

**Agriculture Union
National Council Meeting
April 12-14, 2010
Lisgar Massey Room, Minto Suites, Ottawa, ON**

MINUTES

In Attendance:

National Executive	National Council
Bob Kingston, National President Debbie Forsythe, 1 st NEVP Denis Sicard, 2 nd NEVP Howard Willems, 3 rd NEVP Fabian Murphy, 4 th NEVP	Brenda Baergen, N. SK Sam Barlin, MB, NW ON & Nunavut Jean Cloutier, E. Qc Rick Cormier, W. Atl Milton Dyck, S. SK José Evangelho, Alt. SW ON Teri Friday, CGC Marianne Hladun, EO Nat. Director Bob Jackson, W. BC & Yukon Meraiah Krebs, PSC & CSPS John Langs, NE ON Jane McDonald, E. Atl Maria Luisa Romano, Alt. E. BC Danielle Moffet, DND Barry Payne, E. ON, Ottawa-Gatineau Raphaël Tarasco, W. Qc Mike Vanson, N. AB & NWT

Staff	Absent
Larry Budge, Administrative Officer Sylvia Prowse, Service Office (Nov 12) Sylvie Rochon, Service Officer Nancy Milosevic, Service Officer Linda Koo, Service Officer Christine Gauthier, Admin. Asst. & Membership (Nov 12 am) Debbie Ramsay, Recording Secretary	Michele Coe, S. AB Darrell Lee McKenzie, E. BC Glenn Miller, SW ON Elaine Massie, Service Officer

Monday April 12, 2010

1. Call to Order

National President Bob Kingston called the meeting to order at 9:10 a.m.

2. Opening Remarks

B. Kingston welcomed everyone to the meeting and acknowledged the alternates in attendance: José Evangelho for Glenn Miller and Maria Luisa Romano for Darrell Lee McKenzie. He advised that everyone should have received envelopes from the hotel containing the Employer Reports and the agenda. Having just received the DND Employer Report, it will be distributed at the break.

3. Adoption of Agenda

Additions:

17. Reasonable Job Offer
18. Guest speakers from PSAC (tentatively - Wednesday April 14, 2010) to talk about:
 - (a) Fight Back campaign
 - (b) Re-organization of the Public Service

M/S/C – T. Friday/J. McDonald – by show of hands – carried.

4. Hours of Session

Day 1

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

Day 2

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

Day 3

9:00 am to 12:00 pm	Standing Committee Reports
1:30 pm to 4:00 pm	Standing Committee Reports
4:00 pm to 5:00 pm	Completion of Business Agenda

M/S/C R. Cormier/M. Dyck – by a show of hands – carried.

5. Approval of November 2-5, 2009 Council Minutes

Correction – Under CGC Report, first question should read:...'21 members are affected'....

M/S/C – J. McDonald/T. Friday – by a show of hands – carried.

6. Business Arising out of Previous Minutes

Tracking Report

#1 – PSAC Holdings documentation – B. Kingston reported that he has been advised by PSAC that the founding resolutions cannot be located however noted that PSAC Holdings was formed when PSAC was chartered. Documentation has been received from J. Gordon's office that briefly explains the mandate and charter of PSAC Holdings. It will be translated and made available to Council in the near future. B. Kingston further advised that the Chair and the Board of Directors of PSAC Holdings is the AEC.

#2 - CGC PI grievances – T. Friday reported the members from Thunder Bay have been given options but is not aware of any decisions taken on this matter. The grievances were being held until the Committee's work was finalized. The Local was to decide based on the Committee's work and J. Stewart's offer. E. Massie is working with the Local to see how they wish to proceed. The other PI 02 issue is a separate one and was concluded six months ago.

#3 - Policy Committee Update – T. Friday reported status as completed. A member on the Policy Committee is leaving and this issue will be addressed.

#4 – NUMCC Agenda & Minutes – ongoing, we are making headway on this, more minutes are being posted in a timely manner.

#5 – Minutes of National level meetings - same as #4. B. Jackson emphasized that this item needs to be a top priority. When there are no minutes posted Council members have no idea what is being discussed nationally and are going into regional and area meetings blind. It was also noted that the HR Update meeting notes have not been made available yet. B. Kingston advised we will look at the website and have this item updated. He also commented that the notes taken at HR Update meetings are for Council's information only; they cannot be taken to the Employer.

#6 – Action Report – ongoing

#7 – DFO Grievances – We looked into who was affected and what names were attached to the original grievances.

L. Koo reported that the 11 grievors who first filed received a mediated settlement. Then 125 other grievances were filed in January and February 2001 after they heard the original grievances were settled. These new grievances were sent to the PSAC Representation Section and we were advised PSAC would not be representing. L. Koo was further advised that these grievors were sent a letter with this information and the grievances were then closed.

#8 – Royalties paid at AAFC – The new policy is called *Inventions and Innovations Awards – Guidelines for the Inventors and Innovators*. We have a copy of the policy and will forward same to the Council. We have been advised by the Employer to forward any instances where the new policy is not being followed. B. Kingston advised that an invention has to be patented prior to April 2007 in order for a royalty to be paid out. Under the new policy, royalties are not paid out at all.

#9 - CFIA CR/AS Classification – D. Forsythe informed that there have been two meetings in relation to this issue. The Employer has advised that they do not have the resources to get this classification review finished quickly and have suggested December 2011 for a completion date. D. Forsythe further advised that Council will be kept up to date on this matter through this body and/or emails.

