

**Agriculture Union
National Council Meeting
September 26-29, 2005**

**Minto Suite Hotel
Ottawa, Ontario**

MINUTES

In Attendance

National Executive:	Yves Ducharme Bob Kingston Debbie Forsythe Denis Sicard Howard Willems	National President First National Executive Vice-President Second National Executive Vice-President Third National Executive Vice-President Fourth National Executive Vice-President
Regional Vice-Presidents:	Brenda Baergen Sam Barlin Michele Coe Ron Filteau André Grégoire Bob Jackson John Langs Allan MacRae Darrell-Lee McKenzie Glenn Miller Fabian Murphy Barry Payne Julien Arpin Mike Vanson	Northern Saskatchewan Manitoba, North Western Ontario & Nunavut Southern Alberta Southern Saskatchewan Eastern Quebec Western British Columbia and Yukon North East Ontario Western Atlantic Eastern British Columbia South Western Ontario Eastern Atlantic Eastern Ontario, Ottawa-Gatineau Alternate - Western Quebec Northern Alberta and Northwest Territories
Directors:	Curt Elash Marianne Hladun Céline Préfontaine Idelta Vieira	Canadian Grain Commission Equal Opportunities Public Service Commission of Canada & the Canada School of the Public Service Department of National Defence
Staff:	Larry Budge Elaine Massie Sylvia Prowse Sylvie Rochon	Administrative Officer Service Officer Service Officer Service Officer

1. Call to Order

The meeting was called to order at 9:00 a.m. by the National President.

2. Opening Remarks

Yves greeted everyone, including 12 new Council members, to the first Council meeting since the triennial convention in August and stated that he's looking forward to working with everyone for the next three years.

3. Adoption of Agenda

- **M/S/C** – Préfontaine/Filteau – THAT the agenda be adopted.

4. Hours of Session

Proposed hours of session:

September 26/05:

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

1:00 p.m. to 5:00 p.m. - Standing Committees meetings

September 27/05:

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

1:30 p.m. to 4:30 p.m.

4:30 p.m. to 5:00 p.m. – Question and Answers

September 28/05:

Strategy Planning Session with Mike Martin

September 29/05:

9:00 a.m. to 12:00 p.m. or until completion of business

- **M/S/C** – McKenzie/MacRae – THAT the proposed hours of session be adopted.

5. Approval of the April 2005 Council Minutes

Correction – French minutes only:

On page 10, “Mazep” should read “Mazepa”.

- **M/S/C** – Murphy/Filteau – THAT the April 2005 Council minutes, including the above mentioned correction, be approved.

Unanimous - Recorded Vote #1

6. Business Arising out of Minutes

Minutes of the June 2004 meeting with the Canadian Pari Mutual Agency (CPMA) were signed in May 2005; Yves reported that we have not received any comments from members.

7. Roles and Responsibilities of RVP's and Directors – Nominations to committees

Yves explained to new Council members the roles and responsibilities of the RVP's and Directors and told them that they must now get used to working at a regional level and let locals do their jobs. He answered questions regarding leave without pay for union business; whether or not this type of leave has an impact on a person's retirement date was not known; the National Office will look in to this matter. As per the Executive meeting earlier this week, the Standing Committees were announced:

Collective Bargaining

Bob Kingston – Chairperson

Fabian Murphy, Céline Préfontaine, Glenn Miller, John Langs and André Grégoire.

Finance

Debbie Forsythe – Chairperson

Allan MacRae, Barry Payne, Brenda Baergen, Bob Jackson and Larry Budge.

By-Laws & Education

Denis Sicard – Chairperson

Ron Filteau, Raphaël Tarasco, Idelta Vieira and Sam Barlin.

General

Howard Willems - Chairperson

Marianne Hladun, Michele Coe, Curt Elash, Mike Vanson and Darrell-Lee McKenzie

As part of the roles and responsibilities, it was decided that Elaine Massie would prepare an information training session for the next Council meeting regarding PSAC Policy 23A.

8. National Office

Progress report given by Yves and Larry regarding National Office staff. Bob Kingston discussed his relocation plans; in the next few weeks he will be house hunting in Ottawa.

