

**Agriculture Union  
National Council Meeting  
November 7 – 9, 2006  
Ottawa, Ontario**

**MINUTES**

**In Attendance**

**National Executive:**

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

**Regional Vice-Presidents:**

**Brenda Baergen**, Northern Saskatchewan; **Sam Barlin**, Manitoba, North Western Ontario & Nunavut; **Michele Coe**, Southern Alberta; **Ron Filteau**, Southern Saskatchewan; **André Grégoire**, Eastern Quebec; **Bob Jackson**, Western British Columbia and Yukon; **John Langs**, North East Ontario; **Allan MacRae**, Western Atlantic; **Darrell-Lee McKenzie**, Eastern British Columbia; **Glenn Miller**, South Western Ontario; **Fabian Murphy**, Eastern Atlantic; **Barry Payne**, Eastern Ontario, Ottawa-Gatineau; **Raphaël Tarasco**, Western Quebec; **Mike Vanson**, Northern Alberta and Northwest Territories.

**Directors:**

**Curt Elash**, CGC; **Marianne Hladun**, EO; **Céline Préfontaine**, PSC & CSPS; **Meraiah Krebs**, (Alt/Observer) PSC & CSPS; **Idelta Vieira**, DND.

**Staff:**

**Larry Budge**, Administrative Officer; **Christine Gauthier** (day 1), Administrative Assistant; **Jerry Kovacs**, Service Officer; **Sylvia Prowse**, Service Officer; **Debbie Ramsay** (day 1), Secretary; **Sylvie Rochon**, Service Officer.

**1. Call to Order**

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

**2. Opening Remarks**

Yves greeted everyone and introduced Meraiah Krebs and Jerry Kovacs to the Council. He talked about the meetings he attended since the last Council meeting, notably the World Peace Conference and AAFC's Leadership Conference.

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

Additions:

21 – General Questions and Answers

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

### 4. **Hours of Session**

Proposed hours of session:

Day 1:

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

1:30 p.m. to 5:00 p.m. - Standing Committees meetings

Day 2:

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

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

4:30 p.m. to 5:00 p.m. – Q&A

Day 3:

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

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

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

### 5. **Approval of the April 2006 Council Minutes**

The **April 06** minutes should be corrected to reflect the following:

- That Sylvia Prowse was absent
- That André Grégoire's vote during 'Approval of Minutes' should be changed to show that he abstained from voting (Recorded Vote #1) as he did not attend the February meetings.

- **M/S/C** – Préfontaine/Vieira - THAT the April 2006 Council minutes, including the above mentioned corrections, be adopted.

**Unanimous - Recorded Vote #1**

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

In reference to the February 2006 committee reports, it was pointed out that the Regulations had to be updated.

Council members asked several questions on communications and web site related issues; Debbie proceeded with an update stating that the Executive had discussed these issues as well. She mentioned that items such as meeting dates, summary notes, agenda items and important decisions taken at NUMC's and other important meetings will now be posted on our web site.

Debbie then mentioned that the communications committee will be discussing these issues later in the day and will be reporting back to the Council later in the week.

Bob Jackson had questions on PFRA and on Local Development. On PFRA, Howard provided an update stating that the integration of the PFRA locals in Saskatchewan is now complete; as for the Alberta locals, we still have to meet with them before we can make any decisions. Mike Vanson will continue to try and set up meetings and stated that he would like Howard to attend. Regarding the PSAC's Local Development initiative, Yves stated that there was nothing new to report from the NBOD.

## **7. Finance and Communications**

Item was referred to the Finance Standing Committee.

## **8. National Office Staff**

Bob Kingston gave a progress report. He reported that in September, the National Executive decided to extend Jerry Kovacs' term by six months to help with the work load. Regarding Health & Safety, he reported that Christine will be taking her Level 2 course at the end of this month. Regarding ways that we can improve communications, especially web related items to be posted on our site, the staff have been instructed to send the information to the RVP's and Directors before it's posted on our web site.

