

REGULATIONS
OF THE
AGRICULTURE UNION
2005-2008



Public Service Alliance of Canada

Reprinted in June 2008

REGULATIONS

INDEX

<u>Title</u>	<u>No.</u>	<u>Page</u>
Convention	1	1
Convention – PSAC	1(A)	3
Convention – CLC	1(B)	3
Elections	2	4
Travel Directive	3	6
Regional Seminars	4	8
Sub – Locals	5	9
Terms & Conditions of Employment National President	6	10
Relocation of the National President	7	13
Terms & Conditions of Employment for 1 st Vice President	8	14
Relocation of the 1 st Vice President	9	17
Bargaining and Negotiation	10	18
Pension Escalation	11	19
Education Fund	12	20
Financial Assistance to Small Locals	13	21
Area Councils	14	21
EO Committee	15(A)	22
PSAC Equity Conferences	15(B)	22
Local Finances	16	23
District Labour Council Affiliation	17	23

**Agriculture Union
Regulation No. 1**

Convention

1. (a) A standard delegate credential form shall be prepared by the Administrative Officer and sufficient copies forwarded to all Locals at least five months prior to the Convention.
 - (b) The forms shall be prepared in duplicate, bear the name of the delegate and Local and the signature of the Local President or Secretary. One copy is to be given to the delegate and the other copy forwarded to the Administrative Officer at least four month prior to Convention.
 - (c) Members of the National Council and Delegate from the E.O. committee will also be provided with credentials by the Administrative Officer. These will be signed by the President or his/her appointed representative.
 - (d) The Agriculture Union shall be responsible for the expenses of delegates accredited to its National Convention.
 - (e) The expenses for accredited delegates shall be determined at the beginning of the Convention by these delegates, who will study the proposals of the Organization.
 - (f) When a former National President of the Agriculture Union has been invited to attend a National Convention of the component, all costs associated with transportation, accommodations and meals for the former presidents shall be paid by the Component.
2. (a) The National Executive shall appoint accredited delegates to form committees. First priority will be given to candidates elected from amongst the accredited delegates and by those same accredited delegates in attendance at Regional Conferences. At a time when elections are not possible, priority will be given to recommendations made by the Regional Vice President or Directors.
 - (b) Committees will be formed by appointing one (1) delegate to each of the standing committees from Atlantic; Quebec; Manitoba, North Western Ontario and Nunavut; Saskatchewan; Alberta and Northwest Territories; British Columbia and Yukon; two (2) delegate to each of the standing committees from Ontario; One EO Delegate to a standing committee.
3. All resolutions and recommendations originating from the National Office, National Executive, National Council or Regional Conferences, Equal Opportunities Committee will be submitted to all Locals three (3) months prior to Convention. All resolutions proposed to be submitted to the Convention shall:
 - (a) be accepted for consideration if submitted by one of the following: the National Executive; National Council; a Local or a Regional Conference; and Agriculture Union Equal Opportunities Committee;
 - (b) resolutions submitted by Locals shall bear the signature of the President and Secretary of the submitting body;
 - (c) be forwarded to the Administrative Officer at least four months before the Convention;
 - (d) deal with one subject only.
 - (e) be typewritten or printed upon a separate sheet of paper and submitted in triplicate;

- (f) be clear and concise with either a sufficient preamble or explanatory footnote and restricted to 150 words or less;
- (g) the National Executive may refuse to receive or consider any resolution not properly presented in accordance with the above;
- (h) all resolutions dealing directly with collective bargaining shall be excluded from the business of the Triennial Convention and referred to the central bargaining committee, except for new item or items not included in the agreements negotiated by P.S.A.C.
- (i) a resolution received after the deadline set herein will be considered only if it meets the requirements of By-Law 11 Section 15.
- (j) notices of motion to amend the By-Laws shall be submitted in the form of resolutions as outlined in (a) to (f) above.
- (k) a progress report on all resolutions adopted by the Convention shall be submitted to each member of the National Council and each Local within six months (6) of the Convention and periodically thereafter.
- (l) resolutions submitted by Regional Conferences shall bear the signatures of two Regional Vice Presidents/Directors and/or Alternate.
- (m) resolutions submitted by Agriculture Union Equal Opportunities Committee shall bear the signatures of the Director and Alternate.
- (n) Resolutions submitted by the National Executive or National Council shall bear the signature of the President and one of the Executive Vice Presidents.

**Agriculture Union
Regulation No. 1 (A)**

Convention - P.S.A.C.

