

**Agriculture Union
National Council Meeting
November 18-21, 2007
Ottawa, Ontario**

MINUTES

In Attendance

National Executive:

Yves Ducharme, National President; **Bob Kingston**, 1st NEVP; **Debbie Forsythe**, 2nd NEVP; **Howard Willems**, 4th 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; **Meraiah Krebs**, PSC & CSPS; **Idelta Vieira**, DND.

Staff:

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

Observers:

Rick Cormier, Alternate RVP Western Atlantic; **Sean Glavine**, PSAC NAIM representative.

Absent:

Denis Sicard, 3rd NEVP

1. Call to Order

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

2. Opening Remarks

Yves greeted everyone; he mentioned that after taking some time off that he was feeling better; with Alan MacRae attending his last Council meeting he welcomed his Alternate Rick Cormier to the meeting. Yves explained that in Denis Sicard's absence, Ron Filteau will be chairing the By-Laws and Education committee for this meeting.

Minute of silence.

A minute of silence was observed for the recent passing of Sister Janet Edwards. Janet was a longstanding member of the EO committee. In recognition of members that passed away in the last year, Bob Jackson read out the names of Rod Campbell and four members from Local 44: Brian Cosens, John Bouma, Sandeep Dhillon and Gordon Greig.

3. Adoption of Agenda

Additions:

24 – National Aboriginal, Inuit and Metis (NAIM) Network Presentation

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

4. Hours of Session

Proposed hours of session:

Day 1:

9:00 a.m. to 12:00 p.m.	Business agenda
1:30 p.m. to 4:00 p.m.	Business agenda
4:00 p.m. to 5:00 p.m.	Q&A

Day 2:

9:00 a.m. to 12:00 p.m.	Standing Committees meetings
1:30 p.m. to 5:00 p.m.	Standing Committees meetings

Day 3:

9:00 a.m. to 12:00 p.m.:	Standing Committees Reports
1:00 p.m. to 5:00 p.m. :	-Sean Glavine with NAIM presentation
	-Louise Casselman on PSAC Social Justice fund
	-Completion of business agenda

Day 4:

Training session – Item 15

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

5. Approval of the April 2007 Council Minutes

Bob Jackson spoke on the timeliness of the minutes.

- **M/S/C** – Barlin/Filteau – THAT the April 2007 minutes be adopted.

Recorded Vote #1.

6. Business Arising out of Previous Minutes

Human Rights Training

As per vote conducted via email, the Council has decided to postpone the training – instead, Council members agreed that training on Local Development (see Item 15) would be more appropriate considering that many of our locals are struggling to remain active. Marianne stated that it would now be better to wait until the fall of 2008 for the Human Rights Training to take place as we will have a whole new Council.

CFIA

It was reported that discussions with CFIA may slow down now that another senior level HR person has decided to leave the Agency.

Work Life Balance

Debbie stated that she needs to follow up on few things from the last meeting and plans to discuss a draft document with her committee tomorrow. Council members had until the end of day to give her committee any input or questions.

Health & Safety Training

Bob Kingston gave a progress report on proposed training for Council members.

7. Finance and Communications

This item was referred to the Finance Standing Committee.

8. National Office Staff

Christine Gauthier, 20 years, and Larry Budge, 15 years, were recognized for their years of service with Agriculture Union. Last July, we signed a new collective agreement with our staff; the new 3 year agreement will expire April 30th, 2010.

9. Employer Updates

Department of National Defence (DND)

Idelta gave a progress report on bilingualism issues with the new model; regarding the reduced number of bilingual positions, she noted that it's clear that language teachers are still needed to provide services. Regarding Regional UMC's, she noted the ongoing difficulty to secure meeting dates with the department as it does not understand the meaning of consultation. To that end, we disagreed with employer's choice of EAP representative as they did not consult with us first. Regarding H&S, Bob Kingston noted that there's still much work needed there and will continue to work with Idelta on forming an effective National H&S Policy committee.

