

**Agriculture Union
National Council Meeting
November 7-9, 2012
Minto Suites Hotel, Ottawa ON**

MINUTES

In Attendance:

National Executive	National Council
Bob Kingston, National President Fabian Murphy, 1 st NEVP Glenn Miller, 2 nd NEVP Raphaël Tarasco, 3 rd NEVP Meraiah Krebs, 4 th NEVP	Sam Barlin, MB, NW ON & Nunavut Mariette Beaudet, W. Qc Elena Beynon, N. SK Jean Cloutier, E. Qc Rick Cormier, W. Atl Milton Dyck, S. SK Teri Friday, CGC Nat'l Director Michele Jackson, S. AB John Langs, Central ON Érick Martel, PSC & CSPS Nat'l Director Danielle Moffet, DND Nat'l Director Maria-Luiza Romano, E. BC Patrick St-Georges, E ON Ottawa-Gatineau Sue Ann Sullivan, E. Atl Mike Vanson, N. AB & NWT Charlene Vidito Milne, HR Nat'l Director

National Council Alternates	Staff
Antony Paller, Alt. W. BC & Yukon Paul Wurdell, Alt. SW ON	Larry Budge, Administrative Officer Sylvie Rochon, Service Officer Elaine Massie, Service Officer Nancy Milosevic, Service Officer Debbie Ramsay, Recording Secretary Christine Gauthier, Admin. Asst. (Nov 7 a.m. only)

Wednesday November 7, 2012

1. **Call to Order** - National President Bob Kingston called the meeting to order at 9:20 a.m.

2. **Opening Remarks** – Bob Kingston opened the meeting with a brief comment on the WFA/ETP situation. He suggested we all know people who have been given lay-off notices and along with the fact that departments have not yet met their targets, more lay-offs are imminent. He asked everyone to work hard at helping wherever you can but if you find things overwhelming to make sure the National office is informed as we will support however and whenever we can.

A round table introduction took place in order to identify new faces to the meeting.

3. Adoption of Agenda

Additions/changes:

M/S/C on the adoption of the agenda as amended, F. Murphy/M. Vanson, by show of hands – carried.

4. Hours of Session

Day 1

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

Day 2

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

Day 3

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

M/S/C T. Friday/M. Jackson, by show of hands – carried.

17. Life Membership of H. Willems

A **motion** was made by G. Miller, seconded by M. Krebs that Brother Howard Willems be made a life member of the Agriculture Union.

B. Kingston spoke to the motion, advising that with the passing of Brother Andy Stewart we have room to add Brother Howard to our list. He spoke of Howard's many services to the Agriculture Union, his activism, his social activism, his willingness to always help out, and his perseverance, right up until this week, on the asbestos campaign.

The motion passed unanimously.

5. Approval of April 25-27, 2012 Council Minutes

Changes/corrections – none noted.

M/S/C F. Murphy/M. Vanson – carried.

6. Business Arising out of Previous Minutes

Tracking Report

#1 – Paid Prep Time - The issue of paid prep time was discussed. Strategies and ideas were put forward. From this discussion a **motion** was made by M. Vanson, seconded by J. Langs, that B. Kingston is to discuss this matter with G. Da Pont in order to give CFIA an opportunity to remedy the problem. A time limit of one month would be given to correct the situation. (B. Kingston hoped that this would allow the group to be re-convened in order to look at numbers, which plants would be affected, etc.) If things are not rectified, the next step would be for RVPs to have conversations with their Locals and/or members (possibly at AGM's) in order to finalize further action.

By show of hands – carried.

#2 & #3 – CFIA - Timeline for training for Duty to Accommodate and Harassment Training – B. Kingston advised V. Pasic has left CFIA and unfortunately the timeline for this training has not been determined. He noted this may be another item to action at the upcoming meeting with G. Da Pont. B. Kingston also noted that CFIA is still using the old Treasury Board version for dealing with harassment. Two bargaining agents (PIPSC and PSAC) are on record as saying we will not use this harassment policy, we will be following the CLC Part XX. B. Kingston also commented he has looked at the draft of the Violence in the Workplace policy and has noted requirements for changes/amendments. He advised that the policy will be rolled out soon, and that it will be broad enough to cover harassment. AAFC already has this policy, and everyone, other than CFIA, is moving forward on this issue.

M. Jackson advised on an issue with the training in S. Alberta. B. Kingston will action.

It was also noted that an addendum for a step-by-step process will be added to the Bullying and Harassment section of our Key Info Clé on how to deal with violent (including harassing) situations.

#5 - CFIA - Classification Reform – The original committee that was set up to deal with this issue (B. Kingston, M. O'Neil and R. Lamoureux/PSAC) met with the employer a few times. M. O'Neil has asked to be removed from the committee and M. Krebs will be her replacement. M. Krebs will get an update from M. O'Neil and try and get this committee back up and running. F. Murphy added we will notify the employer of this change and try to get a commitment from them for a meeting.

#6 – Health Canada Medical Evaluations – This document is in the process of being drafted and should be available later this week for review. Some managers are still trying to push people to go through third parties, and we will endeavour to remind Employers at the next round of UMC's that this is not acceptable. Council members discussed a number of scenarios that have been causing problems. B. Kingston will speak to CFIA and CGC in particular to ensure they are aware of the Grover decision and to also ensure everyone is

aware that this issue has been clarified at the national level. He also noted that anything anyone is uncomfortable signing, they shouldn't sign. If anyone is threatened or disciplined please contact the National office. He suggested that we will put an article on our website to clarify the process. Bob further advised that everyone that sits on policy committees should be tabling these issues. In relation to Fit to Work Evaluations, he gave a detailed explanation on the process of risk evaluation and advised that the person's limitations relating to their work description is all the Employer can ask for¹. N. Milosevic has created an email to address/specify the questions that should be asked. She also noted that an Independent Medical Examination (IME) can be completed by your personal practitioner. She will send out this information to Council and will also include a list of acceptable questions for employers to request from the physician.

