

**Agriculture Union
National Council Meeting
Hybrid – in person and video conference**

April 14-16, 2023 – Fairmont Palliser in Calgary

MINUTES

In Attendance:

National Executive	National Council
Milton Dyck, National President Patrick St-Georges, 1 st NEVP Randy Olynyk, 2 nd NEVP Dorothy McRae, 3 rd NEVP Audrey St-Germain, 4 th NEVP	Jan Pennington, RVP Eastern Atlantic Tammy Carter, RVP Western Atlantic Jannick Beaurivage, RVP Eastern Quebec Stéphane Scaramella, RVP Western Quebec Ronia Gortsos, Alt RVP Southern Ontario (ZOOM) Stewart Spence, RVP Manitoba, NW Ont. Nunavut Curtis Veale, RVP Saskatchewan Sherry Hunt RVP Southern Alberta (ZOOM) Christine Austin, RVP Eastern BC Don Jeansonne, RVP Western BC and Yukon Gus Mardli, National Director Human Rights
	Absent: RVP NCR RVP Northern Alberta & NWT
	Staff
	Larry Budge, Administrative Officer Luc Gour, Administrative Officer

1. Call to Order

Milton Dyck called the meeting to order at 10:30 a.m., Calgary local time.

2. Opening Remarks

Milton welcomed everyone to the meeting. He welcomed our newest Administrative Officer Luc Gour to his first Council meeting; he mentioned that Sherry & Ronia will join us virtually. He did a summary of the last regional seminars all done in person. Of the 165 attendees, 71 were new activists. He mentioned it will be a busy time with the upcoming the strike mandate with an update on the negotiation status.

3. **Adoption of Agenda**

The following motion was made.

M/S Beaurivage / Pennington - THAT the proposed agenda be adopted.

MOTION CARRIED – By show of hands.

4. **Hours of Session**

The following proposed hours of session (Ottawa local time) were proposed by the Chair.

April 14: 10:30am to 12:00pm – 1:30pm to 5:30pm

April 15: Standing committee meetings

April 16: 9:00am to 12:00pm – 1:30pm to 5:30pm

M/S Spence / Veale - THAT the proposed hours of sessions be adopted.

MOTION CARRIED – By show of hands.

5. **Approval of November 2022 National Council Minutes**

Dorothy asked a correction to the line “in addition to that he booked 71 hours of vacation last May” to be “in addition to that he was paid 71 hours of vacation last May”. Milton confirmed that the Dorothy statement was correct.

M/S Mardli / Veale - THAT the November 2022 draft minutes be adopted.

MOTION CARRIED Unanimously – Annexe 1 - Recorded Vote #1.

6. Business Arising out of Previous Minutes

- 1- Dorothy asked the status with the motion THAT the Component review existing PSAC policies with the goal of presenting a motion to the PSAC to address abusive and threatening members. Milton mentioned that PSAC is doing a review of the Policy.
- 2- Dorothy asked who would do the motion THAT the Component develop its own Harassment policy that falls within PSAC guidelines addressing inappropriate conduct of members. Milton tasked the Collective Bargaining, Occupational Health & Safety committee to come up with a policy.

7. National President's Report

The president report: Annexe 2

MIS Gortsos / St-Germain THAT the president report be adopted.

MOTION CARRIED – By show of hands.

The President 2023 Compensatory leave report: Annexe 3

8. Employer Updates

Jannick mentioned that the level 1 & 2 hearing are done by the same labor relation officer at DND. This situation results in the same conclusion in the hearing. It is not a review of the previous level and the LRO does not seem to understand the case since her French is not adequate. Milton confirms that the employer can bring who they want as a LRO and the union has no say in it. As for the language barrier, we should bring it to the next UMCC meeting.

Jan mentioned that a member was working in a secondment position but was not reflected with the correct component. Milton said as of now, there is a backlog a member card to be done by membership due to the upcoming strike by for this situation to do a follow up with membership.

Tammy wanted an update on what the Union does regarding posters by employers to ask for a degree but while the employer cannot find good candidate to fill the position. The members are stocked at a lower position since they do not have the degree but have the experience. Milton says it is an item discuss at UMCC. You can file a grievance with CFIA but not with the other employer since it is not in their collective agreement.

CFIA

The president employer report: Annexe 4

AAFC

The president employer report: Annexe 4

DND

The president employer report: Annexe 4

CSPS

The president employer report: Annexe 4

PSC

The president employer report: Annexe 4

CGC

The president employer report: Annexe 4

9. National Office Update

- a- Patrick provided a progress report.
 - 1- Elaine Ouimet has left to work for PSAC.
 - 2- Melanie Crescenzi started on February 27, 2023
 - 3- Luc Gour started in February, and he's being mentored by Larry Budge who will retire later this year.
 - 4- Elaine Massie returned on a gradual return to work. As of April 10, 2023, she is back full time but still on special duties.
 - 5- Lianne Bonneville left to work for UVAE on March 31, 2023. Her position has been posted and is to close on April 14, 2023. We received about 10 resumes.
 - 6- Bargaining staff update. The negotiation was brief with the AEU representative and done virtually. AEU declared an impasse and asked for mediation. Waiting for a mediator.
 - 7- Some locals are dormant and need to be reactivated.
 - 8- He did an update on the workload of the LRO and the number of grievances done and active.
 - 9- Staff were notified that a remote work policy was being implemented and will be shared with them later this year.
 - 10- A discussion was held around the space rented for the staff office and what should be done with it.
- b- Milton mentions that PSAC and the components all have a problem filling position with a good candidate since it is an employee market and not an employer market.
- c- A discussion followed to explain the reason for the staff movement and if the compensation was comparable to another employer.

10. Agriculture Union Social Justice Fund (SJF)

- 1- Patrick has 3 or 4 requests of \$3,000.00 coming from the Regional Seminars. They just need to be translated and afterward sent to the committee. They are in line with the fund mandate. 1 request was received from the Women conference. The Social Justice fund is in good shape and well-funded.
- 2- Milton mentioned the approved request of \$10,000 from Agriculture and the PSAC \$1,000,000 for the Ontario teacher strike was never paid since the Ontario Teacher Union did not need it.

11. Collective Bargaining

Milton gave an update on the upcoming strike. The Component and management had to identify which employee is an essential employee. Zoom meetings will be done with Local Presidents. Afterward the discussion was on how the strike payment will be done by PSAC, the Component and the locals and the challenge done to process thousands of payments. A verbal list of Locals that did not provide their credentials for convention was given to the RVP so they can reach them before deadline of April 16, 2023.

12. Standing Committee Reports

Finance and Communication Report

Patrick read the committee report (Annexe 5) to the National Council. The Finance Committee presented 2 resolutions to the National council.

Resolution

Patrick and Milton answered questions and concerns of the National Council and gave clarity on the resolution. The purpose of this resolution is to help with the transfer of designated signing officers and not to take control of the funds. There is no need for locals to change their bank institution. The only change will be to add the administrative officer has a signing officer on the account. This resolution is for locals who have no executive and cannot change the signing officer with their own bank to a new executive. It was mentioned by Stephane and Audrey to add a rationale to the resolution for the convention floor. Milton mentioned that a rationale will be done by the Finance committee and sent to the Finance committee at convention.
Jannick called for the question.

Motion to call for the question.
M/S Jannick / Christine

Motion passed unanimously.

Resolution# Fin-1: Under the Agriculture Union By-Law 8, Section 10, the following statement be added as sub-section 8: The Administrative Officer will be added to all of the local's list of designated signing officers, with the purpose to ensure the Union doesn't lose access to those member's funds. In the event that a local loses all their designated signing officers, control over the local's funds will be returned to the updated list of local designated signing officers.

RESOLUTION CARRIED – Annexe 1 – Recorded Vote #2.

Resolution:

Patrick read the 2nd resolution and answers questions and concerns of the National Council. The resolution is to prevent Locals to pay expenses with a debit or credit card. The Locals need two signing officers to pay any expenses.

Resolution # Fin-2: The Agriculture Union By-Law 8, Section 10, sub-section 1, include the following statement: Credit or debit cards shall not be obtained to access or disburse the local's funds.

Motion to return the Resolution to the Finance committee to amend the resolution.

Motion Carried - By Show of hands.

Amended Resolution # Fin-2: The Agriculture Union By-Law 8, Section 10, sub-section 1, include the following statement: Credit or debit cards shall not be obtained to disburse the local's funds.

M/S St-Georges / Scaramella.

RESOLUTION CARRIED - Unanimous – Annexe 1 – Recorded Vote #3.

Motion

Patrick mentioned that the Finance committee did not have sufficient time to evaluate the motion to create a 2-year term Political Communication Officer. He answered a few questions, and the National Council had a discussion prior to the vote.

Motion: Adoption of the Finance & Communication committee report

M/S St-Georges / Scaramella

MOTION CARRIED - Unanimous – Annexe 1 - Recorded Vote # 4

Patrick presented the 2024-2026 convention budget (Annexe 6) and Investment report (Annexe 7) to the National Council. He went to explain the budget line by line and then took questions from the National Council. Dorothy asked to calculate the leftover of this year Regional Seminar and to carry it from this current budget cycle to the next cycle. Milton referred Dorothy request to the National Council in August 1st point of order.

Motion: Adoption of the 2024 to 2026 convention budget cycle

M/S St-Georges / Scaramella

MOTION CARRIED - Unanimous – Annexe 1 - Recorded Vote # 5

Bylaws and Education Report

Randy read the committee reports of April 5-6, 2023 (Annexe 8) and April 15, 2023 (Annexe 9) The committee took questions from the National Council.

- 1- April 5-6 report: Milton provided the following correction for April 5-6 report. Item 9 should be National Council Handbook and not the RVP Handbook. Item 9a is the General Committee and not the General Committee and Human Rights.

Resolution

Resolution # Bylaws-1 (Annexe 10) To have the Bylaw and Regulation wording be changed to reflect all gender neutral and inclusive language. Remove all references to “he/she” replace with “they/them” and “Brothers and Sisters” replace with “Brothers, Sisters, and Friends”

M/S Olynyk / Jeansonne

Resolution Carried - Unanimous - Annexe 1 - Recorded Vote # 6

Resolution # Bylaws-2 Update Regulation 8 Section 3 subsection lettering to read “a, b, c” instead of “d, e, f”

M/S Olynyk / Jeansonne

Resolution Carried - Unanimous - Annexe 1 - Recorded Vote # 7

Motion

Motion To accept the Bylaws committee report of April 5-6, 2023.

M/S Olynyk / Jeansonne

Motion Carried - Unanimous - Annexe 1 - Recorded Vote # 8

2- April 15, 2023, report: Audrey mentioned the correction of item 5 to read National Council handbook instead of RVP Handbook. Randy was to do the correction.

Resolution

Randy read the resolution. No discussion was needed.

Resolution # Bylaws-1 that the National Council report be changed to 3 months from 6 months for by-laws 9 Section 2 part 6; by-laws 9 section 3 part 5; by-laws 9 section 4 part 4; by-laws 9 section 5 part 4.

M/S Olynyk / Jeansonne

Resolution Carried - Unanimous - Annexe 1 - Recorded Vote # 9

Randy read the resolution. No discussion was needed.

Motion # Bylaws-2 The delegate fee of \$ 50.00 for the 2023 triennial convention be waved.

M/S Olynyk / Jeansonne

Resolution Carried – Unanimous - Annexe 1 - Recorded Vote # 10

A discussion was done one the Bylaws-3. Milton mentioned that the vote of the National Council will not be binding at the convention since there was not no costing done yet. The reason is to bring the resolution to the convention. Milton asked the Bylaws Committee to review their original Resolution Bylaws-3. The Bylaws committee did not change the resolution but changed the rational with more information. The Bylaws will task the Finance Committee to cost the resolution. The training will be a 1 day 4 hours session for all regional at the same time.

