

**Agriculture Union  
National Council Meeting**

**April 12, 13-17, 19 & 20; May 17-18, 2021  
Video Conference**

**MINUTES**

**In Attendance:**

<b>National Executive</b>	<b>National Council</b>
Milton Dyck, National President Patrick St-Georges, 1 <sup>st</sup> NEVP Randy Olynyk, 2 <sup>nd</sup> NEVP Dorothy McRae, 3 <sup>rd</sup> NEVP Audrey St-Germain, 4 <sup>th</sup> NEVP	Jan Pennington, RVP Eastern Atlantic Tammy Carter, RVP Western Atlantic Jean Cloutier, RVP Eastern Quebec Stéphane Scaramella, RVP Western Quebec Dimpy Kaur, RVP Southern Ontario Stewart Spence, RVP Manitoba, NW Ontario and Nunavut Karen Zoller, RVP Saskatchewan Jackie Busaan, RVP North. Alberta & NWT Sherry Hunt, RVP Southern Alberta Dean Babuin, RVP Eastern British Columbia Terri Lee, RVP Western British Columbia and Yukon Jane McDonald, National Director Human Rights
	Absent: RVP NCR

	<b>Staff</b>
	Larry Budge, Administrative Officer

**1. Call to Order**

Milton Dyck called the meeting to order at 11:00 a.m., Ottawa local time.

**2. Opening Remarks**

Milton welcomed everyone to the meeting; since the last meeting five Council members have either retired or have stepped down; on Council for the first time are: Jane McDonald, Dimpy Kaur, Sherry Hunt and Stéphane Scaramella; there is currently no one

from the NCR. Regarding the pandemic, Covid-19 is still going strong, and Milton mentioned that the province of Saskatchewan might go into lockdown for the first time.

### **3. Adoption of Agenda**

**M/S** Pennington / Lee - THAT the agenda be adopted.

**MOTION CARRIED – By show of hands.**

### **4. Hours of Session**

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

April 12: 11:00am to 5:30pm

April 13-17: Standing committee meetings

April 19: 11:00am to 5:30pm – Team Building

April 20: 11:00am to 5:30pm Committee reports

**M/S** Carter / Pennington - THAT the proposed hours of sessions be adopted – the motion **CARRIED – By show of hands.**

NOTE: Due to time running out, additional dates for May 17-18 were added to complete the Council's business. The hours of session for both days were from 11am to 5pm Ottawa local time.

### **5. Approval of November 2020 National Council Minutes**

Per the discussion on item 13 Political Action, Tammy noted that draft minutes didn't capture the following: *it's important for the Union to reach out and communicate with our members more directly*; Milton agreed, and the correction will be made to draft minutes.

**M/S** Pennington / McDonald - THAT the draft minutes, including correction, of the November 2020 meeting be adopted.

**MOTION CARRIED Unanimously – Recorded Vote #1.**

### **6. Business Arising out of Previous Minutes**

There was no business arising out of previous minutes.

## **7. National President's Report**

Milton submitted a written report to Council; he turned the chair over to Pat took questions from Council members.

**M/S** McDonald / Zoller - THAT the President's report be adopted.

**MOTION CARRIED – Unanimous - Recorded Vote #2.**

Pat turned the chair back over to Milton.

## **8. Employer Updates**

Milton provided a written update on all the employers before the meeting, the reports were discussed with Council (see below). Pat also gave an update on the Employer sub-committees that he sits on.

Regarding AAFC, Tammy and Jan are concerned with corporate management meddling in on OHS issues; there are workplace meetings taking place that are circumventing the OSH Committees; the employer needs to follow the framework and we have a duty to do the same. Sherry mentioned that 60 new projects are currently in the works and they aren't in line with AAFC's reintegration plan; we need to push back; Pat mentioned that we have meetings coming up and our concerns with the new projects will be brought up; in the meantime RVPs were asked to share their information by sending him an email. The Council had a roundtable discussion regarding UMC meetings; it turns out that the process is different from one region to another; some Council members receive an invite, others don't; it was suggested by Jean that the terms of reference should be revisited.