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

Meraiah gave a progress report; she talked about last week's announcement regarding the PSC's plans to expand the National Area of Selection. She also talked about a possible job classification review for our PSC members that were affected by a recent reassignment of duties. Regarding cost recovery, it's expected that by April 2008, the bulk of the CSPS's services will be delivered on a cost recovery basis.

Agriculture Agri-Food Canada (AAFC)

On the EG Review, Jerry discussed scheduling and processing issues proposed by the employer regarding final level grievance hearings. The employer would like to proceed with a hearing committee; but who from the employer will sit on the committee and how the committee would function is not fully understood yet. After discussion, Council members agreed that Tierney should be the one to hear the hearings if the hearing committee proposal is

unacceptable. Sylvia gave an update on the GL review, stating that on-site interviews were finished and that a draft work description will be out in the new year. Regarding CPMA, discussions on variable shift schedules are just about done and guidelines will be out soon.

Bob Jackson brought up issues that are affecting Local and Regional UMC's in his region; he explained that vacant HR positions are not being filled and as a result no there are UMC meetings taking place. Adding to the frustration is that Steve Tierney happened to be in the region a couple of days ago he declined to meet with Local and Regional reps.

Michele Coe brought concerns regarding bilingual imperative positions that are posted in her region; after discussion she agreed to send information to the National Office for follow up.

Canadian Food Inspection Agency (CFIA)

In his update on the PI Review, Bob Kingston took questions and explained the next course of action. He talked about the Complexity Profiles that he had on hand for everyone; John Langs pointed out that the Fruits and Vegetables profiles were missing and so we'll get the employer to provide them. In discussion, Council members spoke on problems regarding retroactive pay. Marianne gave an update regarding Joint Harassment Training; with all the facilitators in place, the training will soon be available in all areas and everyone is encouraged to attend.

Canadian Grain Commission

Curt provided Council with an update. He stated that the CGC recently hired new staff that will help address our issues regarding excessive overtime; Curt recognized Raphael's efforts on this front.

10. Agriculture Union Social Justice Fund

Item was referred to the Finance Standing Committee.

11. Collective Bargaining Update

Item was referred to the Collective Bargaining Standing Committee.

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.

Finance and Communication

Alan MacRae presented the report on behalf of the committee, see attached report.

- Adoption of the Finance and Communications Standing Committee report.
M/S/C Unanimously - Recorded Vote #2.

Collective Bargaining/ Health & Safety

Meraiah Krebs presented the report on behalf of the committee, see attached report.

- The Committee's motion regarding updates from the Health & Safety policy committees to be included as a standing agenda item for each departments.

M/S/C Unanimously - Recorded Vote #3.

- The Committee's recommendation on training for H&S National Policy committee members and alternates was referred to Finance for costing (M/S/C – McKenzie/Barlin). After referral the General Standing Committee presented it's report (see below).

Costing provided by the Finance committee was \$36,000.

M/S/C - Recorded Vote #7.

- Adoption of the Collective Bargaining/Health and Safety Standing Committee report.

M/S/C Unanimously - Recorded Vote #8.

General Committee

Howard Willems presented the report on behalf of the committee, see attached report.

- The Committee's motion for Council members to receive Human Rights Training after the August 2008 convention.

M/S/C Unanimously - Recorded Vote #4

- The EO motion regarding creation of new Environment portfolio.

M/S/C Unanimously - Recorded Vote #5

- Adoption of the General Standing Committee report.

M/S/C Unanimously - Recorded Vote #6.

By-Laws and Education Standing Committee report

Idelta Vieira presented the report on behalf of the committee, see attached report.

- The Committee's recommendation regarding Bylaw 3, Section 5 Annex 1C – Life Members.

M/S/C Unanimously - Recorded Vote #9.

- Adoption of the By-Laws and Education Standing Committee report.

M/S/C Unanimously - Recorded Vote #10.

13. Resolutions of Record update

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

14. By-Laws and Regulations review – Life Membership

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

15. Training Session on Local Development (on last day)

With the help of Terri-Lee Rayvals-Mele of the PSAC, Council members participated in several workshops designed to help with local development.

16. Agriculture Union Convention – Québec 2008

André presented Council members with an update and presented a video promoting Quebec City's the 400th anniversary. The three day convention will run from August 13h-15th, 2008.

