

**Agriculture Union
National Council Meeting
November 5-7, 2004**

**Minto Place Suite Hotel
Ottawa, Ontario**

MINUTES

In Attendance

National Executive:	Yves Ducharme Bob Kingston R.S. Panickar Debbie Forsythe Denis Sicard	National President First National Executive Vice-President Second National Executive Vice-President Third National Executive Vice-President Fourth National Executive Vice-President
Regional Vice-Presidents: (RVPs)	Dawn Aisenstat Gary Dionne Ron Filteau André Grégoire Janice Hilton Bob Jackson Steve Kaytor Allan MacRae Ernie Mazepa Ruth McDiarmid Fabian Murphy Ian Smith Raphael Tarasco Howard Willems	Manitoba and Nunavut Western Ontario Southern Saskatchewan Eastern Quebec North Western Ontario Western British Columbia and Yukon Southern Alberta Western Atlantic Northern Alberta and Northwest Territories Eastern British Columbia Eastern Atlantic Eastern Ontario Western Quebec Northern Saskatchewan
Directors:	Madeleine David Marianne Hladun Jasmine Stroz-Breton	Public Service Commission of Canada Equal Opportunities Department of National Defence
Staff:	Larry Budge Christine Gauthier Elaine Massie Sylvia Prowse Debbie Ramsay Sylvie Rochon	Administrative Officer Administrative Assistant Service Officer Service Officer Secretary Service Officer
Observers:	Alan Pryde	Pryde Communications

1. Call to Order

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

2. Opening Remarks

- Yves greeted Council and Staff to the meeting;
- Introduced our new Service Officer, Elaine Massie;
- Thanked all negotiating team members for their hard work;
- Thanked Local members that participated in strike activities.

3. Adoption of Agenda

- **M/S/C** – Willems/Jackson – THAT the agenda be adopted.

4. Hours of Session

Proposed hours of session:

Friday, November 5th

9:00 a.m. to 12:00 p.m. and 1:00 p.m. to 5:00 p.m. for Standing Committees meetings.

Saturday, November 6th

9:00 a.m. to 12:00 p.m. and from 1:30 p.m. to 5:00 p.m.

Sunday, November 7th

9:00 a.m. to 12:00 p.m. or until such time as business was completed.

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

5. Approval of the May 2004 Council Minutes

Correction at item #9 – CFIA - Meat Hygiene update

Regional contacts for Poultry: Change “Harry Finge” to “Harry Feinig”.

- **M/S/C** – Aisenstat/Smith – THAT the May 2004 Council minutes, including the above mentioned correction, be approved.

Unanimous - Recorded Vote #1

6. Business Arising out of Minutes

Regarding CPMA, it was noted that the minutes of the June 4/04 meeting will be out soon.

7. Financial Report

See the attached Finance Standing Committee report.

8. **National Office**

As stated in his opening remarks, Yves mentioned that the Executive recently hired a new Service Officer. Elaine Massie comes from the Environment Component, where for the last seven (7) years, she worked as a Service Officer .

Yves mentioned that Gerry Blondin will be away from the National Office on sick leave.

Regarding Beverly Wellon, she is currently still on LTD leave and we have no news on when she might return.

Bob Kingston, lead negotiator for Agriculture Union (Employer), was happy to announce that we've signed a new three (3) year agreement with our National Office Staff. The new agreement expires on April 30, 2007.

9. **Updates**

➤ **Canadian Border Services Agency**

Classification

It was reported that 92 CFIA members were transferred over to the CBSA. However, unlike others the PM2's were not reclassified to PM3 positions. Yves will be meeting with the CBSA in an effort to have these members reclassified.

Impact of Negotiations

Bob Kingston gave a progress report and talked about the differences between the TB and CFIA agreements.

➤ **Department of National Defence**

EAP Symposium

Yves has been invited to attend an EAP symposium that will be held the week of November 14th in Kingston; his plans will be to discuss issues that have been brought forward by Sister Stroz-Breton and our members.

Mediation

Sister Stroz-Breton gave a progress report and thanked Sylvie Rochon for her help on this file. The employer has agreed to respect the collective agreement; also, Union-Management Consultative Committee meetings will once again be part of the workplace.

➤ **Public Service Commission**

Restructuring

Sister Madeleine David gave a progress report; she explained that the approach to the restructuring was more confrontational in the eastern region than in the western region. She noted that the transfers have been completed and all members responsible for training are now with the new School of the Public Service.