Regarding CFIA, Milton took questions from Jan on his report; regarding the vaccine rollout so far only 50% at CFIA have agreed to take the vaccine and Milt agrees with him that it might take longer than what the employer anticipates. Regarding the National Joint Employment Transition Committee (NJETC) update, the work our members do is changing, the job is changing, and Milton stated that we definitely need to keep close eye on the employer's plans; the good news right now is that we have more members. Regarding JLP, it's unfortunate that it's still just a pilot project but for now we need to prioritize the courses we want. Randy provided a progress report on the EG Job Descriptions, he stated the CFIA has not shared anything with us since April of 2020, there's been zero collaboration with us and they can not claim they've been consulting with us; right now it's shaping up like the PI Review; if there are any issues with classification, members need to file a grievance; Milt and Pat proceeded to explain the classification grievance process that we follow; they reminded everyone that we absolutely do not have an agreement in place with CFIA stating that grievances have being pulled or withdrawn.

Regarding CGC, overtime is the big issue, many members don't mind working O/T however now there's a shortage in staff and it's affection work life balance.

Regarding the CSPS, the employer is currently reviewing the job descriptions of the PE group, we suspect that many of them are in fact AS's and therefore they should be our members; the matter will be discussed at an upcoming NUMCC this April where we hope to have this matter resolved.

Regarding DND, per his report, Milton stated that the biggest issue right now is with the violence complaints that our members are filing against managers that are military officers.

## **9. National Office Update**

Pat provided a progress report on the National Office staff; everyone is working remotely and Elaine Massie is currently on leave; with the upcoming convention being virtual, the National Executive is thinking that attendance for the LRO's and Administrative Assistants will be optional. Regarding LRO portfolios, Tammy asked if they will be assigned to a region, Pat responded that for the time being regions will not be assigned to anyone; the Executive wants Council members and locals to continue the practice of sending messages / questions to the Union's generic email address as this ensures nothing falls through the cracks.

## **10. Agriculture Union Social Justice Fund**

A progress report was provided by Pat; with Audrey now on the National Executive she will need to be replaced; it was agreed that Tammy Carter would step up and take Audrey's place. The Committee will be looking at 3 separate funding requests (Lynn Tramaine Local 00019; Elena Beynon Local 40022 and Brent Lyons Local 50073).

## **11. Collective Bargaining**

Item was referred to the Collective Bargaining, Occupational Health and Safety Committee. See attached report.

## **12. Standing Committee Reports – See Attached**

### **Finance and Communication Report**

The attached report was read to Council. Before dealing with the convention budget, the Council voted on the motion to rollover unspent regional seminar funds to the 2022-23 budget cycle. An **Amendment** was **M/S** by Babuin / Carter that the unspent funds be lumped in to one pot and redistributed evenly amongst the RVPs was **Carried by Hands**.

**Motion** on committee's recommendation to roll over the unspent regional seminar funds with above mentioned amendment was **CARRIED – Recorded Vote #4**

### Convention Budget

Pat and Larry presented the standing committee's proposed convention budget. The budget was first reviewed by the Executive where it received unanimous support; the two-year budget is based on 6800 members, an increase from 6500. The total expenditures for both years are: \$2,852,945 in 2022, and \$2,875,059 in 2023. The projected percentage dues rates are: 0.6939% in 2022, and 0.6959% in 2023.

The Council reviewed the proposed budget line by line, section by section; it was an extensive and arduous exercise; the Council voted on each section separately. The section on Salaries and Benefits (lines 6-10) garnered the most discussion and it got very contentious between Dorothy and Milton; a **Motion** to challenge the Chair was **M/S** by McRae/Carter and the Chair was not sustained; a break was called to allow Milton, Dorothy and the rest of the Executive to meet.

As stated, all sections of the budget were voted on; after the review, no changes were made to the proposed budget.

**Motion** to adopt the Committee's convention budget was **CARRIED – Recorded Vote #5**.

Recording against the budget:

Tammy Carter recorded against the section on Salaries and Benefits, the section on Relocation, and the section on Communication. Jane McDonald recorded against the section on Human Rights and section on Communication.

