

**Agriculture Union  
National Council Meeting**

**November 2-5, 2009  
Minto Suites Hotel, 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 Glenn Miller, SW ON Teri Friday, CGC Marianne Hladun, HR Bob Jackson, W. BC & Yukon Meraiah Krebs, PSC & CSPS John Langs, NE ON Jane McDonald, E. Atl Darrell Lee McKenzie, E. BC Danielle Moffet, DND Barry Payne, E. ON, Ottawa-Gatineau Raphaël Tarasco, W. Qc Mike Vanson, N. AB & NWT

<b>Staff</b>	<b>Absent</b>
Larry Budge, Administrative Officer Sylvia Prowse, Service Officer Sylvie Rochon, Service Officer Elaine Massie, Service Officer Linda Koo, Service Officer Christine Gauthier, Admin. Asst. & Membership (Nov 2/09 a.m.) Debbie Ramsay, Recording Secretary	Nancy Milosevic, Service Officer

**Monday November 2, 2009**

**1. Call to Order**

National President Bob Kingston called the meeting to order at 9:05 a.m.

## 2. Opening Remarks

B. Kingston welcomed all in attendance. He commented that later in the week we will be taking training on 'Work Life Balance'; and more particularly dealing with 'Work Life 'Activism' Balance.

## 3. Adoption of Agenda

B. Kingston advised that at 2:00 pm today there will be a teleconference to hear a disciplinary appeal.

### Additions:

None

**M/S/C** J.Langs/R. Cormier – by show of hands – carried<sup>1</sup>.

## 4. Hours of Session

### Day 1

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

### Day 2

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

### Day 3

Training Session	(The Balancing Act: The person in work, personal life and activism – Family Services EAP)
------------------	---

### Day 4

9:00 am to 12:00 pm	Standing Committee Reports
1:30 pm to 5:00 pm	Standing Committee Reports and completion of business on agenda.

**M/S/C**– by a show of hands – carried.

## 5. Approval of April 21-24, 2009 Council Minutes

---

<sup>1</sup> It was noted that there was a discrepancy in the English and French versions of the Agenda. 18 items on the English Agenda and 20 items on the French Agenda. L. Budge made corrections and deleted two items from the French agenda. Items 17 & 18 deleted from French agenda.

**M/S/C** T. Friday/G. Miller – by a show of hands – carried.

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

B. Jackson enquired if Council could go through the action table item by item.

At this time, D. Forsythe advised Council on how the format for the Tracking Report was decided upon and noted changes can be made to the format if requested. She also advised that in relation to the 'status' column on the report, once an item has been noted as 'completed' it will disappear from the next tracking report.

B. Kingston then went through the report:

#1 – B. Kingston to complete ASAP

#3 – PI 02 Grievance Committee struck and a decision was rendered. The related grievances will be taken out of abeyance as those affected will be receiving back pay for those grievances.

#4 – Will be in T. Friday's update.

#5 & #9 – Discussion on what minutes and/or notes from what meetings were to be posted. D. Forsythe advised that some notes Service Officers had taken at meetings had been forwarded to the Executive only. In future, these will be translated and sent to all Council members.

B. Kingston enquired if anyone had seen recent UMC minutes posted on the CFIA website. B. Jackson and M. Vanson advised they hadn't.

#11 – D. Forsythe advised, in an effort to 'think green', a message would be going out to all Locals advising where the By-laws can be found on the website and enquire if they require a hard copy.

#13 – Issue not sorted out. At the time it was handled through the mediation process but we are not sure whose names were attached to that mediation. Fish Inspectors may still have grievances in play – ongoing.

#16 – This is on the agenda for the upcoming UMC. B. Kingston noted more info would be appreciated i.e. whether it is happening at your Research Centre. There was some discussion around how the issue had been dealt with over the years at different research centres. M. Coe advised payments are all coordinated through the Lethbridge office and she will endeavor to get particulars.

#18 – Presently putting together the group that will be dealing with the Employer on this issue. We have received proposals from the Employer for Terms of Reference and we have forwarded our counterproposals. The Employer has requested names. For those that have grievances in play, grievance should be put in abeyance. Do not send to our office yet. If classification exercise does not play out to our benefit we will then pursue further.

We will be discussing the possibility of creating a new gender neutral classification system at CFIA.

#19 – H. Willems advised there haven't been any meetings yet but one is scheduled for November 17, 2009. He will endeavour to get an update on certification at that time.

J. Langs noted that inspection staff hasn't been trained properly and no one is available to test on technical standards.

H. Willems advised this is a problem in every program, not just Meat Hygiene. The meeting on November 17 will not be dealing with how the program is being delivered but what will be involved in certification protocols. He noted that this item will have to stay on NUMC agendas.

After further discussion H. Willems requested J. Langs, and any one else, to please send, before November 17, 2009 if possible, all specific concerns relating to training, exams, certification, etc. and he will put together a formalized package to present at the meeting.

