

**Agriculture Union
National Council Meeting
April 9, 10 & 11, 2014
Fairmont Hotel, Winnipeg, MB**

MINUTES

In Attendance:

National Executive	National Council
Bob Kingston, Natl. President (Chair) Fabian Murphy, 1 st NEVP Glenn Miller, 2 nd NEVP Rick Cormier, 3 rd NEVP Milton Dyck, 4 th NEVP	Barb Kristjansson, MB, NW ON & Nunavut Marianne Beaudet, W. Qc Jean Cloutier, E. Qc Michele Jackson, S. AB Don Bouchard, W. Atl Ken Deobold, S. SK José Evangelho, SW ON Teri Friday, CGC Nat'l Director (absent April 10 th p.m. and April 11 th) Terri Lee, W. BC & Yukon Danielle Moffet, DND Nat'l Director (Absent April 9 th in a.m.) Maria-Luiza Romano, E. BC Patrick St-Georges, E ON Ottawa-Gatineau Sue Sullivan, E. Atl Mike Vanson, N. AB & NWT Nancy Rogers, PSC & CSPS Acting Nat'l Director Gus Mardli, HR Nat'l Director

National Council Alternates	Staff
Karen Zoller, N.SK (Alternate) Richard Hilson, Central ON (Alternate)	Larry Budge, Administrative Officer Nathalie Cale, Recording Secretary

Observers
Herhald Mark, S. AB (Alternate RVP)

***Day 1 - April 9, 2014
AM Session***

1. Call to Order

The Chair, National President Bob Kingston, called the meeting to order at 9:10 a.m.

2. Opening Remarks – Committee Assignments

The Chair noted that there were new faces in the room. Round table introductions ensued.

3. Adoption of Agenda

Point of Privilege – G. Mardli

Motion by G. Mardli to reconsider Recorded Vote #6- Item #4- Amendment to By-law 6, Section 1 – Elimination of Four National Director Positions– Page 12 – By-Laws & Regulation Committee Report of the Agriculture Union National Council Meetings Minutes November 6-8, 2013.

Motion ruled out of order

The Chair advised G. Mardli that he could not make this motion because he had not voted on the prevailing side (as per Recorded Vote #6 of the National Council Meetings Minutes of November 6 - 8, 2013).

Motion by T. Lee, seconded by B. Kristjansson, to reconsider recorded vote #6 - Item #4- Amendment to By-law 6, Section 1 – Elimination of Four National Director Positions– Page 12 – By-Laws & Regulation Committee Report of the Agriculture Union National Council Meetings Minutes November 6-8, 2013.

The Chair advised that this motion would be discussed later in the meeting (item 20 was added later, see By-Laws Committee report).

Additions/changes:

Addition 18. Performance Management Policy Grievances – P. St-Georges

Addition 19. Classification Grievances Backlog – P. St-Georges

Motion by S. Sullivan, seconded by M. Romano to adopt the agenda as amended.

Motion carried – by show of hands

4. Hours of Session

Day 1

9:00 am to 12:00 pm	Business agenda
1:30 pm to 5:00 pm	Business agenda

Day 2

9:00 am to 12:00 pm	Standing Committee meetings
11:30 a.m.	Fairmont Hotel Winnipeg – tour
1:30 pm to 5:00 pm	Standing Committee meetings

Day 3

9:00 am to 12:00 pm

Standing Committee Reports

1:30 pm to 5:00 pm

Completion of Business Agenda

Motion by T. Friday, seconded by S. Sullivan to adopt the hours of session.

Motion carried – by show of hands

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

Errors/Omissions

Error - Page 12 – Item 4 – Replace G. Miller by G. Mardli in two places – G. Mardli

J. Evangelho noted that pursuant to the Bylaws the minutes should be posted six weeks following our meeting. The process does not seem to be working according to our Bylaws. F. Murphy responded that there was a glitch in getting the minutes on the website. All the minutes except November 6-8, 2013, have now been updated. The National Office will endeavor to meet the guidelines that are stated in the bylaws.

Motion by S. Sullivan, seconded by T. Friday to approve the November 8-10, 2013, Council Minutes.

Motion carried – by show of hands

6. Business Arising out of Previous Minutes

Tracking Report

#1 – Paid Prep Time

This was dealt with at the NUMC. CFIA is in agreement to get the committee up and running. It was explained to the new president that this was never followed-up on. A committee was formed about two years ago that was supposed to look into this and never met once. We have to submit names for the committee. We have Rob MacDonald from Ontario, Joe Berez from BC, and we had, Romeo Leblanc but he is no longer with us. Therefore, if you know someone that has been in Meat Hygiene for a long time, preferably someone at the supervisory level that is used to doing a lot of scheduling, please provide their names for this committee.

Action Item: Council members to submit names for this Committee.

#2 –CFIA – Timeline for Training for Duty to Accommodate

CFIA has agreed to use the Joint Learning Program (JLP) of the PSAC. They have already had meetings with the directors of the JLP, Catherine Gilbert and Dennis Trottier. There is an agreement in place but the finances have not been figure out (i.e. fee for service). JLP representatives will be delivering the training. B. Kingston was not sure where to go with that because there are trained CFIA facilitators to deliver things such as harassment training and for other Health & Safety Training as well. B. Kingston asked if anyone had any thoughts of using these trainers for the Duty to Accommodate training or should we use the JLP trainers?

S. Sullivan advised that she was told that they cannot use JLP trainers for duty to accommodate. She was told that CFIA is not a part of TBS; therefore, they cannot access programs through JLP.

The Chair advised the Council that it is perfectly okay for CFIA to use JLP material for CFIA. If the training is delivered by the CFIA facilitators, it must be delivered in accordance with the principles of JLP or pay to get JLP to deliver it. There is a fee for using JLP facilitators because CFIA is not part of the plan and it hasn't been negotiated through collective bargaining. If anyone else is having difficulty accessing the JLP training, please let the National Office know and it will be dealt with it.

#3 - Harassment Training

In the last UMCC minutes, it was decided that is it time to do another Train the trainer session. So if you are interested or know of anybody that would be interested from CFIA in this Joint Harassment training, please provide their names.

F. Murphy requested a show of hands of who participated in the Train the Trainer Harassment training sessions. They are as follows: J. Evangelho, M. Romano, J. Cloutier, R. Hilson, R. Cormier, B. Kristjansson and M. O'Neil.

Several council members stated that the harassment training isn't working and that it is ineffective. It seems that some Managers and/or our members giving the training do not have the knowledge to answer the questions that are being brought forward.

B. Kingston explained that this is a joint process. We had envisioned Senior Health and Safety activists such as Co-Chairs for Regional of Health and Safety Committees or Co-Chairs of Area Health and Safety Committees that were already working together, have knowledge and are enthusiastic, delivering the training. If this is not happening or if you don't agree with the names being brought forward, please advise the National Office and the Chair will bring it to Gerard Etienne's attention.