9. Canadian Food Inspection Agency update

Classification Reviews

Sylvie Rochon gave a progress report stating that the last mediation session took place in June. All the work has been completed except for one outstanding issue currently under review. Council members then discussed the Union's options going forward; we've been told by the PSAC that the classification route was a better option than the acting pay route. Yves and the Officers will consult with the Representation Section another time before making a decision.

Consultation

Bob Kingston gave a progress report; the next meeting is scheduled for December 5, 2005. Regarding Area Level UMC's, in situations where RVP's are unhappy with the Agency because it is not fulfilling its obligations regarding labour relations then RVP's must document these cases before referring them to the National level.

Daily Presence in Meat Plants

The Council members discussed the impact of a US Court decision that has imposed new inspection requirements in the US; as a result, the USDA has asked the CFIA to comply with the new requirements that state there should be a daily presence, with complete inspection, in all plants. The H&S and consultation issues that were raised here will be discussed at the NUMC meeting in December. The Meat Inspection Reform Committee will also be looking into this matter.

10. Agriculture and Agri-Food Canada

EG and GL classification reviews

Sylvia Prowse gave progress reports on both reviews. Regarding the EG review, all work in the Prairie region has been finalized and members will have 25 days to submit a grievance if they are unhappy with their job description. The EG review is expected to be complete by March 2006 at which time work on the GL review will pick up. Yves thanked Darrell-Lee McKenzie and Barb Eamer for their hard work.

Shared Services

Sylvia gave a progress report; further discussion with AAFC on this matter will take place at a meeting on October 11/05.

Regional UMC Structure

As regional meetings will begin to take place, the Council discussed and identified topics that should be included as agenda items for discussion at all regional meetings; the common items were: Employment equity, official languages and respect in the workplace. Minutes are to be taken and copies forwarded to the National Office.

Contracting Out

Progress report regarding Lennoxville situation. Yves wants RVPs to investigate and report findings to Elaine Massie if AAFC is using temp agencies to fill positions in their area.

Canadian Pari Mutual Agency

A progress was report given. Elizabeth Massey retired from the Agency and her position of Executive Director remains vacant. The Council talked about problems that we continue to have regarding the implementation of work schedules.

Closure of Research Stations

After much pressure from our members and others, especially in Nappan, the decision to close four research stations has been reversed for the time being. For now, the government will not make any long term commitments on funding until research priorities are identified.

11. Canadian Grain Commission

Curt Elash gave a progress report on the NUMC meeting that took place two weeks ago; plans to have just one operational group were discussed and a follow up meeting is planned for October 6/05. This was Curt's first Council meeting; he is the first Director ever to represent CGC members and so he shared his thoughts and views regarding the new position and what it should bring at the national level. He plans to discuss with GCC members in order to get their feedback and ideas as well.

12. Department of National Defence

The new Director for DND, Idelta Vieira, gave an update on some of the issues that she's been working on since the August Convention. Regarding her members that are in sub-locals, many find themselves isolated from their local and this makes it hard for them to receive proper services. (See related item 16 regarding DND mergers.)

13. Public Service Commission and Canada School of the Public Service

Céline Préfontaine is the new Director; she gave Council an update on her activities since being elected in August and the work that lies ahead at the PSC and CSPA. She mentioned that as a result of regional offices being closed, 51 members were surplus; so far, half of those members have found new jobs. This and other topics will be discussed at the NUMC meeting with the PSC on October 5/05. Regarding the CSPA, the first NUMC meeting took place last June and Céline stated that there is still a lot of work that needs to be done regarding union/management labour relations.

14. Financial Report

See the attached Finance Committee report.

15. Standing Committee Reports

Note:

All committee resolutions are deemed to have been moved by the respective Chairperson and seconded by his/ her co-chair.

Collective Bargaining/Health and Safety Committee

Fabian Murphy, co-chair, presented the report on behalf of the committee, see attached.

- Adoption of the Report of the Collective Bargaining/Health and Safety Committee.
M/S/C Unanimously - Recorded Vote #2.

Finance and Communications Committee

Bob Jackson, co-chair, presented the report on behalf of the committee, see attached.

