

RESOLUTIONS OF RECORD

AGRICULTURE UNION



Reprinted July 2011

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BY-LAWS

Additional Standing Committee

1999/A-2 **BE IT RESOLVED THAT** upon request from National Council for an additional standing committee, that the President assign a National Executive Council member to champion and assist such committee, as well as coordinate national implications and membership communications through the Component.

Agriculture Union Awards and Recognition Program

1999/A-9 **BE IT RESOLVED THAT** the National Council develop and implement an Agriculture Union Awards and Recognition Program as soon as possible.

Executive Negotiation Powers

1996/R-1 **BE IT RESOLVED THAT** the Executive of the Agriculture Union be authorized to negotiate with one or more Components of the PSAC to enter into an amalgamation agreement; and

BE IT FURTHER RESOLVED THAT any amalgamation be subject to approval of the PSAC National Board of Directors and the membership of the Agriculture Union.

Grievance Decision Reports

1984/A-43 **BE IT RESOLVED THAT** the National Office inform all locals at least on a quarterly basis, of grievance decisions whether they are favourable to violations of collective agreements or not, and Treasury Board directives that may affect the majority of members (at the 4th level and adjudication).

Access to Publications by Locals

1984/A-53 **BE IT FURTHER RESOLVED THAT** when a local requests that a general subject be published (Retirement, Disability Insurance, GSMIP) this publication shall not be refused without a valid reason.

Delegate Responsibilities and Discipline

1984/E-38 **BE IT RESOLVED THAT** if a delegate is not attending Convention sessions and is not fulfilling his or her duties as a delegate without just cause, that the delegate status of such a member shall be revoked and the member entitled only to return expenses to their home.

Submitting Resolutions to Conventions

2005/D-8 **BE IT RESOLVED THAT** resolutions submitted for the Agriculture Union Convention be accepted in either the traditional formt or in a clear language format; and

BE IT FURTHER RESOLVED THAT resolutions submitted for the PSAC Triennial Convention be accepted in either the traditional format or in a clear language format; and

BE IT FURTHER RESOLVED THAT the other conditions regarding resolutions be unchanged; and

BE IT FURTHER RESOLVED THAT convention organizers provide information on clear language format which may be used when they send out Convention Calls.

By-Laws And Regulations Format

2006/NC-Nov06 **BE IT RESOLVED THAT** the BY-Laws and Regulations be sent out in a Binder format.

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COLLECTIVE BARGAINING

Foreign Migrant Workers

2008/C-4 Agriculture Union commit to a position that foreign migrant workers shall be entitled to all rights and protections that Canadian workers receive.

Right to Attend Grievance Hearings

1999/D-2 **BE IT RESOLVED THAT** the Agriculture Union shall negotiate through the UMC process so that all members have the same rights, no matter where they work, in order to be able to attend their grievance hearings.

Executive Exemption

1993/D-3 **BE IT RESOLVED THAT** all members of the executives of locals shall be exempt from the designation process;

BE IT FURTHER RESOLVED THAT this resolution be sent to the PSAC Convention for adoption.

FINANCE

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FINANCE

Funding for Conference Calls

2002/B-3 **BE IT RESOLVED THAT** the sub-committee shall be provided with funding for conference calls on a bi-monthly basis as required; and

BE IT FURTHER RESOLVED THAT the sub-committee shall be provided with funding for a National meeting on an annual basis. Such meeting shall include consultation, education and business.

Amount for Preparation of a Staffing Appeal Case

2002/B-5 **BE IT RESOLVED THAT** the Agriculture Union shall pay up to a maximum of \$300.00 per appellant or complainant to the union representative who is representing Agriculture Component members; and

BE IT FURTHER RESOLVED THAT if actual costs exceed \$300.00, an expense claim shall be submitted to the National Executive for consideration for payment.

Non-Budgeted Monetary Items

1999/#3 **BE IT RESOLVED THAT** non-budgeted monetary items which are brought to the Council for approval require a two-thirds (2/3) majority.

Fulfillment of Training Requirements

1999/C-5 **BE IT RESOLVED THAT** the Agriculture Union shall offer the training required by members when PSAC cannot respond to the demand within a reasonable time frame; and

BE IT FURTHER RESOLVED THAT the Union's Service Officers be responsible for responding to these demands by offering or organizing the required training sessions.