B. Jackson enquired as to a possible campaign for the Regional Director and Inspection Manager Assistants in order to move this issue forward as well. D. Forsythe replied that the issue was raised at the National UMC and there has been some development on this matter. The Regional Directors Assistants position has been reviewed and a new work description was developed. It was to be sent to Classification but as of yet we have not seen the outcome. CFIA is to carry out the same process with the Assistants to the Inspection Managers. This initiative is happening outside the classification review. D. Forsythe is in contact with a member involved and will be apprised of any developments and the information will be shared.

#10 – Directive for creating staff certification protocols - H. Willems noted that Council members have received a copy of the directive. A discussion concerning the barrier exam and scenarios surrounding different handling of the certification exams, or lack thereof, took place. Most questions resulted in the same response: file a grievance – whether it is job content, acting pay and/or raise the issue through your UMC.

#11 – Paid Prep Time – B. Kingston noted that the Meat Hygiene staff are the only employees required to show up 10-25 minutes early to complete necessary preparations before each shift. The Employer's position is that employees should be at their inspection station for their start time; our position is that they should be at the office. We have a very capable volunteer from Saskatoon to handle the task. We may look at a different scenario if this route does not prove productive.

#12 – Education/Training Issue – D. Forsythe advised this issue was raised at a staffing meeting but no appropriate response was offered. She requested copies of any internal posters be forwarded to the National office for follow-up where you feel the requirements are excessive.

#13 – CFIA Long term terms – The Employer has indicated they will be going back to the old practice where the ADM and President would review the list and send it to the unions. This hasn't been done yet. B. Kingston advised he will try and get an update on this item before we leave these meetings but hopes at the very least the information will be forthcoming before the UMC scheduled for June.

#14 – Duty to Accommodate – The Employer has agreed to appoint someone to work with us but they will never have the resources to do this. The material presently available lacks a H & S component. H & S training material will definitely cover off this issue. Please see H. Willems if you would like to help out. B. Kingston advised that there is agreement to develop and deliver the training jointly and the H & S aspect will be addressed.

#15 – Follow-up on barrier exam - covered under #10

#16- #18 – Harassment Training – H. Willems advised they are working with CFIA and the course is just about finalized, with additions that include Occupational H & S. The deck is done and will soon be sent for translation. Facilitator's Guide is almost complete. Modifications on 'Train the Trainers' is done for the two regions scheduled so far, that being the Atlantic and NCR regions. They will be given the new material with a brief update and/or more training. H. Willems commented that he hasn't heard of any training scheduled for other regions.

Questions arising:

Who will be delivering the training? H. Willems suggested you should be getting a list of people put together- at least four names and prioritized - and be ready to submit these lists to Katherine Emmett (RVP's in the West only). Also ensure management representatives are not PSAC members. He noted that it would be helpful if you have all of your regions covered to offset budgetary concerns.

Will trainers receive the new guide? B. Kingston advised yes, before you do any more training you will need the amended guide as the H&S component plays a significant role. The code makes it clear that all H & S committees and/or safety representatives have to be involved in any harassment situation. PSAC will be putting something out on this in the near future.

Identifying managers for management side – PIPSC members can be identified as management representatives if they are excluded. This is clarified on the HRSDC website, under *Labour, Interpretations, Policies & Guidelines* (http://www.hrsdc.gc.ca/eng/labour/ipg/health_safety.shtml) where the definition is also available. Management cannot continue the practice of bringing people to meetings as a resource; the meeting should not take place if this situation arises. This matter can be dealt with at higher level committees. If there is a specific

topic that the person is required to speak to at the committee, this could be an exception.

Problems may arise with trying to offer the training in slaughter houses as they are hiring students. B. Kingston suggested they may be asked to do the training on overtime and on weekends.

How do we deal with small meat plants, ie. where the vet is a VM 02? B. Kingston advised that in some instances you could speak to the vet to resolve issues quickly. But, investigations need to be discussed with the Inspection Manager without exception. If problems surrounding this arise, send info to B. Kingston as it could be dealt with by the National Co Chairs.

Can PSAC and PIPSC both appoint representatives? B. Kingston advised yes, but because there is only one representative we work with PIPSC to pick the sidesperson and PIPSC is usually in agreement. If there is a conflict, it can be brought to the National Co Chair to rectify.

M. Hladun noted that we do have a H & S Standing Committee that could look at and address all these issues. F. Murphy agreed that this matter could be researched and an info piece put together to clarify and address these concerns.

#19 – Destination Inspection issue – ongoing – note to call Mr. Prince at break. Will advise further.

#20 – Hoist Motion - completed – There has been no hint of any legislation being brought forward. We will be keeping our eyes and ears open and if they do reintroduce something we'll have to act on it.

#21 – One Operational Group (OOG) – CGC presented a new organizational plan whereby the PI 04s would not be excluded but some new supervisory positions would be. We will see a net gain in members.

If a member is acting in an excluded position (for more than 4 weeks) do we have a strategy to notify these people that they are not being represented. B. Kingston suggested this could be addressed by posting an information piece on our website.

#22 – Unaudited financial report – D. Forsythe advised that since the unaudited financial report is part of the Finance Committee Report the Finance Committee should have an opportunity to look at it first. The Committee will discuss the issue and inform on a process for future meetings in their report.

#23 – Statements on Migrant workers & Green program – posted on the website. Status completed.

#24 – Next Council meeting – A vote was conducted and Council meetings were moved to start one day earlier. Status completed.

#25 – By-Laws and Regulations – The committee did a review of the regulations by conference call. New items were recently brought to the committee’s attention and will need to be discussed. The committee will come back with an update in their report.