The budget will be presented to the Convention Standing Committee for approval.

**Motion** to adopt the Finance & Communications Committee report was **M/S** – St-Georges / Busaan – The motion **CARRIED – Recorded Vote #6**.

### Bylaws and Education Report

The attached report was read to Council. The committee presented four recommendations to the Council.

**Motion:** Committee Resolution #1 - Agriculture Union National Council Meetings, Allowance for Virtual Meetings – the motion was **DEFEATED – Recorded Vote #7**

**Motion:** Committee Resolution #2 - Agriculture Union National Executive Meetings, Allowance for Virtual Meetings – the motion was **DEFEATED – Recorded Vote #8**

**Motion:** Committee Resolution #3 - Acting for Paid National Executive Positions – the motion to change By-Law 6, section 2 subsection 3 was **CARRIED Unanimously - Recorded Vote #9**

**Motion:** Committee Resolution #4 - Acting for National Executive Positions – the motion to change By-Law 6, section 2 subsection 4 was **CARRIED Unanimously - Recorded Vote #10**

**Motion** to adopt the By-Laws, Education Committee report – **M/S** – Olynyk / Carter – the motion was **CARRIED Unanimously – Recorded Vote #11**

### **Collective Bargaining, Health and Safety Committee report**

The attached report was read to Council. The Committee presented two recommendations to the Council.

**Motion:** Committee Resolution #1 - To have the process of ranking that is done by this committee for the PSAC National Health and Safety Conference, as shown in Appendix A, be made readily available to members – the motion was **CARRIED Unanimously - Recorded Vote #12**

**Motion:** Committee Resolution #2 - That an Agriculture Union Labour Relations Officer (LRO) attend the regional seminars and present information on the collective agreement – the motion was **CARRIED Unanimously - Recorded Vote #13**

**Motion** to adopt the Collective Bargaining, Health & Safety Committee report – **M/S** – McRae / Pennington was **CARRIED Unanimously – Recorded Vote #14**

### **General Report**

The attached report was read to Council. The committee presented one recommendation to Council. It was noted that the convention resolutions from the Human Rights committee were included in the report for information purposes only.

**Motion** on Committee Recommendation to award plaques to Fabian Murphy, Marlene O'Neil, Rob MacDonald, Brad de Haan and to Dale Marianicz for their service on Council – the motion was **CARRIED Unanimously - Recorded Vote #15**

During discussion on the Human Rights survey (section 3 of the report), a **motion** was **M/S** by **St-Germain / McDonald**: THAT the annual license to Survey Monkey be renewed for \$900 – the motion was **CARRIED - Recorded Vote #16**.

Motion to adopt the General Committee report – **M/S** – St-Germain / McDonald was **CARRIED Unanimously – Recorded Vote #17**

## **13. Political Action**

A progress report was provided by Milton regarding the Invisible Heroes campaign as well as recent Covid-19 survey that was sent to all members; the Covid-19 survey is being conducted by the research firm Abacus Data. There was discussion regarding the Alberta Federation of Labour; the AFL has gone public in its fight against the lies that the Alberta Health Minister has been putting out; the story was very good but unfortunately it isn't getting any traction; Milton was interviewed for the story as well (he stated that provincial inspectors can't replace federal inspectors) but it didn't get picked up. Milton stated he and the Executive discussed possible political action regarding changes to the Canadian Grain Act.

#### 14. 2021 Triennial Convention

Milton and Larry provided updates on upcoming virtual convention; we will ask delegates to specify if they have any special needs or accommodation; regarding convention credentials, several locals have missed the deadline and haven't sent in the names of their delegates; many locals haven't been able to meet due to the pandemic; we will confer with PSAC National President Chris Aylward to see if timelines can be extended. NOTE: per motion at item 17 New Activists (which was discussed on April 20), the deadline for credentials was extended by 6 weeks, the new deadline is now May 29.

#### 15. Team Building – April 19

On April 19, there was a team building exercise; the activity was conducted by a Montreal company called H2O Adventures; Council members were split into groups and competed against one another.

