

**Agriculture Union
National Council Meeting
June 2 to 5, 2016**

**Marriott Residence Inn
161 Laurier Avenue, Ottawa, ON**

MINUTES

In Attendance:

National Executive Bob Kingston, National President (Chair) Fabian Murphy, 1 st NEVP Rick Cormier, 2 nd NEVP Milton Dyck, 3 rd NEVP Barbara Kristjansson, 4 th NEVP	National Council Jan Pennington, RVP Eastern Atlantic Don Bouchard, RVP Western Atlantic Jacquelin Carrier, RVP Eastern Quebec Mariette Beaudet, RVP Western Quebec Larry Lavitt, RVP National Capital Region Rob MacDonald, RVP Southern Ontario Eryn Butterfield, RVP Manitoba, Northwestern Ontario and Nunavut Karen Zoller, RVP Saskatchewan Randy Olynyk, RVP Northern Alberta & NWT Herhald Mark, RVP Southern Alberta Dean Babuin, RVP Eastern British Columbia Teri Friday, RVP Western British Columbia and Yukon Marlene O'Neil, National Director Human Rights
	Staff Larry Budge, Administrative Officer Nathalie Cale, Administrative Assistant and Recording Secretary Elaine Ouimet, Labour Relations Officer Sylvie Rochon, Labour Relations Officer (June 2 afternoon only) Patrick St-Georges, Labour Relations Officer Christine Gauthier (June 2 morning only)
	Guests (June 2 afternoon only) Robyn Benson, PSAC National President James Infantino, PSAC

1. Call to Order

B. Kingston called the meeting to order at 9:05 a.m.

2. Opening Remarks – Committee Assignments

B. Kingston introduced Elaine Ouimet, Labour Relations Officer at the National Office. He stated that there had not been many Council conference calls but that we would try to have more in the future. He advised that F. Murphy and himself had been lobbying MPs in regard to food safety and had received good responses.

3. Adoption of agenda

M/S H. Mark / T. Friday

That the agenda be adopted

MOTION CARRIED – by show of hands

4. Hours of Session

The following hours of session be as proposed by the Chair:

Day 1

9:00 a.m. to 11:45 p.m. Business agenda

1:15 p.m. to 5:00 p.m. Business agenda

Day 2

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

1:30 p.m. to 5:00 p.m. Business agenda

Day 3

9:00 a.m. to 12:00 p.m. Standing Committee Meetings

1:30 p.m. to 5:00 p.m. Standing Committee Meetings

Day 4

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

1:30 p.m. to 5:00 p.m. Business agenda

M/S T. Friday / R. Olynyk

That the hours of session be adopted

MOTION CARRIED

5. Approval of April 22 to 25, 2015 National Council Minutes

M/S E. Butterfield / M. O'Neil

That the draft minutes of the April 22 to 25, 2015, meeting be adopted.

Recorded Vote # 1 – MOTION CARRIED UNANIMOUSLY

6. Business Arising out of Previous Minutes – Tracking Report

#1 – Paid Prep Time/Wash-up Time

B. Kingston reported that there was a committee in place and there had been meetings with CFIA but that the meetings were not moving as well as he had anticipated. The next meeting is scheduled for June 28th.

#2 – CFIA – Timeline for Training for Duty to Accommodate

E. Butterfield reported that the employer would state that the training was being delivered as HR was delivering it. B. Kingston commented that CFIA could not be giving the training because anything that has to do with Health & Safety must go through NOSH and that this had not gone through NOSH. R. Olynyk reported that local training was being given to the OSH members. B. Kingston stated that we should not be participating in the training until it had gone through NOSH.

B. Kingston reiterated that CFIA have been told that they could access the JLP training on the following two conditions: that CFIA respect the JLP and that the JLP be given the credit for the training. This item is ongoing.

#3 – CFIA Harassment Training

B. Kristjansson reported that the committee members had been meeting with CFIA. The members of the committee are B. Kristjansson and M. O'Neil with R. Cormier as alternate. She stated that the entire training had to be re-written as it was originally written in the 1990's and that things were different now. She stated that this was a joint consultation but the union was doing more work than the employer. Furthermore, B. Kristjansson stated that the committee was struggling with some members on the list from the employer side. She reiterated that the committee was still looking for names of members to take the training willing to work with managers and deliver the training. She reported that they were anticipating having training on train the trainer in October or November 2016. D. Babuin asked how does someone request the training. M. O'Neil responded that the committee would be preparing a call-out for facilitators that would be sent out to the RVPs. The RVPs would then have the responsibility to inform their Locals.

M. O'Neil stated that the committee with the JLP and PSAC expertise would ensure that a good program was being re-written. B. Kristjansson commented that JLP had been a huge help and work was in progress with hopes of having it completed by October 2016. She added that once the training was in place, the request for the training would be sent to one specific email address at CFIA and the committee would decide on who receives the training. B. Kingston stated that if the training was being delivered in the regions, to please advise B. Kristjansson or M. O'Neil as the training should be co-delivered. M. Dyck commented that this training has taken a while but the work of the committee was very much appreciated. This item is ongoing.

#4 – Classification Reform CFIA

M. O'Neil reported that she had assembled a chronological file of the entire history since the existence of the agency with the help of the National Office staff. She stated that she receives approximately 10 to 15 emails per month from members asking about their grievances. She added that there was interest within the agency to get these grievances resolved. B. Kingston reported that the grievances were still outstanding and were being held in abeyance. He added that there was PSAC representation at the table and that the PSAC might have some additional supportive history and/or information. This item is ongoing.

#5 – EE Meetings

M. O'Neil reported that CFIA presented their plan but the union was not present; but after speaking with CFIA, the union was added. She reported that it was made very clear that the employer shall not decide who sits for labour on the committees and that we would decide who sits for the union. M. O'Neil stated that RVPs would be playing a big role in helping to set-up a process to ensure that the members representing us on the committees are reflecting what national wants. She added that we needed to know of who was representing us on the committees to establish and then maintain a list. She stated that in the next 2-3 months a formal process should be in place and if anyone had suggestions or ideas on the process to please communicate with her.

F. Murphy commented that employers must have an EE plan and that we had been very diligent to ensure that there is a plan in place. He stated that the following RVPs sit on EE committees: CFIA – B. Kristjansson, AAFC – M. Dyck, DND – F. Murphy, PSC – L. Lavitt, CSPS – F. Murphy and M. Dyck, and, CGC – T. Friday. He stated that plans were being developed and we would ensure that the employers continue to develop them in consultation with us.

