

**Agriculture Union  
National Council Meeting  
November 1-5, 2008  
Chateau Laurier, Ottawa ON**

**MINUTES**

**In Attendance:**

<b>National Executive</b>	<b>National Council</b>
Bob Kingston, National President Debbie Forsythe, 1 <sup>st</sup> NEVP Denis Sicard, 2 <sup>nd</sup> NEVP Howard Willems, 3 <sup>rd</sup> NEVP Fabian Murphy, 4 <sup>th</sup> NEVP	Brenda Baergen, N. SK Sam Barlin, MB, NW ON & Nunavut Jean Cloutier, E. Qc Michele Coe, S. AB Rick Cormier, W. Atl Milton Dyck, S. SK Teri Friday, CGC Marianne Hladun, EO Bob Jackson, W. BC & Yukon Meraiah Krebs, PSC & CSPS John Langs, NE ON Jane McDonald, E. Atl Darrell Lee McKenzie, E. BC Glenn Miller, SW ON Barry Payne, E. ON, Ottawa-Gatineau Raphaël Tarasco, W. Qc Mike Vanson, N. AB & NWT Idelta Vieira, DND

<b>National Council Alternates</b>	<b>Staff</b>
Mariette Beaudet, W. Qc Elena Beynon, N. SK Jose Evangelho, SW ON Terry Huskins, E. Atl Misty Krieger, W. BC & Yukon Terri Lee, EO Rob MacDonald, NE ON Danielle Moffett, DND Marlene O'Neil, E. ON Ottawa-Gatineau Normande Ouellet, E. Qc Lori Papirnik, N. AB & NWT Gary Paynter, W. Atl Dave Pearson, S. AB Maria Luiza Romano, E. BC Mercedes Sagesse, PSC & CSPS Steve Tanner, S. SK Robert Tocher, MB, NW ON & Nunavut Absent: John Rossol, CGC	Larry Budge, Administrative Officer Sylvia Prowse, Service Officer Sylvie Rochon, Service Officer Debbie Ramsay, Recording Secretary

## **Monday November 3, 2008**

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

National President Bob Kingston called the meeting to order at 9:15 a.m.

### **2. Opening Remarks**

- B. Kingston welcomed everyone to the meeting.
- He noted that while everyone was here on the weekend for training, that this is the actual beginning of the Council meeting.
- With many new faces around the table, B. Kingston requested everyone introduce themselves.
- He announced a reception will be held in Room 258 (his room) at 5:30 pm today.
- B. Kingston also commented on the weekend training. He advised that it was decided before last convention to offer this training for the new council. The training was meant to emphasize team building, bringing new council members up to speed and outline the benefits of making use of our full council structure. He hoped the training benefited everyone, including our members.

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

B. Kingston advised that one hour, first thing Tuesday morning, will be set aside to complete the business of the weekend training (i.e. Office policy, administrative information, expense claims, etc.).

#### Additions:

23. PSAC Convention

**M/S/C** – by show of hands – THAT the agenda be adopted – carried.

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

B. Kingston noted that the hours of session for all subsequent Council meetings will use the format below unless specific changes are required.

#### Day 1 and Day 2

Training sessions (item 13)

#### Day 3

9:00 am to 12:00 pm	Business agenda
1:30 pm to 4:00 pm	Business agenda
4:00 pm to 5:00 pm	Q & A

Day 4

9:00 am to 10:00 am Completion of Weekend Course Instruction  
10:00 am to 12:00 pm Standing Committee meetings  
1:30 pm to 5:00 pm Standing Committee meetings

Day 5

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** R Tarasco/R Cormier – by a show of hands - carried

**5. Approval of April 8-11, 2008 Council Minutes**

Correction - under Attendance: Change **Allan MacRae**, Western Atlantic to **Rick Cormier**, Western Atlantic.

➤ **M/S/C** I. Vieira/J. Langs – **UNANIMOUS – Recorded Vote #1.**

B. Kingston advised that the protocol for these meetings will be the alternates in attendance will have a voice but not be able to vote.

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

B. Jackson discussed timeliness of minutes. He noted that our By-Laws require the minutes be sent to the Locals within three weeks of the Council meeting being held. B. Kingston acknowledged his concerns and noted that some of the delays resulted from waiting for information/details from Council members to be able to complete the minutes.

**Action:** It was determined that we will send out minutes as quickly as possible and note in the minutes if there is any additional information 'to follow'.

B. Baergen asked if the issue of calling cards had been looked into. L. Budge informed he had recently confirmed PSAC has a dedicated Bell representative and he is awaiting a call-back from the rep. He will also speak to the PSAC staff person responsible for our phone system.

**Action:** L. Budge will try and have the information within the next week and send the information to the Council.

B. Jackson enquired on the Joint Harassment Training at CFIA and efforts to get managers involved in the training. H. Willems spoke to this enquiry and advised he recently had a meeting with M. Broadhead where this issue was discussed.

**Action:** H. Willems and/or B. Kingston to follow up with G. Workman at CFIA.

**7. Finance & Communications**

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

## 8. National Office Staff

A competition was held for an indeterminate Service Office position. We have a successful candidate but nothing has been formalized, including a start date, with the new person. As soon as we meet with the candidate we will advise council of their name. It was noted by B. Kingston that we are bringing a person on board while S. Prowse is still in the office so S. Prowse can focus on the English EG Review files (S. Rochon has the French EG Review files). This will also allow S. Prowse to mentor the new officer to allow for a smooth transition of the workload.

**Action:** Advise Council of name of successful candidate as soon as possible.

B. Kingston also noted we are looking at physical changes to accommodate additional staff resources. The changes are still in draft, have been looked at by staff, suggestions for changes have been considered with a re-draft being drawn up based on these changes. We will then get a quote on the job.

**Action:** Copies of plans will be sent out to council and a conference call will be held to discuss and vote on quote/job.

NB – there is no line item to cover the costs incurred for these changes therefore a Council vote will be required.

A discussion ensued concerning the PSAC building and paying rent. B. Jackson enquired if we have any documents that explain PSAC Holdings and how it came into being.

**Action:** B. Kingston said we will try and get documentation and send out to council. He noted that any monies generated from rents paid go directly into offsetting building expenses. He also noted that we would be paying rent in any event, therefore paying rent to PSAC Holdings for being at the 233 Gilmour bldg. offers us immeasurable benefits.

B. Jackson asked a question on PSAC life members: Are they entitled to insurance? (Item #24 of April 8-11/08 minutes).

B. Kingston advised he wasn't sure if we got a formal response from PSAC but this issue was discussed at the NBoD. He noted that as read, the info states 'in the workplace' and therefore the Board concluded that if it didn't happen in the workplace they were not considered covered. He noted that PSAC is looking at revising their view on this issue and are considering paying out claims (we have one member in particular that this will apply to).