#### 16. Plans for re-offering

Per past practice, Milton and the Council discussed who was planning on running for election at upcoming convention; Jane McDonald, Jackie Busaan, Jean Cloutier and Terri Lee all mentioned they were not planning on re-offering. Dean Babuin and Dimpy Kaur weren't sure yet.

#### 17. New Activists

There's been a lot of turnover of late and the Council discussed how we can attract new activists to step up in leadership roles at the local level. As stated earlier, many locals haven't sent in the names of their convention delegates; also, many are late getting in their financial statements which they haven't been receiving their share of dues. Milton stated that we've been reaching to locals and offering to help, but it's been challenging times on account of the pandemic. With regards to local finances, Dorothy stated that it's important they we follow our Bylaws and Regulations, including place locals in receivership if we must.

Regarding the deadline for local credentials, Chris Aylward notified us that we could indeed extend the timelines; the Council debated a **MOTION** to extend the deadline by 6 weeks; the motion was **M/S** by Pennington / McDonald; the motion was **CARRIED UNANIMOUSLY**, see Recorded Vote #3.

#### 18. RVP Workload

Randy, per his discussion with other reps out west, stated that there's been a big increase in meetings which has resulted in an increase in workload; everyone is trying their best at keeping a good work / life balance but it's very hard. There was a roundtable discussion on this with all

of Council. Jan mentioned that we need to use Alternate RVP's more; inviting the Alternates to the first Council meeting after convention is a good idea. Dean stated that the employer needs to backfill duties of the RVPs when they are away.

**19. Next Council Meeting**

Pre-convention meeting: The next meeting is scheduled for August 13, 2021.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,

A handwritten signature in black ink, appearing to read "Larry Budge", with a stylized flourish at the end.

Larry Budge  
Administrative Officer



## **FINANCE/COMMUNICATIONS COMMITTEE**

April 13, 2021

**Present:** Patrick St-Georges (1st NEVP) Chair  
Jackie Busaan (RVP Alberta North)  
Karen Zoller (RVP Saskatchewan)  
Larry Budge (Administrative Officer) Ex-officio

**Absent:** (RVP National Capital Region) vacant

### **Finance:**

#### **Review of the budget for 2022-2023:**

The Committee was presented the 2022-23 Budget, which was approved unanimously by the National Executive. At a quick glance, it's worth noting that this proposed budget has a slight dues decrease. The current membership count is 7422; which is up from 2017, when we had 6655 members. This budget was calculated on the basis of 6800 members (up from 6500 previously). The budget had a simple vote (show of hands) per sub-totalled section and it received a unanimous (overall) vote at the end; motioned by Patrick St-Georges, seconded by Karen Zoller.

Although the Committee deliberated and reviewed every line item, in this proposed budget, no changes were proposed. Of particular attention and discussions:

- Line #1: Due to the recent resolution, which passed at the last PSAC Convention, there is no need to budget/fund for future PSAC Regional Conventions, since they will be fully funded by the PSAC.
- Line #6.1: As per the recent motion (which was passed by Council), the Staff Salaries is budgeted for 3 LROs, 2 Admins and 1 Finance Officer, even though Council did approve to offer an indeterminate position for a 4<sup>th</sup> LRO. It was recognized in the past rationale, that we would eventually return to 3 LROs by attrition and any extra costs would come from recent surpluses (due to the pandemic) and/or our general revenues. Furthermore, this ensures we are not forcing a dues increase, for this two year budget.
- Line #10: The Committee had a comprehensive discussion regarding overtime, recognizing that there aren't too many opportunities for staff to acquire overtime. Furthermore, in the past 3+ years, any overtime was not paid out, rather it was taken as time in lieu.
- Lines #11-12, 14-17: Although it's still uncertain whether (air) travel will resume back to normal in 2022, the Committee kept the line items at the same levels as previously budgeted.

Throughout the review of the budget, our Finance Officer (Larry Budge) gave the Committee a thorough breakdown and understanding of the various funded reserve line items.

