

**Agriculture Union
National Council Meeting**

**November 6 - 8, 2013
Delta Ottawa City Centre, Ottawa, ON**

MINUTES

In Attendance:

National Executive	National Council
Bob Kingston, National President Fabian Murphy, 1 st NEVP Glenn Miller, 2 nd NEVP Raphaël Tarasco, 3 rd NEVP	Mariette Beaudet, W. Qc Elena Beynon, N. SK Jean Cloutier, E. Qc Rick Cormier, W. Atl Milton Dyck, S. SK José Evangelho, SW ON Teri Friday, CGC Nat'l Director Michele Jackson, S. AB Barb Kristjansson, MB, NW ON & Nunavut John Langs, Central ON Terri Lee, W. BC & Yukon Danielle Moffet, DND Nat'l Director Maria-Luiza Romano, E. BC Patrick St-Georges, E ON Ottawa-Gatineau Sue Ann Sullivan, E. Atl Mike Vanson, N. AB & NWT
National Council Alternates	Staff
Gus Mardli, HR Alt. Nat'l Director Nancy Rogers, PSC & CSPS Alt. Nat'l Director	Larry Budge, Administrative Officer Debbie Ramsay, Recording Secretary Érick Martel, LRO (Nov 8 only) Nancy Milosevic, LRO (Nov 8 only)

Wednesday, November 6, 2013

1. Call to Order

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

2. Opening Remarks

Bob K. noted there were a few new faces in the room. Round table introductions ensued.

3. Adoption of Agenda

Additions/changes:

Addition 19. Administrative Investigations – J. Langs

M/S/C adoption of agenda as amended, Cormier/Langs, 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 M. Dyck/T. Friday, by show of hands –carried.

At this time B. Kingston advised there would be an election held to fill the 4th Executive Vice President position that had recently become vacant with the resignation of M. Morison. The process, as per our bylaws, would be to have nominations from the floor, time for those willing to stand to speak and then ballots being distributed for a counted vote. He also advised that with the upcoming retirement of R. Tarasco, Council could also consider holding an election for the 3rd Executive Vice President position. As this position is not yet vacant, our bylaws would firstly require a vote to go ahead with the election, and the vote would have to be unanimous in order to proceed. He advised if the decision was made to go ahead with both elections, the order would be as per succession (i.e. 3rd then 4th EVP). He also noted one position needed to be filled by a bilingual Council member.

A **vote** to hold an election to fill the 3rd EVP position upon R. Tarasco's retirement, by show of hands – **Carried unanimously.**

B. Kingston advised the two elections will be held at 1:30 today.

(NOTE : For elections results see the end of Item 7)

5. Approval of April 8-10, 2013 Council Minutes

Errors/Omissions – none noted.

M/S/C – F. Murphy/T. Friday – **Carried unanimously – Recorded vote #1**

6. Business Arising out of Previous Minutes

Tracking Report

#1. Paid Prep Time – CFIA had committed to put a group together to discuss how to move forward on this issue. The committee was never convened. The grievances in relation to this issue have run into difficulties with ‘is there/isn’t there discussions being held’; a lot of confusion. B. Kingston will try and work on this and advise Council of the status asap.

#2. CFIA – Timeline for Training for Duty to Accommodate – CFIA has realized they do not have the capacity to fill this mandate. Based on our input and meetings with the Vice-President of HR, CFIA has agreed to deliver joint training. Details are being worked out and we are moving forward. Training will be delivered systematically across the country. If anyone runs into resistance they are to let the National Office know.

Action: M-L Romano will send an email to B. Kingston concerning issues with the delivery of this training in her region.

#3. Harassment Training – Council members from a number of the regions voiced concerns surrounding the lack of available trainers. There was also concern noted about some of the managers being put forward to co-facilitate. B. Kingston advised we do have an informal veto, for each side, if the person being proposed is not acceptable. He noted while we have identified some people to deliver the joint training we haven’t put names forward for BC, MB and SK. He requested if you have names of CFIA employees with backgrounds in health and safety available for training to send these names to the National Office. When we get names we’ll endeavor to fill gaps as we can. He noted the CFIA policy is not fully compliant and they are working to resolve this. The new power point presentation makes it clear if an employee wants to use Part 20 they have that right. R. Tarasco commented he hands out the information in our *Key Info Clé* at training sessions and ensures that everyone is aware of what is on our website surrounding this issue. B. Kingston noted the CCOSH website has extensive information on workplace violence.

#4. Classification Reform CFIA – No meetings have taken place. M. Morison will be sending the file back to the National Office. B. Kingston will try and get information and action from CFIA regarding this issue.

#5. Duty to Accommodate Training – already covered.

#6. EE Meetings – F. Murphy reported regarding AAFC, EE meetings are back on track and working well. A new plan for 2014/15 is being developed with a planning session in the works. He advised DND has tabled their new plan for 2014/15/16 but with no consultation having taken place. We have requested a separate meeting but are still at discussion stage. T. Friday reported CGC always has EE on the agenda and it is being discussed regularly at UMCC’s. F.

Murphy reminded everyone that we need to ensure all UMCC's look at assigning this portfolio to initiate discussions with all Employers on their EE plans.