Strike update

Madeleine gave a progress report on strike activities; she highlighted the efforts of Sister Colette Vincellette who did a great job in mobilization members at L'Esplanade Laurier. Madeleine also noted the efforts of members at the Centre Asticou noting that they created considerable traffic jams during their activities.

➤ **Canadian Grain Commission**

Closure of Edmonton Office

Yves and Brother Ernie Mazepa discussed the closure of the Edmonton Office where two members will become surplus employees at the end of March 2005. Without prior knowledge and or consultation, Yves found out about the closing only hours before the employees were to be notified. Yves voiced his displeasure to Gordon Miles as to how this matter was handled by the CGC.

Exemptions

It was reported that we're preparing a political action campaign to fight the CGC's abuse of authority on decisions regarding inspection exemptions on grain exports.

Strike update

Dawn Aisenstat, Janice Hilton and Bob Jackson gave updates on strike related activities. Ron Filteau said he would contact Dawn regarding CGC related strike problems that occurred in his region.

➤ **Agriculture and Agri-Food Canada**

EG and GL generic job descriptions

In her updates to Council, Sylvia Prowse mentioned that the consultative process was slowed down during the strike.

Regarding the Prairie GL's, she discussed the results of the review that came out in June; of the 87 positions that were under review, 60 were reclassified upwards to EG positions with the effective date being the start date with AAFC; this meant going back 5 or 6 years for some employees. Regarding the GL National Review, Sylvia reported that Gerald Dwyer is our representative on the committee. The focus right now is on the GL-MAN group and the committee is currently drafting generic job descriptions. Sylvia also noted that the GL-MAN2 level was meant for short term casual help only, it is not a working level, and any abuse should be reported.

Reclassifications

Brother Fabian Murphy reported his concerns regarding reclassification requests; he stated that members are having to endure inexcusable delays and the situation needs to be addressed. The Union is aware of the excessive wait time and the problem is likely due to a lack of personnel at AAFC. That said, an alternative way for members was suggested and that's to file grievances; this would force the employer in addressing the matter.

CPMA

Yves reported that the consultative process was on hold during the strike and stated that we will go back and meet with CPMA as soon as possible.

➤ **Canadian Food Inspection Agency**

Classification Reviews

Sylvie Rochon provided updates to Council. Regarding the EG mediation process, she mentioned that the EG2 case files were done; as for the EG3 and EG4 files, there are 7 groups remaining on the to-do list, including a couple of cases going to formal adjudication. In an effort not to jeopardize the process, Sylvie noted that all results are being withheld until the mediation process is over.

Negotiations

Bob Kingston and Yves provided the updates. The ratification kits are being prepared and they will be available in PSAC RO's by November 26th. Information will also be posted on the PSAC's web site November 19th. As for ratification votes, they will begin December 6th and are scheduled to go until late January 2005. Regarding the emerging issue with the CR's, Bob stated the team tried everything to get the employer to change its position but to no avail. Considering the amount of money that was in play, the team was extremely frustrated with the employer's position. Next time around, the CR shortfall will be front and centre.

Consultation

As per the National Board of Directors decision, the consultative process has been on hold; Yves did mention however that he is now trying to set up a meeting with the Agency but as of yet no dates have been set aside.

Further on the NBOD's decision to halt all consultation with employers: Several Council members completely denounced the decision. Yves and the rest of the Executive fully understood their frustration and suggested they contact their PSAC Regional Executive VP. (More on this topic in the Collective Bargaining Committee report, see attached).

Inspection Reform Committee

Brother Pani gave an update and stated that the committee was meeting November 8th in Ottawa.

10. Communications

Alan Pryde, of Pryde Communications, gave a Power Point presentation to Council on items that he's working on for the Union, items such as the web site, leaflets, convention letterhead etc. The presentation was followed by a question and answer period on Alan's presentation (see attached Finance Standing Committee report for more details).

11. Agriculture Union 2005 Convention

As member of the Host Committee, Fabian Murphy gave a progress report to Council. Also, the following convention meeting dates were noted:

National Executive meeting	August 20 th
National Council meeting	August 21 st

Standing Committee meetings August 22nd – August 24th
Convention August 25th – August 27th

As per our By-Laws, all convention resolutions have to be sent in to the National Office at least four (4) month prior to Convention; ie. before April 26th, 2005.

12. **AU Structure Committee**

Debbie Forsythe gave a progress report. She provided rational on some of the committee's recommendations; it was noted that a resolution from the Québec regional seminar had been added to the list. Before the next Council meeting in April/05, the final draft will be sent out to Council members and posted on our web site.