#7 ATIP Requests – M. Vanson enquired whether or not an ATIP request for last year's figures was actioned. F. Murphy confirmed it was not done, but we were looking at filing further requests, if it is deemed beneficial to the bargaining team. B. Kingston advised we had requested PSAC to look into the previous ATIP requests received from all departments (other than CFIA) that basically came back blocked of all pertinent information. We haven't heard back from PSAC on this matter. A discussion surrounding these bonuses paid to managers and the process involved ensued.

A **motion** by S. Barlin, seconded by M.L. Romano, that it become a standing item to ATIP our Employers for the amounts paid out in performance pay, to be used as a tool for bargaining and to have available for discussions with Employers and that this standing action be repeated every second year. P. St. Georges offered a friendly amendment, to change the process from every second year to every year for the next three years, M.L. Romano seconded the amendment and S. Barlin agreed to the amendment. B. Kingston advised the motion would have to be costed by the Finance Committee and the vote would be suspended until the Finance Committee came back with a costing.

#8 – Human Rights Training for Council Members – Council members were again reminded that if they have not had this training to look into taking it through other avenues. M. Krebs noted Regional Committees are presently working on their training schedules and Council members should advise their REVP asap of the need for this training in their specific regions.

#9 - Supplemental Plan for Elected Officers – Council was advised the plan has been finalized. The overall administration charge is reduced because of the smaller group involved. Y. Ducharme will be the first recipient from the plan.

#10 – Duty to Accommodate – this item was covered earlier. We will ensure this item is put on every agenda with every Employer.

¹ There are a few legitimate instances where an employer can require medical information from an employee. These instances are detailed in the OHES or OHED.

#11 – Minutes for Council Conference Calls – The National office is convening conference calls between Council meetings to update on topical issues. B. Kingston encouraged everyone to try and participate on the calls. He noted we are now keeping minutes of the conference calls as well.

#12 – Part 20 & Violence in the Workplace – This document will be ready to roll out very soon and will hopefully answer/cover all questions surrounding this issue. B. Kingston went over a few important points:

- ask for past investigations as samples for persons being considered.
- the importance of the need to find the root cause - B. Kingston gave a specific example to show how to determine the root cause.
- there isn't anyone on a standing offer list that meets all the requirements, and he explained how and why this process should work.
- suggested avenues to look for competent persons is to go through Worker Compensation Boards, Transportation Safety Boards, Coroner's Boards, etc.
- if you think someone has something worthwhile to add to an investigation, you should ensure this person gets spoken to.

#13 – EE Meetings – AAFC deals with this item bi-annually at the HRUC meetings. CFIA deals with EE under the Chairs and Champions umbrella. For all other employers we will ensure it is on their agendas. Employment Equity will be dealt with and reported on by the General Committee. A number of Council members enquired about specific equity concerns. B. Kingston advised he will provide the email to Council for their information and will also provide the information at the next UMC meetings.

#14 – Competent People for Investigations – B. Kingston advised an email went out to Council requesting names and a subsequent email went out with wording to gather information for making the selection of a competent person. We haven't had much response from Council members. B. Kingston noted that if you get a name for a competent person from the Employer you can take the suggestion for that investigator but ensure you do your own vetting of that person. Discuss health and safety investigations, harassment policy and the CLC; don't accept them cart blanche. If you have vetted a person and are confident in their skills get these names to the National Office. He noted the object of the resulting investigation is to ensure a very detailed, complete picture on what happened, and not whose side they are on.

On filing a Violence in the Workplace complaint HRSDC has guidelines on their website. If you follow the guideline as set out, HRSDC has no choice but to get involved. B. Kingston has talked to the Labour Minister, Lisa Raitt. He has a further meeting scheduled with her to try and work on getting this issue resolved. Council went through a number of scenarios and it was pointed out that often the Union rep can actually file the complaint (ie. 'when the Employer becomes aware'...).

#16 – Local RVP Reports - B. Kingston reminded Council members that they have a commitment to provide these reports. Council members should be contacting each of their locals before the next Council meeting and complete a report for each of them. These reports are brief but can give a snapshot of how the Local is doing and can identify locals that might be in trouble. Any actions taken would be with recommendation by the RVP, and if the Directors are affected, they would also be included in the decision making process.

7. Finance & Communication

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

8. National Office Staff

F. Murphy advised Council L. Koo's term will expire on January 4, 2013. At that time we will revert back to three Service Officers. Presently L. Koo is working on the EG Review and an update on this review will be provided for under Employer Updates. As for the PI Review, we have been in conversation with CFIA in relation to the unique grievances as well as the regular PI Review grievances (which will be dealt with as a group grievance). There are several thousand outstanding grievances and we have not been able to move forward on them. We will be discussing with G. Etienne next week, and will endeavor to come up with a process to get this review back on track. The completion of the EG Review will take about six months into the new year, with 36 grievors and 78 grievances that have not yet been completed. F. Murphy noted there has to be a lot of leg-work done on the files in order to determine if there is anything to go forward with. We are scheduling hearings with the Employer at a rate of 5 or 6 grievances per month. B. Kingston noted that there will be delay; grievances such as classification or those not containing heavy discipline will be impacted. WFA/ETP has also affected the timeline for grievances. He advised there will be an overall increased workload with some slowdown to be expected. B. Kingston suggested Council suspend discussion on this matter until after the Financial Report is tabled.

