it has been recommended that 'communication' could be offered for the next training session. S. Barlin suggested work force adjustment as another option for training. B. Kingston commented that the Committee has not had an opportunity to finalize the suggested list of topic(s) for our next training session and they will be looking into it further.

**M/S/C** – R. Tarasco/R. Cormier that the next Council training session be postponed to the fall - carried.<sup>1</sup> **Recorded Vote # 1**

T. Lee advised that at a meeting she recently attended a presentation was given on the 'Members Action Plan' which will be presented to the PSAC Convention. The plan will come to the floor from the National Board of Directors as a draft for consideration by the delegates. The proposed Convention Agenda includes four

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<sup>1</sup> B. Kingston advised that if the RVP/National Director is not present, the alternate does vote (i.e. J. McDonald for S.A. Sullivan).

time slots for the plan – an hour and half each on Tuesday, Wednesday, Thursday and Friday of Convention. T. Lee expressed concerns surrounding the amount of time that would be taken out of resolution debate time. She noted a survey in relation to this plan is on the PSAC website. B. Kingston suggested everyone fill out the survey and ensure you voice your concerns regarding the time this survey will take from the Convention floor. B. Kingston advised there is a special Board meeting on December 1, 2011 to discuss convention and the budget is to be presented to the Board in early 2012. Bob will endeavour to look into getting more details and will provide to Council.

## **5. Approval of April 18 – 20, 2011 Council Minutes**

Changes/corrections – none noted.

**M/S/C – T. Friday/M. Coe - carried. Unanimous - Recorded Vote # 2**

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

### Tracking Report

#1 – Paid Prep Time - still awaiting decision. Representation was done based on case in High River. We put our best case forward and we will hope for a positive outcome.

#2 – Education/training issue - education requirements for job posting are not applied consistently throughout the country. Staffing policies have changed and departments can take into account future requirements and labour market availability when setting education standards. The 2011-2013 staffing and recruiting strategy and training package for managers has been developed. It has been requested that this training be opened up to union reps. Departments can do so if the training has been OK'd by your supervisor and there is room on the course. Suggested steps to take: (1) Find out the training schedule, (2) put in a request for the training ensuring it is signed by your supervisor/ manager, and also (3) let your HR people and manager know you are interested in this training. If there is room on the course, and you are denied, we will follow up. F. Murphy will follow up to see if he can get the AAFC training schedule. F. Murphy requested examples of any abuses relating to postings so we can follow up on them.

#3 – Duty to Accommodate (CFIA) – still don't have timeline. It has been on the priority list for several years but CFIA has never gotten around to this training. The issue of learning disabilities was briefly discussed and the lack of accommodation was noted.

A general discussion surrounding this training took place:

- J. Cloutier noted that if Supervisors and Sr. Managers had this type of training a lot of grievances could have been settled unofficially instead of having to go to arbitration.

- B. Kingston advised that an employment equity program is to be developed in collaboration with the departments as there is a legal requirement to remove any

barriers in the workplace. If a member is not being accommodated, we can vigorously deal with the problem. There is strong legislation and a number of avenues to address problems that might arise, including a human rights complaint.

- M. Beaudet noted there is EE Training for Treasury Board employees which is scheduled to be held in January, 2012. B. Kingston advised that this training is available for CFIA employees as well.

- It was noted that the information confirming training availability does not seem to have been communicated down to the managers in the field. B. Kingston agreed that something could be put on our website.

- It was noted that a number of people have been mis-informed whether or not the JLP Program was available to CFIA. B. Kingston clarified that while CFIA is not signed on with the JLP Program we are able to utilize their material and they may be willing to help deliver the training as well. The actual offer is that JLP will make materials available to CFIA. F. Murphy noted you can be creative, (i.e. invite CFIA committee people to AAFC organized training).

-J. McDonald asked what mechanisms we can put in place to help deliver training where we don't have access to JLP facilitators. B. Kingston advised that CFIA has gone through the 'train the trainers' program and these people should be able to deliver other training. He noted if any problems arise bring them to the attention of the National Office.

#4, 5 & 6 – Train the trainers & Harassment Training - the first round of training has been completed, with some regions having had extra sessions. B. Kingston advised that until the new training is finalized it is OK to use the old training as long as it is clarified that there will be updated training to take that will be compliant with Regulation 20.

J. Cloutier asked the status of the CFIA harassment training. B. Kingston advised there will be a meeting on November 23 to finalize the information and they hope to have the training ready to go by the end of the month. B. Kingston also noted that G. Workman is retiring the end of 2011 and she wants to complete this project before she leaves.

#7 – One Operational Group - is defunct. It ended because of lack of money which is very unfortunate. B. Kingston commented that both parties had caused delays and in the meantime they ran out of money. R. Tarasco asked if we should advise members to get their job descriptions updated now that there is no One Operational Group. B. Kingston advised yes, if they were going to do work under the One Operational Group job description they should be asking for a revision in classification. T. Friday added that the PI 02's are generally the ones doing some weighing and some inspection. They have stopped using PI 02's in Vancouver and Thunder Bay but continue in Quebec, Prince Rupert and Ontario. We need to ensure these people have the work they do noted in their job descriptions.

#8 – By-Laws & Regulations – The Committee did get some work done after Convention. There will be some changes/amendments prepared for the beginning of 2012. J. Cloutier and R. Tarasco will be looking at the by-laws,

English and French, to ensure they are consistent. Over the next three years all by-laws and regulations will be updated and corrected. R. Tarasco will be setting up a work plan at his Committee meeting tomorrow.

#9 – PI Review – no discussion. Complete.

#10 – Nat'l Directors'/RVPs' Handbook – no discussion. Complete.

#11 – Food Safety First Campaign – B. Kingston advised we haven't had to go through a pre-qualification process with PSAC for this campaign; matching contributions are automatic on what we spend. He asked if everyone had signed up to the campaign. F. Murphy noted he attended a workshop last week where both our political action campaigns and our Social Justice Fund initiative were held up as examples of jobs well done.

#12 – Classification Reform CFIA – M. O'Neil reported she is working on an article for the website and she hopes it will be ready in the near future. There have been two meetings of the Steering Committee which is made up of B. Kingston, D. Forsythe, M. O'Neil and B. Lamoureux (Classification and Equal Pay Officer-PSAC). A working group was formed with M. O'Neil and B. Lamoureux as members. M. O'Neil noted all classification standards are extremely outdated. The committee is currently viewing demographic information and providing input for a CFIA work plan that will in turn develop a new gender-neutral classification standard for our members. All groups will be sent a survey. M. O'Neil is looking for ideas on an initial plan of action and she noted she would like someone else on the committee, possibly someone from Council or the Executive. She commented that the Employer wants to create a deck to present to the President and the requisite authorization to go ahead with funding. Grievances should still be held in abeyance but, if in the next few months CFIA does not seem serious about this initiative, we will look at taking other action.