Action: T. Lee to send something to National Office regarding seats for union reps on these committees in her region so we can put on National agenda for discussion.

#7. Competent People for Investigations – B. Kingston noted we have not received any names from the regions to put forward as competent persons. At the National level we do have a couple of names that we will be giving to the departments. B. Kingston requested Council members work through their respective labour bodies (ie. Federations, CLC office and/or Workers' Compensation office) to find names of people who do detailed investigations (ie. get to the root cause and that they can be deemed impartial). The National office will endeavor to put together a list of questions you can ask as you interview people for this process. If you come up with anyone send their names to your Area Co-chairs and the National Office. B. Kingston advised the law requires the Employer to appoint a competent person for an investigation but under Section 20.1 all their duties and responsibilities are to be carried out in consultation with the Policy Committee.

#8. Local RVP Reports – Only two Council members sent in their reports. B. Kingston reiterated the importance of these reports. He requested everyone make an effort to engage their locals before they attend Council to identify and bring forward any concerns.

#9. ATIP requests – Last Council session a motion was passed to send ATIP requests for all departments regarding performance bonuses. ATIP requests were sent in June with most departments reporting back that they would not have the information until August. Some reports have been received but with no worthwhile information contained in the documentation. We did send a request to the PSAC Representation Section to see if anything further can be done. PSAC has advised it is a privacy issue. We will go back to PSAC to see if we can challenge further. We do have to re-submit our request for one or two of the Employers and we will do so asap. What info we have received we will share with Council.

#10. DND LAT 02's – F. Murphy was working with E. Massie on this matter. We will look at moving forward on this file.

#11. AAFC Reference Handbook for Local OSH Committees – will be covered under the Collective Bargaining & OSH Committee Report.

#12. Rand Campaign – F. Murphy reported the Rand campaign has been reinstated. As a result, 129 new members have signed cards since the campaign began in June. He has the breakdown per region which will be sent out to Council. The campaign will finish at the end of December 2013. At that time, one name will be drawn from all newly signed members with the prize being an iPad.

7. Finance & Communication –

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

Agriculture Union Structure Review – The Co-Chairs of the this committee made opening remarks. F. Murphy read aloud the motion passed at our April Council meeting concerning the establishment and purpose of this committee. The Structure Committee met several times by conference call and shared many emails. The discussions surrounded our Component's future, the number of members we have and realistically could have coming into Convention and how we can best deal with changes in order to maintain the level of service to our membership vis a vis cutting back on expenses and/or increasing dues. Many suggestions were put forward and explored with the Committee determining there were going to need to be many difficult decisions made. It was decided the priority would be to go to Convention with a balanced budget. The committee's deliberations resulted in a list of suggestions put to the Executive who then looked at all the information that was provided by the Structure Committee and a list of recommendations were then drawn up and provided to Council for this session. F. Murphy noted some of the cost saving measures were already implemented in June, as approved during a Council conference call held on May 23, 2013. He advised 'everything is on the table' and if we go to Convention as things stand now, we will go in with a dues increase of over \$6/member/month.

Co-Chair R. Tarasco continued. He noted the committee's deliberations were a very arduous task and remarked it is the Employers'/government's decisions that have put us in this position. He did suggest it can be a healthy process to consider how we provide service to our membership and question what we can do to provide the same service in a more cost effective manner. He noted that because of the cuts we have made thus far, we should end this fiscal year without any deficit. R. Tarasco reiterated that the main objective is to come to Convention with a good solution for a balanced budget keeping in mind the number of members we will have at that time. In August 2014 we believe we will have 7,500 members, but with the Federal budget not being passed yet, we cannot know this for sure. Therefore, if we base our budget on 7,000 members and endeavor to come to the Convention floor with a balanced budget, this Council needs to come up with some cost saving initiatives.

B. Kingston gave background information on previous Component structure reviews. At the 2008 Convention we hired outside people to work with a panel of members to look at a structure review: Some recommendations were put forward but because our membership was increasing at that time, no major reductions were made. He noted there was another structure review done in the late 90's to consider a merger with Health but it did not go forward. B. Kingston commented no one has formally approached us to discuss mergers at the present time.

A lengthy discussion on Structure Review followed. RVPs spoke region by region on their thoughts, concerns and recommendations/suggestions. Some of the suggestions presented were:

M. Jackson questioned how money would be saved by cutting the number of RVP's when travel costs would greatly increase. She suggested we could organize ourselves better, i.e. meetings be attended by employees of that department, therefore travel costs would be covered by the employer. Further, we could consider the two RVP positions should be one from each of the large employer's with the smaller departments to be split between the two portfolios. She also suggested the removal of the 4th EVP and HR Director with their duties being split between the remaining three Executive positions. F. Murphy advised RVP travel costs were not taken into consideration because it was very difficult to capture all details for all travel. He noted it was considered that the Alternate RVP's would take on some of the RVP responsibilities.

S-A Sullivan outlined the travel challenges and workload conditions of the Atlantic RVPs. She suggested going to one RVP for her region was not a workable solution. Work/life balance needs to be taken into consideration. R. Tarasco commented on the increase in Locals relying more and more on their RVPs and identified the need for Local Officer training to address some of this workload issue. Later in the discussion S-A Sullivan made the following further suggestions, ie. SJF cap, one council meeting/year instead of two, cheaper hotels, different airlines and meetings taken via teleconference.