9. Employer Updates

B. Kingston noted a few reports were received and previously sent (electronically) to Council members for their information and review.

A Q & A session ensued:

What is the status of the PA Table structure review?	B. Kingston advised that at the bargaining table they had won the right to have a review of their table. What evolved was that Treasury Board decided to look at the entire structure of the Public Service. They are looking at re-
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	organizing on a business-type model. They will have to re-certify everyone along these new lines. We don't know who will be representing these members in the new structure; all bargaining agents are very concerned. There is potential to gain, or alternatively loose, a lot of members. B. Kingston noted they are still in the discussion stage and things are very up in the air right now.
How does Shared Services fit?	B. Kingston noted the issue of shared services is not related to the reorganizational initiative. It has not been presented as a proposal for a single bargaining unit.
CFIA grievance consultations getting bogged down at 3 rd level. What to do?	B. Kingston noted a meeting with S. Baker and B. Teeter has taken place to address this issue. Agreement was reached on what the process is and something is to go out in writing to the Region. B. Kingston will verify this is being actioned and ensure info gets sent to Council asap.
PI & EG Reviews – can we put updated information on our website?	Considerations as to what info should be put on our website. Result was to refer back to Communications Cttee and have them report back with decision.
Violence in the Workplace Policy – request for status.	There is a conference call tomorrow afternoon where the policy will be worked on - to have ready for the rest of the cttee to look at and hopefully finalized for adoption in the near future.
M. Krebs asked, on S.A. Sullivan's report, in relation to values and ethics – was she looking for direction. M. Krebs noted that there had been discussion at the Executive meeting on her report and could she give Council more detail.	S.A. Sullivan briefed Council on the situations they were dealing with and noted that the front line inspectors would be taking the fall if something were to go wrong. B. Kingston requested details be sent to him so he can bring the information to S. Baker, G. Da Pont and in particular the Minister of Agriculture. He noted the more information the better, we need to put pressure on the Government to fix these issues.

R. Tarasco commented these problems had been discussed at the Executive level. These types of problems should always be submitted to the Executive/National office for consideration and action. He noted these are situations that have been ongoing for years, with no real effort by management to fix. He requested Council members send to him, in an email and by next Wednesday, all these issues. He will prepare a comprehensive report to present to the next NUMCC.

E. Massie suggested that when Council members have discussions with management they should always follow-up with an email (ie. 'this is further to our discussion today wherein you'...). She also noted that disclosure of wrongdoing is an option that should be considered.

B. Kingston also commented that when you have an issue with management's conduct, make sure they are aware of the problem and that they will be accountable for their conduct; raise issues of conduct at UMC's. If they are not dealt with, forward them to the National level.

J. Cloutier's Report – B. Kingston requested more detail from everyone involved in relation to staffing in Meat Hygiene and Slaughter. The Employer is saying they are fully staffed while we know this is not the case. We need information in relation to inventory, including long term leave issues, etc. A number of scenarios where facilities were understaffed were brought up. ICMS², and its benefits and negatives were discussed but it was generally seen as a band aid solution to the many problems. B. Kingston identified another problem in that only about 25% of inspectors have received CVS³ training and there hasn't been any information sharing on this front. He noted this has been flagged as a problem and CFIA has assured us it will endeavour to correct. B. Kingston enquired if there was any interest in re-convening the meat inspection sub-committee to discuss meat inspection issues. A show of hands confirmed interest and it was therefore decided to reinstate this sub-committee for next council meeting and also suggested they will provide a report to Council during the session.

M. Beaudet's Report – a brief discussion on the consultation process in relation to inspection modernization took place. B. Kingston advised that although the understanding is that everyone will remain specialized in their food commodity area, CFIA seems to be telling industry a different story.

CSPS Report – highlights to note were surrounding the significant cuts brought on by the 20 million dollar loss in revenues. It was noted that with the hiring of the new VP, WFA issues were now being properly addressed which resulted in some people being re-hired, as well as a push to have some of the letters being rescinded.

DND Report – highlights to note were F. Murphy committed to following up with the Deputy Minister regarding the possibility of unionizing the LAT 02's. B. Kingston highlighted the point concerning an Employer who has forced you to have joint UMC's: He noted you are entitled to have your own UMC, but you don't have to, only if it works in your favour.

10. Agriculture Union Social Justice Fund

The SJF Committee has no activity to report. F. Murphy noted that no new requests for funding had been received. He advised the Burns Lake application will be looked into.

11. Collective Bargaining Update

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

² ICMS – Informal Conflict Management System

³ CVS – Compliance Verification System

Thursday November 8, 2012

Standing Committee Meetings

Friday November 9, 2012

A minute of silence was recorded for the passing of Brother Howard Willems.