M. O'Neil advised we will be implementing our own survey where we will take the data received and give our feedback to the Employer. The survey will be made available on our website. She also noted this project is very specific to classification reform only; the downsizing issue will not be addressed through this venue. She will be looking for direction from the Executive and input from the Council as things move along.

#13 – Harassment and Bullying-Forms of Workplace Violence – The article is complete, revised/updated and on our website. F. Murphy suggested all Council members should print this document to have available for reference purposes. He advised that any investigations in relation to this item are to be done under Regulation 20 in consultation with the Area OSH Committee. J. Langs suggested this article could be posted on all Union bulletin boards.

#14 – Health Canada Medical Evaluations – This article is still pending. It will be drafted in the near future by the new Committee and put on our website. B. Kingston reminded that the Grover decision applies; it is the member's choice, the department cannot send the employee to their choice of doctor. J.

Evangelho inquired about the AIM Medical Group information on the CFIA website. B. Kingston advised that the Q&A document on the CFIA website advising that the AIM Medical Group would be the first choice is incorrect – it is still your own doctor. B. Kingston will address this and a few other concerns relating to this issue with CFIA.

#15 – ATIP requests: Performance Bonuses – B. Kingston noted that Council was notified by email on October 10, 2011 concerning the information we received on CFIA bonuses paid out in 2010. He also noted our purpose for making these ATIP requests are: To give us justification when asking for better salary increases at negotiations and also to give us leverage when refuting Departments' suggestion that they have no money for programs. The intent is not to go after anyone; performance bonuses are part of pay packages. B. Kingston advised that we have completed ATIP requests for all departments. All departments except CFIA have responded that they cannot give out information under restriction of Section 19(1) of the Act. We feel this is an abuse of process and have contacted the PSAC Representation Section to see if we have any legal means available to us to obtain more information.

B. Kingston asked if there was any other business arising from the Minutes. T. Lee requested that the Human Rights Conference Report be attached to the General Committee Report (as noted in the report but not done).

## **7. Finance & Communication**

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

## **8. National Office Staff**

B. Kingston advised Council of the new assignments for the Service Officers at the National Office. He noted a large portion of time is being spent by them responding to general queries from members. We have taken the Service Officers' portfolio information off the website in hopes of circumventing some of these queries. We want members to go through their respective Council member and the Service Officers will be forwarding general queries to Council members for response. He noted Council members can refer a member back to their respective Local if they deem this to be the appropriate step. When dealing with a health and safety issue, everyone has their own policy committee structure and this type of issue should be funneled through these committees.

The problem of getting members involved as stewards was briefly discussed. B. Kingston noted that one mechanism for addressing this problem is the Local Reporting system recently put in place. R. Tarasco suggested Council look at types of training they should take to help tackle these problems. M. Beudet reminded everyone to give direction at AGM's concerning the process Locals should be using to deal with issues/complaints that may arise.

B. Kingston advised that the directive to Council is to refer queries from members back to their RVP/Director, and/or if suitable back to their respective Local. If you as the RVP/Director cannot answer the question then you can call the Service Officer directly.

P. St-Georges enquired as to availability of websites to access decisions. B. Kingston noted that both the PSLRB and the Canadian Industrial Relations Board sites are good references. N. Milosevic added the <http://www.canlii.org/> site has a whole range of decisions available.

B. Kingston advised an update as to the status of the National Office Boardroom set-up is not available. Information on the Boardroom installation will go out before the next Council meeting.

## **9. Employer Updates**

B. Kingston informed Council members that they are responsible for providing Employer Updates three weeks in advance of a Council meeting. Directors reports should include reports on meetings they have attended (Policy Committee, departmental, etc.) while RVPs reports should include highlights from their region.

As no reports were submitted for this session, there will be verbal updates for today. L. Budge will send out a reminder to submit reports before the next Council meeting.

**Department of National Defence – DND:** D. Moffet read her report, attached.

B. Kingston advised that we have been advised by DND whereby they have invoked Section 7 of the term policy. Time worked as a term during this period will not be counted toward the three year rollover. He suggested that all departments will probably go this route. DND already know their first round of budget cuts and they will not be able to meet these cuts through attrition. B. Kingston noted each department will be looking at what cuts they will be forced to deal with. As they don't want to face liabilities, and there is no legal reason to follow the term rollover policy, they won't.

**Canada School of Public Service (CSPS):** Update given by É. Martel.

The School is downsizing from six sites to three but the organization and relocation process is being done with very little consultation. Two meetings have been held with discussions on how much time should be given to notify employees of changes. There are some concerns being voiced. The move should be completed by early December.



In relation to the sunset clause, most teachers are not being rolled into full-time positions after three years. Grievances have been filed to hopefully address this issue.

M. Krebs also noted that due to lack of consultation at the School a letter was sent to Mr. G. McKenzie, President of the School on Friday last week to solicit participation.

**Public Service Commission (PSC):** Update given by M. Krebs.

M. Krebs reported that Maria Barrados has been extended until March 31, 2012 and we are awaiting the announcement of the name of the new President. The Annual Report for the Public Service is being presented in the House of Commons next week. It will be discussed at the January LMCC. In relation to the amalgamated Gatineau 2013 move project, M. Krebs advised she does sit on the relocation committee. She reported the move is on track; the hole has been dug with the move to take place as early as December 2012. HRSC is to hopefully move in first with everyone else to follow.

**Canadian Grain Commission:** Update given by T. Friday

T. Friday reported the Wheat Board bill is presently before the House of Commons. We will be watching the outcome and how it will affect the Grain Commission. It looks like there will be no inward inspection and weighing. The big issue is how many jobs could potentially be lost: T. Friday noted we could lose about 60% of the operating staff in Prince Rupert, Vancouver and Thunder Bay. Also, S. Ontario is talking about moving and this is causing stress for people working there.

T. Friday noted PI 02's will only be utilized in Quebec and Prince Rupert and advised this is not a big issue in other ports. The major issue noted is the massive amounts of overtime; 1,000 hours/year in some cases. Work/life balance is a challenge and people are starting to burn out.

T. Friday commented that presently every car is inspected and weighed separately. They are looking at multiple car unloads. In Prince Rupert they will be initializing up to 10 cars at once; weighing once and inspecting once.

B. Kingston reported on his meeting with Minister Ritz. He advised they did discuss future legislation and its implications. B. Kingston voiced our concerns regarding impending cuts to our members' jobs and advocated pilot studies be initiated to work out what the best way to make any job cuts would be. On the issue of inward weighing and inspection going to private companies once again B. Kingston voiced our disapproval. Minister Ritz indicated he would not go this route, that CGC would become a service provider even if it was optional. They would also take a look at CGC becoming the preferred provider.

B. Kingston advised that Bill C-13 has gone through second reading in the House of Commons and is off to Committee. He noted the Wheat Board is taking the

government to court on the issue of introducing changes to the Bill after the federal election and a new session of Parliament convened.