M. Krebs questioned if the action report could be made available sooner so Council could be apprised of outstanding items. B. Kingston noted we will try to get the tracking report out earlier but there are some logistical issues.

D. Forsythe noted that promotional items Agriculture Union has available for sale are located at the back of the room for viewing. M. Vanson asked if there were any caps available. D. Forsythe advised she would look into this item being considered.

7. Finance & Communication

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

8. National Office Staff

B. Kingston advised we are presently over our usual complement of three Services Officers for a total of five Service Officers. The two extra Service Officer positions are for special projects, that being the PI Review and the EG Review.

9. Employer Updates

B. Kingston asked if there were any questions on the Employer Updates as provided.

A Q &A session followed:

CFIA – 7 day work week for labs. What discussion led to this decision?	D. Forsythe advised that there has been a lot of consultation. Process not only industry driven, but involves our own inspectors, results from the Weatherhill Report, etc.
CFIA – 7 day work week – overtime spending being cut.	D. Forsythe advised that cutting down on overtime was not part of the discussion. We will monitor this process and bring up any discrepancies.
CFIA – 7 day work week – being portrayed as full consultation.	D. Forsythe advised something will be put on the website to confirm discussions and outcome.

AAFC – FIPD – information provided in addition to report	Met with people from the Province of MB and the Policy Branch last week. The objective was to inform them of additional problems and potential job losses with the province taking over the program. May look at a lobby campaign in the MB sector.
AAFC – GL Review – were all GL's sent the questionnaire?	D. Forsythe noted that at the May 3 rd meeting they will follow up to confirm that all GL's have received the questionnaire. The questionnaire will be sent to AESB staff in June or July.
CFIA – hiring of process meat inspectors	Raised at last UMC that the 70 meat inspectors to handle front line inspections has not happened.
DND Report – explanation concerning deferral of annual leave	S. Rochon advised that the article dealing with scheduling of leave is different in the TC collective agreement. DND is pushing all its' employees to take their leave within the year. In the PA & EB collective agreement, the employer can schedule leave if employees do not. Grievances were dealt with at adjudication lately dealing specifically with the carrying over of leave to the next year. Adjudicators recognized the right for the employer to schedule annual leave. We have some grievances at adjudication on this issue but from the TC Table which we believe is not the same as the decisions rendered earlier this year because of the difference in language in the collective agreement. We also have grievances from the EB group dealing with special circumstances. We feel in special circumstances, the employees should be allowed to carry over their leave to the next year.
CFIA – vacancies in other programs not being filled due to budgetary restraints	B. Kingston requested particulars as this is an ongoing issue that is discussed regularly. Need details.
PI Review – where are we on lump sum grievances? And is it referring to 2000 and forward or 1997-2000?	Discussions relate to the 1997-2000 grievances as they were focusing on the grievances originally filed.
PI Review – is there only one Labour Relations Officer assigned to the file	D. Forsythe advised we will talk to CFIA to see if additional resources can be assigned to the file.
Food Safety First – update on strategy and request for postcards with website address	D. Forsythe advised we are not sure how much longer we will proceed with the campaign. The issue of postcards will be addressed after the Finance Committee reports.

10. Agriculture Union Social Justice Fund

D. Forsythe gave a brief overview of last year's projects. She noted we had sponsored a total of ten projects, six within Canada and four internationally, for a

total expenditure of \$55,915.00. She further noted that information on all projects including proposals, reports and pictures can be found on our website. So far this year we have donated \$10,000.00 to the Canadian Red Cross for Haiti as well as a Local 4 (Charlottetown) beef project. There are three projects on the table for discussion at the meeting of the SJF Committee this week. There is also one project pending as we are still awaiting the final report from last year's project. D. Forsythe commented that we seem to be off to a slow start this year but hopes, with all the information now on the website, there will be more applications forthcoming.

M. Vanson gave a brief report on positive feedback he'd received on one of the projects from last year.

11. Collective Bargaining Update

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

12. Standing Committee Reports – Tabled at Wednesday's session

13. Agriculture Union Convention 2011 – Vancouver, BC

Venue:

The two hotels proposed for our 2011 Convention were the Fairmont and the Four Seasons. The proposal from the Four Seasons, which came in \$30,000.00 to \$40,000.00 lower than the Fairmont's quote, was accepted. B. Kingston commented on some of the favourable features of the site, being:

- Good access to the hotel from the sky train at the airport
- Hotel sits above the Pacific Centre Mall
- It is located in the same neighborhood as the Fairmont

M. Vanson enquired if we knew when the hotel's collective agreement(s) expired. B. Kingston advised he believed it was not an issue, but this concern would be addressed in our contract with the hotel.

L. Budge advised room rates were set at \$159/night with deluxe suites costing \$195/night. He noted that the hotel has offered to honour these rates three days prior and after convention. These rates would also be honoured at The Four Seasons in Whistler for these dates.

Convention Dates:

Executive – August 12, 2011

Council – August 13, 2011

Committees – August 14-16, 2011

Convention – August 17 – 19, 2011

Travel day – August 20, 2011

Additional:

B. Jackson noted that at the BC Regional Seminar in June the agenda will allow time to discuss the convention and host committee responsibilities. He requested if anyone has specifics for activities you would like to see, please forward them to T. Friday and him prior to their Regional Seminar.

B. Kingston noted that at the Council meetings in Vancouver in April 2011 there will be a wine tasting to choose the wines to be served at Convention. He noted the specific dates for those Council meetings will be April 18 – 20, 2011.

The issue of resolutions and the role Council has to play in resolutions that go to Convention was briefly discussed. Input is to be finalized by the April 2011 Council meetings.