P. St. Georges noted the large number of members he has in his region including members from all separate employers. He advised he has heard from members with concerns about losing their National level directors and the fact that some of these locals have very little/no active local executives. He also suggested some Components function with only two EVP's. F. Murphy advised the Structure Committee looked at the declining membership in all of the departments, and reported on the membership numbers:

DND – 191 members

CGC – 281

CSPS/PSC – 565

CFIA – 3379)

AAFC – 3499)

F. Murphy also advised the expectation would be that the Executive would absorb the portfolios of any National Director positions that were eliminated.

B. Kingston noted Component structure can change from Convention to Convention: Representation can be looked at/increased where and when it is needed. He also noted the need to communicate back to Locals that they have to get involved, get trained and become more self-sufficient.

D. Moffet addressed the issue of dealing with Locals and the extensive time involved (as well as time-differences when dealing nationally). She enquired if there were any areas that cuts could be made to the National office and noted she is not in favour of cutting the present positions.

J. Cloutier suggested that we need to have dialogue with the Locals before Convention to ensure the membership is aware of the demands being placed on our budget and the possibility of a dues increase so they can fully understand and accept the recommendations put forward at Convention. He also suggested we could look at Council holding their meeting over a weekend, and not paying salary on the weekend.

E. Beynon suggested we should consider presenting a written protocol at Convention of how things will work if the three National Director positions are cut and therefore ensure these affected members' issues are being addressed.

J. Langs suggested no 'goodies' at Convention, no Wine & Cheese at Convention, initiate removing one RVP in Ontario (with modification of regional placement of Local 26).

After further discussion and clarification on some of the costing, G. Miller made a **motion**, 2nd by R. Cormier, to refer back with instructions to the Structure Committee to divide up all recommendations individually and provide individual costing. (Two committees will be involved; anything that doesn't affect regulations or by-laws goes to Finance for costing, everything else goes to the Structure Committee for recommendations). Items noted as to be added to the list of recommendations are:

SJF – no rationale

Council meetings – one/year and on a weekend, 4 day meeting (except Convention year; 2 meetings and 1 day at Convention)

RVP – Removal; estimates of counter-costs of removing one RVP in each area (ie travel costs)

Office Staff Levels – no rationale

Convention – registration fees, no kit bags, no gifts/give-aways, no wine and cheese, all Triennial Conventions to be held in central location (Ottawa).

Supplementary Pension Plan – how can we get out of it and how much will we save

Human Rights Director – eliminate

3rd EVP – eliminate

4th EVP – eliminate

4 Director positions – eliminate (HR Duties to be included in 4th EVP portfolio)

- **Motion on referral – motion carried (show of hands)**

Elections for 3rd and 4th Executive Vice-President Positions

Nominations for 3rd EVP:

J. Cloutier with S-A Sullivan as 2nd nominated Rick Cormier. R. Cormier agreed to stand.

There were no other nominations

R. Cormier was declared 3rd Executive Vice-President. His term to begin upon R. Tarasco's retirement in January 2014.

Nominations for 4th EVP:

S-A Sullivan with R. Cormier as 2nd nominated Teri Friday;
M. Beaudet with M-L Romano as 2nd nominated Terri Lee;
B. Kristjansson with P. St. Georges as 2nd nominated Milton Dyck.
All three nominees accepted their nominations.

First ballot was declared a tie for second place with no clear majority reached.
A second ballot was held with T. Lee being dropped from the ballot.
A third ballot was held with M. Dyck being declared the winner of a clear majority of votes.

M. Dyck was declared 4th Executive Vice-President. His term is to begin immediately.

B. Kingston thanked everyone for putting their names forward.

8. National Office Staff

B. Kingston advised that D. Ramsay is retiring. He explained the hiring protocol for this position (firstly bargaining unit members, then AEU members, our membership and lastly outside applicants). The job is posted with a closing date of November 15. É. Martel is replacing S. Rochon who has been seconded to the Gatineau R.O. S. Rochon's secondment has been extended to the end of January 2014 (contingent on É. Martel's leave extension being approved). E. Massie is away on sick leave. S. Prowse has been helping out three days a week with this week being her last week. We will be posting a Labour Relations Officer position which will include allowance for a candidate inventory which will be used to fill current and future vacancies on an assignment, contract or full-time permanent basis as required. Any member will be able to apply but B. Kingston advised no relocation expenses will be paid in relation to this position.

9. Employer Updates

F. Murphy reported on scheduled dates for upcoming NUMCC's, they are:

AAFC is scheduled for December 12. The call for agenda items went out today. He requested Council speak with their locals to determine if they have any items that need to be elevated to the National level. He noted we are waiting on a report on the AAFC Policy Grievance (lack of consultation) and will advise Council of its outcome asap.

CSPS is scheduled for November 19.

DND is scheduled for December 2, and

CFIA is presently looking at dates in December, to be determined.