R. Cormier commented that he had received a list of the committee members that they were not nominated by us but they were good individuals. B. Kingston responded that the members must be nominated through us and the process must be followed. B. Kingston commented that cooperation and collaboration

was higher under EE than H&S. He stated that these committees shared liability; therefore, nothing should be decided unilaterally as all decisions should be done jointly (example: selection of Champions is a joint decision).

M. Dyck reported that AAFC was different in that they have a national committee that meets two times a year. He reported that the meetings usually went well except for recently when there was supposed to be a meeting but it ended up being a 10-minute update, as most of human resources people have left. He stated that there would be a meeting scheduled with the employer next week to get this started again. M. Dyck stated that there were strong individuals on board such as Local Presidents. He added that we want to select the members to this committee and ensure that they are committed.

T. Friday reported that at CGC the EE diversity only has a national committee meeting at this time because the workforce had shrunk. She stated that this could change in the future because of hiring. She added that they were meeting regularly and the five-year plan had not been approved yet, but they were working collaboratively.

F. Murphy advised Council members that once the EE plans were finalized to please send them to B. Kristjansson or M. O'Neil and they would be posted on our website. This item is ongoing.

#6 – Competent People

F. Murphy and M. Dyck reported that they were working on the list of competent people and that it had to be reviewed before posting on the website. He also added that there was a need to find individuals outside of CFIA; therefore, they looked at the possibility of using Quintet Consulting. B. Kingston and F. Murphy will continue their communications with Quintet. This item is ongoing.

#7 – Local RVP Reports

B. Kingston stated that some RVPs had been filling out the reports and some had not. He reiterated that the purpose of these reports was to facilitate a dialogue with Locals. He added that this was an opportunity for a RVP to do a check-up with a Local. He stated that we had previously been caught by surprise by some Locals as we were not aware of issues that had arisen within their Local. He added that by filling out the reports, we could try to prevent issues or be made aware of issues and jump in to help a Local. Furthermore, it could give a Local an opportunity to have an agenda item added to the National Council meetings or to their Regional Seminar.

F. Murphy commented that the National Executive suggested that the Local RVP Reports be discussed at the Regional Seminars in order to have an open discussion with the Locals, especially with the struggling ones. J. Pennington

commented that this was a great idea and that “Grievances” or “How does your Local track the status of the grievances?” should be added to the Local RVP Report form to improve it.

#8 – ATIP Requests

F. Murphy stated that this item had been on the tracking report for several meetings and was added after DRAP. He reported that he filed ATIP requests for bonuses that were paid to managers for 2012-13 and 2013-14. He stated that he received all the information for CFIA but for all other employers, the information was redacted with figures but no names. He reported that he had filed a complaint with the Commissioner’s office and their response was that the employers could redact the information and could withhold the information. He added that he had received the same information from the PSAC National President’s office.

P. St-Georges commented that he still saw the value of requesting the ATIPs to show that the employers were giving out big bonuses to managers and that having the numbers and dollar figures at bargaining was especially valuable. He also suggested that we share the wording with other components in order for them to request ATIPs for bargaining purposes. J. Carrier commented that he brought up bonuses at a meeting and the managers at the table were surprised that the union was aware.

F. Murphy advised that the ATIPs received would be distributed to the Council members who could forward them to the members on the CFIA and TC Bargaining teams along with the wording that was used in the ATIP requests. This item is now complete.

#9 – LAT 02’s – DND (excluded positions)

F. Murphy stated that the LAT 02’s were supervisors at the St-Jean location that were excluded but wanted to be back in the bargaining unit. E. Massie was working on these files before going on sick leave. He stated that these files were at the first level of the grievance process. F. Murphy added that he would be reaching out to Linda Cassidy, PSAC Essential Services Agreement/Exclusions Officer. This item is ongoing.

#10 – CFIA Collective Agreement

B. Kingston advised that the purpose of this meeting was to have CFIA and the Union jointly advise CFIA managers of the changes to the Collective Agreement. Unfortunately, the meeting with G. Etienne did not take place. This item is now complete.

#11 – National Office – Grievance Status Report

A copy of the grievance status report was distributed to Council members. F. Murphy advised that only the final level grievances received at the National Office were included on the report and the group grievances such as PI/EG Review, EG and GL were not included. J. Pennington commented that he liked the format of the report and suggested that Locals could use this format to keep track of their own grievances. M. Beaudet asked if the report could be sent to the Locals. B. Kingston cautioned that only the grievances for a specific Local could be sent to the Locals as the report contained personal information. F. Murphy thanked N. Cale for her work in completing this report.

#12 – Health & Safety Newsletter

M. Dyck reported that the newsletter had not been sent out yet. This item is ongoing.

7. Finance Committee

Please refer to the committee report later in the report.

8. National Office Staff

F. Murphy reported that the office had been functioning very well for the past year. He advised that two Labour Relations Officers, E. Massie and Nancy Milosevic, have been on long-term leave and that the National Executive had made a decision to staff these positions. E. Ouimet and P. St-Georges were hired on a term basis. He reported that P. St-Georges, E. Ouimet and S. Rochon had been keeping us ahead with the grievances. He added that recently S. Rochon had an accident at work and that she was on a gradual return to work schedule. He advised that E. Massie would be off until June 16th, but that we were anticipating another extension and that N. Milosevic's return date was scheduled for the end of July. He added that the office was anticipating a gradual return to work for E. Massie and N. Milosevic; therefore, the National Executive discussed renewing the term assignments for P. St-Georges and E. Ouimet.

EG and GL Grievances

F. Murphy reported that P. St-Georges was working on the EG grievances and they had gone to the final level. He also advised that there were approximately 80 GL Review grievances remaining and the employer wanted to start working on them. He stated that P. St-Georges had an action plan to deal with these outstanding grievances.

PI/EG Review Grievances

F. Murphy advised that B. Kingston and S. Rochon would be working on the PI/EG Review grievance files and a plan was in place to meet with the employer. He added that it would be preferable to work on these files before B. Kingston retires as he has the history on the grievances.

9. Employer Updates

CGC

T. Friday reported that they were meeting regularly at all levels and that the EE meetings were also scheduled regularly. She stated that the employer was suggesting that NOSH meetings take place by teleconference but there wasn't much participation at the last meeting; therefore, the next meetings would take place in person. She reported that the employer had been doing a lot of mental health training and first responder training. She added that they were hiring which was good news but unfortunate for the members that were WFA. M. Dyck asked about the move of work location from Chatham to Hamilton. T. Friday advised that the employees in Chatham were given six months to decide if they wanted to move to Hamilton and the employer was looking for some guidance on where the people would want to go in Hamilton, as there wasn't an office in place as of yet. B. Kingston commented that it would be inappropriate for the employer to expect the employees to decide in that time frame without having a location in place.