Resolution # Bylaws-3 the Agriculture Union hold a virtual educational training session (maximum one day) once per year, in both official languages. Consisting of National Council and maximum 2 stewards per local. On a topic or topics

deemed relevant by the National Executive, in consultation with the National Council.

M/S Olynyk / Jeansonne

Resolution Carried - Unanimous - Annexe 1 - Recorded Vote # 11

Motion To accept the Bylaws committee report of April 15, 2023.

M/S Olynyk / Jeansonne

Motion Carried - Unanimous - Annexe 1 - Recorded Vote # 12

Dorothy mentioned, after the vote, that the motions were not done in the same fashion from the 1st report than from the 2nd report. Milton mentioned that the 1st report was housekeeping compared to the 2nd report was new agenda.

General Committee Report

Stewart read the committee report (Annexe 11) and the committee took questions from the National Council.

Milton read the motion. Discussion of the motion was done by the National Council. The main argument brought forward was the lack of costing around the resolution.

MOTION #Gen -1 be it resolved that the Agriculture Union hire a political communication officer for a term of 2 years to undertake updates to website, to develop a communication strategy and social media plan over all relevant platforms.

M/S Stewart / Tammy

Motion Carried-Passed 8 to 7 – Annexe 1 - Recorded Vote # 13

After the vote, Milton mentioned that the motion to reconsider will be brought at the next National Council meeting so Finance can cost it.

Milton read the motion and ask for the winner. Audrey said the winning picture was #7 = Teresa Fehr. No discussion was needed.

MOTION #Gen-2 To present at the Agriculture Union National Convention in August 2023 to post the National Winner and regional Winners for all delegates and observers to view and with the intent of generating interest with membership and for future competition. Photo contest (Annexe 12)

M/S Stewart / Tammy

Motion Carried - Unanimous - Annexe 1 - Recorded Vote # 14

Stewart read the motion. Discussion was done to clarify the motion.

MOTION #Gen-3 To set up a Contest for National Council and members of Host committee – 2 weeks timeline for Theme contest to determine Winner. End date April 30 Winner to be chosen by National Executive before May 12/23.

M/S Stewart / Tammy

Motion Carried - Unanimous - Annexe 1 - Recorded Vote # 15

Motion: Adoption of the General committee report.

M/S Audrey / Stewart

Motion Carried - Unanimous - Annexe 1 - Recorded Vote # 16

Collective Bargaining, Health and Safety Committee report

Dorothy, Curtis, Jan & Christine read the committee report (Annexe 13) and took questions afterward. Dorothy did a clarification that the motion in the report should be changed to recommendation. Dorothy to update her report.

Christine read the resolution (Annexe 14).

Resolution # Col-1 Provide training on how to implement the anti-harassment policy utilizing the guidelines to PSAC members who hold a position that requires them to be an anti-harassment coordinator.

M/S Olynyk / Jeansonne

Resolution Carried – Unanimous - Annexe 1 - Recorded Vote # 17

Motion: Adoption of the Collective Bargaining, Health and Safety committee report.

M/S Christine / Jan

Motion Carried - Unanimous - Annexe 1 - Recorded Vote # 18

13. Political Action

No discussion on this item

14. Local Finance – Regulation 15

No discussion on this item

15. Agriculture Union Triennial Convention

There was a discussion on next year's triennial convention; the convention will take place at the Palliser Hotel in Calgary, from August 16-17-18, 2023. The convention standing committees will we be meeting August 13-14-15; the National Council will be meeting on August 12.

Tammy asked for a motion to do virtual meeting to complete this item. Date to be determined later prior to the convention.

M/S Tammy /

Motion Passed – Unanimous – Show by hands.

16. Next Council Meeting

The next Council meeting will take place in Calgary on August 12, 2023.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Luc Gour
Administrative Officer

**National Council
Conseil national**

April 2023
Avril 2023

Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Austin, Christine	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1
Beaurivage, Jannick	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Carter, Tammy	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Gortsos, Ronia	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Hunt, Sherry	1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Jeansonne, Don	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1
Mardli, Gus	1	1	1	1	1	1	4	4	1	1	1	1	1	1	1	1	1	1
McRae, Dorothy	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1
Olynyk, Randy	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1
Pennington, Jan	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Scaramella, Stéphane	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1
Spence, Stewart	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
St-Georges, Pat	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1
St-Germain, Audrey	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Veale, Curtis	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Dyck, Milton	1	1	1	1	1	1	1	1	1	1	4	4	2	1	1	1	1	1
VACANT, N. Alberta																		
VACANT, NCR																		

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

- VOTE
- 1 Adoption November 2022 minutes
 - 2 Finance Resolution FIN-1
 - 3 Finance Resolution FIN-2
 - 4 Finance Report
 - 5 Budget
 - 6 Bylaws : Resolution Gender Neutral
 - 7 Bylaws : Update Regulation 8 Section 3
 - 8 Bylaws report April 5&6
 - 9 Bylaws Changing timeline for national officer report
 - 10 Bylaws ; Wave \$50 fee for delegate
 - 11 Bylaws Virtual Education for Agriculture Union Representatives
 - 12 Bylaws Report April 15
 - 13 General : Political Comms Officer
 - 14 General : Photo contest Winners at Convention
 - 15 General : Photo contest for NC & Host Cmte
 - 16 General report
 - 17 Barg: Anti-Harrassment
 - 18 Barg : Report

PRESIDENT'S REPORT TO THE NATIONAL COUNCIL- MARCH 2023

I am pleased to present this report on my activities since our last meeting.

Milton

NATIONAL EXECUTIVE

The Executive have been extremely busy with the many zoom meetings and with the business of the Union I want to thank all of you for your hard work and dedication. With a lot of travel resuming that has added an extra element to many of the executive's schedule's.

NATIONAL COUNCIL

I would also like to thank you the national council for all of your hard work over the last half year. I know it has been extremely trying especially with the return of many members to our worksites. I would like to note that our regional seminars this spring where successful with a lot of enthusiasm in our face to face meetings. I would like to thank Ronia Van Gage for acting as RVP for Ontario and joining the council.

NATIONAL OFFICE

In the Labor relations group Elaine Massie has returned from leave while Sylvie Rochon is officially retired. We had Elaine Ouimet return to work with us for a few months after Sylvie left. I would like to welcome Melanie Crescenzi as our newest LRO. Melanie brings a wealth of legal and labor knowledge to our office. Nathalie Cale, and Bruno Loranger continue their sterling work as Labour Relations Officers. We have also filled the position that Larry Budge will be vacating this summer, welcome Luc Gour. I regret to state that of our administrators, Lianne Bonneville has moved to a different component and we are refilling her position. Isabelle Tardif has been doing great work. Larry Budge is currently busy helping Luc adjust and learn his new position. PSAC has dropped all covid restrictions at the office at 233 Gilmour.

EMPLOYER MEETINGS

Since our last meeting I have attended various National Union Management Committee Meetings and also, ad hoc meetings with the CGC, CFIA, AAFC, PSC and DND. In addition to these meetings, I attend regular update calls with the Vice-President of Human Resource and the Vice-President of Operations Branch of CFIA.

Along with the various NUMCC meetings I also participated on the National Health and Safety Policy Committee for CSPS and CGC. The main topic in these discussions was the safety of our members who continued to provide services through COVID-19. However, harassment and violence in the workplace and its impact on employee mental health continues to be an important issue. It is imperative as a union that we participate fully in our Occupational Health and Safety committees.

PSAC and National Board of Directors

I have attended all my NBoD standing committee meetings for Occupational Health and Safety, and the Joint learning Program steering committee. I have also attended all NBoD meetings and

conference calls. I was involved in the January PSAC national health and safety conference as the chair of the resolutions committee and was proud to have an agriculture resolution be rated as the first priority for debate. The resolution was out of our Toronto local asking PSAC to do more to protect and inform our members about the dangers of shift work.

As the Co-Chair of the Service Wide Committee on Occupational Health and Safety for National Joint Council and as member of NJC Occupational health and safety committee I have been heavily involved with those meetings.

I have also been recently placed on the PSAC awards committee.

REGIONAL SEMINARS & LOCAL AGM'S & REGIONAL RENEWAL, PSAC CONVENTIONS

I attended all the regional seminars this spring. Except for Ontario all regional seminars were in person. Not including executives and national council members 165 AGR members attended our regional seminars. I was pleased to see that we had a very diversified attendance and that of a 165 attendees 71 of them were new activists at their first regional seminar! I do not think we have ever had a year with that many new faces and hopefully we can keep them engaged.

Congratulations to all the RVPs who worked on making sure the regional seminars were a success. Also thank you to the Human rights director and committee for their presentations.

At almost all regional seminars there was Ulink training which will hopefully benefit our locals in getting their membership lists updated.

I continue to attend local Annual General Meetings as requested and am happy to say that I have attended a fair number. While we have locals struggling, we also have locals that are doing much better. We need to continue working on them.

At the National level for PSAC there has been the Health and Safety conference as I previously stated and the Womens conference from March 31 to April 2. As always because of our component size we do not get a lot of delegate seats, but we had a lot of enthusiasm and participation from our small contingencies.

BARGAINING

Without any movement by the treasury board we may soon be in a strike situation. AGR is planning to add 25 dollars a day to PSAC's 75 dollars a day for being on the picket line. If treasury board goes on strike we will have to work with PSAC in the regions. Thank-you to our AGR members who are on the treasury board bargaining teams.

For CFIA bargaining I have attended as much as I could. Managements positions have been disappointing and their asks amount to asking for recessions from our members. We have asked to skip the Public Interest Commission and just go to mediation but it's unlikely CFIA will agree. Our bargaining team has gone through a lot of frustration but have worked very hard and we appreciate all that they are doing.

PHOENIX

Treasury board is still demanding that our members acknowledge their debts even if they are not sure that they are real. Asking that they accept the debt or else it will be deducted. PSAC has

advice on their web page for what to do if you get such a letter. <http://psacunion.ca/psac-opposes-new-phoenix-overpayment-recovery-plan>

The next generation pay system is still a long way off.

The Phoenix pay system is doing worse with a rising backlog.

