

Report of the Finance/Communications Committee  
April 7, 2017

Present

Fabian Murphy (1<sup>st</sup> NEVP) Chair  
Teri Friday (RVP Western BC & Yukon) Co-Chair  
Karen Zoller ( RVP Saskatchewan)  
Don Bouchard (RVP Western Atlantic) Recorder  
Larry Budge (Administrative Officer)

**Finance**

The audited statement of revenues and expenses for 2016 was reviewed. To date we are on track and our finances are in line with our budget due to good stewardship of all involved. However, our membership base has dropped to 6655 since last year's National Council meeting.

We understand there may be some hiring of Agency Inspection staff with CFIA and at Agriculture and Agri-Food Canada in the future but we will need to continue monitoring our spending closely going forward.

The committee reviewed the financial report line by line, and had great discussions on each line item, the following issues and concerns were addressed in the budget;

- The relocation line item is based on having only 2 relocations per 3-year cycle using historical election results of the triennial conventions. The committee feels that perhaps we could increase the amount projected to a more realistic figure.
- Line item #3, to be removed since PSAC conferences are fully funded, by PSAC.
- Line item #19, to be removed as this is a responsibility of PSAC. The committee proposes to move the amount in the funded Reserve of \$42,681, to the relocation fund on line #14.
- Line item #22, Regulation 12, has \$48,800 in it, and the committee feels that there are sufficient funds in it to cover expenses for the next cycle.
- Our social justice fund exceeds \$126,000, and we will continue to add to it at a rate of \$21,000 per year for the next cycle.
- There is also \$94,000 in the political action fund, and it is proposed to reduce it by only \$20,000 per year for the next cycle. Bringing it from \$120,000 per year to \$100,000. The committee feels that it is necessary to keep political action well-funded, to be able to address all issues that may impact our members and the work that they do, such as Food Safety, Public Research and public interest.

The yearly budget has been based on a membership of 6500. We all agree that we may see an increase in membership the near future, but the committee feels that it is better to be cautious in our approach to our component's finances.

**Costing**

The committee was also asked to cost six three day face to face meetings for National Council in the next cycle, and to separate the cost of having the meetings during the week, compared to carrying the meeting into the weekend.

Regarding item 13 of the Council agenda, costing for Air Travel for spouses to Convention is \$40,000.

**New mileage and meal rates as of April 1, 2017.**

For mileage see the NJC Travel Directive for changes affecting your area

April 1<sup>st</sup> – New Meals and Inc. Rates

Breakfast \$17.15

Lunch \$18.05

Dinner \$45.95

Incidentals \$17.30

Total \$98.45

Respectfully submitted;

***Moved by : Fabian Murphy***

***Seconded by : Terri Friday***

By-laws / Regulations and Education Committee Report – National Council Meeting, Moncton, New Brunswick April 2017

(Rick Cormier, Eryn Butterfield, Jan Pennington, and Randy Olynyk)

The committee met and discussed the following items.

### **1) By-Law 6 Section 6**

The committee has discussed where and how the quorum could be changed to facilitate future changes to the composition of the national council. Current By-Law Reads:

#### **Section 6**

1. A quorum of the National Council shall be the President or his/her delegate; two (2) National Executive Vice Presidents plus nine (9) other members.

The following is the proposed resolution from the committee.

#### **By-Law 6 Section 6**

**WHERE AS** the number of RVPs has decreased and with the removal of National Directors, the size of National Council now consists of the National President, 4 National Vice Presidents, 12 Regional Vice Presidents and 1 National Human Rights Director. Therefore the amount of National Council members needed to meet quorum should reflect this council size reduction.

**BE IT RESOLVED THAT** the **number of members needed to meet National Council quorum** be changed from “plus nine (9) other members” to be “plus 50% or greater of other members”.

#### **Section 6 National Council Meetings**

The committee had a discussion regarding the amount of face to face council meetings. The current By-Law reads:

#### **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 convention or at any time, if requested by the majority of member of the National Council.

The committee proposes the following changes to By-Law 6 Section 7

## By-Law 6 Section 7

**WHERE AS** the changes made to the number of council meetings at the 2014 Triennial Convention were done as a cost savings measure to the component, it has been found that this has resulted in a disconnect amongst National Council members.