DND

F. Murphy reported that he met with the employer at the NUMCC, the National Policy Committee and several sub-committees such as Violence in the Workplace and EE committees. He reported that L. Lavitt and M. Beaudet sit on the committees at the regional level for Asticou and St-Jean. He advised that the biggest problem with this employer was Health & Safety. He reported that they kept going off from the labour code. He advised that their new health strategy was being done without consultation with the Policy Committee. B. Kingston stated this employer didn't see the recently announced "Total Health" directorate as being under Health & Safety. F. Murphy advised that this item would be added on the agenda of the next policy committee and would be challenged.

CSPS

F. Murphy reported that the National Office received a letter from CSPS with a list of 49 affected employees. The list of affected employees was distributed to the Council members. B. Kingston, L. Lavitt, R. Chalifoux (Local President 70139 in the NCR) and F. Murphy met with Elizabeth Tromp, CSPS Vice-President to discuss this matter. He added that each affected employee met with

management where they were advised that CSPA was downsizing and the employee was given a letter. L. Lavitt and R. Chalifoux were present at the Asticou worksite when the employer met with the employees. CSPA was not anticipating retaining any of the 49 affected employees. The first WFA Committee meeting is scheduled for Monday June 6th, 2016.

PSC

B. Kingston commented that the PSC was good to deal with on a consultative perspective. He stated that PSC has been involved in several investigations that have been challenging. He added that they, along with other employers, were having a hard time understanding how we participate in terms of workplace violence. He stated that the clause 20.1 still seems to puzzle some employers and we continue to explain it to them.

B. Kingston stated that this employer seemed to have stabilized after all the cuts they had gone through. He reported that individual departments were doing their own staffing audits and their own internal assessments of how they were complying with the PSC policy. He reported that some didn't understand the PSC policy so we would be monitoring this for a while. He added that this was a fallout of the downsizing that took place at the PSC but they seemed to have a plan in place that they think will work. L. Lavitt stated that there was a two-year study where they went from 17 staffing policies down to two to remove policies that weren't needed. B. Kingston advised that a complaint could be filed should you find things in your department that were not consistent with the PSC policy.

AAFC

M. Dyck reported that there were a lot of issues with Occupational Health & Safety meetings as there was a big push for videoconferencing; however, after discussion with the employer this has been resolved. He reported that AAFC was looking at ways of saving money and scheduling less union management meetings as a lot of meetings overlap and they were being filled up with having separate HR meetings dedicated for the Diversity and Equity groups. He added that they were scheduling HR meetings regularly that were usually dominated by HR and Science & Tech; therefore, they were trying to give a special portion of the meetings to the smaller branches (such as Information Branch) to ensure that their issues would be conveyed and that all parts of AAFC be represented.

M. Dyck reported that there were discussions on the monitoring and auditing of their own staffing process; this is an ongoing process that continues to be discussed at the HR UMCC. He stated that all departments were trying to act too quickly on Mental Health and that there had been several discussions at the NUMCC and NOSH meetings. He commented that B. Kingston would be making a presentation about mental health at the next NOSH meeting.

M. Dyck reported that AAFC was still holding on to the term policy and not rolling over terms. F. Murphy stated that the term policy came into effect after DRAP and that it was being mentioned at every meeting. He reported that he was told that the HR person would be speaking to all managers to see why the terms could not be rolled over.

Community Pasture Program WFA - M. Dyck advised that next year would be the last year for the community pasture program. He stated that there were about 80 people under workforce adjustment and the WFA committee had moved up some dates because of lack of work. He added that there were at least six individuals that would be moved up to January 2017 instead of January 2018. He reported that we were demanding that the affected individuals receive notification now instead of surprising them later that they only had a few months left in their positions.

CFIA

B. Kristjansson reported that OSH in all the areas and regions were struggling with management wanting to direct the actions and committees across the country. She stated that it was a committee decision on who sits on the committees and that management could not make that decision.

She reported that there had been a lot of talk about reorganization and it seemed to be coming to a head. She added that this could possibly be the plan to get the entire country on business lines where you will have managers and supervisors looking after the business lines. She reported that there had been an amalgamation of Saskatchewan and Alberta North under one manager that appeared to be working well.

She reported a lot of discipline in the last year with the use of the government credit cards. She stated that as a continuing message to the members, please ensure that they do not use CFIA Government credit cards for anything personal at all and if they are, that they get it paid off. She added that there had been members with 10 to 15 years of service that had been fired with this being their only infraction.

M. O'Neil gave an update on DRAP and stated that there were still a few outstanding grievances at the National Office and the employer wanted these dealt with. F. Murphy acknowledged M. O'Neil for her work on DRAP.

A list of term employees provided by CFIA was distributed to the Council members. B. Kingston stated that the Council members should review the list with their Locals to see if it was complete and accurate. He stated that CFIA had committed to review the terms that had been there for over two years to see why they were not being rolled over.

R. Cormier reported that there were still issues with the Overtime Tool. He reported that the mileage issues had pretty much been settled. F. Murphy stated that there was a committee in place which consists of B. Kristjansson, R. Cormier, B. Kingston and F. Murphy. He stated that E. Ouimet sent an email to Council members and Local Presidents requesting examples of overtime vs reporting pay. He stated that grievances were filed and were now at the first or second level of the grievance process. He added that the committee continues to meet with the employer to try and to get this resolved. He also stated that there was a policy grievance filed and placed in abeyance in case we could not get this resolved.

Selection of Committee members to Regional and Area (OSH)

The Council members discussed the selection of Committee members to Regional and Area (OSH) and the best process to decide on who should sit on the committees. B. Kristjansson advised that a committee member had to be an employee to sit on the Local OSH committee, but didn't have to be an employee at the Regional and National level. She added that sometimes it would be better to have the alternate RVP (employee) on the committees if the RVP was from another employer (non-employee).

F. Murphy advised that the purpose of this agenda item was not necessarily to make any changes, but to have a discussion on the best process. He added that RVPs already had a huge workload and by splitting up the workload, it could keep the alternates engaged. He commented that another thing to consider was that the employer covers the costs of an employee, but AGR must cover the costs for non-employees.