10. Agriculture Union Social Justice Fund

F. Murphy reported on the status of this year's requests. They are:

SADAO - \$10,000/approved

Lethbridge R.C. Food Bank Garden - \$1,900/approved

Local 4 Charlottetown Easter Beef - \$1,800/approved

Red Deer AB Clothing Bank - \$2,500/approved

Calgary Emergency Womens' Shelter - \$2,800/approved

Lac-Mégantic Qc Community Relief - \$10,000/approved

Calgary Flood Relief - \$10,000/not approved as the proposal did not meet the requirements of our SJF mandate. We have gone back to the Local with a recommendation in order that the proposal can be considered for funding.

Year to date total is \$29,000.00 with the funded reserve sitting at \$127,715.00.

11. Collective Bargaining Update

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

12. Standing Committee Reports – later in the report

13. Agriculture Union Convention 2014

L. Budge updated Council on the initial planning stages for our upcoming Convention. At the Executive level several bags and binders have been looked at with a decision to be made on these items by early January 2014. He reported any clothing is usually purchased in conjunction with the hosting Local(s) and the costs for these items are split between the Local and the National Office. L. Budge advised we might consider looking at adjusting the Convention dates in August to see if any costs can be saved. He noted that rooms rates are higher on weekends and we would have to ensure our contract with the hotel would allow for changes. Guest speakers proposed are the Premier or the Provincial Agriculture Minister. The PSAC National President and Regional NEVP are also always invited to speak. B. Kingston noted the general consensus is to not take up a lot of time with guest speakers but if you have any additional suggestions for speakers please advise asap. P. St. Georges enquired if, in keeping with our green policy, could we ask delegates if they would prefer electronic or paper copies of Convention documentation on the Convention delegate registration form. This proposal will be considered along with any opportunities for donations from outside companies (ie. AGR Insurance).

14. Local RVP Reports

B. Kingston reiterated the importance of these reports. RVP's discussions with their locals could identify problems within specific locals that the RVP could then intervene in the early stages. Following the RVP Local reports, if these identified problems accelerate/continue, decisions would then be made at the Executive level to provide extra resources. B. Kingston noted that unless there were particular issues, general discussions regarding individual Locals would not be required.

Thursday November 7, 2013

Standing Committee Meetings

Friday November 8, 2013

15. Work Force Adjustment

B. Kingston advised departments are moving along with WFA as predicted and planned, with CGC being the last department to become involved. T. Friday gave an update of the CGC WFA situation. She advised they are trying to get some basic training made available for some employees to hopefully get them ready to compete for developmental positions in the new year or at the very least make them marketable to other departments. Specific situations were discussed including the filing of a PSST complaint which has resulted in remedial discussions with CGC.

F. Murphy noted lists go out to Council on a monthly basis from all employers with updated stats. He advised everyone go over these lists and bring any concerns you note to the National Office. He also reminded Council these lists are not to be shared.

G. Miller commented there are rumours concerning cutbacks starting to be heard again. Employers are flat out denying. If you hear anything bring to the National Office.

'Reasonable Job Offer' was discussed. B. Kingston said every situation has to be looked at case by case to determine if the job offer is actually reasonable. He noted one way to monitor these situations, to ensure that it truly is the best offer for the member, is through the reports provided at committee level.

12. Standing Committee Reports

By-Laws & Regulations Committee Report

R. Tarasco presented the report, see attached.

Item 1 – Registration of delegates

- **Motion** as read.
Carried unanimously – Recorded vote #2

Item 2 – Amendment to By-Law 6, Section 1
4th National Executive Vice President

- **Motion** as read.
- **Carried – Recorded vote #3**

Item 3 – Amendment to By-Law 6, Section 1
Six RVP Positions

R. Tarasco requested a round table discussion for all RVPs who wished to speak to this item and how they feel about removing one RVP position in each of their regions. Many RVPs did speak to the issue. D. Moffet, seconded by E. Beynon, **moved** to suspend the By-Laws discussion until the Finance Committee Report has been dealt with.

- **By show of hands – motion carried**

Finance and Communication Committee Report

N. Rogers presented the report, see attached.

Discussion on referrals:

Social Justice Fund – after a brief discussion G. Miller made a **motion**, seconded by P. St. Georges, to send this motion back to the Finance Committee to be amended to reflect that we would maintain the \$.50/member/month until we reach a cap of \$150,000.00 and then we would decrease the amount to \$.25/m/m with the bulk of the overage to be used elsewhere.

By show of hands – motion defeated

B. Kingston clarified the intent of the original motion and noted the \$21K per year was more a projection than an average. F. Murphy agreed to this friendly amendment to the motion.

- **Recorded Vote #4 – motion carried unanomously**

Pension – F. Murphy advised of a friendly amendment, which was as follows: “...this agreement, and at a previous convention, it was decided to create our own **Supplemental Pension Plan** to”....

F. Murphy then briefly went over the Statement of Revenue and Expenses.

Motion on Report as a whole.

Recorded Vote #5 – motion carried unanimously

Back to By-Laws & Regulations Committee Report

Item 3 – Amendment to By-Law 6, Section 1

Six Regional Vice President Positions (continuation of discussion by region)
After further discussion and clarification of costs of cutting positions the Committee decided not to present this item as a motion.