**BE IT RESOLVED THAT** By-Law 6 Section 7 be changed to read The National Council shall hold meetings at least twice annually at the call of the National President or at any time if requested by 50% **or greater of the members of the National Council**. Meetings of the National Council shall be held in those locations where it is economically feasible and where the interest of the Agriculture Union is most efficiently served. A recorded vote shall be taken on all motions and a copy of same attached to the minutes.

## 2) Regulation 4 Section 5 (h) Vacant RVP Positions

The committee has discussed where and how the limitation on filling vacant RVP positions could be changed to allow the membership to be represented by an RVP when the incumbent steps down prior to convention and should the alternate decline to assume the duties.

The current Regulations reads:

(h) Ballots must be postmarked not later than thirty (30) days from the date appearing on the notice of election. No vacancy will be filled by election if such vacancy occurs within six (6) months prior to the date of the National Convention.

The committee recommends the following change:

WHERE AS By-Law 6, section 2 and By-Law 8, section 6 speak to fill vacancies in elected positions with no limitations with respect to the date of the Triennial National Convention (TNC);

WHERE AS Reg.4 outlines the roles and responsibilities of the RVPs to hold their Regional Seminars and the absence of a RVP could impair the ability to hold a respective Regional Seminar;

Be it resolved: Reg.2, section 5(h) be amended to change the 6 month limitation to elect a vacant RVP position to 2 months.

**5)** The committee discussed the importance of the consistency of the naming of Occupational Health and Safety Committees.

## By-Laws and Regulations

WHERE AS the emphasis of OHS is to be on Health.

**BE IT RESOLVED THAT** anywhere is the By-Laws and regulations where OSH, NOSH, Occupational Safety and Health or National Occupational Safety and Health be found, it be

changed to OHS, NOHS, Occupational Health and Safety or National Occupational Health and Safety respectfully.

**3) Regulation 3 [Travel Directive] – Introduction – 6 (For reference passed at June, 2016 council meeting)**

The committee finalized their resolution to clarify the requirements related to the use of unionized goods and services.

**Regulation 3**

**WHERE AS** PSAC policy states that “unionized suppliers and services and union-made products must be used whenever available and possible”.

**BE IT RESOLVED THAT** we add to Regulation 3 Travel Directive the following; In keeping with PSAC policy, “unionized suppliers and services and union-made products must be used whenever available and possible.”

**4) By-law 3 Section 5 Life Membership (For reference passed at June, 2016 council meeting)**

The committee finalized their resolution where and how the list of Life memberships is maintained and can be updated at any time

**By-Law 3 Section 5**

**WHERE AS** Life Memberships can be awarded at any time with the approval of National Council, the list within the bylaws will be updated to reflect these approvals.

**BE IT RESOLVED THAT** By-Law 3 Section 5 include where the list of both life members and deceased life members can be found within the Agriculture Union By-laws and that Annex 1A, 1B and 1C can be updated at any time when a life membership has been awarded by the National Council or when their status has changed.

**Section 5**

**Life Membership**

A Life Membership may be awarded to any current and/or retired member who, through personal and devoted efforts in the affairs of this Union, has performed exemplary services for the membership provided, however, that there shall not be more than twenty five (25) such Life Memberships at any one time. The awarding of Life Membership shall be controlled and decided by the National Council which, from time to time as it deems necessary, shall instruct the Administrative Officer to indicate to Locals the number of vacancies in the establishment of Life Memberships and to invite nominations from Locals for Life Membership awards. **A list of current life members can be found in By-laws Annex 1A and 1C.**

To preserve the history of our great Agriculture Union, the name of deceased life member will be added to By-laws Annex 1B. The amount of time she/he was a member and the year of the member's demise.

**Annex 1A, 1B and 1C can be updated at any time when a life membership has been awarded by the National Council.**

**6) Regulation 4 – Regional Seminars (For reference passed at April, 2015 council meeting)**

WHERE AS All locals have a responsibility to attend and represent their membership in component conventions and regional seminars.

BE IT RESOLVED THAT Regulation 4 Sub Section4. read “the RVP’s invite all locals and the Regional Human Rights representative to their respective Regional Seminars and they are all expected to participate.”