It was suggested that everyone giving the training should ensure to make it clear that if an employee wanted to use Part 20, they have that right. In some cases management is not mentioning it in the training. The Chair explained that in some training we have been handing out the information on Harassment that we have on the Key Info Clé section of our website. We are encouraging our members to use our process or otherwise we will not represent them.

There will be more training coming out in terms of Part 20 and CFIA and we have agreed to use the Canadian Center for Occupational Health and Safety modules. There is one called "Introducing a Workplace Violence Program". That will be training piece for Committee Members, Managers and anybody else that is interested in Part 20.

The Chair also informed that Council that there is a TBS document that has been issued explaining to departments how Part 20 works. It is not 100% accurate, there are a couple of things misleading in it, but it does make it absolutely clear that if an employee wants their process dealt with under the regulation, it must be dealt with under the regulation. B. Kingston stated that a copy of this document was sent out to Council.

#4 - Classification Reform CFIA

The Classification is for the CR and AS groups (PA Group – CFIA) under equal work for equal pay and has been in abeyance for a very long time. It hasn't even been looked at within CFIA. M. Dyck will look into this and see if he can get it started up again. B. Kingston will follow-up with M. Krebs.

The Chair explained that this file was put on the backburner a little bit. This was attached with the review that was going on under the TBS process that was initiated about three rounds of bargaining ago that has also ground to a halt. That process was initiated to be a universal classification system for the PA Table. In addition, TBS took it a bit further and wanted to reorganize the entire Public Service, an initiative which has since basically evaporated into air. That was a negotiated process and we are not quite sure why it evaporated, but this process piggy-backed on that.

Action items: M. Dyck will look into this and see if he can get it started up again. B. Kingston will follow-up with M. Krebs.

#5 – EE Meetings

There have been discussions at the National Level for Employment Equity Meetings with the CFIA and we are going to be putting it on the agenda. We will be looking in consultation with Human Rights Committee at finding members to ensure strong representation on the Employment Equity Committees. We have had this for a while with AAFC but with CFIA we have had issues with how they roll the committees out and now we are going to see if we can get our members interested in being on these committees and helping with CFIA and joining them.

Some council members expressed their frustration with CFIA because what they wanted was union appointed seats or union appointees and the employer seems to be choosing who sits on the EE committees, not the union.

The chair explained that Gerard Etienne was approached and asked if we should be filing a complaint with ESDC, as they are the enforcers of this. It was pointed out to him that there are these committees across the country that we have no roles in and that was to be collaborative. We made it clear that we have a shared liability with the employer regarding EE because the Act says that we are collaborating with them on the development, implementation, changes, etc. with respect to EE. Gerard Etienne agreed that there would be union seats on the committees.

F. Murphy added that there was a planning meeting two or three weeks ago. Gerard Etienne and several managers from coast to coast were sitting around the table. They heard the same message. They said they have all these committees set up around the country, that they will be opening the doors and inviting union members to participate. We will send out an email to the Council with regards to the outcome of the meeting so you can have something to bring to your managers.

Action item: F. Murphy to send out email to Council with outcome of the meeting.

#6 – Competent People for Investigations

Training is underway. There have people named to receive training to become part of the Competent People for investigations teams in CFIA. There may be situations where they won't be used. There may be things that come along that are too sensitive and they decide to have it dealt with by someone outside the department, but for the most part this is going to be the model used going forward for CFIA. People received an email with passwords and links. Some Council members stated that their names were on the list for the training and had not received an email. It was stated that the email from CFIA was unclear. The email did not state that this was for the Competent Person for Investigation training. It simply had a password and links with three courses from the Canadian Centre of Health and Safety (Accident Investigation, Mental Health: Psychologically Healthy Workplaces; and, Workplace Violence in the Canadian Federal Jurisdiction: Establish a Prevention Program). This is considered a priority; please take the training when you receive the link. Should you have any difficulties, please advise the National Office.

Action: B. Kingston will look into asking CFIA to send the training information to Mike Vanson and Bronwyn Kurtz-Cooke.

#7 – Local RVP Reports

The Chair stated that there are very few Local RVP Reports being sent in prior to National Council. For those who sent them in, thank you. For those of you that

haven't, please send them in. The requirement was adopted over three years ago that RVPs touch base with their Locals prior to National Council. This helps the Council stay informed of any trouble in a Local and forces the RVPs to have a quick conversation with their Locals. The RVPs have been given a template / questionnaire and using this template, the RVPs speak to the Locals and write down their answers. This helps keep the National Council posted on issues within the Locals. This is to be filled out by the RVP and not the Locals.

#8 – ATIP Requests

F. Murphy reported that the requests were sent in since about two Council meetings ago. The ATIP Requests were for information in regards to bonuses. Reports have been received but most of the information was blacked out with no worthwhile information contained in the documentation. When we advised PSAC of these requests being returned blacked out, they advised us that this was a privacy issue that we are not privy to this information. B. Kingston will go back to PSAC to see if we can challenge further. Whatever information is received will be shared with Council.

Action items: B. Kingston to communicate with PSAC. F. Murphy to provide ATIP information received to Council.

#9 – DND Lat 02's

F. Murphy and B. Kingston met with new LCol Perreault last week to talk about issues going on in St-Jean and Asticu and the Lat 02's positions. LCol Perreault stated that he would look into it.

There are now regular Regional DND UMCs in place. The next meeting is scheduled for June. There will be discussion if there is justification for the Lat 02's to be excluded. This file is ongoing.

#10 – AAFC Reference Handbook for Local OSH Committees

G. Miller stated that the reference handbook has been tentatively approved at the last NOHSPC meeting in March. It has gone out to translation. Once completed and approved, G. Miller will supply a copy to National Office to be sent out to Council.

#11 – Rand Campaign

F. Murphy reported that another Rand campaign was launched per a motion at the last Council meeting. We successfully signed up 161 members out of 638. There was a prize of an Apple iPad to be won. The winner was drawn and the website was updated with the information.

#12 – Loss of Salary for Local Members Attending Local Meetings

This item pertains to members with Loss of Salary in order to attend Local meetings; and is in conjunction with the executive order that was sent out by the PSAC National President regarding T4 slips. The National Office has agreed to help the locals in regards to this matter. Agriculture Union is willing to pay directly the members in question their salary along with the appropriate deductions. The funds would then be recovered from the local rebates. At the end of the year, the National Office would issue a T4 to those members.

These requests should come from the Local Presidents with a copy to the Treasurer and sent to L. Budge. There should be at least two people on the distribution list. L. Budge will prepare something in writing in order to offer clarification on the process. It should be noted that process is for loss of salary only not expense claims.

Action item: L. Budge to provide information to provide clarification on process to locals.

PM Session

7. Finance and Communication

Item was referred to the Finance and Communication Committee.