#20 – there was a question as to when will we establish new bargaining teams (2010, 2011?). B. Kingston to look into.

D.L. McKenzie informed that bargaining demands will be prepared next fall, therefore bargaining team members should be elected this round of Regional Seminars.

#21 – Still awaiting outstanding adjudication decision in Quebec. Hearing took place over a year ago and we are checking as to why the delay.

J. Langs advised that in relation to the dirty work allowance vets are getting a 4% premium. Local 14 is considering filing a discrimination grievance against CFIA on this.

B. Kingston informed that we cannot win, or support, this type of grievance. The issue was at the bargaining table and can go back again next round.

J. Langs pointed out that at the bargaining table they always want grievances filed to back up demands.

B. Kingston noted that S. Jones and K. Rogers are working on a strategy to address this issue. If Local 14 goes ahead with grievances, he requested they be put in abeyance at the 2<sup>nd</sup> level until we receive clarification from S. Jones; which should be forthcoming as discussions have already taken place.

M. Hladun questioned if Committees will be responsible for their own tracking documents. D. Forsythe confirmed that this was the case.

## **7. Finance and Communication**

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

## **8. National Office Staff**

B. Kingston introduced L. Koo, the term Service Officer who is working on the PI Review. She is presently getting the case load organized and handling discussions with the Department. B. Kingston asked that everyone around the table introduce themselves for Sister Koo's benefit.

## **9. Employer Updates**

B. Kingston asked if everyone received copies of the updates and was there any discussion arising out of them.

AAFC Update – Q & A session followed.

CFIA Update – A Q & A session followed.

B. Kingston reported on the conference call he attended over the lunch hour with CFIA. He advised that the US requirement for a daily presence in plants became effective November 1, 2009. CFIA advised there will be extra overtime through to next spring. They will start staffing as soon as possible with the hiring of 70 inspectors and expect to hire 50 more on top of that. B. Kingston commented that he was not sure where these new inspectors would be coming from. He noted CFIA would be going back to their Emergency Fund and Central agencies for more money in the new year.

A short discussion followed.

Continuation of Employer Updates:

**Canadian Grain Commission – CGC** – T. Friday submitted report. A Q & A session followed.

**Department of National Defence – DND** – D. Moffet provided report. A Q & A session followed.

**Canada School of Public Service – CSPS** – M. Krebs submitted report. A Q & A session followed.

At this juncture, D. Forsythe advised we would take time for discussion on the PI Review with L. Koo. A Q & A session followed.

## **10. Agriculture Union Social Justice Fund**

D. Forsythe named the members of the SFJ, being: Brenda Baergen, Sam Barlin, Raphaël Tarasco, Larry Budge and Debbie Forsythe.

She advised that we have received seven applications for funding thus far. Six applications have been approved; three are international projects and three are projects within Canada. D. Forsythe noted that all the information and details of the projects are on our website. She also advised that all discussions/decisions take place by conference call. D. Forsythe commented that she is pleased with the submissions as well as the reports and updates received from recipients. A question was asked if she could elaborate on some of the projects, which she did.

## **11. Collective Bargaining Update**

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

## **Tuesday November 3, 2009 – Standing Committee Meetings**

## **Wednesday November 4, 2009 – Training – ‘The Balancing Act’**

## **Thursday November 5, 2009**

B. Kingston – remarked that last night’s ‘Feast’ night was wonderful and the chefs did an incredible job. He also noted that M. Krebs has been accepted to Labour College.

## **12. Standing Committee Reports**

### **General Committee Report**

M. Vanson and M. Hladun presented the report, see attached.

Discussion on report:

- HR Committee Report – communication and upcoming HR Conference
- Review of new web site – areas of concern discussed
- Proposal procedure for NJC call-outs

**M/S** adoption of the General Committee report as a whole by H. Willems/M. Vanson.

**Carried - Recorded vote # 2**

### **Finance and Communications Committee Report**

B. Jackson presented the report, see attached.

Discussion on report:

- Previous and upcoming Rand Contest
- InfoKey Binder undergoing complete revision
- Update on office renovations
- Website issue – visually impaired have trouble with RTF files
- Finance review – request for unaudited report to be available to all Council members for Council meetings. B. Kingston advised it can be done but clarified the information is not for discussion or distribution outside Council meetings.

**M/S** adoption of the Finance and Communications Committee Report as a whole by D. Forsythe/B. Jackson.

**Carried - Recorded Vote # 3**

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

S. Barlin presented the report, see attached.

**M/S** That members of the National Council ‘pass the hat’ for the workers of the Museums of Canada that are currently on strike and that the Agriculture Union match or exceed the amount collected by G. Miller/M. Krebs.