EMPLOYER UPDATES

See attached - The attached documents are not for external distribution

AAFC :

HRMUCC February 7 – **Draft minutes: Not finalized**

STB UMCC – February 28 – **Not available**

CFIA :

HRB UMCC – November 7 – **Draft minutes: Not finalized**

NUMCC – November 8 – **Draft minutes: Not finalized**

IBSDB – December 7

UMCC-ER meetings:

- November 15 & 29 – **November 15: N/A**
- January 10 & 24
- February 7 & 21
- March 21

Bargaining Team Meetings:

- December 12-15 – **N/A**
- January 30 to February 2 – **N/A**
- February 28 to March 2 – **N/A**
- March 27 to 30 – **N/A**

Monthly Engagement with VP/PIPSC/PSAC – January 17, March 15 – **N/A**

CGC:

NOSH Meeting – December 9 & March 16 – **Draft minutes: Not finalized**

NUMCC Meeting Part – March 22

DND:

UMCC HR-Sub Meeting – December 5

UMCC - December 8 – **N/A**

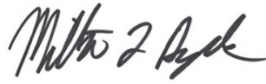
NDMCC – December 8 – **N/A: February 8 minutes attached**

PSC:

Joint Subcommittee on Mental Health – February 16 – **N/A**

CSPS:

Respectfully submitted,



Milton Dyck
National President

2022-2023 PRESIDENT’S CALENDAR (NOVEMBER-MARCH)

NOVEMBER	ACTIVITIES
1-4	National Executive Meeting / Nat’l Council meeting
7	CFIA HRB UMCC
8	CFIA UMCC
9	CSPS NUMCC
10	NBoD Standing Committee
15	CFIA UMCC-ER
16	NJC SWOHS Committee
16	Discussion CFIA Restricted Veterinary Licence Development Program - Pilot
25	PSAC Meet and Greet with AAFC – Marie-Claude Guerard (ADM)
28	Public Service Commission National Labour-Management Consultation Committee/ Comité consultatif patronal-syndical national de la Commission de la fonction publique
29	H&S Resolutions Committee meeting
	NJC Update
	CFIA UMCC ER
30-1	H&S Resolutions Committee meeting

DECEMBER	ACTIVITIES
5	PSAC Component President Meeting

	DND's UMCC HR Sub Committee Meeting
7	CFIA IBSDB-UMCC
	NJC Meeting
8	Quarterly NOHSP meeting / Rencontre trimestrielle COSST
	DND NUMCC Committee / Réunion du Comité de consultation syndicale-patronale nationale (CCSPN)
	CGC Touch-base
9	CGC NOSH
9-11	AGR Human Rights Committee meeting
12-15	CFIA Bargaining
14	AGM – Local 40022
15	PSC Classification conversion / Mise à jour trimestrielle sur les conversions de classification
	CGC NOSH
	CFIA National Strategy Coordinating Committee (NSCC)/ Comité national de coordination de la stratégie (CNCS)
16	NCR Regional Seminar
19	PSAC Component President Meeting
23-6	Holidays

JANUARY	ACTIVITIES
23-6	Holidays
10	CFIA UMCC-ER
11	NBoD Standing Committee - OHS

12	H&S Resolutions Committee meeting
	AAFC SIP Updates and Touchbase (PIPSC & PSAC)
	AGM – Local 80003
16	PSAC Component President Meeting
	AAFC Monthly Meeting PSAC/AAFC
17	CFIA Monthly Engagement
18	AGM – Local 20060
19	AAFC – Meet & Greet Ombuds
	NJC SWOSH Committee/Comité PSST du CNM
19-22	ATL Regional Seminar
23	AAFC Essential Services Negotiating
	Special NBoD Meeting/Réunion spéciale du CNA
24	CFIA UMCC-ER
	AGM – Local 00033
25	CSPS NOHSP COVID-19 meetings / Rencontres COSST COVID-19 de l'EFPC
	AGM – Local 50056
26	CFIA Monthly Touchbase - Science Branch & Union Reps
26-29	PSAC H&S Conference
30-2	CFIA Bargaining
FEBRUARY	ACTIVITIES
30-2	CFIA Bargaining
3-5	Quebec Regional Seminar
7	AAFC Human Resources-Union Consultation Committee (HRUCC) Comité de consultation des ressources humaines-syndicat (CCRHS) de l'AAC
	CFIA UMCC-ER
	AGM – Local 20064
8	DND National Disability Management Consultation Committee (NDMCC) // Comité national consultatif sur la gestion d'invalidité (CNCGI) de la MDN

	CSPS NOHSP COVID-19 meetings / Rencontres COSST COVID-19 de l'EFPC
9	CFIA/JLP Discussion/ AAFC Co-chairs Pre-brief – STB UMCC
10	JLP Steering Committee
11-12	Saskatchewan Regional Seminar
13	PSAC Component President Meeting
14	NJC HVP Tools Working Group CFIA ISBDB UMCC Presentation: Branch Overview/ DGDASI
15-16	AGR National Executive Meeting
16	PSC Meeting of the Joint Subcommittee on Mental Health/ Réunion du sous-comité conjoint sur la santé mentale de la CFP
	AAFC Monthly Meeting PSAC/AAFC
	AGM – Local 00017
21	CFIA UMCC-ER
22-23	NBoD Meeting/Réunion du CNA
24	CSPS NOHSP COVID-19 meetings / Rencontres COSST COVID-19 de l'EFPC
25-26	BC Regional Seminar
27	CFIA Pulse check with JLP Facilitators / Faire le point avec les animateurs du PAM de l'ACIA
	PSAC Component President Meeting
	CFIA UMCC HR-Sub Meeting / Réunion du Sous-comité de RH du CCSP de l'ACIA
28-2	CFIA Bargaining
28	AAFC STB
MARCH	ACTIVITIES
28-2	CFIA Bargaining
2	CFIA National Strategy Coordinating Committee (NSCC)/ Comité national de coordination de la stratégie (CNCS)
7	AAFC Flex Hybrid
	AGM – Local 70067
9	Quarterly NOHSP meeting / Rencontre trimestrielle COSST - Documents added / document ajoutés
	CGC NOSH Action item
10	CFIA Monthly Touchbase ~ Science Branch & Union Reps
11-12	NCR Regional Seminar
14	NBOD - Advocacy and Representation on Racial Discrimination course/ CNA - Cours de mobilisation et représentation en matière de discrimination raciale
15	AAFC SIP Updates and Touchbase (PIPSC & PSAC)
	CFIA Monthly Engagement

	AGM – Local 20044
16	CGC NOSH
18-19	Alberta Regional Seminar
21	NJC HVP Tools Working Group
	CFIA UMCC-ER
22	CGC National Union Management Consultation Committee Meeting (NUMCC)
23	NJC SWOSH Committee/Comité PSST du CNM
	Academic Freedom/Qualified Privilege
	CSPS NOHSP COVID-19 meetings / Rencontres COSST COVID-19 de l'EFPC
24-25	Ontario Regional Seminar (virtual)
27-30	CFIA Bargaining
27	PSAC Component President Meeting
28	CFIA IBSDB-UMCC
29	DND's WHVP information (English Session)
30	NJC OHS Committee / Comité SST du CNM

Presidents Spring 2023 compensatory leave report as per regulation 6,7(e).

105 hours of compensatory leave used in 2022.

36 hours of compensatory leave carried into 2023.

Sincerely Milton

EMPLOYER REPORTS

All Employers

As per Treasury boards instructions on hybrid work at the end of 2022. All of our Employers have moved employees to a hybrid model for those working in the office. All our members now need to be in the office two days a week. There have been problems with how that is being interpreted by different employers, and supervisors.

There are also issues on how to maintain and initiate contact with our new members.

Of late there has been a lot of disciplinary and higher rate of terminations with our employers.

Agriculture and Agri-food Canada (AAFC)

AAFC has a new Assistant Deputy Minister Stefanie Beck. She has very little to no experience in research or agriculture however according to her bio she has done “extensive work implementing budget cuts”. We have had a meeting with her and the Union Presidents (PIPSC, CAPE, ACTFO) it was only a meet and greet but the national union management meetings are coming up.

We have our essential service agreements signed with AAFC however there are some spots that do not have the proper names filling the positions.

For NUMCC we will be going back to the electronic messaging board, onboarding, and local UMC issues. AAFC has decided that they will no longer be participating in regional UMCs.

With AAFC we are still dealing with a slow grinding loss of support positions for research.

The PA job descriptions that were supposed to be completed by fall 2022 are not on table yet.

There has been a lot of hiring of terms under “sunset funding” so that there will be no term rollovers into indeterminate.

Diversity and Equity

AAFC had its biannual diversity and equity meeting coming up our human rights director will attend. We still intend to put a Union rep on the equity champions committee.

Canadian Food Inspection Agency (CFIA)

CFIA has a new President DR Harpreet S. Kochbar. DR Kochbar is returning to CFIA and has a lot of experience with the agency. We are meeting him soon.

CFIA has been dragging its feet on meeting with the bargaining agents in order to continue an essential services agreement. We have no names provided yet.

Hybrid working model

CFIA is unfortunately taking an aggressive approach to calling our members back to the office. Members who had duty to accommodate agreements to work from home are now inexplicably being told to report for work. This is causing grievances and human rights complaints.

UMC's

We have our UMCC, OPSUMCC and HRUMC meetings that are coming up.

Staffing issues will be discussed because our members are still working on the Avian Influenza (AI), and we are still recovering from its effects on our resources. There has also been an issue in that CFIA is always asking for a degree for EGs rather than a high school diploma and then complaining that they are having enough qualified applicants.

Our Pay Equity committee has started its work. The council members on that committee are Dorothy, Audrey and Tammy. This committee will be a lot of work. There has also been an issue with getting interpretation for the meetings.

Work is being done on the Modernized Slaughter Inspection Program for beef (both Randy and Sherry are sitting on that committee).

For the EG job description review the employer has yet to share its drafts. Regarding participants, we had asked for a joint selection process but that wasn't done, we don't agree with generic work descriptions.

Joint Learning Program

CFIA has yet to start face to face training with the following JLP courses. There has been a limited uptake partly due to staffing shortage.

- Grounding Ourselves in Uncertain Times
- Returning to Work: What Now?
- Anti-Racism: Let's Talk!
- Preventing Harassment and Violence in the Workplace
- Mental Health in the Workplace
- Labour-Management Consultation

Canadian Grain Commission (CGC)

There is one issue that has been across the country and that has been shortages in staffing. It takes four years to train a grain inspector and CGC is struggling to refill positions as fast as they retire. This has caused an incredible amount of overtime and in some cases travel across the country trying to cover shifts.

Regular and ad hoc meetings of the UMCC committees and OHS committees continue being held with the Commission. There is still a sense of unease among our members about the ongoing review of the Canadian grain act and how any changes may affect the members and when will it come out?

The “What we Heard” document has been released but no word on if there will be changes to the commission.

We are waiting for the changes (if any) to the act to see what implications there could be for our members.

There has also been a struggle to keep positions filled in order to allow people a proper work life balance. The CGC is currently moving to an electronic certification process. There are also discussions on the length of training program for new inspectors.

Union/Management/NOSN consultations have been on virtual work environment and the mental health strategy.

As a treasury board unit there needs to be discussion on the Program and Administrative job descriptions however that might be delayed by the treasury boards Pay Equity work

Canada School of Public Service (CSPS)

CSPS continues to have an extremely high level of unadvertised staffing.

CSPS has consolidated the majority its employees in Ottawa at their Lasalle complex as they have left their Asticou facilities in Gatineau. While the new office space is very nice our members will need to now pay for parking which is an added cost.

CSPS has not been in a hurry to bring our members back into the office we are currently discussing a return to classroom training.

CSPS is currently working on renewing their mental health strategy, with a rejuvenated subcommittee of the OHS committee in place.

As a treasury board unit there needs to be discussion on PA job descriptions.

Department of National Defense (DND)

There continues to be problems with communication between our members and their managers who are military officers, but we are trying to work on that.

There are still concerns about the refilling of positions in some regions.

We are currently in discussion with DND about what kind of protections are in place for our members for their academic freedom and protections from accusations of bias or wrongdoing in their teaching.

Public Service Commission (PSC)

The PSC has only filled its Presidents position as an acting, however it appears that Stan Lee will be in the position for some time to come.

We continue to work with the PSC on their classification renewal process for PA positions.

The PSC is dealing with short staff in some areas as well, which is leading to undue pressures on our members.

The PSC pilot project on departments doing their own language testing is still a big concern.

Respectfully submitted,
National President

REPORT OF THE FINANCE & COMMUNICATION COMMITTEE

April 15, 2023

- Present:** Patrick St-Georges - 1st NEVP Chair\
Stéphane Scaramella - RVP Western Québec
- Ex-Officio:** Larry Budge - Administrative Officer
Luc Gour – (new) Administrative Officer
- Guest:** n/a
- Absent:** Sherry Hunt - RVP Southern Alberta (*unfortunately occupied with Bargaining*)
Vacant – RVP NCR

Finance:

We began our meeting by revising our membership, we are up to 7,908. It was noted that our RANDs are around 26% (2,108 RANDs). It's worth noting that these numbers were calculated recently end of February 2023 and due to the TBS strike votes and actions, a significant number of our RANDs have since signed their membership. We then updated the National Joint Council (NJC) Travel Directive rates, and Larry will be sharing the revised Excel expense claim with Council shortly.