**Action:** B. Kingston will get a written statement regarding PSAC's revised position and circulate to council.

## 9. Employer Updates

**Canadian Grain Commission** - T. Friday provided update.

T. Friday advised that Bill C-39 died when Parliament dissolved and she thanked everyone in the room for their efforts.

She noted that they are still faced with closures of Service Centres in the Prairies. A WFA Committee is being formed to look after the affected members.

PI/GL's (One Operational Group) – issue has been discussed, presentations have been made, at NUMCC and Service Centres. Problems have arisen, in part due to people being utilized differently across the country. She informed that they are moving forward with job descriptions being written and classified and we will see what happens from there. T. Friday suggested a strike situation would be ugly with the PI's on arbitration route and GL's on conciliation/strike route.

B. Kingston added information to the report. He noted that the Employer is starting to cross-train PI and GL categories. People are being hired with PI classification and doing GL work. The areas of concern are two-fold: (1) if GL's go on strike, PI's may have to do their work and (2) pay discrepancy issues and regional rates of pay - PI members are doing GL work in PI equivalent jobs. Members in some areas of the country are getting paid more than members in other regions. He noted that the Union made it clear that, in a strike position, if PI's were to do a GL's work because it was in their work description problems would arise. The Employer is reconsidering.

R. Tocher spoke to report. He advised they are hearing about taking PI grievances, presently held in abeyance, being taken out to have them heard.

**Action:** T. Friday advised she has a lot of contact with Regional Offices and if he could get her the information, she would deal with it right away.

B. Jackson added information on the OOG issue specific to Prince Rupert. He also asked what we are anticipating with the renewed Conservative Government in relation to Bill C-39.

B. Kingston advised, as noted previously, Bill C-39 died when the election was called. He noted the '*Grain Action*' website will be revitalized. We want to remove the C-39 reference and focus on looking at what we would like to see in the new Grain Act. A draft document is being put together and so far, we are pleased with the package. Opposition parties are interested. We have a sense that the new version won't look anything like the old version. This also leads us to believe that some of our concerns were heard.

S. Barlin enquired about the ESA with CGC.

S. Prowse advised that the H&S advisor had been proposed at 330 Main.

There was some discussion on PI's reporting for work if a picket line was set up in the event of strike action.

H. Willems noted this was a perfect time to establish a 'safe strike' protocol and advised this process should be done through the NOSH Committee.

R. Tarasco enquired on overtime policy in other regions.

B. Kingston advised that policy is negotiated at each port. T. Friday noted that an employee should be notified half-way through the shift, and if not, a shift premium should be added.

The need for training was also noted and in particular training in Quebec. T. Friday noted the CGC is staffing a full time trainer in Quebec, in the Montreal office, within the next two or three weeks. Training initiatives will be carried out expeditiously.

Meeting recessed for break. Reconvened at 10:50 a.m.

As there was no one to report on the CGC Policy Committee, it was determined Council would get a full report next meeting.

**Canada School Public Service – Public Service Commission (CSPS-PSC) -**  
Meraiah Krebs provided update.

M. Krebs advised harassment is still very prevalent by both Employers. The issue has been discussed at the NUMCC and she noted that harassment training is being provided to labour relations employees.

M. Krebs informed that last Friday's NUMCC for PSC was very productive which she feels was largely due to the fact that our National Executive was present at the meeting. She noted that there is currently a staffing freeze and overtime is being utilized but funding for staff is not readily available.

They are still waiting on job descriptions being completed. EX's are complete with a trickle-down effect expected. Employees have provided some feedback.

As for the HR Working Groups (both organizations) - they are tasked to deal strictly with HR issues. M. Krebs noted that some employees are having trouble getting paid. She asked that if you know of anyone running into this situation, please let her know asap.

M. Krebs advised that we are working on drafting a survey to be sent out to language teachers across the country to get an idea of what is going on, and what should be priority issues to be looked at and dealt with.

B. Kingston noted we are still unaware what service model the school is going to use. We don't know where things are going now since training has become non-mandatory, secured contracts for in-house training (where quality was guaranteed) became an issue and we have third party certification to deal with. He suggested these are all strong reasons to set up a network with teachers.

Classification – There is a new model for CR's and EDS's reclassified positions. It has been suggested that staff would have to complete the classification exercise themselves. A desk audit has been done but results are unknown. The CR review is still ongoing. It will continue being worked on this winter, with things hopefully finalized by January 2009.

Health & Safety – M. Krebs noted PSC policy committee is interesting to sit on. They are looking at drafts for HP Programs. PSC will have feedback and are looking at training for staff as well.

B. Kingston spoke to School's policy committee. He noted the school is receptive to any information we have and are willing to post courses that we have available. When we identify issues (i.e. bulletin boards), he advises they are being dealt with quickly. As for the service wide training model, B. Kingston noted there is potential to have training available for every employer and advised we will work hard on this issue.

S. Rochon spoke to teacher survey issue. She noted that because teachers work off-site we want to ensure the questionnaire will be able to identify exactly where problems lie and communicate these specific issues to the Employer. She notes the Employer is eager to look at results and undertakes to make improvements where necessary.

D. Sicard commented that he feels the survey is relevant and a good example of how we reach out to our members. He suggests the results from the survey should be shared with Local Presidents that have language teachers as members.

M. Sagesse suggested that she would like to see the results of the survey translated into action. She noted one area of concern is that the Employer is trying to make them supervise the ED LAT's while they still have their own work to do.

I. Vieira commented on the unfairness of the wage grid and enquired if this issue could be addressed at the bargaining table.

B. Kingston noted the contract is open and timing is good.

S. Rochon advised that it might be a good idea to initiate grievances in this regard to support the demands at the table. The Employer often uses the rationale 'no grievance, no problem' at negotiations. She also noted that the DND representative sits at the EB table and this is the perfect time to have him hear and understand the problems.

### **Department of National Defence – DND** – Idelta Vieira provided update

I. Vieira provided updates specific to each workplace and identified problems in each.

Esquimalt – small workplace, 12 LAT's. Problem identified – two 'classes' of employees identified with intimidation and abuse of power issues. I. Vieira finds it difficult to intervene. Would like ideas to help intervene – employees are afraid. Presently trying to get back students from private training.

Shearwater – I. Vieira reported we have an ally at Shearwater. Camil Villeneuve was president of Asticou Local and is now working at Shearwater. Problem identified - People close to retirement and no one is active. Shearwater has had no major changes. Camil is trying to get people involved.

Winnipeg – They teach both languages at this school. Problem identified – not many students. They are trying to get students who would normally go to private schools. Another problem identified is that many of the students are just back from assignment and concentration in a classroom environment is an issue for them.