**Carried - Recorded Vote # 4**

G. Miller to organize passing the hat and report on monies collected.

**M/S** That Agriculture union adopt the following policy:

Delegates to the PSAC national health and safety conference will be determined by the Agriculture union National President and the co-chair of the OHS standing committee using the following guidelines:

From among those who applied to attend the PSAC H&S conference

Chair of the OHS Standing Committee of the Agriculture Union.

The Co-Chairs of the National Policy Committees.

All other additional delegates / observers, if any, shall be selected first from amongst the remaining members of the National Council, followed by OHS activists to ensure representation from all Agriculture union regions and employers (a minimum of one delegate per Agriculture union region before a second is selected). M/S Fabian/Sam

**M/S/C** D. Sicard, R. Tarasco call the question, question called.  
**Carried – Recorded Vote #5**

Announcement –

G. Miller advised Council that \$455.00 was raised as a result of passing the hat for the striking Museum workers.

**M/S/C** J. Langs/T. Friday for Agriculture Union to add to the \$455.00 raised for a total donation of \$1,100.00 to be sent to the striking Museum workers.  
Show of hands – carried.

**M/S** That Patrick St. George and Michael Jordan have received observer status by the PSAC to the 2009 National Health & Safety Conference, the committee recommend that these two observers be fully funded by the Agriculture Union by F. Murphy/S. Barlin.

NB – this item was sent for costing and came back as \$4,550.00

**Carried - Recorded Vote # 6**

F. Murphy advised the statement on migrant workers and the green program will be put on our website. He also noted the Green Program is an ongoing process that can be improved upon. Any ideas please send to F. Murphy by email. Also any ideas for newsletter items can be sent by email to F. Murphy.

Additional discussion on report:

- Policy to determine delegates to the PSAC National H&S Conference
- Agriculture Union 'Green Program' for the website
- Follow-up to Convention, and in particular treatment of foreign migrant workers

**M/S** adoption of the Collective Bargaining/Health & Safety Committee Report as a whole by F. Murphy/S. Barlin.

**Carried - Recorded vote # 7**

### **By-Laws & Regulations Committee Report**

J. McDonald presented the report, see attached.

Discussion on report:

- Review of by-laws and procedure to make recommendations for changes/amendments
- Education
- Ideas for training
- CFIA 'Managing for Success' documentation discrepancies
- Printed/electronic copies of the by-laws



**M/S** adoption of the By-Laws & Regulations Committee Report as a whole by D. Sicard/J. McDonald.

**Carried - Recorded vote # 8**

**13. Training Day – The Balancing Act: Work, Personal Life and Activism**

Training was provided by Ottawa Family Services EAP. Agenda included information/discussion on:

- Taking stock
- Visioning
- Implementing Sustainable Practices

**14. Agriculture Union Convention 2011**

Information was requested as to what length of time is required to make a decision for the location for next convention. L. Budge advised the earlier the better; preferably today, if there is a proposal that is suitable to everyone. He noted our convention is large, and in the middle of the summer, so we have to secure a hotel well in advance.

B. Kingston called the request for proposals for our 2011 Convention.

B. Jackson advised Local 20044 in Vancouver had indicated they would be willing to host the convention in 2011.

T. Friday advised Local 20060 in Vancouver would be willing to co-host the convention in 2011.

B. Jackson noted that they had made preliminary enquiries for hotel space and had spoken to the Fairmont to tentatively secure the dates in question. There was some discussion as well surrounding other sites for the convention, i.e. Vancouver, Victoria and Whistler. There was also discussion concerning the confirmation of dates for convention.

Recess at 2:40 p.m. during which time L. Budge to confirm dates for convention. Meeting reconvened at 3:10 p.m.

Announcements –

M. Hladun advised that last night's dinner raised \$417.00 to be donated to NASHI.

D. Forsythe made a second request to return completed training evaluation forms.

B. Payne updated Council on the rally at noon for striking Museum workers held at Parliament Hill. He noted there are 416 employees that have been on strike for the past six weeks. He commented on the relatively poor turnout of approx. 800 people (did not show good support) and even though they arrived promptly

at noon the rally seemed to be almost over. He also confirmed that the Agriculture Museum falls under a different group and had ratified their collective agreement just this week.

B. Kingston advised he had spoken to S. Jones at PSAC about the bargaining conferences and confirmed they will be next fall/winter so Council is advised to make bargaining conference selections at this next round of Regional Seminars.

There was a discussion on hotel sites for convention.

**M/S/C** R. Tarasco/M. Vanson that the Agriculture Union 2011 Convention be held in Vancouver, BC.

**Recorded Vote # 9**

### **15. PSAC Convention – Follow-up**

B. Kingston asked if there were any questions or concerns Council members wanted to put forward in relation to the PSAC Convention.

M. Hladun asked if, at the Board level, had there been any discussion on how to be more effective/get more work done at Convention.

B. Kingston advised discussions had taken place both at the Board and the AEC levels. Some of the specific items discussed were Component leadership, chairing, behavior at the mike, etc.