Announcements –

M. Krebs thanked everyone who completed the Labour College survey.

B. Kingston noted that ‘Hospitality Night’ would be Wednesday night starting at 5:30 pm, Room 2509.

14. Handbook/Manual for National Officers

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

15. Local Reports

B. Kingston explained that this item came up for discussion at the Executive meeting. A training session was suggested on ‘How to Save a Local’. It could cover (partial list): meeting their mandate, a well-functioning executive, financial reports, grievances, AGM’s, UMC’s and H & S Committees. This discussion led to the recognition that often times the Executive becomes aware late in the process that a Local is having difficulties. Thus, the proposal of instituting a reporting process whereby Council members would prepare a report, to be submitted prior to council meetings, in order to highlight issues Locals may be encountering. A draft report was tabled. B. Kingston advised that when Locals are identified as ‘in trouble’ they could possibly be placed in receivership, merged with another local, etc. The decision on any action taken would be made at the Executive level, in consultation with the RVP and/or National Director.

A Q & A session followed:

Additional item for report form – succession planning	B. Kingston advised it could be added if this info proves helpful to the report.
Clarification – who is responsible to fill out	B. Kingston advised the RVP is responsible,

survey, RVP or Director?	but in consultation with the Director where applicable.
If there is trouble noted, who will be responsible for action?	B. Kingston noted every Local will have a different solution. The Executive, in cooperation with the RVP/Director will come up with a strategy.
Additional item for report form - what training Executive members have taken	B. Kingston advised it could be added if deemed helpful to report.
Will survey be sent electronically?	B. Kingston advised yes, it is an internal document. If trends are noted, reporting this information to Council should prove beneficial.

16. Scheduling of next Council Meeting

It was agreed that the next Council Meeting would take place November 2-4, 2010, travel day being November 1, 2010. The Executive would meet October 31 and November 1, 2010.

17. Reasonable Job Offer

There was a lengthy discussion on the reasonable job offer issue. Many scenarios were put forward.

A Q & A session followed:

Information	B. Kingston advised that the TB Pay Regulations compare 'top to top'.
With a WFA situation, they should not be utilizing a developmental level – especially when some employees have many years of service	If the employee is put in an EG 02 position, this meets the criteria and their increase would actually have been higher than they would have had.
If nothing is seen as a good fit – how do we market them to another dept.?	First obligation is to try and find something within the organization because once they are on a surplus list, they can be taking a chance.
Can it be deemed a reasonable job offer if it is outside their headquarters area?	Yes, it varies case to case. Shouldn't have to relocate, but could be outside their headquarters area.
What takes precedence, duty to accommodate or WFA?	Varies case to case. Both have legal status in terms of priority.
If a relocation is refused, and then a 2 nd relocation refused (because the person is looking to go to a 3 rd location) what can we do?	The only obligation is 'A' reasonable job offer. <u>NB</u> - Make sure we have info in writing (and forward details to N. Milosevic).
Information	In Qc plants a committee is set up to assist the Directors in looking at the available EG

	positions. EG positions are frozen and the list is used. The procedure is followed in all regions of Qc.
Information	Decision making protocol may be helpful to determine a reasonable job offer, ie. headquarters/same level – headquarters/similar level, etc. Noted it might be an item for the <i>Key Info Kit</i> .
Information	ON Committee meets twice a year on surplus issues and all decisions are based on costing. They start in headquarters and then move farther out if they have to.
Information	It was noted that 'Layoffs' might also be an item for the <i>Key Info Kit</i> .
Is there a time limit for someone to be surplus?	No
Information	Decisions on this issue can be found under PSLRB, Federal Court and NJC. Search 'Reasonable Job Offer'. Links can be found on our website.

Tuesday April 13, 2010 – Standing Committee Meetings

Wednesday April 14, 2010

B. Kingston reconvened the meeting at 9:10 am

12. Standing Committee Reports

By-Laws & Regulations Committee Report

J. McDonald presented the report, see attached.

Changes to Regulation 1

- Change to paragraph 1(a), removal of paragraph 1(b) and renumber remaining paragraphs – M/S Sicard/McDonald, **Recorded Vote #1 – UNANIMOUS**
- New paragraph 1(b) as per renumbering // old paragraph 1(c) – M/S Sicard/McDonald, **Recorded Vote #5 – UNANIMOUS**
- New paragraph 1(d) as per renumbering // old paragraph 1 (e) – M/S Sicard/McDonald, **Recorded Vote #6 – UNANIMOUS**

- Recommendation to remove paragraph 3(b) and to modify existing 3(c) **FAILED to PASS – M/S Sicard/McDonald, Recorded Vote #7.**
TAKE NOTE: proposed changes were not included in final report.
- Delete paragraph 3(e) and renumber remaining paragraphs – M/S Sicard/McDonald, **Recorded Vote #8.**
- As per renumbering (see recorded vote #8 above)
New paragraph 3(i), old 3(j): change (a) to (f) to read (a) to (e)
New paragraph 3(k), old 3(l): change conference to seminars
New paragraph 3(l), old 3(m): change EO to Human Rights
M/S Sicard/McDonald, **Recorded Vote #9 – UNANIMOUS**

Changes to Regulation 10

- See report - M/S Sicard/McDonald, **Recorded Vote #10.**

Changes to Regulation 15(a)

- See report – M/S Sicard/McDonald, **Recorded Vote #11 – UNANIMOUS**

Adoption of Bylaws and Regulations Committee report

- M/S Sicard/McDonald, **Recorded Vote #12 – UNANIMOUS**

Finance and Communication Committee report

B. Payne presented the report, see attached

Discussion on report:

- Attending evening meetings and work/life balance
- Key Info kit revisions to be sent to Standing Committee asap
- PSAC Representation Symposium and how many delegates to send
- Unaudited financial statement for Council's information will not be provided until it has been reviewed by the Finance Committee. No changes will be made to the statement as the Finance Committee has gone through each line item and finalized it for presentation to Council.
- Discussion on format of the financial statement and possible changes, ie. deleting unnecessary line items for ease of reference purposes.
- Number of Executive meetings/year and the possible need for changing By-Laws to reflect actuality.
- Preparing members for the possibility of a dues increase
- Attendance at NUMCC's by Executive
- Debriefing on the political action and Food Safety campaign

- Activity Report – B Kingston and D. Forsythe will send an electronic copy of their calendars to Council on a quarterly basis
- Recommendation to change Regulation 3, Section 3, see report - M/S Forsythe/Payne, **Recorded Vote #2 – UNANIMOUS**
- MOTION Regarding PSAC Representation Symposium: M/S Tarasco/Cloutier, to increase number of funded delegates to 5 **FAILED TO PASS, Recorded Vote #3**

Adoption of Finance and Communication Committee report

- M/S Forsythe/Payne, **Recorded Vote #4 – UNANIMOUS**

General Committee Report

M. Vanson and H. Willems presented the report, see attached

Adoption of General Committee report

- M/S Willems/Vanson, **Recorded Vote #13 – UNANIMOUS**

Collective Bargaining Committee Report

J. Evangelho presented the report, see attached.

Discussion on report:

- Need for clear guidelines for naming representatives to H & S Committees
- Article for 'April 28 Day of Mourning' to be put on our website (**Update:** posted on website April 17, 2010).
- CFIA H & S training package to be launched soon
- Working on CFIA H & S website
- Items for H & S newsletters
- PSHCP Input call

Adoption of Collective Bargaining Committee report

- M/S Murphy/Evangelho, **Recorded Vote #14 – UNANIMOUS**

17. Guest Speakers

Bonnie Bates, Political Assistant to the National President, PSAC

'Fighting to Protect Public Services' is the workplace fight-back campaign against job cuts that PSAC has recently launched. Sister Bates explained this campaign is focusing on getting more members active, involving new allies and

gaining a broader support against job cuts. She noted the government is asking departments to do more with less, and that is wrong. Fighting to protect the public service is to protect job losses through layoffs but also jobs lost through attrition. We have to convince the public that cuts have a detrimental impact on everyone. There are campaign kits available, through the Regional Offices and on the PSAC website. Regional Offices will be working with Components to set up meetings to get Locals on board. Sister Bates noted that this is especially important while we are getting ready for this round of bargaining. The focus is to ensure that the membership is strong and the government is taking the heat on all these issues.

A Q & A session followed.

Kate Rogers, Director, Collective Bargaining Branch, PSAC

Sister Rogers noted her topic tied in to Sister Bates' wrap-up of her discussion on the fight-back campaign: In collective bargaining the noisier and more visible our members are, the better they do at the bargaining table! Sister Rogers spoke on the Occupational Group Structure Review. Presently it is specific to the Treasury Board PA Group. During the last round, a Memorandum of Understanding was signed with respect to an Occupational Group Structure Review and Classification Reform. She noted the classification standard is over 40 years old and needs to be updated but Treasury Board's priority is the group structure review. Sister Rogers advised that the restructuring of a bargaining unit is very important and can have broad implications. There have been meaningful consultations on the review over the past ten months. A final scenario *could* be a requirement for recertification of a bargaining group after all changes are made. This could result in some level of disruption. Sister Rogers also advised that wages may not be on the table this round of bargaining so we need to make sure we speak to our members about what we do for them. Negotiators along with Regional Office Representatives will be going to work sites to meet with members to talk to them about input calls, bargaining, participation and issues such as job security, etc. She indicated that you can call your Regional Office to set up a visit to your worksite.

A Q & A session followed.

Closing Remarks

B. Kingston thanked everyone for their patience. He also thanked the interpreters, technician, D. Ramsay and the Service Officers.

M/S/C M. Vanson/M. Krebs to adjourn, by show of hands, carried.

Minutes submitted by D. Ramsay - April 30, 2010

Report of the Finance Committee

April 13, 2010

Members Present:

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

Staff :

Larry Budge
Sylvie Rochon

Communications

Rand Contest

We had 1181 rand deductees as of September, 2009. Since the contest started the number was reduced to 1157 in January and 1143 in February. The three winners so far have come from: Local 80 in St-Hyacinthe, and the next 2 from local 75 in Ottawa. The committee discussed the campaign and felt that although we are making progress, we need to keep working hard if we are going to be able to meet our target of 800. The committee reminds the council of the incentives for locals to sign up rand members that include increasing their delegate status for the 2011 Agriculture convention, PSAC conferences as well as increased participation. The budget for the entire contest is \$6000.00 and if sufficient members are signed up the cost would be revenue neutral if we achieve additional delegate status for the PSAC Convention.

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

Website

Since the launch of the new website in October, 2009, most comments received so far have been positive. There are a couple of areas that we need to work on such as the navigation tools and search functions. We will continue to work with Alan to correct the problems and improve the site. The Council is reminded to promote the use of the website at every opportunity. Any comments or questions should be directed to the National Office.

Key Info Kit

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

The Finance/Communications, Collective Bargaining/Health & Safety, and General Committees were to review the various sections of the Kit to ensure it is current and also to identify any typographical errors that may still exist. This review has been delayed for a number of reasons and will be completed by the fall Council meeting, then will be distributed and posted on the website.