Reimbursements to RVPs for Attending Own Regional Council Meetings

1999/C-10 **BE IT RESOLVED THAT** the Agriculture Union reimburse for associated costs for RVPs to attend their own Regional Council meetings and conventions.

Traveling Expenses

- 1984/C-21 **BE IT RESOLVED THAT** all officers of the Agriculture Union shall be bound by the Treasury Board Travel Directive for per diem expenses while traveling on Union business.
- 1984/C-22 **BE IT RESOLVED THAT** all travel expense claims paid by the Agriculture Union shall be paid in accordance with Treasury Board Travel Regulations.

GENERAL

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GENERAL

Sun Life

2002/#1 **BE IT RESOLVED THAT** the Agriculture Union Component take steps with the PSAC/AFPC to have the PSAC/AFPC obtain a card-based direct payment service from the group insurer, Sun Life.

Right to Work

2002/A-16 **BE IT RESOLVED THAT** PSAC Components and locals actively educate their members on the dangers of Right to Work legislation and develop action plans to ensure our members and the public see the reality of "Right to Work".

Joint Training on Harassment Policies to All Employees Provided by Employers

2002/A-20 **BE IT RESOLVED THAT** the Agriculture Union ensure that employers deliver joint training on harassment policies to all employees.

Website National Calendar

2002/D-4 **BE IT RESOLVED THAT** THE Component shall include Regional and Local notices on meetings and regional events as well; and

BE IT FURTHER RESOLVED THAT such submissions shall be entertained only from Agriculture Union Local, Council, Executive or Component Officers: and

BE IT FURTHER RESOLVED THAT the process shall continue to require that the President approve, in a timely manner, the content for posting on the website.

Communications

2002/D-7 **BE IT RESOLVED THAT** the Agriculture Union shall publish, with consideration of privacy per names of the parties, decisions that have positive results, on the website on a semi annual basis at minimum.

Occupational Health & Safety Training

2002/D-11 **BE IT RESOLVED THAT** all Union executive positions and Union appointed OH&S committee members be required to attend OH&S training.

OH&S Agenda Items

2002/D-12 **BE IT RESOLVED THAT** OH&S must comprise an agenda item at all levels of Component meetings, conventions and conferences.

Resolutions of Record and Policy Papers

2002/D-15 **BE IT RESOLVED THAT** a summary list be posted on the Agriculture Union website with instructions to contact Component Office for complete copies of the Agriculture Union Resolutions of Record; and

BE IT FURTHER RESOLVED THAT a summary list be included with the convention minutes to all convention delegates.

Youth Initiative

2002/D-22 **BE IT RESOLVED THAT** the Agriculture Union develop and implement a youth initiative for increasing youth participation in the functioning and decision making roles of their locals and at all levels of PSAC and their local labour movement.

Area and Labour Council Affiliation

2002/D-24 **BE IT RESOLVED THAT** the Agriculture Component through the RVP's and Directors lobby the locals to affiliate to their respective PSAC Area Council and their local District Labour Council.

National Website

2002/D-28 **BE IT RESOLVED THAT** the National Office shall be permitted to engage a member to assist with postings and maintenance on the website as the need arises; and

BE IT FURTHER RESOLVED THAT such costs associated be paid for out of general operating funds for the Component.

Participation of CFIA Union Representatives in International Forums

2002/D-47 **BE IT RESOLVED THAT** a CFIA union representative shall participate in the international forums of unions dealing with food inspection in various countries.

Grievance Time Frame

1999/E-1 **BE IT RESOLVED THAT** the Agriculture Union shall take all the necessary steps to ensure that a grievance is dealt with at the final level within the space of a year.

Implementation of Employer Projects

1999/E-3 **BE IT RESOLVED THAT** from the start to the finish of the implementation of projects by the employer, the Executive shall define a common course of action and ensure that it is respected.

Employee Assistance Program

1996/D-3 **BE IT RESOLVED THAT** the services of the Employee Assistance Program shall be available to these members for at least two years following their departure, early retirement or retirement.

Human Rights Training

1996/E-7 **BE IT RESOLVED THAT** all PSAC and Component staff and elected officials from the Local level, Component level and PSAC attend Human Rights Training within six months of the employment or election or the first available course.