B. Kingston commented that there is an agreement that non-employees are allowed but we strive to keep employees on the committees. He added that the employees understand the work and can monitor the facilities. He stated that the RVPs should consider those factors when selecting members at the regional level.

D. Babuin commented that he found that going to the OSH meetings connected him to the members and by not participating, he would be unaware of issues. T. Friday expressed that it should not matter if you are an employee or non-employee to sit on the committees. She added that as a non-employee it could bring a new set of eyes or the ability to say things without repercussions. B. Kingston responded that he didn't sit on the AAFC NOSH committee but that he still represented the members. He added that an employee would know more about the work situations than the non-employee. Furthermore, he added the RVP could still attend the meetings as an observer.

M. Beaudet commented that she is the RVP for six departments and could not attend all of the NOSH committees. She reported that the members sitting on the committees send her the minutes of their meetings and keep her informed.

Phoenix Pay System

The Council members reported many pay issues with the Phoenix Pay System. The following are some of the reported problems: members being paid twice; members receiving meal allowance when they worked on the weekend but weren't entitled to it if they were working less hours; leave without pay (LWOP) – rule not applied properly; union dues were being deducted differently; members were not being paid when returning from maternity leave or other leave; overtime time pay entries were bouncing back, etc.

F. Murphy advised that the employer would come back to collect from the members that were overpaid or paid twice. He commented that all the pay problems that he had received and sent to the employer were being expedited and resolved. He advised that the members should be calling the Life Events Center to try to resolve their pay issues. He stated that if the members were still having difficulty getting their pay issues resolved, to please forward them to him and he would deal with the employer to get the issues resolved. He added that Chris Aylward, PSAC National Executive Vice-President, was also dealing with the Phoenix Pay issues at the national level and had direct access to the Life Events team. Some Council members suggested that we file grievances. F. Murphy commented that this would only stall the process even more. He suggested that the members call their MPs and make them aware of their pay problems in order to put pressure on the employer to get the problems fixed.

10. Agriculture Union Social Justice Fund

F. Murphy reported that the Committee had been active and busy with several requests so far this year. The Committee approved the following:

Easter donation of beef to PEI Food banks in the amount of \$2,300;

Natural Wonders Early Learning Centre, Swift Current, Saskatchewan in the amount of \$2,560;

Villa Rosa Residence, Winnipeg, Manitoba in the amount of \$22,000;

Canadian Red Cross Fort McMurray in the amount of \$5,000;

Zimbabwe OCCZIM Project in the amount of \$10,000 US for two years. This project was approved but placed on hold as there was trouble transferring the funds overseas. The Committee would be following up with Maryann Hladunn, PSAC REVP-Prairies and Don Kossic.

F. Murphy advised Council members that all profiles for the projects could be found on the website under Social Justice Fund.

11. Collective Bargaining Update

This item was referred to the Collective Bargaining Committee.

12. Standing Committee Reports

Bylaws and Regulations Report

J. Pennington read the report to the Council members.

1. By-law 8 Section 8 – Subsection 5 (b)

“Ensure that the Union Local has selected OSH committee members to each OSH committee under its jurisdiction and/or OSH representatives in workplaces with less than the required number of employees as defined in the Canada Labour Code.”

B. Kingston stated that the word “appointed” could be changed to “selected” in order to comply with the laws as they are currently written.

2. By-law 3 Section 5 Life Membership

M/S R. Cormier / J. Pennington

That the following amendment to By-law 3 Section 5 Life Membership be adopted

“A Life Membership may be awarded to any current and/or retired member who, through personal and devoted efforts in the affairs of this Union, has performed exemplary services for the membership provided, however, that there shall not be more than twenty-five (25) such Life Memberships at any one time. The awarding of Life Membership shall be controlled and decided by the National Council which, from time to time as it deems necessary, shall instruct the Administrative Officer to indicate to Locals the number of vacancies in the establishment of Life Memberships and to invite nominations from Locals for Life Membership awards. A list of current life members can be found in By-laws Annex 1A and 1C.”

To preserve the history of our great Agriculture Union, the name of deceased life members will be added to By-laws Annex 1B. The amount of time she/he was a member and the year of the members’ demise.

Annex 1A, 1B and 1C can be updated at any time when a life membership has been awarded by the National Council.”

Recorded Vote # 2 – MOTION CARRIED UNANIMOUSLY

B. Kingston interpreted that the annexes could be editable based on the decisions at the National Council meetings as long as the decision was in accordance with the bylaws. He added that the amendment of the bylaw offered clarification for the future. He stated that the motion would be submitted at the next convention.

3. Regulation 3

M/S R. Cormier / R. Olynyk

That the following amendment to Regulation 3 (Travel Directive) be adopted

“6. In keeping with PSAC policy, unionized suppliers and services and union-made products must be used whenever available and possible.”

Recorded Vote # 3 – MOTION CARRIED UNANIMOUSLY

M/S R. Cormier / E. Butterfield

That the Bylaws and Regulations Report be adopted as a whole.

Recorded Vote # 4 – MOTION CARRIED UNANIMOUSLY

Finance & Communication Report

K. Zoller read the report. The 2015 financial statements were distributed to the Council members by email.

M/S T. Friday / D. Bouchard

That the funding from the former Directors budgets be re-allocated in 2017 to increase each RVP’s budget for the yearly Regional Seminar by \$1,000.

Recorded Vote # 5 – MOTION CARRIED UNANIMOUSLY

B. Kingston commented on the committee’s report in regards to the “fact that all locals are not getting their yearly financial statements submitted to the Component”. He stated that the RVPs should make their Locals aware that they were giving away their dues revenue to the component if their financial statements were not submitted to the National Office. He advised the RVPs that

we needed to hear from Locals that were not submitting their financial statements and that maybe we could offer some assistance. He added that the component would go back up to two years to give the Local's portion of dues once the financial statements had been received at the National Office.

F. Murphy reiterated on the importance of the RVP reports and the benefit of tabling those at the regional seminars. He stated that it would be a good idea to include the Locals audited financial report in those discussions and remind the Locals that they were required to submit their financial reports to the National Office. J. Pennington commented that if we had Locals in this situation that we should take a look at possibly merging them. He added that this was a sign of a non-functioning Local and that possibly there weren't any activist within the Local.

M/S F. Murphy / K. Zoller

That the Finance and Communications Report be adopted as a whole.

Recorded Vote # 6 – MOTION CARRIED UNANIMOUSLY

Collective Bargaining and OHS Committee

All Committee members shared in the reading of the report to Council members.

