

REPORT OF THE FINANCE/COMMUNICATIONS COMMITTEE

October 14, 2017

Present:

Rick Cormier (1st NEVP) Chair

Erick Martel (RVP National Capital Region) Co-Chair

Karen Zoller (RVP Saskatchewan)

Randy Olynyk (RVP Alberta-North)

Larry Budge (Staff)

Communication:

The committee discussed the need to update and modify portions of the website.

The Agriculture Union website will be reviewed and updated by Rick Cormier and Larry Budge.

The current pages identified for an update are:

- Resolutions of Records.
- Current Committee members membership.
- Life membership.
- Calendar of events.

The following modifications to the website were identified:

- Union-Management Consultation Committee minutes are not kept up to date on the Consultation page but then are kept up to date on the Minutes page. The Consultation page will be modified to include a link to the Minutes page to avoid duplication and accuracy.
- The updated Orientation Kit will be added to the Keys-info page.

A news piece will be added titled Education in Action in Guatemala project on the Main page.

Members of council are reminded to review the website regularly and report anything that needs changing to Rick Cormier or Christine Gauthier.

Finance:

The year to date financial statement of revenues and expenses for 2017 (As of September 31st) was reviewed.

A few line items are over expended and were discussed. Some of the highlighted discussions covered Staff Salaries and included expenditure related to the retirement of the past National President. Schedule 7, Other expense line is significantly over expended at 188.47% of the budgeted amount and can be explained by the separation of Air Travel out of the RVP and Executive line item and moved to the new Other Expenses Air Travel line item.

The current forecasted deficit over the three cycle is approximately over \$350,000.00

The previous budget cycle was based on 7000 members. The Current membership base has dropped to 6621 members.

Please encourage locals to submit their financial statements on time.

New mileage and meal rates as of August 1, 2017.

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

Breakfast	\$19.10
Lunch	\$18.90
Dinner	\$47.35
Total Meal Allowance:	\$85.35
Incidentals	\$17.30
Total Allowance	\$102.65

Moved by : Rick Cormier

Seconded by : Erick Martel

By Law & Education Committee Report - October 14, 2107

Patrick St-Georges - chair

Terri Lee - co-chair

Tammy Carter, Jacquelin Carrier - members

Agenda approved (motion by Tammy, seconded by Jacquelin)

1. Terri was elected as the co-chair

2. Review of By-Laws report from 2017 Convention. The French and English versions of the by-laws were amended by the committee. The committee will add double asterisks (**) to note where the changes were made. The bottom of the page (footer) will state "Version Convention 2017 ** denotes change". In French "Version Congrès 2017 ** changement".

a) The portion of By-Law 6, Section which states "plus nine (9) other members" will be replaced by "plus 50% or greater of other members".

b) By-Law 6, Section 7 replaced in accordance with the Convention committee report.

c) By-Law 3, Section 5 Life membership had the following sentences added "A list of current life members can be found in By-laws Annex 1A and 1C", and "Annex 1A, 1B and 1C can be updated at any time when a life membership has been awarded by the National Council".

d) Change in wording for the terms "OSH", "NOSH", "Occupational Safety and Health" and "National Occupational Safety and Health" be changed respectfully to "OHS", "NOHS", "Occupational Health and Safety" and "National Occupational Health and Safety". These changes will not be marked with ** in the by laws. The French was already accurate, no changes required.

e) Regulation 4, Subsection 4 Regional Seminars - to add the word "shall" and the underlining will be kept. The remaining language will be added.

f) Regulation 3, Subsection 6 - this has already been amended by the previous committee, ** inserted.

g) Regulation 2, Section 5(h) - this has already been amended, but there is a typo "six (2)", this was amended by the committee to be "two (2)".

h) Deletion of Regulation 14(A) 4 has already been completed.

i) Regulation 14(A) 7 has already been amended and is currently 14 (A) 6.

j) Regulation 14(A) 2 has already been amended. The French version required some prefix grammatical correction, which was made.

k) Regulation 14(A) 5 has already been amended.

l) Regulation 14(A) 1. The language will be amended to add "Alternate National

Director of Human Rights". The English version states 'and' and the French version states 'or' of the Committee report. The English word 'and' will be used as this is currently in the By-Laws.