**6 ) RVP Handbook**

The committee reviewed and updated the Regional Vice Presidents Handbook. We added a section entitled “ Booking space /Hotel for the regional seminar.” This section now reflects the changes made to Regulation 3.

**7) PowerPoint Orientation presentation.**

The committee reviewed and amended the PowerPoint orientation presentation and have made the following changes and recommendations.

Changed NOSH to NOHS and added Social Justice Fund to Agriculture Union Roles and responsibilities on slide 8.

Recommendation the background be updated to include Agriculture Union watermark.

This report is respectfully submitted by Rick Cormier, Chair and Seconded by Jan Pennington on the 8th of April, 2017.

## **Collective Bargaining and OHS Committee**

April 7, 2017 at 9:00 am

Ballroom C, Delta Hotel Beauséjour, Moncton, (New Brunswick)

### Members present:

Milton Dyck, 3rd National Vice-president (chair)

Rob MacDonald, RVP Southern Ontario

Marie Claude Chevalier, Alternate RVP National Capital Region (recorder)

Mariette Beaudet, RVP Western Québec

Jacquelin Carrier, RVP Eastern Québec

Chair: Roll Call – The Committee commenced at 9:12

### Previous Business

Info on the website

H&S bulletin (newsletter)

### New business

Bargaining updates

OHS Updates

Chair: Previous minutes review, and we need to work on the OHS bulletins.

### Agenda Items - Previous Business

1. **Information on the website.** Employers' national/policy OHS minutes need to be posted on the website. However, previous minutes are still late to arrive. Our delay is due to approval of minutes and translation before posting.
2. **OHS Bulletins.**

Priority list

1. Return to work after DI or WSIB/CSST
2. Violence in the workplace related to Nov. 13/14 ruling on violence (citation: 2014 FC 1066)
3. Duty to accommodate
4. Employer requested medical forms
5. Violence in the workplace - list of competent persons
6. Local OHS committees - need for proper training
7. Local OHS committees - connection to higher level committees
8. Changes to Labour Code by Bill C-4, vexatious complaints, right to refuse, etc.
9. Mental health in the workplace
10. Talent management - may be addressed under mental health in the workplace
11. Mental Health issues caused by Phoenix

Discussions

Mental Health problems caused by Phoenix were discussed and the need for any messaging about Phoenix should include the damage that it's causing our members Mental Health.

**Agenda Items - New Business**

**Bargaining Updates –**

1. Treasury Board bargaining has concluded with tentative agreements in place for the Technical Services, Programs and Administrative Services, Operational Services and Education and Library Sciences Group. Ratification voting to accept the collective agreements will conclude by April 13, the bargaining teams have recommended acceptance of the tentative agreements based on the full protection of our current sick leave plan, the most significant changes to our Workforce Adjustment Appendix since it was signed in 1998 and a pattern settlement of 5.5% over four years. There will be a pay study comparison between CFIA and Treasury board EG's and PI's in the Canadian Grain Commission received an extra increment. Collective agreements will expire in 2018 so another round of bargaining is just around the corner.
2. CFIA Updates: The bargaining is continuing. There is no reason for the bargaining to continue to take so long. We are concerned that CFIA management bargaining team is simply dragging out the process.



The committee discussed concerns that there are different messaging been sent by the PSAC and what our bargaining team members are being told to present. We want to ensure that there is a consistent bargaining message so that our bargaining reps don't look like they were withholding information from the members. Our bargaining team needs to be respected for the hard work they do for the membership.

Two meetings are scheduled in May:

- May 2 to 4, 2017
- May 31 to June 2, 2017

We wish our team all the best.