T. Friday updated Council on the campaign that took place at Convention.

D. Forsythe handed out evaluation forms in relation to Wednesday's training and requested they be completed and returned, if possible, before the end of Council meetings.

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

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

### **17. Next Council Meeting**

B. Kingston advised that the tentative dates for next Council meetings were April 13-15, 2010. B. Jackson commented that, as per previous discussions, dates for upcoming Council meetings were not to be decided until they were discussed at Council.

J. Cloutier suggested that considering the Quebec Regional Seminar would be held in Quebec City April 16-17, 2010, and that they would require simultaneous translation for the seminar, could the next Council meetings be held in Quebec City as well.

**M/S** J. Cloutier/R. Tarasco that the April 13-15, 2010 Council meetings be held in Quebec City.

S. Barlin made another suggestion to change the Council meetings to start one day earlier (April 12-14, 2010) to allow for those people traveling to the Quebec Regional Seminar. There was a short discussion on costs. B. Kingston advised that we will get the cost information to Council next week and conduct an e-mail ballot to decide on the location for the next Council meeting.

**NOTE: Motion Defeated** - After the Council meeting, an email ballot vote took place; based on cost, it was decided that the meeting will take place in Ottawa, from April 12-14.

## **18. Appeal**

Council heard the disciplinary appeal.

National Executive decision upheld.

**Recorded Vote # 1**

## **Closing Remarks**

B. Kingston advised that D. Sicard has committed his Committee, along with the help of other Council members, to go through the by-laws to identify problematic areas (i.e. Council minutes to Locals within three weeks) and find ways to live up to or possibly amend these areas. The timeline suggested is: Regulations by next Council meeting, and Bylaws within the next year.

B. Jackson reminded everyone that it is not too early to think about resolutions for Convention.

At this time B. Kingston thanked everyone involved in the feast night again. He also thanked the interpreters and the technician.

**M/S/C** F. Murphy/J. Langa to adjourn, by show of hands, carried.  
Minutes submitted by D. Ramsay

## General Committee Report November 3, 2009

Present: Howard Willems (Chair), Terri Friday, Marianne Hladun, Darrel-Lee Mackenzie, Mike Vanson.

- 1) Review and comments on new web site.
  - a. Concerns that website is not accessible
    - i. Website will be audited for accessibility
    - ii. All .rtf files have been deleted and must be added or upgraded to .htm. \*\*
  - b. Area for submission from locals is there but no area to review/see what is happening at the local level.
    - i. Monthly feature for a region/jurisdiction. (Recommended from April 2009 meeting).
  - c. Format is not compatible with (Blackberry) mobile files
  - d. Members feel that the new menus are difficult to navigate and menus do not correlate to items contained within them.
  - e. Lacks originality and pizzazz!
    - i. Does not reflect our Union's personality.
  - f. Minutes of NUMC and NOSH are not up to date.
  - g. Have all of the concerns from the Convention Survey re: the website, been addressed.
- 2) Reviewed KeyInfo binder on NJC
  - a. Changes/comments submitted to Finance/Communication Committee (paper copy only)
  - b. Confirm that the Dental Plan and the Public Service Health Care Plan submissions call out for demands has been followed
  - c. Add in:

***“PSAC/Agriculture Union Procedure for submitting proposals for amendment to directives (Note: All proposals for Dental and Health Care plans must be submitted by this process)***

*Co-development of directives and policies is the central activity of the National Joint Council. NJC co-development is a joint problem-solving process where representatives of the parties work to reach consensus on terms and conditions of employment and on policies that have application across the Public Service.*

*For co-development of NJC directives, the By-Laws of the National Joint Council outline the following process:*

- *Each year, Council establishes a schedule for the review of directives. The cycle for reviewing individual directives may vary from 3 years to 5 years, or sometimes longer. Well in advance of the target date for co-developing revisions to a particular directive, the General Secretary issues a call for input to both the Employer and Bargaining Agent Sides (By-law 8.1.1). By the established input date, the parties through their respective Side Secretaries identify the subjects and items that they wish to include in the cyclical review, and may submit specific proposals for amendments to the directive (By-law 7.3.1(e)).*