- 1) Delegates to the Triennial National Convention of the Public Service Alliance of Canada shall be elected in accordance with the requirements of the Constitution of the Public Service Alliance of Canada.
- 2) Delegates entitlement shall be determined as follows:
 - (a) Two (2) delegates elected by the members' delegates to this Union's Convention, for each of the following regions:
 - I. Atlantic
 - II. Quebec
 - III. Ontario
 - IV. Saskatchewan
 - V. Alberta and North West Territories
 - VI. British Columbia and Yukon
 - (b) One (1) delegate for Manitoba, North Western Ontario and Nunavut
 - (c) Two (2) Directors from DND, PSC/CSPS, CGC, EO alternating to each Convention
 - (d) The First National Executive Vice-President of this Union
 - (e) All other additional delegates, if any, shall be elected from amongst the members of the National Council, who will not have been delegated by the geographic regions mentioned, based on seniority.
 - (f) If the PSAC has not allotted enough delegate seats to the PSAC National Convention because of our membership numbers, any member of the National Council who has been selected according to (a) (described above) will be officially recognized and accredited as an alternate delegate of our Union at the PSAC National Convention with the costs to be borne by the Agriculture Union.
- 3) Should the allotted delegation be greater than 20, the remaining delegates shall be elected by the Agriculture Convention at large.
- 4) Should the allotted delegation be less than 20, the required designation of the official delegates shall be the decision of the National Council, based on seniority.
- 5) The Agriculture Union shall pay a maximum amount of \$500.00 per delegate to all locals who ask to participate, and participate in their regional convention of the PSAC. This subsidy be available to all locals until such time as PSAC Regional Conventions are fully funded.

**Agriculture Union
Regulation No. 1 (B)**

Convention - CLC - Federations of Labour

The Agriculture Union shall pay a maximum amount of \$500 to all locals who ask to participate, and participate in the convention of the Canadian Labour Congress and/or provincial, (territorial) federations of labour.

**Agriculture Union
Regulation No. 2**

Elections

1. (a) A Nominations Committee of three shall be appointed by the National Executive. This committee shall elect its own Chairperson.

(b) If a member of the Nominations Committee agrees to have his/her name presented as a nominee for an elected office, he/she shall immediately disqualify himself/herself from the Committee and the National Executive shall appoint a replacement.
2. The duty of the Nominations Committee shall be to receive nominations for each of the elected positions on the National Executive and shall:
 - (a) verify the eligibility of nominees for office;
 - (b) ascertain the willingness of the nominees to accept and perform the duties of any office to which they may be elected;
 - (c) report to the Convention the names of all such nominees.
3. Nominations for all offices filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder, each of whom shall be an accredited delegate. In addition to the names of the nominees for each office reported by the Nominations Committee, further nominations shall be called for from the floor of the Convention for each office in turn.
4. Only accredited delegates shall be allowed on the Convention floor during the election of officers.
5. When a vacancy occurs in the office of a Regional Vice President or National Director, such a vacancy shall be filled by the alternate Regional Vice President or alternate National Director, whichever is applicable. If for any reason the alternate is unable to fill this vacancy or is unable to complete the term, the vacancy shall be filled as follows:
 - (a) The National President shall advise all Locals within the region that a vacancy exists.
 - (b) Each Local within a region may nominate a candidate, such nominations to take place at a regular membership meeting or a special meeting of the membership called for that purpose.
 - (c) The name of the nominee together with a resume of his/her activities in the Union shall be forwarded to the National President within thirty (30) days of receiving notice of the vacancy.
 - (d) Nomination papers must indicate the willingness of the nominee to stand for office, together with the names of the mover and seconder, both of whom shall be members in good standing of the Union.
 - (e) A Local may, if the membership so desires, nominate a member of another local.
 - (f) Within seven (7) days of receipt of nominations, the National President shall forward to the Locals concerned, the names of the nominees and a resume of their activities as provided by the nominating Local for the purpose of conducting a mail vote.
 - (g) A Local will be eligible to cast one (1) ballot for each delegate that Local would be entitled to send to a Convention of the Union if it were held on that date. Eligibility shall be determined in accordance with By-Law 11 Section 11 of this Union.

(h) Ballots must be postmarked not later than thirty (30) days from the date appearing on the notice of election. No vacancy will be filled by election if such vacancy occurs within six (6) months prior to the date of the National Convention.

(i) In the event of a tie vote, a second ballot will be taken, if this result in a second tie vote, the National President will cast the deciding vote following consultation with the National Executive.

6. In order to ensure continuity, in the event of change in President, the outgoing President shall be entitled to a maximum of three (3) months salary. The incoming President shall be expected to assume office as soon as practical.