- Approval for funding regarding Alternates attending February 2006 Council meeting – item C in report.
M/S/C Unanimously - Recorded Vote #3.
- Transfer of funds to Unappropriated Surplus – item D in report.
M/S/C Unanimously - Recorded Vote #4.
- Adoption of the Finance and Communications Committee report.
M/S/C Unanimously - Recorded Vote #5.

Standing Committee on By-Laws and Education

Sam Barlin, co-chair, presented the report on behalf of the committee, see attached.

- Recommendation #1 from Structure Committee adopted at Convention 2005: New Regulation 8, Terms and Conditions of Employment of the 1st NEVP and new Regulation 9, Relocation of the 1st NEVP.
M/S/C Unanimously - Recorded Vote #6.

Note: existing regulations will be renumbered.
- Recommendation #2 from Structure Committee adopted at Convention 2005: Change to By-Law 9, Section 1.
M/S/C Unanimously - Recorded Vote #7.
- Recommendations #3 and #6 from Structure Committee adopted at Convention 2005: Change to By-Law 6, Section 1.
M/S/C Unanimously - Recorded Vote #8.
- Recommendations #4 and #5 from Structure Committee adopted at Convention 2005: Changes to By-Law 6, Section 3.
M/S/C Unanimously - Recorded Vote #9.
- Recommendation #10 from Structure Committee adopted at Convention 2005: Changes to Regulation 4.
M/S/C Unanimously - Recorded Vote #10.
- Adoption of the Report of the Standing Committee on By-Laws and Education.
M/S/C Unanimously - Recorded Vote #11.

General Committee

Darrell-Lee McKenzie, co-chair, presented the report on behalf of the committee, see attached.

- Two day meeting of Agriculture Union Employment Equity reps.
M/S/C Unanimously - Recorded Vote #12.
- Adoption of the Report of the General Committee.
M/S/C Unanimously - Recorded Vote #13.

16. AU Structure Committee

Yves explained to Council the decisions that were taken by the Executive earlier this week; the decisions involve DND members in Shearwater, Valcartier, Winnipeg and Esquamalt who will now join existing locals in their respective region. Debbie Forsythe will oversee the restructuring process and Idelta, as the DND Director, will help with the transition and meet with Council members who's locals are affected by the decisions.

17. By-Laws and Regulations – Convention follow-up

Item was referred to the By-Laws Committee, see report.

18. Agriculture Union Convention

The August 2005 convention has come and gone and it was a success; Yves thanked Fabian and the Local Host Committee for their hard work as everyone enjoyed St-John's very much.

Looking ahead to Convention 2008, the dates are as follows, (all dates in 2008): the Executive will meet on August 8, the Council on Aug. 9, Committees on Aug. 10-12 and the Convention on Aug. 13-15. Council members will decide in February 2006 the location of the next convention.

19. PSMA

The Council discussed the Public Service Modernization Act and how important it was for everyone present to get training. Furthermore, Yves and the Executive want the RVPs and Directors to make sure that at least one person from each local gets PSMA training; as for other members, they should at least get information on what the issues are. Céline mentioned that the courses given by the CSPS are free.

20. PSEA “Get Ready” Sessions // “Préparons-nous” LEFP

As per the previous item, the new Public Service Employment Act is another subject matter that our active members should sign up for training. In October and November, the PSC will deliver several training sessions across Canada.

21. NJC- OSH Directives

It was noted to Council that 13 NJC directives have been amalgamated into one directive, now called the Safety and Health Directive. The new directive will take effect January 1, 2006. In the new directive, protective footwear will be provided by the employer, free of charge.

22. Next Meeting - Executive and Council

Upcoming meeting dates:

December 6-7, 2005	National Executive – in Ottawa
February 5-6, 2006	National Executive – in Ottawa
February 7-9, 2006	National Council – in Ottawa

23. Life membership for RS Panickar

The Council talked about the former 2nd National Executive VP, Brother RS Panickar, who did not run for re-election at our Convention last August. The following motion was moved by Bob Kingston and seconded by Debbie Forsythe:

- That this Union award a Life Membership to RS Panickar.

Carried Unanimously – Recorded Vote #14.