F. Murphy mentioned the Wheat Board has a website advocating support for the Board and suggested Council members sign up (but not to use your employer's email address).

#### Q&A's

What is happening with the weigh staff?	PI 02's are still weigh people. PI 02's in Thunder Bay will be given a choice whether they want to go to weigh or inspection only.
What will be the starting level for weigh?	They will be hired at the GL 04 level and after 1 year go to the working level of GL 07.
Is there still a gag order on employees at the Wheat Board?	The Wheat Board is not unionized and this could involve disciplinary action. The majority of the Wheat Board Directors are sympathetic to their cause.

On a final note, T. Friday suggested Bill C-18 could affect a lot of PSAC members (i.e. CGC, Customs, Transport) – anyone involved in shipping. The Port of Churchill could be seriously affected. Big farmers are pushing for this bill. They want trucks to ship south as opposed to trains going east and west. This bill could result in significant job losses.

#### **Agriculture and Agri-Food Canada (AAFC):** Update given by F. Murphy.

F. Murphy reported that we meet with the employer monthly at HR Update meetings. Examples of items discussed at these meetings are staffing, employment equity, grievances, etc. He gave a breakdown of schedules for meetings:

- Research Branch UMCC – 4 x year
- NUMCC – 2 x year
- AESB – 4 x year

At the October 28, 2011 Research Branch meeting cutbacks were discussed. The department is preparing a plan for cutting 5-10% out of their budget. Their plan has been delivered to Treasury Board but we were not informed of details. Concerns around the closing of Kapuskasing are heightened. All decisions are on hold until AAFC hears back from Treasury Board on which plan they have to move forward with.

#### **GL Review**

The GL Review is ongoing. A committee has been established. Work descriptions are complete and employees have been mapped. The information has been sent to the Research Centres for managers to review and confirmation that the work description fits the employee's work. A package is being prepared containing the point rating, classification and rationale letter. This package is to

be sent to employees in the very near future. We have agreed on the process for dealing with employees not happy with results. F. Murphy noted we are encouraging employees to use informal discussions first and then, if necessary, a grievance can be filed. Informal discussions would be between the manager, labour relations officer and a union representative (steward, Local President or RVP). Employees should be advising their supervisors in writing that they wish to follow this route. The grievance time frame will be put on hold until the information discussion process has been completed. S. Rochon advised that we are aware a number of people will be downgraded. F. Murphy added that if the member is downgraded they will be red circled. S. Rochon mentioned that if you have a member that isn't happy verify if they filled out the assessment questionnaire. If they didn't the manager did and this could be the issue. If they did fill out the questionnaire themselves and were reclassified downward we need to know so we can follow-up. She also noted AESB GL results will be coming out later.

### EG Review

F. Murphy advised that L. Koo has been working on the EG Review files since mid-June. She has been doing an analysis and review of the cases for facts of merit. On October 28, 2011 five grievances were presented to the ADM of HR. Further hearings are scheduled in November and December. It was noted that in relation to the EG Review, Service Officers will be keeping some of their old regions. B. Kingston advised that after a file is analyzed and if not enough merit is found to make arguments at a grievance hearing the file will be closed. If the member does not want to give up on the matter, concise information must be sent in writing or we will not proceed with the grievance. L. Koo added that she has verified the allowed and partially allowed files to confirm whether or not the Employer has fully implemented the back pay. While most grievors have been paid their back pay, there are still some grievors awaiting payment.

### Q&A's

Does AAFC have plans to invoke Section 7 of the term policy?	Not at this time. Some changes are taking place; reverted back to 3 years from 2 and 1 month notice instead of 6 weeks if term is to be terminated. Also, some AESB members might be affected (relating to seasonal terms' time not continuing-as was past practice).
Have we any news on Nappan?	Advised we have to wait for budget.
What criteria is used for making decisions on budget cuts?	Based on core programs but also cost effectiveness. Programs tied to provincial or industry would mean these cuts would be hard on salary monies.
Can we request mgmt. put UMC minutes on website?	B. Kingston to bring up at HR monthly meeting. Suggested notes from meeting could be provided.
GL Review – have any managers sent back word that w/d does not reflect	F. Murphy will request feedback from mgrs during the next conference call with Consultation

actual job?	Cttee.
A heavy use of students and casual employees was noted-using 90 day casuals instead of GL's. What to do?	B. Kingston advised we need to know specifics as mgrs will be attempting to use casuals to do ongoing jobs instead of 'unforeseen temporary work'.
Does orientation of new employees takes place through video conferencing?	B. Kingston advised if video conferencing takes place we need to be advised to ensure we have someone involved/available to provide union participation. F. Murphy noted we have a PowerPoint presentation available for orientation purposes.
Has CR reclassification grievance been heard at 2 <sup>nd</sup> level?	This grievance is at the 3 <sup>rd</sup> level. Classification grievance was also filed. S. Rochon has received all documentation pertaining to the file. G. Miller will meet with her to discuss strategy.

F. Murphy noted the AESB UMC is to be held November 18 and the NUMCC on December 16. Council members were asked to provide agenda items as well as background information for these meetings asap.

**Canadian Food Inspection Agency (CFIA):** Update given by B. Kingston

B. Kingston reported that this Friday November 4, 2011 CFIA will host its first ever Labour Management Symposium. Our National Executive along with some of our members from each region will be joining PIPSC members at the symposium. B. Kingston commented that G. Da Pont seems to be starting off on the right foot in this respect.

**PI Review**

G. Da Pont committed to a response by last week or this week in relation to the PI Review. He has requested his people do an evaluation of our information (which they had already agreed to do) so he can familiarize himself with the facts surrounding this issue. G. Da Pont indicated that CFIA is in dire straits financially but his bottom line is that he will try and resolve this matter. He should be getting back to us before long to discuss how we can move forward on the PI Review issue.

**Irregular Hours**

R. Tarasco reported that there have been several meetings in Quebec to try and resolve this matter. The next meeting is scheduled for November 14. It has been agreed that many years ago there were evening and nights shifts because of need. Presently, the major setback is that there are reduced numbers of inspectors needed because there are no employees available to do CVS at night. Result - No weekend shifts anymore, now overtime. All work needed on weekends will be done on an overtime basis and they will implement night and evening shifts for process meats.

## Q&A's

Are there no shifts on weekends in any of the other provinces?	B. Kingston advised it varies by province and by workload.
Positions are not being filled, what to do?	B. Kingston advised sending the mgr. an email confirming the vacancy protocol-this way the National Office can follow-up.
A number of situations were brought up showing where people had retired, terms had expired, etc. positions were not being filled. What to do?	B. Kingston requested details in writing for all instances. G. Da Pont made a commitment that frontline inspection workers, which includes admin. staff, would not suffer any reductions but middle management could be affected. Again, if you have any specifics that show this is not the case, get them to the Nat'l office in writing.