**Agriculture Union
Regulation No. 3**

Travel Directive

Introduction

1. This directive is issued under the authority vested in the National Executive by the Agriculture Union Regulations.
2. The aim of this directive is to set guidelines describing the rules, standards and procedures which apply to the Union's business travel by the National Executive, National Council, employees and other persons to whom travel expenses are payable by this Union.
This directive is based on two principles: first, that employees should not be out of pocket for travel expenses necessarily and legitimately incurred and second, that the conditions of travel should be modest and reasonable and reflect financial probity and prudence.
3. The expenses must be in accordance with the budget approved by the National Convention unless otherwise authorized by the National Council.
4. All expenses are subject to the approval of the National President before they are authorized except in the case of emergency.
5. Expenses incurred by persons under the authority of this directive shall be claimed in accordance with procedures prescribed by the National President.
Expense claim forms are available from the National Office.
6. All national Council expense claims must be submitted within one year of incurring the expense. Any claim outstanding after this date will be considered null and void.

Transportation

1. For transportation, economy and speed must be taken into consideration.
2. All travel expense claims shall be paid in accordance to Treasury Board Travel Regulations.
3. Taxi may be authorized when the use of same is justifiable and reasonable.
4. **Private Cars**
 - (a) An allowance per kilometre in accordance with the Treasury Board Travel Directive shall be paid for use of private cars where it is the most economical and convenient means of travel for short distance.
 - (b) Parking expenses shall be paid in addition to any allowance specified above.

Living Allowance

1. (a) "full day" means a calendar day during which a person is on official business for the Union and room accommodation is required. "day" means a calendar day during which a person is on official business for the Union during the entire day and room accommodation is not required.

(b) "portion of a day" means any period of a day.
2. A meal allowance shall be paid to a person who is on official business for this Union during the portion of a day which includes meal hours.

3. Any person on official business for this Union shall be entitled to a living allowance in accordance with the Travel Directive of the Public Service of Canada.

Compensation for Loss of Wages

A person on official business for this Union shall be paid for loss of wages an amount equal to his/her daily rate of pay.

General Expenses

1. Expenses incurred by National Council members as a result of their activities in this Union shall be paid for; expenses such as, electronic communications, stamps, telephone calls, parking etc...
2. An official reception can be paid by the National Office at the time of a National Executive and/or National Council meeting.

**Agriculture Union
Regulation No. 4**

Regional Seminars

1. This directive is issued under the authority vested in the National Executive of the Agriculture Union-By-Laws.
2. The aim of this directive is to set guidelines describing the rules, standards and procedures which apply in the planning, organizing and implementation of regional seminars.
3. (a) Representatives from Locals to Regional Bargaining Committees shall be at the Local's expense. However, financial assistance may be supplied by the R.V.P. through the allotment allowed for Regional Seminars.

(b) On request, an amount of \$6,000.00 annually will be made available by the National Office to each Regional Vice President for the purpose of holding a seminar.

(c) On request, the National Office will provide \$5,000 annually to the Public Service Commission Director and 4,000 annually to the Canadian Grain Commission and \$3,000 annually to the Department of National Defence Director for the purpose of sending members to seminars.

(d) to involve new activists, additional funds be made available from the National Office for these members from small and/or isolated locals to attend Regional Seminars. Upon request from the local Executive, the National Executive will make a decision on the allocation of funds.
4. (a) the RVP's invite all locals in their respective regions, including PSC/CSPS, DND and CGC locals, to their Regional Seminars.

(b) funding for the PSC/CSPS, DND and CGC members come out of their respective Director's allocation.
5. Additional expenses or money allocation for a regional seminar are subject to the approval of the National Executive.
6. All expenses of a regional seminar paid by the National Office will be accounted for by the R.V.P. for that region. This itemized account will be provided to each local in the region.
7. The duration of a regional seminar shall be determined by the R.V.P. but at no time shall be less than one (1) day or more than three (3) days.
8. The date and place of each regional seminar shall be decided by the R.V.P.
9. There shall be at least one regional seminar per year.
10. The National Executive may, in the event of an emergency, call special regional seminar.
11. Regional seminars shall be presided by the R.V.P. (s) of the region(s) concerned.
12. Unused funds may be carried forward only until the seminar preceding the next convention. Distribution of carried-over funds is at the discretion of the National Executive.
13. A copy of the minutes including an itemized account of expenses of each regional seminar will be sent to the locals of the regions within ninety (90) calendar days of the end of each regional seminar.
14. All costs associated with attendance by the regional E.O. representative shall be covered by the regional EO budget for the attendance of the Regional Seminar.