17. Communication

Item was referred to the Finance & Communication Standing Committee.

18. Youth Strategy

This item was referred to the General Standing Committee.

19. H&S Newsletter

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

20. Defending Quality Public Services (DQPS)

Bob gave an update on the transfer of non-regulatory labs and followed up on our submission to the Internal Panel of Experts which will be posted on the PSAC web site.

21. Animal Health Inspection duties

General discussion; Brenda and Ron had questions on what is an emergency, as per the Essential Services Act, and what types of duties that the employer can reassign in the event of an emergency.

22. CO2 in Plant

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

23. Next Council meeting

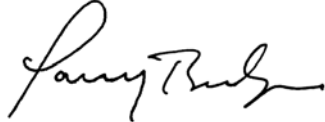
The next Council meeting will be held in Québec City from April 8th to April 11th.

24. National Aboriginal, Inuit and Metis (NAIM) Network Presentation

Sean Glavine was on hand to give Council a presentation on the PSAC's NAIM network.

Meeting Adjourned.

Minutes submitted by,

A handwritten signature in black ink, appearing to read "Larry Budge". The signature is fluid and cursive, with a large initial "L" and "B".

Larry Budge
Administrative Officer

Report of the Finance and Communication Committee

November 19, 2007

Present: Debbie Forsythe, Brenda Baergen, Bob Jackson, Allan MacRae, Barry Payne, Rick Cormier, Larry Budge, Sylvie Rochon, and Alan Pryde (guest).

Communication

1. Sign-up Campaign for Rands

There have been 820 rands signed up since the beginning of the campaign. The initial goal of signing up 400 rands has been surpassed and we have the potential of signing up over 1000 rands. However the total number of rands at the end of September is 1200.

The problem with people signing cards 2 or 3 times and still showing up as rands remains an issue. The committee would like to remind RVP's and Directors to speak with their local executives to inquire whether this is a problem in their areas and provide Christine Gauthier with these names.

2. 'Key Info' Information Kit

A section for Local Treasurers was developed and sent to locals in late summer.

3. Agriculture Website

Alan Pryde joined the committee to discuss possible changes to the Agriculture Union website. He reviewed with the committee the changes that he is in the process of making and received comments/suggestions from the members about other possible changes.

A drop down menu item for ongoing issues will be added to the Agriculture Union website (eg., PI review, AAFC EG review, etc. All the information pertaining to the specific topic will be accessed from this menu.

The minutes from the Regional Seminars will be posted on the website as soon as possible after the electronic versions have been received by National Office.

The Q&A section will be up and running by the end of the year. The response to questions developed for this section will refer members to the appropriate section in the Info Key Binder. RVP's and Directors are encouraged to forward questions to Sylvie in order to keep this section relevant.

At Convention in 2008, Alan will be attending to do a daily recap of convention to post on the website. While there, he will also facilitate a focus group of approximately 14 members selected from pre-convention committees to get their views on our website. In addition, he will also look into the possibility of doing an on-line poll.

4. Newsletter

The next newsletter to the membership is due at the end of December. The newsletter will contain an overview of issues which the Agriculture Union was involved in over the past six months and will be posted on the web instead of being mailed out to members. The year end Health and Safety newsletter will be mailed out when ready along with a newsletter from the EO Committee.

5. Work/Life Balance

A draft document was distributed to the committee for comments. The comments are to be sent to Sylvie by the end of December. Once finalized, the document will be added to the Info Key binder and will be distributed to the locals.

6. Orientation Kit

It was decided that the Orientation Kit for Locals which was distributed in November, 2006, would be added to the website.

A Power Point presentation that was developed by Jan Pennington, Local President in Halifax, was reviewed by the Committee to see if it would be useful when doing orientation sessions with new members. The committee felt it would be worthwhile to provide this to RVP's and Directors for use in conjunction with the Orientation Kit for Locals. The committee recommended some minor changes to the presentation as well as the addition of our logo. Once the changes are made, the presentation will be translated and a copy sent to each RVP and Director. The presentation will also be available to locals if they so wish and posted on our website.