## **9. Employer Updates**

### Department of National Defence (DND)

Idelta provided an update on her activities since the last Council meeting. She was busy with merger and mediation issues in Shearwater/Halifax, Winnipeg and in Kingston; she thanked Debbie, Céline, Sam and Denis for their involvement on these issues. Regarding the St-Jean local, due to the huge recruitment drive, space is now limited to a point where new rental space is required for language training. Idelta and Bob Kingston both stated that we'll continue to address these issues, as well as HR (staffing, local UMC's) and H&S issues, at the next NUMC meeting.

### Canada School of Public Service – Public Service Commission (CSPS-PSC)

Céline began her update by announcing that this was her last Council meeting as she's accepted a new job working for the PSAC's Joint Learning Program (JLP); Meraiah Krebs will be taking over as Director. Regarding the PSC, the transformation that began over 5 years now is still ongoing and members are having to find work elsewhere, with the help of the employer many have landed at the CSPS; currently there are 6 members who are in surplus status across the country. Regarding the CSPS; Céline talked about Minister Baird's semi annual report and the impact of its ever changing mandate. This, combined with Departments being able to choose where public servants go for language training has resulted with the CSPS going from being a provider of language training to now having the responsibility of managing the program. It was noted that Agriculture members that require language training should ask for CSPS training.

### Canadian Grain Commission (CGC)

Curt provided an update of ongoing initiatives over at the GCC. Regarding the One Operational Group issue, he explained that three options are currently being studied: The status quo; one group, or a new classification altogether. He gave an update on the COMPAS review, stating that another report was now in the hands of the Steering Committee where it is debating the validity of inward inspection. Bob Kingston explained to Council that our efforts to set up a meeting with the Minister to discuss hot topic issues concerning our members (like the Wheat Board, the Grain Act and COMPAS review) were in vain, stating that the prerequisite meeting with his advisors proved to be a waste time and a complete disappointment. We will now turn to opposition critics for support.

### Agriculture Agri-Food Canada (AAFC)

Sylvie provided Council with an update on the EG Review, stating that Jerry Kovacs will be taking over the portfolio; she noted however that she will continue with the grievances from Québec. With no generic job description, Sylvie mentioned that we're faced with the possibility of having to deal with over 200 individual presentations. This would be a huge undertaking and so right now our focus is on exploring ways for us to combine or group some of the job descriptions. Regarding the GL Review, John Langs and Glenn Miller expressed their concerns regarding its apparent demise however Yves stated that Audrey Lahaie assured him in a recent conversation that the review was still on. As for ongoing issues over at the CPMA, John stated that both sides are firmly entrenched and that the level of frustration very high. On an update on the CAIS program, Sylvia talked about progress on the layoff/reverse order of merit process; she's meeting with the AAFC in January to discuss this further.

### Canadian Food Inspection Agency (CFIA)

Council members discussed the PI/EG Review, the Bill Morris email and the mediation process. Sylvie reported that changes at the senior management level has had a slowing down effect as new HR managers have been busy getting up to speed. A letter signed by Yves addressing the longstanding PI review was sent to Guimont earlier this week; a copy of the letter will be posted on our web site. Raphaël gave an update on the staffing recourse issue in Québec; for months now union reps have been giving this issue top priority and it has finally paid off; EG3's working in process food with 6 years of experience can now apply on EG4 positions.

## **10. Planning Session Follow Up**

This item was referred to the General, Bylaws and Finance standing committees.

## **11. Collective Bargaining and Health & Safety Update**

On a request from Yves, PSAC negotiator Mike McNamara came by the meeting to talk about the upcoming round of negotiations with CFIA. Please refer to the Collective Bargaining standing committee report for the Health and Safety update.

## **12. Standing Committee reports**

### **Note:**

All committee resolutions are deemed to have been moved by the respective Chairperson and seconded by his/ her co-chair.