It was recommended, from our last National Council, that this Committee should propose a resolution to bring to our up-coming Convention, to roll-over any unspent monies from line item #19 (Regional Seminars – Reg 4). Here is the proposed resolution:

**Titled:** Roll-over unspent Regional Seminar funds from the 2018-21 cycle to 2022-23

**Where as:** Significant funds were not spent by RVPs in the 2018-21 years, due to the pandemic.

**And where as:** Many regions/locals have lost activists due to the pandemic (remote work fatigue), retirements and otherwise.

**And where as:** Unspent Regional Seminar funds don't roll-over to the next budget cycle.

**Be it resolved that:** The unspent funds from the 2018-21 Regional Seminar cycle be rolled-over and redistributed evenly amongst the RVPs in the 2022-23 budgeted cycle.

**Rationale:** The hope is to use the roll-over monies to promote, encourage and rejuvenate our local's representation and our Union.

#### **New mileage and meal rates as of April 1, 2021:**

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

Breakfast	\$21.10
Lunch	\$21.35
Dinner	\$52.40
Total Meal Allowance:	<u>\$94.85</u>
Incidentals	\$17.30
Total Allowance	<u>\$112.15</u>

The committee would like to remind council to use the correct mileage rate that corresponds to the date of the of the attended event. The link to the rate is on the event claim template.

#### **Referrals, from other Standing Committees:**

No referrals were received.

**Communication:**

The Human Rights Committee (HRC) had requested that our Agriculture Union website be adjusted for easier/quicker access to their site/information. There are currently two options to obtain more information about the HRC:

- Click on “About” and select “Committees” in the drop-down menu, and then you will find the link to the HRC; or
- Click on “Resources” and select “Human Rights”

It was recognized, on the homepage, that we have icons for AGR Insurance, Collective Bargaining... under our banner (on the right). The Committee is proposing to add the HRC's logo above the AGR Insurance, to make the HRC more visible and easier to access information.

This report is moved by: Patrick St-Georges  
And seconded by: Jackie Busaan

## Report of the By-Laws and Education Committee

Meeting: 11 Eastern Standard Time

– Close of Business

**Present:**

Randy Olynyk – Chairperson

Terri Lee

Jean Cloutier

Tammy Carter -- Secretariate

The committee met virtually on April 14, 2021 via zoom.

After a review of previous minutes, the committee had a discussion around the fact that the National Council Handbook has been updated but still requires distribution and translation as well the work that had been done on KEY Info updates has not been updated to the web. The committee recognized a tracking document for action items would likely be of benefit and created one and attached to these minutes in Excel. The committee has agreed to use this format for the rest of the cycle and would strongly encourage the new committee to use it moving forward. Tracking where items are at would greatly benefit the efficiency of the committee.

The committee also had discussions at length about virtual learning and events. Having recognized that the pandemic has altered how we do business there was recognition that the lack of social networking that would happen in person at events is missing and the educational component that is at those events is also missing. The committee is recommending to Council and Executive that we look at holding the following events in the next cycle to build engagement and knowledge of council and regular membership:

- 1 – The Executive and/or President and 1<sup>st</sup> Executive Vice President strongly consider holding virtual town halls in the future, ideally perhaps two a year in different time slots and on varied days to increase the possibility for informal learning by allowing membership a general forum to ask questions.
- 2 – That Council hold an in-person, if possible, training and team building event after the first Council meeting of the next cycle and consider it more moving forward as needed.
3. That the Council hold informal virtual gatherings on a regular basis for education and networking of NC members.
4. That the Council schedule regular meetings, between Council meetings to discuss updates and ongoing concerns.

Drafting of language, and meeting with the President for interpretation around the following four resolutions were completed by the committee (please note additional words added are underlined and bolded and if the by-law was changed the new version and placement is shown completely):

### **Resolution 1**

Title: Agriculture Union National Council Meetings, Allowance for Virtual Meetings

Whereas technology has developed that virtual meetings are now a possibility;

Whereas previous physical travel to union meetings has may have been extremely taxing on National Council members due to family and accessibility requirements;

Whereas this will allow flexibility and potential cost savings to the membership,

Be It Resolved the Agriculture Union consider using virtual platforms for National Council meetings.