F. Murphy commented that the National Office tried to keep up to date with the posting of OSH minutes on the AGR website but the employer does not send them to our office. He suggested that the members who participate on the committees send the minutes to the National Office and they would get posted.

M. O'Neil pointed out a correction to be made to the CFIA Bargaining Representatives listed on the report. She stated that her alternate for the NCR is Mike Cottingham not Mike O'Neil. She also commented that it would have been nice to see something about harassment and/or violence in the workplace in the committee's report. M. Dyck responded that there would be a piece in the H&S Newsletter.

B. Kingston stated that for clarification purposes, the last sentence should read "Next year, by April 2017, we encourage everyone to provide their OHS and bargaining related resolutions to their regional seminars or the national office for the Triennial Convention".

M/S M. Dyck / L. Lavitt

That the Collective Bargaining and OHS Committee report be adopted as amended.

Recorded Vote # 7 – MOTION CARRIED UNANIMOUSLY

General and HR Committee Reports

H. Mark read the report to the Council members.

M/S B. Kristjansson / H. Mark

That the committee requests to have a copy of the EE plans from all employer committees once they are finalized.

Recorded Vote # 8 – MOTION CARRIED UNANIMOUSLY

M/S B. Kristjansson / H. Mark

That this committee requests a report from AGR National Office for the 2017 Convention on accommodations and accessibility of the Moncton Convention Venues.

Recorded Vote # 9 – MOTION CARRIED UNANIMOUSLY

F. Murphy stated that the two motions would be added to the tracking report.

M/S B. Kristjansson / D. Babuin

That the General and Human Rights Committee report be adopted as a whole.

Recorded Vote # 10 – MOTION CARRIED UNANIMOUSLY

13. Agriculture Union Convention 2017

The next Agriculture Union Convention will be held on August 16, 17 and 18 in Moncton, NB. L. Budge advised that the RVPs and Director of Human Rights would be travelling on August 11 for the National Council meeting scheduled on August 12, followed by three days of Committee meetings with the last day of Committee meetings on August 15. He added that all remaining delegates would be arriving for Convention on August 15, the same day as “La fête nationale des acadiens et acadiennes”.

14. Political Action

June 8 Day of Action

B. Kingston explained that June 8 Day of Action was a solidarity day for the negotiating bargaining units. He added that CFIA bargaining was in Ottawa on June 8. He informed Council members that the PSAC regional offices had

supplies but most of them were not organizing anything. He added that the activities planned for that day did not have to be complex. He stated that we needed members to send in pictures with some kind of message or sign to show that they were supporting their bargaining teams.

M. Beaudet reported that the locals in her region were very motivated and that there would be an assembly of approximately a ½ hour at lunch break.

M. Dyck stated that we needed to keep our membership informed and get the members out and involved. He also thanked everyone that was getting people motivated and involved.

D. Babuin stated that most members were backing their negotiating teams and that we should give them more information to get them fired up and motivated. He added that we have been silent and the members were trusting their bargaining teams. B. Kingston responded that the members should be reading the information on the PSAC website on bargaining. Furthermore, he advised Council members that they could easily communicate with their Locals over a conference call. He added that the RVPs have access to the national office conference line and could do so by simply communicating with the administrative assistants to reserve the line.

Meeting with MPs

F. Murphy and B. Kingston reported that they met with over thirty Members of Parliament (MPs) in regards to food safety and auditing. F. Murphy reported that they were met with very good feedback and that the MPs were very receptive. Council members were invited to review a binder with the information that was presented to the MPs during their meetings.

F. Murphy commented that on the Food Safety First website (FoodSafetyFirst.ca) there was a letter that the members could send to their MPs urging them for the audit as per the Safe Food for Canadians Act passed into law in 2012. J. Pennington reported that he sent out the letter to his MP and that he did receive a response. F. Murphy added that anyone could sign up on the FoodSafetyFirst website to receive information.

Political Action and Lobbying

B. Kingston advised that B. Kristjansson, M. Dyck, R. Cormier and himself met with Jim Laws, Executive Director of the Canadian Meat Council and Chantal Donaghue, Vice President of Corporate Affairs, Cargill Canada at the end of May. B. Kingston commented that there were interesting similarities in their concerns in regards to CFIA.

15. James Infantino (PSAC) Presentation on Disability Insurance

The Council members were given a comprehensive presentation on Disability Insurance by James Infantino, PSAC Pension & Disability Insurance Officer. A handbook was distributed to all Council members. Electronic copies of the handbook may also be found at the following link: <http://psacunion.ca/disability-insurance-information-psac-members>.

16. Violence in the Workplace

There was a discussion to ensure that all Council members were current on the subject of violence in the workplace.

B. Kingston stated that work place violence is defined in Part XX of the Canada Occupational Health and Safety Regulations, Violence in the Workplace as “any action, conduct, threat or gesture of a person towards an employee in their work place that can reasonably be expected to cause harm, injury or illness to that employee”.

K. Zoller asked what a reasonable length of time was in order to wait for the supervisor to communicate with the complainant. B. Kingston advised that per regulation 20.9 (2) “if an employer becomes aware of work place violence or alleged work place violence, the employer shall try to resolve the matter with the employee as soon as possible”; therefore, once the employer becomes aware of a situation all of the other obligations kick in and should be dealt with immediately. He added that if the matter was unresolved, then the employer should appoint a competent person. M. Dyck added that if the supervisor/employer was taking a long time to decide if it was workplace violence, he suggested that an email be sent to the OSH Co-Chair with a copy to the manager.

The following is a list of references that Council members can consult for additional information:

Canadian Labour Code – Part II – Occupational Health and Safety
Canada Occupational Health and Safety Regulations – Part XX
Form CSA Z1001 – Occupational Health and Safety Training
Form CSA Z1003 – Psychological health and safety in the workplace
CFIA vs PSAC (Abel Akon) Court Case, November 30, 2015
AGR Website under “Info Key” <http://www.agrunion.com/wp-content/uploads/Harassment-and-Bullying-Forms-of-Workplace-Violence-Dec-2015.doc.pdf>

B. Kingston advised the Council members that the second report of the Mental Health Task Force Committee was released last week and could be helpful when

making psychological assessments. The report may be found on the PSAC website at <http://psacunion.ca/joint-task-force-mental-health-releases-second> or the TBS website at http://news.gc.ca/web/article-en.do?nid=1077989&_ga=1.65456872.714000136.1436298835 .