8. National Office

There have been fluctuations over the staff at the National Office. E. Martel was replacing S. Rochon while she had been seconded to the Gatineau Regional Office. S. Rochon had returned full-time to the National Office, but shortly after her return, she went on medical leave until early May.

E. Massie is on personal leave until June. A decision was made to extend E. Martel until the end of June. Pursuant to her anticipated June return date, E. Massie informed us that she will be taking compassionate leave and will not be returning until September. The plan is to extend E. Martel until E. Massie's return in September.

E. Martel and N. Milosevic are the only LROs in the office at the present time. It would be unlikely that we have a replacement for S. Rochon in such a short period of time.

D. Ramsay will be retiring at the end of May. Her replacement, N. Cale is up to speed.

Two cards were circulated and signed by Council Members to be sent to the LROs on leave.

A question was raised in regards to the administrative staff answering members' questions instead of referring to the Local and/or RVP.

The Chair explained that we want our members to know their Local Representatives and for our Locals to know their members. The best way to do this is by referring them back to their Locals. Furthermore, the National Office is trying to set-up a protocol to keep the LRO's working on their files. The Local Representatives are encouraged to do the footwork and then go through the political structure. This has proven to be the most efficient way and keeps our already taxed LRO's, free to work on their files.

9. Employer Updates

CFIA

There was an update given from the last NUMCC. Agriculture Union expressed issues with the new Export/Import Service Center and the fact that CFIA wants to do centrally from Guelph. This will be an ongoing discussion with CFIA.

F. Murphy reported that there were discussions regarding the plans and priorities that CFIA had posted on their website and how that conflicted with the message that the Conservative government had posted in their budget. CFIA explained that they have a budget they are working with from the last cycle. They only plan for what is in their base budget. That they can't put in special projects or sunset programs on planning and priorities because it has to be voted by parliament. They would lose staff if they don't have the additional funding. Government is announcing supposedly new funding for programs and people CFIA already has in place. The Chair stated that only 50 million of the total in the budget is actually new money and that the Agriculture Union would be holding a press conference in April to address this issue.

R. Cormier stated that he participated in a conference call regarding a risk assessment pilot project that was to have taken place in Quebec and Ontario. J. Evangelho requested more information on the project since he was told that the National Office was aware of it. R. Cormier reported that CFIA assured that there would not be any job losses based on this risk assessment. R. Cormier will send out to Council the PowerPoint Presentation on the risk assessment pilot project. The Chair added that almost every part of CFIA's operations will go through some kind of risk evaluation in the near future. He explained that CFIA is rolling it out commodity by commodity to ensure a systematic approach in doing the assessments. They are doing risk assessment as part of their mandate.

S. Sullivan commented on the uncertainty of what the structure will look like after modernization and risk assessment. There is a fear of job losses through this

process. She reported four days after a local UMC meeting, there were jobs that were lost. The Chair reported that CFIA gives a different answer nationally in terms of cuts. It seems that they did not get enough personnel to make the extra verification teams; therefore, they took personnel from the front lines to fill those positions. The Chair reported that all the Executive Directors were at the NUMCC and they admitted to being slow at backfilling positions but that they fully intended to do so. Not one of them admitted that they had losses in the front line that they had planned on maintaining. B. Kingston suggested that if you know of any positions and/or locations that are being short staffed or positions are vacant and the workflow has not decreased, as well as locations that are so chronically under staffed that the members are not receiving contractual benefits (i.e. vacation leave), please send it in to the National Office and we will forward it to S. Baker.

M. Beaudet wanted to receive more information regarding the national staffing pool. F. Murphy commented that CFIA advised them that they will look at all the different staffing pools, that there are aware that it is causing problems. They will see what they can do.

Two other things were discussed at the UMCC. CFIA acknowledged the slaughter house plants wash up time issue. It will be discussed in future meeting. CFIA also wanted to have a meeting to discuss the changes in the CA and what the implications are. Meeting on wash up times to be scheduled within 90 days of ratifying the collective agreement. We are to provide names to CFIA for CA update meeting.

Action items: R. Cormier to provide Council with the PowerPoint Presentation on the risk assessment pilot project. B. Kingston and F. Murphy to provide names to CFIA for CA update meeting.

AAFC

The meetings are scheduled on a monthly basis at HRUCC and dealing with items. AAFC is requesting agenda items two months prior to the meeting, but the Council was advised not to hesitate to send them in even if they are remitted after the deadline. The forms are to be used to send agenda items as it makes it easier to send to AAFC. They are on track with employment equity.

J. Cloutier reported that members in Quebec and Ottawa were not being reclassified when additional duties were added to their positions. Instead, the position is reclassified and the pool is used to fill the position. He wants to know why this process is different in Quebec from other regions. P. St-Georges mentioned that it would be important for the members to know the implications of applying to the staffing pools. The next HRUCC meeting is next week, please send in the information to F. Murphy.

CGC

The members are concerned as CGC made public last week a new discussion paper that went out to selected stakeholders to utilize the grain commission to do the outward inspection or to utilize a third party service at a lower cost. Mr. Ritz is looking at changing who can issue the certificates. These discussions have an end date of April 18th. The next national UMC is scheduled for April 29th.

PSC

In the NCR, most of the discussions at the OSH and LMCC meetings were in preparation for the move into the new location in Gatineau. The staff has now relocated to 22 Eddy and they are the lead employer in the building. There have been issues that the Local OSH Committee had to deal with. OSH Policy Committee will be working on a review of the state of workplace committees and representatives due to cuts. The last major training particularly for investigations and inspection was given in 2009 and 2010. In terms of the regions, there was a significant reduction of staff in the remaining offices. The remaining offices are dealing with new roles and center of expertise in a different area but they are not aware of what that means yet. There are also changes in reporting relationships with these regional offices and they are getting used to having much fewer bodies to do the work. The next LMCC is scheduled for the week of April 14th.

CSPS

There has been a lot of work on occupational health and safety. They have finally seen a roll out in some of the training for Canada Labour Code Part 2 - Violence in the workplace and training for Supervisors and Managers. The employees had a deadline of March 31st to complete it. There is still work to be done for committees and representatives.

There has been a new consultation committee created for HR issues. All bargaining units are participating in that and are aiming on meeting two to three times a year to work specifically with HR issues. Next meeting is scheduled in June.

The school is looking at revamping and offering e-learning and distance training moving away from the classroom offerings.

DND

The employees have concerns at the Saint-Jean school as the number of registration for members learning French as a second language and foreign languages has dropped from previous years. There are staffing issues. There seems to be no criteria of qualifications for positions. They are not using the staffing pools.

There is a requirement for grievance training as Human Resources Advisors don't seem to understand the process. It seems that the grievances go directly to 3rd level without going through the process.

There are several issues going on at the language school. The chair went over a lot of those problems with the new Lt. Col. Perreault and he is aware and seems to understand the problems.