Be It Resolved that By Law 6 Section 7 subsection 1 be amended to read:

The National Council shall hold three day meetings at least twice annually at the call of the National President or at any time if requested by 50% or greater of the members of the National Council. Meetings of the National Council shall be held in those locations where it is economically feasible and where the interest of the Agriculture Union is most efficiently served. **One meeting per year will be held virtually if requested and agreed to, by vote by 50% or more of the National Council.**

Rationale: This will allow the National Council the option, by motion and vote, to hold one meeting per year in a virtual manner. It is not intended to be prescriptive, but to respect the wishes of the majority of the National Council. It is recognized that the Executive may still decide on the most economically feasible location, including a virtual location.

### **Resolution 2**

Title: Agriculture Union National Executive Meetings, Allowance for Virtual Meetings

Whereas technology has developed that virtual meetings are now a possibility;

Whereas previous physical travel to union meetings has may have been extremely taxing on National Executive members due to family and accessibility requirements;

Whereas this will allow flexibility and potential cost savings to the membership,

Be it resolved that the Agriculture Union consider using virtual platforms for executive meetings.

Be It Resolved that By Law 6 Section 7 subsection 2 be amended to read:

The National Executive shall hold meetings four (4) times per year at the call of the National President or at any other time if requested by three (3) or more members of the National Executive. Meetings of the National Executive shall be held in those locations where it is economically feasible and where the interest of the Agriculture Union is most efficiently served. **One or more meetings per year will be held virtually if requested and agreed to, by vote of 50% or more of the Executive.**

Rationale: This will allow the Executive to hold at least one meeting per year in a virtual environment if the majority of the Executive is in agreement.

### Resolution 3

Title: Acting for Paid National Executive Positions

Whereas the Agriculture Union has had long term vacancies in its Executive and that it has been unable to back-fill on an acting basis;

Whereas the workload of the National Executive demands a full complement of National Executive Vice Presidents;

**Be it resolved that:** By-Law 6, section 2 subsection 3 be replaced by By-Law 6 section 2 subsection 3 (a) and (b) to read as follows:

3.

(a) In the event of a vacancy in the office of National President, the position will be filled by the First National Executive Vice President and that vacancy and subsequent vacancies shall be filled ascension in numerical order of the other National Executive Vice Presidents.

**(b) In the event of an extended leave (greater than 3 months) in the office of the National President or the First National Executive Vice-President, then the subsequent National Executive Vice-President will temporarily back-fill the respective paid position.**

**Rationale:** This adds the provision to back-fill the positions of National President or National Executive Vice-President with the subsequent National Executive Vice President (such as the Second National Executive Vice President) if they are on leave for greater than 3 months.

### Resolution 4

Title: Acting for National Executive Positions

Whereas the Agriculture Union has had long term vacancies in its Executive and that it has been unable to fill on an acting basis;

Whereas the workload of the National Executive demands a full complement of National Executive Vice Presidents;

Be it resolved that: By-Law 6, section 2, subsection 4 be replaced by By-Law 6, section 2, subsection 4 (a) and (b) as follows:

4.

(a) In the event of a vacancy in the National Executive, subject to **By-Law 6 Section 2 Subsection 3 (b)**, the vacancy shall be filled by an election from the National Council. This will be for a temporary or permanent basis as required.

**(b) In the event of an acting or other vacancy of greater than 3 months, in the National Executive, the vacancy of the Fourth National Executive Vice President shall be temporarily back filled by an election from National Council.**

Rationale: This allows for the backfilling of the Fourth National Executive Vice President on an Acting basis, while the other National Executives moved up positions to cover leave of greater than 3 months of anyone of the National Executives.

The committee moved to discuss the Convention Standing Committee and what our aim would be based on resolutions they received.

The committee ended session for the day pending translation.

The report is respectfully submitted and moved by Randy Olynyk and seconded by Tammy Carter.