12. Standing Committee Reports

By-Laws & Regulations Committee Report

M. Dyck presented the report, see attached.

R. Tarasco read Regulation 12.

Recorded Vote #1 – motion carried

M. Dyck read Regulation 13.1. B. Kingston clarified the intent of the motion.

Recorded Vote #2 – motion carried

M. Dyck read By-law 3, Section 5. It was noted the decision to choose to increase the life members from 10 to a total of 25 was because 10 was not enough to reflect today's reality. The rationale given was that there will be quite a number of people leaving/retiring in the next few years. Also, PSAC does not have a maximum number cap for their life members. At the next meeting of the committee the committee will put into place criteria for recommending members for life membership. At this point, B. Kingston advised on the procedure for a by-law to be changed: Motions that are approved at Council meetings will be placed in a file and prior to next Convention a list of National Council proposals are prepared as resolutions to be brought to the Convention floor. B. Kingston also noted that there is no cost associated with adding life members. We invite life members to events but we don't pay for them to attend. Life members can do everything but run for office; no costs are involved.

Recorded Vote #3 – motion carried

R. Tarasco requested Council to flesh out ideas/suggestions for the criteria to accept members for a life membership in this Union and forward any suggestions to the Committee.

The changes recommended for Annex 1A and Annex 1B are editorial, no vote required.

Discussion:

It was noted that A.I. Stewart is the only life member with just initials, not his given name. It was agreed we would confirm it was OK to do so and if so, an editorial change would be made to add his given name (Andy).

Motion on Report as a whole (R. Tarasco, seconded by M. Dyck)
Recorded Vote #4 - motion carried

Collective Bargaining – Occupational Health & Safety Committee Report

Michele Jackson presented the report, see attached. A number of corrections/ amendments were noted for the report.

Discussion:

Full titles to be shown for acronyms in report, i.e.:

AED's – Automated External Defibrillators

PIC – Public Interest Commission

JSA – Job Safety Analysis

MCS – Multiple Chemical Sensitivity

- What is the current position on AED's? – G. Miller advised anyone that has one will be maintaining them, but if the AED has dropped below standard they would be pulled; if they didn't have one, they wouldn't be getting one.
- E. Massie and R. Gortsos will be working on the MCS article with J. Langs.
- In respect of the fatality in the pastures there has been a response received and the letter has been sent off to HRSDC – we are awaiting a reply.
- F. Murphy reminded Council members we are looking to update the minutes of policy committee meetings for our website, please send them in.
- In relation to WSIB training you have to go outside for Level 3 training at a cost of approximately \$3,000.00. In order to pay our people to do an appeal (roughly 3-4 days, and preparation = \$2,500.00/case approx). Currently PSAC is responsible but we will look at this closer in the future if problems with representation persist. B. Kingston noted if there are any complications whatsoever with an appeal they simply deny it. They expect you to appeal; so don't be discouraged if this is what happens in most instances. Suggestion was made for sending a request to your REVP to consider introductory WC training through PSAC. Another avenue could be to bring a request to your Area Council to see if PSAC would generate some type of training and would consider cost-sharing. Some provinces provide training (i.e. AB) by their WCBs, and it is provided at no cost.
- Timeline to hear back from the TC PIC - B. Kingston advised PIC's can be reconvened indefinitely. If they think there is room to work out issues, they will keep calling the team back. The report from the PIC, if unanimous, usually forms the nucleus of the collective agreement. If no agreement is reached, a strike vote could be taken. B. Kingston noted that everyone should be mobilizing now, various activities have been ongoing and he encouraged Council members to go back to their regions

and get people prepared. P. St. Georges gave a brief update on the TC activities in the NCR. He advised PSAC and TB have each picked a nominee and the chair has been approved. He noted this is the first time PSAC is using this commission.

- Discussion on policy guidelines for footwear. B. Kingston noted it is a guideline only and you can grieve if necessary. A number of ideas, varying from region to region, were put forward. B. Kingston noted that these issues, as well as the grievances should be going to your Health & Safety Committees.

Motion on Report as a whole, as amended (G. Miller, seconded by M. Jackson)
Recorded Vote #5 - motion carried

General Committee Report

M.L. Romano presented the report, see attached. She noted S. Rochon's name should be added as a Committee member and the Human Rights power point presentation should read 'Orientation' power point presentation.

A copy of the new logo for the HR Committee was adopted and circulated for viewing.

Discussion:

- M. Krebs advised the General Committee had submitted to Council the updated orientation kit for new members requesting feedback for revisions. No responses were received. The kit was therefore updated as per the Committee's recommendations. She also noted the power point presentation is the same as the paper copy. M. Krebs anticipated the kits would be sent out to the Locals in time for AGM's in the New Year.
- C. Vidito-Milne advised on the process for HR presentations to be provided to Regional Seminars. She noted the same presentation will be provided to each Regional Seminar. This year's theme will be 'How to Build Allies'. Every year will be a new theme and the theme will be presented consistently across the country. She suggested the timeframe would be 30-60 minutes as they do not want to take away from the Regional Seminar itself. There is material that goes with the presentation and the RVP's involved will be consulted in order to finalize timeline.

Motion on Report as a whole, as amended (M. Krebs, seconded by M.L. Romano)

Recorded Vote #6 - motion carried

Finance and Communication Committee Report

E. Beynon presented the report, see attached.
(The Communication Section of the report was dealt with first.)

After discussion and clarification -

First **motion** to read: The recommendation is to go with Thompson Communications for web maintenance due to his quote, which was the lowest of the four.

Second **motion** to read: If desired, his company will be able to provide us with social media elements and allow the office staff to access the website to post articles and make minor changes. However, this would require a revamp of the website which came in at between \$8,000.00 and \$10,000.00.

F. Murphy gave rationale on why Thompson Communications has been recommended. Reasons included the fact that they developed and maintain the Food Safety First and Grain Action websites effectively and as part of their bid they will make our website more user-friendly which will enable the National Office to do some in-house work on the website. The quote also included a training session for staff. He noted the web master would take care of more structural work regarding the website.