New mileage and meal rates as of April 1, 2023:

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

Breakfast	\$23.60
Lunch	\$23.90
Dinner	\$58.60
<u>Total Meal Allowance:</u>	<u>\$106.10</u>
Incidentals	\$17.30
<u>Total Allowance</u>	<u>\$123.40</u>

I have the pleasure of presenting the triennial budget for 2024 to 2026. The budget is based on 7400 members, which is a welcome increase of 600 members on our previous budget.

The first draft of the budget was prepared by Larry, Luc and myself. The budget was then reviewed by the National Executive; in our review we made some changes and at the end of our exercise I'm happy to report that that the National Executive unanimously approved this convention budget. The budget that was then referred to this Finance & Communication Standing Committee. The committee reviewed the budget, we made one minor change. The budget that you have in front of you is the budget that was approved by the Committee. I'm happy to report that this budget does not have a dues increase. In fact, we can absorb resolutions of up to \$310,000 per year without incurring an increase to our percentage dues. The \$310,000 represents \$3.49 per member per month.

The Committee was tasked by the National President to draft the following resolution. It took the committee considerable time to arrive with this language, since we can appreciate that locals may not want to have someone outside their local, involved in their finances. But due to some recent significant issues, this language should prevent or avoid falling under the same pitfalls. We would like to thank the National President for assisting us with this resolution.

Resolution #Fin-1

Language: English

Proposed by: Finance & Communication Standing Committee to the National Council

Where as: Many of our locals have struggled to maintain their local executives or maintain their designated signing officers, up to date;

Where as: Many locals have had issues submitting their audited financial statements;

Where as: Our Union has been unable to access some local bank accounts;

Be it resolved that: Under the Agriculture Union By-Law 8, Section 10, the following statement be added as sub-section 8: The Administrative Officer will be added to all of the local's list of designated signing officers, with the purpose to ensure the Union doesn't lose access to those member's funds. In the event that a local loses all their designated signing officers, control over the local's funds will be returned to the updated list of local designated signing officers.

This second resolution will give further clarification and guidance to locals to ensure their local funds are managed according to our existing By-Laws.

Resolution #FIN-2

Language: English

Proposed by: Finance & Communication Standing Committee to the National Council

Where as: Our By-Law 8, Section 10, requires at two designated signing officers shall sign all cheques, to disburse the local's monies;

Where as: Credit and debits cards do not meet the double signature requirement to disburse local funds;

Be it resolved that: The Agriculture Union By-Law 8, Section 10, sub-section 1, include the following statement: Credit or debit cards shall not be obtained to access or disburse the local's funds.

Our Committee was asked to evaluate whether or not there would be a need to adjust our projected budget, if the National Council's miscellaneous annual allowance was increased from \$500 to \$1,000. Since these monies come from line #15 of our Budget, and the past actual expenses haven't reached the 50th percentile and this increase would amount to a tentative

increase of \$6,000 the Committee felt such an increase could easily be absorbed within the current budgeted amounts.

The Committee was also asked to cost a motion to create a 2-year term Political Communicate Officer position. We deemed this position would have an equivalent salary to our Administrative Officer. In our Collective Agreement it would be Band 10, which would roughly be \$166,000 per year (salary & benefits). Therefore, for a two year term it would cost at total of \$332,000 or \$1.87 per member per month.

Unfortunately, our Committee ran-out of time (finishing at almost 6:30pm) and we did not have a chance to deliberate on further Communication topics.

This report is moved by: Patrick St-Georges
And seconded by: Stéphane Scaramella

April 15, 2023

		2021		2022		2023		2024	2025	2026
EXPENDITURES		actual	budget	actual	budget	June	budget			
CONVENTIONS & CONFERENCES										
1	Regulation 1A (4)		5,000	0%				0	0	0
2	Regulation 1B		2,000	0%	2,000	0%	2,000	2,000	2,000	2,000
3	CLC Convention		0	0%	0	0%	0	5000	5000	5000
4	PSAC Convention		0	0%	0	0%	0	0	0	0
5	AGR Union Convention	240,000	240,000	100%	240,000	240,000	100%	240,000	240,000	240,000
TOTAL CONVENTIONS & CONFERENCES		240,000	247,000	97%	240,000	242,000	99%	247,000	247,000	247,000
SALARIES										
6.1	Staff Salaries		627,137	0%	648,518	0%	659,862	715,400	729,708	744,302
6.2	First VP Salary		120,639	0%	129,170	0%	131,430	144,985	147,885	150,842
6.3	National President Salary		137,463	0%	138,740	0%	141,168	155,727	158,841	162,018
6.4	Liquidation of vacation	0	0		5,395	0	0	-	-	-
TOTAL SALARIES		967,852	885,239	109%	933,889	916,428	102%	1,016,111	1,036,433	1,057,162
7	Benefits	270,580	300,981	90%	228,426	348,253	66%	354,335	375,961	383,480
8	SPP for Elected Officers	170,000	170,000	100%	170,000	170,000	100%	170,000	170,000	170,000
9	Severance	30,438	30,438	100%	29,400	29,400	100%	29,400	29,400	29,400
10	Overtime		5,000	0%	5,000	0%	5,000	5,000	5,000	5,000
TOTAL SALARY & BENEFITS		1,438,870	1,391,658	103%	1,361,715	1,469,081	93%	1,596,472	1,624,314	1,652,712
11	NATIONAL PRESIDENT EXPENSES	1,688	41,950	4%	88	41,950	0%	41,950	41,950	41,950
12	FIRST EXECUTIVE VP EXPENSES		21,950	0%	5,612	21,950	26%	21,950	21,950	21,950
13	RELOCATION	27,500	27,500	100%	27,500	27,500	100%	27,500	27,500	27,500
14	EXEC. OFFICERS EXPENSES	39,929	60,850	66%	33,902	60,850	56%	60,850	60,850	60,850
15	RVP & DIRECTOR EXPENSES	86,347	185,350	47%	83,852	185,350	45%	185,350	185,350	185,350
16	AIR TRAVEL	62	100,000	0%		100,000	0%	100,000	100,000	100,000
17	NAT. OFFICE STAFF - Travel		15,000	0%	1,197	15,000	8%	15,000	15,000	15,000

Funded reserve

April 15, 2023

	2021		2022		2023		2024	2025	2026		
	actual	budget	actual	budget	June	budget					
18 STAFFING APPEALS/COMPLAINTS		2,000	0%		900	0%		900	900		
19 REGIONAL SEMINARS - Reg. 4	12,768	115,000	11%	62,243	115,000	54%	115,000	0%	115,000	115,000	115,000
EDUCATION & ASSISTANCE TO LOCALS											
20 Regulation 12		0	0%		0	0%	0	0	0	0	
21 Area Council - Regulation 13	100	500	20%		500	0%	500	500	500	500	
22 D.L.C. Affiliation - Regulation 16	271	500	54%	307	500	61%	500	500	500	500	
TOTAL EDU. & ASSISTANCE TO LOCALS	371	1,000	37%	307	1,000	31%	1,000	1,000	1,000	1,000	
Human Rights											
23 Human Rights - National - Reg. 14(A)	37,318	27,000	138%	56,700	27,000	210%	27,000	27,000	27,000	27,000	
24 Human Rights - Regional - Reg 14. (A), 6	2,478	7,500	33%	2,203	7,500	29%	7,500	7,500	7,500	7,500	
TOTAL HUMAN RIGHTS	39,796	34,500	115%	58,903	34,500	171%	34,500	34,500	34,500	34,500	

Funded reserve

April 15, 2023

	2021		2022		2023		2024	2025	2026		
	actual	budget	actual	budget	June	budget					
OFFICE EXPENSES											
25 IT Equipment & Furniture purchases	7,184	8,000	90%	1,799	10,000	18%	10,000	0%	10,000	10,000	10,000
26 Equip. rental, maintenance and subscriptions	9,268	10,000	93%	7,116	10,000	71%	10,000	0%	10,000	10,000	10,000
27 Rent & Parking	119,780	152,600	78%	135,622	143,064	95%	143,064	0%	143,064	143,064	143,064
28 Telecommunications	23,551	22,000	107%	20,065	30,000	67%	30,000	0%	30,000	30,000	30,000
29 Lettermail / Parcel services	200	4,000	5%	41	4,000	1%	4,000	0%	4,000	4,000	4,000
30 Stationery, supplies etc...	4,723	6,000	79%	2,325	5,000	47%	5,000	0%	5,000	5,000	5,000
31 Misc. office expense	0	8,000	0%	0	4,000	0%	4,000	0%	4,000	4,000	4,000
32 Meeting rooms & related expenses	0	13,900	0%	4,000	13,900	29%	13,900	0%	13,900	13,900	13,900
TOTAL OFFICE EXPENSE	164,706	224,500	73%	170,969	219,964	78%	0	219,964	0%	219,964	219,964
COMMUNICATION											
33 Simultaneous Interpretation	166,277	55,000	302%	183,194	90,000	204%	90,000	0%	200,000	200,000	200,000
34 Translation	27,546	15,000	184%	13,115	16,000	82%	16,000	0%	16,000	16,000	16,000
35 Communication and Web site maintenance	492	20,000	2%		10,000	0%	10,000	0%	10,000	10,000	10,000
TOTAL COMMUNICATION	194,315	90,000	216%	196,309	116,000	169%	0	116,000	0%	226,000	226,000

April 15, 2023

	2021			2022			2023		2024	2025	2026
	actual	budget		actual	budget		June	budget			
OTHER EXPENSES											
36 Promotional Items	2,000	2,000	100%	2,000	2,000	100%		2,000	2,000	2,000	2,000
37 Bank charges	1,893	1,500	126%	1,740	1,500	116%		1,500	2,000	2,000	2,000
38 Payroll admin.	7,372	8,000	92%	7,680	9,000	85%		9,000	9,000	9,000	9,000
39 Insurance & Bond	6,680	5,000	134%	972	7,000	14%		7,000	7,000	7,000	7,000
40 Professional Fees	47,057	36,000	131%	33,208	36,000	92%		36,000	40,000	40,000	40,000
41 Social Justice Fund	21,000	21,000	100%	21,000	21,000	100%		21,000	25,000	25,000	25,000
42 Charitable Donations		5,000	0%		5,000	0%		5,000	5,000	5,000	5,000
43 Political Action	120,000	120,000	100%	120,000	120,000	100%		120,000	92,000	92,000	92,000
44 APSAR		400	0%		400	0%		400	400	400	400
TOTAL OTHER EXPENSES	206,001	198,900	104%	186,600	201,900	92%	0	201,900	182,400	182,400	182,400
	2,452,354	2,757,158	89%	2,429,196	2,852,945	85%	-	2,875,059	3,067,836	3,095,678	3,124,076

	2024	2025	2026
Proposed Budget :	3,067,836	3,095,678	3,124,076
+Resolutions	310,000	310,000	310,000
Total Expenditures	3,377,836	3,405,678	3,434,076
-Investment income	150,000	150,000	150,000
Total Dues :	3,527,836	3,555,678	3,584,076