24. Allowance for Communications and Technological Devices

The following motion was presented to Council; it was moved by Sam Barlin and seconded by Fabian Murphy:

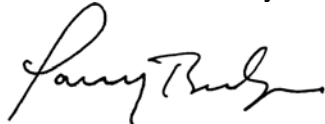
- That a \$1500 allowance be set up for each Council member for the purpose of purchasing communications and technological devices (such as handheld devices, computers); the funding is for a period of 3 years and is to come from general funds.

M/S/C Unanimously - Recorded Vote #15

Adjournment

- **M/S/C** – Jackson/Miller – THAT the meeting be adjourned.

Minutes submitted by,



Larry Budge
Administrative Officer

Report of the Standing Committee On By-Laws and Education

September 2005

Members:

Denis Sicard	– Chairperson
Ronald Filteau	– RVP Southern Saskatchewan
Sam Barlin	- RVP Manitoba, North Western Ontario and Nunavut
Idelta Vieira	- National Director of DND
Julien Arpin	- Alternate RVP for Western Quebec

The committee met and discussed the following issues.

Recommendation No. 1:

As per recommendation No. 1 which was adopted by the delegates at the 2005 convention, the committee recommends the following change to Agriculture Union Regulation. Add Terms and Conditions of Employment of the 1st National Vice-President.

Agriculture Union Regulation No. 8 Terms and Conditions of Employment of the 1st National Vice-President

For this Regulation any reference to 1st National Vice-President includes Acting 1st National Vice-President.

This regulation governs the Terms and Conditions of employment for the 1st National Vice-President of the Agriculture Union on **leave without pay** from his/her regular job.

1. Purpose

The purpose of the Regulation is to set up the terms and conditions of employment for the 1st National Vice-President of the Agriculture Union.

2. Tenure of Office

The tenure of office of the 1st National Vice-President shall be in accordance with the By-Laws of the Agriculture Union.

3. **Entitlement of pay**

(a) The 1st National Vice-President is entitled to be paid for service rendered the remuneration applicable to the position held by him/her.

(b) The rate of pay applicable to the position of the 1st National Vice-President is the rate established in the Public Service Alliance of Canada for the group and level in which the position is included.

(c) For the purpose of this Regulation, the 1st National Vice-President shall be paid in accordance with the Public Service Alliance of Canada Terms and Conditions of Employment unless otherwise specified in this Regulation.

4. **Continuous Employment**

For the purpose of annual leave, continuous employment for the 1st National Vice-President shall comprise the total period of continuous employment from the date of commencement of service in the Public Service to the date of termination of employment with the Agriculture Union.

5. **Designated Paid Holidays**

The 1st National Vice-President shall be entitled to designated paid holidays on the same basis as employees in the Public Service Alliance of Canada.

6. **Overtime**

Compensation on a day of rest or on a designated paid holiday shall not exceed seven (7) hours per day at the straight-time rate.

7. **Compensatory Leave**

(a) "Compensatory Leave" means leave with pay in lieu of cash payment for overtime and such leave with pay will be equivalent in value to the cash payment that would otherwise have been made.

(b) Compensatory Leave with pay not used by December 31st each year will be paid in cash at the rate of pay received by the elected officer on December 31st.

(c) If the 1st National Vice-President dies or otherwise ceases to be employed, he/she or his/her estate shall, in lieu of compensatory leave with pay, be paid an amount equal to the product obtained by multiplying the number of days or hours of earned but unused compensatory leave by the daily or hourly rate of pay applicable to him/her immediately prior to termination of his/her employment.

(d) A report of all compensatory leave shall be given annually to the National Council.

8. **Leave General**

if the 1st National Vice-President, who has been granted more vacation, sick or special leaves with pay than he/she has earned, dies he/she shall be considered to have earned the amount of leave with pay granted to him/her.

9. **Sick Leave**

(a) The 1st National Vice-President shall earn and be granted sick leave credits under the same conditions of the employee's contract of the PSAC.

(b) When the 1st National Vice-President is unable to perform his/her duties because of illness or injury and such illness or injury prevents the 1st National Vice-President from attending the Convention and seeking re-election, he/she shall be entitled to be granted sick leave to the limitation of his/her sick leave credits or for the duration of his/her illness, whichever is less, provided he/she satisfies the Agriculture Union National Executive that he/she is unable to work due to illness or injury.