The title page has been changed to 2017. Moncton - 2017 was added to the second page.

3. Discussion of the request from BC to increase the Regional Seminar RVP allowance from \$6k to \$7k. There was no additional written information provided, such as which RVP's used all their money, how many locals requested the new activist subsidy, how much money is in the line item, where additional money can come from or if there was money left in the line item last cycle. The 2017 Convention passed \$115k per year in this line; 9 RVP @ \$6833, 3 RVP @ \$12833. \$15k budgeted for new activists. The committee requires additional information from the RVPs on the funding insufficiency. The Agriculture Union Regulation 4, Section 5 states that additional expenses or money allocated for a regional seminar are subject to the approval of the National Executive. Some RVP's requested and received additional funding from the National Executive in the past cycle. Additional rationale is required before the committee can make a recommendation to increase the funding for all RVP's. There should be a more fulsome discussion from the full National Council. It will also need to be referred to the Finance Committee for costing.

4. Discussion about education and training. There is a suggestion that PSAC provide training for staffing complaints under the Federal Public Sector Labour Relations and Employment Board (FPSLREB). The CFIA is not subject to the Public Service Employment Act and does not use the same FPSLREB recourse as Treasury Board (TB) members. The committee will explore if the current PSAC training can be modified to suit the CFIA as well as TB.

PSAC Ontario will be running the course on internal investigations in the next year. We are not sure if the other regions will be holding this training.

There is a lack of training on disciplinary hearings and investigations. This could be held at regional seminars as it may not be an issue for all regions.

The PSAC Leadership Training will be held at the end of November for all National Council.

5. Bob Kingston and Bob Jackson will be added to the list of Life Members, under Annex 1A. This motion was passed at the Moncton convention.

Respectfully Submitted,
Terri Lee for the Agriculture Union By-Laws Committee

Motion to accept this report by Pat, seconded by Terri.

Collective Bargaining and OHS Committee

October 14, 2017 at 9:00 am
Marriott Residence Inn

Members present:

Milton Dyck, 2nd National Vice-president (chair)
Rob MacDonald, RVP Southern Ontario
Dean Babuin, RVP Eastern British Columbia
Jann Pennington, RVP Eastern Atlantic

Chair: Roll Call – The Committee commenced at 9:03

Previous Business

Info on the website
H&S bulletin (newsletter)

New business

Convention Resolutions
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.
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. Local OHS committees - need for proper training
6. Local OHS committees - connection to higher level committees
7. Changes to Labour Code by Bill C-4, vexatious complaints, right to refuse, etc.
8. Mental health in the workplace
9. Mental Health issues caused by Phoenix

Agenda Items - New Business

Health and safety related Resolutions going from Agriculture Union to PSAC

WORKPLACE VIOLENCE, PART XX OF THE CANADA LABOUR CODE REGULATIONS

BE IT RESOLVED THAT the PSAC develop a common approach to implementation of the Canada Occupational Health and Safety Regulations: Part XX Violence Prevention in the Workplace, including templates of policies, procedures, and forms – that can be applied across all government departments.

Rational

The Committee felt that the implementation of a common PSAC approach to violence in the workplace would enhance the ability of employee reps on departmental policy committees to ensure that their members had a viable violence in the work place policy that could be recognized as such across all departments. The committee recommends concurrence.

DOMESTIC VIOLENCE LEAVE

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).

Rational

Too often domestic violence and the damage it does goes by silent and unacknowledged. The committee felt that this would be an important step in giving victims of domestic violence the ability to take care of their well being.

INCREASED FUNDING FOR REGIONAL HEALTH & SAFETY CONFERENCES

BE IT RESOLVED THAT the PSAC allocation for Regional Health & Safety Conferences be increased to the same level as the funding allocated for the Racially Visible Regional Conferences.