10. Social Justice Fund

The Social Justice Fund Committee approved two projects. The first project, High School Carpentry Apprenticeship Program (Saskatoon, SK), was the recipient of funding in the amount of \$7,000. The application was sent in by E. Beynon. The second project, Easter Donation of beef to Prince Edward Island food banks, was the recipient of \$1,800. The application was sent in by Charlottetown Local 4. The website has been updated.

11. Collective Bargaining Update

See committee report.

12. Standing Committee Reports (later in this report)

13. Convention 2014

The Council was advised that the logo for the Convention will be the Agriculture Union Logo with Winnipeg written underneath it. The convention will be held at the Winnipeg Fairmont Hotel. The Council members were offered a tour of the premises. Resolutions are being received and the National Office has been receiving delegate information. The members were reminded that the deadline is April 13th. It was also noted that the convention packages will be sent out to delegates in May to book their travel and flight. The host committee will be offering suggestions for the evening entertainment. B. Kristjansson sent the Council several different ideas regarding the evening entertainment.

F. Murphy added that we were thinking of using tote bags filled with goodies from suppliers and possibly receiving coupons from the host committee for restaurants in the Winnipeg area. There is also a possibility of charging the delegates \$50 for registration fees for Convention and the banquet. L. Budge added that observers usually have to buy everything. Locals have to pay for the delegates and observers pay for the kit, banquet, and hotel. There will be a price established for the convention kit and the banquet.

14. Local RVP Reports

Discussed at Agenda Item #6, in Tracking Report (item 7).

15. Work Force Adjustment (WFA)

F. Murphy reported that we lost over 1,000 members. The breakdown of people still affected is as follows: AAFC - 203 people still affected; DND no one left on the affected list; CFIA - there are 20 and they were taken care of except one in QC and one out West; and CGC - 21 people. As for PSC, N. Rogers reported that they will be receiving an update next week, but pursuant to their last conversation, there were about four members. CSPA had one remaining member as some people had chosen option A.

M. Dyck reported that there is still a lot of work being done by the WFA Committees and that the committees are still very active.

Some Council members commented that there are still some affected members in the regions that have not been dealt with. The Chair explained that if an affected member has chosen the departure option, they are considered dealt with. If you know of a member that was not dealt with, please send it in to the National Office and we will send it to G. Etienne at CFIA as he said he would deal with it himself.

16. Political Action

Political Action has been ongoing for the Food Safety Campaign and will be ramped up soon. As for the Protect the Prairie Campaign, it evolved exactly like you want a campaign to evolve. Other parties started taking it over as we faded into the background.

Day 1 recessed at 5:00 p.m.

Day 2 - April 10, 2014

Standing Committee Meetings – 8:30 a.m.

Tour of the Winnipeg Fairmont- 2014 Convention Location – 11:30 a.m.

Standing Committee Meetings (continued) – 1:00 p.m. – 3:00 p.m.

Council reconvened at 3:30 p.m. (for Standing Committee Reports)

12. Standing Committee Reports

By-law & Regulation Committee Report

R. Cormier presented the report to the Council, see attached.

NOTE: As per Committee's recommendation, items 3, 4 and 5 were to be discussed as a Committee as a whole, see item 20.

Item #1 – Deletion of Regulation 1 (b)

The Council discussed the deletion of Regulation 1(b). Many members spoke on the issue. It was decided that this line item was not used and that it is fiscally responsible to remove it. By doing this, it will help in keeping a dues increase to a minimum. It was also mentioned that several Locals already have a budget line item for this expense.

**M. Jackson called the question, seconded by M. Vanson
By show of hands – Motion carried**

Motion as read for the deletion of Regulation 1 (b)

- **Recorded vote #1 - Motion carried**

Item #2- Regulation 13

R. Cormier informed the Council that in the committee report the Item should read "Deletion of Regulation 13" instead of "Regulation 13".

On behalf of the Committee, R. Cormier requested clarification on Bylaw 7 Section 2 and regulation 5, Sub locals, to define small local. B. Kingston explained that the Sub-Locals are the grand-fathered Locals. The regulation was written to get Locals to attend their Local UMCC meetings not to attend the Regional UMCC meetings. F. Murphy added that the RVPs participate at the regional UMCC. Several RVPs spoke on the issue.

Motion as read to increase to \$3,000

- **Recorded Vote #2 - Motion defeated**

Action item: R. Cormier, Bylaws Committee, to amend regulation.

Motion to adopt the Committee Report in its entirety

- **Recorded Vote #3 - Motion carried unanimously**

Day 2 recessed at 5:00 p.m.

Day 3 - April 11, 2014
AM Session

Point of Privilege

M. Jackson thanked everyone again for the retirement party in her and Sam Barlin's honour on Wednesday night. She wanted to thank everyone for their contributions on behalf of the members. She will miss her Agriculture Union colleagues.

12. Standing Committee Reports (continued)

Finance Report

F. Murphy presented the report of the Finance Committee and K. Zoller read out the report to the Council (see attached).

F. Murphy thanked the entire Council for the financial restraints that they have shown to come within the 2013 budget and thanked the Committee for their hard work.

The budget was presented line item by line item. After the presentation of a line item, the Council members were given an opportunity to discuss and a vote by show of hand was completed.

On the Relocation line item, the Council had some discussion regarding a change in the relocation of the National President and First Vice-President to the National Office. M. Jackson asked if there was a policy in place for Relocation. B. Kingston stated that the TBS directive should be followed. M. Jackson stated that the TBS Travel Directive does not fit with what the Component wants. It was suggested that the Component set parameters for relocation to Ottawa. N. Rogers noted that this was addressed in the November 7-10, 2013, National Council Minutes Finance Report. The Finance Report stated "It is suggested that the bylaws committee consider a bylaw that newly elected full-time officers must relocate within a reasonable amount of time (3 months). Extensions to be approved by the Executive." Therefore, the matter was referred to the Bylaw and Regulations Committee.

Motion by M. Dyck, seconded by P. St. Georges that the Finance Committee amends the APSAR line item with the actual number of Agriculture Union locals.

Rationale: Locals pay \$20 to belong and the amounts must be accounted for should the Locals want this affiliation.

Motion carried – By show of hands

F. Murphy requested that the line item only be adjusted in the budget for convention, given that this is a small line item and given the fact that there have

been Locals that closed or will be closing before Convention. The Council agreed.

Motion to approve the Budget in its entirety

- **Recorded Vote #4 - Motion carried unanimously**

Motion to adopt the Finance Committee Report in its entirety

- **Recorded Vote #5 - Motion carried unanimously**

Action item: F. Murphy and L. Budge to amend APSAR line item with the actual number of Agriculture Union locals.

Collective Bargaining & Occupational Safety & Health Committee Report

G. Miller, Chair of the Committee presented the report and M. Jackson read out the report to the Council (see attached).

There was a discussion in regards to the electronic voting process for CFIA. Members were reporting having difficulty signing in to the member portal in order to receive their pins for voting. The Chair stated that he sits on the National Strategy Committee that is overlooking this project. The PSAC is working hard on rectifying the problems because eventually, it will make the voting process much more accessible to more of our members and will save a lot of money. Please advise the National Office of the problems that you are encountering and the issues will be dealt with.