(c) In a case referred to in Section (b) above, if the 1st National Vice-President is eligible to receive benefits from Disability Insurance, he/she must apply for such benefits and must agree to pay the

(d) Agriculture Union any amount received by him/her from Disability Insurance for the period between the dates of election where he/she ceased to be on sick leave with pay.

(e) If the 1st National Vice-President does not have sufficient credits to cover the granting of sick leave with pay under the provisions of the section sick leave with pay may, at the discretion of the National Executive, be granted up to 15 days. The granting of more than 15 days advanced sick leave to the 1st National Vice-President must be approved by the National Council before sick leave with pay may be granted.

10. **Vacation Leave with Pay**

(a) The 1st National Vice-President shall earn and be granted vacation leave with pay under the same conditions that apply to all employees of the PSAC.

(b) The 1st National Vice-President may carry over any vacation leave credits but not in excess of one year's entitlement.

(c) Vacation leave credits with pay exceeding two year's entitlement not used by December 31st of each year will be paid in cash at the rate of pay received by the 1st National Vice-President on December 31.

(d) If the 1st National Vice-President dies or otherwise ceases to be employed, he/she or his/her estate shall, in lieu of earned vacation leave with pay, be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation leave by the daily rate of pay applicable to him/her immediately prior to the termination of his/her employment.

11. **Special Leave**

The 1st National Vice-President shall be entitled to special leave with pay on the same basis and under the same conditions that apply to all employees of the PSAC subject to Agriculture Union National Executive approval.

12. **Other Types of Leave**

The 1st National Vice-President shall be entitled to other types of leave with or without pay on the same basis and under the same conditions that normally apply to employees of the Public Service Alliance of Canada subject to Agriculture Union National Executive approval.

13. **Severance Pay**

(a) Subject to Section (b), when the employment of the 1st National Vice-President terminates for any reason other than removal from office under By-Law 13 Section 1 of the Agriculture Union By - Laws, he/she shall be entitled to be paid one (1) week's pay at his/her current rate of pay for each completed year of continuous employment with Agriculture Union.

(b) If the 1st National Vice-President dies during his/her employment with the Agriculture Union, there shall be paid to his/her estate an amount equal to the amount he/she would have otherwise been entitled to at the time of termination of his/her employment with the Agriculture Union.

14. **Transfer of Leave**

When an employee in the Public Service is elected as the 1st National Vice-President of the Agriculture Union all the unused sick and special leave credits that stand to the employee's credit in the record of the Public Service shall be transferred to the Agriculture Union provided that these are substantiated to the satisfaction of the Agriculture Union National Executive.

15. **Travel Expenses**

The 1st National Vice-President of the Agriculture Union is entitled to be reimbursed his/her travel expenses in accordance with Agriculture Union Regulation 3.

16. **Relocation Expenses**

The 1st National Vice-President of the Agriculture Union is entitled to be reimbursed his/her relocation expenses in accordance with Regulation 9.

17. **Other Benefits**

The 1st National Vice-President working full-time for the `Agriculture Union is entitled to all other benefits which are currently applicable to employees of the PSAC.

(a) No additional benefits other than those described in this Regulation shall be granted to the 1st National Vice-President unless they are approved by the National Council.

(b) The National 1st National Vice-President shall be paid according to the Collective Agreement established between the PSAC and the Alliance Employee's Union. The present salary being Band 13. Any increases will be based on any future Collective Agreements.

Agriculture Union
Regulation No. 9
Regulation governing the relocation of the 1st National Vice-President of the
Agriculture Union

For this Regulation any reference to 1st National Vice-President includes Acting 1st National Vice-President.

1. The 1st National Vice-President working full-time for the Agriculture Union shall be entitled to the following provisions:

(a) The reimbursement of those actual and reasonable expenses within the limits of the Treasury Board Relocation Directive incurred by said 1st National Vice-President of the Agriculture Union, spouse and dependent members of the family in relocating from one place of residence to another at the time of election and at the time of termination of employment as the 1st National Vice-President.

(b) The 1st National Vice-President, who ceases to be employed as a full-time 1st National Vice-President for the Agriculture Union, who applies for, is entitled to relocation expenses for those actual and reasonable expenses not exceeding an amount equal to his/her relocation expenses from Ottawa to his/her former place of residence.