**Agriculture Union
Regulation No. 5**

Sub-Locals

For the purpose of By-Law 7, Section 2 in a locality where there are less than twenty (20) members but more than five (5) members, these groups of members may, if they so wish, be formed into groups referred to as "sub-Locals", however, the formation of such sub-locals should be at the request of such membership following consultation with the Regional Vice President for that region and approval by the National Executive of this Union.

**Agriculture Union
Regulation No. 6**

**Terms and Conditions of Employment
of the National President**

For this Regulation any reference to President includes Acting President.

This regulation governs the Terms and Conditions of employment for the President of the Agriculture Union on **leave without pay** from his/her regular job.

1. **Purpose**

The purpose of the Regulation is to set up the terms and conditions of employment for the President of the Agriculture Union.

2. **Tenure of Office**

The tenure of office of the President shall be in accordance with the By-Laws of the Agriculture Union.

3. **Entitlement of pay**

(a) The President is entitled to be paid for service rendered the remuneration applicable to the position held by him/her.

(b) The rate of pay applicable to the position of the President is the rate established in the Public Service Alliance of Canada for the group and level in which the position is included.

(c) For the purpose of this Regulation, the President shall be paid in accordance with the Public Service Alliance of Canada Terms and Conditions of Employment unless otherwise specified in this Regulation.

4. **Continuous Employment**

For the purpose of annual leave, continuous employment for the President shall comprise the total period of continuous employment from the date of commencement of service in the Public Service to the date of termination of employment with the Agriculture Union.

5. **Designated Paid Holidays**

The President shall be entitled to designated paid holidays on the same basis as employees in the Public Service Alliance of Canada.

6. **Overtime**

Compensation on a day of rest or on a designated paid holiday shall not exceed seven (7) hours per day at the straight-time rate.

7. **Compensatory Leave**

(a) "Compensatory Leave" means leave with pay in lieu of cash payment for overtime and such leave with pay will be equivalent in value to the cash payment that would otherwise have been made.

(b) Compensatory Leave earned by December 31st that is outstanding on September 30th of the following fiscal year shall be paid for in cash at the President's rate of pay.

(c) if the President ceases to be employed, he/she shall in lieu of compensatory leave with pay, be paid an amount equal to the product obtained by multiplying the number of days or hours of earned but unused compensatory leave by the daily or hourly rate of pay applicable to him/her immediately prior to termination of his/her employment.

(d) if the President dies, his/her estate shall, in lieu of compensatory leave with pay, be paid an amount equal to the product obtained by multiplying the number of days or hours of earned but unused compensatory leave by the daily or hourly rate of pay applicable to him/her immediately prior to termination of his/her employment.

(e) A report of all compensatory leave shall be given annually to the National Council.

8. **Leave General**

If the President, who has been granted more vacation, sick or special leaves with pay than he/she has earned, dies he/she shall be considered to have earned the amount of leave with pay granted to him/her.

9. **Sick Leave**

(a) The President shall earn and be granted sick leave credits under the same conditions of the employee's contract of the PSAC.

(b) When the President is unable to perform his/her duties because of illness or injury and such illness or injury prevents the President from attending the Convention and seeking re-election, he/she shall be entitled to be granted sick leave to the limitation of his/her sick leave credits or for the duration of his/her illness, whichever is less, provided he/she satisfies the Agriculture Union National Executive that he/she is unable to work due to illness or injury.

(c) In a case referred to in Section (b) above, if the President is eligible to receive benefits from Disability Insurance, he/she must apply for such benefits and must agree to pay the Agriculture Union any amount received by him/her from Disability Insurance for the period between the dates of election where he/she ceased to be on sick leave with pay.

(d) If the President does not have sufficient credits to cover the granting of sick leave with pay under the provisions of the section sick leave with pay may, at the discretion of the National Executive, be granted up to 15 days. The granting of more than 15 days advanced sick leave to the President must be approved by the National Council before sick leave with pay may be granted.

10. **Vacation Leave with Pay**

(a) The President shall earn and be granted vacation leave with pay under the same conditions that apply to all employees of the PSAC.

(b) The President may carry over any vacation leave credits but not in excess of one year's entitlement.

(c) Vacation leave credits with pay exceeding two year's entitlement earned by December 31st that is outstanding on September 30th of the following fiscal year shall be paid for in cash at the President's rate of pay.

(d) If the President dies or otherwise ceases to be employed, he/she or his/her estate shall, in lieu of earned vacation leave with pay, be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation leave by the daily rate of pay applicable to him/her immediately prior to the termination of his/her employment.

