

**Agriculture Union  
National Council Meeting  
November 19, 20 and 21, 2014  
Ottawa Congress Center (Shaw Center), Ottawa, ON**

**MINUTES**

**In Attendance:**

<b>National Executive</b>	<b>National Council</b>
Bob Kingston, National President (Chair) Fabian Murphy, 1 <sup>st</sup> NEVP Rick Cormier, 2 <sup>nd</sup> NEVP Milton Dyck, 3 <sup>rd</sup> NEVP Barbara Kristjansson, 4 <sup>th</sup> NEVP	Sarah Leonard, RVP Eastern Atlantic Don Bouchard, RVP Western Atlantic Jacquelin Carrier, RVP Eastern Quebec Mariette Beaudet, RVP Western Quebec Pat St-Georges, RVP National Capital Region (November 21) Rob MacDonald, RVP Southern Ontario Eryn Butterfield, RVP Manitoba, Northwestern Ontario and Nunavut Karen Zoller, RVP Saskatchewan Randy Olynyk, RVP Northern Alberta & NWT Sherry Hunt, RVP Southern Alberta Dean Babuin, RVP Eastern British Colombia Teri Friday, RVP Western British Columbia and Yukon (Absent) Marlene O’Neil, National Director Human Rights

<b>National Council Alternates</b>	<b>Staff</b>
Anthony Paller, Alternate RVP Western British Colombia and Yukon	Larry Budge, Administrative Officer Nathalie Cale, Recording Secretary Christine Gauthier, Administrative Assistant Sylvie Rochon, Labour Relations Officer Erick Martel, Labour Relations Officer Elaine Massie, Labour Relations Officer

***Day 1 – November 19, 2014  
AM Session***

**1. Call to Order**

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

## 2. Opening Remarks – Committee Assignments

B. Kingston greeted everyone. He advised the Council members that P. St-Georges and M. Dyck were absent because they were attending the bargaining team meetings. He advised the Council that a harassment case with CFIA was won last week. The Chair noted that there were new faces in the room. Round table introductions ensued.

## 3. Adoption of agenda

The agenda was adopted as presented by show of hands.

## 4. Hours of Session

### Day 1

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

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

### Day 2

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 3

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

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

**Motion** by R. Cormier, seconded by D. Bouchard to adopt the hours of session

**Motion carried – by show of hands**

## 5. Approval of April 9, 10 and 11, 2014, Council Minutes

**Motion** by K. Zoller, seconded by M. Beaudet to approve the April 9, 10 and 11, 2014, Council Minutes

- **Recorded Vote #1 - Motion carried**

## 6. Business Arising out of Previous Minutes – Tracking Report

### #1 – Paid Prep Time

B. Kingston noted that a committee was formed to deal with unpaid prep time since CFIA ceased allowing the 15 minute prep time. There were grievances but they were not the best represented and this was recognized by CFIA as well. The committee will be working with managers of the agency to find the best solution to this problem. The Chair informed the Council that in the past, we had asked for names to participate on this committee. Rob MacDonald's name was given for this committee and he agreed to stay on. R. Cormier and B. Kristjansson also agreed to participate. An ideal candidate for this committee would be someone

who has experience as a meat hygiene supervisor. If you know someone who would be interested in participating in this committee, please send in their names.

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

B. Kingston noted that the last time this was raised with the Joint Learning Program (JLP), CFIA said they did not have the resources in house and JLP drafted a proposal with CFIA. G. Etienne still has not gotten back to them. It was recently re-raised at the NUMCC and G. Etienne reported that it was still on track. M. Beudet inquired on whether the JLP was allowed to use JLP regionally. B. Kingston noted that this was a negotiated within the CA and CFIA. It has been in writing with Local Managers for over 5 years. The Chair suggested to the Council members to inquire about it at the regional and local UMCCs.

## #3 – Harassment Training

There was discussion in regards to the new mandatory harassment training at CFIA. The Chair advised the Council that this training is not the same as the mandatory training given by the Centre of Occupational Health for the people nominated as a Competent Person. B. Kingston spoke to G. Etienne and advised him that the only training that they had agreed to was the training for the Competent People. This new mandatory training is not the same piece.