(c) If the 1st National Vice-President of the Agriculture Union, employed full-time, dies during a term of office, his/her spouse and/or dependents shall be entitled to be reimbursed relocation expenses subject to the same conditions specified in Section 1 (b) of this Regulation.

(d) Upon request from the immediate family, assistance may be paid for the transportation of the remains of the deceased 1st National Vice-President to his/her former place of residence in accordance with the conditions specified in Section 1 (b) of this Regulation.

(Existing Sections will be renumbered)

Moved By Idelta Vieira
Seconded By Julien Arpin

Recommendation No. 2:

As per recommendation No. 2 which was adopted by the delegates at the 2005 convention, the committee recommends the following change to Agriculture Union By-Law 9 Section 1 added.

13. the President and/or one Executive Vice-President attend every NUMC.

Moved By Sam Barlin
Seconded By Idelta Vieira

Recommendation No. 3:

As per recommendation No. 3 which was adopted by the delegates at the 2005 convention, the committee recommends the following change to Agriculture Union By-Law 6, Section 1. This also reflects Recommendation No 6.

Section 1

The National Council shall be composed of a National President, one (1) First National Executive Vice President; one (1) Second National Executive Vice President; one (1) Third National Executive Vice President; one (1) Fourth National Executive Vice President and (1) Regional Vice President from each of the following regions: Eastern Atlantic; Western Atlantic; Eastern Quebec; Western Quebec; Eastern Ontario – Ottawa - Gatineau; South Western Ontario; North East Ontario; Manitoba, North Western Ontario and Nunavut; Southern Saskatchewan; Northern Saskatchewan; Southern Alberta; Northern Alberta and North West Territories; Eastern British Columbia; Western British Columbia and Yukon; National Directors representing the Department of National Defence (DND), Public Service Commission/Canadian School of Public Service (PSC/CSPS), Canadian Grain Commission (CGC); and one National Director representing Equal Opportunity.

Moved By Sam Barlin
Seconded By Ron Filteau

Recommendation No. 4 and No. 5:

As per recommendation No. 4 and recommendation No. 5 which was adopted by the delegates at the 2005 convention, the committee recommends the following change to Agriculture Union By-Law 6 Section 3 Sub (1) (2).

1. Regional Vice Presidents and their Alternates shall be nominated from among their respective Regional delegations, including members from PSC, CSPS, DND and CGC, and immediately following nominations each Regional Vice President and Alternate shall be elected by the voting delegates from his/her Region attending National Convention.
2. National Directors and their Alternates shall be nominated from their respective caucus and immediately following nominations each Director and Alternate shall be elected by the voting delegates from his/her respective caucus attending National Convention.

Moved By Idelta Vieira

Seconded By Julien Arpin

Recommendation No. 10:

As per recommendation No. 10 which was adopted by the delegates at the 2005 convention, the committee recommends the following change to Agriculture Union regulation No.4 regional seminars.

- (c) On request, the National Office will provide \$5,000 annually to the Public Service Commission Director and 4,000 annually to the Canadian Grain Commission Director and \$3,000 annually to the Department of National Defence Director for the purpose of sending members to regional seminars.

Moved By Idelta Vieira

Seconded By Julien Arpin

Education:

The committee would like to encourage the RVP's/Directors and all local Presidents to take the training on the new Public Service Modernization Act (PSMA) which the Public Service Alliance of Canada is holding in their regions.

The committee will get together to in the next few months to finish the changes to the By-law and Regulations which the 2005 convention passed.

Report as a whole Moved by Denis Sicard

Seconded by Ronald Filteau

**Report of the Collective Bargaining and Occupational Health & Safety Committee
September 26, 2005**

Bob Kingston – Chair 1st NEVP
Fabian Murphy – Co-Chair RVP Eastern BC
John Langs – RVP Central ON
Glenn Miller – Southwestern ON
Céline Préfontaine – CFP/PSC Director
André Grégoire – Eastern Québec

The meeting was called to order by Brother Kingston. Bob welcomed the new members to the committee and outlined the purpose of the committee, how it works and what sort of business we would be dealing with.

OSH issues:

No agenda items were submitted, so the floor was opened for discussion.