11. **Special Leave**

The President shall be entitled to special leave with pay on the same basis and under the same conditions that apply to all employees of the PSAC subject to Agriculture Union National Executive approval.

12. **Other Types of Leave**

The President shall be entitled to other types of leave with or without pay on the same basis and under the same conditions that normally apply to employees of the Public Service Alliance of Canada subject to Agriculture Union National Executive approval.

13. **Severance Pay**

(a) Subject to Section (b), when the employment of the President terminates for any reason other than removal from office under By-Law 13 Section 1 of the Agriculture Union By - Laws, he/she shall be entitled to be paid one (1) week's pay at his/her current rate of pay for each completed year of continuous employment with Agriculture Union.

(b) If the President dies during his/her employment with the Agriculture Union, there shall be paid to his/her estate an amount equal to the amount he/she would have otherwise been entitled to at the time of termination of his/her employment with the Agriculture Union.

14. **Transfer of Leave**

When an employee in the Public Service is elected as the President of the Agriculture Union all the unused sick and special leave credits that stand to the employee's credit in the record of the Public Service shall be transferred to the Agriculture Union provided that these are substantiated to the satisfaction of the Agriculture Union National Executive.

15. **Travel Expenses**

The President of the Agriculture Union is entitled to be reimbursed his/her travel expenses in accordance with Agriculture Union Regulation 3.

16. **Relocation Expenses**

The President of the Agriculture Union is entitled to be reimbursed his/her relocation expenses in accordance with Regulation 7.

17. **Other Benefits**

The President working full-time for the `Agriculture Union is entitled to all other benefits which are currently applicable to employees of the PSAC.

(a) No additional benefits other than those described in this Regulation shall be granted to the President unless they are approved by the National Council.

(b) The National President shall be paid according to the Collective Agreement established between the PSAC and the Alliance Employee's Union. The present salary being Band 14. Any increases will be based on any future Collective Agreements.

**Agriculture Union
Regulation No. 7**

Regulation governing the relocation of the President of the Agriculture Union

For this Regulation any reference to President includes Acting President.

1. The President working full-time for the Agriculture Union shall be entitled to the following provisions:

(a) The reimbursement of those actual and reasonable expenses within the limits of the Treasury Board Relocation Directive incurred by said President of the Agriculture Union, spouse and dependent members of the family in relocating from one place of residence to another at the time of election and at the time of termination of employment as the President.

(b) The President, who ceases to be employed as a full-time President for the Agriculture Union, who applies for, is entitled to relocation expenses for those actual and reasonable expenses not exceeding an amount equal to his/her relocation expenses from Ottawa to his/her former place of residence.

(c) If the President of the Agriculture Union, employed full-time, dies during a term of office, his/her spouse and/or dependents shall be entitled to be reimbursed relocation expenses subject to the same conditions specified in Section 1 (b) of this Regulation.

(d) Upon request from the immediate family, assistance may be paid for the transportation of the remains of the deceased President to his/her former place of residence in accordance with the conditions specified in Section 1 (b) of this Regulation.

**Agriculture Union
Regulation No. 8**

**Terms and Conditions of Employment
of the 1st National Vice-President**

For this Regulation any reference to 1st National Vice-President includes Acting 1st National Vice-President.

This regulation governs the Terms and Conditions of employment for the 1st National Vice-President of the Agriculture Union on **leave without pay** from his/her regular job.

1. **Purpose**

The purpose of the Regulation is to set up the terms and conditions of employment for the 1st National Vice-President of the Agriculture Union.

2. **Tenure of Office**

The tenure of office of the 1st National Vice-President shall be in accordance with the By-Laws of the Agriculture Union.

3. **Entitlement of pay**

(d) The 1st National Vice-President is entitled to be paid for service rendered the remuneration applicable to the position held by him/her.

(e) The rate of pay applicable to the position of the 1st National Vice-President is the rate established in the Public Service Alliance of Canada for the group and level in which the position is included.

(f) For the purpose of this Regulation, the 1st National Vice-President shall be paid in accordance with the Public Service Alliance of Canada Terms and Conditions of Employment unless otherwise specified in this Regulation.

4. **Continuous Employment**

For the purpose of annual leave, continuous employment for the 1st National Vice-President shall comprise the total period of continuous employment from the date of commencement of service in the Public Service to the date of termination of employment with the Agriculture Union.

5. **Designated Paid Holidays**

The 1st National Vice-President shall be entitled to designated paid holidays on the same basis as employees in the Public Service Alliance of Canada.

6. **Overtime**

Compensation on a day of rest or on a designated paid holiday shall not exceed seven (7) hours per day at the straight-time rate.