M. O’Neil advised that there hasn’t been joint awareness harassment training for employees for quite a while and that it is time to move this issue on. The Chair stated that it will have to be changes to the material especially after the court decision last week. B. Kristjansson forwarded the court decision by email to the Council. R. Cormier reminded the Council to forward names to the National Office of people who are not acceptable for the training.

## #4 - Classification Reform CFIA

M. O’Neil reported to Council that she met with G. Etienne last week and that this matter is on the radar. She has gone back to get some of the files and found generic job descriptions that were rejected. She will be setting up a meeting with G. Etienne in the next little while to pick up where they were left off and move this file forward. B. Kingston will check with the PSAC if they will work with us and follow-up with M. Krebs.

## #5 – EE Meetings

F. Murphy reported that there have been regular consultation with all the groups. There are union representatives on these committees. They opened up the doors for diversity committees. Our issue is to find members to be on these diversity committees; therefore, we encourage you to go back to your locals and seek out people to be union representatives on these committees. The following are the employment equity committees representatives with the employers: M. Dyck –

AAFC, M. O'Neil – CFIA, F. Fabian – CSPS (\*replacing E. Martel), L. Lavitt – PSC, unknown – DND and T. Friday - CGC

F. Murphy advised the Council that this was M. Dyck's portfolio but it will now be B. Kristjansson's. Her role will be to ensure that they are people on the committees and follow-up.

M. O'Neil suggested that we should monitor the names being submitted to these diversity committees to ensure that they are actual union members and that they are aware that they are representing the union. B. Kingston suggested that we make it the same format as Health & Safety and that the names must come from the Union Local, RVP or National Office.

#### #6 – Competent People

The Chair advised the Council that this item has been done. If anyone else wants to be added to the list, please let us know. S. Baker wants a meeting with G. Etienne and us in order to discuss.

M. O'Neil suggested that we post a listing of the Competent People somewhere (i.e. Website). It would be valuable information to the locals and the membership. She also inquired on how the expenses were being paid for the use of the services of the competent person. B. Kingston responded that employees doing violence in the workplace investigation with their employer are considered at work; therefore, they are not getting extra money. It would be the same as if you were dealing with a health and safety investigation. You are at work and you are getting paid.

#### #7 – Local RVP Reports

The Chair advised the Council that we have received more reports than we have in a long time. He thanked the Council for sending them in. He explained that the purpose of these reports is for the RVPs to fill out when they are speaking to the Local President to find out what issues that they might be having within their Local or region.

Morning Break 10:15 a.m.

Point of Privilege – M. Beaudet

M. Beaudet requested that agenda item #14 – Mobilization Political Action be moved up on the agenda. B. Kingston asked the Council if anyone had an objection. By show of hands, the Council agreed to move up this agenda item to be discussed after Agenda Item #6.

Swearing in to office of Eryn Butterfield, RVP Manitoba, North Western Ontario and Nunavut.

The Chair presented PSAC Service Awards to the following members:

25 years – Fabian Murphy

20 years – Marlene O’Neil & Rick Cormier

#### #8 – ATIP Requests

F. Murphy reported that he did ATIP employers especially during DRAP. He received a lot of information with the names blacked-out. AGR went to the PSAC because we felt it should not be blacked out. B. Kingston will be going to the PSAC to look into the possibility of a legal challenge. B. Kingston suggested that the Council keep using ATIP in the field to keep the pressure on.

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

F. Murphy advised the Council that the file is ongoing. E. Massie reported that the employer was willing to engage in conversation. She will be contacting the Local to finalize the written submission which will be provided to the employer shortly.

#### #10 – AAFC Reference Handbook

In M. Dyck’s absence, F. Murphy advised the Council that the OSH Handbook has been distributed through the OSH system all the way to the Locals. To request a copy of the handbook, please communicate with M. Dyck.

#### #11 – Loss of Salary for Local Members Attending Local

L. Budge advised the Council that there was a letter detailing the procedure to follow that was being translated that would be sent out shortly.