Finance

1. Membership

Based on the September, 2007 membership list, we have 9446 members with 1,200 rands.

2. Meal rates

As of October 1, 2007, the meal rates are as follows:

Breakfast	\$13.45
Lunch	\$12.65
Dinner	\$35.90
Incidentals	\$17.30

The mileage rates were changed as of July 1.

3. Audited Financial Statement

The committee reviewed the unaudited financial statement for the 10 month period ending October 31, 2007. It was noted that the line item for communication is over budget by approximately 400%. This is due to the many projects which the committee has undertaken since the last convention to improve communication to the membership, such as Key Info binder, Orientation Kit for Locals, membership newsletters, etc.

4. Social Justice Fund

The committee is recommending that we have an open discussion of the draft Social Justice Fund Policy with the entire council. Louise Casselman from PSAC has been invited to answer questions concerning the PSAC Social Justice Fund Policy. Following her presentation, the council will discuss the merits of having our own Social Justice Fund or providing funding to the PSAC Social Justice Fund to administer with input from Agriculture Union. Based on this discussion, the draft policy will be finalized for presentation to Convention in August, 2008.

Report of the Collective Bargaining, Health & Safety Committee

Present : Bob Kingston
André Grégoire
Meraiah Krebs
John Langs
Glenn Miller
Fabian Murphy

Collective Bargaining:

Two (2) weeks ago there was an all-team strategy meeting held in Ottawa. Bargaining has been put on hold as a result of the delays in the compensation study initiated by the Public Service Labour Relations Board (PSLRB), this is a comprehensive study being influenced by the Public Service Alliance of Canada (PSAC) and Treasury Board and is being done for ALL tables.

Health & Safety:

Update: The Executive met and agreed to bring all the Health & Safety policy committee members in for a training and strategy session. The design and development of the program is still to be finalized. Some of the items to be included are:

- Roles and responsibilities of a committee member;
- Overview of the Canada Labour Code Part II; and
- How to conduct yourself in a policy committee role.

Newsletter: The items for the next few newsletters will include:

- Medical Evaluations
- Reporting structure of Committees (workplace to policy levels)
- Near miss reporting
- Did you know? With the links attached/forwarded
- Definition of a workplace

CO² in Plant: Information will be posted on the Agriculture website as an "ALERT".

Refusal rights and identifying dangers will be part of the alert.

- It is important to note that it is not just CO² in plants that are of concern but also in other worksites as well.
- Representatives are to be involved in reading Material Safety Data Sheets (MSDS) before the product enters the workplace.

National Council Training: Identify who on council is also on a policy committee too with the flow of information. Training will include but is not limited to; an overview of the Code, roles and responsibilities of council members to the Health and Safety committees. The committee looked at the possibility of a full-day of training, to be done in conjunction with the second National Council meeting after the Triennial Convention. It was determined that this meeting be used as the Alternates are also present and the committee feels that this provides them with an opportunity to play a greater role.

Motion:

Be it resolved that an update from the Health & Safety policy committees be included as a standing agenda item for each department, to be included when we do departmental updates.

M/S/C (unanimously) Fabian Murphy/Glenn Miller

/dcr

**GENERAL STANDING COMMITTEE
November 19, 2007**

Present: Howard Willems, Michele Coe, Darrell-Lee McKenzie, Mike Vanson,
Curt Elash, Marianne Hladun
Report moved by Howard Willems and seconded by Mike Vanson

Agenda

UMC
Staffing Complaints / Fitness to Work
Youth Survey
EO Report

UMC Survey

The following documents have been completed, translated and are added to the AU website for use by Locals

1. Terms of Reference
2. UMC Checklist
3. Standing Agenda Item

The committee is pleased to note that the above additions have been well received by AU members

Staffing Complaints

Concerning the Human Rights Training:

Motion:

That the purposed Human Rights (HR) Training, scheduled for the April 2008 National Council meetings, be re-scheduled to the first National Council meeting after AU Triennial Convention; furthermore that HR training be included as part of an orientation training for all AU National Council Officers to be conducted at the first National Council meeting following every AU Triennial Conventions.