### **By-Laws and Education**

Raphaël Tarasco (co-chair) presented the report on behalf of the committee, see attached report.

- The Committee's recommendation on having By-laws sent out in binder format.  
**M/S/C Unanimously - Recorded Vote #2.**

Note: As per debate, it was noted that the above decision will be clarified following next convention.

- The Committee's recommendation to set up training on balancing family and work responsibilities.  
**M/S/C Unanimously - Recorded Vote #3.**

The committee's recommendation for National Officer Training and Mentoring was referred back to the committee with instructions - **M/S/C Kingston/MacRae – Recorded Vote #4.**

After the referral, the committee came back with the following;

- The Committee recommends that a Manual and a Mentoring program be developed for all National Officer Positions by the By-Laws and Education committee.  
**M/S/C Unanimously - Recorded Vote #5.**
- Adoption of the By-Laws and Education Standing Committee report.  
**M/S/C Unanimously - Recorded Vote #6.**

### **General Committee**

Howard Willems and Michele Coe (co-chair) presented the report on behalf of the committee, see attached report.

- The Committee's proposed strategy regarding current EO issue in the National Capital Region.  
**M/S/C - Recorded Vote #7.**
- Adoption of the General Standing Committee report.  
**M/S/C Unanimously - Recorded Vote #8.**

### **Finance and Communications Committee**

Debbie Forsythe presented the report on behalf of the committee. Barry Payne was the co-chair.

- The Committee's recommendation on Rand contests.  
**M/S/C Unanimously - Recorded Vote #9.**
- The Committee's proposal to draft and present a Social Justice Fund policy paper to the Council in time for the 2008 convention.  
**M/S/C Unanimously - Recorded Vote #10.**

- Adoption of the Finance and Communications Standing Committee report.  
**M/S/C Unanimously - Recorded Vote #11.**

### **Collective Bargaining/Health and Safety Committee**

Céline Préfontaine (co-chair) presented the report on behalf of the committee, see attached report.

- Adoption of the Report of the Collective Bargaining/Health and Safety Committee.  
**M/S/C Unanimously - Recorded Vote #12.**

### **13. Inspection Reform Committee Update**

The IRC team will be meeting in January 2007 and a progress report will be given at the next Council meeting.

### **14. Next Council meetings**

As per item 15 below, four days were set aside for the spring Council meeting; four days will also be set aside for the fall meeting.

Next meeting: From April 16<sup>th</sup> to April 19<sup>th</sup> – travel days on April 15<sup>th</sup> and April 20<sup>th</sup>. The meeting will be in Ottawa.

### **15. National Council Meeting Format**

Council members discussed the increase in work load given to the standing committees and the amount of time, or lack thereof, that committees have at their disposal. The members also discussed upcoming training sessions scheduled for Council meetings.

The following motion was proposed by Jackson/Coe:

- That in 2007 the National Council shall meet three times and,
- That each meeting be extended an extra day (four day meetings).

**A Motion to Divide was Carried - M/S Willems/Baergen.**

- The first part of the motion was **Defeated – Recorded Vote 13.**
- The second part of the motion was **Carried – Recorded Vote 14.**

### **16. Harassment Policy Discussion** **20. Harassment Complaint Training**

Item 16 and Item 20 were dealt with at the same time.

Sylvia explained what options members have when they feel they are being harassed. The first step is to have an informal discussion with the alleged harasser and if that doesn't work then the next step is to file a complaint. When all else fails then the last recourse is the grievance

process. She pointed out that only sexual harassment grievances and other human rights violations can proceed to adjudication.

**17. Communications**

Item was referred to the Finance and Communications Standing Committee.

**18. Regulation 10**

Item was referred to the By-Laws & Education Standing Committee.

**19. Essential Services Act**

Lisa Rossignol, an Exclusions and Designations Officer of the PSAC, was on hand at the meeting to discuss the ESA with the Council.

**20. Harassment Complaint Training**

See item 16.