Borden – English classes given to foreign students, number don't change much – no major problems identified.

Asticou – Lucky because there is a good pool of students.

St Jean – Has seen good years; two years ago 200-400 studying French. Now there are less than 19 students. Problem identified - Not many people who have mandatory training requirements caused large drop in number of students.

I. Vieira noted that one approach being looked at to save language training is training through the internet. A pilot project will be implemented. Problem identified - Higher ranked levels are going out on exercise and are not available for training. Younger people will not have the time to take training because of the shortage of people out in the fields. So, another idea is that if the teachers could move around

to various places (i.e. Gaagetown, Comox) where there are no teachers – it would be a way to get students.

Another approach is DND is establishing an English language school to train trainers in Afghanistan. One teacher recently left to establish the school. One problem is Afghanistanees come for training and then they stay in Canada. To deal with this, there are talks about training teachers IN Afghanistan.

Military College – Language Training Centre here has no major problems. One problem identified - Term positions need to be made indeterminate.

St. Jean - in September St. Jean became a CEGEP. Problem identified – flaws with staffing process; it is based on legislation but also inventory list. University students that have done research can be included on inventory list. RMC can also fill from here. They need our help with these issues.

Consultation Committees – Have not yet been established in every workplace. I. Vieira noted that some areas are more difficult than others. There was a Regional Committee meeting held in March 2008, but did not happen in September. I. Vieira asked numerous times for copies of the minutes and she just received them very recently. She feels the Employer does not understand what consultation should mean. She notes there was training recently held on consultation – the Employer was not there. Problem identified – National level of consultation does not exist yet.

B. Kingston spoke to report. He noted that national level discussions were held. The Employer has been promising for one and one-half years to give information. B. Kingston spoke to Department but hasn't heard back. A meeting with the Deputy Minister to be held the beginning of December has been scheduled and this issue is on the agenda. Language Policy review issue is also on the agenda. B. Kingston noted that the National Health and Safety Committee is dysfunctional. They are not even aware there is a problem and there was only one meeting last year. B. Kingston spoke to HDRS last week and if the issue is not resolved, we will initiate a formal complaint.

A discussion surrounding these issues took place which resulted in B. Kingston asking for particular situations that he could put forward to the Deputy Minister. At the end of the discussion B. Kingston suggested this was one issue we could deal with in the survey – to get a service model in place to benefit teachers in the long term.

### **Agriculture Agri-Food Canada (AAFC)** – update given by Fabian Murphy

F. Murphy advised the 'new' Federal Minister for Agriculture is Gerry Ritz. He reported on the HR Update Meeting – S. Rochon and D. Forsythe attended the meeting on October 16 with S. Tierney. Mr. Tierney advised that the shift of processes from HR to OCR will take 18 to 24 months. F. Murphy noted the next meeting is to be held November 18. Electronic pay stubs were discussed. There are various security issues concerning the use of electronic pay stubs and some employees have volunteered to test the process. We will be advised of outcome of the pilot project.

F. Murphy noted that Virtual Service Centres are to be developed over the next 12 months. This is a national initiative, but with many of the problems identified in the



NCR. Regional offices are already doing this work to some extent, but the processes need to be standardized. The three categories involved are: looking at business processes, new employees and exiting employees.  
F. Murphy advised the new Director General for Innovative Solutions and Operations is Tim Pettipas.

F. Murphy advised that the AAFC Official Languages Report Card for 2005-2007 was dismal. This issue has been brought to the Policy Committee for them to have a look at.

S. Rochon noted that a partial cause for the failure was the way they calculate things has changed. Centres became bilingual and had to provide service. These changes in procedure caused, in part, the poor outcome.

A brief discussion on language testing took place.

M. Krebs advised they have moved to a new testing system. This new regime was put in place so it won't take 6-8 months to have positions staffed. She requested if you have specific concerns they should be forwarded to the National Office.

Adjournment for lunch 12:30 pm. Reconvened at 2:00 pm.

B. Kingston introduced PSAC National President John Gordon. Brother Gordon noted that he was at our Convention in Quebec City and congratulated all Council members on their election. He commented on the political climate and in particular C-39, CFIA food inspection and negotiating collective agreements with this minority Conservative government.

A short Q & A session followed.

B. Kingston thanked Brother Gordon for coming.

An extensive Q & A session commenced. Items discussed were:

Official Languages and training

Office of Conflict Resolution

Further problems in the CSPS, i.e. testing, cooperation and participation

Compensation officers and HR Support staffing issues

Workloads – action: At last NUMCC we were advised they would examine workload issue and get back to us at next meeting

Pooled/collective staffing - action: S. Prowse gave overview and suggested people check policy's on AAFC HR website. Also advised should be standing agenda item at UMC's and therefore should be discussed in this arena.

GL Update, consolidation process – action: focus groups set up, B. Thompson and R. Rickwood have said they will participate and get back to us with any concerns

UMC meetings and lack thereof – action: Please give information to National Office of any complaints in regards to UMC's not being held as there is a legal requirement to comply

Staffing, asset and essential qualifications

Point of order by S. Barlin to proceed with AAFC report (see continuation below).

Continuation of Q&A's:

Imperative and non-imperative delegations – action: we can challenge delegation

AS/CR conversions and should they be filing grievances for back pay to 2004 – action: S. Prowse advised yes. M. O’Neil to provide background info to M. Vanson on this issue.

### **Continuation of AAFC Report by F Murphy:**

F. Murphy noted that most of items in his report have already been discussed above.

Upcoming meetings to note:

November 7 – Mark Fontin, agenda provided. Please present any concerns, in writing

November 19 – Steve Tierney

December 11 - NUMCC (B. Kingston noted that agenda items can be sent in continually, do not wait for formal request. Update meetings are held monthly and many issues can be raised in this venue).

EG Review – looking at realignment of workload with the new Service Officer soon to be on board. This will help put the EG Review back ‘on line’ and work on this issue can resume.

DL McKenzie gave a GL update. She suggested not much has happened since last update. Positions have been reviewed with members, and comments sent back. A conference call was held and changes were accepted in a favourable light. The feedback she got was that managers were unhappy because we’d seen the information before the managers did. We’re in the final process of feedback from managers and final revisions. DL McKenzie advised she is not sure, with department retirements, where we are with process. She also noted it doesn’t look like there will be a lot of changes, except within PFRA. Job descriptions did need to be updated but not a lot of changes anticipated. This issue will be raised again at departmental level.

Questions on:

EG Review where the researcher has extra duties not covered under generic position and will have to apply for promotion.

**Action** – send in particulars to S. Rochon.

Previous minutes discussed CPMA shift schedule and shift work.