#### #12 – Employer Updates – CFIA

R. Cormier will send out the PowerPoint presentation in regards to the Risk Assessment Pilot Project that took place in Quebec and Ontario. He only had a hard copy; therefore, he will scan and send out to Council.

#### #13 - Employer Updates – CFIA

The Chair informed the Council that the managers were talking to others managers about the new collective agreement. This should be done jointly in order to ensure that the employer and union interpret/understand the new collective agreement properly. R. Cormier, B. Kristjansson, F. Murphy and B. Kingston will be attending the meeting with CFIA.

#### #14 – By-laws & Regulations Committee Report

This item will be reflected after the committee reports.

#### #15 – General Committee Report – Regulation 15A Part 6

This item will be reflected after the committee reports.

#### #16 – By-laws & Regulations Committee – National Council Structure

This item will be reflected after the committee reports.

### **14. Political Action**

#### PSAC Quebec Mobilization

M. Beaudet informed the members of Council that today is the 19<sup>th</sup> and since March 2014 every 19<sup>th</sup> of the month members in the workplace go out for 19 minutes. She explained that this is in collaboration with the PSAC Quebec and other unions. This is a show of solidarity as members. It sends out a bigger message than only the Local Executive. They wear t-shirts (which she and J. Carrier wore at Council) to remind the members that unions want to help but the members must be there too. She was wondering if there was any political action being done outside of Quebec.

The Chair responded that there are reports at the PSAC National Board of Director that there are activities and/or events going on but not in the same manner or involvement as Quebec.

S. Leonard reported that in Newfoundland, the PSAC members have been doing demonstrations at lunch time for 19 minutes on the 19<sup>th</sup> of everyone month. Ideally it would be nice to have more members show up and attending but there is a movement.

S. Hunt advised the Council that starting on the 19<sup>th</sup> of this month, sick leave stickers are being placed on the cough candies and are being handed out. This was just started but it is a first step.

The Chair reminded the Council that if they haven't done anything, they might want to start thinking about it. All activities with the PSAC region are covered by Agriculture Union. Agriculture Union fully expects the Council members to be engaged in your region and it is covered.

#### Political Action – General

F. Murphy met with Jim Thompson in regards to political action. UCTE and UVAE were approached to have a joint political action with us. We were looking at

options to develop a political action campaign for the upcoming 2015 election. A meeting has been scheduled for later this month to finalize the plan of action. We are trying to start putting things in place to get involvement. We will be trying to highlight our concerns with the cutbacks at food safety, rail safety, air safety, cutback with veterans and food inspection in order to reverse the damage that has already been done.

### ***PM Sessions***

The chair was given to F. Murphy.

### **15. Appeal of Discipline – Cecil Parsons**

Brother Cecil Parsons joined the National Council via Conference Call to appeal the Disciplinary Action recommendation by the Investigation Committee and the decision by the National Executive.

The members of Council were given the opportunity to ask questions to Brother Parsons.

**Motion** by R. Cormier, seconded by R. Olynyk to accept the recommendation by the Committee and the decision of the National Executive.

- **Recorded Vote #2 - Motion carried unanimously**

### **7. Finance & Communication**

See committee report.

### **8. National Office**

F. Murphy reported that things were going well at the National Office. There were fluctuations in staff over the past couple of years. Sylvie Rochon had gone to the regional office and Elaine Massie took personal leave. Erick Martel replaced both Labour Relations Officers. Furthermore, Nancy Milosevic had an opportunity to work in the G&A Section of the PSAC. There was an expression of interest poster for Nancy's position that was sent out. The applications were reviewed and determined if the applicants filled the requirements for the position. Pat St-Georges was chosen to replace Nancy Milosevic for an 11 week period. Nancy was due to come back in the beginning of November. She asked for annual leave and will be back in the office in the New Year. As of January, we will have a full fledge of LROs in the office again.

During his assignment at the National Office, Pat St-Georges was assigned to the AAFC EG review files. The employer was eager to work with us and we now

have a flood of scheduled dates for grievance hearings with AAFC. Furthermore, there are 19 files left that Pat St-Georges felt he could deal with working 2 days a week over a 2 month period.