CFIA bargaining reps (alternates in parentheses)

Atlantic - Rick Cormier (Don Bouchard)

Quebec - Jacques Rousseau (Jacquelin Carrier)

Ontario - Richard Hilson (Richard Brady)

NCR - Marlene O'Neil (Mike O'Neil)

Manitoba - Eryn Butterfield (Barb Kristjansson)

Saskatchewan - Karen Zoller (Jesse Todd)

Alberta - Randy Olynyk (Herhald Mark)

British Columbia - Terri Lee (Alvin Wong)

### 3. OHS updates

**AAFC** - The AAFC Psychological Health and Safety Champions have been jointly chosen by the National Union-Management committee:

- Union Champion: Catherine Keir
- Management Champion: Tom Rosser

The Mental Health is being guided by Mental Health Committee which is a subcommittee of our National Occupational Health Safety. We are currently assessing work sites for needs. Violence in the workplace is also managed by a subcommittee of NOSH and there are many difficulties to overcome. Priority has been given to rewriting Workplace Violence Policy and assessing the effectiveness of investigations. Several OHS regional coordinator positions continue to be vacant. WHMIS global harmonization system (GHS) training is rolling out.

**CFIA** – CFIA was once a leader in OHS, unfortunately due to in some cases lack of meaningful consultation with Union that is no longer the case. Some NOSH materials are behind such as courses on hazard assessment which were started in 2010. There is a concern that some Area OHS advisors are not as knowledgeable as they could be our regional, area and national committees need to know that there is an obligation to have Health and Safety training and refresher training. After a rocky start with psychological health CFIA is now working more with NOHS Policy committee and the unilaterally created wellness committees should be on hold. CFIA is now part of the Service wide committee on Occupational Health and Safety and will be part of Union Management Workplace violence video conference presented by Canada School of Public Service On April 27<sup>th</sup> French at 11 am Ottawa time

English at 1PM Ottawa time CFIA is still working on GHS training to finish roll out in 2017. CFIA is still trying for Video Conference meetings for some area meetings. A reminder that if there are agenda items that are not being resolved at Local, regional, or area OHS committee's please bump them up to next level.

**CGC** - Good cooperation with employer on OHS issues and there are currently no great areas of concerns.

**DND** – Mental Health is ongoing struggle. Two champions were jointly selected and appointed. There is a new subcommittee of NOSH developing a Return to Work Program.

**PSC** – Mental health program and Workplace Violence are ongoing.

**CSPS** – Mental Health program is being developed. Management is learning that they have to work with the Union for OHS and they are also learning for their educational course dealing with OHS they must consult Union.

### **Common Issues**

Mental health / workplace wellness program problems and issues are common to all Employers. The Union continues to remind Employers of their legal duty to work with their respective OHS committees before moving forward on any OHS or health related initiatives including mental health or wellness of any kind.

Violence in Work Place - Appointments of competent persons as investigators continues to be an ongoing difficulty. Management does not understand their roles and responsibilities and where they need to ensure compliance with workplace violence policies.

When being offered a competent investigator for an investigation please consult the national office.

The Committee adjourned at 11:57 pm.

Moved by Milton Dyck seconded Marie Claude Chevalier

National Council Meeting  
April 6-8, 2017  
Moncton, NB

## **General and HR Committee Report**

Participants:

Barb Kristjansson, Chair, 4<sup>th</sup> NEVP  
Marlene O'Neil, National Human Rights Director  
Dean Babuin, RVP Eastern BC  
Herhald Mark, RVP AB South

GENERAL COMMITTEE REPORT  
APRIL 7, 2017

- 1) AGR Union Regional Seminars elected their Human Rights (HR) Regional Representatives at their 2016/17 Regional Seminars as per Regulation change by Council. The HR Committee looks forward to being able to get right to work after 2017 Convention with this change.
- 2) Human Rights projects are underway and are progressing. The HR Committee held two face-to-face meetings in November 2016 and February 2017, as well as several conference calls. There were education opportunities with the PSAC Leadership including guests Chris Aylward, PSAC National Executive Vice President and Larry Rousseau, REVP for NCR.
- 3) The HR Committee is working on a template to appoint Union Representatives for the Equity and Diversity and Employment Equity committees across the country. The appointment of Union Reps to these committees continues to be a challenge.
- 4) CFIA And CGC have completed their Employment Equity Plans. As other employers complete their plans they will be posted on our web. Consultation and collaboration is ongoing through National Executive.