F. Murphy reiterated that the first motion is to go with Thompson Communication for web maintenance as the Committee has recommended that we not hire a full-time Communications person.

First motion, Recorded Vote #7 - carried

Second motion, Recorded Vote #8 - carried

Point of Privilege:

Motion by M. Krebs/G. Miller: The Agriculture Union make a charitable donation in the sum of \$2,500.00 to the Saskatchewan Asbestos Disease Awareness Organization in the memory of Howard Willems.
By show of hands – motion **carried unanimously**.

A discussion on the financial statement followed. Clarification on a number of line items along with rationale for overages were given by F. Murphy and L. Budge.

Motion on Report as a whole (F. Murphy, seconded by E. Beynon)
Recorded Vote #9 - motion carried

13. Agriculture Union Triennial Convention

Winnipeg Manitoba has been confirmed as the location for our next Triennial Convention. Convention dates are as follows:

Executive – August 8, 2014

Council – August 9, 2014 (travel day for Council will be August 8, 2014)

Committees – August 10-12, 2014

Convention – August 13-15, 2014

14. Local RVP Reports

This item was discussed under #6 Tracking Report.

15. Work Force Adjustment

Discussion:

- Specific questions were raised concerning the WFA/ETP situation: i.e. How many of our members have been lost due to cuts? How many members' jobs have we saved through alternation? F. Murphy advised that it is very hard to determine exact numbers. He noted all WFA/ETP documents have been, and are being, sent electronically to Council members, including all National level minutes from meetings. B. Kingston advised that in order to get accurate figures you will have to go back to original numbers provided at the beginning of the process. He noted these numbers will actually come to fruition although some targets that departments have set cannot be realized presently. Departments can go back to these targets over the long-term though.
- AAFC numbers show 975 affected people and with the omnibus bill, our information indicates 250 CGC members will be affected.
- P. St. Georges commented on rumours that there will be a second wave of cuts. F. Murphy advised he will follow-up to see if there is anything to the rumours.
- Issue noted where CFIA is saying they cannot deal with outside alternations because they are a separate agency. B. Kingston advised the bottom line is if it seems to be a good fit, try and have it taken care of under the Shared Services umbrella. He informed article 1.1.4 of the CFIA ETP agreement deals with marketing outside for alternations.
- F. Murphy requested when he sends a call-out for agenda items, all issues such as these be submitted so we can put them on the agenda and have them discussed, and hopefully addressed, at the National level.
- A question on the Science & Technology Forum was raised. F. Murphy agreed to look into this forum to advise on its merits for utilization by our members.

16. Political Action

Our political action initiatives were discussed. It was noted that our budgeted amount of \$150,000.00 was greatly taxed by all the work being done on all these fronts.

Protect the Prairies Campaign – M. Dyck advised this campaign involves the pastures and shelter belt, lands primarily in Saskatchewan with some being in Manitoba. Most of our members are in remote areas. The only way to help is to change the government's mind, or alternatively move the lands to protection

under provincial legislation. He explained the background of the issues; the huge handover of lands, protection of the environment, species at risk, and of course our members' jobs. S. Barlin noted some of the pastures are in Manitoba. There, the provincial government has been contacted and we are hopeful for a meeting with the provincial agriculture minister. In Manitoba they are working jointly with the Cattlemen's Association. He commented that the end of the pasture year is when most of our members will be affected, and this has caused a delay in getting the letters out.

F. Murphy noted that after the mail-out we were already up to 7,500 subscribers on this website.

B. Kingston asked everyone, including friends and family to sign the petition!!

Food Safety First – 8,000 subscribers on this website.

Grain Action website - is being reinvigorated due to the fact that the proposed Grain Act changes included in the omnibus bill will cause a large loss of our member's jobs. B. Kingston advised we are fighting to change this so at least it can be a viable option to keep the Canadian Grain Commission and secure the work of our members. B. Kingston has spoken to the Minister, talked to a variety of stakeholders and noted the support from the National Farmers' Union. We need our people to knock on their MP's doors. To this end, we will look at our submission to the Senate sub-committee in order to draft speaking notes to get out to Council members asap.

17. Life Membership for Howard Willems

Item was addressed at beginning of Council session on Wednesday morning.

18. Regional WSIB Specialists

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

19. Education Courses for Local Executive Members

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

20. Next Council Meeting

B. Kingston advised the next Council meeting will be held in Montreal, Qc prior to the PSAC National Health & Safety Conference. Dates are April 8-10, 2013.

Minutes respectfully submitted by Debbie Ramsay

**Report of By-Law & Regulations Committee for
National Council November 8, 2012**

Members of the committee:

Raphael Tarasco – Chair
Paul Wurdell – ALTERNATE RVP SW Ontario
Milton Dyck – RVP South Saskatchewan
Jean Cloutier – RVP Eastern Québec
Danielle Moffet – Director for National Defense
Sam Barlin – RVP Manitoba NW Ontario Nunavut
Nancy Milosevic – 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. Review of Regulations and By-laws

Regulation 12

Motion proposed by Milton Dyck
Seconded by Jean Cloutier
Carried

Removal of section 2 and add new section 9

The national executive will review all applications for approval. Applicants should contact the national office to obtain the established criteria.

Renumber section accordingly

Regulation 13. 1

Motion proposed by Sam Barlin
Seconded by Paul Wurdell
Carried

The 1984 Agriculture Union Convention established a fund to assist members in small or isolated locals to attend *UMCC Committee Meeting*.