M. O'Neil mentioned that at the last convention, there was discussion in regards to receiving a list grievances and moving that agenda forward. She referred back to the committee to see what was left at the final level and prepare a plan to get these grievances moving along.

F. Murphy noted that there is a first in, first out policy in the office except for priority grievances such as duty to accommodate and termination. He also mentioned that the Labour Relations Officers are no longer participating in the regional seminars and that they no longer participate on the H&S Committees as advisors in order to keep them working on the grievance files. He also added that Nathalie Cale and Christine Gauthier, Administrative Assistants, have been tasked with adding the information to the Grievance database and finding the missing information to build the grievance files in order to help the Labour Relations Officers.

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

F. Murphy advised the Council that they were looking for members to be part of this committee this committee. He informed the Council that this committee reviews requests and decides if the requirements meet the mandate of the fund. The committee usually meets via conference calls and/or communicate by email as required. It consists of five members: F. Murphy, L. Budge and three other members. S. Hunt, M. Beaudet and T. Friday put their names forward to be part of this committee and were acclaimed.

F. Murphy also reported that there have not been a lot of request for funding, but since last convention, two requests have been received. These request will be reviewed by the committee to offer their recommendations to Council. For a list of funds that were approved, please visit the Agriculture Union website.

#### **13. Convention 2014 - follow-up**

F. Murphy reported that there were a number of resolutions that were put forth at convention and that all resolutions have been submitted to the PSAC to be included at the upcoming PSAC Convention in Quebec City.

F. Murphy noted that the line item for Convention was changed to be a funded reserve. After the 2014 convention, there was still over \$500,000 in the reserve and we were expecting another \$70,000 at the end of the year. He continued by stating that due to the central location of the 2014 Convention and the lower hotel costs, this left the funded reserve in a good position for the 2017 convention.

R. MacDonald raised the question about who made the decision that a family member could not accompany the delegates at the last convention. F. Murphy



stated that the Council made the decision to apply some cost savings measures a year and a half ago due to losing members and DRAP. He continued by saying that the executive looked at it this past week and talked about putting back family member travel back in the spending. It is a topic open for discussion. D. Babuin added that the decision did bring significant cost savings and the members probably appreciated the cost savings. L. Budge advised the Council that there were discussions within the Finance Committee to make a recommendation.

***Recessed at 4:55 p.m.***

***Day 2 – November 20, 2014***

Standing Committee Meetings

***Day 3 – November 21, 2014***

***AM Session***

## **12. Standing Committee Reports**

### **By-Laws – Education Committee report**

Eryn Butterfield read the committee's report (see attached).

Regarding changes to By-Laws, the understanding is Council will ratify changes at the next meeting where both English and French wording will be provided.

#### **Motion to adopt the report in its entirety**

- **Recorded vote #3 – Motion carried unanimously**

### **General – Human Rights Committee report**

Marlene O'Neil read the committee's report (see attached).

Regarding status of convention resolutions, Bob ruled that there was no unfinished business that was referred to Council.

#### **Motion to adopt the report in its entirety**

- **Recorded vote #4 – Motion carried unanimously**

### **Finance – Communication Committee report**

Don Bouchard read the committee's report (see attached).

Regarding discussion on airfare policy, Council decided it will have a conference call to go over list of cost saving measures that were approved back in June 2013. The call will take place ASAP and before next meeting in April.

#### **Motion to adopt the report in its entirety**

- **Recorded vote #5 – Motion carried unanimously**

## ***PM Session***

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

Rob MacDonald read the committee's report (see attached).

Chris Aylward, PSAC National Vice-President and AEC member responsible for the Bargaining Conference portfolio, gave an update to Council.