**Action** - B. Kingston advised we have come to agreement on parameters on setting up shift schedules and department should be in contact soon.

Staffing issues in Lethbridge as well. **Action** - send in details to National office.

F. Murphy gave the Report from NOSH Policy Committee. He advised there are four employee reps – himself, G. Miller, D.L. McKenzie and M. Coe (G. Miller is co-chair). Things have been working, cooperation is good. Items considered are: Lab safety, accident reporting, OSH orientation, website, communication and Hazard identification Program. They held two days of meeting as well as a couple of conference calls. They are working to get programs rolling within six months and sooner if possible. They are close to completion on everything and training will begin soon. On the department website there will be a pop-up to go to H&S, important action. Looking to having management approve first to make sure they are on board, next to committees and then to employees.

B. Kingston noted that the selection of policy committee representatives will take place on Wednesday afternoon.

Meeting recessed at 3:35 pm. Reconvened at 3:55 pm.

F. Murphy advised there are documents at back regarding the Review of Regulation 15.

B. Kingston gave instruction regarding agenda items being referred to Committees. He advised you can speak to the item when it is being referred or bring your information/request to a Committee member so they can then put the item forward at the Committee.

S. Prowse gave a brief update on FIPD. We have heard from members that the program could be run in BC and SK (not federally). This is going ahead; business plan should be in by the end of the fiscal year. It will have to be audited and then service delivery under the WFA policy. We are being kept informed and the department has made a commitment to keep employees informed as well.

### **Canadian Food Inspection Agency (CFIA)** – update given by B. Kingston

B. Kingston advised that they held their first NUMCC in a year and now CFIA wants to meet quarterly. A number of issues were discussed including problematic H&S Program, Inspection Program, introduction of CBS and failure to consult. This gave us free reign to speak to media. CFIA agreed with all areas of concern that were presented. CFIA advised they are striving to make changes – compliance for inspectors is an example. They are willing to put program on paper but can they get resources to implement. We will work on the government to keep this issue in the forefront and see funding for the program. On Wednesday Jim Thompson will provide a presentation on this issue.

J. McDonald will do a presentation on Wednesday on HR Lab Experiment – introducing HR Laboratory plan. CFIA acknowledged problems with H&S and are taking steps to address.

Main focus of plan – changes in inspection, consultation, (should see a lot more of), training plans (technical and administrative). In general, CFIA seems to be a lot more collaborative towards us.

H. Willems advised on the meeting held with M. Broadhead to work on the development of PSAC Training Committee. This committee would work with CFIA to review and comment on training. This process is already in place with PIPSC.

B. Kingston noted that the HR update process is to be implemented so specific projects can be discussed.

Two questions arose from the floor which led to B. Kingston's recommendation to send in any/all problems encountered through the council.

**Action:** If issues are passed along from Local, to RVP, to Council, everyone can be kept apprised of concerns.

H. Willems also noted that when you speak to concerns, try to give strategy/ solution to the issue.

M. O'Neil enquired on the NUMC Training Committee. She noted there hasn't been any money for training, for succession planning, or for conferences. There are no resources to handle work load. She suggested we need someone to task CFIA on how we can operate when we have no funding.

**Action:** B. Kingston asked that this issue be put on agenda for next Training Committee meeting.

B. Jackson requested agenda and minutes from NUMCC meetings be made available to Council. These can be used to open discussion (and be used as ammunition) with Regional Managers. He then posed a number of questions on PI Review back pay, CBS structure, the issue of EG1's and 2's developmental and the frustrations getting the Inspection Reform Committee back up and running.

**Action:** Provide NUMCC Agenda and Minutes to Council

B. Kingston spoke to B. Jackson's questions. He noted we need specifics, cannot go with generalized info, need people, places, times, etc. If you have information that disputes the CBS, please bring this information forward. We need records of Regional UMC's showing where item was raised at Local or Regional level, again, this information is important.

On the PI/EG Review B. Kingston advised we are going to sit down with J. de Aguayo. Firstly, the retroactive 97-2000 issue has to be resolved and then we can move on. Mediated solution was simply a reclassification exercise. This will be disputed.

B. Kingston spoke to question on CVS systems. He referred to a letter sent to the Inspection staff since the CVS tasks have been added. All the fixes include more work. What would be the right thing to do? We say it is 1,000 more inspectors. Policy is available, ask your managers.

J. McDonald commented on the problem with Meat Hygiene of long term terms. B. Kingston noted this issue was tabled at this last NUMCC. We received very little response from our request for information on the last list.

**Action:** When we send out this year's list, share it with Locals and identify problems that we can bring forward to try and make the positions indeterminate.

A question was raised from action requested at Strike Strategy Committee meetings regarding the list of questions on ESA's. This list of questions was supposed to be asked at all levels of UMC's. They were asked at the Local and Regional levels. Were they asked at last NUMCC and if not, will we endeavour to do so at the next NUMCC?

**Action:** B. Kingston advised it wasn't discussed at the last NUMCC, but there will be joint training on the ESA and the questions will be posed at that time.

Meeting recessed at 5:05 to reconvene tomorrow at 9:00 am.

**Tuesday November 4, 2008** – completion of training information and Standing Committee meetings

**Wednesday November 5, 2008**

The first order of business was to deal with the Committee reports (item 12).

At 11:30 am there was a presentation by Jim Thompson of the Strategy Project. Topics discussed were:

- Food Safety First campaign
- The current political environment
- Opportunities available to us to advance our agenda
- Protecting and growing assets we've been able to build
- And, our possible next steps in the campaign

A Q & A session followed.

After the presentation Council recessed for lunch at 12:30 pm and then reconvened at 1:35 pm to continue with the Committee reports.

**10. Agriculture Union Social Justice Fund**

D. Forsythe advised the SJF document has been drafted by the sub-committee and approved by the Executive. This document outlines how the fund will be administered. She noted there will be five members to sit on the SJF:

D. Forsythe, (Chair), L. Budge (Administrative Officer) and three other members from Council. D. Forsythe asked that if anyone is interested in sitting on SJF could they please contact her asap. The SJF committee members will be confirmed before the end of the year and the fund will be up and running by early 2009. She also noted that all this info will be posted on the web by mid-December.

**Action:** Committee Fund members to be confirmed (December/08), fund up and running (early 2009) and all info on web (mid-December/08).

D. Forsythe advised that there will be a special logo created for the Social Justice Fund. We have had a few ideas presented by A. Pryde but none met with the approval of the Executive. It was decided that we would hold a contest for members to submit a logo. Contest prize will be \$250 plus an Agriculture Union jacket. Closing date for contest entries will be January 31, 2009. Info will be posted on web next week.