Local merger:

- **M/S** – Forsythe/Sicard – THAT based on the recommendations of Madeleine David and André Grégoire, be it resolved that Local 10324 merge with Local 8 in Québec.

Motion Carried Unanimously by the National Executive.

13. **Standing Committee Reports**

Finance Committee

Dawn Aisenstat presented the report on behalf of the committee, see attached.

- **M/S/C** – Panickar/Aisenstat – THAT the report of the Finance Committee be adopted as presented.
Unanimous - Recorded Vote #2

General Committee

Janice Hilton presented the report on behalf of the committee, see attached.

- **M/S/C** – Sicard/Hilton – THAT the report of the General Committee be adopted as presented.
Unanimous - Recorded Vote #3

Standing Committee on By-Laws and Education

Ruth McDiarmid presented the report on behalf of the committee, see attached.

- **M/S/C** – Forsythe/McDiarmid – Adoption of the EO Committee report.
Recorded Vote #4
- **M/S/C** – Forsythe/McDiarmid – Change to By-Law 15, Section 5 as per resolution D-17 adopted at 2002.
Unanimous - Recorded Vote #5
- **M/S/C** – Forsythe/McDiarmid – THAT the report of the By-Laws and Education Committee be adopted.
Unanimous - Recorded Vote #6

Collective Bargaining/Health and Safety Committee

Fabian Murphy presented the report on behalf of the committee, see attached.

- **M/S/C** – Kingston/Murphy – THAT the PSAC never use the cessation of OH&S activities as a bargaining tactic again.
Unanimous - Recorded Vote #7
- **M/S/C** – Kingston/Murphy – THAT the Component President press the NBOD to have a better understanding of the process and benefits of strategic strike action.
Unanimous - Recorded Vote #8
- **M/S/C** – Kingston/Murphy – THAT the report of the Collective Bargaining/Health and Safety Committee be accepted as presented.
Unanimous - Recorded Vote #9

14. TB Negotiation

Referred to the Collective Bargaining Committee, see attached report.

15. H&S Policy and Issues

Referred to the Collective Bargaining Committee, see attached report.

16. Public Service Modernization Act

Progress report given by Yves; he's looking forward to having good discussions with employers once the consultative process resumes.

17. PSAC Conferences

Referred to the General Committee, see attached report.

18. EO Committee report

Referred to the General Committee, see attached report.

19. Questions and Answers

On Saturday, a general Q&A session took place at 4:00 p.m.

20. Next Executive Meeting

Executive:	April 13-14, 2005	St.John's Newfoundland
Council:	April 15-17, 2005	St.John's Newfoundland

21. Gilles Pelletier Life Membership

➤ **M/S/C Stroz-Breton/McDiarmid**

Whereas Gilles PELLETIER has constantly served the members since 1973 as an elected officer, whether as union representative, chief steward, strike captain, local chairman, director or vice-president, first at UPSCE and then at the Agriculture Union, throughout Canada - in Shilo, Kingston and Saint-Jean,

Whereas over a 30-year period, Gilles has developed and used his skills as an appeals officer, health and safety representative, and member of a bargaining team to FIGHT effectively on behalf of hundreds of union members,

Whereas Gilles successfully orchestrated the political battle all the way to the Senate in order to reverse political decisions that had a negative effect on members, such as the closure of the Saint-Jean school (1994),

Whereas Gilles has contributed enormously to reinforcing the Agriculture Union by working with members of the Executive to bring hundreds of members from the former UPSCE into step with our Union,

Whereas Gilles has understood and faithfully respected the foundations of the union battle for each of his appointments; has sought for a good collective agreement, ensured its respect, fought against unfair decisions and strengthened union solidarity,

Whereas Gilles can be considered as a model for union representation for the members of Local 10377 and the Agriculture Union,

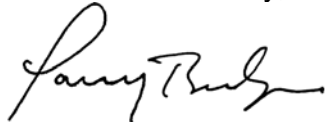
BE IT RESOLVED THAT the title of life membership in the Agriculture Union be conferred upon Gilles Pelletier, who has carried out exemplary service to members for more than 30 years.