Be change to:

The 1984 Agriculture Union Convention established a fund to assist members in small or isolated locals to attend *union-management consultation meetings*.

Rational:

UMCC are not the only form of consultations.

As the French version was different from the English, we adapted the translation to reflect the English version.

By-law 3, section 5

Motion proposed by Sam Barlin

Seconded by Danielle Moffet

Recorded against: Jean Cloutier and Paul Wardell

That we increase the number of life members from 10 to 25.

We ask the council to help flesh out the criteria for membership as defined in by-law 3, section 5.

Change Annex 1A

Life Members of Agriculture Union - PSAC

Remove: Stewart, A.I.

Add: Willems, Howard

Change Annex 1B

Deceased Life Members of Agriculture Union -PSAC

Add: Stewart, A.I.

3. 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 January 31, 2013 to be submitted electronically to Raphael Tarasco.

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

**Report of Collective Bargaining & Occupational Safety & Health Committee
November 8, 2012**

Members Present:

Glenn Miller – 2nd National Executive Vice President
John Langs – RVP Central Ontario
Michele Jackson – RVP Southern AB
Antony Paller – Alternate RVP Western BC & Yukon
Marianne Beaudet – RVP Western Quebec
Patrick St. Georges – RVP Northeastern Ontario & NCR
Nancy Milosevic – Service Officer, Agriculture Union
Bob Kingston – National President, Agriculture Union

Health & Safety Updates

Multiple Chemical Sensitivity – John Langs is currently working on an article for the website.

Allergies – Pat St. Georges is working on an article for the website as well.
Both articles are expected to be completed by the next council meeting.

Harassment and Bullying – Appendices have been added to the document. The committee reviewed these. The document has just been completed and will be translated as soon as possible and posted to our website.

Health Evaluations & Independent Medical Examinations - The document was reviewed by the committee. AAFC uses term JSA only, CFIA uses PDA and JHA. Nancy and Elaine will add this clarification to the document for all departments we represent. Glenn will follow up with Nancy and Elaine to complete this document prior to the next council meeting. Discussion included the cost of acquiring the information and where the responsibility currently lies. More work needs to be done by all Policy Committees on Duty to Accommodate development and jointly delivered training.

Footwear Policy – Major issues reported within CFIA in Ontario. Difficulties arise from the interpretation of the policy by managers as it indicates it is a “guideline”. Recommendation for Policy Committees to be clearer with managers as to what the expectation is. The employer’s obligation is to provide appropriate PPE. Nancy advised an NJC grievance was recently settled and the employer had to pay the difference in the cost of the footwear.

Regional Worker’s Compensation Board Specialists – PSAC Regional Offices have reps who are responsible for dealing with these Boards within their regions. It may be beneficial to have members trained to at least do the preliminary work on these files. Claims have increased somewhat. The process is becoming a lot more complicated and complex than it used to be. It seems to be easier for claims to be denied or employees having to jump through hoops to qualify. Regions should have 2 or 3 people fully trained to assist members with these claims as there seems to be currently a shortage of resources in this area. Cost is an issue, approx. \$2500 per appeal

CFIA – reported by Bob Kingston

Conference call is taking place today to hopefully finalize Violence Policy. The co-chairs met with Senior management to get commitment it would be treated seriously. The new VP is not at the same place as the rest of the committee.

Training initiatives have been sidelined. Hopefully have removed some of the roadblocks regarding training and it should come together soon. No major activities to report on. Marlene O'Neil will remain a member of the NOSH committee as she has been appointed to an indeterminate non-excluded position.

CSPS – reported by Bob Kingston

An AVC (Assurance of Voluntary Compliance) issued by HRSDC to get things going and they are complying. They are getting better at reporting hazardous occurrences. Some issues surrounding DRAP. Serious incident with regards to Workforce Adjustment – members who had received layoff notices were put in a room on a computer to look for work. This procedure has been abandoned.

DND – reported by Bob Kingston

There has been co-development of a Violence Policy with CCOHS. They are keeping the harassment policy on the shelf and refusing to use it. This is a huge organization and change is hard to create in this environment. Starting to realize they have to comply with the CLC. Still work to do on opening lines of communication.

CGC – reported by Nancy Milosevic

The Policy is in place and they are using competent persons. There were issues with two recent investigations. Competent persons were not found to be totally satisfactory.

PSC OHS POLICY COMMITTEE UPDATE

The focus of the policy committee this year has been trying to get out a policy with respect to regulation XX

The policy is in the final draft stages and will be approved by the end of the calendar year. To follow in conjunction with this policy is training. The committee has agreed to use the CCOHS's Violence in the Workplace Awareness as the initial piece of training and will be given to all employees.

There is on going dialogue around the move of 66 Slater and L'Esplanade Laurier offices to Gatineau in the fall of 2013. Concerns around office 2.0 and the impact of the DRAP announcement of smaller offices remain of priority.

Scent Free Training will be rolled out Dec. 2012.

In December we will be setting the priorities for 2013

Respectfully submitted,

Meraiah Krebs

Report for AAFC NOHSPC by Glenn Miller

At the last meeting of the AAFC Policy Committee we were briefed on the status of a number of items that were signed off by the committee are awaiting ADM approval for release (Confined Spaces Directive, Persons Granted Access to the Workplace, In Vehicle Telematics and Personal Protective Equipment and Clothing Program.)