7. **Compensatory Leave**

(a) "Compensatory Leave" means leave with pay in lieu of cash payment for overtime and such leave with pay will be equivalent in value to the cash payment that would otherwise have been made.

(b) Compensatory Leave earned by December 31st that is outstanding on September 30th of the following fiscal year shall be paid for in cash at the rate of pay of the 1st National Vice-President.

(c) If the 1st National Vice-President ceases to be employed, he/she shall in lieu of compensatory leave with pay, be paid an amount equal to the product obtained by multiplying the number of days

or hours of earned but unused compensatory leave by the daily or hourly rate of pay applicable to him/her immediately prior to termination of his/her employment.

(d) If the 1st National Vice-President dies, his/her estate shall, in lieu of compensatory leave with pay, be paid an amount equal to the product obtained by multiplying the number of days or hours of earned but unused compensatory leave by the daily or hourly rate of pay applicable to him/her immediately prior to termination of his/her employment.

(e) A report of all compensatory leave shall be given annually to the National Council.

8. **Leave General**

If the 1st National Vice-President, who has been granted more vacation, sick or special leaves with pay than he/she has earned, dies he/she shall be considered to have earned the amount of leave with pay granted to him/her.

9. **Sick Leave**

(a) The 1st National Vice-President shall earn and be granted sick leave credits under the same conditions of the employee's contract of the PSAC.

(b) When the 1st National Vice-President is unable to perform his/her duties because of illness or injury and such illness or injury prevents the 1st National Vice-President from attending the Convention and seeking re-election, he/she shall be entitled to be granted sick leave to the limitation of his/her sick leave credits or for the duration of his/her illness, whichever is less, provided he/she satisfies the Agriculture Union National Executive that he/she is unable to work due to illness or injury.

(c) In a case referred to in Section (b) above, if the 1st National Vice-President is eligible to receive benefits from Disability Insurance, he/she must apply for such benefits and must agree to pay the Agriculture Union any amount received by him/her from Disability Insurance for the period between the dates of election where he/she ceased to be on sick leave with pay.

(d) If the 1st National Vice-President does not have sufficient credits to cover the granting of sick leave with pay under the provisions of the section sick leave with pay may, at the discretion of the National Executive, be granted up to 15 days. The granting of more than 15 days advanced sick leave to the 1st National Vice-President must be approved by the National Council before sick leave with pay may be granted.

10. **Vacation Leave with Pay**

(a) The 1st National Vice-President shall earn and be granted vacation leave with pay under the same conditions that apply to all employees of the PSAC.

(b) The 1st National Vice-President may carry over any vacation leave credits but not in excess of one year's entitlement.

(c) Vacation leave credits with pay exceeding two year's entitlement earned by December 31st that is outstanding on September 30th of the following fiscal year shall be paid for in cash at the rate of pay received by the 1st National Vice-President.

(d) If the 1st National Vice-President dies or otherwise ceases to be employed, he/she or his/her estate shall, in lieu of earned vacation leave with pay, be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation leave by the daily rate of pay applicable to him/her immediately prior to the termination of his/her employment.

11. **Special Leave**

The 1st National Vice-President shall be entitled to special leave with pay on the same basis and under the same conditions that apply to all employees of the PSAC subject to Agriculture Union National Executive approval.

12. **Other Types of Leave**

The 1st National Vice-President shall be entitled to other types of leave with or without pay on the same basis and under the same conditions that normally apply to employees of the Public Service Alliance of Canada subject to Agriculture Union National Executive approval.

13. **Severance Pay**

(c) Subject to Section (b), when the employment of the 1st National Vice-President terminates for any reason other than removal from office under By-Law 13 Section 1 of the Agriculture Union By - Laws, he/she shall be entitled to be paid one (1) week's pay at his/her current rate of pay for each completed year of continuous employment with Agriculture Union.

(d) If the 1st National Vice-President dies during his/her employment with the Agriculture Union, there shall be paid to his/her estate an amount equal to the amount he/she would have otherwise been entitled to at the time of termination of his/her employment with the Agriculture Union.

14. **Transfer of Leave**

When an employee in the Public Service is elected as the 1st National Vice-President of the Agriculture Union all the unused sick and special leave credits that stand to the employee's credit in the record of the Public Service shall be transferred to the Agriculture Union provided that these are substantiated to the satisfaction of the Agriculture Union National Executive.

15. **Travel Expenses**

The 1st National Vice-President of the Agriculture Union is entitled to be reimbursed his/her travel expenses in accordance with Agriculture Union Regulation 3.