**21. Question and Answers**

The Council had a Q&A session at the end of day 2.

Before adjournment the following motion was **M/S Forsythe/Willems**:

- That the component top-up the NASHI contribution to \$250.  
**Carried Unanimously**

Note: Marianne Hladun is participating in a NASHI fundraiser and Council members donated \$185. As per motion, the Component will top-up to \$250.

**Adjournment**

- **M/S/C** – Payne/Tarasco – THAT the meeting be adjourned.

Minutes submitted by,



Larry Budge  
Administrative Officer

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

### **Members:**

Denis Sicard - Chairperson  
Ronald Filteau - RVP Southern Saskatchewan  
Sam Barlin - RVP Manitoba, North Western Ontario and Nunavut  
Idelta Vieira - National Director of DND  
Raphael Tarasco - RVP Western Quebec

The committee met and discussed the following issues.

### **By-Laws and Regulations:**

Changes from the February council meeting to the Agriculture Union By-laws and Regulations will be resubmitted to the National Office for distribution.

Denis Sicard and Idelta Vieira will go through the French Version and check for errors and omissions. And will report the errors back to the National Office for Changes.

Motion from By-Laws and Regulation Committee:

By-Laws and Regulations is sent out in a binder format and not in a bound format.

Rational:

The By-Laws and Regulations can be easily updating. The By-laws should be part of the Key Info binder that was sent to all Locals. Also all updates will have amended date at the bottom each page.

Moved By: Idelta Vieira - National Director of DND

Seconded By: Sam Barlin - RVP Manitoba, North Western Ontario and Nunavut

### **Education:**

### **Balance Work Live Training:**



The committee feels that balance work live training is need for National Council. Recommendation of the By-laws and Education committee is set up training for the National Council.

The committee requests the help of Collective Bargaining/Health and Safety Committee to identify the sources of training.

Moved by Ronald Filteau - RVP Southern Saskatchewan

Seconded By: Raphael Tarasco - RVP Western Quebec

### **National Officer Training and Mentoring:**

The committee recommendation:

A Manual and Mentoring program is developed for all National Officer Positions is developed by the Communication and Bylaws committee.

Rational: The committee would like a manual for all national officer positions so all new officers have a guide to explain there duties and forms.

The Mentoring program is set up to have a long term officer guide the New Officer into their new roles.

Move by: Sam Barlin - RVP Manitoba, North Western Ontario and Nunavut

Seconded By: Idelta Vieira - National Director of DND

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

**GENERAL STANDING COMMITTEE  
November 7, 2006**

PRESENT: Howard Willems, Michele Coe, Darrell-Lee McKenzie, Mike Vanson, Curt Elash, Marianne Hladun

**Agenda:**

UMC Survey

Strategic Planning Session

Update - EO Report

For future agenda: staffing complaints – how are the processes working?, are members filing complaints?

**UMC Survey**

1) Roll up of survey results in Appendix A. As a result of the discussions, the General Standing Committee has identified the following actions:

a) Prepare a UMC checklist for use by locals

TIMELINE: To be distributed to locals by December 15/06.

b) Prepare a draft Terms of Reference template

TIMELINE: To be distributed to locals by December 15/06.

c) Request that the Finance/Communications Committee expand the resources material in the AU KeyInfo Toolkit Section 10: Union - Management Consultation Committee. Info will include: Checklist for UMC's, Terms of Reference template, suggested Standing Agenda Items for UMC's.

TIMELINE: General Committee will prepare resource info and forward to the Finance/Communications Committee for their consideration at the next National Council meeting

d) Request that the Bylaws/Education Committee ensure that National Council members receive training on how to assist locals to have effective UMC's

TIMELINE: Referral to the Bylaws/Education Committee for next National Council meeting

**PLANNING SESSION UPDATE**

1) General Committee will be developing a strategy to mobilize youth members at an upcoming meeting.

ACTION: Howard to ensure by request to the National Executive that the General Standing Committee has a minimum of 1 day at the next Council Meeting to conduct committee business.