The committee reviewed the section on the Agriculture Union standing committees. It was noted that the current definitions of the various committees are lacking and need to be updated and expanded upon. The committee recommended that the chairs of **all 4** standing committees work with their committees and submit their updated definition to the national office by December 31st 2009 for inclusion in the revised Key Info Kit. No information was received from the committee chairs. The committee reminds the chairs of the standing committees that this **needs** to be completed prior to the fall meeting.

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

Finance

Total members 9155 as of February 2010. Rand deductees are 1143.

New Meal Rates as of April 1, 2010

Breakfast	\$14.65
Lunch	\$13.65
Supper	\$38.90
Incid.	\$17.30
Total	\$84.50

Referrals

The committee dealt with a referral from the Agriculture Union Executive. The referral deals with the PSAC Representation Symposium in Ottawa April 27-29, 2010. The cost to send one delegate is approx. \$3500.00.

The committee decided the PSAC National Conference line item does not fit with this symposium because it was not a budgeted PSAC Conference. We then looked at the Education line item and found it would be a better fit. As this line item is currently slightly under budget, the committee recommends that two delegates be funded to attend. It is understood that the National Executive would be responsible for the selection of the delegates.

Statement of Revenue and Expenses

The committee reviewed the internal report of the audited Financial Statement ending December 31, 2009.

The committee had a general discussion regarding the overspending in some of the line items. The committee looked at the breakdown of each item and concluded that the expenditures were necessary to provide the levels of service that the membership has demanded.

The committee also discussed the budget for the upcoming 2011 convention and the fact that we need to start thinking about our future. We have not had a dues increase in several years and a decision will have to be made regarding the provision of service versus the cost of providing that service. The committee is suggesting the council initiate discussions with members about this situation.

Recommendations

The committee looked at Regulation 3 (Travel Directive) as result of the National Executive review of expense claims. The committee recommends the wording under compensation for loss of wages be changed to read:

“A person on official business for this Union shall be paid for loss of wages.”

The rationale for this change is due to the fact that the current wording is vague and could be interpreted to mean a day's salary could be charged for a meeting of less than one day. Meetings that take place after work hours should not be claimed as loss of salary.

**Report of By-Law & Regulations Committee for
National Council April 12th-14th, 2010**

Members of the committee:

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

Agenda :

1. Handbook for National Council
2. Regulations Changes

Detail:

1. Two conference calls were held, one in February and one on April 9th. Elaine Massie is the service officer working with the sub-committee. Revisions are currently being made to reflect the outcome of the calls and the comments that were received from the National Council. We thank you for all of the input. It is still ongoing.
2. Changes in Regulations: The following changes to the Regulations are moved by Denis Sicard and seconded by Jane McDonald.

Regulation 1:

1(a) As per By-Law 11 Section 13 a credential form shall be returned to the Administrative Officer by March 31st of the Convention year. The Administrative Officer shall acknowledge receipt of credential forms within two weeks of reception. NOTE: The form should be available electronically on the website under the National Convention section. (See Appendix)

NOTE: Eliminate (b) therefore renumber remaining sections.

1(b) NEW, OLD (c)

The National Director for Equal Opportunities will be responsible for submitting a credential form for the Delegate from the Human Rights Committee and the alternate as per 1(a).

1(d) NEW, OLD (e) Remove: “Who will study the proposals of the organization.”

2(b) Change EO to Human Rights

3. Change “conferences” to Seminar and Equal Opportunities to Human Rights.

(a) Change Equal Opportunities to Human Rights.

NOTE: Resolutions forms available on the website as per credential form.

Delete (e) renumber.

(i) NEW - OLD(j)- a-f becomes a-e

(k)NEW -OLD (l) change conferences to seminars

(l)NEW -OLD(m) Equal Opportunities changed to Human Rights.

Regulation 4:

14. Change E.O to Human Rights and shall be covered by the regional Human Rights Committee budget.

Regulation 10:

In the title remove **and Negotiation**

For Treasury Board tables. Will be placed as a heading prior to Section 1.

3(c) remove RVPs and Directors

5. Remove (However, the RVP must provide some financial help through amounts allocated to regional seminars).

10. Place in Bold: **For Separate Employers**

Regulation 15(a)

2. Change E.O. to Human Rights , change regional conference to Regional seminar.

3. Change E.O. Committee to Human Rights committee.

7. Change each E.O. to Human Rights.

Proposed by Denis Sicard and seconded by Jane McDonald.

**General Committee Report
April 13, 2010**

Present: Howard Willems (Chair), Terri Friday, Marianne Hladun, Maria-Luiza Romano, Mike Vanson.

1. Reviewed Action Table

Additional Information:

- Items #3, 14 & 15 – Human Rights/Equal Opportunities Structure Review Committee
 - Survey results were reviewed by the members of the Structure Review committee and general observations presented to General Committee members.
 - Data results were inconclusive in that many responses varied and there was very few questions which showed a clear majority.
 - One key point was that we need to clearly define precise boundaries between representation (harassment, grievance situations), employment equity (legal obligations with employers specifically in the workplaces) and human rights issues (within the union and community structures). We will need to define clearly who is responsible for each of these three streams.

- Item #7 – Keyinfo Sheets for Pensions and Benefits, Disability Insurance and Seasonal and Part-time Workers
 - Draft outlines were prepared for Pensions and Benefits and Seasonal and Part-time Workers. The committee will be completed these tasks via email before end of June 2010 and they will be forwarded to the Finance & Communications Committee for consideration at the next Council meeting.