Rational

Safe working conditions for our members have been a cornerstone of the Union Movement. It is important that safety conferences are funded appropriately in order for the dissemination of knowledge of best practices and the greatest chance of participation of our members.

Bargaining Updates –

Treasury Board bargaining has concluded with agreements in place for the Technical Services, Programs and Administrative Services, Operational Services and Education and Library Sciences Group. However there have been problems with some payments the signing bonus for the EGs in the technical group

have not yet been payed. Collective agreements will expire in 2018 so another round of bargaining is already being planned. Agriculture Union has sent in our list of delegates and alternates to attend bargaining conference March 26-29 where the new bargaining teams will be selected. The Agriculture Union will be asking for all bargaining demands to be in to the office by November 17 2017.

CFIA Bargaining: The bargaining is continuing. Best of luck CFIA bargaining team.

.

Two meetings are scheduled :

- October 16 to 20, 2017
- November 6 to 10, 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 Cottingham)

Manitoba - Eryn Butterfield (Barb Kristjansson)

Saskatchewan - Karen Zoller (Jesse Todd)

Alberta - Randy Olynyk (Herhald Mark)

British Columbia - Terri Lee (Alvin Wong)

OHS updates

AAFC – Agriculture and Agri-food Canada 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 finishing our assessment of departmental needs in order to finalize our mental health strategy. 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. The national policy committee is also promoting Lyme disease awareness for our members.

New Committee Members

CFIA –Canadian Food Inspection Agency. 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. Several Violence in the workplace investigations are ongoing. Assessments have been done for continuation of the current Employee Assistance service provider, the mental health process is still facing some hurdles in becoming fully inclusive of Union participation. 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. If work sites are being moved to Activity Based work stations without consultation with ohs committees members are encouraged to invoke their right to refuse dangerous work.

New committee members

CGC – Canadian Grain Commission-Good cooperation with employer on OHS issues and there are currently no great areas of concerns. CGC is starting a Mental Health Committee. Policy Committee members,

Fabian Murphy (chair),Rick Eisele, Evan Thomas, Aaron Swerdlyk,and Kristen Bowler.

DND – Department National Defence-Mental Health is ongoing struggle. Two champions were jointly selected and appointed. There are three subcommittees of NOSH developing a Return to Work Program, and violence in workplace program (Fabian Murphy is on both committees) also a training committee.

DND has two OHS programs one for military one for civilian, and there is conflict in that it is illegal whenever the military OHS structure tries to deal with civilians. Policy Committee members, Fabian Murphy (alternates : Rick Cormier and Pat St-Georges)

PSC –Public Service Commission- Mental health program and Workplace Violence are ongoing concerns. A mental health champion is in place however mental health subcommittee is currently scrapped for not having Union involvement. Policy Committee members, Fabian Murphy, and Phil Lillies.

CSPS – Canada School of Public Service-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. There has been no training for six years a complaint under Canada Labour code 127.1 has been filed. Policy Committee members, Rick Cormier(chair) Erick Martel, Renelle Chalifoux.

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.

Question for Finance and communications committee, could a forum type web page be created on our website to send questions and agenda items for national umcs and OHS meetings.

The Committee adjourned at 11:57 am.

Moved by Milton Dyck seconded Rob MacDonald

14 octobre 2017 à 9h07

Personnes présentes :

- Mélanie Desrosiers 4e VP
- Marlene O'Neil Directrice des droits de la personne
- Jeff Griffith VPR Manitoba, Nord-Ouest de l'Ontario et du Nunavut
- Audrey St-Germain VPR Ouest du Québec

1- Nous avons eu une discussion sur notre rôle au sein de ce comité. Nous avons constaté que durant les dernières années, ce comité dédoublait majoritairement ce qui se faisait au niveau du comité des droits de la personne. Nous voulons un mandat clair et précis avec des défis autres que d'énumérer le travail fait au sein d'un autre comité.

Recommandation : Nous demandons au Conseil National de suggérer des sujets afin de les intégrer à notre mandat.