16. **Relocation Expenses**

The 1st National Vice-President of the Agriculture Union is entitled to be reimbursed his/her relocation expenses in accordance with Regulation 9.

17. **Other Benefits**

- (a) The 1st National Vice-President working full-time for the `Agriculture Union is entitled to all other benefits which are currently applicable to employees of the PSAC.
- (b) No additional benefits other than those described in this Regulation shall be granted to the 1st National Vice-President unless they are approved by the National Council.
- (c) The National 1st National Vice-President shall be paid according to the Collective Agreement established between the PSAC and the Alliance Employee's Union. The present salary being Band 13. Any increases will be based on any future Collective Agreements.

**Agriculture Union
Regulation No. 9**

**Regulation governing the relocation of the
1st National Vice-President of the Agriculture Union**

For this Regulation any reference to 1st National Vice-President includes Acting 1st National Vice-President.

1. The 1st National Vice-President working full-time for the Agriculture Union shall be entitled to the following provisions:
 - (a) The reimbursement of those actual and reasonable expenses within the limits of the Treasury Board Relocation Directive incurred by said 1st National Vice-President of the Agriculture Union, spouse and dependent members of the family in relocating from one place of residence to another at the time of election and at the time of termination of employment as the 1st National Vice-President.
 - (b) The 1st National Vice-President, who ceases to be employed as a full-time 1st National Vice-President for the Agriculture Union, who applies for, is entitled to relocation expenses for those actual and reasonable expenses not exceeding an amount equal to his/her relocation expenses from Ottawa to his/her former place of residence.
 - (c) If the 1st National Vice-President of the Agriculture Union, employed full-time, dies during a term of office, his/her spouse and/or dependents shall be entitled to be reimbursed relocation expenses subject to the same conditions specified in Section 1 (b) of this Regulation.
 - (d) Upon request from the immediate family, assistance may be paid for the transportation of the remains of the deceased 1st National Vice-President to his/her former place of residence in accordance with the conditions specified in Section 1 (b) of this Regulation.

**Agriculture Union
Regulation No. 10**

Bargaining and Negotiation

1. In accordance with Regulation 15, PSAC, each Local shall be required to establish a bargaining demands committee to review membership experience under Alliance Collective Agreements and to prepare demands for future negotiations.
2. In the same way, each regional meeting sets up regional committees for representation on the six (6) PSAC regional committees for bargaining, Regulation 15 (3.1.1) PSAC Constitution and Regulations, regrouping the demands of locals and representation on the national committee of the Agriculture Union.
3.
 - a) All the seven regional seminars elect one delegate per coalition/bargaining unit. The delegate must be a member of one of the bargaining units in question and must hold a Union position
 - b) The regional seminars for Ontario and Quebec will elect one delegate per coalition/bargaining unit for the national capital region. The delegates must be a member of one of the bargaining units in question and must hold a Union position, pursuant to PSAC Regulation 15.
 - c) If necessary, a one-day mini-conference will be organized by the National President for the required coalition/bargaining units with respective delegates, RVPs and Directors. These mini-conferences will be chaired either by the Vice President responsible for collective bargaining or the National President or any other national officer designated by the President.
4. The RVP shall be charged with the responsibility of conducting regional bargaining committee elections preferably in conjunction with regional seminars. Where there is more than one (1) RVP within the region, cooperation and direction are essential.
5. Representation expenses for Locals within Regional Bargaining Committees shall be incurred by the Locals. (However, the RVP must provide some financial help through amounts allocated to regional seminars).
6. The Agriculture Union National Bargaining Committee may be convened prior to the PSAC Bargaining Committee meetings.
7. The elected delegates for each region will form the Agriculture Union national committee for each of the coalitions/bargaining committees.
8. When called by the National President, these coalition/bargaining units will meet as required to establish the official position of the Agriculture Union on each subject and any other points raised by the President.
9. The National Office shall pay for the Agriculture Union's National Bargaining Committee meetings, the transportation cost, hotel accommodations, loss of salary and per diem in accordance with government travel directive for each official delegate.
10. For Separate employers two (2) representatives will be elected at the seven regional seminars conducted in the year prior to commencement of collective bargaining. Equitable representation of occupational groups and equity representation will be considered. In accordance with Regulation 15 of the PSAC Constitution and Regulations, representatives must hold a union office. These fourteen (14) representatives will attend a national bargaining conference to review the demands and elect members to sit on the negotiating team pursuant to PSAC Regulation 15, Sub Section 3.7.