- 5) The PSAC Equity and Diversity Conference was a success, with 26 seats held by AGR Union members. We were well represented.
- 6) AUHR Committee Resolutions were reviewed, the committee would like to recommend the following resolutions:

Moved by Barb Kristjansson  
Seconded by Marlene O'Neil

#### **BYLAW AMENDMENTS**

Submitted by the Agriculture Union Human Rights Committee

#### **BY-LAW 9 National Council and National Executive**

##### **Section 5 Human Rights Director shall:**

1. Attend meetings of the National Council as required;
2. Attend committee meetings of the National Council; ~~when appointed to do so;~~

**Rationale:** as a member of Council there is no appointment to attend committee meetings, rather the position participates at all council meetings and is assigned to a standing committee (General) as well as resolutions committee for Agriculture Union Convention.

3. Attend the PSAC National Triennial Convention **as a Delegate**

**Rationale:** If there are not sufficient seats for council then some council members must attend as funded observers. The Director of Human Rights included as council and cannot perform their full elected National Human Rights role as an observer at convention, when human rights and diversity issues are debated.

➤ **Dissent Dean Babuin**

4. File a written report of their activities and recommendations during their tenure, to the National Convention six months prior to Triennial National Convention. and a copy be sent to the respective Locals;

**Rationale:** This role as a council member performs the same reporting as other council members. Reports are shared at convention.

6. The Human Rights Director and their Alternates shall work together to organize the workload.

**Rationale:** grammatical remove s in alternates as there is only one alternate elected.

7. The Human Rights Director, following their election shall resign any Local office within one month of such election.

**Rationale:** grammatical and clarity.

8. In the event that the Director is unable to fulfil their duties and resigns, the alternate Director will assume full responsibilities and shall resign any Local office within one month.

**Rationale:** this provides the same condition for the Alternate Director if they are replacing the Director.

**New #9 add:**

[Redacted]

[Redacted]

[Redacted]

[Redacted]

**Rationale:**

*This will provide continuity of the committee similar to when a National elected Executive member resigns, to fill the position in between conventions. The Alternate Director is a National elected position, therefore in between convention the National Council with input from the Committee is best to make the decision by vote as the elected leader voices from convention.*

**\*\* with amendment remove the AUHRC members involvement in the vote**

Marlene O'Neil

Jane McDonald

**National Director, Human Rights**

**Alternate National Director, Human Rights**

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Signature

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Signature

**BY-LAW 10 Section 6 Election of Officers Section 6**

The election of the National President, the First National Executive Vice President, the Second National Executive Vice President, the Third National Executive Vice President, the Fourth National Executive Vice President, the National Director, Human Rights and Alternate Director Human Rights, shall proceed in that order. The election of Regional Vice Presidents and Alternates shall proceed in the order listed in By-Law 6, Sections 1 and 3

**RATIONALE:** The alternate Director Human Rights Role is missing. **This will align with bylaw 6**

➤ **Dissent Dean Babuin**

Marlene O'Neil

**National Director, Human Rights**

Jane McDonald

**Alternate National Director, Human Rights**

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Signature

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Signature

RESOLUTION NUMBER: \_\_\_\_\_

SUBMITTED BY: National Human Rights Committee

SUBJECT: Regulation 14(A)

Regulation 14(A) 1

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



**Regulation 14(A) 3**

The Agriculture Union National Human Rights Director shall chair the Human Rights committee. The Director or alternate Human Rights Director shall also serve as the PSAC Equal Opportunity Committee delegate.

**Amend to:**

The Agriculture Union National Human Rights Director shall chair the Human Rights committee and serves as the National PSAC Human Rights Committee Delegate. In absence these functions will be assumed by the alternate Human Rights Director.

**RATIONALE:** The PSAC Committee name was changed to reflect the role and work. Clarity is provided to ensure disruption in representation on the Committee and the role of the Alternate Director.

**Regulation 14(A) 4**

The Agriculture Union National Human Rights Committee shall elect from the seven Regional Representatives a Coordinator to assist the National Director.

Strike this clause

~~The Agriculture Union National Human Rights Committee shall elect from the seven Regional Representatives a Coordinator to assist the National Director.~~

**RATIONALE:** There is no definition of a Coordinator role. The Alternate Director is the key party to share the work of the Director of Human Rights and take over or replace as needs arise. It is onerous to ask a regional rep to add an additional role and work as they are elected for the regional role. The issues of Human Rights and Equity have been forefront for Union and Government and we need to enhance our working capabilities in this committee. This role would be assumed in support by the Alternate Director as a member of the Committee.