Motion to adopt the report in its entirety

- **Recorded Vote #6 - Motion carried unanimously**

General Committee

M. Dyck, Chair of the Committee, presented and read the report to Council (see attached).

Motion #1: Human Rights Committee Meetings (see report)

Motion given by G. Mardli, seconded by D. Bouchard

This is a proposed change to Agriculture Union's Regulation 15A Part 6. The proposal was sent to the Finance Committee for costing. The Chair advised the Committee that the motion must include the costing by the Finance Committee. M. Dyck requested that the motion be revised to include the following amendment to the rationale: Cost savings of \$10.67/per three-year cycle.

- **Recorded Vote #7 – Motion Carried Unanimously**

It was noted that Item 2.2 PSAC Equity Conference 2013 was included in the Agenda but missing from the report. M. Dyck requested that the agenda be amended and item 2.2 be removed.

Motion to adopt the report as amended in its entirety.

- **Recorded Vote #8 – Motion Carried unanimously**

S. Sullivan suggested that the cost savings should be reflected on the Finance Committee Report. The dues increase should now read \$3.42/m/m instead of \$3.52/m/m/ due to this motion being approved. The Chair advised that this could be noted by the Council members but not amended in the Finance Committee's report because the said report has already been adopted.

Action item: R. Cormier, Bylaws Committee, to amend regulation.

17. Next Council Meeting

The Chair advised the Council that the next meeting will be held at the Fairmont Hotel in Winnipeg on Saturday, August 9th, 2014. Members were advised to travel on Friday, August 8th, 2014. Information will be sent out to Council.

18. Performance Management Policy Grievance

The Council had discussions regarding the policy grievance on Performance Review that was filed by PIPS on behalf of 17 unions. The grievance is about the employer withholding salary increments. P. St-Georges distributed by email the information to Council Members. He suggested that you approach your employer representatives and sign up for the Performance Review training that your supervisor and managers are receiving on this, so that we have a better understanding of what this entails for our members. The Chair stated that union representatives can sit in on the training.

A discussion ensued in regards to Performance Review. Some members stated that they were told that these reviews could be used to promote people or as dismissal, if an employee is not meeting their goals. The Chair stated that CFIA is supposed to use this as career guidance towards possible competition or training opportunities. G. Miller added that he was told by some managers, that if a member is on the lower end of the scale, the managers want to establish a performance plan to increase the member's performance; and if the employee is at the higher level of the scale, the managers want to find a performance plan to promote them.

The Chair added that a performance review can only be completed by trained supervisors and managers. The members have to agree with the goals set with their managers or supervisors. Members should not sign if they feel that these

goals cannot be met. As stated in the CA, the performance review is jointly with the Manager/Supervisor and Employee.

Furthermore, the Chair stated that Performance reviews are about work performance and not disciplinary behaviours. Performance reviews is how you deliver against your work goals. It is a separate process. Discipline is not allowed in the process. If you see this being done, you must let the National Office know immediately.

PM Session

19. Classification Grievances Backlog

The Chair informed the Council that job description and classification grievances slow down the grievance process, but they have deadlines. It is hard to give these grievances priority like the dismissal grievances, but they will be dealt with.

P. St-Georges asked if there were any timeline projections for CFIA and AAFC grievances. There are a lot of questions regarding on what is happening with these grievances. CFIA locals have concerns over the original documents supporting grievance that were kept by M. Krebb.

The Chair stated that Agriculture Union is doing what we can to get the file back from M. Krebb. The main point is that these files will be dealt with. A lot of these grievances were filed with CFIA were mirroring the PA classification grievances review scheme that was supposed to be happening at the PA table.

20. By-Laws Committee report, re: National Council Structure

As per the By-Laws Committee report (see attached), a Committee of the whole took place to debate the following three items:

- The position of the 4th NEVP
- The restructuring of the RVP positions
- The National Director Positions.

Motion by S. Sullivan, seconded by B. Kristjansson, to retain the 4th NEVP Position.

Rationale: The last time the Council met we were in a different financial position than we are in today. Taking away this position would create more workload on the existing other NEVPs. This position is important for succession planning and experience on Council. There are numerous union management meetings to attend where it is important to have executives present at the meetings with the employer. The workload is there to support this position.

- **Recorded Vote #9 – Motion carried**

Motion by S. Sullivan, seconded by P. St-Georges, to divide discussion on the Atlantic region from other regions.

Rationale: It was explained that every region should prove why the positions should be kept. There are a lot of complexities in the Maritimes and it makes sense to have two RVPS.

The chair was given to F. Murphy at 1:30 p.m.

Motion to amend by B. Kingston, seconded by G. Miller, that all RVP positions be divided out and dealt with individually.

Rationale: All regions are unique. Locals have disappeared and remote sites do not have to be looked at. All regions have to be looked at individually.

There was a discussion as Council members felt they had a requirement to hear what is happening in all regions. That a rationale would have to be given to keep two RVPs in the regions where two exists. Council was reminded that there are also alternates there to help.

Motion to call the question by D. Bouchard, seconded by P. St-Georges.

Motion Carried – by show of hands

On the motion that all RVP positions be divided out and dealt with individually.

Motion Carried – by show of hands

Motion by M. Romano, seconded by T. Lee, to maintain status quo (two RVPs) for the BC region.

Rationale: Overall consensus with the BC locals is that they are willing to pay to keep the RVP. They feel the RVPs positions is money well spent. They see the RVPs in BC as their representatives at NOSH and other meetings. One RVP will be overworked.

There was some discussion that due to the large geographical area, two RVPs is required to service the members. Some Council members commented that number of members has decreased; therefore, one RVP plus an alternative RVP would be sufficient to cover the region. That if the region goes to one RVP and the membership numbers increases in the future, the second RVP could be revisited.

- **Recorded Vote # 10 - Motion carried**

Motion S. Sullivan, seconded by M. Jackson, to retain the two RVPs in the Atlantic Region.

Rationale: It is important to have two RVPs because this region is unique as it represents four provinces. The members have someone representing the members at the meetings.

The Council had discussion regarding the large geographical area and the four provinces the Atlantic region services. The importance of the RVPs being able to speak to the members in their language of choice.

Motion to call the question by G. Mardli, seconded by S. Sullivan.

Motion Carried – By show of hands

On the motion to retain the two RVPs in the Atlantic Region

- **Recorded Vote #11 – Motion carried unanimously**

Motion by M. Beaudet, seconded by P. St-Georges, to retain the two RVPs in the Quebec Region.

Rationale: Big territory to cover and represents a large number of members. It was explained to the members that there was a loss members and that the region might only have one RVP. The members feel that one RVP is not enough.