## CFIA Inspection Modernization

CFIA tasked C. Prince with this special project. This project received \$120 million to develop a plan and legislation to modernize the inspection program. B. Kingston noted there are many ways to approach this. At present, C. Prince is speaking to focus groups that have been set up across the country to discuss ways to create a more effective, streamlined system. They are also looking at drafting legislation relating to modernizing the inspection program. B. Kingston commented that this initiative is due in part to the Weatherhill report.

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

B. Kingston noted this fund is administered by a Chairperson and three additional members from Council (requirement - one member is to be female and one member is to be francophone) as well as L. Budge. He noted the Chairperson is F. Murphy and advised the committee usually meets after all Standing Committees have completed their business during Council meetings. B. Kingston then asked if anyone was interested. The following Council members volunteered:

Mariette Beaudet  
Michele Coe  
Charlene Vidito-Milne  
Maria-Luiza Romano  
Sam Barlin

C. Vidito-Milne and M-L Romano declined. The new Agriculture Union Social Justice Fund Committee is made up of: Fabian Murphy (Chair), M. Beaudet, M.

Coe, S. Barlin and L. Budge. B. Kingston advised that C. Vidito-Milne and M-L Romano will remain as named alternates to the Social Justice Fund Committee.

F. Murphy reported that no new funding requests have been received. Presently we have one active project. It is 'Growing our Future' CORE Neighborhood Youth Co-op in Saskatoon. It was an approved two year program and is in its second year; we are pending the report from last year and budget for this year before this years funding can be sent. F. Murphy noted that as requests are received, the Committee meets by conference call, reviews request and a decision is made whether to fund or not. He then gave examples of projects we have funded in the past. F. Murphy encouraged Council to look at the Social Justice Fund information and promote this program in the regions.

M. Coe gave an update on the Food Bank Garden in Lethbridge. She reported it has completed its second year. The initial funding of \$1,200 was spent on tools, fencing and seeds. 4,000 lbs. of food went to the Lethbridge Food Bank. The group has grown from nine members to 22. The garden will be expanded next year and the Lethbridge Food Bank has asked the Local to assist them in starting their own garden.

## **Tuesday November 1, 2011**

Standing Committee Meetings

## **Wednesday November 2, 2011**

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

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

Sue Ann Sullivan presented the report, see attached.

**Motion** on Report as a whole (F. Murphy, seconded by S.A. Sullivan)

**Motion Carried. Unanimous - Recorded Vote # 3**

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

Milton Dyck presented the report, see attached.

**#5 Motion 1** – (S. Barlin/J. Evangelho) A request was made to include hyperlinks in the Index of the By-Laws and Regulations.

F. Murphy advised the hyperlink will be on the home page to bring you directly to the document. B. Kingston suggested we will look into having each section of the index hyperlinked as well.

**Motion carried. Unanimous - Recorded Vote # 4**

**#5 Motion 2** – (J. Cloutier/M. Dyck) A request was made to include version identification on each page of the By-Laws and Regulations.

**Motion carried. Unanimous - Recorded Vote # 5**

**#6 Motion 1** – (S. Barlin/J. Evangelho) Submitted by the General Committee that a one day WFA course be put on the day before the next Agriculture Council meeting in April 2012 for all Council members.

Discussion on motion:

There was considerable discussion on the merits of having a WFA training day with a number of Council members feeling this training should go ahead. It was noted some regions already have committees set up and running. B. Kingston advised we will have WFA committees already in place before the next Council meeting.

**Motion of non-concurrence carried. Recorded Vote # 6**

**#6 Motion 2** – (M. Dyck/S. Barlin) Submitted by General Committee that a two day training session on WFA be held in February 2012 for all Agriculture Union Council members.

**Motion of non-concurrence carried. Recorded Vote # 7**

**Motion on Report as a whole** (R. Tarasco/M. Dyck).<sup>2</sup>

**Motion carried. Unanimous - Recorded Vote # 8**

Discussion on report as a whole: B. Kingston advised that as we start talking to employers about WFA issues and how things unfold, we will ensure information gets distributed, conference calls take place and we will also work with PSAC to ensure whatever training is available is as relevant and timely as possible.

### **General Committee Report**

R. Cormier presented the report, see attached.

Discussion:

- B. Kingston noted that APSAR is not the only body that is actively involved in protecting employee pensions. He named a couple of other organizations and in particular FSNA (Federal Superannuates National Association) and Cosco (Council of Senior Citizens Organization) of which our Past National President Fred Coates is presently a National Vice-President.
- J. Langa advised of an issue where the long service award received by a member was defective. He was advised the member should return the award to the Employer to have it replaced/repaired. It was also noted that there are very few Canadian made products available presently.

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<sup>2</sup> N. Milosevic is to be recorded as in attendance on the By-Law & Regulations Committee Report

**Motion** on Report as a whole (M. Krebs/R. Cormier)  
**Motion carried. Unanimous - Recorded Vote # 9**

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

T. Lee presented the report, see attached.

Discussion:

- CUPE vs. Air Canada decision was upheld last year by a judge and further updated. (It states the co-chairs must jointly agree on the committee person who will work with the investigator).
- J. Langs pointed out that the poor air quality problem in an Ontario office is still on-going but that the work done by the Local President and OSH Committee has been relentless and very helpful. B. Kingston noted that there is a meeting next week to continue to work on this problem.
- The defibrillators issue was discussed. B. Kingston noted the issue has been discussed at the NJC and he advised there is a risk evaluation tool available through PWC. He noted the technology on defibrillators has improved greatly and it does mitigate risk for some people, even though you cannot protect everyone. He advised departments have been encouraged to do their own risk evaluations.
- F. Murphy noted that you should keep in mind when choosing Policy Committee members that one of the roles of the Collective Bargaining and Health & Safety Committee mandate was to gather policy committee meeting minutes so they can be posted on our website. We need someone on each committee to be responsible to get all these minutes to G. Miller (both in English and French) so he can action to our website. G. Miller added that this is the Co-chairs' responsibility of each committee.

**Motion** on Report as a whole (G. Miller/T. Lee)  
**Motion carried. Unanimous - Recorded Vote # 10**

### **13. Agriculture Union Convention 2011 – Follow-up**

No discussion.

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

B. Kingston advised Council members that they are to have discussions with their Locals and provide these reports to the Executive before Council meets so the Executive can discuss in advance of the Council meeting. He noted that the reports are not to be sent to the Locals for them to fill out; they are to be completed by the RVP after consultation with the Local. B. Kingston explained that in our by-laws it is the National Executive's responsibility and that is why they rely on the RVPs to bring any issues forward. G. Miller commented these



reports are also a good place to note details of any grievances that you've won as well.

Council members caucused into Employer groups where Agriculture Union OSH Policy Committees were elected.