- Item #10 – Accessibility of Agriculture Union website
 - Website was reviewed by a volunteer with Canadian Council for the Blind. No critical issues were identified but several technical changes such as font size, type of links and button labelling were identified. Details were forwarded to the Finance & Communications Chair for action.

2. Report from Agriculture Union Human Rights Committee
 - Annual meeting was held Jan. 9-10/10 in Ottawa. Minutes are posted to the website along with updated contact information.
 - Focus of the meeting was on establishing working groups such as updating their brochure, updating a powerpoint presentation and speaking notes, selection of a new logo, reviewing the website and recommending efficiencies.
 - Also discussed was the initial planning for the 1st ever Agriculture Union National Human Rights Conference. The conference will take place in Ottawa on Dec. 10-11, 2010 at the Chateau Laurier. The theme will be:

Together in Action / Ensemble dans l'Action

Objectives:

- Educate Agriculture Union members by linking union, workplace and communities on Human Rights issues
 - Develop strategies that mobilize members to engage in political action on Human Rights issues
 - Develop and strengthen links between the Agriculture Union, other unions and Human Rights communities
- A notice will be going out to all locals announcing the conference details. The callout for registrations will go out at the end of August. 35 participants will be fully funded in addition to the 7 Regional reps. A limited number of observer seats will be available for locals who may want to fully fund their members to attend.
 - REFERRAL TO BYLAWS & EDUCATION COMMITTEE: The General Standing Committee recommends that a resolution be prepared for the Triennial Convention to change the name of the National Director, Equal Opportunities to the "National Director, Human Rights"
 - m/s/c Hladun, Vanson carried
3. Referral from Finance & Communication Committee to review outline of the General Standing Committee as identified in the Keyinfo Binder. The committee reviewed the info and recommends the following text:

"As its name would suggest the General Standing Committee covers all matters not dealt with by the other three Standing Committees. The Committee has dealt with such topics as pensions and benefits, conducting a youth survey, union-management consultations, NJC directives, seasonal/part-time workers rights, disability insurance, staffing appeals and complaints, employment equity and human rights. In addition, the committee also works to support the Human Rights Committee by acting as a liaison between the committee and National Council."

Collective Bargaining Health and Safety

2010/04/13

COMMITTEE MEMBERS:

Fabian Murphy (chair)
José Evangelho ((recorder) for Glen Miller)
Raphaël Tarasco
Sam Barlin
Michelle Coe (Absent)
Meraiah Krebs

COLLECTIVE BARGAINING:

PSAC will soon be sending out the call for Collective Bargaining Demands. The deadline is October 1st, 2010 for the demands to be sent to PSAC.

Treasury Board Regional Bargaining Conferences

PSAC will be holding Regional Bargaining conferences as follows;

Quebec and Atlantic	November 13 and 14
NCR Ontario	November 27 and 28
Pacific, Prairies and North	December 4 and 5th

Representative must be selected at the 2010 round of Regional Seminars.

** 1 representative per table per region plus 2 alternates

Please send names to Christine Gauthier.

Bargaining demands for Agriculture Union will be due September 10, 2010. This will give the bargaining committee time review and prioritize the demands and forward them to PSAC. Collective bargaining demands must be completed and send to Christine Gauthier by September 10, 2010

Treasury Board National Bargaining Conference will be held January 20 – 23, 2011
Location TBA

Canadian Food Inspection Agency:

CFIA bargaining conferences will be held in the spring of 2011

Representative must be selected at the 2010 round of Regional Seminars.

** regions should select 3 ranked representatives + 3 ranked alternates

Please send names to Christine Gauthier.

PSAC will put out a call for bargaining demands for CFIA approximately six months after the call for TB demands. This coincides with the expiration of contracts.

REGULATION 15:

Delegates will be chosen to attend Regional Bargaining Conferences according to the following criteria:

A. Component Representation

Each Component with members in a bargaining unit shall be entitled to:

One delegate for the first 400 bargaining unit members in a given region or part thereof.

One additional delegate for each additional 400 bargaining unit members in a given region or major fraction thereof.

B. Women and Equity Representation

For each bargaining unit represented at the conference, there shall be one delegate for appointed by the AEC from the Regional Women's Committees. In addition, there shall be one delegate from each of the following equity-seeking groups:

Aboriginal Peoples
Racialized Workers
Gay/Lesbian/Bisexual/Trans
Members with Disabilities

C. Youth

For each bargaining unit represented at the Conference, there shall be one youth delegate appointed by the AEC. Youth is defined as a member of the bargaining unit who is 30 years of age or younger.

Delegates who attend the Regional Bargaining Conference will elect two members from each bargaining unit to attend the National Bargaining Conference.

National Bargaining Conferences

In addition to the delegates elected to attend the National Bargaining Conference from the Regional Bargaining Conferences, delegates will be chosen to attend National Bargaining Conferences using the following criteria:

A. Component Representation

Each Component with members in the bargaining unit that has not had a member selected through the Regional Bargaining Conferences may send one member per bargaining unit who is a member of the bargaining unit and who attended the Regional Bargaining Conference.

B. Women and Equity Representation

The AEC may select delegates from among equity group members and from the Regional Women's Committees, representing women, who attended the Regional Bargaining Conferences if there is a need to address their representation at the National Bargaining Conference.

C. Youth Delegates

The AEC may select youth delegates who attended the Regional Bargaining Conferences if there is a need to address their representation at the National Bargaining Conference.

A National Bargaining Conference may be held where no Regional Bargaining Conference has been held. Delegates to such National Bargaining Conferences will be chosen according to a process established by the AEC in consultation with the Component(s) who have members in the bargaining unit.