- **Recorded Vote #12 - Motion carried**

Motion by B. Kingston, seconded by P. St-Georges, to have the one RVP position labelled as East ON changed to NCR RVP.

Clarification: This would include Gatineau.

- **Recorded Vote #13 - Motion carried unanimously**

Motion by G. Miller, seconded by R. Hilson, to change the new NCR RVP region to include Brockville and Belleville and have another region called Western Ontario

Rationale: It doesn't change the representation of the members. It eliminates one RVP position in Ontario.

- **Recorded Vote #14 - Motion carried**

Motion by K. Zoller, seconded by K. Deobald, to maintain status quo (two RVPs) for the Saskatchewan region.

Rationale to keeping two RVPs: It has significant costs to travel. Going down to one would be more expensive due to travel. There are no alternate RVP. RVPs

are one is CFIA one is AAFC. Both RVP Support each other as they are both new to the positions. The territory is quite vast. It gives members the peace of mind that they have the resources to help them.

The Council discussed the loss of the members in the region and could not support the requirement for two RVPs in this region. M. Dyck commented that E. Beynon and he had discussed the numbers and they feel that one RVP is feasible for this region. B. Kingston added that at the Regional Seminar the members did not seem opposed to reducing the RVPs to one.

- **Recorded Vote #15 - Motion defeated**

Motion by P. St-Georges, seconded by R. Cormier to reduce the RVPs to one instead of two in Saskatchewan.

Notice to call the question was given by D. Bouchard, seconded by S. Sullivan.
Motion carried – by show of hands

On the motion to reduce to one RVP instead of two in Saskatchewan

- **Recorded Vote #16 - Motion carried**

Motion by P. St-Georges, seconded by R. Hilson to reduce the RVP from two to one in Alberta.

Rationale: Reduce from two to one RVP due to the loss of members and keep dues increase at a minimal.

There was discussion on this motion. Some members spoke against the motion as they felt that the position is too much for one person. There are ways of cutting costs by looking at different venues. CFIA is the biggest employer in the west and by cutting a RVP position means cutting representation. Additionally, the RVPs in this region offer a lot of support to the weaker locals.

- **Recorded Vote #17- Motion defeated**

Motion by R. Cormier, seconded by K. Zoller to eliminate the position of National Defense Director.

Ruled out of order - the position was previously removed

Motion by M. Romano, seconded by G. Mardli to reinstate the position of Human Rights Director.

Rationale: Reinstate the position because there are particularities in this director's position than the other director positions.

The Council had a long discussion regarding this position and some members commented that the RVPs are already doing the work. That we are all Human Rights activists. We are trying to be fiscally responsible. Some argued that if a member has an equity problem, they would like to speak to someone within the equity group. Additionally, the cost of \$11,000 for the Human Rights position compared to the higher costs for the RVP's. The issue of Human Rights has to be constantly fought.

- **Recorded Vote #18 - Motion defeated**

Subsequently, J. Cloutier suggested the redistribution of locals assigned to RVPs in order to assist with RVPs workload. Some RVPs have more locals than others and it was initially divided by water ways. He suggested that it might be in the best interest of the RVPs to realign the locals. What is the best way to get this presented at Council? B. Kingston advised the council that it is current practice within the bylaws that any recommendations on redistribution of locals to RVPs are determined by the executive in consultation with the affected RVPs. Should any RVP have an alternative suggestion regarding the reallocation of membership; please send it in to the Executive.

M. Dyck suggested that the executive or the bylaws committee take a look at the local structure as well. There are really small locals or grand-fathered locals that cost funding in the budget. B. Kingston responded that according to the bylaws, these locals are encouraged to merge or to be considered as sub-locals. This is what the component is envisioning for these small and/or grand-fathered locals because these small and/or grand-fathered locals increase the workload for RVPs and increase the component's budget.

Motion by R. Cormier, seconded by B. Kristjansson concerning Agriculture Union's Regulations 7 and 9, which govern the relocation of the President and the 1st National Vice-President of the Agriculture Union:

Add a new (b) "The President or 1st National Vice-President must relocate within three months of election, extensions to this time must be approved by the Agriculture Union National Executive".

Re-letter regulations 7 and 9, therefore (b) changes to (c), (c) changes to (d), and (d) changes to (e).

- **Recorded Vote #19 - Motion carried unanimously**

Action item: R. Cormier, Bylaws Committee, to amend regulation.

Motion by G. Miller, seconded by M. Vanson to adjourn the meeting.
Motion carried – by show of hands

The Chair thanked everyone for their input during this Council given the difficult discussions that they had to make and they were held very respectfully. Have a safe trip home!

The Chair adjourned the meeting at 5:00 p.m.

Minutes respectfully submitted by Nathalie Cale (Recording Secretary).

**Report of By-Law & Regulations Committee for
National Council April 9-11, 2014**

Members of the committee:

Rick Cormier – Chair
José Evangelho – RVP SW Ontario

Jean Cloutier – RVP Eastern Québec
Barb Kristjansson – RVP Manitoba NW Ontario Nunavut
Danielle Moffet – Director for National Defense
Ken Deobald – RVP for SK South

Items:

1. In the Regulations:

Deletion of Regulation 1(b)

Regarding Convention of CLC - Federation of Labour
Discussion regarding the lack of use of this bylaw. Currently there is \$3000 set aside for this use.

Rick C moved to remove Regulation 1(b) from By Laws and Regulations. Seconded by Barb Kristjansson. Further Discussion included cost saving of .04/m/m if motion is carried at Convention. Motion carried. Jose recorded against.

2. In the Regulations:

Deletion of Regulation 13.

Financial Assistance to small locals. Budget of \$1000 per year. Has not been used in several years. Discussion on this Regulation. Jean and Jose both indicated this would be used going forward for their Regions, and in fact will need an increase in funds to cover costs for small locals going forward. This would be a savings of .01 m/m.

Committee agreed to not remove Regulation 13.

Motion by Ken to increase Reg 13 to \$3000 per year. Jean seconded. Cost of .04/m/m. Carried.

Rational: In Ontario and Quebec it's identified that the employers, both AAFC and CFIA, are no longer paying travel and expenses to UMCC Regional meetings.

Committee requires clarification on By Law 7 Section 2. And Regulation 5, Sub locals, to define small local.

3. In the By Laws

By Law 6, Section 1.

Proposal to eliminate 4th NEVP. Discussion on workload and service to members. Cost of 4th is .44/m/m. We need to look at succession planning.

Barb moved to retain 4th NEVP.

Seconded by Rick.

Discussion about the decisions made at last Council regarding cost cutting measures.

Motion defeated.

Further discussion about the dues increases and budget costs, and services to members.

4. In the By Laws

By Law 6, Section 1.

Discussion on RVP positions.

Rick moved to eliminate 6 RVPs. 1 in BC, 1 in AB, 1 in SK, 1 in ON, 1 in QC, 1 in Atlantic.
New structure would have one RVP in all Regions and one in NCR.