Item 4 – Amendment to By-Law 6, Section 1

Four National Director Positions

G. Mardli voiced concerns with the proposed elimination of the HR Director position. G. Mardli made a **motion**, seconded by M-L Romano, to refer Item 4 back to enable Council to vote individually on each Director position.

By show of hands – motion defeated

There was further discussion on the roles and responsibilities of the National Director positions. B. Kingston noted the Director and RVP roles do have different responsibilities: RVPs deal with all issues inside their region while National Directors represent their members at the organizational level. He noted they help each other in relation to conflict resolution but do have distinct responsibilities. He also noted that the National Executive also sit at National level meetings with all Employers.

At this time F. Murphy noted guests had arrived, being Chris Aylward, PSAC NEVP and Bob Jackson, PSAC RVP for BC. Brother Aylward presented B. Kingston and B. Jackson with their 30 Year PSAC Service Awards. B. Kingston then presented R. Tarasco and J. Langs with their retirement plaques.

B. Kingston spoke briefly of the agreement reached for the Director positions when SECO joined the Agriculture Component.

F. Murphy called the question, seconded by S-A Sullivan.

By show of hands – motion carried

After further clarification the vote was called for Item 4.

- **Motion as read. Carried – Recorded vote #6**

B. Kingston advised that all recommendations passed that effect changes in our Regulations or By-Laws will be prepared by the By-Laws Committee as proposed resolutions, presented to Council in April for acceptance, and then presented as a resolution on the Convention floor.

Item 5

Amendment to By-Law 6, Section 7.1
Council Meetings

There was discussion on how many Council meetings should be held each year. R. Tarasco recorded his dissent, noting he felt the more meetings we have enables Council members to be better informed and allows the sharing of information to ensure everyone is working towards the same goal.

It was suggested that video conferencing can work well, especially if the players know each other. It was also suggested that we could look into the process for setting up simultaneous interpretation for longer video conference calls that could take place to update Council as opposed to face-to-face meetings.

E. Beynon requested clarification on the costing given for the number of Council meetings proposed. Discussion was suspended until the correct costing was determined. L. Budge reported the amended costing as follows: \$139,920.00, with \$46,640 saved annually and/or \$.56/m/m. (LB to check)

- **Motion** as read.
- **Recorded Vote #7 – motion carried**

Motion on Report as a whole.

Recorded Vote # 8 – motion carried unanimously

General Committee Report

M. Dyck presented the report, see attached.

Youth Participation

- **Motion** as read.
- **Recorded Vote # 9 – motion carried unanimously**

Motion on Report as a whole.

Recorded Vote # 10 – motion carried unanimously

Collective Bargaining – Occupational Health & Safety Committee Report

G. Miller presented the report, see attached.

Discussion:

It was noted that PSAC has suggested CFIA members pilot electronic voting for ratification. While we have not yet seen how this will roll out, we hope to look at a demonstration for the bargaining team in December.

Motion on Report as a whole.

Recorded Vote # 11 – motion carried unanimously

16. Political Action

We are planning a press conference on the omnibus Bill C-4 in the near future. We have Rob Ellis of *My Safe Work* lined up for this, as well as a number of others. B. Kingston reported on the far-reaching amendments in the bill, some of which are:

- the definition of danger having to be an imminent risk-we are hoping to be able to fight this;
- proposed changes to the right to refuse dangerous work, and
- the Federal Minister's broad ranging powers.

F. Murphy, who sits on the PSAC Political Action Committee, reported we do have some funds put aside to work on the PSAC campaign.

B. Kingston encouraged everyone to sign-up on the CLC and PSAC campaigns.

B. Kingston advised he and M. Hladun will be meeting with the MB Minister of Agriculture about the non-regulatory lab study conducted by Treasury Board and the privatization issue.

M. Dyck updated on the Community Pastures and Shelterbelt programs.

F. Murphy reported on the meeting he and B. Kingston had with MP Mark Eyking, the new Liberal Agriculture critic. We have committed to sending him some briefing notes for background information to use to ask questions in the House.

17. PSAC Memo – Payments to members (XO 28)

T. Friday enquired about a specific situation regarding a Local in her region. B. Kingston advised PSAC XO 28 is clear, there must be a recorded vote and members need to have been advised in advance. If this process has not been followed, they risk having the Local being put into trusteeship.

Action: T. Friday to confirm status of situation and report back.

M. Jackson enquired if Locals are required to issue T-4's for honorariums. B. Kingston advised they are, but we have checked with the CRA website to clarify further that honorariums up to \$500/year don't have to have a T-4 issued.

Further discussion regarding honorariums resulted in the following two suggestions:

- We will look at having the National Office do this work, figure out the costs and advise Council on outcome
- Locals could look at have an accountant set them up to deal with this issue.

18. Next Council Meeting

B. Kingston advised the next Council meeting will be held in Winnipeg, MB on April 9, 10 and 11, 2014. He reminded Council that all Regional Seminars need to be completed by next Council session, all Convention Committee selections be made, and all Regional resolutions you want to have put forward to Convention be prepared.