	2024	2025	2026
Total Members	7400	7400	7400
Dues %	0.6747%	0.6747%	0.6747%

Funded reserve

April 15, 2023

	2021			2022			2023			2024	2025	2026
	r�el	budget		r�el	budget		Jun					
D�PENSES												
CONGR�S et CONF�RENCES												
1 R�glement 1A (4)	0	5,000	0%	0	0	0%	0	0	0%	0	0	-
2 R�glement 1B	0	2,000	0%	0	2,000	0%	0	2,000	0%	2,000	2,000	2,000
3 CTC - Congr�s	0	0	0%	0	0	0%	0	0	0%	5,000	5,000	5,000
4 AFPC - Congr�s	0	0	0%	0	0	0%	0	0	0%	0	0	0
5 Congr�s du Syndicat de l'Agriculture	240,000	240,000	100%	240,000	240,000	100%	0	240,000	0%	240,000	240,000	240,000
TOTAL CONGR�S et CONF�RENCES	240,000	247,000	97%	240,000	242,000	99%	0	242,000	0%	247,000	247,000	247,000
SALAIRES												
6.1 Salaires Bureau national	0	627,137	0%	0	648,518	0%	0	659,862	0%	715,400	729,708	744,302
6.2 Salaire 1er VP national	0	120,639	0%	0	129,170	0%	0	131,430	0%	144,985	147,885	150,842
6.3 Salaire Pr�sident national	0	137,463	0%	0	138,740	0%	0	141,168	0%	155,727	158,841	162,018
6.4 Liquidation de vacances	0	0	0%	5,395	0	0%	0	0	0%	0	0	0
TOTAL SALAIRES	967,852	885,239	109%	933,889	916,428	102%	0	932,460	0%	1,016,111	1,036,433	1,057,162
7 B�n�fices sociaux	270,580	300,981	90%	228,426	348,253	66%	0	354,335	0%	375,961	383,480	391,150
8 R�gime Suppl. Dirigeants Elus	170,000	170,000	100%	170,000	170,000	100%	0	170,000	0%	170,000	170,000	170,000
9 Indemniti� de d�part	30,438	30,438	100%	29,400	29,400	100%	0	29,400	0%	29,400	29,400	29,400
10 Temps suppl�mentaire	0	5,000	0%	0	5,000	0%	0	5,000	0%	5,000	5,000	5,000
TOTAL SALAIRES+B�N�FICES SOCIAUX	1,438,870	1,391,658	103%	1,361,715	1,469,081	93%	0	1,491,195	0%	1,596,472	1,624,314	1,652,712
11 D�penses PR�SIDENT NATIONAL	1,688	41,950	4%	88	41,950	0%	0	41,950	0%	41,950	41,950	41,950
12 D�penses PREMIER VP NATIONAL	-	21,950	0%	5,612	21,950	26%	0	21,950	0%	21,950	21,950	21,950
13 FRAIS DE REINSTALLATIONS	27,500	27,500	100%	27,500	27,500	100%	0	27,500	0%	19,500	19,500	19,500
14 D�penses EX�CUTIF NATIONAL	39,929	60,850	66%	33,902	60,850	56%	0	60,850	0%	60,850	60,850	60,850
15 D�penses VPR et DIRECTEUR-TRICE	86,347	185,350	47%	83,852	185,350	45%	0	185,350	0%	185,350	185,350	185,350
16 VOYAGES A�RIENS	62	100,000	0%	0	100,000	0%	0	100,000	0%	100,000	100,000	100,000
17 BUREAU NATIONAL - frais de voyages	0	15,000	0%	1,197	15,000	8%	0	15,000	0%	15,000	15,000	15,000

Fonds de r serve

April 15, 2023

	2021			2022			2023			2024	2025	2026
	réel	budget		réel	budget		Juin					
18 APPELS/RECOURS DOTATION	0	2,000	0%	0	900	0%	0	900	0%	900	900	900
19 COLLOQUES RÉGIONAUX - Rég. 4	12,768	115,000	11%	62,243	115,000	54%	0	115,000	0%	115,000	115,000	115,000
ÉDUCATION et AIDE AUX SECTIONS												
20 Règlement 12	0	0	0%	0	0	0%	0	0	0%	0	0	0
21 Règlement 13 - Conseils Rég.	100	500	20%	0	500	0%	0	500	0%	500	500	500
22 Rég. 16 Conseils de travail de district	271	500	54%	307	500	61%	0	500	0%	500	500	500
ÉDUCATION et AIDE AUX SECTIONS												
	371	1,000	37%	307	1,000	31%	0	1,000	0%	1,000	1,000	1,000
DROITS DE LA PERSONNE												
23 NATIONAL - Règlement 14 (A)	37,318	27,000	138%	56,700	27,000	210%	0	27,000	0%	27,000	27,000	27,000
24 RÉGIONAL - Règlement 14 (A), 6	2,478	7,500	33%	2,203	7,500	29%	0	7,500	0%	7,500	7,500	7,500
TOTAL DROITS DE LA PERSONNE												
	39,796	34,500	115%	58,903	34,500	171%	0	34,500	0%	34,500	34,500	34,500

Fonds de réserve

April 15, 2023

	2021			2022			2023			2024	2025	2026
	réel	budget		réel	budget		Juin					
DÉPENSES BUREAU NATIONAL												
25 Équipements TI et achats de mobilier	7,184	8,000	90%	1,799	10,000	18%	0	10,000	0%	10,000	10,000	10,000
26 locations, entretien d'équip. et abonnements	9,268	10,000	93%	7,116	10,000	71%	0	10,000	0%	10,000	10,000	10,000
27 Loyer et Stationnement	119,780	152,600	78%	135,622	143,064	95%	0	143,064	0%	143,064	143,064	143,064
28 Télécommunications	23,551	22,000	107%	20,065	30,000	67%	0	30,000	0%	30,000	30,000	30,000
29 Service postal / service de colis	200	4,000	5%	41	4,000	1%	0	4,000	0%	4,000	4,000	4,000
30 Papeterie, fournitures etc...	4,723	6,000	79%	2,325	5,000	47%	0	5,000	0%	5,000	5,000	5,000
31 Frais divers	0	8,000	0%	0	4,000	0%	0	4,000	0%	4,000	4,000	4,000
32 Salles de réunion et frais connexes	0	13,900	0%	4,000	13,900	29%	0	13,900	0%	13,900	13,900	13,900
TOTAL BUREAU NATIONAL	164,706	224,500	73%	170,969	219,964	78%	0	219,964	0%	219,964	219,964	219,964
COMMUNICATIONS												
33 Interprétation simultanée	166,277	55,000	302%	183,194	90,000	204%	0	90,000	0%	200,000	200,000	200,000
34 Traduction	27,546	15,000	184%	13,115	16,000	82%	0	16,000	0%	16,000	16,000	16,000
35 Communications - Site web	492	20,000	2%	0	10,000	0%	0	10,000	0%	10,000	10,000	10,000
TOTAL COMMUNICATIONS	194,315	90,000	216%	196,309	116,000	169%	0	116,000	0%	226,000	226,000	226,000

April 15, 2023

	2021			2022			2023			2024	2025	2026
	réel	budget		réel	budget		Juin					
AUTRES DÉPENSES												
36 Items promotionnels	2,000	2,000	100%	2,000	2,000	100%	0	2,000	0%	2,000	2,000	2,000
37 Frais bancaires	1,893	1,500	126%	1,740	1,500	116%	0	1,500	0%	2,000	2,000	2,000
38 Administration de la paie	7,372	8,000	92%	7,680	9,000	85%	0	9,000	0%	9,000	9,000	9,000
39 Assurances et cautions	6,680	5,000	134%	972	7,000	14%	0	7,000	0%	7,000	7,000	7,000
40 Frais professionnels	47,057	36,000	131%	33,208	36,000	92%	0	36,000	0%	40,000	40,000	40,000
41 Fonds de justice sociale	21,000	21,000	100%	21,000	21,000	100%	0	21,000	0%	25,000	25,000	25,000
42 Dons charitables	0	5,000	0%	0	5,000	0%	0	5,000	0%	5,000	5,000	5,000
43 Actions politiques	120,000	120,000	100%	120,000	120,000	100%	0	120,000	0%	92,000	92,000	92,000
44 ARAFP Assoc. des Retraités Alliance Fonction publique	0	400	0%	0	400	0%	0	400	0%	400	400	400
TOTAL AUTRES DÉPENSES	206,001	198,900	104%	186,600	201,900	92%	0	201,900	0%	182,400	182,400	182,400
	2,452,354	2,757,158	89%	2,429,196	2,852,945	85%	-	2,875,059	0%	3,067,836	3,095,678	3,124,076

	2024	2025	2026
Budget proposé :	3,067,836	3,095,678	3,124,076
+Résolutions	310,000	310,000	310,000
Dépenses totales	3,377,836	3,405,678	3,434,076
-Revenus de placements	150,000	150,000	150,000
Cotisations totales :	3,527,836	3,555,678	3,584,076

	2024	2025	2026
Membres	7400	7400	7400
Cotisations %	0.6747%	0.6747%	0.6747%

Fonds de réserve

Agriculture Union Bylaws & Education Agenda

Meeting: Apr 5, 2023 @ 1000 – 1700 Est and
Apr 6, 2023 @ 1100 - 1500 pm Est

Present:

Randy Olynyk – Chairperson
Don Jeansonne – Co-chair
Ronia Gortsos
Jannick Beaurivage

- 1. Call to order 1000 April 5, 2023**
- 2. Establish Hours**
 - a. Wednesday 1000 – 1700 Lunch 1300-1400 Est**
 - b. Thursday 1100 – 1700 Lunch 1300-1400 Est**
- 3. Establish Recorder – Randy**
- 4. Don updating Bylaws from resolutions of the 2021 Convention.**
- 5. Don updating Regulations from resolutions of the 2021 Convention.**
- 6. Updating Regulations as per National Council Nov 2022**
 - a. Reg 15 to read**

**Agriculture Union
Regulation 15
Local Finances**

- a. Pursuant to By-Law 12 Section 8, where the statement referred to has not been submitted, and consequently, the refundable portion of the dues has not been remitted to the local in question, any refundable portion of dues that have been held in the National Office for more than two (2) years shall be converted to general revenue of the Agriculture Union.
- b. Pursuant to By-Law 12 Section 8, where the financial statement referred to has not been submitted for more than two years: On the last day of the month proceeding the month in which the Convention Call has been made, Locals (as per By-Law 12 Section 11) will be ineligible to name accredited delegates to the Convention of this Union and the local will be put in receivership/trusteeship.
- c. The National office keep updated local Bank information (account numbers, transit, address and signing authorities)

7. Update Bylaws including Annex 1A and 1B.

- a. Annex 1A Life membership
 - i. Remove – Bob Jackson, Larry Leng, Al Stewart
 - ii. Add – Terri Lee, Marlene O’Neil, Fabian Murphy
- b. Annex 1B Deceased Life Members
 - i. Add Bob Jackson, Larry Leng, Al Stewart

8. Updated tracking report (see Attached)

9. Review/Updated RVP Handbook

- a. Updated General Committee to read General Committee and Human Rights
- b. Updated document to gender neutral and inclusive language.
- c. Added Teleconference expenses to RVP expenses.
- d. Updated LRO section to reflect current practice.
- e. Updated Organizing Regional Seminars to elect HR and alts to current practice.

10. Reviewed the Regulations

- a. Motion 1: Have the regulation wording be changed to reflect all gender neutral and inclusive language. Remove all references to “he/she” replace with “they/them” and “Brothers and Sisters” replace with “Brothers, Sisters, and Friends”

Motion moved by Randy Olynyk and Seconded by Don Jeansonne. Passed unanimously by committee.

- b. Motion 2: Update Regulation 8 Section 3 subsection lettering to read “a, b, c” instead of “d, e, f”

Motion moved by Randy Olynyk and Seconded by Don Jeansonne. Passed unanimously by committee.

11. Reviewed the Bylaws

- a. A resolution will be made to have the Bylaw wording be changed to reflect all gender neutral and inclusive language. Remove all references to “he/she” replace with “they/them” and “Brothers and Sisters” replace with “Brothers, Sisters, and Friends”

(see attached)

Report moved by Randy Olynyk and seconded Don Jeansonne.