#### **Motion to adopt the report in its entirety**

- **Recorded vote #6 – Motion carried unanimously**

## **11. Collective Bargaining Update**

### **CFIA Electronic Vote**

M. Beaudet reported that there was a lot of frustration with the electronic process and the members wanted to know if it would be electronic voting the next time as well. She also wanted to know what the number of voters was compared to the in-person vote. B. Kingston invited C. Aylward to the conversation. C. Aylward stated that the numbers were almost identical. What was found to be interesting was the number of members who had obtained a pin and did not vote because they did not want to sit through a webinar. Furthermore, this was a pilot project that will be reported back to the 2015 or 2018 PSAC Convention floor. In the future, PSAC does not know if this is the way to go. Dominic Lavoie was overseeing the project, and C. Aylward suggested that Agriculture Union invite him to the next Council to give a report.

### **Bargaining Team**

M. Dyck and P. St-Georges suggested that as the Local AGMs were coming up to please let the PSAC regional offices and/or PSAC representatives of those meeting dates. The PSAC is in a position to coordinate with respective bargaining team members to come speak at the AGMs on the bargaining issues. The bargaining team members will make themselves available to go to the Local AGMs because they want to meet the members.

The Chair also added that the regional offices will be contacting them in regards to mobilization and suggested that the Council members be involved in those activities. This is part of your functions as RVPs and your locals will be expecting you to participate. He added that the component will cover your costs when you participate in these functions.

***Break 3:00 p.m.***

## 9. Employer updates

### CFIA

#### NUMC Weekend Shifts

M. Beaudet reported that an advisory committee should be in place because a lot of members were being asked to work new weekend shift. She was being advised at the regional UMCC that the issue would be discussed at the national level. B. Kingston advised that the details have not been worked out and that weekend shifts would not be added without discussion. There were issues with new weekend shifts. He reported that at the national level employer meetings, there weren't any particulars to figure what it meant at the local level. He suggested to Council to encourage the locals to table these items at their meetings. If the case of shift work, there are health and safety issues such as taking employees away from their families. At the local level, there are requirements to consult the ongoing monitoring on the new shifts. He advised that if anyone was having problems having these added as agenda items to please let our office know and it will be dealt with at the national level.

In addition, B. Kingston reported the following meetings took place: OPS UMCC, HR UMCC and NUMCC and an issue that was raised was the use of the employers' credit cards for personal use and the consequences that were unevenly applied across the country. Another UMCC will be scheduled in the next couple of weeks.

M. O'Neil reported that approximately 23 people effected by DRAP were still without jobs and still don't have a position. B. Kingston and M. O'Neil will review the list to see who is left on it.

It was also reported that there are still some outstanding pay issues. B. Kingston advised the Council that G. Etienne has a team in place to resolve these pay issues. Please send in these issues to M. O'Neil with a copy to B. Kingston.

### AAFC

M. Dyck reported that we were close to finalizing the last few EG grievances. They should be wrapped up fairly shortly and this would allow us to move on to the GL grievances to start working and closing those up as well. He reported that the AAFC was currently looking at some of the classification groups such as the research assistants to research managers and research stations. There have been some discrepancies with AS-01 and AS-02 and they are trying to ensure that everyone is at the same level. This item is ongoing.

As for the Equity groups, M. Dyck reported that the inclusiveness and diversity groups have been meeting regularly. There were problems in the past as the union was being shut out of these meeting. Now the members were attending the

meetings regularly as union representatives and were invited to get more union representation on these committees.

M. Dyck also noted that there are several branch union management meetings: Human Resources Branch, Science and Technology Branch and a Work Force Adjustment Committee (for Community Pasture). There was a discussion on if there was a need for other branches to have meetings. It was decided that the other branches could be covered under the National UMCC. If you think there is a need for other branches to have their own meetings, please let M. Dyck know.

The Workforce Adjustment committee for community pasture is ongoing. Manitoba members were told that the schedule was bumped up and that they would finish at the end of 2015 instead of 2017. In Saskatchewan, they were told the end of 2017.

He reported that the employee appraisal system was causing some concern. There has not been a backlash seen yet but we might see something in the spring. B. Kingston advised the Council to pay attention to this for all employers that it is an issue that concerns everyone. These evaluations seem to be evaluating members on how many tasks that they are completing and not the quality. This item was tabled at the recent UMCC and there has not been any action on it yet.