Moved by Marianne Hladun, seconded by Michelle Coe.

Fitness to work evaluations:

Referred to the Bargaining and OSH Committee to be added to a future OH&S newsletter.

Youth Strategy

Committee had very good discussion about the survey which also included some role playing. The committee feels that this survey will be beneficial in developing the youth strategy for the AU.

The General Committee will ensure that all National Council Officers and EO Members will have a translated copy of the Youth Survey distributed to them within the next two weeks.

Action:

Each RVP and Director is requested to contact a minimum of two youth workers for the purposes of conducting the survey.

Each Regional EO/HR Representative is requested to contact a minimum of two youth “equity” members for the purposes of conducting the survey. The Regional EO/HR Representative is to consult with their RVP’s to ensure there is no duplication.

In preparation for this survey, National Council Officers and EO Members may want to have available:

- a copy of the collective agreement relevant to the member being surveyed
- a copy of the AU orientation package.

Note: For the purposes of this survey, AU members that are 30 years old and younger are considered as youth.

EO Report

See attached report.

Actions from the EO report:

1. The EO committee’s request that name of the committee should be changed from Equal Opportunities Committee to Human Rights Committee shall be forwarded to the By-law and Education Committee for their consideration. The question is whether this can be done as a change to Regulation 15 or if it would require a By-Law change
2. The General Committee would like to make a formal request to the AU National Executive that the EO Committee Alternate Director be allowed to attend one EO meeting within the 3 year cycle (the EO Director will determined which meeting the alternate will attend)

3. Motion:

We move that the issue of the Environment be formally assigned to a Standing Committee of the Agriculture Union.

Because, within the labour movement environmental issues have become a priority to union members and many members are involved in their communities on environmental issues. We also understand that the environment and environmental issues are being discussed at the AU National Executive level and also at various levels within the PSAC.

Moved by Marianne Hladun, seconded by Darrell–Lee McKenzie

**Report of the Bylaws and Education Standing Committee
Tuesday, November 20, 2007**

Members:

President -Ronald Filteau, RVP Southern Saskatchewan
Sam Barlin -RVP Manitoba, Northwestern Ontario and Nunavut
Idelta Vieira -National Director, National Defence
Raphael Tarasco -RVP, Western Quebec

Absent: Denis Sicard, Committee Chair

Members of the Bylaws and Education Standing Committee discussed the following:

1. Revision and approval of the minutes of the meeting of April 17, 2007.

2. Bylaws and Regulations

A) Bylaw 7, Section 2: The wording of this Section was modified even though the proposal for its modification was rejected at the national convention in Toronto in 1993. We should return to the original wording of Section 2

BYLAW 7

FORM OF ORGANIZATION

Section 1

This Union shall be composed of groups of members hereinafter referred to as Locals and Sub-Locals which shall be governed by Bylaw 8 of these Bylaws.

Section 2 :

Current wording:

When in a locality where there are less than twenty (20) but more than five (5) members, these groups of members may be hereinafter referred to as Sub-Locals by a vote of the National Council.

Correction:

When in a locality where there are less than twenty (20) but more than five (5) members, these groups of members may be hereinafter referred to as Sub-Locals except for Locals of less than (20) members that were accredited before August 13, 1975, which maintain their full status as Locals as well as their delegate status.

To follow: Research to determine how and why this section was modified. The Committee will follow up at the next meeting of the National Council.

Section 3

Bylaw 11, Section 11, will not apply to Sub-Locals.

Section 4

Should a Local dissolve or be suspended, all documents, property and funds shall be returned to the care and safe-keeping of the Administrative Officer to be placed in trust by the National Executive until such time as the Local may be reinstated or reorganized or, in the absence of the latter, used for organizational purposes as the National Executive may direct.

B) Life Member.

Bylaw 3 Section 5.

Proposal:

Annex 1.c) Life member of another union:

Whereas Brother André Bonin applied to the National Executive for recognition of his status as a life member of UPSCE, granted at the UPSCE convention 1984.

Whereas the National Executive wishes to recognize the contribution of Brother André Bonin to his union,
UPSCE.