2) EO Committee was tasked with developing a Guide to Inclusive Locals. The committee is meeting on Dec. 4-5/06 and the item is on the agenda. A draft guide should be available for comments by the end of Dec. 06.

**EO REPORT**

1) AU EO Committee will be meeting on Dec. 4-5/06. An orientation session will be held for new members on Dec. 3rd.

2) Maternity/paternity issue has been resolved for the Agriculture Union member. A posting should be on the website shortly. AU should be proud of the fact that an issue raised as an emergency resolution at the Triennial Convention has resulted in a bargaining demand in the Program of Demands for all federal bargaining units.

3) Current issue with a member from NCR has been receiving media attention and attention from other components. A member in the NCR employed by CFIA, Sister Maria Blair was deemed unfit to work and sent to Health Canada for a Fitness to Work evaluation. She was put on leave with pay until the assessment is completed. The underlying issue is not that the employer has a right to send employees for assessment but rather that she was sent for an assessment as a disciplinary tool. In addition, the member has 35 years of service and comments made in correspondence from CFIA indicate that this may also be confirmed as an age discrimination case. Articles have been published in newspapers in Ottawa, Toronto, Edmonton, Calgary and also on CBC Radio. The first level grievance was denied and the second level was heard to be heard on Tues. Nov. 7th. No further details yet available.

To assist with this issue, the General Standing Committee proposes the following strategy:

- post information on the website for members indicating what their rights are if they are requested to undergo a Fitness for Work Evaluation
  - post on the website a Health Canada document that outlines the Protocol for Fitness to Work Evaluations
  - Ensure that the Ottawa Sun article and the CBC Radio interview are posted to the AU website
  - Request that Brother Ducharme work in conjunction with Brother Ed Cashman (REVP NCR) and bring the issue forward to the NBOD for discussion on a PSAC strategy.
  - If the results of the 2nd level grievance are denied and the issue remains outstanding, that the AU consider issuing of a Press Release and if necessary that a National Executive member be assigned as a media contact person.
- m/s/c/ Coe, McKenzie

## **APPENDIX A**

### **UMC Survey:**

Objectives of the UMC Survey:

- Identify the key themes of items currently discussed at UMC's
- Identify key themes of concern regarding UMC's
- Identify what additional resources are needed for more effective UMC's

### **Summary of Survey Responses:**

Responses were received from 14 National Council members that covered total of 57 Agriculture Union Locals.

#### **1. Identify which locals are holding regularly scheduled local UMC's meetings:**

AAFC 26  
CFIA 26  
CGC 4  
DND 1  
PSC CSPA 2

#### **2. Do you attend these UMC'S?**

National Council indicated that 19 UMC's are attended.

#### **3. How often are meetings taking place?**

Monthly  
Quarterly 28  
Semi-Annually 7  
Annual 2  
Other:  
Triennial 1  
As required 1  
Ad Hoc 2

#### **4. Does the current UMC have Terms of Reference?**

Yes - 27 No - 30

#### **If yes, have they been reviewed recently?**

Yes - 21

#### **5. Are there standing agenda items from these meetings?**

Yes - 18

**If so, what are they?** (committee has complete roll-up)

#### **6. Do you receive the minutes from these meetings?**

Yes - 30

#### **7. How would you rate the effectiveness of your UMC in dealing with agenda items? (1 is excellent – 5 very poor)**

1: 0 2: 11 3: 14 4: 5 5: 5

**8. Are issues resolved in a timely manner?**

Yes - 16

**9. How could this be improved?** (committee has complete roll-up)

**10. If issues are not dealt with, do you have another level of LMC to direct your concerns to?**

Yes - 27 No - 7

**11. What additional resources do you feel would help you have more effective meetings?**  
(committee has complete roll-up)

**12. Comments** (committee has complete roll-up)

**Recurring Key Themes Identified During Survey:**

1. Staffing (Term employment, reassignment, workload/volume, process, acting)
2. Training & Career Development
3. Performance Reviews and Classification
4. Round Table Discussions

**Key Themes of Concern for UMC's:**

- Lack of accountability by management to participate, communicate and make decisions in a timely manner regarding issues brought forward.