**Regulation 14(A) 5**

The chair of the Agriculture Union Human Rights Committee or an alternate member of the committee will be a delegate to the Agriculture Union Triennial Convention.

**Amend to:**

The Alternate Director Human Rights Committee will be a delegate to the Agriculture Union Triennial Convention. In absence this seat will be allocated to a member of the Committee by vote of the Committee.

The Director is already a delegate to the Agriculture Union Convention as a member of the Council. This seat is logically served by Alternate Director of the committee. Provision to absent and defer seat to a member of the committee is included. Currently regional reps may be selected as Local delegates and therefore their role is local not committee. This will avoid any conflict and ensure the additional voice and assistance at convention for the Committee.

➤ Dissent: Dean Baubin

**Regulation 14(A) 6**

[Redacted]

[Redacted]

[Redacted]

**RATIONALE:** The reduction of meetings was a cost saving measure. The elections of Regional Representatives are now preceding convention and office can be assumed immediately after convention in line with the Director and Alternate Director positions. The overlap of cycles no longer exists. Pending budget, the committee may choose to conference call one meeting, however there is value to

face to face given the work and education components for the committee as well as opportunity to piggy back on other activities of Union to minimize travel costs.

<Resolution will be reviewed again by the AUHR Committee as the general language may suffice, however, given the change to align elections we have a three year cycle for the committee and it may be clearer to specify?>

**Regulation 14(A) 7**

Each Human Rights Regional representative may receive funding for Human Rights initiatives in their respective regions. Such funding will be based on work plans submitted to the Agriculture Union National Executive for approval.

**Amend to:**

[Redacted text block]

New per General Standing Committee suggestions

Each Human Rights Regional representative (or alternate in absence) shall attend their regional seminar and will be funded to attend their regional seminar by the Human Rights Committee. Additional funding for regional activities may be provided on recommendation from the National Human Rights Director based on a costed workplan submission, and is subject to approval of the National Executive.

**RATIONALE:**

There remains confusion about regional seminars and funding so this clarifies the issue. It allows for oversight on expenditures and ensures inclusion at regional seminars as a delegate. It further adds the opportunity as needs may arise to be considered for funding by the union for regional activities in line

with the Human Rights and diversity work for members with the appropriate oversight and approval process.

Marlene O'Neil

Jane McDonald

**National Director, Human Rights**

**Alternate National Director, Human Rights**

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**RESOLUTION NUMBER:** \_\_\_\_\_

**SUBJECT:** Unions underwriting a Disability Insurance Plan

**SUBMITTED BY:** National Human Rights Committee

**THE PROBLEM OR ISSUE:**

Members encounter a multitude of issues and concerns, including timeliness and approval of Disability Claims.

**THE ACTIONS REQUESTED:**

We request this issue be advanced by the Agriculture Union to the PSAC proposing **that PSAC** work in conjunction with other Federal National Unions to investigate the feasibility of underwriting a Disability Insurance Plan.

**RATIONALE:**

*We feel that the Union can better serve our members and have the capabilities with administration and design a fair and equitable plan that will be timely and meet the needs of our members who have claims.*

Marlene O'Neil

Jane McDonald

**National Director, Human Rights**

**Alternate National Director, Human Rights**

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Signature

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Signature

**RESOLUTION NUMBER:** \_\_\_\_\_

**SUBJECT:** Violence against Women

**SUBMITTED BY:** *National Human Rights Committee*

**THE PROBLEM OR ISSUE:**

According to a survey developed by the Centre of Research and Education on Violence against Women and Children – Western University, in collaboration with the Canadian Labour Congress (CLC), Public Service Alliance of Canada (PSAC) and other affiliates, 37.6% of women have experienced Domestic Violence once in their lifetimes, 53.5% of people are impacted by domestic violence at or near their workplace, from this 53.5%, 46.5% of the people affected did not continue to work. 81.9% reported that domestic violence affected their work performance. Our Transgendered and LGBT persons have the highest rates of domestic violence.

**THE ACTIONS REQUESTED:**

That Collective bargaining tables and teams for our members, include a demand to request that specific leave be made available to any member who is experiencing domestic violence in next bargaining rounds; and that this leave be a new leave clause provision, additional and specific to existing leaves currently in the collective agreements.