No seconder.

Discussion on RVP roles and Alternate RVP roles. One RVP would be responsible for NCR, the 2nd ON RVP would be responsible for the remainder of the province of ON.

Discussion on not approaching the RVP restructure with a blanket approach.

Barb moved to have individual discussion on the elimination of six RVP positions at Council.

Rick seconded.

Defeated.

5. In the By Laws

By Law 6, Section 1

Barb moved to divide the motion to eliminate the Directors. Motion to separate the HR Director position from the Employer National Director positions. Ken seconded.

Discussions to separate all Directors positions or leave them all together. Defeated.

Barb suggested the discussion on the 4th NEVP, the restructure of the RVP positions and the Director positions be referred back to National Council to discuss as a whole.

Committee agreed.

Please send all questions or comments to the attention of chair Rick Cormier.

Report of By-Law & Regulations Committee moved by Rick Cormier and seconded by Barb Kristjansson

Report of the Finance/Communication Committee

April, 10, 2014

Present:

Fabian Murphy (1st NEVP)

Nancy Rogers (Alt National Director CSPS/PSC)

Sue-Ann Sullivan (RVP Eastern Atlantic)

Mike Vanson (RVP Northern Alberta & NWT)

Karen Zoller (RVP Northern Saskatchewan, recorder)

Larry Budge (staff)

Communication

Committee reviewed the English version of the new Agriculture website. Still a few minor adjustments needed. Translation is currently underway. Site should be up and running soon and it is set up so that Component will have access make their own required changes. This should result in further cost savings.

Finance

Period ending Dec 31, 2013

Committee reviewed the Draft Independent Auditors Statement prepared by Ted R. Lupinski C.A.

For the year 2013 there was an excess of revenue over expenses of \$80 322

Triennial Convention Budget

Committee discussed the proposed budget that came from the National Executive. The Committee examined the budget line by line. Proposed changes are identified in the attached budget document.

This budget is based on a projected membership base of 7000 members and would result in a dues increase of \$3.52/m/m

Referrals to the Finance Committee - Committee dealt with two referrals

- 1) By Laws Committee – request was costed
- 2) General Committee – request was costed

Travel Allowance:

- 1) Private Accommodations : \$50

- 2) Meals:

Breakfast: \$15.95

Lunch: \$15.25

Dinner: \$42.45

Incidentals: \$17.30

Total \$90.95

Membership @ 7409

Moved by: Fabian Murphy

Seconded by: Karen Zoller

**Report of Collective Bargaining & Occupational Safety & Health Committee
April 10, 2014**

Members Present:

Glenn Miller – 2nd National Executive Vice-President
Michele Jackson – RVP, Southern AB
Mariette Beaudet – RVP, Western Quebec
Patrick St-Georges – RVP, Northeastern Ontario & NCR
Terri Lee – RVP, Western BC & Yukon
Richard Hilson – A/RVP, Central Ontario
Herhald Mark – A/RVP, Southern AB

Health & Safety Updates

Report for AAFC NOHSPC by Glenn Miller

We recently held a NOHSPC meeting in March. We have been working on a number of items that have been slow to finish. The one is the handbook for Workplace OSH Committees. This is at translation and once we take one last look at it I will send translated copies into the Agriculture Union office to be shared with the rest of council.

We have also been rewriting the AAFC Workplace Violence Prevention Policy and Guidelines. We are close to finishing updating this document. We have learned a lot over the past few years and this should be a much improved policy.

We are also looking at the AAFC CERT document and starting to have discussions on updating this. As of right now it is my belief that the department is not following these directives and we should not be having our members do these volunteer duties.

We are still working on the AED's, we thought we would have a guide to give facilities for writing to apply to purchase AED's but legal has had some issues.

We have had some changes to the corporate side of OSH and they are presenting some challenges but we will continue to work through the process and hopefully things will improve. For further information please consult the minutes of our meetings on the Agriculture Union website or the AAFC website.

CFIA NOSH

More regular co-chair meetings occurring. Formal complaint on Workplace Violence Policy will be filed by an employee of CFIA. Lots of issues around this Policy. Co-chairs now meeting every 6 weeks with

Area Co-Chairs as well. Many things being discussed in Ottawa we not being conveyed accurately to the Area level. Training has been agreed to at the Area level on Workplace Violence. This will be the same training as those receiving training on Competent Persons under Part XX. Eventually this will go out to all committee members and line managers. An audit has been completed by CFIA's internal branch and they have agreed with Agriculture Union's position.

DND

National Level Committee is working fine. Working on a culture shift so as not to be merely a "rubber stamp" committee. Starting to get more done. Still some problems in certain work locations (St. Jean).

They have a training package on Workplace Violence which has not yet been rolled out. Doing some fine tuning and change of course materials to remove duplication in training packages.

PSC

Biggest issue has been relocation of headquarters and shared space with ESDC. They have adopted a Scent Free Policy. More about increasing awareness than enforcement and are moving forward with regards to this. Good Workplace Violence Policy – it is brief enough and vague enough that it can apply to many situations, which makes it inclusive. Seem to be staying on top of training and getting committees functional.

CSPS

Have an open, inclusive type of Workplace Violence program. Used during a major situation in Edmonton. Situation was dealt with under Part XX. Made a good analysis and identified training issues. Union has reviewed report and is satisfied the ER has done what needed to be done. Evaluating training to ensure they are up to speed in all areas.

CGC

Meetings are being held regularly as well as conference calls as requested. Total collaboration and consultation on all issues. A day of training was held for committee members. Resiliency Training for committee members was also held and was decided this will be added as mandatory training for all CGC employees. Currently there are no unresolved issues.

Collective Bargaining Report

TB Bargaining

National Bargaining Conference was held February 14-16, 2014. Team members were elected for the following groups: PA, SV, TC and EB. The following were elected from the AU Component:

Danielle Moffet – EB

Patrick St-Georges – TC

Jean Cloutier – 1st Alternate TC

Milton Dyck – 3rd Alternate TC

Several issues were discussed at this Conference; the anticipated attack on our sick leave provisions, the signed agreement between 17 Unions to work together and various other strategies were briefed.

The 4 TB teams convened to discuss and prioritize the bargaining demands submitted by the members, on March 31 – April 3 and PA stayed until April 4.

No other dates have been set to meet with the Employer yet.

CFIA Bargaining

Tentative agreement has been reached finally. Electronic voting will be used for the first time. Webinar and teleconference meetings will also be held this time, as well as traditional information sessions. Each Region should have elected delegates at their respective Regional Seminar for the next CFIA Bargaining Conference.

Please note: CFIA Bargaining delegates were to be chosen at all Regional Seminar, if you did not select delegates and alternates please do so via conference call or meeting ASAP and submit names to Agr. Union National Office.