Agriculture Union Bylaws & Education Agenda

Meeting: Apr 15, 2023 @ 0930-1235 Mst

Present:

Randy Olynyk – Chairperson

Don Jeansonne – Co-chair

Ronia Gortsos

Jannick Beaurivage

Audrey St-Germain

1. Call to order 0930 April 15, 2023

2. Establish Hours

a. Saturday 0930 – 1235

3. Establish Recorder – Don

4. Education

- a. A resolution was made for Virtual Education for Agriculture Union Representatives (see below for resolution)

Resolution moved by Randy Olynyk and Seconded by Don Jeansonne.
Passed unanimously by committee.

5. Updated RVP Handbook

Updated handbook as per November 2022 national council decision.

- a. Added: An agriculture Labor relation officer (LRO) be allowed to attend and present information on the collective agreement at regional seminars if requested.

6. Regulations

- a. Motion 1:

The delegate fee of \$ 50.00 for the 2023 triennial convention be waved.

Motion moved by Randy Olynyk and Seconded by Don Jeansonne. Passed unanimously by committee.

7. Bylaws

- a. A resolution was made to change timeline for national officer report from 6 month to 3 months (see below for resolution)

Resolution moved by Randy Olynyk and Seconded by Don Jeansonne. Passed unanimously by committee

Report moved by Randy Olynyk and seconded Don Jeansonne.

RESOLUTION NUMBER: ____1____

SUBJECT: Changing timeline for national officer report

SUBMITTED BY : Bylaw committee

Whereas Our time lines for communication were based on older provision dealing with regular mail, opposed to new technology, communication is vastly faster.

Be it Resolved that that the national council report be changed to 3 months from 6 months for by-laws 9 Section 2 part 6; by-laws 9 section 3 part 5; by-laws 9 section 4 part 4; by-laws 9 section 5 part 4.

Chairperson

co-chair

Resolution _____2_____

SUBJECT: Virtual Education for Agriculture Union Representatives

SUBMITTED BY LOCAL : Bylaw committee

Whereas virtual meeting tools are now commonplace and familiar to most members.

Whereas these new tools have allowed for many new activists to become engaged remotely.

Whereas some members find travel in and of itself a barrier to participation.

Whereas the Agriculture Union has staff and Executive members experienced and knowledgeable on many issues related to our members workplace representation needs.

Whereas education and mentoring are foundations of union organizing, and learning opportunities should be made accessible to as many as possible.

Whereas our component has specific representation issues related to our members' workplaces.

Be it Resolved that the Agriculture Union hold a virtual educational training session (maximum one day) once per year, in both official languages. Consisting of National Council and maximum 2 stewards per local. On a topic or topics deemed relevant by the National Executive, in consultation with National Council.

Chairperson

co-chair

Resolution Submission

Originator: Bylaws Committee (National Council)

Title: Gender neutral and inclusive language in Bylaws and Regulations

WHEREAS: Our Bylaws Regulations have been written over the past many years and they should now be written in current acceptable language

BE IT RESOLVED: to have the Bylaw and Regulation wording be changed to reflect all gender neutral and inclusive language. Remove all references to “he/she” replace with “they/them” and “Brothers and Sisters” replace with “Brothers, Sisters, and Friends”

Rationale: Our bylaws and regulations need to be inclusive and gender neutral

Moved and Carried: by Bylaws Committee

General Committee Meeting April 15,2023

Committee commenced work at 1:30 pm

Attendees

Audrey St-Germain – 4th NEVP – chairperson

Tammy Carter – West Atlantic RVP

Gus Mardli -Director of Human Rights

Stewart Spence – MB, N.W.O & Nunavut RVP - Minute taker-

Milton Dyck – President - Guest

1. Assigned from Bylaws to General Committee: Checklist to be developed for regional seminar for new Regional Vice Presidents
 - o Each of the committee members described how they prepare for the conference in their region. We found that everyone had a different way of doing it. Suggestion of developing mentorship for new RVP- assigned to assist new person.

2. Memorial for those who have passed away in last 2 years. Deceased members honor roll. Get information from locals before Triennial Convention.
 - o National office to prepare a communication to locals to remind to send names of any deceased members from 2021. Callout so that in rollcall members are not missed.

3. Website development as per last national council--- follow up on what was decided for assistance.
 - o Discussion on website assistance by Tammy Carter to update website and issues with lack of time or coordination to work with staff to provide training and work. Lack of coordination resulted in not being able to assist.
 - o Advocate with what website needs to be made current
 - o Gus Mardli- viewed website and nothing has been updated. Wants additional information on duties for staff. There is nothing in the collective agreement relate to website update.
 - o Currently not in job description of Larry/Luc to update website.
 - o Can ask for once more. Will discuss at National Council October /November – suggest outside consultant to do work and send to finance see if ok.
 - o Suggestion by committee to hire a communication officer to do all sorts of media – political communications.
 - o To submit resolution in support of Alberta Region resolution. Need longer than one year for position.

Motion 1: be it resolved that the Agriculture Union hire a political communication officer for a term of 2 years to undertake, updates to website, to develop a communication strategy and social media plan over all relevant platforms.

Rationale: The office staff are engaged with their own work and the digital, social media strategy of the ag union needs to be addressed as the regular staff seem to have full complements of work. The committee feels that a political communications officer may be warranted. The rationale for a term is to address whether full time /indeterminate position would be necessary for the work.

Moved: Stewart. Seconded Tammy

Passed – Unanimous.

4. Policy for hospitality suite
 - Host committee for Triennial Convention 2023 should have plan in place to develop safe even, re policy and take ownership of policy.
5. National Council Service Awards (plaques) – waiting since 2019 – include the people who have not received the plaque yet.
 - From General Committee Report November 23, 2020: Mélanie Desrosiers, Erick Martel, Rick Cormier, Jeff Griffith and Michelle Hambly.
 - From General Committee Report April 17, 2021: Fabian Murphy, Marlene O’Neil, Rob MacDonald, Brad De Haan and Dale Marianicz
 - From General Committee Report October 28, 2021: Dean Babuin, Jackie Bussain, Jean Cloutier, Dimpy Kaur, Terri Lee, Jane McDonald and Karen Zoller
 - From this General Committee Report: The Committee recommends Todd Smith
6. Grass Roots Service Rewards – 10 years service, 20 years service, 30 years service awards.
 - Committee reviewed outstanding award requests but due to time restraints was unable to complete task. Follow will be scheduled before Convention Triennial by the chair for further discussion.
7. Previously resolutions were sent to General Committee by National HR director. Send any resolution directly to National council not through committee.
8. Results of National Vision photo content – Winner photo number 7 – Manitoba region - Teresa Fehr.

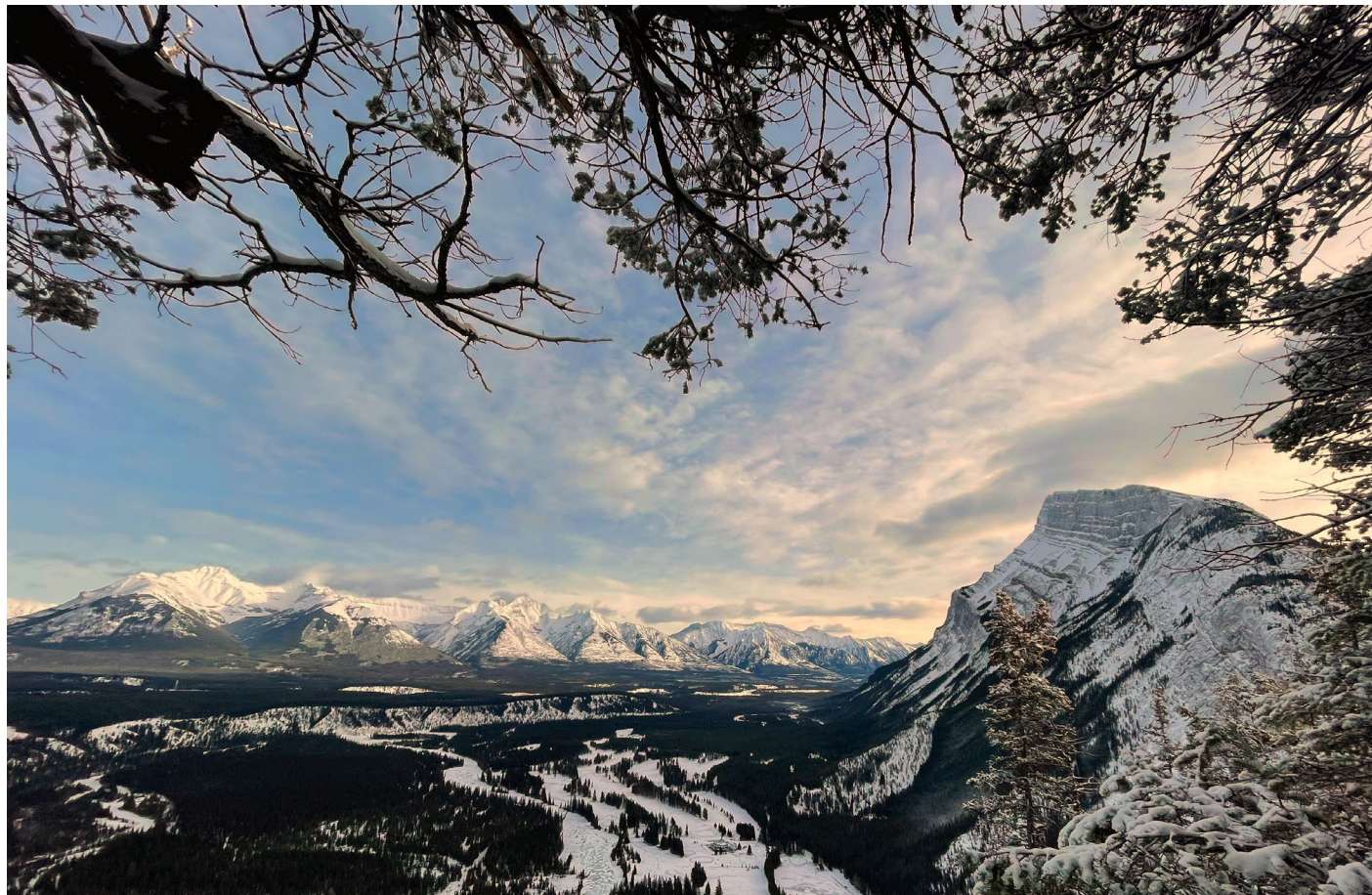
Motion 2 – to present at the Agriculture Union National Convention in August 2023 to post the National Winner and Regional Winners for all delegates and observers to view and with the intent of generating interest with membership and for future competition.

Motion 3: To set up a Contest for National Council and members of Host committee – 2 weeks timeline for Theme contest to determine Winner. End date April 30
Winner to be chosen by National Executive before May 12/23.
Motion 2 and 3: Were moved by Stewart Spence and seconded Tammy Carter.

The committee report was moved by Audrey St-Germain and seconded by Stewart Spence.