**RATIONALE:**

*It was noted that CFIA Team has already tabled this issue at their bargaining negotiations in 2017 and TB tables have completed negotiations are well into negotiations and unable to add a new demand.*

*None of our current collective agreements make provisions for paid leave days for persons affected by domestic violence. This type of leave is required to help members put their lives back together. Members experiencing domestic violence may need time to relocate family, and develop a safety network, meet with support services to help, legal, court or police services, etc. as some examples due to the impacts of domestic violence and their individual circumstances.*

Marlene O'Neil

Jane McDonald

**National Director, Human Rights**

**Alternate National Director, Human Rights**

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Signature

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**SUBJECT:** Self-identifying survey Agriculture Union Convention

**SUBMITTED BY:** *National Human Rights Committee*

**WHEREAS** the Agriculture Union recognizes that our demographics of our membership are changing and our union is strong hearing from all voices;

**WHEREAS** currently the PSAC requests delegates and observers to self-identify if they are a member of an equity group, and or youth (under age 35) at their conventions and conferences;

**WHEREAS** the Agriculture Union needs to continue the good work to measure our success on inclusion in our work and confirmation of voice from equity groups, employers and occupation.

**BE IT RESOLVED** that Agriculture Union included a self-identifying survey when delegates and observers register for national triennial convention to include equity designation, equity and diversity ally, employer, classification group, male or female or other;

**BE IT FURTHER RESOLVED** that the Agriculture Union compose the results of the survey in report and make every effort to disseminate the information from this survey to our members.

**RATIONALE:**

Many National Unions survey their delegates for these issues. The results and report provides an insight on who attends and makes decisions for the membership and provides a platform forward on opportunities to build more inclusion, if required, to ensure equity, diversity, youth and voices from all our employers for future conventions.

Marlene O'Neil

Jane McDonald

**National Director, Human Rights**

**Alternate National Director, Human Rights**

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Signature

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Signature

**RESOLUTION NUMBER:** \_\_\_\_\_

**SUBJECT:** Addressing gender inequality in the Public Service Health Care Plan

**SUBMITTED BY:** National Human Rights Committee

**THE PROBLEM OR ISSUE:**

Non-oral contraceptives are excluded from the Public Service Health Care Plan (PSHCP).

**THE ACTIONS REQUESTED:**

That the Agriculture Union strongly encourages PSAC to establish an education and awareness campaign to inform members on gender inequity in the Public Service Health Care Plan emphasizing lack of coverage for non-oral contraceptives, subsequent lack of reproductive choice, and shortfall in reproductive health coverage prior to the next PSHCP negotiations.

**FURTHER ACTION REQUESTED:**

That the Agriculture Union request PSAC to negotiate adding coverage for non-oral contraceptives and better reproductive health benefits in the plan.

**RATIONALE:**

*PSHCP negotiations are scheduled for 2019. Inequity in PSHCP restricts women's reproductive choice and impacts women's health and must be addressed as a priority in the next National Joint Council Health Care Plan negotiations; Informed membership is essential to successful support of negotiations.*

Marlene O'Neil

Jane McDonald

**National Director, Human Rights**

**Alternate National Director, Human Rights**

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Signature

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Signature



**RESOLUTION NUMBER:** \_\_\_\_\_

**SUBJECT:** Addressing inadequacies in the Public Service Health Care Plan with respect to hearing devices.

**SUBMITTED BY:** *National Human Rights Committee*

**THE PROBLEM OR ISSUE:**

Persons with a hearing disability are financially burdened to receive proper hearing devices. These devices are required in order to properly perform our jobs.

**THE ACTIONS REQUESTED:**

That Agriculture Union in conjunction with PSAC, lobby for and or negotiate better coverage for hearing devices.