We are also working on a Competent Persons □ WVP Training Standard, revamping our flowchart for AAFC Internal Resolution/ Investigative Process for a reported Workplace Violence and also amending AAFC's Workplace Violence Prevention Policy. Yes there is a policy!

Once again the AED (Automated External Defibrillator) issue is being discussed. The committee is awaiting a report on current status of what the department has for AED's as well as training and maintenance programs. More discussion is slated for next meeting.

There has also been work done on developing a Handbook for Local Health & Safety Committees, thanks to one of our alternates Jane McDonald for taking this on.

The committee is also reviewing a JSA Tool for the writing of JSA's. Defensive Driving is being discussed, as well as training for the operation of Farm Equipment and off road vehicles. WHMIS/GHS training is on the horizon, revisions to the Working Alone Policy are almost complete. Fitness to Work evaluations were discussed and agreement was reached that we could use JHA/JSA's as well as Health Canada's forms to identify the hazards associated with an employee's duties.

Update for the AAFC National Lab Safety Committee (sub-committee of NOHSPC):
Lab Safety met yesterday and discussed the online JSA tool and wish to have NOHSPC consider standard template for Terms of reference as there seems to be many iterations across the country and many are doing business in much different ways. There is also a introduction to Lab Safety or Lab Safety Orientation online e-learning tool being developed we also discussed the WHMIS training being developed in house versus buying a package from a vendor. The consensus was that buying an off the shelf solution would be better for the department for such reasons as then it is the responsibility of the vendor to have up-to-date information, include ability to track usage and those having taken the training as well as being able to get it to those that need the training in a more timely fashion. NLSC was to send notice back to Denis Petclerc that he was to go ahead with developing the request for proposals. We also discussed that the Local Lab Safety Contact should be part of the OSH committee as a resource that way when topics come up they are there and can have tasks assigned if appropriate.

AED's

Mariette brought up concerns regarding not having AED's in the workplace. Bob advised that NJC put out a model of a needs analysis created by PWGSC to determine if you want to proceed with purchasing an AED. NJC advocates committees having a look at whether they want them or not. Glenn advised the policy in AAFC is currently being reviewed and there is a good possibility the current stance on these may be overturned.

Collective Bargaining Report

TC Bargaining

The bargaining team has not been back to the table since last Council meeting. Nominees were picked at the end of July and earliest dates for PIC (Public Interest Committee) hearing were November 13-15 2012. Town Halls have been held in the NCR. There was an initiative from a DND local which sparked the planning of a rally which will take place in the NCR on Wednesday Nov 14 at noon. The bargaining team had put in for an additional 4% increment and now have a very good comparator with the EC group within CAPE. TC members are mobilizing!

CFIA Bargaining

Not a lot to update. Mid-January 2013, one week and February 2013, one week currently scheduled to return.

Respectively submitted

Moved by Glenn

Seconded by Michele

Nov 8, 2012
General Committee meeting - Report

Committee members:

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

1. Outstanding item - Orientation kit for new members

1.1 Discussion:

- Info to be provided to new members by an Union representative.
- Kit was revised / modified
- Page with info on Your Local - Your Union: electronic template that can be tailored to each Local
- Feed back from Council, as requested, not received
- Human Rights power point presentation needs to be updated.

1.2 Action:

- Kit to be sent to Locals.
- ppt presentation to be send to Locals.

New items:

2. Human Rights (HR) Committee Director report

2.1 Discussion

The report was discussed and clarification provided as necessary.

2.2 Action:

- The report was distributed to National Council and is part of the General Committee's report.
- New logo adopted by the HR Committee was presented.
- Pamphlet has been revised, it will be up updated and distributed electronically to all HR reps.

3. Employment Equity (EE)

3.1 Discussion:

- Need of reps for each one of the six employers at the Regional/National tables.
- Executive Officer for EE and Service Officer responsible for EE will participate in the National meetings.
- need of continuous monitoring by the Union on EE.

3.2 Action:

- Selection of reps.

4. Youth participation

4.1 Discussion:

- Acknowledge of the influence of Union activism on our own children.
- Options for Youth participation at the next AGRU Convention were explored.

4.2 Action

-No action taken at this stage.

5. Human Rights training

5.1 Discussion:

-Some members of National Council have not received HR training yet.

-Motion that HR Committee members, in addition to National Council members in need of Human Rights training be provided with training.

5.2 Action:

-Motion sent to Finances for costing. The Committee, after reviewing the costs, deemed it too expensive.

-National Council members who do not have the training are reminded to seek training on the subject in their regions.

Report of the Finance /Communication Committee**November 8, 2012****Members Present:**

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

Finance:

The committee went over the Financial Statement in great detail and had extensive discussion on the line items. Most items are on target. Items of note include Salaries and Benefits of the national office which is predicted to be approximately \$120 000 over budget by year end due to one full-time term position that was not budgeted for.

We are also looking at an overage of \$70 114 on Political action. This line item is a newly funded reserve created at the last triennial convention. It was budgeted at \$50 000 per year for a total of \$150 000 over a three year budget cycle (2012-2014). At the time this fund was established, DRAP had not been announced. While the overage is significant, the committee felt that political action is an integral part of union activities and we need to continue fighting for our members and ensuring that the general public understands how government cuts affect the services that they rely on. Political action funds have also been used to promote our 3 online campaigns Grain Action, Protect the Prairies & Food Safety.

Total members: 8680 as of September 2012. Rand Deductees are 852.