Unanimous – Recorded Vote#10

Adjournment

➤ **M/S/C – Smith/Murphy – THAT the meeting be adjourned.**

Minutes submitted by,



Larry Budge
Administrative Officer

National Council November 2004

Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8	9	10
Aisenstat	1	1	1	3	1	1	1	1	1	1
David	1	1	1	1	1	1	1	1	1	1
Dionne	1	1	1	2	1	1	1	1	1	1
Filteau	1	1	1	1	1	1	1	1	1	1
Forsythe	1	1	1	1	1	1	1	1	1	1
Grégoire	1	1	1	1	1	1	1	1	1	1
Hilton	1	1	1	1	1	1	1	1	1	1
Hladun	4	1	1	1	1	1	1	1	1	1
Jackson	1	1	1	1	1	1	1	1	1	1
Kaytor	1	1	1	1	1	1	1	1	1	1
Kingston	1	1	1	1	1	1	1	1	1	1
MacRae	1	1	1	1	1	1	1	1	1	1
Mazepa	1	1	1	1	1	1	1	1	1	1
McDiarmid	1	1	1	1	1	1	1	1	1	1
Murphy	1	1	1	1	1	1	1	1	1	1
Panickar	1	1	1	1	1	1	1	1	1	1
Sicard	1	1	1	1	1	1	1	1	1	1
Smith	1	1	1	1	1	1	1	1	1	1
Stroz-Breton	1	1	1	1	1	1	1	1	1	1
Tarasco	1	1	1	1	1	1	1	1	1	1
Willems	1	1	1	1	1	1	1	1	1	1
Ducharme	1	1	1	1	1	1	1	1	1	1

1=yes/pour	2=no/non	3=abstain/abstention	4=absent
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Report of the Finance Committee

November 5, 2004

Members Present:

Pani Panikar – Chair
 Dawn Aisenstat- Secretary
 Allan MacRae
 Bob Jackson
 Steve Kaytor
 Larry Budge

Guests:

Alan Pryde
 Sylvie Rochon

Communications

Alan Pryde gave a presentation to the committee on his vision of the communication needs of the Agriculture Union. Alan discussed letterhead design, newsletter & web based information as well as changes to the web site. January 2005 is the target date for the new web site launch. Allan also discussed different ideas we could do such as a calendar.

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

Finance

The unaudited Financial Statement was reviewed. Total members 8338 as of September 2004

New Meal Rates

Breakfast	12.00
Lunch	11.60
Supper	32.20
Incid	17.30

Total	73.10
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Rand Deductees

We have 866 rand deductees as of November 5, 2004. The delegate status for the 2005 convention is going to be based on the December 2004 printout. The committee reminds the council to have signed rand cards sent into Christine Gauthier ASAP. Please send the membership cards to Christine who will update our lists and then pass along to the PSAC.

Travel

Due to changes in air travel, such as the Air Canada airfare structure, the National Office will send an updated travel guideline document to all council members before the end of November 2004. As there is no longer a requirement for Saturday night stays, flexibility in future meetings may be possible.

**Report of the General Standing Committee
November 5, 2004**

Denis Sicard – Chair 4th NEVP
André Grégoire – RVP Eastern Quebec
Janice Hilton – RVP Northwestern Ontario
Jasmine Stroz-Breton – Director DND
Raphaël Tarasco – RVP Western Quebec
Marianne Hladun – Director – Equal Opportunities

Report prepared and presented by J. Hilton and J. Stroz-Breton.

The committee met and discussed the recent annual Equal Opportunities meeting, held October 16 – 17, 2004 in Ottawa and the status of the upcoming conferences.

Marianne Hladun, Director of Equal Opportunities, gave a report on the highly productive meeting, which included the following:

- **Status of website,**
- **Work plans and reports,**
- **Commitments made and met,**
- **Roles and responsibilities and challenges facing the representatives from Agriculture Union's 7 regions,**
- **Status of EO delegate at Convention.**

The minutes of the meeting will soon be available in both official languages on the new improved EO web page on the Agriculture Union's website.

Yves Ducharme provided the EO committee with guidance and direction regarding the work plan processes and the necessity of writing complete, and timely reports. Reports will include EO activities, achievements, and challenges. Conference calls twice a year will help the committee to follow through and mentor each other. All of the above will ensure accountability of the committee.

In 2005, the EO committee tasks itself with developing an orientation kit representing each equity group as well as a diversity calendar and a contest for an EO logo.

RVP's and Directors are reminded of their responsibility to communicate organizational information, pertinent contacts, and to respond and lend support to the members of the committee. This will enable them to network in their regions so that they can function and fulfill their mandate.

ie. EO Slogan "Education equals empowerment".