19. Administrative Investigations

J. Langs reported on a complaint in their region and asked for clarification of process.

Action: B. Kingston advised he will check with the PSAC Representation Section to confirm if this is being properly handled as presently there doesn't seem to be any set process. Will get answer asap and report back.

20. Other Business – Elections for at Large delegates - Bargaining

After some discussion, it was noted regional decisions had not been made in regards to at large delegates for the next round of negotiations. B. Kingston clarified the process and requested all Council members to get organized regionally asap. A conference call will be held in the near future to finalize decision on seats. G. Miller read names that had been submitted thus far. F. Murphy noted if there is a stalemate for people wanting to sit on a team, it can be determined by Council during the conference call, but it is hoped things can be decided upon regionally.

B. Kingston also reminded everyone the deadline for submission of bargaining demands to PSAC is November 30.

M/S/C a motion to adjourn, G. Miller/J. Langs,
by show of hands – carried.

Minutes respectfully submitted, (for the last time), by Debbie Ramsay

(and in closing I want to say that I have very much enjoyed working with you all. Here's a quote I read somewhere that I am hoping for you all....

*"I hope the days come easy
And the moments pass slow
And each road leads you
Where you want to go")*

*All the very best
Debbie*

REPORT OF THE BYLAWS COMMITTEE

November 7, 2013

Members of the Committee:

Raphaël Tarasco – Committee Chair, 3rd EVP

Rick Cormier – Committee Co-Chair, RVP – Western Atlantic

Barb Kristjansson – RVP – Manitoba, Northwestern Ontario and Nunavut

Jean Cloutier – RVP – Eastern Québec

José Evangelho – RVP – Southwestern Ontario

Danielle Moffet – National Director – DND

Item 1

Registration of delegates

Amendment to Regulation No. 1, Convention

Point 1(c) shall read as follows:

The Agriculture Union shall be responsible for the expenses of delegates accredited to its National Convention with the exception of the \$50 registration fee, which shall be the responsibility of the locals.

Proposed by Jean Cloutier

Seconded by Rick Cormier

Motion Carried

Item 2

In the By-Laws

Amendment to By-Law 6, Section 1

Fourth National Executive Vice-President

Elimination of position of Fourth National Executive Vice-President
Total savings of \$37,000; or \$0.44 per member per month.

Motion proposed by Raphaël Tarasco

Motion seconded by José Evangelho

Item 3

Amendment to By-Law 6, Section 1

Elimination of 6 positions of Regional Vice-Presidents

The section should read: 1 RVP for the Atlantic, 1 for the Québec region, 1 RVP for the National Capital Region, 1 RVP for the Ontario region, 1 RVP for Manitoba, Northwestern Ontario and Nunavut, 1 RVP for Saskatchewan, 1 RVP for Alberta and the Northwest Territories and 1 RVP for British Columbia.

Total savings of \$120,000; or \$1.43 per member per month. The Committee Chair explained that this \$120,000 saving only covers fixed costs for travel which means meetings of the National Council, regional meetings of PSAC, provincial Labour Federations, and the Agriculture's Union Triennial Convention

Motion proposed by Raphaël Tarasco

Motion seconded by Barb Kristjansson

Motion defeated

Raphaël Tarasco and Barb Kristjansson recorded their dissent.

Attached is the national list of members for all regions

Item 4

Amendment to By-Law 5, Section 1

Elimination of 4 positions of directors

Total savings of \$84,950; or \$1.01 per member per month

Proposed by Raphaël Tarasco

Seconded by Jean Cloutier

Motion carried

Danielle Moffet recorded her dissent

Item 5

Amendment to By-Law 6, Section 7.1

The National Council shall hold meetings of 4 days (two working days plus the weekend) once a year and two three-day meetings (one working plus the weekend) the year of the Convention or at any other time, if requested by the majority of members of the National Council.

Total savings of \$114,830 for three years; or \$0.56 per member per month

Motion proposed by Jean Cloutier

Motion seconded by Rick Cormier

Motion carried

Raphaël Tarasco recorded his dissent

Motion to adopt the report in its entirety

Proposed by Raphaël Tarasco

Seconded by Rick Cormier

Report of the Finance/Communication Committee
Nov 7, 2013

Present:

Fabian Murphy (1st NEVP)
Nancy Rogers (Alt National Director CSPS/PSC , recorder)
Sue-Ann Sullivan (RVP Eastern Atlantic)
Mike Vanson (RVP Northern Alberta & NWT)
Elena Beynon (RVP Northern Saskatchewan)
Larry Budge (staff)

The committee reviewed the summary statement of revenue and expenses for the period ending Oct 31, 2013 (sent via email).

Despite the drop in revenues due to declining membership, we've been able to keep expenses down, resulting in a net surplus of 81K to date. With income from investments still to be factored in, we hope to conclude the year with a slight surplus. Revenue projections were based on a membership of 8500 members. It was pointed out that to ensure accurate expense tracking, it is important to ensure travel claims are submitted in a timely fashion. Council members are requested to ensure all claims are submitted before year end.

In a discussion about PSAC collecting dues from CFIA based on old salary information, it was asked how we could prevent this from happening again. The answer provided was that this type of error has never been seen before. PSAC is responsible to collect dues, and they are aware when a CA has been signed. We will be more diligent in checking to ensure the dues structure used by PSAC is correct in the future.