**Action:** Contest for logo design posted on web by end of week of November 10, 2008.

**11. Collective Bargaining Update**

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

## **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.

### **Collective Bargaining/ Health & Safety Committee Report**

M. Krebs presented the report, see attached.

Regarding Resolution C7 – Council members did not vote on this resolution as B. Kingston ruled it out of order as Council can not pass motions that would incur a dues increase.

#### **Committee Recommendations:**

- The Committee's recommendation of NON-CONCURRENCE on resolution D16.  
**CARRIED - Recorded Vote #2.**
- The Committee's recommendation of CONCURRENCE on resolution D4.  
**CARRIED - Recorded Vote #3.**

S.Barlin and G. Miller recorded against.

- Adoption of the Collective Bargaining/Health and Safety Standing Committee report. **UNANIMOUS - Recorded Vote #4.**

### **General Committee Report**

M. Vanson presented the report, see attached report.

#### **Committee Recommendations:**

- The Committee's recommendation of NON-CONCURRENCE on resolution D10.  
**CARRIED - Recorded Vote #5.**
- The Committee's recommendation of CONCURRENCE on resolution D15.  
**CARRIED - Recorded Vote #6.**
- The Committee's recommendation of CONCURRENCE on Late Resolution #2.  
**UNANIMOUS - Recorded Vote #7.**
- The Committee's recommendation of NON-CONCURRENCE on Late Resolution #3. **CARRIED - Recorded Vote #8.**
- Adoption of the General Standing Committee report.  
**CARRIED - Recorded Vote #9.**

## **Finance and Communication Committee Report**

B. Jackson presented the report, see attached.

- Adoption of the Finance and Communication Standing Committee report.  
**UNANIMOUS - Recorded Vote #10.**

## **By-Laws and Education Standing Committee Report**

J.McDonald presented the report, see attached.

Regarding changes referred to in item 1 of the report, B. Kingston stated these changes were inherently mandated by Convention and therefore no vote was required by Council.

Regarding the Committee's request for the President's interpretation (see item 4 and 5): B. Kingston's interpretation was that in keeping with the intent of the By-Law, that the authority referred to in Paragraphs 5 and 6 of By-Law 9, Section 4 (RVP's), would be carried over into Section 5 (Directors). For clarity, a Director will have the right to visit and/or examine the records and accounts of a local if he/she has the exclusive responsibility of the membership in that local. For mixed locals, the responsibility will be shared with the RVP's.

### **Committee Recommendations:**

- The Committee's recommendation for a sub-committee to develop handbook/manual during a 4 day meeting – see item 2 in report. Note: costing of \$19,000 was provided by the Finance committee.  
**CARRIED - Recorded Vote #11.**

The following Council members were selected to the sub-committee: D. Sicard (chair), T. Friday, M. Dyck, R. Tarasco and B. Jackson.

- The Committee's recommendation to have a training session on media relations at the April 2009 Council meeting – see item 3. Note: costing of \$18,200 was provided by the Finance committee.  
**UNANIMOUS - Recorded Vote #12.**
- The Committee's recommendation to have a training session on balancing work and life at the fall '09 Council meeting – see item 3. Note: costing of \$18,200 was provided by the Finance committee.  
**UNANIMOUS - Recorded Vote #13.**
- Adoption of the By-Laws and Education Standing Committee report.  
**UNANIMOUS - Recorded Vote #14.**

### **13. Orientation, Health & Safety and Human Rights Training**

This training was held for all Council members and their alternates over the weekend. There were three sessions. Saturday's session was a Health and Safety Awareness session and Sunday's sessions covered orientation and human rights.

### **14. Agriculture Union Convention Follow-Up**

Special thanks were extended to the Convention host committee for their hard work and a job well done. Other comments included:

- B. Payne noted that three delegates from his area did not receive banquet liquor tickets. B. Kingston asked him to pass along our apologies.
- Binders – everyone liked them, good quality.
- Knapsacks – poor quality issues noted. B. Kingston advised we are following up with a complaint to the supplier. He requested info on any trouble with bags so we can include this information with our complaint to the supplier.
- Our by-laws require resolution info be sent out by Feb/09.

**Action:** B. Kingston to action.

### **15. Communication**

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

### **16. Defending Quality Public Services (DQPS)**

Funding to continue with this campaign will have to be discussed and approved. A food safety conference is being considered; there are no concrete plans but information will be provided within the next few days.

**Action:** A conference call will be held in the next couple of weeks to discuss options and costs related to the plan of action.

### **17. Handbook/Manual for National Officers**

Item was referred to the By-Laws and Education Committee – see attached report.

### **18. Education for Council**

Item was referred to the By-Laws and Education Committee – see attached report.

### **19. Future of Director and RVP Positions**

B. Jackson requested this item be referred to next/future council meeting.

**Action:** B. Jackson to provide background information for future discussion.



## **20. Standing Agenda Items for Council Meetings**

B. Kingston advised that numbers 1 through 9 (see agenda) are standing items and will always be scheduled on agenda. B. Kingston reiterated that Council members should not wait until Council meets to get Employer updates, call the National Office if information is required.

## **21. HR Process Labs Pilot Project**

J. McDonald gave a presentation on the above noted topic, handouts were provided and explained. A discussion ensued concerning this approach in HR management at the CFIA.

## **22. Next Council Meeting**

Monday April 20, 2009 – travel day, check in to Hotel Vancouver

April 21-24, 2009 – Council meetings

April 25, 2009 – free

April 26, 2009 – PSAC Convention Caucuses

**NB** - It was noted that booking will be done through PSAC travel, and at their rate (our policy will provide top-up provision to bring spouse/partner/dependant. It was also noted that you will not be able to book spouse/partner through the PSAC travel.)

As well, the PSAC Convention Committee will meet in February, 2009. Our Chairs will sit on these committees and will report to next Council meeting.

There was a discussion concerning scheduling council meeting and venues as a consultative process (By-Law 6.7).

**Action:** B. Kingston will endeavour to do a better job in the future.

## **23. Next Council Meeting**

G. Miller advised he will not be able to attend the PSAC Convention and he needed clarification on who will replace him.

**Action:** B. Kingston will look into this and advise but did state that the priority would go to Council that were elected.

**M/S/C** To adjourn G. Miller/J. Langs, by show of hands, carried.

Meeting adjourned at 5:30 pm.

Minutes submitted by D. Ramsay.

November 4, 2008

Committee Members Present: Fabian Murphy (chair)  
Glenn Miller  
Raphael Tarasco  
Sam Barlin  
Meraiah Krebs (recorder)  
Michelle Coe (late)  
And their respective alternates.

It was noted to the standing committee that we have the portfolio of Environment. Perhaps the name should be changed to reflect this.