Committee finished at 4:39pm

#1 Ahona Mostafiz – Alberta South/sud de l'Alberta



#2 Marie-Josée Poirier – Eastern Québec/ Est du Québec



#3 Pierre Mullie – National Capital Region/Région de la capital nationale



#4 Jason Nimegeers - Saskatchewan



#5 Alison Groewen - Western British Columbia and Yukon/
l'Ouest de la Colombie-Britannique et du Yukon



#6 Crystal Adams - Western Atlantic/Ouest de l'Atlantique



#7 Teresa Fehr – Manitoba, North-West Ontario and Nunavut/Manitoba, Nord-Ouest de l'Ontario et du Nunavut



#8 Yamel Yan – Ontario south/Sud de l'Ontario



#9 Marianne Tardif – Western Québec/Ouest du Québec



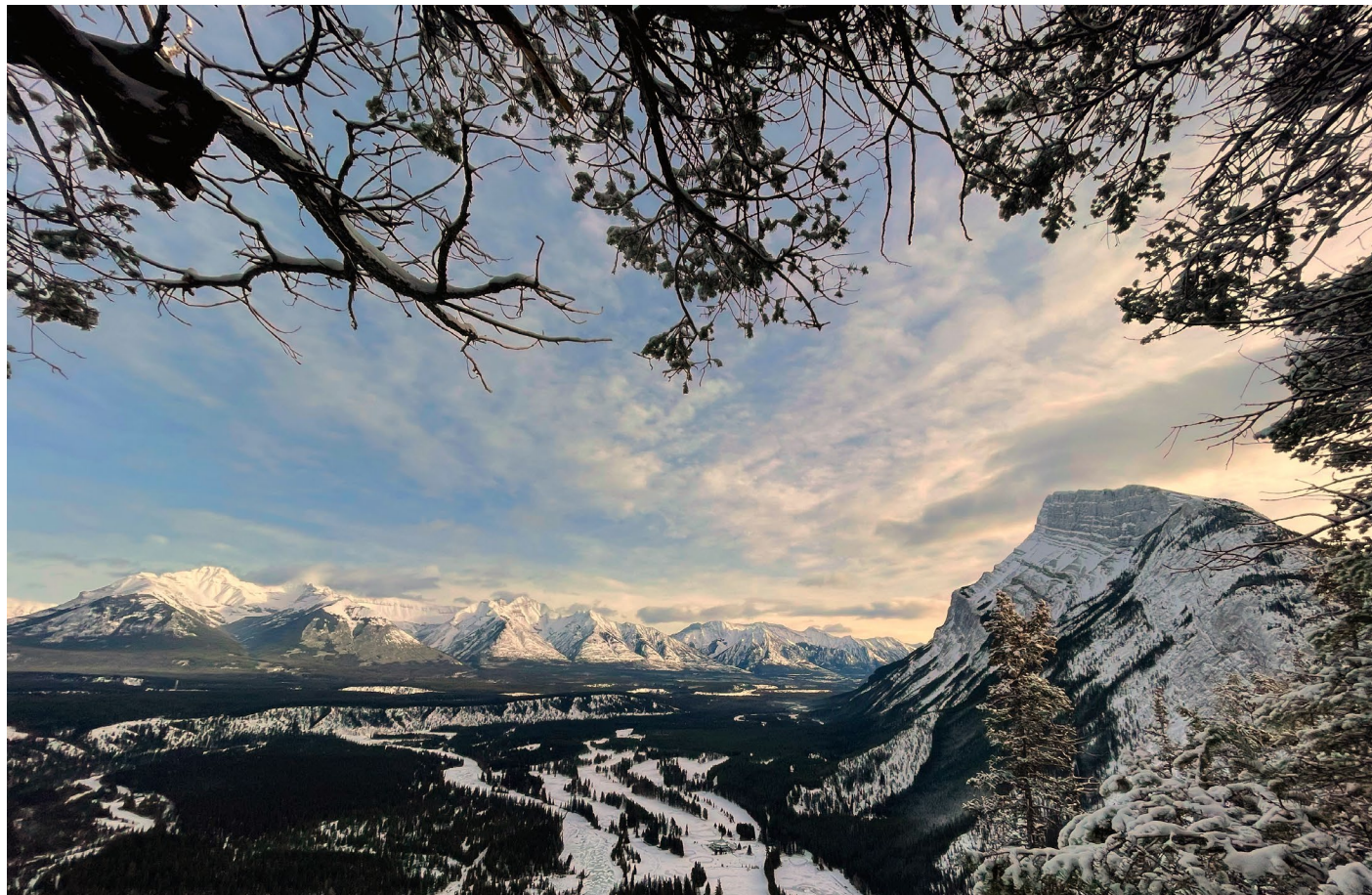
#10 Rick Pixley – Northern Alberta/Nord de l'Aberta



#11 Russell Pilgrim – Atlantic East/Est de l'Atlantique



#1 Ahona Mostafiz – Alberta South/sud de l'Alberta



#2 Marie-Josée Poirier – Eastern Québec/ Est du Québec



#3 Pierre Mullie – National Capital Region/Région de la capital nationale



#4 Jason Nimegeers - Saskatchewan



#5 Alison Groewen - Western British Columbia and Yukon/
l'Ouest de la Colombie-Britannique et du Yukon



#6 Crystal Adams - Western Atlantic/Ouest de l'Atlantique



#7 Teresa Fehr – Manitoba, North-West Ontario and Nunavut/Manitoba, Nord-Ouest de l'Ontario et du Nunavut



#8 Yamel Yan – Ontario south/Sud de l'Ontario



#9 Marianne Tardif – Western Québec/Ouest du Québec



#10 Rick Pixley – Northern Alberta/Nord de l'Aberta



#11 Russell Pilgrim – Atlantic East/Est de l'Atlantique



Resolution 1- Training for PSAC Anti-Harassment Coordinators

Originator: Agriculture Component

WHEREAS PSAC has an anti-harassment policy and guidelines for implementation;

WHEREAS PSAC provides the anti-harassment policy at all events and identifies an anti-harassment coordinator;

WHEREAS the anti-harassment coordinator is expected to implement the anti-harassment policy and utilize the guidelines;

BE IT RESOLVED PSAC Policy 23b be amended to include “guidelines to assist in the implementation of this policy have been developed, will be revised as necessary based on input from the membership **and shared with the membership.**”

BE IT FURTHER RESOLVED PSAC provide training on how to implement the anti-harassment policy utilizing the guidelines to PSAC members who hold a position that requires them to be an anti-harassment coordinator.

Collective Bargaining and Health and Safety Committee

Date: April 15, 2023

Location: In person meeting- Fairmont Palliser Aspen meeting room

Members present:

Dorothy McRae, 3rd NEVP (Chair)

Christine Austin, RVP Eastern British Columbia

Jan Pennington, RVP Eastern Atlantic

Curtis Veale, RVP Saskatchewan

Chair: Roll Call — The Committee commenced at 9:06

Recorder: Christine Austin

- 1. Welcome**
- 2. Review of November 2022 Minutes**
- 3. Discussion on action items from previous minutes**

Bargaining Demand Initiative

Background: Committee discussed the need for members to become more familiar with the collective agreement which may encourage engagement in the bargaining process. Suggestion that this be a part of the regional seminars.

Motion: That an Agriculture Union Labour Relations Officer (LRO) attend the regional seminars and present information on the collective agreement.

Update 12May22 — Milton reported that the checklist has not been updated. Ongoing.

Recommendation: this item be added to the Record of Decision for completion.

Update 3Nov22- The Committee's Record of Decision will be updated to follow up with the Bylaw Committee- checklist update.

Update 15Apr23- Update will be provided by Bylaw Committee.

4. New Business

Special meetings for allocation of strike funds

If Locals if have a strike fund they should be planning how to disperse funds to members. If not already in place or specified in the bylaws- local must have a general meeting to vote on amount to allocate from existing strike funds.

Resolution

Motion: Please see the attached resolution that were discussed and accepted by this committee to be discussed and voted at this April 2023 Council meeting.

Develop Anti-Harassment Policy

After discussion on PSAC Policy 23b the committee determined that training is needed on how to implement the Policy. At this point we do not need to develop a new Policy for the Component.

Recommendation- Agriculture component to inquire with PSAC on training for anti-harassment coordinators in order to implement the current Policy.

Recommendation- This Committee to develop a Key info document on the process of handling harassment complaints at component events.

The committee discussed who the anti-harassment coordinator will be for upcoming convention. The Executive will identify the appropriate person and ensure they have the tools they need to implement the guideline.

5. Standing Items

a. Workplace Violence

Continue monitoring the Workplace risk assessments.

Lists of investigators is available on NMSOs. NOHSPC will continually monitor feedback on investigators from our members. Component Presidents meet every two weeks and feedback on investigators is also provided.

Any information will be provided in the Employer OHS updates.

b. Bargaining Updates

Treasury Board Bargaining: Bargaining and strike information is being updated and provided by PSAC on a daily basis. Please contact your regional PSAC office and RVP for concerns or questions around strike.

CFIA Bargaining: On March 8, 2023 CFIA bargaining team declared an impasse. National virtual townhalls were held March 28th and 30th and April 1st.

Further bargaining updates can be found on the PSAC website.

c. OHS Updates

NJC

- Working on training for health and safety. Working on tools for assessing Violence in the workplace.

CSPS

- Performing regular water quality testing.
- Focus on ergonomic program.
- Mental health- psychological health and safety sub-committee. Trying to get baselines for mental health through a health and safety assessment form.

CGC

- Main concern is they are short staffed. Issues for health and safety- instead of two employees working there is only one person.

- Working on HPP assessment. Almost completed.
- Going back to in-person meetings in September.

DND

- Only have an interim WVHP Policy. Being reviewed. Employer changes need to be reviewed.
- Employer acknowledged chronic infrastructure issues- deplorable shape of buildings and HVAC.
- Multiple sub-committees to deal with WVH Regulations. Employer has offered 2 internal investigators. Sub-committee to deal with investigator requirements- role, responsibilities, scope, etc. Workplace assessment and risk factor sub-committee is also active.
- CAF and Civilian interpersonal conflicts are a concern.

PSC

- Focus on return to office.
- COVID-19 guidelines have been rescinded. Mask friendly workplaces.
- Mental Health Steering Committee- working on identifying psychosocial risk factors from CSA. Identified 6 factors of higher risk and are working on those.

AAFC

- NOHS Program is working on the recommendations from the Departmental OHS audit- Development of mandatory training course for Supervisors/Managers; employee education updates; triennial assessment of the HPP is severely behind.
- Some vacancies have been filled or have Acting in the regional OHS Coordinator positions.
- There has been no movement on the chemical inventory (will be called a hazardous product inventory database). AAFC is still in discussion with University of Ottawa on 2 clauses in the contract. Also looking at an alternate inventory database option through NRCan.
- Return to the workplace: The Employer implemented mandatory 2- day return to office.
- COVID-19 guidelines have been rescinded. Mask friendly workplaces.
- WHVP- A domestic violence awareness page has been added to AgriSource with guidance on developing employee safety plans.

CFIA

- Union has received all of the HOIRs that have occurred during the AI response and discussions are happening around prevention on a national scale.
- BEEP- information sessions were provided to H&S reps. It was clear that coordination is needed between corporate OHS and corporate Security to ensure all locations that require different levels of BEEPs have them in place.
- Return to the workplace: The Employer implemented mandatory 2- day return to office.
- COVID-19 guidelines have been rescinded. Mask friendly workplaces.

END REPORT at 14:30

Acceptance of Report

Moved by: Christine Austin

Seconded by: Jan Pennington

Vote: Unanimously carried

Agriculture Union National Human Rights Committee

Resolutions to 2023 AU Triennial Convention

*All resolutions have been moved by the Director and seconded by the Alternate Director unless the resolution specifies otherwise

*Resolution # 3 was withdrawn by originator

Director: Gus Mardli

Alt./Director: Robinson Joseph

Resolution # 1

TITLE: Include the National Human Rights Director as part of the National Executive

ORIGINATOR: AU NATIONAL HUMAN RIGHTS COMMITTEE

WHEREAS Bylaw 6 Section 9, 10, & 11 grants the National Executive the power to make regulations that are necessary for the proper conduct of the business of this Union, assign duties or dismiss National employees of this Union, and are responsible for all finances of this Union; and

WHEREAS Human Rights issues are a priority in Union matters; and

WHEREAS the National Executive may not consist of members that self-identify as an equity member; and

WHEREAS the National Human Rights Director would provide an equity perspective in National Executive decisions; therefore

BE IT RESOLVED THAT the National Human Rights Director be a member of the National Executive; and

BE IT FURTHER RESOLVED THAT By-law 6, Section 2(1) be amended to include National Human Rights Director and by-law 9, Section 5, add part 9 that reads *shall attend all meetings of the National Executive*.