**What additional resources are needed for more effective UMC's:**

- Joint training for union and management representatives (e.g. JLP UMC course)
- Training for RVP's to train and assist local representatives
- Additions to the AU KeyInfo Toolkit such as a UMC checklist, list of potential standing agenda items for local UMC's and a template for Terms of Reference for UMC Committees.

**Report of the Finance and Communication Committee  
November 7, 2006**

**Finance**

Budget based on 7,900 members

Present membership 9,139

Number of Rands 1,164

Communication line item is over budget, due to the fact that we have several projects in the works and will be working on more.

The following per diem rates are in effect as of September 1, 2006

Breakfast	12.50
Lunch	12.00
Dinner	33.60
Incidentals	<u>17.30</u>
Total	75.40

**Communication**

1. Orientation Kit

Presently at printers, will be mailed out next week.

Committee discussed membership application cards and decided one card in both kits.

The welcome letter will emphasize the importance to members of signing and returning cards.

2. Sign-up Campaign for Rands

At present over 10% of membership are Rands.

So committee discussed ideas on how to decrease number of Rands. The committee recommends the following:

Motion: Debbie/Barry - That we have two contests:

Contest #1 – For each member that signs a membership application card their name will be put into a monthly draw for a prize.

Contest #2 –

(a) Locals with no Rands will receive a prize to be used at their discretion;

(b) Locals with Rands – prizes will be awarded based on a formula which the committee will recommend to ensure equality among locals.

The committee recommends the contest to run from January 1, 2007 until December 31, 2007.

3. Social Justice Fund

The committee discussed the benefit of making a monetary donation to the PSAC Social Justice Fund. As a socially conscious organization, Agriculture Union has a responsibility to help those who are not as fortunate.

Motion: Debbie/Barry – Therefore we propose that the committee will draft a policy paper to be presented to council for discussion with the ultimate goal of adoption at the 2008 Convention, if we are in a financial position to do this.

#### 4. PI Review

Sylvie Rochon will draft a sample letter to be posted on the web for members to use in a letter-writing campaign to the MP. In addition, we will also post information to be used to e-mail Francois Guimont and all ex-Vice Presidents at the CFIA. Members will be advised to speak with their managers concerning this issue.

In addition, a chronology of events will be prepared by Sylvie to sent to all RVP's and Local Presidents to use when speaking with their members. RVP's are to inform their members not to call the National Office for information.

#### 5. Calendar of Events

Dates for national meetings will be posted on the web. Minutes from these meetings will also be posted when received due to the fact that there is a lengthy delay of receiving minutes from the employer, notes from meeting will be posted asap. If the President or Vice-President are out of the office for an extended period of time this will be posted on the web as well.

#### 6. Weekly Membership Poll

The committee discussed the benefit of having a weekly question posted on the web. Many questions arose on how this was to be administered. Therefore Allan Pryde will be asked to provide additional information regarding the logistics. Once the committee receives this information we will hold further discussions on this matter.

#### 7. Work Life Balance

This item is a follow-up to the strategic planning report. The committee will develop an insert for the info key tool kit. A draft will be discussed by the committee at the next council meeting.

#### 8. Year End Letter

The year end letter to be sent to all members is currently being drafted. It should be ready to be mailed out by the second week of December. The mail out will also include the Health and Safety newsletter.

#### 9. ROP Bursary

At the September Executive meeting the applications were reviewed, as there was no bursary awarded in 2005 there are two bursaries available for 2006. As soon as we receive confirmation of acceptance to the University by the two successful candidates, the names will be posted on the web.