Collective Bargaining:

Essential Service Agreements have been completed for the CFIA, CGC, PSC, CSPS and DND. Agriculture is speculated to be completed soon as there was a minor snag in the area of Animal Care.

Bargaining is not going well for the Treasury Board groups. There is a feeling that the employer is not willing to negotiate by using delay tactics. We are asking the other member of the teams to do an update at the table.

With CFIA bargaining, it was identified that the team will be traveling to Toronto to do a plant visit. Although this is not usually done in the bargaining process the team felt it was important see for themselves what our members are faced with. The visit will take place in early December.

The committee discussed regulation 15 and wish to put forth the following recommendations (see attached).

The general committee referred to this body a list of questions regarding the Essential Service Agreements signed with employers. The questions will be compiled along with the answers into a Fact Sheet that can be used by union reps at UMCC meetings. The CB – H&S committee members will review the questions and build on them where necessary, compile the answers and forward the document to the National Executive for review and distribution.

Health and Safety:

*Resolution C7 - NATIONAL H&S OFFICER*

Previously this resolution was referred to finance for costing. Costing came back as \$2.29 per member - per month

The standing committee agrees with the committee's recommendation of non-

concurrence. Further to this because the resolution requires a dues increase the committee could not deal with it.

The following two(2) items were referred to the committee from the General committee.

*Resolution D16 – Delegate/Observer Selection for H&S Conference*

BE IT RESOLVED THAT allocation of unassigned seats, after protocol assignments, requires a fair distribution for geographical region as well as Health & Safety Roles.

This standing committee unanimously voted in non-concurrence for the same reasons identified by the general committee.

Rationale: Definition of “fair distribution” is not defined within the resolution and the committee was not able to determine how this resolution could be achieved.

*Resolution D4 – Environmentally Responsible Protocols*

THE ACTION REQUESTED:

The Agriculture Union implement environmentally responsible protocols for operations of the National Offices such as, but not limited to, elimination of the use of disposable Styrofoam and plastic products, the use of recycled paper and office products and use of recycling bins or programs; and

The Agriculture Union post these protocols on the website for the information of the membership.

The standing committee voted in favor of this resolution.  
Sam Barlin and Glenn Miller wish to be record against.

Rational: The national office already strives to be eco friendly and as such feel that it is an attainable goal.

The committee also reviewed the action item identified in the minutes from April 2008, regarding the posting of local Health and Safety contacts on the Agriculture Union’s website. The committee agrees that it should not have taken this long. Fabian will be sending a request to the locals through the office to request this information, it was also noted that this information could change as locals are going to be holding their AGM’s this winter, and as such the deadline for submission of names will be February 6, 2009.

The names of the policy Health and Safety representatives will be posted in addition to the above (The committee will request this be completed before the New Year).

Newsletters:

The next newsletter will include the following 2 definitions – What is the Definition of a Workplace and The flow of communications from Workplace OHS Committees to Regional Policy Committees to National policy committees.

We will be seeking suggestions for future newsletters from the membership. Please send items to Fabian Murphy

Action Items:

Fabian to send email to nation office requesting that when call out goes to send contact information for local executives to include a call for the Names and contact information for the Health and Safety contact. If a local fail to provide this information the default will be the local president.

Meraiah to create a sheet for policy committee representative – to be completed by the end of this council meeting so that information on policy members can be posted ASAP, Once the information has been gathered it will be sent to all committee members

Meraiah and Glenn to send Fabian the articles that were drafted for the newsletter to be distributed to all committee members for review before being posted. To completed by next week.

## 15 A – REGULATION 15

### The PSAC Collective Bargaining Process

- 2.1.2 Collective bargaining is the way to improve working conditions and advance the issues that are important to our union members. The more participation in the process by: submitting bargaining demands, being aware and informed of the issues at the bargaining table, supporting our bargaining teams, and participating in mobilization activities, the greater the success of collective bargaining.
- 2.2.7 Locals/Branches work with the PSAC to conduct votes, such as ratification, strike or dispute settlement route votes, among their membership.
- 2.7.2 Bargaining Team members are expected to engage directly with other workers throughout the entire bargaining process. – The committee feels that the “other workers” is vague and would like further clarification on what is meant.
- 2.7.3 Bargaining team members are responsible for ensuring that the bargaining process helps build the union and moves it forward in the interests of all members. – The committee feels that this item needs to be expanded and include the PSAC in it entirety has a role.
- 2.7.9 Bargaining team members participate in the process of negotiations by: reviewing the bargaining input, finalizing and prioritizing the package of demands, participating in bargaining, participating in strategy and mobilization discussions as required, making decisions and recommendations on employer offers and tentative settlements, and by participating in all mobilization activities established for the bargaining unit.

- 3.5.2 Bargaining Conferences are the opportunity for bargaining unit members, Elected Officers and activists to: meet, plan the upcoming round of bargaining, review bargaining demands, identify priorities, develop initial mobilization strategies, and to build awareness of the political context in which the round of bargaining will take place.
- 3.8.7 The size of a bargaining team will normally be between 7 and 9 members, with the goal of ensuring representation by women, geographic region, occupational group and equity group diversity.

## General Committee Report November 4/08

Present: Howard Willems (Chair), Marianne Hladun, Terri Lee , Darrel-Lee Mackenzie, Maria-Luiza Romano , Mike Vanson, Lori Papirnik, Terri Friday.

- 1) Review of the mandate of the General Committee for new committee members and alternates
- 2) Review of last Committee meeting
  - a. Outstanding issues - nil
- 3) Referred issues
  - a. ESA as a standing agenda item on UMC
    - i. General committee will submit these questions to National Council as an agenda item for Regional and Area UMC (see attached)
- 4) Resolutions from conventions (not dealt with at convention)
  - a. D-4 – Forward to Collective Bargaining
  - b. D-5 – There is a cost involved that would incur a dues increase therefore this resolution is ruled out of order
    - i. The General committee is referring “Agriculture Union promote the CLC Union Counseling program (education subsidies may be available to members through the education line item)” for consideration in future education
  - c. D-10 – The committee agrees with the recommendation of non-concurrence
  - d. D-13 \$ - There is a cost involved that would incur a dues increase therefore this resolution is ruled out of order (the original recommendation was on of non-concurrence.
  - e. D-14 \$ - There is a cost involved that would incur a dues increase therefore this resolution is ruled out of order (the original recommendation was on of non-concurrence.
  - f. D-15 - The committee agrees with the recommendation of concurrence. Refer to Communication committee for actions to inform locals of this resolution.
  - g. D-16 – Referred to Collective Bargaining/OH&S committee
  - h. D-17 \$ - There is a cost involved that would incur a dues increase therefore this resolution is ruled out of order (the original recommendation was on of non-concurrence.
  - i. Late resolution #2 - The committee agrees with the recommendation of concurrence. Refer to Communication committee for actions to inform locals of this resolution.
  - j. Late resolution #3 - The committee agrees with the recommendation of non-concurrence.