1. What training is available for H&S committee members and who is responsible for delivering the training.

Bob explained that under CLC Part II the employer is responsible for providing H&S Committee members the necessary training. If any member is on a local, regional, area or national H&S Committee and is having difficulty getting training, they should let the national office know and the issue will be addressed with the employer. CFIA and AAFC have been very good at providing the necessary training to committee members. Some employers, however, such as PSC do not always have the resources internally to provide the training and may rely on outside sources such as PSAC. CSPPS management and PSAC have indicated that co-developed and co-delivered H&S training is possible and they are willing to work together on this. It should be noted that all training that is being delivered to H&S Committees should be reviewed by the appropriate Policy Committee.

2. CSPPS has yet to set up a Policy Committee, however it is expected that the committee will be established in the fall.

Response: The commission is bound by law to hold quarterly meetings. HRDC will be looking for the reports from these meetings and will force the employer to conduct the meetings if they have not already done so. Bob confirmed with Céline that she will be appointed to the NOSH Committee for PSC and the CSPPS. Bob will ask the National Office to send a notice to council confirming the union members of all NOSH Committees.

André Grégoire will deliver a presentation at the next council meeting on the H&S training and structure in Quebec.

Collective Bargaining issues:

Next year PSAC will be calling for appointments of members to Regional Collective Bargaining Conferences. RVP's should begin the process of electing delegates to the Regional Conferences at the upcoming Regional Seminars. PSAC Regulation 15 has changed and as a result there will be fewer members assigned to National Collective Bargaining Committees and there will be a lot of competition for the positions.

The Regional Conferences will be funded by PSAC and Agriculture Union will be appointing representatives to these conferences based on the results of the elections at the Regional Seminars. Because of the change to Regulation 15 the Agriculture Union will have to review the process of selecting representatives to participate in the National Bargaining Conference. This committee will be responsible to make recommendations to the National Executive as to the best process to elect representatives to each table including CFIA.

Being no further business, the meeting was adjourned.

**Report of the General Committee
September 26, 2005**

Howard Willems – Chair 4th NEVP
Darrell-Lee McKenzie – Co-Chair RVP Eastern BC
Marianne Hladun – Director Equal Opportunities
Curt Elash – Director for Canadian Grain Commission
Michele Coe – RVP Southern Alberta
Mike Vanson – RVP Northern Alberta

- 1) Reviewed the mandates of the General Committee: Equal Opportunities (EO), Union Management Consultation (UMC), Benefits, Staffing Appeals and Redress.
- 2) The committee discussed the need for training around the Public Service Modernization Act (PSMA) in regards to the mandate of the General Committee.
- 3) **Union Management Consultation (UMC)**
 - Committee discussion; we need to determine the status of Local UMC's (are they taking place, how often, who is represented where, what are the barriers to having an effective UMC, do they have a terms of reference, etc.).
 - Recommendation – that RVP's/Director's review local UMC minutes to see if there are common issues that may be more effectively dealt with at a Regional UMC.

Action: The General Committee will develop a short survey for RVP's/ Director's to canvass their locals to gather information on the current status of UMC's. This information will be used to develop a kit to aide locals in implementing effective UMC's.

4) **Business arising from Convention**
Resolution D-13 Membership Services PSAC

Action: Brother Ducharme to write a letter to Sister Turmel requesting that the PSAC expedite the process for members transferring from Rand status to full members in a timely basis, preferably not more than one month from receipt of the membership card.

Resolution D-20 Local EO Contact

Refer to By-Laws Committee to determine if By-Laws need amending.

Action: Brother Ducharme to send a letter requesting locals select a contact responsible for receiving and disseminating information from our Agriculture Union EO Committee to the National Office on an annual basis, or as required.

Resolution D-14 ID Cards for Medical and Dental Costs
Forward to PSAC Convention.

Resolution D-8 Clear Language

Refer to By-Laws Committee to determine if By-Laws need amending.
Forward BE IT RESOLVED #'s 2, 3 and 4 to PSAC Convention.

Resolution D-5 Regional Conventions

Forward to PSAC Convention.

Resolution D-2 Office of Conflict Resolution

Action: Add this as an item to the agenda for National UMC's with CFIA, CGC, DND, PSC, CSPA and CPMA.