**Agriculture Union
Regulation No, 11**

Pension Escalation Regulations

1. **Background**
Pension Escalation Plan is incorporated into and does form part of the P.S.A.C. Pension Plan. Accordingly, the Component is contributing to the P.S.A.C. Pension Plan.
2. **Administration**
These regulations shall be monitored by the National Executive of the Agriculture Union - PSAC on the advice and guidance of the National Council.

**Agriculture Union
Regulation No. 12**

Education Fund

1. The 1981 Agriculture Union Convention established a fund to be used to assist our members in small or isolated locals to attend education courses.
2. The National Executive will consider application from locals requesting money from the fund.
3. Locals must outline the type of education courses being requested, who is conducting the course and the estimated cost.
4. No local will be reimbursed for education cost if prior approval was not requested and approved, unless otherwise approved by the National Council.
5. The fund may also be used to cover the cost of National Officers to attend federation of labour and/or C.L.C. courses and other courses approved by National Council.
6. Any other financial assistance provided by other sources shall offset the amount of assistance provided by Agriculture Union.
7. A detailed statement of expenses incurred shall be submitted by locals before final payment is made.
8. That the Agriculture Union shall establish an annual CLC scholarship in the amount of \$4,000. for Agriculture Union members in good standing to apply for. If there is no successful applicant in one year there would be two scholarships the following year. If it is carried over more than two years, there would be a maximum of two (2) scholarships in any one year.
9. The Agriculture Union 1990 Convention established and put into place an annual bursary in commemoration and recognition of the Agriculture Union Record of Performance Inspectors. Guidelines shall be utilized according to the present policy for CLC scholarships. This bursary will be in the amount of \$1000.00 dollars which will be made available to members of Agriculture Union and/or dependants of any Agriculture Union member and shall be applied to any Agriculture course from recognized institution.

Former R.O.P Inspectors were appointed by Agriculture Canada to supervise the milking and collection of data, to enforce rules and to provide R.O.P. information to herd owners.

**Agriculture Union
Regulation 13**

Financial Assistance to Small Locals

1. The 1984 Agriculture Union Convention established a fund to assist members in small or isolated locals to attend UMCC Committee meetings.
2. The National President will consider and rule on applications from locals and will report to the Executive on all applications.
3. Locals must outline reasons for request, justify need, the rationale and provide an itemized estimate of costs.
4. No application will be approved for payment unless prior approval has been received for each request. A granting of a particular request will not set precedence.
5. All monies paid to the local must be substantiated by receipts and statements of expenses incurred. Any outstanding amounts, if an advance was forwarded, must be refunded within ten (10) days of meeting to the National Office.

**Agriculture Union
Regulation 14**

Area Councils

The Agriculture Union upon request annually from a Local and upon approval of the National President will contribute \$100.00 to any Area Council which has one or more Agriculture Union locals actively participating in its organization.

**Agriculture Union
Regulation 15(A)**

Agriculture Union - E.O. Committee

1. The Agriculture Union Equal Opportunity, (E.O.) Committee shall consist of the National Director for Equal Opportunity (E.O.) and one member from each region as defined in Regulation 1 (a) Section 2 (a).
2. The Agriculture Union E.O. Regional representative and alternate shall be elected at the Regional Conference immediately following the Agriculture Convention; the regional representatives elected at the regional conference will sit on the national committee and serve a three year term.
3. The Agriculture Union National E.O. Director shall chair the E.O. committee. The Director or alternate E.O. Director shall also serve as the PSAC. E.O. Committee delegate.
4. The Agriculture Union National E.O. Committee shall elect from the seven Regional Representatives a Coordinator to assist the National Director.
5. The chair of the E.O. Committee or an alternate member of the committee will be a delegate to the Agriculture Union Triennial Convention.
6. The Agriculture National E.O. Committee shall meet at least once a year for a minimum of two-days.
7. Each E.O. Regional representative may receive funding for E.O. initiatives in their respective regions. Such funding will be based on work plans submitted to the Agriculture Union National Executive for approval.

**Agriculture Union
Regulation 15(B)**

P.S.A.C Equity Conferences

Delegates to PSAC Equity Conferences will be determined by the Agriculture Union National President and the National Director for Equal Opportunity, giving preference to members from the respective equity groups

**Agriculture Union
Regulation 16**

Local Finances

Pursuant to By-Law 12 Section 8, where the statement referred to has not been submitted, and consequently, the refundable portion of the dues has not been remitted to the local in question, any refundable portion of dues that have been held in the National Office for more than two (2) years shall be converted to general revenue of the Agriculture Union.

**Agriculture Union
Regulation 17**

District Labour Council Affiliation

The Agriculture Union shall subsidize locals to a maximum of 50% of District Labour Council affiliation dues upon presentation of receipts.