### CGC

B. Kingston reported that he and T. Friday participated at the last UMCC. The Terms of Reference were reviewed. It seems that things have stabilized for now as there was a threat of outgoing inspection. B. Kingston reported being approached by a reporter in regards to complaints in regards to the grain going overseas that had shipping delays because of the dissolution of the wheat board.

### DND

B. Kingston reported that there are revolving door managers with this employer and that there are a lot of interpretive issues. The Chief of Staff was asked to intervene in some cases and we shouldn't have to do that. This employer doesn't seem to have any plans to do any more DRAP exercises that they have been shared with us and members are concerned. The department states that things are stable. Finding out this department's reporting relationships has been half the battle. We have finally figured out some of the problems.

### CSPS

B. Kingston mentioned that he along with F. Murphy were dealing with the school. He reported that the school was going through a transformation and that they would be doing more online learning instead of classroom sessions. This would impact how they do business, but he was told that this would not impact

the number of employees. Discussions are ongoing with this employer on who will get the learning. Consultations with the school are on a regular basis.

## PSC

B. Kingston reported that things have stabilized. The last UMCC was good. This employer was good to consult with and they are usually open and transparent. He reported that they have consolidated their regions into four offices; Vancouver, Montreal, Toronto and Halifax. Each one of the offices has their specialty. One of the reasons that they went to that model was because those specialties reflect significant portions of their mandate to the point where it also gave them security in the locations where they work. If you know of any situations where positions are not being replaced, please let us know.

### **16. Roles and Responsibilities of RVPs**

M. Beaudet mentioned that she received a RVP handbook when she entered her first term as RVP. Now with the directors gone, she was wondering if the roles and responsibilities of the RVPs would be changed and would there be a new handbook. The Chair noted that nothing has changed in regards to the RVPs duties and that the Bylaws & Regulations Committee would be revising the manual to remove the Directors. The revised handbook will be distributed to all members of Council.

### **17. Life membership for Raphael Tarasco and Denis Sicard**

The Chair advised the Council that the PSAC has a process in place to establish life membership but, at the present time, Agriculture Union does not. He stated that there would have to be a basis or criteria to give someone life membership; therefore, a process would have to be established. He asked the submitting body to prepare a rationale to be distributed to the Council before it makes a decision. This item will be discussed at a future Council meeting or conference call.

### **18. Changes to the PSLRB (see Elaine)**

The Chair advised Council that Sylvie Rochon and Nancy Milosevic, Labour Relations Officers participated at a meeting with PSAC Representation Section which informed them of changes to the PSLRB. The National Office had sent out an email on this matter to the Council. Elaine Massie presented to the Council members the changes in reference to grievance and adjudication. The Chair added that the information may be found on the PSAC or the PSLRA websites.

### **20. Next Council Meeting**

The Chair advised the Council that the next meeting will be held at the Delta in Quebec City on Wednesday, April 22<sup>nd</sup> to Saturday, April 25<sup>th</sup>, 2015. Members

were informed to travel on Tuesday, April 21<sup>st</sup>, 2015. Additional information will be sent to Council as we get closer to the date of the meeting.

**Motion** by M. Dyck, seconded by R. MacDonald to adjourn the meeting  
**Motion carried – by show of hands**

The Chair adjourned the meeting at 5:10 p.m.

Minutes respectfully submitted by Nathalie Cale (Recording Secretary)

**By-laws & Education Committee Nov 20, 2014**

The members of the committee: Rick Cormier, Eryn Butterfield, Randy Olynyk, and Sarah Leonard

met at AGR office to review and make the changes to the bylaws and Regulations to reflect the last council meeting and convention resolutions.

**BYLAWS**

Bylaw 3 membership

Section 5 – life membership number changes from 10 to 25

Bylaw 6

Section 1 – removed directors

Section 3 subsection 2 – removed subsection 2 and re-number

Section 7 subsection 1 – changed from 2 national meetings down to 1

And moved the days of the meeting

Bylaw 7

Section 2 – typo corrected

Bylaw 8

Section 5 Subsection 1 – housekeeping (removed and the appropriate directors)

Bylaw 9

Section 1 subsection 7 – one a year, except the year of convention 2 there would be 2

Note: need to bring forward: change the number for majority (12) down to (9)

Section 4 subsection 10 – remove directors

Section 4 Subsection 11 – wording (plural)

Section 5 subsection 4 – wording change end at locals.