17. Unionized Services and Facilities

B. Kingston stated that Agriculture Union has a policy on using unionized services and facilities and that there were too many instances where this was not happening. He added that this topic was being talked about at several levels as for example, there were components moving out of headquarters to non-unionized facilities.

T. Friday commented that we must set the example, that principles were not always easy and could not be used when they were convenient. D. Babuin advised that there weren't always unionized facilities to use for example in Okanagan. B. Kingston replied that this was a principle that we decided to honour and we are bound by it. He stated that unionized businesses or establishments should be used wherever possible for union business. He added that if you are in a town or city where there weren't any facilities, there were always options such as the use of a recreational center, a town hall, schools, etc. In addition, he advised that there used to be a list on the Canadian Labour Congress (CLC) website of unionized facilities. L. Lavitt and B. Kristjansson reported that there was a website for union made products and services named shopunion.ca (available in English only).

F. Murphy commented that the RVP and Director Handbook was a little bit vague on this issue; therefore, it would be amended by the Committee.

18. Locals: Communication and support

Council members were given the opportunity to share information on topics such as Rand Campaigns, member orientation/on-boarding and/or successes that the RVPs have had with Locals.

Rand Campaigns - F. Murphy reported that the National Office usually does a Rand Campaign and that the last one was approximately a year ago which included a draw for an iPad. He stated that he was willing to start a new campaign to get ready for the next convention offering a certain number of hoodies to members who signed an Application for Membership Card. B. Kingston stated that the last Rand Campaigns were done in conjunction with our convention. Furthermore, he advised that for the PSAC convention, the more Rands that were signed up, the more delegates would be given the opportunity to attend the PSAC convention.

Member Orientation/Onboarding - B. Kristjansson stated that E. Butterfield had a good process in place for her region and RVPs could reach out to her for more information. R. Olynyk stated that the PowerPoint presentation for on-boarding members could be sent out. M. Dyck stated that sending out the PowerPoint presentation to the member could help to give Local Presidents/Representatives the tools and confidence to have their first face to face meetings with the member. He added that in order to have union engagement, Local Presidents/Representatives should reach out to the members early to ensure that their first encounter with the union be a favourable one. He also stated that many Local Presidents/Representatives did not have that first meeting with the members which he found to be crucial. F. Murphy advised that the National Office had a PowerPoint presentation and that he would be sending out to Council members for review.

19. Regional Seminar Funding

This item was referred to the Finance Committee.

20. Grievance Procedure

There was a discussion in regards to the grievance procedure as J. Carrier stated that there were issues that were brought up at the last Quebec Regional Seminar. He reported that there wasn't much consultation to try to resolve issues. He stated that most of the time the issues were presented, then the employer presented the issues, but there wasn't a discussion. He commented that the employer's responses were often copy and paste and not in consultation. B. Kingston stated that consultative meetings should take place to exchange information and make a decision to resolve a problem within the two parties before getting an outside third party involved. He stated that if the employer was not willing to exchange information to fix a problem that they were in violation of the Collective Agreement. He advised that G. Etienne (CFIA) had agreed to have a discussion with the individuals in Quebec. He also added that an informal dialogue should take place prior to the grievance process. If there wasn't consultation and the problem was not resolved, then a grievance should be filed.

R. MacDonald commented that in his region the grievance process was sometimes avoided by having a dialogue with the manager and the employee. B. Kingston commented that conflict management sometimes did work but everything should be considered before mediation.

J. Pennington asked if the PSAC offered training on the grievance procedure. B. Kingston stated that he would follow-up with Sharon De Sousa, RVP-Ontario who sits on the PSAC Education Committee to see if there was grievance procedure training.

21. Internal Investigation: Kurtz-Cooke Appeal

This item was postponed as B. Kurtz-Cooke informed F. Murphy that her representative was not available for the appeal on the scheduled meeting date. F. Murphy stated that the National Council would have to convene for a conference call. He added that B. Kurtz-Cooke was given until June 30 to present her appeal. He informed the Council members that if a date was not set on or before June 30, 2016, the appeal would be deemed abandoned.

22. Next Council Meeting

The next meeting will be held in Moncton, NB, on Thursday, April 6 to Saturday, April 8, 2017, with travel on Wednesday, April 5, 2017. Council members were reminded that this would be the last days to submit resolutions for the 2017 Agriculture Union Convention. The adoption of the convention budget would also take place at this meeting.

23. Other Business

“HOPE” (CFIA)

R. Cormier reported on a new Mental Health Strategy – Peer-to-Peer program at CFIA program called “HOPE”. B. Kingston advised that he raised concerns about the program with CFIA as the program was started by individuals without any consultation. He stated that there would be more discussions with CFIA.

PSAC Service Awards

Robyn Benson, PSAC National President, joined the National Council meeting and presented PSAC Service Awards to:

Fabian Murphy – 30 years

Bob Kingston – 35 years

M/S L. Lavitt / H. Mark

That the meeting be adjourned.

MOTION CARRIED - by show of hands

The meeting adjourned at 12:15 p.m.

Minutes are respectively submitted by Nathalie Cale (Recording Secretary).

By-laws / Regulations Committee Report

(Rick Cormier, Eryn Butterfield, Jan Pennington, and Randy Olynyk)

The committee met and discussed the following items.

1

By-law 8 Section 8 – Subsection 5 (b) [Page 11]

Current

insure that the Union Local has appointed OSH committee members to each OSH committee under its jurisdiction and/or OSH representatives in workplaces with less than the required number of employees as defined in the Canada Labour Code.

The committee discussed the following word “appointed”.

This is in contravention Canada Labour Code Article 136 2(b). We are changing the following to bring the By-law into Compliance.

ensure that the Union Local has selected OSH committee members to each OSH committee under its jurisdiction and/or OSH representatives in workplaces with less than the required number of employees as defined in the Canada Labour Code.

2

By-law 3 Section 5 Life Membership [page 2]

The committee has discussed where and how the list of Life memberships is maintained

By-laws vs Regulations vs a list on the website

And the current wording is

A Life Membership may be awarded to any current and/or retired member who, through personal and devoted efforts in the affairs of this Union, has performed exemplary services for the membership provided, however, that there shall not be more that twenty five (25) such Life Memberships at any one time. The awarding of Life Membership shall be controlled and decided by the National Council which, from time to time as it deems necessary, shall instruct the Administrative Officer to indicate to Locals the number of vacancies in the establishment of Life Memberships and to invite nominations from Locals for Life Membership awards.