\$0.28 member/month (this was costed prior to 2021 Convention)

Committee's rationale: Having the National Human Rights Director on the executive offers the opportunity for the executive to understand and ensure that a Human Rights lens is applied in all manners brought to their table.

The Committee unanimously recommends concurrence on this resolution.

TITRE : QUE LE (LA) DIRECTEUR(TRICE) NATIONAL(E) DES DROITS DE LA PERSONNE FASSE PARTIE DE L'EXECUTIF NATIONAL
SOURCE : COMITÉ DES DROITS DE LA PERSONNE

ATTENDU QUE les articles 9, 10 et 11 du Titre 6 confèrent à l'Exécutif national le pouvoir d'établir les règlements nécessaires à la bonne marche des affaires du Syndicat, d'assigner des tâches ou de congédier les employé(e)s du bureau national du Syndicat, et qu'il est responsable de toutes les finances du Syndicat, et

ATTENDU QUE les questions relatives aux droits de la personne sont une priorité dans les affaires du Syndicat, et

ATTENDU QUE l'Exécutif national n'est peut-être pas composé de personnes qui s'identifient comme membres d'un groupe visé par l'équité, et

ATTENDU QUE le(la) directeur(trice) national(e) des droits de la personne apporterait une perspective de l'équité dans les décisions de l'Exécutif national ; par conséquent,

IL EST RÉSOLU QUE le(la) directeur(trice) national(e) des droits de la personne soit membre de l'Exécutif national, et

IL EST DE PLUS RÉSOLU QUE l'article 2(1) du Titre 6 soit modifié pour inclure le(la) directeur(trice) national(e) des droits de la personne, et qu'à l'article 5 du Titre 9 soit ajoutée la partie 9 qui se lit comme suit : " *Assiste à toutes les réunions de l'Exécutif national* ".

Recommandation
du Comité _____

Décision du
Congrès _____

Resolution # 2

TITLE: Human Rights Director to submit reports Directly to National Council

ORIGINATOR: AU NATIONAL HUMAN RIGHTS COMMITTEE

WHEREAS in the Agriculture Component by-law 9, Section 5, does not indicate anything about the Human Rights' Director submitting reports to National Council; and

WHEREAS In the National Council Handbook, there is a section for named Specific Duties and Responsibilities to the Human Rights Director; and

WHEREAS the National Council Handbook specifies how the Human Rights Director to report to the General Standing Committee – once a year - on Human Rights related activities;
Therefore:

BE IT RESOLVED THAT the Agriculture Component by-law 9, Section 5, adds a Bullet Paragraph stating: National Director – Human Rights submits a written report to the National Council's regular meetings, twice per year, regarding the activities of the Human Rights Committee;

BE IT FURTHER RESOLVED THAT reports on Human Rights Committee's activities be posted on the Agriculture Union Webpage

Resolution # 4

TITLE: Increase funding for the A U National Human Rights Committee – **Reg 14(A)**

ORIGINATOR: AU NATIONAL HUMAN RIGHTS COMMITTEE

WHEREAS Inflation has a real effect on the cost of goods and services; and

WHEREAS Air fare, hotels, travel expenses continue to increase making it a lot more expensive to do union work; and

WHEREAS the Human Rights Committee's annual budget has been **\$27,000** since before 2014 Agriculture Union Triennial Convention; therefore

BE IT RESOLVED THAT the annual budget for the Human Rights Committee be increased by 25% to **\$33,750**

Resolution # 5

TITLE: Increase funding for A U Human Rights Reps Committee – **Reg 14(A), (6)**

ORIGINATOR: AU NATIONAL HUMAN RIGHTS COMMITTEE

WHEREAS The regional budget line item meant to support the regional representatives to attend their respective Regional Seminar and/or other human rights initiatives in their regions; and

WHEREAS Inflation has a real effect on the cost of goods and services; and

WHEREAS Air fare, hotels, travel expenses continue to increase making it a lot more expensive to do union work; and

WHEREAS the Human Rights Committee's annual Regional Initiative budget has been **\$7,500** since before 2014 Agriculture Union Triennial Convention; therefore

BE IT RESOLVED THAT the annual budget for Regional Human Rights Representatives be increased by to **\$10,000**

Resolution # 6

Title: PSAC National Human Rights Committee Meetings

ORIGINATOR: AU NATIONAL HUMAN RIGHTS COMMITTEE

Whereas: PSAC National Human Rights Committee is mandated to hold two in-person meetings annually; And

Whereas: Uncertainty of weather can cause unforeseen travel interruptions including long flight delays and cancellations; And

Whereas: Persons With a Disabilities may benefit from hybrid conventions/conferences; And

Whereas: The likelihood of health or medical situations may prevent members from attending meetings; therefore

Be it resolved that: PSAC would offer hybrid meeting options when and where circumstances exist that could reasonably prevent someone from attending meetings

Resolution # 7

ORIGINATOR: AU NATIONAL HUMAN RIGHTS COMMITTEE

Whereas There is still stigma for those who self identify as persons with disabilities and the word disability in itself can carry stigma for some; And

Whereas Many organizations worldwide have moved to more forward-thinking words such as “accessible, inclusive or barrier free”; And

Whereas PSAC already uses the term access for a national conference.

Be it resolved that PSAC would change all reference of persons with disabilities to access example but not limited to access rep(s), access working group(s)

Rationale: This would bring a standard to the term used throughout PSAC it would also reduce the stigma that is often attached to the word disability. As wording is positive and forward thinking and in turn will help to remove barriers that are often felt by those individuals who live with disabilities.

Resolution # 8

TITLE: Term Communications Officer for the Agriculture Union

ORIGINATOR: AU NATIONAL HUMAN RIGHTS COMMITTEE

Whereas The Agriculture Union has matured as an organization and our communication needs have become more demanding and complex.

Whereas a dedicated position supporting the Component's communications goals could have a positive effect on member engagement.

Whereas 11 out of 15 PSAC components currently have dedicated communications staff.

Be It Resolved That in the next cycle, The Agriculture Union, hire a 2-year term Communications Officer. This employee would be tasked with duties, including but not limited to:

- Developing, implementing, and monitoring AGU's digital presence across various platforms including social media.
- Editing, publishing, and managing the website and other communications including digital newsletter, communiques, and press releases.
- Media training and communications support for National Council members.
- Maintaining and promotion of the Component brand.
- Drafting documents and messages; editing as requested/needed.
- Outreach to members for relevant content using various platforms.

Resolution # 9

TITLE: PSAC Family Care Policy Review

ORIGINATOR: AU NATIONAL HUMAN RIGHTS COMMITTEE

Whereas every convention cycle, numerous resolutions are submitted calling for improvements to the PSAC Family Care Policy.

Whereas the Policy is not fully addressing the barriers members are continuing to experience related to family care needs while attending PSAC functions.

Be it Resolved That the AEC, in consultation with the National Human Rights Committee, complete a full review of the PSAC Family Care Policy, and update the Policy to reflect current membership needs.

Be it further resolved that this review of the Family Care Policy shall take into consideration: the findings and recommendations of the Gender Equity Task Force; best practices in inclusion, anti-oppression, and accommodation measures; the need for increased member engagement; and current and realistic costs associated with family care.

Be it Further Resolved That the Family Care Policy be reviewed and updated by the AEC, in consultation with the National Human Rights Committee, once per convention cycle

Attendees :

Gus Mardli (Director), Robinson Joseph (1st Alt Director), Krysty Thomas (2nd Alt Director, Alberta) Ling Chen (Ontario), Taye Zegeye (Manitoba), Lana Nolan (Atlantic), Vasana Thongsavath (Quebec), Adam Moskal (Saskatchewan), Sylvie Jubinville (NCR), Debroah Levesque (Alt - Quebec) Audrey St-Germain (4th National Executive Vice-Presidente)

Regrets: Yong Tan (BC)

1. Welcome & Housekeeping
 - G. Mardli went over housekeeping with zoom and the language translation tool.
 - Roundtable of introductions
2. Resolution Debate // Débat des résolutions

Resolution #1 : Include the National Human Rights Director as part of the National Executive

Motioned by G. Mardli/Seconded by R. Joseph – carried

Resolution #2: Human Rights Director to submit reports Directly to National Council

Addition of second be it resolved to include posting to webpage

Motioned by G. Mardli/Seconded by R. Joseph – carried

Resolution #3: Human Rights Committee to report Directly to National Council through the National Human Rights Director

- it was decided that we don't need at this time and could be changed at national council. Resolution withdrawn

Resolution #4: Increase funding for the A U National Human Rights Committee – Reg 14(A)

Motioned by G. Mardli/Seconded by R. Joseph – carried

Resolution #5: Increase funding for A U Human Rights Reps Committee – Reg 14(A), (6)

Motioned by G. Mardli/Seconded by R. Joseph – carried

Resolution #6: PSAC National Human Rights Committee Meetings

Motioned by G. Mardli/Seconded by R. Joseph – carried

- Four (4) more resolutions are to be voted on secretarially before April 16th

3. Election of Committee Delegate to AU Convention // Élection du(de la) délégué(e) du comité au congrès du SA

L. Nolan nominated **Krysty Thomas**/seconded by A. Moskel – acclaimed as delegate

R. Joseph nominated **T. Zegeye**/seconded by L. Nolan

R. Joseph nominated **A. Moskel**/seconded K. Thomas

Election was held via private message

1st Alt – **T. Zegeye**

2nd Alt - **A. Moskel**

4. A quick Logo Contest update // Petite mise à jour sur le concours du logo
 - So far there is 11 logo submissions (from 11 separate members), i have them all added to a Power Point Presentation document (please see attached), including the blurbs/explanations the submitting person provided. I will keep updating the document with any new submissions until the deadline.

5. Human Rights Committee's Silent Auction Fundraise during Convention // Vente aux enchères silencieuse de la commission des droits de la personne pendant le congrès
 - **What has been done in the past for a Silent Auction is: the H R Committee emails a notice to all AU Locals requesting from them if they like to contribute any gift in the name of their locals towards the silent auction. That how we get free items for the silent auction.**

6. Charity organization of choice in Calgary area // Organisation caritative de choix dans la région de Calgary
 - it always made sense to donate the proceeds of the silent auction to a charity in the city where the convention is held. Since the Triennial Convention is in Calgary, we need to find a couple of Charities in the Calgary area. Why a couple, because I remember one convention the proceeds of the Silent Auction was astronomically high, so we split the fund between the two charities that were chosen by the HR Committee. Historically the Committee representative, who resides in the province where the triennial is held, takes the lead on researching charities in their province, but nowadays many things could be researched virtually and information could be obtained virtually.
 - So who would like to take the lead on this?
 -

7. Next Conference Call: April 19th, 2023 @ 5 PM (Alberta time, MDT) // La prochaine réunion virtuelle: 19 avril 2023 à 17 heures (temps de l'Alberta)
 - The DEADLINE for sending Delegate Credential Forms and to submit Resolutions APRIL 16, 2023. Do you folks feel to have this set meeting for April 19 to a day or so prior to the deadline just so we make sure we didn't miss anything prior to the deadline?
 - Date suggestions?

- **Committee's votes Administratively on the remaining Resolutions:**

Resolution #7: Changing the name of Persons With Disabilities

Motioned by G. Mardli/Seconded by R. Joseph – carried

Resolution #8: Term Communications Officer for the Agriculture Union

Motioned by G. Mardli/Seconded by R. Joseph – carried

Resolution #9: PSAC Family Care Policy Review

Motioned by G. Mardli/Seconded by R. Joseph – carried

- The complete resolution package will be submitted to the agriculture union signed by both Director and First Alt. / Director

April 11/2023