Revenues – currently based on a membership of 8500, our current membership is 7910, and it is projected that we'll have 7500 members going into convention. It was asked what's the projected impact on our declining membership on next year's budget, the last of this cycle. Since Jan 2013, 300 members were lost however a lot of savings were achieved in a short time, and the need for vigilance in managing spending should continue into next year.

A question was asked about relocation of newly-elected full-time officers. What guidelines are in place to ensure relocations happen in a timely fashion so hotel costs aren't incurred for overly long periods of time. It was noted that we follow the TBS travel directive, which has provisions for lower per diems after 30 days, but there is no other guideline on how soon relocation must happen. Given that a new president or 1st NEVP must begin duties immediately, it is recognized that a reasonable amount of time must be allowed to find a new home. It is suggested that the bylaws committee consider a bylaw that newly elected full-time officers must relocate within a reasonable amount of time (3 months). Extensions must be approved by the executive.

Referrals to the Finance Committee

Social Justice Fund – no specific recommendation given. By April, fund will stand around 100K. Current contribution rate is \$0.50m/m Average disbursement is 30K per year. It was determined that a rate of \$0.25m/m would bring 21k per year, which is close to covering an average year of payments.

Motion: Nancy moved that the rate be reduced to \$0.25m/m, seconded by Sue Ann, motion carried unanimously. It was asked if at convention a separate motion would be required for this. It was felt that since the budget is voted on item by item, it would not be necessary.

M/S/C

Council meetings: What would the savings be if council meetings were reduced to once a year, over a weekend, except for Convention years). It was calculated that the savings over 3 years would be \$114 830, or 0.46m/m

RVP removal: Estimates of counter costs of removing one RVP in each area. This cannot be fully tallied, as it cannot be known where RVPs and alternates will be located, nor which employer they'll be from. Currently, we have 2 RVPs in each region who travel. Some regions might not experience a cost increase. If increased costs remain under 20K, there were still be overall savings. There was some concern specific to the Atlantic region due to limited travel options for rural NL. We examined what the costs would be if an RVP based in Gander was the lone Atlantic RVP. With an estimated 13 additional trips of minimum 2 night stay due to meeting schedules and flights, an estimated additional 29K in travel costs per year would be incurred, which exceeds the savings of eliminating the other RVP.

Office Staff Levels – no specific question. Current levels are 3 LROs, 2 admin staff, 1 finance officer.

Convention: Several items to be costed. Fees – estimated 110 delegates at \$50 ea would create revenue of \$5500. Eliminating kit bags (binder/bag/lanyards) - \$9750. Eliminating gifts/giveaways - \$5000. Eliminating wine/cheese party - \$12400. Holding all triennial conventions in central location (Ottawa) – no savings

Pension: How can we get out of it and how much can we save. Background of situation was reviewed. TB previously allowed retiring union officials to return to PS and transfer pensions. Pensions were then calculated based on the usually higher union income. TBS suddenly ended this agreement, and at a previous convention, it was decided to create our own pension fund to cover our past national president, past 1st NEVP, and current and future full-time officers. Cost to members – 1.67m/m to put 170k into fund each year, plus \$2m/m levy to build up savings depleted to create the fund initially. As membership drops, it is estimated that the 1.67 cost would have to be increased to 2.02m/m to keep 170K yearly contribution. The decision to eliminate the fund would have to be made by convention. Given the legal commitments made, it may not be possible to absolve ourselves totally and the risks could exceed the current costs. Prior to the creation of this fund, we were facing the possibility of legal action as officers had made plans based on the figures they were given at the time. PSAC at this time is still reviewing whether to create their own plan. Joining their plan in the future may save on administration costs.

Human Rights Director – no specific question. Yearly cost is \$11950

Remove 3rd and 4th NEVP – cost is 37k each

Removal of all 4 director positions - \$84950

Communications

Significant savings achieved as a result of new contracts put in place last year.

Website – background work to implement new look and feel for website has begun. The new website should be ready for launch by December.

Travel allowances effective Oct 1, 2013

Private accommodation: \$50

Meals:

B \$15.75;

L 15.10;

D \$42

Incidentals: \$17.30

Daily Total: \$90.15

Respectfully submitted

M/S Fabian Murphy, Nancy Rogers

**National Council Meeting
General Committee
November 6th-8th, 2013**

General Committee Report

Milton Dyck (Chair)

Teri Friday

Gus Mardli

Maria-Luiza Romano (Recorder)

Agenda:

Outstanding items

1.1 Discussion on Youth Observers to Convention

2. Human Rights Committee Report

3. New business

3.1 AGRU 2014 Convention - Human Rights Comm. participation

Discussion:

1.1 Youth Participation

In light of our current financial situation, the General Committee agreed to move a motion to rescind the motion passed at last Council meeting that would fully fund two youth observers to attend the 2014 AGRU Triennial Convention (see Resolution 01 attached)

2. Human Rights Committee Report

2.1 Action Items from the Meeting in June 2013:

Committee has agreed to focus efforts and work on the project "Rethink Child Care", as a part of the "Family Care is a Human Right" theme.