- *NJC issues a call for input to both the employer and bargaining agent representatives. PSAC National President issues an input call to all Components and also posts the input call on the PSAC website. The Agriculture Union forwards the call for input to Council and to all Locals with a clearly defined deadline. Proposals are reviewed by Agriculture Union and submitted to PSAC National President. Proposals received by PSAC are submitted to the NJC Negotiating Team for final review along with other NJC Unions. A final package is prepared by NJC Unions to be tabled with the employer. “*
- 3) Reviewed KeyInfo binder on UMC Terms of Reference
    - a. Standing UMC Agenda Items and UMC Checklist (forwarded in November 2007).
      - i. Review and resubmit as part of KeyInfo
    - b. AAFC Union Management Consultation Framework document signed-off March 2009 (inclusion on the Agriculture Union website).
  - 4) Reviewed KeyInfo binder on Human Rights Issues
    - a. Changes/comments submitted to Finance/Communication Committee (paper copy only)
  - 5) Reviewed KeyInfo binder on Harassment
    - a. Questions to the Finance/Communication Committee regarding the amount of detail required in this section
    - b. Changes/comments submitted to Collective Bargaining/OH&S Committee for review (paper copy only)
  - 6) Develop an Action Table for future use and reporting (Mike and Darrel-Lee)
  - 7) Human Rights Committee Update.
    - a. Item 6 (c), Structure Review of Human Rights Committee, from the General Committee’s November 2008 report remains outstanding:
      - i. **Recommendation that this committee consist of Howard Willems, Marianne Hladun, one person from Council and one external member and that this committee meet prior to the next National Council meeting.**
      - ii. Suggestions for the external committee member: Robin East. Appointments be confirmed by December 31<sup>st</sup>, 2009
      - iii. Suggestion for the committee’s mandate: How do we take what we have and make it better for all Agriculture Union members?
      - iv. Other issues to consider:
        1. Establish the review framework
        2. Final report to National Council by Fall 2010.
        3. Commitment to define a model for Human Rights/Employment Equity within the Agriculture Union.

## **HR Committee Report – October 2009**

### **REGIONAL ACTIVITY REPORTS**

#### **QUEBEC**

- Developed a survey that will give us Quebec's profile in terms of human rights, which I submitted at our seminar last weekend in Mt. Tremblant. Following the feedback I received from all seminar participants, there are some points I will need to edit before I forward it to our members throughout Quebec. I will have to provide all union chairs with pre-paid envelopes along with my home address.
- I also had a guest speaker who gave us a one-hour presentation about the Aboriginal people situation in Quebec and throughout Canada. She also addressed laws and told us about her personal story.
- I attended training, such as daycare services in Quebec and throughout Canada as well. I will take part in the FTQ Women Biennial (Biennale des femmes de la FTQ).
- I am currently a member of the Equity Committee in the Montérégie region.

#### **ATLANTIC**

- Working with the RVP to get each local to elect an HR rep.
- Contacted my alternates with some diversity material that I would like their input on.

#### **SASKATCHEWAN**

- Attended Int. Women's Day Event in March (donated hair to Breast Cancer)
- Spoke at Regional Seminar in Regina in March; reminded Local President's to invite myself and/or one of the alternates to their local meetings (at least one) and to keep our contact info for any issues that come about. At every Regional Seminar I ask the Local Presidents to keep us in mind for their AGM's and that we will come out or our alternates will. (Last fall myself nor my 2 alternates could make it to Swift Current but we were invited.)
- In June, attended Aboriginal Day Activities at Innovation Place
- On October 4th, I attended a march for Missing and Murdered Aboriginal Women.

- In October, I attended Nashi Fall conference with Victor Malarek was the guest speaker talking on Human Trafficking.
- Regularly attend RWC meetings and help plan open house at PSAC RO for HR Day if possible.
- Will attend if possible for Dec. 6 event.
- Regularly disseminate information on HR issues using my contact list to all Locals in the province on a continuing basis.

## **ONTARIO**

- Attended the National Day of Reconciliation in Ottawa in June. Also created a newsletter for the event.
- Very involved with the Aboriginal Action Circle (AAC) in NCR. In August, we had a retreat in Maniwaki at our Elder's cabin. Due to health issues of the chair, meetings have been sporadic.
- I was on the intergovernmental committee for Aboriginal Awareness Week. .my theme "Stand as One", was chosen for this years event.
- Currently participating in the PSAC Union Development Program (Nov. 14-18/09, Jan. 27-31/10 and Feb. 23-28/10.)

## **BC, ALBERTA, MANITOBA**

- no reports available but possibly ready for NC

## **FINANCIAL EXPENDITURES**

- monies for HR reps to attend their respective Regional Seminars. These claims were sent direct to Larry Budge.
- AB – sponsored a member to attend IWD activities
- AB - honorarium for Regional Seminar speaker
- SK – honorarium for Regional Seminar speaker
- SK – sponsorship donation for Missing Aboriginal Women's Vigil in Oct. 09

## **COMMUNICATIONS**

- emails from PSAC EOC distributed to committee members
- mostly direct communications with committee members
- conference call is scheduled for Nov. 8<sup>th</sup> but pending availability, may have to be re-scheduled (will be confirmed on Monday)
- several requests for logo submissions but nothing received. Will review draft brochure during conference call so should be ready for printing by the end of the year.
- Will be reviewing budget during the conference call and advising committee members on what is available for Dec. 10<sup>th</sup> events. Some planning is underway in some regions.