- 5) Actions resulting from resolutions that were passed
  - a. D-3 - Referred to PSAC convention
  - b. D-18 - Referred to PSAC convention
  - c. D- 2 - Referred to PSAC convention
  - d. D-1 – Referred to Human Rights committee to develop a Scope, Selection criteria, Agenda and Costing. Human Rights committee will report back to the General committee on or before the next council meeting of April 2009
  
- 6) Human Rights (EO) Report
  - a. The AU was well represented and held a caucus at all five (5) PSAC Equity Conferences this last conference cycle.
  - b. Annual meeting is scheduled for Nov 6 & 7, 2008 and a report will be sent to the AU following this meeting
  - c. Discussion on resolution from National Council April 2008, dealing with the restructuring of the Human Rights committee
    - i. Questions forwarded to National Executive: who will sit on this committee and when will this committee meet?
    - ii. Recommendation, that appointments to committee to be confirmed prior to December 31, 2008
    - iii. Idea for a mandate: How do we take what we have and make it better for all AU members?
  
- 7) Youth Strategy
  - a. The General Committee reviewed the survey and decided to broaden our action plan to include members other than Youth. In some areas this will mean two different strategies for these groups. The concerns seen were that presently, there are very few youth in our Union and we have a large section of members who are not involved in the Union. We need to develop items that are fun and will engage members in their Union and community.
    - i. Actions:
      1. Promote the SJF as a tool for involving members
      2. AU members must be present and active at all orientation programs to explain Union principles
      3. Challenge to Locals – “Locals engaging members?” Share your stories for engaging members in the Union. These practices will be featured on the AU website.
      4. Conduct a mail out with just a website address to entice members to check out what we are doing (i.e. [www.whatisgoingon.ca](http://www.whatisgoingon.ca)) using a blind link to the local challenge.
      5. Feature different Locals on the AU website “What is happening in your Local”.
      6. Look into developing an Agriculture Union ‘Bobble-head Bob’ figure as a promo item.
    - ii. Items 4, 5 and 6 will be developed in conjunction with the Finance and Communication committee.

- 8) Long term goals/agenda for General Committee
  - a. Develop a section for the KeyInfo regarding NJC plans and submitting agenda items to the NJC.
  - b. Develop a section for the KeyInfo regarding 'Pension's and your pensionable benefits'.
  - c. Develop a section for the KeyInfo regarding 'Seasonal / Part-time benefits'
  - d. Develop a section for the KeyInfo regarding 'DI and taxable benefits'.

Report is moved by Howard Willems and Seconded by Mike Vanson.



Questions to be used at UMC Meetings:

1. We understand that duties done by anyone involved with the union will not be declared as essential. Is this correct?
2. What is the difference between a “full essential” employee and an employee who is identified as a “conditional employee”?
3. How does the essential services agreement affect a multi-commodity inspector who works under a number of acts, if at all?
4. In my workplace who has authority to declare an emergency as per the essential services agreement?
5. We have members who are long term “term” employees. Will their term come to an end if they participate in legal actions sanctioned by their Union?
6. Some of our members have authorized leave later this year and early next year. Will the employer be canceling these authorized leave requests? If you do, will you be reimbursing any monetary loses incurred by our members?
7. Will management attempt to do the duties of employees who evoke their legal right to take legal strike action?
8. Will management ensure that other union members (i.e. PIPSC) or contract workers won't do the duties of employees who invoke their legal right to take strike action?
9. Do you know if the provincial plants are covered by the essential services agreement signed off by the parties?

**Report of the Finance and Communication Committee**

November 4, 2008

Members Present:

Debbie Forsythe -Chair  
Bob Jackson - Secretary / Misty Kreiger (alt)  
Barry Payne / Marlene Oneil (alt)  
Brenda Baergen / Elena Beynon (alt)  
Rick Cormier / Gary Paynter (alt)

Larry Budge  
Sylvie Rochon

**Communications**

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. The council is again reminded to please acknowledge the emails that are sent from National Office.

The committee reviewed the Agriculture Union Website. National Council is reminded to continue to submit additional input for the Q&A section. There has been little activity in this endeavor and input from RVP's and Director is needed to make this a meaningful part of our site.

The committee discussed the report from Pryde Communications regarding the focus group at the national convention. The committee recommends adoption of the majority of the focus group suggestions with the exception of the two that were identified as being problematic. Alan Pryde will be contacted within the next two weeks to start implementing the changes to the website.

The committee had previously discussed the possibility of developing a lobby kit for talking to MP's, MLA,s and local officials when conducting campaigns. This will be incorporated into the KEY INFO binder under a new tab in the near future.

The committee reviewed the KEY INFO binder and identified several sections that need to be revised and/or updated. These revisions will be made over the next few months and distributed to all locals, council members and alternates.

**Finance**

Total members 9550 as of July, 2008

New Meal Rates

Breakfast	\$13.70
Lunch	\$13.15
Supper	\$37.40
Incid.	<u>\$17.30</u>
Total	\$81.55

### **Referral from Council**

The committee was asked to make a recommendation on the feasibility of having breakout rooms available at the Agriculture Union National Convention. The committee discussed several different scenarios regarding meeting rooms at the convention. While there is definitely merit in trying to secure meeting rooms for regional caucuses, the overall feeling of the committee was it would be difficult to make this an ongoing practice.

The committee found that the issue regarding the provision of lunches could be problematic (deduction from the per diem, catering from the hotel, dietary needs, etc) and therefore recommends that lunches be left up to the regional caucuses to organize.

Taking this into consideration the committee will look into obtaining meeting space for regional caucuses and it will be the responsibility of RVP's and Directors to request these rooms if they are available.

### **Rand Deductees**

We have 1246 rand deductees as of the July, 2008 printout. As a reminder, please ensure all new membership cards are sent to Christine who will update our lists and then pass them along to the PSAC.

### **Un-Audited Statement**

The committee reviewed the un-audited statement to the end of September, 2008. All references to the acronym JOSH will be changed to the acronym OSH.

### **National Council Expense Claims**

Larry will work on an electronic expense claim that will be available to all council members. When submitting claims please be advised of the following guideline:

If submitting an electronic claim or a claim by fax, please attach a copy of all receipts and retain the originals for future auditing purposes.

If submitting a hard copy claim, please submit all the original receipts and keep a copy for you records.

Motion to adopt this report as a whole.