2- La résolution combinée D5-D6 adoptée lors du dernier Congrès Triennal AGR consistait à inclure un questionnaire d'auto-identification dans la trousse de documents remise aux délégués et observateurs/trices au prochain Congrès Triennal AGR.

Recommandation : Il existe déjà un formulaire de ce genre à l'AFPC. Ce dernier sera revu par les membres du comité des droits de la personne et par la suite distribué pour approbation au niveau du Conseil National.

3- Les résolutions D-3 et D-4 adoptées lors de dernier Congrès Triennal AGR devront être envoyées par l'Exécutif National pour le Congrès Triennal de l'AFPC Canada.

Recommandation : En lien avec l'adoption de la résolution D-4 (sensibilisation à la situation des Autochtones), le comité suggère d'inviter un aîné, Autochtone, pour faire la cérémonie de la "purification" lors de l'ouverture et de la fermeture de notre prochain Conseil National à Ottawa.

4- Marlene a fait un compte-rendu des droits de la personne et le plan a été présenté aux colloques régionaux et au Conseil National.

- Promotion de la page Facebook : AUHR Network-SADP Réseau
- La liste des membres du comité est maintenant à jour sur le site web
- Appels conférences et rencontres en personnes à venir.
- Marlene va assister à la prochaine réunion du comité National des droits de la personne de l'AFPC le 4-5 décembre 2017.
- Les plans d'équité en matière d'emploi sont toujours en discussion avec les différents employeurs.
- Les comités diversité sont maintenant une priorité. Il est important de s'assurer que nous avons des représentants syndicaux dans chacun de ces comités au sein des différents employeurs.

Recommandation : Jeff contactera certains membres afin d'avoir des informations sur l'avancement du plan d'équité en matière d'emploi de la CCG.

Document remis : Le formulaire de nomination pour les comités de diversité et le document relatif à l'atelier du comité des droits de la personne qui s'est tenu lors du dernier Congrès Triennal AGR 2017.

5- Nous avons constaté que le calendrier sur le site du Syndicat de l'Agriculture devrait être mis à jour.

Recommandation : Nous demandons aux membres du Conseil National de fournir les dates de leurs Colloques régionaux respectifs ainsi que tous les événements importants tout au long de l'année afin de permettre d'avoir un calendrier à jour et représentatif de nos activités. (Manifestations d'envergures/Rallye, événements syndicaux...)

Human rights: The work plan was presented to the regional symposiums and council. There are still some files to be kept, such as updating the website and each member has access to the FB site for human rights (AUHR Network-SADP Network). Invites the RVP kept the site alive by inviting the people we know. Audits of the Agriculture Union's website to update members who are part of human rights. A reminder that people active in the Agriculture Union do not have to enter the name of their department. There are conference calls throughout the year. It is important to have informed substitutes through Google Drive minutes are available. The mandate of the committee will be revised as necessary. The first conference call should be made shortly. There is an administrative guide example RVP and there will be a guide for human rights members. Marlene will send us documents for the equity plan. There are a few employers to present the presentation on "Violence in the Workplace". Jeff will contact the Canadian Grain Commission's resource persons for the development of the Agriculture Union's new human rights plan.

The diversity committee has become a priority. Marlene will send us some documents on this subject. For this project, the names of the individuals chosen in collaboration with the employer / human rights will be published on the union's website and will become a network. They will receive guidance and training to show them how to promote the committee. A report will be issued.

Resolutions adopted at the conference in Moncton:

- (Naming resolutions here) This committee will develop an optional survey on our National Council and also for youth.

Marlene's suggestions from an elder guest to do the purification ceremony to open the meeting and closing. The committee discussed the establishment of an Aboriginal inauguration at the beginning and at the end of the meeting to raise awareness. On 4 and 5 November 2017 there will be a meeting (I did not understand the name). We ask the National Council to provide dates throughout the year for dates of meetings and events on the Facebook site. It is a means of communicating for human rights and diversity.

The calendar on the Agriculture Union's website should be updated by the members of the National Council and the presidents of the local chapters (example: information / manifestation / rally for Phoenix, regional symposium dates, etc.)