- Will be discussing meeting dates on the conference call. Pending availability of hotels and whether the current members want a meeting during the week or weekends, if December is not possible, will schedule for mid-January.

ITEMS FOR ACTION INCLUDE:

- approving a new logo
- developing a procedure manual for HR Committee reps and local reps
- updating the Work plan
- developing a full list of contacts
- start planning for the HR Conference approved at convention (Fall of 2010 or early 2011)
- sub-committee to work on a newsletter with a target of minimum of 2 per year
- also need an update on the status of the HR/EE review committee approved by National Council



## **Report of the Finance Committee**

November 3, 2009

Members Present:

Debbie Forsythe - Chair  
Bob Jackson- Secretary  
Rick Cormier  
Barry Payne  
Brenda Baergen

Staff :

Larry Budge  
Sylvie Rochon

### **Communications**

#### **Rand Contest**

We have 1181 rand deductees as of September, 2009. The committee discussed the last campaign and felt it was a good idea to look at another contest. The incentives for locals to sign up rand members include increasing their delegate status for the 2011 Agriculture convention, PSAC conferences as well as increased participation. The committee discussed the prize structure and thought it might be a good idea for the grand prize to be a paid observer to the 2011 convention for the local who wins the contest. Additional quarterly prizes to the locals will also be part of the campaign. The monthly prizes (promotional materials) to rand members who sign a card would remain. The budget for the entire contest will be \$6000.00 and if sufficient members are signed up the cost would be revenue neutral if we achieve additional delegate status for the PSAC Convention.

The committee reminds the council of the importance of having signed rand cards sent into Christine Gauthier for proper local allocation. Please send the membership cards to Christine who will update our lists and then pass the information along the PSAC

#### **Website**

The new website was launched October 22, 2009. After a few initial glitches the site is operating well and comments received so far have been positive. Any comments or questions should be directed to the National Office.

Key Info Kit

The committee discussed the Key Info Kit and it was noted that the entire kit needs to be reviewed and updated.

The Finance/Communications, Collective Bargaining/Health & Safety, and General Committees will be reviewing several sections of the Kit to ensure it is current and also to identify any typographical errors that may still exist. This review will be completed by December 31<sup>st</sup> 2009 and as soon as all changes are made, the updated sections will be distributed and posted on the website.

The committee reviewed the section on the Agriculture Union standing committees. It was noted that the current definitions of the various committees are lacking and need to be updated and expanded upon. To this end the committee recommends the chairs of **all 4** standing committees work with their committees and submit their updated definition to the national office by December 31<sup>st</sup> 2009 for inclusion in the revised Key Info Kit.

National officers are requested to encourage locals in their jurisdictions to use the binder and make sure it is kept current.

Finance

The un-audited Financial Statement ending September 30, 2009 was reviewed.

Total members 9463 as of September 2009. Rand deductees are 1181.

New Meal Rates as of October 1, 2009

Breakfast	\$14.45
Lunch	\$13.45
Supper	\$38.35
Incid	<u>\$17.30</u>
Total	\$83.55

Referrals

The committee dealt with a referral from the H&S / CB committee. Costing was requested for 2 observers to attend the PSAC National H&S Conference. The costing for the two observers was determined to be \$4550.00.

Committee Members Present: Fabian Murphy (chair)  
Glen Miller  
Raphaël Tarasco  
Sam Barlin (recorder)  
Michelle Coe  
Meraiah Krebs

### Collective Bargaining:

Most of the Treasury Board groups have signed a collective agreement with the exception of the Technical Service (TC) table. The Arbitrator has issued the Arbitral Award, and all matters dealt with including WAGES, TRAVEL TIME, APPENDIX D and elimination of clause 38.04 in VACATION LEAVE WITH PAY are effective the date the award was made, which is September 24, 2009.

Collective agreements are being distributed as we speak to all members both within the CFIA and TB, with the exception of the TC group.

\*\*RVP's are reminded that at their upcoming regional seminars to conduct elections of member to the bargaining conferences.\*\*

The Collective Bargaining / Health & Safety Committee felt that it was important to recognize our sisters and brothers that are currently bargaining here in Ottawa and would put forth the following:

#### MOTION:

That members of the National Council "pass the hat" for the workers of the Museums of Canada that are currently on strike and that the Agriculture Union match or exceed the amount collected.

m/s - Glen/Meraiah

### Health and Safety:

The committee will endeavor to continue to produce quarterly newsletters, please refer to the committees action chart for upcoming articles. Council is reminded to submit suggestion for future articles to Brother Murphy.

Discussion took place around the updates of policy committees to council and will continue to seek this information via Employer Updates to council.

There was a discussion about the receipt of policy committee minutes for posting on the AGR Unions webpage. It has been noted that SOME employers are better about send timely minutes then others, co-chairs are reminded that the

distribution of minutes should be identified in the committees terms of reference. Minutes are to be sent in both official languages to Christine with a "cc" to Fabian.