Whereas the Agriculture Union wishes to recognize life members of unions that could join the Agriculture Union in the future.

Be it resolved that to recognize the history of unions who have joined the Agriculture Union, the names of their life members shall appear in Annex **1.(c)**

Proposed by Sam Barlin

Seconded by Raphaël Tarasco

Section 4

Honorary Membership for non-members

This Union may, by decision of the National Council or by decision of national Convention or by Local proposal concurred in by the National Council, elect to honorary membership in the Union anyone who is deemed to merit such honour and is not eligible for regular membership.

Section 5

Life Membership

A Life Membership may be awarded to any current and/or retired member who, through personal and devoted efforts in the affairs of this Union, has performed exemplary services for the members provided, however, that there shall not be more than ten (10) such Life Memberships at any one time. The awarding of Life Membership shall be controlled and

decided by the National Council which, from time to time as it deems necessary, shall instruct the Administrative Officer to indicate to Locals the number of vacancies in the establishment of Life Memberships and to invite nominations from Locals for Life Membership awards.

To preserve the history of our great Agriculture Union, the name of deceased life members will be added to bylaws Annex 1B, next to the amount of time she/he was a member and the year of the member's demise.

3. Education: Follow-ups and tracking

a) Given that there will be a training session on locals on Wednesday, the Committee decided to wait to have this training before determining the training needs of the locals. Moreover, at the National Office a document is currently being prepared on courses offered by PSAC for local leaders.

b) Survey: Still awaiting the report on the survey on training by the Standing Committee of the National Administration Council of PSAC.

c) Pending: Denis Sicard should be receiving responses from national directors on the training needs of the locals.

d) Item 4 of the minutes of the meeting of April 17, 2007, concerning the guide for national director positions:

Development of a guide on the role, duties, functions and responsibilities of national leaders to assist substitutes who might have to step in. **To follow**

4. General Standing Committee

Equal Opportunities

A) Bylaw 10, Section 6

Corrections : ... and the National Director Equal Opportunities, (Add: and Alternate)

The election of the National President, the First National Executive Vice President, the Second National Executive Vice President, the Third National Executive Vice President, the Fourth National Executive Vice President, and the national Director Equal Opportunities shall proceed in that order. The election of Regional Vice Presidents, two Directors and Alternates shall proceed in the order listed in Bylaw 6, Sections 1 and 3.

B) French version Bylaw 6 Section 3.3

Correction : Add "et suppléant-e" after l'Égalité.

National Director for Equal Opportunity and Alternate shall be nominated and elected at each regular Triennial National Convention by the voting delegates attending such convention. This election shall take place immediately following the election of Fourth National Executive Vice President.

C) Recommendation of the General Standing Committee:

Change in the name of the Comité de Promotion à l'Égalité (PÉ) for Droits de la personne and in English, Equal Opportunity (EO) would become Human Rights (HR).

This recommendation to modify Bylaw 6 must be presented at the next convention through a resolution.

National Council November 2007
 Conseil National Novembre 2007

Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8	9	10				
Baergen	1	1	1	1	1	1	1	1	1	1				
Barlin	1	1	1	1	3	1	1	1	1	1				
Coe	1	1	1	1	1	1	1	1	1	1				
Elash	4	1	1	1	1	1	3	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				
Hladun	1	1	1	1	1	1	2	1	1	1				
Jackson	1	1	1	1	1	1	1	1	1	1				
Kingston	1	1	1	1	1	1	1	1	1	1				
Krebs	1	1	1	1	1	1	1	1	1	1				
Langs	1	1	1	1	1	1	1	1	1	1				
MacRae	1	1	1	1	1	1	1	1	1	1				
McKenzie	1	1	1	1	1	1	1	1	1	1				
Miller	1	1	1	1	1	1	1	1	1	1				
Murphy	1	1	1	1	1	1	1	1	1	1				
Payne	1	1	1	1	1	1	1	1	1	1				
Sicard	4	4	4	4	4	4	4	4	4	4				
Tarasco	1	1	1	1	1	1	1	1	1	1				
Vanson	1	1	1	1	1	1	1	1	1	1				
Vieira	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