Respectively submitted

Moved by Glenn

Seconded by Michele Jackson

**National Council Meeting
April 9th-11th, 2014
General Committee Report**

Participants:

Milton Dyck (Chair)
Teri Friday
Gus Mardli
Maria-Luiza Romano (Recorder)
Don Bouchard

Agenda

1. Outstanding items
 - 1.1 Human Rights Committee Report
 - 1.2 AGRU Convention 2014
2. New business
 - 2.1 Employment Equity (EE) meetings
 - 2.1.1. Aboriginal Focus Group (CFIA)
 - 2.2 PSAC Equity Conference 2013

Discussion

1. Outstanding items
 - 1.1 Human Rights Committee Report

There are many new faces in the Committee.
The Committee met face to face March 3rd-4th, 2014 in Ottawa. Prior to that, the Committee met via conference call Jan 21st, 2014.

The report was shared with the General Committee and is attached at the end of this report.

Some of the discussions on the report are as follows:

Proposal for the HR Committee meetings during a 3-year cycle:

-face to face meeting first year after Convention and after the election of the Regional Human Rights representatives

-two conference calls the second year

-face to face meeting third year, prior to next Convention

This will result in one less face to face meeting / 3 year cycle, with savings as costed by the Finance Committee.

A motion to accept the above recommendation was moved by Gus Mardli, seconded by Don Bouchard and approved unanimously by the General Committee. The motion will be attached to this report.

Other proposals for cutting down on expenses of the Human Rights Committee include:

-travel day on Thursday, two day meetings, return on Sunday, for saving 2 (two) days of loss of salary.

1.2 Convention

The HR Committee proposed the following activities:

- to get donations for the Silent Auction, addressing AGRU Executive, Regions and Locals.
- collection of toiletries from the hotel during Convention
- collection of slippers (provided by the Fairmont Hotel for the guests) during Convention.

The General Committee will work with the Hosting Committee to select a time for a presentation by the Local charity recipient of the donation. Milton will discuss the topic with Executive and Host Committee for an appropriate time.

2. New business

2.1 Employment Equity (EE) meetings

2.1.1 Don Bouchard reported that the Aboriginal Focus Group was hosted by CFIA in Regina March 25th, 2014, based on a survey put out by CFIA in January. The general feeling by those attending was that the CFIA was trying to manipulate the results in order to reflect itself more favourably. Report with recommendations to CFIA will follow.

Different employers are handling EE at different levels of consultation with the Union. The model adopted by CGC is showing better results, with consultation and collaboration with the Union happening at all levels.

Union members are being encouraged to be involved with EE; and Union Management Consultation Committees (UMCC) should be asking for a report of the actions of EE groups. They should also try to ensure that there is an Union representative on each Committee. Milton has been tasked to coordinate information on how the various employers of our members are organizing Equity Participation and consultation with the Union.

Motion #1: HUMAN RIGHTS COMMITTEE MEETINGS

THE Human Rights Committee traditionally meets 3 times per budget cycle.

THE Human Rights Committee, understanding the financial constraints our Union is under,

BE IT RESOLVED THAT the Human Rights Committee meeting schedule changes to the following format:

- face to face meeting first year after Convention and after the election of the Regional Human Rights representatives
- two conference calls the second year
- face to face meeting third year, prior to next Convention

This will result in one less face to face meeting / 3 year cycle, with savings as costed by the Finance Committee.

RATIONALE

The Human Rights Committee wishes to ensure that they are fiscally responsible while performing their mandate.

Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8	9	10
1 Beaudet, Mariette	1	1	1	1	1	1	1	1	3	1
2 Bouchard, Don	1	2	1	1	1	1	1	1	1	2
3 Cloutier, Jean	1	1	1	1	1	1	1	1	2	1
4 Cormier, Rick	1	1	1	1	1	1	1	1	1	2
5 Deobald, Ken	1	2	1	1	1	1	1	1	1	1
6 Dyck, Milton	1	2	1	1	1	1	1	1	1	2
7 Evangelho, José	2	1	1	1	1	1	1	1	2	1
8 Friday, Teri	1	4	4	4	4	4	4	4	4	4
9 Hilson, Richard	1	2	1	1	1	1	1	1	2	2
10 Jackson, Michele	1	2	1	1	1	1	1	1	1	1
11 Kristjansson, Barb	1	1	1	1	1	1	1	1	1	2
12 Lee, Terri	1	2	1	1	1	1	1	1	1	1
13 Mardli, Gus	1	1	1	1	1	1	1	1	1	3
14 Miller, Glenn	1	2	1	1	1	1	1	1	1	1
15 Moffet, Danielle	1	1	1	1	1	1	1	1	1	3
16 Murphy, Fabian	1	2	1	1	1	1	1	1	1	2
17 Rogers, Nancy	1	2	1	1	1	1	1	1	1	2
18 Romano, Maria-L.	2	2	1	1	1	1	1	1	1	1
19 St-Georges, Pat	1	2	1	1	1	1	1	1	1	2
20 Sullivan, Sue-Ann	1	2	1	1	1	1	1	1	1	1
21 Vanson, Mike	1	2	1	1	1	1	1	1	1	1
22 Zoller, Karen	2	2	1	1	1	1	1	1	1	1
23 Kingston, Bob	1	2	1	1	1	1	1	1	1	2

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

Recorded Votes/Votes Consignés

	11	12	13	14	15	16	17	18	19
1 Beudet, Mariette	1	1	1	1	3	3	2	2	1
2 Bouchard, Don	1	1	1	1	2	1	1	1	1
3 Cloutier, Jean	1	1	1	1	1	2	2	2	1
4 Cormier, Rick	1	1	1	1	2	1	2	2	1
5 Deobald, Ken	1	1	1	4	1	2	2	2	1
6 Dyck, Milton	1	1	1	1	3	3	2	1	4
7 Evangelho, José	1	1	1	2	1	2	1	2	1
8 Friday, Teri	4	4	4	4	4	4	4	4	4
9 Hilson, Richard	1	2	1	1	2	1	1	2	1
10 Jackson, Michele	1	1	1	1	3	3	2	1	1
11 Kristjansson, Barb	1	1	1	1	2	1	3	1	1
12 Lee, Terri	1	1	1	1	1	2	2	1	1
13 Mardli, Gus	3	3	1	3	3	3	3	1	1
14 Miller, Glenn	1	1	1	1	2	1	1	2	1
15 Moffet, Danielle	1	1	1	1	3	3	3	2	1
16 Murphy, Fabian	1	1	1	1	2	1	1	1	1
17 Rogers, Nancy	1	1	1	1	2	1	1	2	1
18 Romano, Maria-L.	1	1	1	3	1	2	2	1	1
19 St-Georges, Pat	1	1	1	1	2	1	1	2	1
20 Sullivan, Sue-Ann	1	1	1	1	2	1	1	2	1
21 Vanson, Mike	1	1	1	1	3	3	2	2	1
22 Zoller, Karen	1	1	1	1	1	2	2	1	1
23 Kingston, Bob	1	1	1	1	2	1	1	2	1

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