**MOTION:**

The committee makes the following recommendation:  
Agriculture union adopt the following policy

Delegates to the PSAC national health and safety conference will be determined by the Agriculture union National President and the co-chair of the OHS standing committee using the following guidelines:

From among those who applied to attend the PSAC H&S conference  
Chair of the OHS Standing Committee of the Agriculture Union.  
The Co-Chairs of the National Policy Committees.  
All other additional delegates / observers, if any, shall be selected first from amongst the remaining members of the National Council, followed by OHS activists to ensure representation from all Agriculture union regions and employers (a minimum of one delegate per Agriculture union region before a second is selected).

M/S Fabian/Sam

The committee made the following motion:  
Patrick St-George and Michael Jordan have received observer status by the PSAC to the 2009 National Health and Safety conference, The committee recommend that these two(2) observers be fully funded by the Agriculture Union.

\*note this item was sent for costing and came back as \$4550.00

M/S - Fabian/Sam

Green:

For the website:

The Agriculture Union is committed to protecting our environment by implementing environmentally friendly office protocols.

**"The Agriculture Union Green Program"**

**Recycle all products possible entering the office**

**Restrict the use of Styrofoam products**

**Turn off equipment when it's not being used. This can reduce the energy used by 25 percent; turning off the computers at the end of the day can**

**save an additional 50 percent**

**Encourage communications by email, and read email messages onscreen to determine whether it's necessary to print them. If it's not, don't!**

**Produce double-sided documents whenever possible.**

**Only print and distribute information which can not be disseminated electronically**

**Use a supply of paper with maximum available recycled content**

**Instigate an ongoing search for "greener" products and services in the local community.**

**Ensure Eco-friendly Cleaning Products be used in the office**

**All e-mails from National Office to contain a reminder to think GREEN before printing**

**\*\*Council is encouraged to use their laptops (whenever possible) instead of paper copies\*\***

Follow- up from convention:

**Treatment of foreign migrant workers – the Agriculture Union takes a stand against exploitation**

The treatment of foreign migrant workers in Canada is a national disgrace.

This year alone, some 20,000 workers – overwhelmingly ‘sourced’ from Latin America and the Caribbean – will come to Canada. Seeking to improve the standard of living for their families in these lesser developed nations; too many discover that the line between opportunity and exploitation is a fine one indeed. These men and women are largely hidden from public view.

Governments at both ends serve as the ‘middlemen’ in the migrant worker procurement process. Canadian employers request workers through a program operated by Human Resources and Social Development Canada. The migrant worker’s home country selects and screen workers. Once ‘placed’ in Canada, the workers and their employer sign a contract that outlines their respective rights and obligations.

Their work is for the most part seasonal – a few weeks or, at most, months. There are no consistent employment standards. Canadian groups that advocate

on behalf of migrant workers note a number of persistent issues:

work days that extend to 12 or 15 hours with no overtime or holiday pay;  
housed in close quarters in often substandard accommodations;  
exposure to dangerous chemicals and /or pesticides without safety equipment,  
adequate protection or appropriate training;  
pay discrimination between migrant and non-migrant workers;  
deductions for EI and other services to which they have little or no access; and,  
no recourse to collective bargaining or unionization.

To make matters worse, there is a major, built-in incentive for migrant workers to keep their heads down and their mouths closed about any abuse or injustice. Workers are sent home as soon as their contracts expire. They must report back to their home countries with evaluation forms from their employers. A negative report can result in suspension from the program. Lack of an appeal process leads most migrant workers prefer to submit a neutral report to avoid delays in being processed to return to work in Canada.

At our 2008 Triennial National Convention, the Agriculture Union took a firm position that foreign migrant workers should be entitled to all rights and protections that Canadian workers receive, including Human Rights.

The Agriculture Union urges its members to push their elected representatives at the federal and provincial levels to bring about a new legislative and regulatory framework that will provide migrant workers with the full protections now enjoyed by Canadians.

Report as a whole was M/S by Fabian & Sam (respectively)

**Report of By-Law & Regulations committee for  
National Council November 2-5, 2009**

**Members of the committee:**

Denis Sicard – Chair  
Jane McDonald – RVP Eastern Atlantic  
John Langs – RVP Central Ontario  
Milton Dyck – RVP South Saskatchewan  
Jean Cloutier – RVP Eastern Québec  
Danielle Moffet – Director for National Defence

**Agenda :**

1. Review By-laws and Regulations for errors.
2. Update on Handbook
3. Tabulate list of By-Law Changes for Future Convention
4. Discussion on Regulation 15(a)
5. Education of Council and our members.