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

Proposed

A Life Membership may be awarded to any current and/or retired member who, through personal and devoted efforts in the affairs of this Union, has performed exemplary services for the membership provided, however, that there shall not be more than twenty five (25) such Life Memberships at any one time. The awarding of Life Membership shall be controlled and decided by the National Council which, from time to time as it deems necessary, shall instruct the Administrative Officer to indicate to Locals the number of vacancies in the establishment of Life Memberships and to invite nominations from Locals for Life Membership awards. A list of current life members can be found in By-laws Annex 1A and 1C.

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

Annex 1A, 1B and 1C can be updated at any time when a life membership has been awarded by the National Council.

Comment And for consideration to the chair at our Triennial Convention to recognize those who have received life memberships.

3

Regulations

The committee would like to make a motion to amend Regulation 3 [Travel Directive] – Introduction – 6

We would like it to read the following:

In keeping with PSAC policy, unionized suppliers and services and union-made products must be used whenever available and possible.

The motion is moved by Rick Cormier and Seconded by Randy Olynyk. The committee is unanimously in favour of the change.

This report is respectfully submitted by Rick Cormier, Chair and Seconded by Eryn Butterfield on the forth of June in the year two thousand sixteen.

Report of the Finance/Communications Committee
June 4, 2016

Present

Fabian Murphy (1st NEVP) Chair
Teri Friday (RVP Western BC & Yukon) Co-Chair
Karen Zoller (RVP Saskatchewan) Recorder
Don Bouchard (RVP Western Atlantic)
Larry Budge (Staff)

Communication

Members of council are reminded to review the website regularly and report anything that needs changing to Fabian Murphy.

Members should also be reminded that the PSAC has long service awards that recognize long term officers of the Union who have continuously served the members. Applications can be found on the PSAC website under the Honours & Awards tab.

Council members are asked to submit their history as union officers to the National office and the National office will track the time served and submit it to the PSAC on Council member's behalf.

There appears to be some issues with communications coming from PSAC where emails are going out with winmail.dat attachment files and even some with no attachments are carrying this file. It is being suggested/recommended to notify the respective REVP to have it looked into as it seems to possibly be coming from their server.

Finance

The audited statement of revenues and expenses for 2015 was reviewed. To date we are on track and our finances are in line with our budget due to good stewardship of all involved.

However, our membership base has dropped to 6895 since convention and we were just advised of 49 members from the Canada School of Public Service who have recently been given WFA notice.

In the next year PFRA will be wrapping up those DRAP affected pasture programs where another 82 members are affected.

We understand there may be some hiring of Agency Inspection staff with CFIA in the future but we will need to continue monitoring our spending closely going forward.

Discussion around the funding for Regional Seminars took place and the committee decided to recommend an increase to the RVP Regional Seminar budgets for 2017.

MOTION:

That the funding from the former Directors budgets be re-allocated in 2017 to increase each RVP's budget for the yearly Regional Seminar by \$1000.

M/S Teri Friday; Don Bouchard

A discussion was held around the fact that all locals are not getting their yearly financial statements submitted to the Component. Some are in non-compliance by more than the maximum reimbursement amount of 2 years of arrears rebate as per the By-laws. Please encourage locals to submit their financial statements on time.

New mileage and meal rates as of April 1, 2016.

For mileage see the NJC Travel Directive for changes affecting your area

April 1st – New Meals and Inc. Rates

Breakfast	\$16.80
Lunch	\$17.00
Dinner	\$45.00
Incidentals	\$17.30
Total	\$96.10

Moved by : Fabian Murphy
Seconded by : Karen Zoller

Collective Bargaining and OHS Committee

June 4, 2016 at 9:00 am

Sir Guy Carleton Room, Marriott Residences Hotel, Ottawa, Ontario

Members present:

Milton Dyck, 3rd National Vice President (chair)

Rob MacDonald, RVP Southern Ontario

Larry Lavitt, RVP National Capital Region (recorder)

Mariette Beaudet, RVP Western Quebec

Jacquelin Carrier, RVP Eastern Quebec

Chair: Roll Call - The Committee commenced at 9:18

Previous Business

Info on the website

H&S bulletin (newsletter)

New business

Bargaining updates

OHS Updates

Chair: Previous minutes review, and we need to work on the OHS bulletins.

Agenda Items - Previous Business

1. **Information on the website.** Employers' national/policy OHS minutes need to be posted on the website. AAFC and CFIA minutes are usually received regularly. However, previous minutes are still late to arrive, many times too late to prepare for subsequent meetings. Our delay is due to approval of minutes and translation before posting. We need a rep list to follow up and then acquire, and post Employer OHS minutes in a more timely fashion. This could facilitate a reminder from the office for minutes.

2. **OHS Bulletins.** This appears to be outdated and we need to look at the current priorities and determine if we need to reprioritize the items and then create a work plan to start creating, updating and publishing the bulletins.

Previous priority list

1. Return to work after DI or WSIB/CSST

2. Violence in the workplace related to Nov. 13/14 ruling on violence (citation: 2014 FC 1066)

3. Duty to accommodate

4. Employer requested medical forms

5. Violence in the workplace - list of competent persons

6. Local OHS committees - need for proper training

7. Local OHS committees - connection to higher level committees

- 8. Changes to Labour Code by Bill C-4, vexatious complaints, right to refuse, etc.
- 9. Mental health in the workplace

Suggested new priorities

- 10. Talent management - may be addressed under mental health in the workplace

New priorities

Rebundle

PRIORITY 1 – 1,3 and 4 RTW, DTA and medical forms.

PRIORITY 2 – 2 and 5 VWP and competent persons list.

PRIORITY 3 - Local OHS Committees would be a combined bulletin.

That leaves Bill C-4 and Mental health in the workplace.

Bill C-4 changes have training being provided by PSAC. And more info is already being provided with mental health.

Work Plan

Priority	Draft target date	Publish target date
1	Sep. 1/16	Sep. 30/16
2	Nov. 1/16	Nov. 30/16
3	Jan. 15/17	Feb. 15/17

Agenda Items - New Business

1. **Bargaining Updates** - We support the June 8th Day of Action to support our bargaining teams for both CFIA and TB employee members.

Negotiations are coming up for CFIA on June 7 to 9, all the TB tables from June 18 to 22. June 8th was chosen expressly not be during NPSW and its scope has expanded since to include CFIA and NJC union partners.

With the new government, bargaining updates from treasury board bargaining teams have been less detailed in part due to Union and Treasury Board not bargaining through the media, and our negotiations balance between information sharing on as much as we can and not disclosing demands we are discussing in good faith .