The current by-law to select convention committee members limits the EO delegate's access and opportunity to sit on a convention committee.

A motion to alter the regulation regarding the selection process was brought forward to the General Committee from the EO Committee. We then engaged in a vibrant discussion concerning the selection process for convention committees; it was determined that this motion would be better addressed by the By-laws Committee. It was duly referred.

Dates were given for other upcoming conferences:

National Women's Conference – February 17-20, 2005, Vancouver
Access Conference – January 20-23, 2005, Montreal

**Report of the Standing Committee On
By-Laws and Education
November 05-07, 2004**

Members:

Debbie Forsythe – Chairperson
Ronald Filteau – Secretary, RVP Southern Saskatchewan
Madeleine David Director National CFP-CCMD
Ernie Mazepa RVP North Alta and NWT
Ruth McDiarmid RVP Eastern BC

The committee met and discussed the following issues.

A motion was referred to the By-laws committee from the General committee. After discussion, the committee wishes to recommend adoption of the following motion:

WHEREAS the 2002 Agriculture Union Triennial Convention granted the Agriculture Union EO Committee one delegate on the convention floor; and

WHEREAS more in depth discussion of resolutions which are of interest to the Agriculture Union Equal Opportunities Committee is conducted at committee meetings prior to the opening of a Triennial Convention

BE IT RESOLVED that the Agriculture Union Regulations be amended to include the appointment of the EO delegate to an Agriculture Union Convention committee

Moved By Madeleine David
Seconded By Ernie Mazepa

By-Laws:

The committee recommends the following change to By-Law 15, Section 5:

These By-Laws and subsequent amendments shall be printed and distributed in both English and French. Updated hard copies of the By-Laws and Regulations be received by locals no later than one year following the Component Triennial Convention and be posted on the Agriculture Union website no later than 8 months following Convention.

Moved By Madeleine David
Seconded By Ruth McDiarmid

Resolutions of Record

The committee reviewed the draft resolutions of record document which was prepared by Jamie Prowse as per the recommendation adopted at the council meeting of May 2004.

Attached to this report is the final document which is to be distributed to all locals prior to the 2005 Triennial Convention.

The committee wishes to extend a sincere thank you to Jamie for all his hard work in researching the verbatim reports of past conventions and National Council minutes.

Report as a whole Moved by Debbie Forsythe Seconded by Ronald Filteau

Collective Bargaining and Occupational H & S Standing Committee

Members present:

Bob Kingston (Chair)
Howard Willems (Co-Chair)
Ian Smith
Gary Dionne
Fabian Murphy

Bargaining Items:

CFIA – The Social Justice Fund was a collective bargaining issue that was dealt with at length with management, however CFIA management would not commit.

The WCB/Injury on Duty bargaining issue will be dealt with by a policy to be developed by NOSH.

There are currently some CR concerns regarding pay discrepancies between TB and CFIA. This issue was strongly debated by the bargaining team with management. In fact, it was the last issue on the table, but to no avail. The difference is between CFIA and TB for a CR 4 is \$179.00 per annum.

Improvements to the CFIA collective agreement are on the web.

Treasury Board – Discussion on Table 1, 2, 3 & 5 collective agreements:

- Vote no for Table 1 & 3 at ratification
- Vote yes for Table 2 & 5 at ratification
- A change in time frame for payout of back pay from 90 to 150 days for TB.

This will not affect CFIA members with the prior 90 day window.

The committee had a discussion regarding the withdrawal of our presence at UMC and OSH meetings during strike period.

Resolution:

BE IT RESOLVED THAT the PSAC never use the cessation of OH & S activities as a bargaining tactic again.

Motion:

That the Component President press NBoD to have a better understanding of the process and benefits of strategic strike action.

OSH – We had a discussion on attendance at local/regional/national committees.

- All Local OH & S committees – meetings as usual.
- CFIA – business as usual.
- TB Regional and National – assessed on a case-by-case basis.

MFRAACP – Bob Kingston is active on review committee for PSAC.

Some committee discussion on MFRAACP:

Initially there was no criminal record check required by the International Standard. The Canadian Government is now implementing MFRAACP to match the American Patriot Act.

The International Longshoreman and Warehouse Union are opposed to this security check as discriminatory and racial profiling.

This had impact on CGC and CFIA inspectors.

The CLC is coordinating the opposition to this program.

Labour's position includes:

1. Union representation on security screening board.
2. Grandfather protection for existing employees (to allow time for a pardon process if necessary).