**RATIONALE:**

*PSHCP negotiations are scheduled for 2019. PSHCP currently covers 80% of \$750 every five years for hearing instruments. The average cost of a **basic** hearing aid is between **\$1500 and \$2500**. If a member requires two **aids** to hear properly, then the cost from their own pocket escalates to a financial burden. This **cost** becomes more pronounced as a person retires and their pension is reduced.*

**With amendments**

Marlene O'Neil

**National Director, Human Rights**

Jane McDonald

**Alternate National Director, Human Rights**

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Signature

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Signature

**RESOLUTION NUMBER:** \_\_\_\_\_

**SUBJECT:** Addressing inadequacies in the Public Service Health Care Plan with respect to vision care.

**SUBMITTED BY:** National Human Rights Committee

**THE PROBLEM OR ISSUE:**

There is inadequate coverage for regular glasses and frames and for bifocal and progressive lens that are necessary for many to do our work for the employer.

- a) There is inadequate coverage for prescription bifocal/progressive lenses in the PSHCP.
- b) There is inadequate coverage for prescription glasses and frames in the PSHCP

**THE ACTIONS REQUESTED:**

Agriculture Union advance these issue to the PSAC to negotiate improvements for a two tiered vision care compensation for prescription glasses and frames that includes an additional amounts available for members requiring much more costly bifocal/progressive lenses and frames.

**RATIONALE:**

*As a person ages many members require bifocals. The cost of bifocals is typically much higher than single lens glasses. Currently the vision care under PSHCP only covers 80% of a maximum of \$275. This does not adequately support the cost of bifocal/progressive lens glasses. The current plans do not adequately cover today's costs of prescription glasses and frames.*

Marlene O'Neil

Jane McDonald

**National Director, Human Rights**

**Alternate National Director, Human Rights**

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**Subject:** DOMESTIC VIOLENCE LEAVE

**Submitted by:** National Human Rights Committee

**WHEREAS** domestic violence knows no boundaries and can happen to anyone in our society. Unfortunately, the vast majority of such victims are women. In the wake of said violence those on the receiving end often need time to consult medical or legal professionals or to make arrangements with schools for care and protection of children. This often must be done during regular business hours when many can simply not afford to take the time from work; and

**WHEREAS** the Manitoba legislation provides for five days of paid leave for such victims of domestic violence such that they have the opportunity to begin to get their lives in order or seek the protection they require. The legislation also calls for extended leave without pay up to 17 weeks should this be necessary; and

**WHEREAS** research done in Australia indicates such leave is not abused and indeed may lead to a stronger employee:

**BE IT RESOLVED THAT** the Agriculture Union request that Public Service Alliance of Canada lobby provincial and territorial governments to enact legislation similar to Manitoba's Bill 8 The Employment Standards Code Amendment Act (Leave for Victims of Domestic Violence, Leave for Serious Injury or Illness and Extension of Compassionate Care Leave).

**RATIONALE:**

Political action is needed and having all provinces with this leave will help us with our initiative to advance the same with our Federal workplaces.

Marlene O'Neil

Jane McDonald

**National Director, Human Rights**

**Alternate National Director, Human Rights**

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**Subject: THE TRUTH AND RECONCILIATION COMMISSION'S CALL TO ACTION #57 TRAINING FOR NBOD**

**Submitted by:** National Human Rights Committee

**WHEREAS** the genocide of Canada's Indigenous Peoples is acknowledged; and

**WHEREAS** the Truth and Reconciliation Commission's call to Action #57 which call upon all level of government to:

"Provide education to public servants on the history of Aboriginals peoples, including the history and legacy of the residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism"; and

**WHEREAS** the Agriculture Union and PSAC has many Indigenous members and is **strong allies**; and

**WHEREAS** Agriculture Union and PSAC values meaningful reconciliation with Canada's Indigenous Peoples; and

**WHEREAS** we need our union leaders to lead our social justice causes:

**BE IT RESOLVED THAT** Agriculture Union lobby PSAC to use education resources to deliver Indigenous awareness training to its leaders, the NBOD, on the Truth and Reconciliation Commission's Call to Action #57 in the next three year cycle.

**With amendments**

**RATIONALE:**

We need to ensure a top down approach additional to our work in diversity committees with members on Indigenous issues. The education will provide tools to advance the issue within Components and labour communities for our leaders and to be able to articulate the issues well in the media. Sharing knowledge is an important factor to address Indigenous persons concerns.

Marlene O'Neil

Jane McDonald

**National Director, Human Rights**

**Alternate National Director, Human Rights**

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