Bargaining Teams General

Bargaining team members must hold office in the union and must represent all members of the bargaining unit and not any particular constituency within the bargaining unit or the union.

Bargaining team members are required to attend all bargaining sessions and failure to do so could result in removal from the team.

Bargaining team members will be protected from loss of income and their expenses will be reimbursed according to the administrative guidelines that are amended from time to time and approved by the AEC.

The bargaining team will communicate with members on the progress of negotiations at each stage of the negotiations process (e.g. prior to the initial exchange, at impasse, and ratification or award), or more often as appropriate, and will report back to the rest of the bargaining team any relevant issues raised by them.

Bargaining team members who do not fulfill their responsibilities as a bargaining team member may be removed from the team. All removal requests are to be submitted to the AEC Officer(s) responsible for collective bargaining for the bargaining unit. The decision as to whether a bargaining team member is to be removed shall be made by the AEC.

Size of Bargaining Teams

The AEC will determine the size of the bargaining team taking into account the size of the unit and its reflection of geographic, occupational and equity group diversity.

The size of a bargaining team will normally be between seven and nine members, with the goal of ensuring women representation, geographic, occupational and equity group diversity.

The AEC may determine that a bargaining team should be smaller than seven members where the bargaining unit has fewer than 1,500 members. However, no bargaining team should have fewer than five members.

Election/Selection and Composition of Bargaining Teams

A majority of each bargaining team will be elected at the National Bargaining Conference and the remaining members will be appointed from the pool of National or Regional Bargaining Conference delegates by the AEC in consultation with the Component. The number to be appointed will be decided and announced by the AEC prior to the National Bargaining Conference.

The remaining members of the bargaining team will be appointed by the AEC from bargaining unit members who attended either the Regional or National Bargaining Conferences, based on the need to ensure women representation, equity, geographic, linguistic and/or occupational group diversity on the bargaining team.

HEALTH AND SAFETY:

Public Service Health Care Plan Input Call for Bargaining Demands
Deadline for input: May 14, 2010 (See Annex A)

National Policy Committees minutes still not received for each employer, co-chair are reminded to send a translate report to Christine Gauhtier and Fabian Murphy

Employer update of health and safety reports is functioning well thank you to those submitting the reports.

Upcoming item for Health and Safety News Letter:

PSAC Health and Safety training
Lockout tag out
Confined spaces
Apoinment to Local Health and Safety Committees

***Please send in any Health and Safety topics for future articles to Fabian Murphy*

PSAC HEALTH AND SAFETY CONFERENCE

Sharaton Hotel, Montreal, Quebec November 20 to 22, 2009

Guest Speakers:

SHEILA WATT-CLOUTIER, Nobel Peace Prize nominee, Officer of the Order of Canada, former International Chair of the ICC (the Inuit Circumpolar Council).

KATHERINE LIPPEL, Professor of law at the Faculty of Law at the University of Ottawa and associate professor at the Université du Québec à Montréal.

GARY NAMIE, social psychologist and director of the Workplace Bullying Institute.

CLAYTON THOMAS MUELLER, activist for Indigenous rights and environmental justice.

GILLES LAPOINTE, stress doctor.

The conference drew over 300 delegates and dealt with a number of important issues facing our members including violence and harassment in the workplace, the lack of enforcement of health and safety legislation, and the need to improve workers' compensation. Participants also examined how deregulation has contributed to the environmental crisis in Canada. Agriculture Union was well represented at the conference with 14 delegates and 7 observers, the conference was found to be well received.

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

Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1 Baergen	1	1	2	1	1	1	2	1	1	1	1	1	1	1
2 Barlin	1	1	3	1	1	1	2	2	1	1	1	1	1	1
3 Cloutier	1	1	1	1	1	1	1	1	1	1	1	1	1	1
4 Coe	4	4	4	4	4	4	4	4	4	4	4	4	4	4
5 Cormier	1	1	2	1	1	1	2	1	1	1	1	1	1	1
6 Dyck	1	1	2	1	1	1	1	1	1	1	1	1	1	1
7 Evangelho	1	1	1	1	1	1	1	1	1	1	1	1	1	1
8 Forsythe	1	1	2	1	1	1	2	1	1	1	1	1	1	1
9 Friday	1	1	2	1	1	1	2	2	1	1	1	1	1	1
10 Hladun	1	1	1	1	1	1	2	1	1	1	1	1	1	1
11 Jackson	1	1	2	1	1	1	2	2	1	2	1	1	1	1
12 Krebs	1	1	1	1	1	1	2	2	1	1	1	1	1	1
13 Langs	1	1	1	1	1	1	1	1	1	1	1	1	1	1
14 McDonald	1	1	1	1	1	1	1	1	1	1	1	1	1	1
15 Moffet	1	1	1	1	1	1	1	1	1	1	1	1	1	1
16 Murphy	1	1	2	1	1	1	2	1	1	1	1	1	1	1
17 Payne	1	1	2	1	1	1	2	1	1	1	1	1	1	1
18 Romano	1	1	1	1	1	1	2	1	1	1	1	1	1	1
19 Sicard	1	1	2	1	1	1	1	1	1	1	1	1	1	1
20 Tarasco	1	1	1	1	1	1	2	1	1	1	1	1	1	1
21 Vanson	1	1	2	1	1	1	2	2	1	1	1	1	1	1
22 Willems	1	1	2	1	1	1	2	1	1	1	1	1	1	1
Kingston	1	1	2	1	1	1	1	1	1	1	1	4	1	1

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