New Travel rates effective October 1, 2012:

Breakfast	\$15.50
Lunch	\$15.00
Dinner	\$41.30
<u>Incidentals</u>	<u>\$17.30</u>

Daily Total \$89.10

A request was received from the General Committee to cost the following:

Travel for 6 council members (2 days), plus accommodation and per diem for 2 days and salary for 4 days, plus, 8 members of the Human Rights Committee for an additional 2 days (accommodation, salary and per diem) and meeting room for Human Rights training in conjunction with the annual Human Rights Conference.

Total costing for this is \$26 900.

We were also asked to determine the cost of requesting annual ATIPs for managerial performance bonuses for all of the employers we cover. Total costing for this is \$30 (6 employers x \$5 per ATIP request requiring 5 hours or less to answer). Should more than 5 hours be needed, the cost is \$100 per hour.

Another request for costing was sent to the Finance/Communication Committee very late in the afternoon by the Health & Safety/Collective Bargaining Committee. They wanted to know the costs for having a trained WSIB representative in each region, handling appeals similar to what was done for PSST appeals. The committee based their cost on an average of 4 days salary plus travel, accommodation and meals, at a rate of \$2500 per appeal.

Rand Campaign:

This will be discussed at the next council meeting with an anticipated start date of May 2013.

Communication

Website:

As per Resolution B2 and further to the committee's research, and as per the information provided at the April 2012 Council meeting, the committee feels that hiring a full time communication/political action officer is not financially feasible. Therefore, our recommendation is that we continue with our approach to contract out our web maintenance and communications.

A request for quotes for website design and maintenance was sent out to six companies and we received four responses. Currently this service is being provided by Pryde Communication. The companies that provided quotes were:

- Atomic
- J. Thompson Communications
- Arctic Empire Inc.
- Envision Online

Charges for basic website maintenance ranged from \$50 to \$100 per hour for the first 50 hours in a year and from \$45 to \$100 per hour for any additional hours. Charges for major changes to website design which would allow us to incorporate social media and allow the office staff to access the website to post articles and make minor changes ranged from \$8000 to \$40 000.

Motion 1:

That the Agriculture Union go with J.Thompson Communications for web maintenance due to his quote which was the lowest of the four.

If desired, his company will be able to provide us with social media elements and allow the office staff to access the website to post articles and make minor changes however this would require a revamp of the website which came in at between \$8000-\$10 000.

Previously, Alan Pryde was doing both writing of articles (communications) and website maintenance. With the change to a new webmaster, the national office staff can prepare brief articles for posting. For more complicated articles, we would continue to have Alan Pryde provide these services after discussions with him to renegotiate his hourly rate.

Motion 2:

That the Agriculture Union contract with Thompson Communications to make changes to the website to allow us to incorporate Facebook, Twitter and other social media elements and also to modify the website so that we can post articles and update information internally.

Other:

Calendar of Events has been updated and distributed November 7, 2012.

A communication was recently sent out to RVPs and National Directors to clarify the Service Officer's portfolio and responsibilities. RVP's and Directors were encouraged to share this information with their Locals. It is important that members go through the established chain of communication when they need guidance or encounter problems. If local stewards are unable to provide this help, they should contact their RVP for information. Where RVPs require assistance, the Service Officers are available to provide advice and guidance. It is not appropriate for Locals or members to directly contact the national office in most cases.

For issues that are Political in nature or for which an established mechanism exists, (i.e. WFA Committees, OHS Committees), members, Locals and RVP's should be contacting the respective committee members/representatives. If issues cannot be resolved at a the local level, they should be referred to the next level; i.e., regional committee, national committee, RVP or Director instead of contacting the service officers.

Elaine Massie and Nancy Milosevic have revised the grievance information in the Key Info kit. The `Grievance` and `Grievance Recourse` documents have been combined. The Finance/Communication Committee reviewed the new document and provided feedback. The document contains suggested wording for a variety of grievances to help members and their union representatives when filing.

Respectively submitted

Moved by Fabian
Seconded by Elena

Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8	9
Barlin, Sam	1	1	1	1	1	1	1	1	1
Beaudet, Mariette	1	1	1	1	1	4	4	1	1
Beynon, Elena	1	1	2	1	1	1	1	1	1
Cloutier, Jean	1	1	3	1	1	1	1	1	1
Cormier, Rick	1	1	1	1	1	1	1	1	1
Dyck, Milton	1	1	1	1	1	1	1	1	1
Friday, Teri	1	1	1	1	1	1	1	1	1
Jackson, Michele	1	1	1	1	1	1	1	1	1
Krebs, Meraiah	4	1	1	1	1	1	1	1	1
Langs, John	1	1	2	1	1	1	1	1	1
Martel, Érick	1	1	4	1	1	1	1	1	1
Miller, Glenn	1	1	1	1	1	1	1	1	1
Moffet, Danielle	1	1	1	1	1	1	1	1	1
Murphy, Fabian	1	1	1	1	1	1	1	1	1
Paller, Antony	1	1	1	1	1	1	1	1	1
Romano, Maria-L.	1	1	1	1	1	1	1	1	1
St-Georges, Pat	1	1	1	1	1	1	1	1	1
Sullivan, Sue-Ann	1	1	1	1	1	1	1	1	1
Tarasco, Raffael	1	1	1	1	1	1	1	1	1
Vanson, Mike	1	1	1	1	1	1	1	1	1
Vidito-Milne, Charl.	1	1	1	1	1	1	1	1	1
Wurdell, Paul	1	1	2	1	1	1	1	1	1
Kingston, Bob	1	1	1	1	1	1	1	1	1

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