**1. Review of By-Laws and Regulations for errors.**

1. By-Law 6, Section 1: reads: National Director representing Equal Opportunity should say **Opportunities**.
2. By-Law 6 Section 3(3): Should read National Director for Equal **Opportunities**.
3. By-Law 11, Section 2: Should read Agriculture Union **Human Rights Committee**.
4. By-Law 11, Section 3, Part 1: Should read **Human Rights** Committee.
5. Regulation 1, Part 1(c): Should read Delegate from the **Human Rights** Committee.
6. Regulation 1, Section 3: Should read **Human Rights** Committee.
7. Regulation 1, Section 3(a): Should read **Human Rights** Committee.
8. Regulation 1, Section 3(m): Should say **Human Rights** Committee.
9. Regulation 15(a), Section 3 & 4 & 6: Should say **Human Rights** Committee.

**2. Update on Handbook:**

Thank you to everyone for their comments on the handbook. Last week Sylvie, Debbie and Denis met to organize the comments and to ask for clarification and interpretation by the President on some items. The sub-committee will meet via conference call on December 14<sup>th</sup> at 13:00 Ottawa time to discuss revisions.

### **3. Tabulate List of By-Law Changes for Future Conventions**

#### **By-Law 15, Section 5:**

This section needs to be reworded to reflect our new “Green” policy.  
The Section 5 will read:

These By-Laws and subsequent amendments shall be prepared and distributed in both English and French. Updated electronic copies of the By-laws and Regulations are to be distributed to the locals electronically and posted on the website no later than 8 months following the Component Triennial convention.

#### **By-Law 9, Section 6, Part 9:**

Shall be posted on the Agriculture Union Website before April 1<sup>st</sup>.  
Hard copies supplied upon request.

#### **By-Law 6, Section 1:**

Remove North-East and replace with Central.

#### **Propose Annex 3:**

We wish to propose a new Annex 3. We would like Annex 3 to list all regions and the locals they are responsible for along with the employers associated with the locals. i.e. The local represents member from CFIA and AAFC.

#### **Propose change to Annex 2:**

1. Remove PFRA and replace with AESB which stands for Agri-Environment Services Branch.
2. Remove JCTC
3. Add HR for Human Rights.

### **4. Discussion on Regulation 15(a) :**

The committee discussed that since the change in the naming of the EO Committee to Human Rights that the Human Rights Committee and the General Committee discuss Regulation 15(a). We suggest a review of the regulation to define the roles and responsibilities of the Regional Representatives and appropriate names (Equal Opportunities or Human Rights). We suggest that the two committees make recommendations that be forwarded to the By-laws committee prior to the next Council meeting so that changes can be made to the regulation at the next Council meeting scheduled for April 2010.

### **5. Education of Council and members:**

Concerns were raised at the meeting related to education of our members. How do we best support our members and encourage training. This



brings us as National Council members the need to encourage participation in the Local Officers Training Program that the PSAC gives. It was also suggested that the RVP's and Directors contact their locals to discuss education needs and concerns.

We believe that some kind of education tool may be necessary such as a section in the KeyInfo pack that could outline guidelines that could help them.

**National Council Training:**

All outstanding training previously requested for National Council has been completed with the Work, Life, and Activism course held Wednesday.

Proposed by Denis Sicard and seconded by Jane McDonald.

**National Council**  
**Conseil National**

November 2009  
novembre 2009

**Recorded Votes/Votes Consignés**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Baergen</b>	1	1	1	1	1	1	1	1	1
<b>Barlin</b>	2	1	1	1	1	1	1	1	1
<b>Cloutier</b>	2	1	1	1	1	1	1	1	1
<b>Coe</b>	2	1	1	1	1	1	1	1	2
<b>Cormier</b>	1	1	1	1	1	1	1	1	1
<b>Dyck</b>	2	1	1	1	1	1	1	1	1
<b>Forsythe</b>	1	1	1	1	1	1	1	1	1
<b>Friday</b>	1	1	1	1	1	1	1	1	1
<b>Hladun</b>	1	1	1	1	2	1	1	1	1
<b>Jackson</b>	2	1	1	1	1	1	1	1	1
<b>Krebs</b>	1	1	1	1	1	1	1	1	1
<b>Langs</b>	1	1	1	1	1	1	1	1	1
<b>McDonald</b>	2	1	1	1	1	1	1	1	1
<b>McKenzie</b>	2	1	1	1	1	1	1	1	1
<b>Miller</b>	2	1	1	1	1	1	1	1	1
<b>Moffet</b>	2	1	1	1	1	1	1	1	1
<b>Murphy</b>	1	1	1	1	1	1	1	1	1
<b>Payne</b>	2	1	1	1	1	1	1	1	1
<b>Sicard</b>	1	1	1	1	1	1	1	1	1
<b>Tarasco</b>	2	1	1	1	1	1	1	1	1
<b>Vanson</b>	2	1	1	1	1	2	1	1	1
<b>Willems</b>	1	1	1	1	1	1	1	1	1
<b>Kingston</b>	1	1	1	1	1	1	1	1	1

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