3. New business:

3.1 AGRU 2014 Convention

The General Committee discussed and offered suggestions to the Human Rights Committee for the upcoming Triennial Convention.

Report M/S by Milton Dyck / Maria-Luiza Romano

Resolution 01
Youth Participation

WHERE AS At the last National Council meeting in April 2013 the National Council approved that two (2) Youth members be fully funded as observers to attend the 2014 Agriculture Union Triennial Convention in Winnipeg

WHERE AS the Agriculture component is in a time of fiscal restraint.

BE IT RESOLVED THAT these funded observer positions be rescinded.

RATIONALE:

The \$6600 (six thousand six hundred dollars) cost for these two observers cannot be justified in this time of fiscal restraint.

**Report of the Collective Bargaining and Occupational Safety & Health Committee
November 7, 2013**

Members Present:

Glenn Miller- 2nd National Vice President
Mariette Beaudet- RVP Western Quebec
Michele Jackson- RVP Southern Alberta
John Langs- RVP Central Ontario
Terri Lee- RVP Western B.C & Yukon
Patrick St.Georges-RVP Northeastern Ontario

Collective Bargaining

PSAC bargaining proposals - these are being collected by the Component. The committee will hold a conference call on November 25 to prioritize the demands. They must be submitted to the PSAC by the end of the month. 25 demands are permitted per group. The nominations for the TB Bargaining Conference were reviewed. We need nominators and seconders for each member. There may have been some confusion regarding regional entitlements and at large entitlements. Additional members will be solicited if required. The committee might not be aware of all the submitted names.

TC TEAM- Pat ST.Georges

The TC group finally signed their CA on Oct 18th. While the new CA is posted on the PSAC website, it has yet to be posted on the TBS website and they are claiming that it will only be posted there in Dec. It's worth noting that during the final round of negotiations, the employer refused to acknowledge any of the TC PIC recommendations.

CFIA-Terry Lee

At the CFIA bargaining table, the PIC report was finally released in the summer. Highlights include the TB pattern settlement, plus breakthrough language in overtime accumulation, a 7.5 workday for GL/GS and a pay adjustment for AS compensation advisors. A request was made to return to the table in the fall, but was delayed by the employer. The team will finally be returning to the table the first week of December and will use the PIC as a road map towards a settlement. The PSAC have suggested that the CFIA members pilot electronic voting for ratification, should the team and Component agree to this method.

Health & Safety Updates:

There was a discussion about the omnibus Bill C-4 Budget Bill and it's effect on the health & safety and bargain rights of our members. The new code would strip many rights of the Canada Labour Code and limiting our right to strike. The new definition of imminent danger will likely exclude cancer and other disease from long term exposure to toxins or asbestos. The committee will put out an information bulletin for the website and encouraging members to contact their MP's and attend the regional PSAC information sessions. The bill may be passed within the next 30 days. Members of the committee discussed the effected of Bill C-4 with CBC radio reporter, Karina Roman. She recorded some sound bites of the committee meeting for use in her news story. She also individually interviewed members regarding concerns in their workplaces. The committee will draft a new Health & Safety newsletter. Topics will include comparisons between the Treasury Board Harassment Policy and the provisions in the Canada Labour Code.

Report of AAFC NOHSPC – Glenn Miller

AAFC - AED (automated electronic defibrillator)'s - a sample of the draft business case has gone forward to the Centers. We are waiting for a center to submit this and hope to have movement. Charlottetown & Ottawa are working on this. A draft OSH committee workbook on how committees fulfill their duties has been submitted. Once the book is completed it will be shared and amended for use by the component OSH members. The Work Place Violence Prevention Policy is an on going discussion with AAFC.

PSC & CSPS- Bob Kingston

Working on delivering national training, good background at Policy Committee at the PSC. A lot of work is going toward the move of their headquarters and working on policies. CSPS has not had a lot of success with keeping consistent membership from management. Some good policies have been put in practise including Prevention of Violence in the workplace.

DND-B.Kingston

DND- there is ongoing problems but we are starting to see some movement. The duty to inspect the work place is getting resolved at St. Jean. Only problems seem to be in communicating to sites the various policies and practices but this is being discussed at highest levels. At the Asticou Centre, the employer is still refusing to acknowledge and follow the provisions under Part XX of COHSR, instead they continue to use their Harassment Policy; Bob has committed to resolving this issue.

CFIA- John Langs/Bob Kingston

We are refighting battles with the new members of the NOSH. It is unfortunate that we have to refight these battles that we thought we won. The Prevention of Violence in the Workplace is still an on-going issue.

CGC- Teri Friday

The CGC NOSH committee has met regularly and gets through the business brought forward to them. There have been three Violence in the Workplace complaints that were eventually closed. The CGC (I Hope) seems to be listening to the committee about what reports should contain. There will be a new co-chair of NOSH as Jim Stuart is retiring in November, Michelle Dedieu – Director of HR is taking over. As well there are two new union members and two new managers that will be joining our next meeting. Accordingly training will play a large role for the next few months.

Moved by Terri Lee

Seconded by Glenn Miller