### Agriculture Union OHS Policy Committees

#### AAFC

G. Miller (Co-Chair), M. Coe, P. St-Georges, M. Dyck  
Alternates: J. McDonald, L. Kerry, J. Cloutier, F. Murphy

#### DND

Bob Kingston (Co-Chair)  
Alternate: D. Moffet

#### CFIA

B. Kingston (Co-Chair), R. Tarasco, M. O'Neil, S. Barlin  
Alternates: J. Langs, J. Evangelho, R. Cormier, T. Lee, B. Kristjansson

#### CSPS

É. Martel (Co-Chair), N. Rogers

#### PSC

M. Krebs (Co-Chair), É. Martel, F. Murphy (Technical Support)

#### CGC

Terri Friday (Co-Chair), L. Duchesneau, L. Quinn, J. Rossol, C. VanHaar

M. Coe asked if there were any spaces available at the PSAC National Health & Safety Forum. B. Kingston noted the forum will be held in Ottawa November 22 & 23, 2011 with the deadline for applications being November 7. The selection is done by the Component, costs are born by the Component and attendance will be approved for any Council members that wish to attend.

## **15. Political Action**

Unionized Labour Ad in the National Post – F. Murphy advised we had an advertisement for distribution in the National Post prepared by MediaPlanet. Focus on the publication was unionized labour. It was aimed at being distributed before the national election. F. Murphy noted the that the timing was good to continue our food safety and security campaign. Cost came in at just under \$5,000.00. We have a link to the article on our web page and MediaPlanet has a link on their web page back to the Agriculture's web page as well. This article may be distributed through another print by MediaPlanet. If it is re-published we will advise Council so members can be informed as well.

Wheat Board Campaign – B. Kingston has been named in an affidavit filed by PSAC seeking intervenor status with the Wheat Board. Information has been published on the PSAC website. B. Kingston noted several Components will be impacted by the disappearance of the Wheat Board. So far no discussions. We will see how the court case goes. B. Kingston commented that the purpose of *The Grain Act* was to protect the grain producers and it has done an excellent job. Worst hit will be the small farmers.

PSAC Political Activity - B. Kingston had discussions with PSAC concerning their political activity campaigns. B. Kingston's perspective is that the activity could be better focused on getting our members actively involved as opposed to getting our members upset over issues.

## **16. Work Force Adjustment (WFA)**

- Many questions were raised in relation to Work Force adjustment: Have there been discussions with all departments on the issue, do we know how many people will be downsized, how will departments manage resources once these WFA situations materialize, what was criteria used to develop affected employees lists, etc. B. Kingston advised he will meet with G. Da Pont this Friday and will table all these questions.
- B. Kingston reported that in the FIPD WFA exercise they had regional and national committees set up. The regional committee collaborated with other departments to find positions, kept direct connections open with affected members, supplied training initiatives for affected members (i.e. writing resumes, job interview seminars).
- He commented that in dealing with the upcoming WFA situations we will probably need cross-Component, cross-department collaboration to ensure as many members are deployed as possible.
- B. Kingston noted the need for REVPs to get back on Federal Council Committees and suggested RVP's need to ensure their respective REVPs are encouraged to get this process going.
- M. Krebs noted the review of CFIA WFA documentation and decisions arising out of the meeting in July were hopefully going to be looked at this week, with a two week turnaround. Also looking at starting with committees in February.
- B. Kingston commented that normal barriers between departments and agencies are non-existent when it comes to this issue.

## **17. PSAC Supplemental Plan for Elected Officers**

At the last NBoD the lack of information surrounding this issue was raised. The Board was informed that there are grounds for a challenge but no update was provided as to where this initiative is. B. Kingston will endeavour to speak to B. O'Keefe and will send out whatever information he receives asap. PSAC promises to get info out but nothing has been forthcoming. B. Kingston noted PSAC did release letters that clarify the agreement that was entered into and the

new ADM's change of direction. He also noted the agreement does allow for PSAC staff but not elected officers.

#### **18. Shared Services/Consolidation of Pay**

B. Kingston advised there is still very little information available on these projects. Timelines are still very vague. PSAC does have a consultation committee that meets with the Deputy Minister but other than a few initial update meetings nothing has transpired. B. Kingston did confirm that our component will lose members when consolidation of pay services is implemented. As for shared services he noted there will be no lay-offs but if the department can figure out a way to cut out jobs through attrition they will. F. Murphy reported we are consulting and keeping in touch by conference calls. The next meeting for CFIA is scheduled for November 7, 2011 and we have sent in agenda items including transition policy and training.

#### **19. Next Council Meeting**

B. Kingston advised the next Council Meeting will be held April 25 – 27, 2012 prior to the PSAC National Triennial Convention.

#### **20. Other Business**

J. Langs requested the CFIA updated delegation of authority documentation be put forward at the upcoming Labour Symposium. B. Kingston acknowledged he would.

B. Kingston reminded everyone to book their accommodations for April asap.

B. Kingston thanked everyone for attending and adjourned the meeting.

Minutes submitted by D. Ramsay

Report of the Finance Committee

November 1, 2011

Members Present:

Fabian Murphy - Chair  
Erick Martel  
Nancy Rogers (Alternate)  
Sue-Ann Sullivan  
Jane McDonald (Alternate)  
Mike Vanson  
Michelle Hambly (Alternate)  
Larry Budge; Staff

Communications

Resolution B-9 from the 2011 Agriculture Convention in Vancouver was referred to the PSAC 2012 National Convention.

Rand Contest

Rands sign-up was originally to be a one-time event, but it was soon realized that this activity would be an ongoing task. As the number of members increase, it will result in higher representation at PSAC Conventions for the Agriculture Union.

It was recommended and agreed that the Rand contest would be suspended until the next National Council Meetings at which time it would be determined when the contest would commence again. It was suggested that we remind the Locals of the Rand issue when the final yearly reports are submitted. Also, it was suggested that a reminder be given at the Local AGM's.

Website

Since the 2011 National Convention in Vancouver, the opinion was that our website needs improvement. Resolutions B-2 & B-3 were passed at the convention. As a result The committee will be reviewing the resolutions and will provide feedback at the next council meetings. The committee will assess the feasibility of hiring a full time communication person to do this work. If this were not financially feasible, the option of using a consultant would be explored to meet the financial obligations of the budget. Research and discussion will take place over the next six months so that a recommendation can be presented at the April 2011 Council meeting.

It was suggested that we consult with PSAC to evaluate the pros and cons of using social media such as Twitter or Facebook as part of our evaluation process.

There was an update on the website October 25/11 providing information on Dues Increases. Also there was an update on October 4/11 on Food Safety and Security.

We will continue to work with Alan to correct the problems and improve the site and update the information. The Council is reminded to promote the use of the website at every opportunity. Any comments or questions should be directed to the National Office.

Key Info Kit

National officers are requested to encourage locals in their jurisdictions to use the binder and make sure it is kept current.

Finance

Total Members: 9269 as of July 2011. Rand Deductees are 1039.