Resolution D-4 Member Orientation Kits

Refer to Finance-Communication Committee as this is a communication initiative.

Resolution D-7 Regional Seminar Minutes

Refer to Finance-Communication Committee as this is a communication initiative.

Resolution D-12 AU National Consultations and Communications

Refer to Finance-Communication Committee as this is a communication initiative.

5) Equal Opportunities (EO)

Unity Conference – Sister Terri Lee re-elected as the National Representative for the Racially Visible caucus.

Next meeting for the EO Committee will be November-December, dates TBA.

Reminder to RVP's/Director's that elections for EO reps will take place in the next round of Regional Seminars.

Action: To more clearly define the roles and responsibilities of the regional EO reps, the General Committee requests that all Council members advise Sister Hladun, by the end of October, as to their expectations and/or suggestions for the role of the EO rep in their region.

Employment Equity Committee National Terms of Reference state that appointments are made for a three year term following convention. The role of the Employment Equity rep is to meet with their respective employer representative to discuss how the employer is meeting their obligations under the Employment Equity Act.

Action: Brother Ducharme to send a notice to all locals for nominations for union reps to their respective employer Employment Equity Committees.

Motion: The General Committee requests a two day meeting of the Agriculture Union Employment Equity representatives, the first day to meet as union representatives and the second day to meet with employer representatives.

Moved by Sister Hladun. Seconded by Sister Coe.

6) Closing discussions and future initiatives

- Review of resolutions from Convention, forwarded from other committees at next meeting.
- Review of Resolutions of Record for appropriate actions.
- Discussion of involvement of youth in the Agriculture Union:
 - o What can be done at the local level?
 - o How does youth view the Union as a whole?
 - o Initiatives to be developed by Agriculture Union.
- Discussion of the changing voice and role of Unions in our workplace and community:
 - o How does the community we live in view the Union as a whole?
 - o What needs to be done to change that image?

Report of the Standing Committee on Finance and Communications

September 26, 2005

Members Present:

Debbie Forsythe – Chair
 Bob Jackson – Secretary
 Allan MacRae
 Barry Payne
 Brenda Baergen
 Larry Budge

Finance

A) As of July 2005 we had 8291 members, including 778 rands. Based on these numbers we will have 18 paid delegates to the PSAC convention in May 2006; the actual number of delegates to the PSAC convention won't be known until the September 2005 membership check off.

B) As of October 1, 2005, the new Treasury Board meal rates will be:

Breakfast	12.35
Lunch	11.85
Supper	33.15
Incid.	<u>17.30</u>
Total	74.65

C) On the referral from the National Executive regarding the upcoming National Council meetings in February 2006, where Alternates will be invited to attend if Council approves funding.

➤ M/S/C Brenda/Allan: That the funding for Alternates to attend the February 2006 Council meeting be taken out of general revenue.

D) PSAC National Conferences Funded Reserve

➤ M/S/C Bob/Barry: That the monies in the 'PSAC National Conferences' funded reserve be returned to the unappropriated surplus as this this line item was removed in the 2006-2008 convention approved budget.

E) Discussion on monthly internet costs covered by the component. The Committee wants input from Council members to find out if the current amount of 25\$ is adequate.

Communications

With the web site up and running, the committee discussed Alan Pryde's service contract with the Union. Debbie and Sylvie will contact him in order to discuss his services for the upcoming year. Council members are encouraged to share their ideas regarding possible web site updates.

Regarding the Local Tool Kits; they are almost ready for distribution and one copy will be sent out to every local. Additional copies will be available at cost yet to be determined.

The committee also discussed resolution D-4 from the 2005 convention concerning the orientation package; the possibility of posting it to the web site will be discussed with Alan.

National Council
Conseil National

Sept. 2005
Sept. 2005

Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Arpin	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Baergen	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Barlin	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Coe	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Elash	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Filteau	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Forsythe	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Grégoire	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Hladun	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Jackson	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Kingston	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Langs	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
MacKenzie	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
MacRae	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Miller	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Murphy	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Payne	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Préfontaine	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Sicard	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Vanson	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Viera	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Willems	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Ducharme	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

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