The teams all appreciate the support from the membership and are committed as always to improving our benefits and not lessening the sick leave provisions in our

collective agreements.

TB bargaining reps

TC - Jean Cloutier, Milton Dyck

EB - Danielle Moffet

CFIA bargaining reps (alternates in parentheses)

Atlantic - Rick Cormier (Don Bouchard)

Quebec - Jacques Rousseau (Jacquelin Carrier)

Ontario - Richard Hilson (Richard Brady)

NCR - Marlene O'Neil (Mike O'Neil)

Manitoba - Eryn Butterfield (Barb Kristjansson)

Saskatchewan - Karen Zoller (Jesse Todd)

Alberta - Randy Olynyk (Herhald Mark)

British Columbia - Terri Lee (Alvin Wong)

2. OHS updates

AAFC - Pressure to use VC continues but we continue to refuse. Several OHS regional coordinator positions are still vacant. We are very pleased to announce that AEDs have been provided by AAFC to all worksites after a long and protracted fight. This has been our number one membership request related to safety. AEDs save lives with a low associated cost to the Employer.

WHMIS global harmonization system (GHS) training is now being done after a long period of delaying the inevitable need for it.

CFIA - They have tried VC for the national OHS meetings and it did not work well. The GHS discussion was lost in the poor VC test meeting. There is a plan but there are no dates for training in some areas.

CFIA is still trying for VC meetings for area and regional meetings which in the case of western area one meeting occurring per year. In Ontario Area VC was attempted by VC per unsigned / unapproved terms of reference. VC restricts the ability of the union to properly perform and participate in OHS functions as the agency funding pressure only affects the employee members of the OHS committees.

CFIA 's EAP wellness sessions and other training has not been made accessible to members in slaughter plants. Even when a plant has been temporarily closed management has refused to send members on training citing restricted travel budgets for training. Local regional and area OHS committees need to continue to push that employees in plants are being provided training opportunities.

CGC- Good cooperation with employer on OHS issues and there are currently no great areas of concern.

DND-The department is driving ahead with their total health management system without full consultation with their policy committee.

PSC-The public service commission has violence in the workplace issues that are being dealt with.

CSPS- The school has not had many areas of concern.

Common Issues

Mental health / workplace wellness program problems and issues are common to all Employers. That is there has been a general ignoring by the Employer of their legal duty to work with their respective OHS committees before moving forward on any OHS or health related initiative including mental health or wellness of any kind.

Violence in the workplace - Appointments of competent persons as investigators continues to be a difficulty as does Managements understanding their roles and responsibilities and where investigations of VWP fits within the workplace.

June 10th is the deadline to apply to attend as a delegate to the PSAC National H&S Conference on Montreal in November. We encourage all National Council members to register to attend on the PSAC national website.

Next year, by April 2017, we encourage everyone to provide their OHS and bargaining related resolutions to their regional seminars or office for the Triennial Convention.

The Committee adjourned at 12:02 pm.

Moved by Milton Dyck seconded by Larry Lavitt

National Council Meeting
June 2 – June 5, 2016
Ottawa, ON

General and HR Committee Report

Participants:

Barb Kristjansson, Chair, 4th NEVP
Marlene O’Neil, National HR Director
Dean Babuin, RVP Eastern BC
Herhald Mark, RVP AB South

Discussion:

This Committee continued discussion from last face-to-face meeting on the selection of HR reps at the Regional Seminars following convention, as per Agr Union Regulation 14(A) 2.

This committee will task the HR Committee with drafting a resolution to change the selection of HR Regional reps to be made at Regional Seminar prior to Convention, with term to start at Convention. This will facilitate the succession planning, and more importantly have the National HR Committee in place immediately following Convention. It has takes most of a year to put the committee in place with the current structure, resulting in much loss of time when the HR Committee could be doing their good work. Ongoing.

Marlene shared the HR Committee draft work plan for this cycle. There have been many challenges for this committee to meet, but plans are under way and work has been done electronically. Ongoing.

This committee would request the Health and Safety Committee to let us know when the H and S Newsletter is being drafted, and would like to add a piece to it.

There is ongoing work and activity at the employers Equity and Diversity and Employment Equity Committees. Marlene suggested an application form, similar to the OHS application form CFIA currently uses, to formalize appointments from the Union to Equity and Diversity and Employment Equity Committees. Barb will draft a template and send to Marlene. This committee suggests we have an email sent from Agr Union National office to RVP’s asking for names forwarded to sit on specific EE Committees. Ongoing.

This Committee requests to have a copy of the EE plans from all employer committees once they are finalized.

This committee requests a report from Agr National office for the 2017 Convention, on accommodations and accessibility of the Moncton Convention Venues.

There will be a call for facilitators for the Union on CFIA’s Harassment Awareness Training (HAT) program. We will be looking for facilitators who have adult education skills, experience in our Union, their geographic region, and their languages of choice. There will be a train the trainer session provided by CFIA, and the facilitators will be expected to co-facilitate sessions on HAT with CFIA Management. Ongoing.

**National Council
Conseil National**

June 2016
Juin 2016

Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8	9	10
Babuin, Dean	1	1	1	1	1	1	1	1	1	1
Beaudet, Mariette	1	1	1	1	1	1	1	1	1	1
Bouchard, Don	1	1	1	1	1	1	1	1	1	1
Butterfield, Eryn	1	1	1	1	1	1	1	1	1	1
Carrier, Jacquelin	1	1	1	1	1	1	1	1	1	1
Cormier, Rick	1	1	1	1	1	1	1	1	1	1
Dyck, Milton	1	1	1	1	1	1	1	1	1	1
Friday, Teri	1	1	1	1	1	1	1	1	1	1
Kristjansson, Barb	1	1	1	1	1	1	1	1	1	1
Lavitt, Larry	3	1	1	1	1	1	1	1	1	1
MacDonald, Rob	3	1	1	1	1	1	1	1	1	1
Mark, Herhald	3	1	1	1	1	1	1	1	1	1
Murphy, Fabian	1	1	1	1	1	1	1	1	1	1
Olynyk, Randy	1	1	1	1	1	1	1	1	1	1
O'Neil, Marlene	1	1	1	1	1	1	1	1	1	1
Penninton, Jan	3	1	1	1	1	1	1	1	1	1
Zoller, Karen	1	1	1	1	1	1	1	1	1	1
Kingston, Bob	1	1	1	1	1	1	1	1	1	1

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