New Meal Rates as of October 2010

Breakfast	\$15.35
Lunch	\$14.60
Supper	\$40.30
Incidentals.	\$17.30

Total      \$87.55

Note:

-Larry Budge will e-mail new rates to Council Members so that they are able to access them electronically.

-The names of delegates attending the National PSAC Convention were e-mailed to PSAC. The attendees will receive confirmation from PSAC through e-mail including their membership number as well as their password.

Referrals

There was referral received from the By-laws and Education Committee requesting a costing of offering a two-day Work Force Adjustment (WFA) Course to meet February 2012.

A referral for a costing of a one-day Work Force Adjustment (WFA) course added on to National Council Meetings in April was also received.

Statement of Revenue and Expenses

The committee reviewed the internal report of the unaudited Financial Statement ending September 30, 2011.

The committee had a general discussion regarding the overspending in some of the line items. The committee looked at the breakdown of each item and concluded that the expenditures were necessary to provide the levels of service that the membership has demanded.

It was noted that Human Rights was still noted in the budget as Equal Opportunities and Larry Budge will amend this.

This report is presented as a whole.

Moved by; Fabian Murphy    Seconded by; Sue-Ann Sullivan

**Report of By-Law & Regulations Committee for  
National Council November 1, 2011**

**Members of the committee:**

Raphael Tarasco – Chair  
Jose Evangelho – RVP SW Ontario  
Paul Wurdell – Alternate RVP SW Ontario  
Milton Dyck – RVP South Saskatchewan  
Ken Deobald – Alternate RVP South Saskatchewan  
Jean Cloutier – RVP Eastern Québec  
Normande Ouellet – Alternate RVP Eastern Québec  
Danielle Moffet – Director for National Defense  
Serge Abbott – Alternate Director for National Defense  
Sam Barlin – RVP Manitoba NW Ontario Nunavut  
Barb Kristjansson – Alternate RVP Manitoba NW Ontario Nunavut  
Nancy Milosevick - Staff

**Items:**

**1. Function of Committee**

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

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

**2. By-Law and Regulation changes adopted at Triennial National Convention:**

By-law 2 section 5  
By-law 6 section 1,7 and 10  
By-law 8 section 5 number 1  
By-law 8 section 8 number 3  
By-law 9 section 4 and 5  
By-law 9 section 4 number 13  
By-law 9 section 5 number 9  
By-law 9 section 6 number 4 (a)  
By-law 9 section 6 number 4 (b)  
By-law 9 section 6 number 4 (d)  
By-law 9 section 6 number 7  
By-law 9 section 6 number 9  
By-law 15 section 5  
By-law 6 section 1  
By-law 6 section 11  
Annex 2  
Regulation 1 number 1 (a)

Regulation 1 number 1 (b)  
Regulation 1 number 1 (d)  
Regulation 1 number 3  
Regulation 1 number 3 (e)  
Regulation 1A number 1  
Regulation 1A number 2  
Regulation 1A number 3  
Regulation 10  
Regulation 10 number 3 (c)  
Regulation 10 number 5

**3. Resolution A-6:**

By-law 8 section 7 (6), add “ a copy of local the By-Laws and Regulations is submitted to the National office of the Agriculture Union for archival purposes and all modification of the By-Laws and Regulations of the Locals are also submitted to the National office of the Agricultural Union for archival purposes.

The committee recommends National Directors RVPs Handbook Appendix C (Local Status Report) be amended and add:

Does the Local have By-Laws and /or Regulations   
Has a copy been sent to National office for archival purposes

**4. Education:**

The committee’s mandate for education is to provide training that is not regularly available to council members by PSAC, JLP, PSLRB or Provincial Federations of Labour; any suggestions from council will be appreciated by March 1<sup>st</sup>, 2012 to be submitted electronically to Raphael.

The committee will review Appendix “B” National Directors’/Regional Vice presidents’ Handbook to include all available training.

The committee recommends to all National council members to go through Appendix “B” and to attend any and all courses needed.

**5. Distribution of By-Laws and Regulations:**

The committee received ruling from National President that as per the Agriculture Union Green Policy the By-Laws and Regulations will be made available electronically to Council and local Presidents, upon request a printed copy will be provided.

**Motion 1**

A request was made to include Hyperlinks in the Index of the By-laws and Regulations, M/S Sam Barlin / Jose Evangelho. Carried

Sent for costing and response by Finance committee “No additional cost for Hyperlink as already a line item”

**Rational:** As By-Laws and Regulations will be accessed on line more frequently a Hyperlink will allow for ease of use.

**Motion 2**

A request was made to include version identification on each page of the By-Laws and Regulations  
M/S Jean Cloutier / Milton Dyck. Carried

**Rational:** As By-Laws and Regulations will no longer be bound, this will ensure that the current version is used

**6. Agenda items submitted by other Committees:**

**Motion 1:**

Submitted by General Committee that a one day WFA training be put on the day before the next Agriculture Council meeting April 2012 for all Council members.

A motion was of Non Concurrence: M/S Sam Barlin / Jose Evangelho. Carried recorded against Milton Dyck

**Rational:** National Council voted not to include a training day at next council meeting.

**Motion 2:**

Submitted by General Committee that a two day training session on WFA be held in February 2012 for all Agriculture Union Council members.

A motion was of Non Concurrence: M/S Milton Dyck / Sam Barlin. Carried

**Rational:** Collective agreement includes a section on Workforce Adjustment and Employee Transition Policy, PSAC is currently providing Workforce Adjustment Training and information is available on PSAC webpage at  
[www.pfac.com/documents/wfa\\_book\\_02-16-11-e.pdf](http://www.pfac.com/documents/wfa_book_02-16-11-e.pdf)  
[www.pfac.com/documents/wfa\\_book\\_02-16-11-f.pdf](http://www.pfac.com/documents/wfa_book_02-16-11-f.pdf)

Report of By-Law & Regulations Committee moved by Raphael Tarasco and seconded by Milton Dyck



Present: Meraiah Krebs (Chair), Maria-Luiza Romano, Dean Babuin, Charlene Vidito-Milne, Ghassan Mardi, Rick Cormier, Lloyd Kerry, Teri Friday, Don Beese, Sylvie Rochon

The committee reviewed the minutes April 2011 meeting.

### **Resolutions from Triennial Convention (follow-up)**

See document that is addressed to Gaëlle Felix for resolutions that were forwarded to the PSAC.

The following three resolutions from convention were reviewed by this committee.

#### RETIREMENT TRAINING

##### RESOLUTION D-2

##### MANITOBA NORTHWESTERN ONTARIO & NUNAVUT REGIONAL SEMINAR

LANGUAGE OF ORIGIN: English

WHEREAS Members are lacking retirement seminars throughout the workplace in their careers; therefore

BE IT RESOLVED THAT with the lack of retirement seminars through the workplace that the Agriculture Union work to help members achieve a minimum of two seminars throughout their career; and

BE IT FURTHER RESOLVED THAT these seminars should take place in the first and second half of the members careers. This will prepare and educate the members on what will be available to them.