Section 5 Subsection 6 – wording changes (Human Rights)

Section 5 Subsection 7 – removed and renumbered

Bylaw 10

Section 6 – wording changes (removed two directors)

## **REGULATIONS**

- 1 section 1 (b) deleted and changed lettering
- 1 section 1 (c) additional wording
- 1 section 3 (k) – wording change (removed directors)
- 1 (b) removed
- 4 section 3 (b) adjusted regions to reflect changes at convention and removed 2 RVPs and 3 directors
- 4 section 3 (c) removed and relettered
- 4 section 4 (b) removed
- 7 section 1 add (b) time change
- 9 section 1 add (b) time change
- 12 section 2 removed and renumbered
- 12 section 9 was added (national executive will review all applications for approval. Applicants should contact the national office for criteria)
- 13 deleted financial assistance to small locals (because line item in budget was removed) and renumbered
- 15 (a) part 6 which is now 14 (a) 6 reduced number of meetings per cycle

Updating tables of contents to reflect changes

Started Reviewing/Updating Handbook: changes are ongoing and require some decisions to be made by council. It will be distributed once finalized.

Updated New Member Orientation PowerPoint (2 minor changes: number of RVPs and Director in org chart)

### **Education**

Committee had a short discussion on possible training sessions for council meeting in Quebec.

We decided that we should take it back to council for more input in the type of training.

Internal Investigation Training – Once Fabian completes the train the trainer session, the committee is recommending that Agriculture component should train more of their own members in each region. Bob Kingston suggested that Fabian put on investigation training at all regional seminars.

We also encourage the members of National Council to attend the leadership training that will be given by PSAC in January /2015.

This report is respectfully submitted by Rick Cormier and seconded by Eryn Butterfield.



**National Council Meeting  
November 19-21, 2014**

**General & HR Committee Report**

**Participants:**

Barb Kristjansson, Chair, 4<sup>th</sup> National Ex Vice President  
Marlene O'Neil, National HR Director  
Sherry Hunt, RVP, AB South  
Dean Babuin, RVP Eastern BC

**Discussion:**

- Status of Resolutions from 2014 Convention, and if there was a motion to refer to Council for deliberation. Ongoing.
  
- Today is National Day of the Child, and Transgender Day of Remembrance.
  
- Changes to Regulation 15A Part 6, HR Committee to meet face to face twice and remaining meetings by tele/video conference in three-year cycle.
  
- Discussion on possibility of electing Regional HR reps at Convention, in same manner as RVP's are elected. This will be an agenda item for HR Committee.
  
- Employment Equity Committees for the Employer, and appointing Union members to these committees.
  
- Reviewed TOR and Action Plan of HR Committee.
  
- Marlene will design simple guide for Regional HR reps.
  
- Ag Convention 2014. Sunshine House was charity of choice, and final donation from Agriculture Union was \$9570.70. They were extremely pleased with this, and have placed a donor plaque commemorating this at the front of the House.

Report moved by Barb Kristjansson  
Seconded by Dean Babuin

## **Report of the Finance/Communication Committee**

November, 20, 2014

Present:

Fabian Murphy (1<sup>st</sup> NEVP) Chair

Don Bouchard (RVP Western Atlantic recorder) Co-chair

Antony Paller (Alternate RVP Western B.C. & Yukon)

Karen Zoller (RVP Saskatchewan)

Larry Budge (staff)

### Communication

The new website is up and running and it is set up so that Component has access to make their own required basic changes. One of the main advantages of the new website is the ease for staff to make changes directly to the website without having to go through a third party.

As of a month ago there is a redirect link from the old website to the new site. The latest "here what's new" items are posted on the website on a regular basis, at this time there are 3 new post.

Our members can sign up for pledges directly through our website, such as the latest PSAC campaign on sick leave. Also contact information for locals, leadership, national office and committees, will be updated in house as we are made aware of the required changes.