#### 10. Table Three Vote (Technical Category)

The vote by Table 3 members to decide on conciliation/strike or binding arbitration will be conducted by PSAC, by direct mail to members' home addresses. The ballot will be sent by mid-November with a return date of December 11. The Agriculture Union will post an article on the web advising our members that we are in favour of conciliation/strike route – to be done as soon as possible.

11. Resolution C-14 from the Agriculture Union Convention

This resolution calls for the Agriculture Union to develop, maintain and up-date an area on the website devoted to health and safety knowledge, provide National and other contacts, linkages etc. Allan Pryde will be asked to create a health and safety page on the website with a direct link from the main page. The committee feels that the responsibility for populating this page rest with the Collective Bargaining and Health and Safety Committee.

12. Agriculture Website

Committee reviewed the website and identified a few minor problems that will be corrected.



## Report of the Bargaining and Occupational Health & Safety Committee

**Participants :** Bob Kingston  
André Grégoire  
Meraiah Krebs  
John Langs  
Glenn Miller  
Céline Préfontaine  
Fabian Murphy

### Agenda

Health & Safety

1. Worker's Compensation in Saskatchewan
2. Health & Safety Newsletter and next Articles
3. Campylobacter
4. Working on third party premises
5. Collective Bargaining Update on Joint Policies to be developed "Good Samaritan" and Union Leave

1. A Saskatchewan CFIA Regional Director, Bill Morse, advised employees in a memo, to purchase additional salary insurance policy to ensure that if they suffered an injury on the job, they would be protected beyond the Saskatchewan Worker's Compensation annual benefit cap of 55,000.00\$.

What do we tell our members to do?

After some discussion and exchange of information, the suggestion was made that injury on duty leave & worker's compensation would be an article in the next Health & Safety Newsletter to be published in December: The Committee members agreed **FACT:** Provinces do impose a cap on annual benefits that replace salary; -Salary replacement benefit is Tax-Free; - Labor Canada (HRSDC) enforces the Government Employee's Compensation Act (GECA): TB Policy and Collective Agreement state that a review of Worker's Compensation claim is carried out after the injured worker has been on WC for 60 days; - injury on duty leave only starts after WCB approves the injured worker's claim.//Brother Murphy will research N&L's proposed rebate to Employers with a low accident rate.

2. Health & Safety Newsletter Topics:
  - Injury on duty leave/Worker's Compensation : member's rights (low rate of appeals on WCB Refusals
  - Seasonal Safety Tips
  - Workplace Wellness Programs
  
  - Hazard Protection Program graphic illustrating the main components
    - job hazard identification
    - workplace inspections
    - job accident investigation
  - Quizz question on WC to be included in newsletter

3. Campylobacter / Listeria / Salmonella

- CFIA's NOSH Committee identified Campylobacter as job hazard in meeting (2-3 years ago);
- The NOSH Committee issued a newsletter on Campylobacter and other bacterial contaminants;
- Job orientation of new Employees should covers risks associated with exposure to Campylobacter and protective measures required;
- Campylobacter will be on CFIA's December 13<sup>th</sup> NOSH Committee Agenda Union will ask CFIA to update & re-issue newsletter

4. Working on third party premises: « do inspectors abide by the third party's requirements when it comes to wearing safety equipment? »

**YES** : The CFIA has a very strict policy on this matter.

5. Update on Joint Policies / Collective Bargaining

- Good Samaritan Policy : no recorded problem to get paid leave from other Employers than CFIA for blood or bone marrow donations, so no need to raise concern on that issue elsewhere; is a bargaining demand for CFIA Team;
- Paid and Unpaid Union Leave : NBOD Program of Demands for all units includes a demand for more paid & unpaid union leave with fewer restrictions; data collected by Bob Kingston shows all National Council members spend more time on CFIA cases ----Numbers to be tabled shortly to lobby in the granting of union leave CFIA for more flexibility.

National Council  
Conseil National

Nov 2006  
Nov 2006

## Recorded Votes/Votes Consignés

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

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