***It was determined that further research is required as the appropriate body that governs retirement training is unknown to the committee.***

***Suggestions for interim:***

***Locals add item to UMC agenda and use the UMC structure to push item to National level. Committee is looking into establishing a list of questions to be used at UMC and possible tool for Key Info clé.***

#### SUPPORT FOR APSAR (ASSOCIATION OF PUBLIC SERVICE ALLIANCE RETIREES)

##### RESOLUTION D-5

##### LOCAL 10080 – ST-HYACINTHE

LANGUAGE OF ORIGIN: French

WHEREAS the APSAR (Association of Public Service Alliance Retirees) was created by PSAC in 1997 to protect the interests of all PSAC members and former PSAC members in matters of pensions; and

WHEREAS PSAC Policy 12 is very clear on the issues and reforms of our pension plan which is not negotiable and that unfortunately, very little attention is given to the subject of retirement, which is very disappointing; and

WHEREAS only APSAR is actively involved in protecting the interests of PSAC members and former members in matters of pensions; therefore

BE IT RESOLVED THAT the Agriculture Union, PSAC, supports the work of APSAR; and

BE IT FURTHER RESOLVED THAT the Agriculture Union, as of 2012, shall pay the Association of Public Service Alliance Retirees (APSAR) the annual membership fee of \$20.00 for all Locals of the Agriculture Union, PSAC, in a significant show of its support for this organization.

***This item will be actioned in the new budget cycle and will be placed in the resolutions of record.***

***Suggestion – Article to be drafted on APSAR placed on our website.***

#### EMPLOYER LONG SERVICE AWARDS – LOBBY FOR CANADIAN PRODUCTS

##### RESOLUTION D-11

##### LOCAL 70067 – NEPEAN

LANGUAGE OF ORIGIN: English

WHEREAS the employers have set up long service awards for employees as a part of their recognition of employee services; and

WHEREAS the contracted service provider is an international Company; and

WHEREAS there are limited Canada only products offered; therefore

BE IT RESOLVED THAT the Component lobby the employers as well as seek support of the PSAC to have this program changed by the employer and that the awards for Canadian Public Service be Canadian made products or items.

***Committee is developing an action plan to deal with this item, as there are questions about provider(s) – possible letter to Employer, Provider seeking buy Canada Product***

***Interim solution – have members ask their employer for Canadian made product.***

### **Human Rights Committee Business**

Charlene provided a brief outline of the upcoming Human Rights annual meeting in Ottawa, November 27 & 28<sup>th</sup>. Meeting is to create a 3-year action plan and an opportunity for the evaluation of lessons learned of the committee for the last cycle.

RVP are reminded that the election of Regional Human Rights Representatives is to be done at their upcoming regional seminars.

Charlene also indicated that the Equal Opportunities Committee of the PSAC will be meeting in Ottawa November 29 & 30<sup>th</sup>.

### **General Committee Business**

The following motions have been made by this committee to the Bylaws & Education committee.

1) That a one day WFA be put on the day before the next Agriculture Union council meeting (April 2012) for all council members.

Costed at \$17, 575

2) That a two day training session on WFA be held in February 2012 for all Agriculture Union council members.

Costed at \$60,600

Rational : This committee felt that this training needs to be provided in light of the governments agenda.

AND that this training needs to be proactive and not reactive.

AND currently the PSAC is NOT offering in-depth WFA sessions. Many locations already know of situations that are going to be faced with this and potentially many more.

See education schedules.

The committee recognized the suggested list of topics brought forward by the previous general committee and will be developing an action plan that will be presented at the April council meeting.

Report moved by Meraiah Krebs and seconded by Rick Cormier.

## **Collective Bargaining & Occupational Health & Safety Committee meeting November 1, 2011**

Glenn Miller – 2<sup>nd</sup> National Executive Vice President  
Pat St. Georges – RVP Eastern Ont & NCR  
Marlene O’Neil – Alt RVP Eastern Ont & NCR  
John Langs – RVP Central Ont  
Michelle Coe – RVP Southern AB  
Terri Lee – RVP Western BC & Yukon (Recorder)  
Antony Paller Alternate RVP Western BC & Yukon  
Marianne Beaudet – RVP Western Quebec  
Robert Delisle - Alt RVP Western Quebec  
Nancy Milosevic - Staff

### **Collective Bargaining Updates**

**CFIA** : The CFIA National Bargaining conf was held in May. One member on the team was elected for each Region. One additional member was added to the team to balance classifications as all the elected members are EG’s. The PSAC had a communications team there who took statements and photos of participants. These are posted on the PSAC website at [http://www.pvac.com/news/2011/bargaining/2011\\_cfia\\_acia\\_photos-e](http://www.pvac.com/news/2011/bargaining/2011_cfia_acia_photos-e). The group photos are also being used to highlight the PSAC’s “Don’t Cut Public Services” campaign, including the National newsletter.

The first team meeting was held in July to go over the demands. A survey was sent out to by the teams to all locals. The National Strike Committee members were also elected - Rafael Tarasco and Marianne Hladun will be the representatives. The next meeting is the week of Nov 5, when the demands will be finalized and exchanged with the employer. The first week of bargaining will take place on December 5.

### **Action – To post the names & contact info of the team on the Ag Union website**

**TC table** – the National Bargaining Conf was held in Jan – 7 members elected, with 2 additional members added – one youth & one Racially Visible member. The team met in April to discuss priorities and exchanged demands on April 29. The employer included several concessions, including the loss of severance pay. The team met the following weeks: June 27-29, Sept 21-23 and Oct 17-19. There will be additional meetings on Nov 15-17 & Dec 13-15. One team member was lost (became a PSAC staff member), who was replaced by Jack Gale. The team is very active, involved and well rounded considering age, geography and job variety. So far, only housekeeping has been achieved through updating the NJC directive info. Pat St George was elected to the National Strike Strategy Committee replacing the member who resigned from the team. Red bracelets and bookmarks have been made & distributed nationally. There is lot of work to do to mobilize the membership & engage public. It will be a tough round with same severance proposal tabled in Sept. The team has already walked away from it once. TB negotiator appears to have no ability to make on the spot decisions. We are definitely not on the same page as the negotiator. It is a challenge to get bracelets to all locals since most members have agreements – the team is brainstorming on how to get engage more members since not all locals have TC members on their local executives. We encourage all locals to be involved in the initiatives to build support. The website is [http://www.pvac-afpc.com/bargaining/units/treasury\\_board/tc-e.shtml](http://www.pvac-afpc.com/bargaining/units/treasury_board/tc-e.shtml)

**FB** – CBSA Customs inspectors are also in bargaining on the same path as TC's. We believe that strategic strike action in co-ordination would be very effective. It is a difficult bargaining climate.