We have received positive feedback from the site so far, members seem to like the new look and feel. Council members are encouraged to review the site and notify Fabian or Larry of any changes required.

### Finance

Summary Statement of revenues and expenses was reviewed and analysed. As of to date we are on target and we hope to realize a small surplus mainly due to the cost saving measures implemented in June 2013. We have also realized a substantial savings from this year's convention. All in all our finances are in good shape and with the new budget passed at the last convention, we should be financially sound for the next three years.

Item for reconsideration

The committee also discussed the feasibility of reinstating the policy of subsidizing the airfare for a spouse or dependant family member to attend council meetings or other union events that require 3 overnight stay. The committee feels that we are in good financial standing and that it would be feasibly to re-implement this policy.

Travel Allowance:

New travel allowances have been updated and included in the report, as for the kilometric rate, you can click on the link inside the expense claim worksheet that was provided by Larry Budge, this will bring you to the NJC website with the up to date kilometric rate for your region.

1) Private Accommodations : \$50

2) Meals:

Breakfast: \$15.75

Lunch: \$16.35

Dinner: \$42.20

Incidentals: \$17.30

Total \$91.60

Membership @ 7352

Rands 790

Moved by: Fabian Murphy

Seconded by: Don Bouchard

**Report of the Collective Bargaining and Occupational Safety & Health Committee  
November 21, 2014**

Members Present:

Milton Dyck- 3rd National Vice President  
Marianne Beaudet- RVP Western Quebec  
Jacquelin Carrier- RVP Eastern Quebec  
Rob Macdonald- RVP Southern Ontario

Agenda

Introductions  
Bargaining  
Information on Website  
Discussion on committee's role for next three years  
OSH issues that need to be addressed

Bargaining Update

Treasury Board Bargaining units have met for third time with employer, the bargaining units are meeting and bargaining simultaneously. Bargaining dates are set for January 13-15, March 24-26, and June 16-18, 2015.

CFIA Bargaining conference is January 24, 25<sup>th</sup> it was noted that there has been no call for bargaining items by PSAC.

Major issue for bargaining is mobilizing our members against proposed cutting of sick leave benefits.

Information on Website

Information on National OHS committee's membership will need to be updated on our website

Discussion on committee's role for next three years

Committee will be producing health and safety bulletin based on concerns that our membership are having.

OSH issues that need to be addressed

- Changes to labour code by Bill C4 vexatious complaints, right to refuse
- Violence in the workplace- ruling November 13 2014 on violence citation 2014 FC 1066
- Local OHS committees connection to higher level committees
- Mental health in Workplace
- Duty to accommodate

Moved by Milton Dyck Seconded by Marianne Beaudet

**National Council  
Conseil National**

November 2014

**Recorded Votes/Votes Consignés**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>Babuin, Dean</b>	3	1	1	1	1	1
<b>Beaudet, Mariette</b>	1	1	1	1	1	1
<b>Bouchard, Don</b>	1	1	1	1	1	1
<b>Butterfield, Eryn</b>	3	1	1	1	1	1
<b>Carrier, Jacquelin</b>	3	1	1	1	1	1
<b>Cormier, Rick</b>	1	1	1	1	1	1
<b>Dyck, Milton</b>	4	4	1	1	1	1
<b>Hunt, Sherry</b>	3	1	1	1	1	1
<b>Kristjansson, Barb</b>	1	1	1	1	1	1
<b>Leonard, Sarah</b>	3	1	1	1	1	1
<b>MacDonald, Rob</b>	3	1	1	1	1	1
<b>Murphy, Fabian</b>	1	1	1	1	1	1
<b>Olynyk, Randy</b>	3	1	1	1	1	1
<b>O'Neil, Marlene</b>	3	1	1	1	1	1
<b>Paller, Antony</b>	3	1	1	1	1	1
<b>St-Georges, Pat</b>	4	4	4	4	1	1
<b>Zoller, Karen</b>	1	1	1	1	1	1
<b>Kingston, Bob</b>	1	4	1	1	1	1

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