Stance on Volunteers

1993/D-6 **BE IT RESOLVED THAT** the Agriculture Union adopt as policy the following: that any unpaid volunteer shall not perform any duties that have been done, are being done or could be done by any bargaining unit member and ask PSAC to adopt this policy and find ways to enforce it.

Needs and Resources for Representation of Appeals

1993/E-12 **BE IT RESOLVED THAT** the Agriculture Union shall determine all the needs and resources necessary for the representation of appeals; and

BE IT FURTHER RESOLVED THAT the Agriculture Union shall make available to appeal representatives all the resources needed so that they may carry out their duties adequately and efficiently.

NATIONAL COUNCIL AND EXECUTIVE - COLLECTIVE BARGAINING

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COLLECTIVE BARGAINING

- NC/APR/09/#1 Policy Committee Minutes
THAT the respective co-chairs of policy committees provide the chair of the Collective Bargaining Occupational Health & Safety Committee; quarterly, an electronic copy of the minutes of National Policy Committee meetings for review and posting on the Agriculture Union website, once signed off.
- NC/NOV/08/#1 Environmentally Responsible Protocols
The Agriculture Union implement environmentally responsible protocols for operations of the National Office such as, but not limited to, elimination of the use of disposable Styrofoam and plastic products, the use of recycled paper and office products and use of recycling bins or programs; and
The Agriculture Union post these protocols on the website for the information of the membership.
- NC/DEC/86/#1 **BE IT RESOLVED THAT** bargaining committee decisions should be independent of executive control except where such decisions contravene PSAC Policy Papers.
Policy Papers shall hold a higher precedent than bargaining committee mandates.

NATIONAL COUNCIL AND EXECUTIVE - FINANCE

Local Rebates

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PSAC Health and Safety Regional Conference

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FINANCE

Local Rebates

NE/SEPT/00/#1 **BE IT RESOLVED THAT** once the Local is up to date in submitting its Financial Statements, that the amount retroactively paid to the Local will be limited to two years worth of rebates.

PSAC Health and Safety Regional Conference

NC/APR/96/#1 **BE IT RESOLVED THAT** the Agriculture Union will pay 1/3 of the expenses of participating locals that submit a request.

NATIONAL COUNCIL AND EXECUTIVE - GENERAL

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GENERAL

Local Membership Lists

NC/NOV/08/#2 **BE IT RESOLVED THAT** locals, upon request, may receive these reports electronically at a non-employer e-mail account as opposed to mail.

Regional Equal Opportunities Representative attending Local AGM

NC/NOV/08/#3 **BE IT RESOLVED THAT** each Local shall invite the Regional Equal Opportunities Committee Representative to their Annual General Meeting.

Confirmation of Union Appointed Health and Safety Representatives

NC/APR/02/#1 **BE IT RESOLVED THAT** all locals shall confirm their Health and Safety Committee representatives/members to the employer by letter and the letter shall be copied to the Component and RVP/Directors;

That RVPs/Directors confirm their Regional/Area Health and Safety Committee representatives/members to the employer by letter where such Regional/Area Health and Safety Committees exists and provide a copy of such to the Component and locals;

That the President confirms National Health and Safety Committee members to the employer by letter and provide a copy of such to Council and locals;

That such confirmation letters of Agriculture Union Health and Safety Representatives/members take place on an annual basis.

Use of Unionized Facilities

NC/NOV/99/#1 **BE IT RESOLVED THAT** the Agriculture Union will wherever and whenever possible use only unionized hotels and other services.

Website

NC/APR/98/#1 **BE IT RESOLVED THAT** all future submissions to the Agriculture Union web site shall be reviewed by the National Executive (can be circulated by mail) and that the Agriculture Union President shall, in consultation with the National Executive, have final approval on the content and approval for publication on the Agriculture Union web site.

Meeting Protocol

NC/MAY/92/#2 **BE IT RESOLVED THAT** once an item is put (added) on the agenda, a motion must be made, in order to generate discussion on the subject or, if documents have to be brought to Council's attention.

NC/MAY/92/#3 **BE IT RESOLVED THAT** a question period will take place on the second day of each Council meeting, and that any unanswered questions will be dealt with on the third and final day of the Council meetings.

NC/MAY/92/#4 **BE IT RESOLVED THAT** only urgent and/or new matters, that come up after the cut off date for putting items on the agenda, will be added on the National Council meeting agenda.