### **Support for Teams**

There was a suggestion to get Ag Union banners, obtain signatures & put them up in front of the employer when bargaining. The Agriculture Union does not have a disposable banner right now. Members could make own banner, such as stating "we are behind you" on a sheet of paper or cardboard and have it signed by members. An e-mail has gone out via regional office to send banners to the TC team.

### **Resolutions from the Agriculture Union Convention**

The chair tabulated all the resolutions from the Agriculture Union Convention in August to go to the PSAC convention. These were sent to the PSAC. The resolution on release of members for union duties will be pushed by the Ag union at UMC's.

### **Occupational Health & Safety Updates**

**CFIA** – a new Health Service provider "AIM" has been contracted by the CFIA. There are some misleading statements in the Q&A's which has been distributed to employees. This includes stating that the use of the provider is mandatory – this is not true, the first choice is your personal physician for personal accommodation. They can't force you to use AIM, unless they have overwhelming proof that your doctor is incompetent. It is important for members to have doctors provide complete info – such as prognosis, limitations, etc. The employer needs to put in writing what the doctor needs to assess (such as work description, job hazard analysis, etc) for the employee to do the job. Treasury Board has some info on their website.

The Harassment working group is meeting in Nov to complete the training information. Different OSH training pieces are coming together including online & classroom training,. They will be launched at an event shortly. There has been a strong push to include OSH in the CFIA's work planning activities. We can remind mgmt of the Canada Labour code requirements.

HRSDC said that any violence in the workplace must go through Canada Labour Code Regulation XX. CFIA was given this strict direction. We can use this for other employers. This has been in CFIA National OSH minutes. Members should be recognized for their work on this file in Ontario. Diligent work from the OSH committee members helped resolve the problem of poor air quality in an Ontario office. This issue is ongoing.

At National OSH, a formal certificate of appointment has been made for OSH committees. There has been a lack of backing by supervisors. Managers at senior levels take this seriously. Send any difficulties with employees being freed up in to the National Executive.

**AAFC** has been working to get education programs up & running. There is a lot of info on the AAFC intranet website. Defibrillators for heart attacks are a hot point and being worked on, this will continue until we get AED's in the workplace. So many people come in to the worksites – guest, contractors, volunteers, etc. There are OSH concerns for these people – the law applies to everyone and they need to have the same equipment & training as others. A legal opinion has been sought on how contractors are being covered. The employer wants different policies, but we believe there should one policy for all people in the workplace.

Fire protection program – a lot of buildings are not up to code we asked for updated report that is signed off by committees & fire chiefs for all the sites, including 1 person sites (eg range riders).

National Lab safety – they are a sub committee – they think they are separate. There is mold in Winnipeg facility and management believes fixing the roof & walls will solve the problem. We believe they need a continual mold maintenance program.

Replacements for regional OSH coordinators – 2 positions are vacant, management can't select just anyone to start doing the OSH training until they have received appropriate training. – mgmt agrees

**Canadian Grain Commission** - there has been work on the policy on Violence in Workplace. A list of qualified providers who would do investigations is being vetted through the co-chairs. The committee will meet again in Nov & have some names to go through. Local committees are being contacted & the National Director is working with them. Right now, too much overtime is a challenge, there is no work/life balance.

**Public Service Commission** - held a special meeting on Canada Labour Code Reg XX (Violence in the Workplace). A policy is being drafted. Training for the workplace committee is being done in the fall and some issues being addressed. The Return to Work protocol was approved at the last meeting.

**Canada School of Public Service** – are now meeting regularly. There are issues under Reg XX and we may file a complaint with HRSDC.

**Department of National Defence** – NOSH committee has been overhauled and we are doing audits based by base. We found that few had committees that met the requirements. Management was advised & put their OSH section on notice & expects to see changes soon. A new General has been appointed at the policy committee. This is a big change & he wants to move forward - we see this as a positive change. Their harassment policy is being changed and should be compliant with Part XX of the CLC.

**Comments:** Treasury Board is telling employers that the employer's policies on harassment overtake the legislation. We know this is ridiculous.

**Articles for H&S Newsletter**

Workplace Related diseases, disorders & injuries – a draft document was developed for the committee as an education piece. A document on Health Evaluations is being worked on. We are looking for some additional topics for educating members. A suggestion was made that a document on Workplace Accident Investigations be drafted. Very few people have proper training. The older Halterm decision was reinforced last year by a judge & updated (CUPE vs Air Canada). The committee needs to be involved with all investigations. The employer appoints the qualified investigator. The committee should be involved in deciding who are qualified investigators. The investigation is not joint, but a person from the committee could be assigned to do the investigation. We will work on a document for the website.

Suggestions for OSH committees:

Set dates for rest of meetings for rest of year or include the dates in the committee terms of reference (eg every 2<sup>nd</sup> Wed of the month). If items are not getting resolved, send them to HRSDC and it will get resolved more quickly.

AAFC have included an addendum on some work description during their job description review. Some members have been gaining additional points in classification because of their OSH participation.

Report of the Collective Bargaining/Occupational Health & Safety Committee moved by Glenn Miller and seconded by Terri Lee

## Recorded Votes

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>Barlin</b>	1	1	1	1	1	1	1	1	1	1
<b>Beaudet</b>	1	3	1	1	1	1	1	1	1	1
<b>Cloutier</b>	1	1	1	1	1	1	1	1	1	1
<b>Coe</b>	1	1	1	1	1	2	2	1	1	1
<b>Cormier</b>	1	1	1	1	1	2	2	1	1	1
<b>Dyck</b>	1	1	1	1	1	2	1	1	1	1
<b>Evangelho</b>	1	3	1	1	1	1	1	1	1	1
<b>Friday</b>	1	1	1	1	1	2	2	1	1	1
<b>Hladun</b>	4	4	4	4	4	4	4	4	4	4
<b>Krebs</b>	1	1	1	1	1	2	2	1	1	1
<b>Langs</b>	1	1	1	1	1	1	1	1	1	1
<b>Lee</b>	2	1	1	1	1	1	1	1	1	1
<b>Martel</b>	1	3	1	1	1	2	2	1	1	1
<b>Miller</b>	1	1	1	1	1	1	1	1	1	1
<b>Moffet</b>	1	1	1	1	1	1	1	1	1	1
<b>Murphy</b>	1	1	1	1	1	1	1	1	1	1
<b>Romano</b>	1	3	1	1	1	2	2	1	1	1
<b>St-Georges</b>	1	3	1	1	1	1	1	1	1	1
<b>Sullivan</b>	4	4	1	1	1	2	2	1	1	1
<b>McDonald (Alt)</b>	1	1								
<b>Tarasco</b>	1	1	1	1	1	1	1	1	1	1
<b>Vanson</b>	1	1	1	1	1	1	1	1	1	1
<b>Vidito-Milne</b>	1	3	1	1	1	2	2	4	1	1
<b>Mardli (Alt)</b>								1		
<b>Kingston</b>	1	1	1	1	1	1	1	1	1	1

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