M: Forsythe  
S: Jackson

Meeting of By-Laws and Education Committee  
National Council Meeting  
November 4<sup>th</sup>, 2008

**Members of the committee:**

Denis Sicard – Chair  
Jane McDonald – RVP Eastern Atlantic    Alternate RVP – Terry Huskins  
John Langs – RVP Central Ontario - Alternate – Robert MacDonald  
Milton Dyck – RVP South Saskatchewan – Alternate – Steve Tanner  
Jean Cloutier – RVP Eastern Quebec – Alternate – Normande Ouellet  
Idelta Vieira – Director for National Defence – Alternate- Danielle Moffet

**Agenda :**

1. Follow-up to convention
  2. Handbook/Manual for National Directors & RVPs
  3. Education for Council.
  4. Referral By-Law #9 Section 5 Review #5&6 from Section 4.
  5. By-Law 9- Section 4 Part 9
  6. Comprehensive review of by-laws to ensure that both French and English reflect the same information.
  7. Referral of By-Law 11, section 11 part 2 From Ontario RVPs.
- 
1. **Follow-up to Convention:**
    - **Resolutions from Convention: Resolution A-13 (increasing Regional Seminar allotment for Manitoba, North Western Ontario and Nunavut to \$9000), Resolution A8 (Additional support for locals less than 100), Resolution A-2 (Equal Opportunities Committee to become Human Rights Committee).** The changes from these resolutions need to be incorporated into the Bylaws. ***Proposed by John Langs and seconded by Idelta Vieira.***
  2. **Handbook/Manual for National Directors & RVPs:**
    - Upon reviewing the previous minutes that There be a sub-committee to investigate the Handbook/Manual. The following list are suggestions but the committee will not be limited to this list.
      - By-Laws Guides
      - Standardized Expense form
      - Travel Guidelines
      - Dealing with locals document
      - Dealing with Service officers
      - How to deal with small locals and members at large
      - Dealing with the media
      - Campaign expectations
      - Organizing the Regional Seminar
      - Tips and Pitfalls
      - Regional Labour Organizations
      - Contact info for all council members
      - Q&A document on Roles and Responsibilities

- Dealing with Management other than your own, including employer policies.
- Submitting agenda items for meetings
- How, What, When and other questions.
- Communicating between meetings

Denis will sit on the committee as chair of By-Laws and Education and Milton was chosen to sit on the sub-committee as well. We wish the other Council committees to select a member to sit on the sub-committee. The name from each committee is to be selected at this council meeting. ***The By-Laws committee will refer to the finance committee with direction to assess the cost of the establishment of the sub-committee and budget the cost of a 4 day of meeting as soon as possible before the next council meeting. Proposed by Jean and seconded by Jane***  
***The cost was determined to be \$19,000 for a 4 day meeting and two days of travel. This includes salary, per diem and hotel as well.***

***The other members of the sub-committee will be Teri Friday, Raphael Tarasco, Bob Jackson.***

### 3. Education for Council:

#### **Referring to the previous minutes for the Education Committee:**

- John Langs proposed that at the next National Council meeting in April that there be training on media relations training, lobbying and political action. This training would be a full day of training. Seconded by Milton Dyck. . This was referred to the finance committee for costing and the figure returned was \$18,200. This is subject to availability of rooms and trainer.
- The next fall session will have the Balancing Work & Life training. ***Proposed by Idelta and seconded by Jean.*** This was referred to the finance committee for costing and the figure returned was \$18,200.
- The issue of mentoring was discussed. It was proposed by Jean and seconded by John that this item must be developed by the Handbook sub-committee on the roles and responsibilities of the mentors and those being mentored.

### 4. Roles and Responsibilities of RVPs & Directors:

- By-Law 9, Section 4 (RVPs), #5&6 are not reflected in Section 5(National Directors). –It was proposed that the president issue his interpretation of the by-law, Document the decision and that it be in effect for the duration of the term of this council. The recommendation of the By-Laws committee that a resolution go forward to the next convention to rectify the differences.  
***Proposed by John Langs and seconded by Jane McDonald.***

### 5. By-Law 9 - Section 4 Part 9 – Refer this to the President for interpretation. ***Proposed by Idelta and seconded by Milton.***

6. **Review of by-laws to ensure that both French and English reflect the same information**
  - **By-Law 6, Section 1** – The English version is correct with respect to the directors and the French version needs to be corrected to reflect the same.
  - **By-Law 6, Section 3 #1** – The English version is again correct so the French version needs to be corrected. It should say Regional Vice President.
  - There was concern about differences in the French and English versions of the By-Laws. It would be too expensive to review all of the bylaws. So it was decided that the Council will be asked to review the By-Laws to look for inconsistencies and give a deadline to this review of 30<sup>th</sup> of November and that any changes be forwarded to the Chair and then the committee will deal with them prior to the next printing of the By-Laws.
  
7. **Referral of By-Law 11, section 11 part 2 From Ontario RVPs.**
  - This by-law was referred to the Agriculture Union President for interpretation from the PSAC President.

This report was proposed by Denis Sicard and seconded by Jane McDonald as a whole.

**National Council** November 2008  
**Conseil National** novembre 2008

## Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>Baergen</b>	1	1	1	1	1	1	1	1	1	1	2	1	1	1
<b>Barlin</b>	1	1	2	1	1	1	1	1	1	1	1	1	1	1
<b>Cloutier</b>	3	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Coe/Pearson</b>	1	4	4	4	4	4	4	4	4	1	1	4	1	1
<b>Pearson (Alt)</b>		1	1	1	1	1	1	1	1			1		
<b>Cormier</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Dyck</b>	3	1	2	1	1	1	3	1	1	1	1	1	1	1
<b>Forsythe</b>	1	1	1	1	1	1	1	1	1	1	2	1	1	1
<b>Friday</b>	3	1	1	4	1	1	1	1	1	1	1	1	1	1
<b>Hladun</b>	1	1	1	1	1	1	1	1	1	1	2	1	1	1
<b>Jackson</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Krebs</b>	1	1	1	1	2	1	1	2	1	1	2	1	1	1
<b>Langs</b>	1	2	1	1	1	1	1	1	1	1	1	1	1	1
<b>McDonald</b>	3	1	1	1	1	1	1	2	1	1	1	1	1	1
<b>McKenzie</b>	1	1	1	1	1	1	1	1	1	1	2	1	1	1
<b>Miller</b>	1	1	2	1	1	1	1	1	1	1	1	1	1	1
<b>Murphy</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Payne</b>	1	2	1	1	1	1	1	1	1	1	2	1	1	1
<b>Sicard</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Tarasco</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Vanson</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Vieira</b>	1	1	1	1	3	2	3	1	2	1	1	1	1	1
<b>Willems</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Kingston</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1

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