## **Collective Bargaining and Health and Safety Committee**

**Date:** April 13, 2021

**Location:** Virtual meeting via Zoom

**Members present:**

Dorothy McRae, 4<sup>th</sup> NEVP (Chair)

Dean Babuin, RVP Eastern British Columbia

Jan Pennington, RVP Eastern Atlantic

Sherry Hunt, RVP Southern Alberta

**Regrets:** Dimpy Kaur, RVP Southern Ontario

**Chair:** Roll Call – The Committee commenced at 13:08 ADT.

**Recorder:** Sherry Hunt

### **1. Previous Business**

#### **a. Health and Safety Bulletins/Key info**

Corrections and updates to Key Info are complete . The updated Key Info sheets will be uploaded onto the webpage as part of a Key Info relaunch this year.

#### **b. Discussion about grievances and those at the 3<sup>rd</sup> level and the impact on bargaining at CFIA.**

Discussion on the need to track grievances by local. Employer has better records and tracking than union, could be a weakness.

#### **c. PSAC Health and Safety Conference Delegate Selection**

From the committee meeting (prior to November 2020): Motion: Re-evaluate the Agriculture selection process for the PSAC Regional and National Health and Safety conferences. Moved by: Jan Pennington; Seconded by: Dale Marianicz. Vote: unanimous

Actions taken: Much discussion was had. No real consensus on the manner in which delegates are chosen could be found amongst the committee. And no other options were brought forward through agenda items during this council meeting session from other council members. The committee came up with the following motion to be approved by the National Council at our second day of meeting (November 30, 2020), in order to be as transparent as possible to the membership.

Motion: To have the process of ranking that is done by this committee for the PSAC National Health and Safety Conference, as shown in Appendix A, be made readily available to members. Meaning, that it is sent to each local at the time of the call out for delegates and attendees by PSAC; posted on the Agriculture Union website; and shared by any other means seen necessary.

Moved by: Dean Babuin; Seconded by: Rob MacDonald; Vote: Unanimous.



**Information about how the delegates to the 2019 PSAC National Health and Safety Conference were selected.**

*The Agriculture Union is one of the leaders in Health and Safety and our membership are always eager to attend and participate in health and safety learning events. For the PSAC National Health and Safety Conference in 2019 Agriculture was given 13 delegate seats based on our membership numbers. Since this was a PSAC event PSAC was responsible for the callout to the membership and the request for delegate submissions which it did. However, once the applications are in PSAC than sends the list to the Components and asks that each Component Rank their candidates in order of eligibility.*

*The Agriculture Union had 103 applicants to be ranked and as stated there where 13 available positions. It has been the Agriculture Unions view that since this is considered the most advanced and high-level Health and Safety event that PSAC puts on that address's health and safety across the country, that the Agriculture Union puts forward the candidates whose health and safety work operates at the highest level and has the most impact on our membership. With that in mind the Agriculture Union ranks its delegates based on what their health and safety work is for our members under the labor code. Applicants are thus grouped into groups ranked by their OHS activity. From highest to lowest rank those groups are based on membership in...*

*National Policy Committees  
Area Policy Committees  
Regional Policy Committees  
Local Committees/Local Reps  
Members with some OHS involvement  
Members with no OHS involvement*

*Where applicants need to be separated and further categorized within those six groups the following criteria are used for ranking.*

*Committee Co-Chair (for committees)  
Seniority in OHS position  
A delegate need based on the PSAC applicant form (ie French language)  
The written applications*

*With the Agriculture Union having only 13 delegate entitlements and having 19 members who sit on National Policy Committees of AAFC, CGC, CFIA, CSPS, DND, and the PSC. The delegate selection seldom gets past the first ranked*

*Committee proposed the following as **Appendix A** (April 13, 2021):*

***The Agriculture Union ranks its delegates based on what their health and safety work is for our members under the labor code. Applicants are thus grouped into groups ranked by their OHS activity. From highest to lowest rank those groups are based on membership in...***

***National Policy Committees  
Area Policy Committees  
Regional Policy Committees  
Local Committees/Local Reps  
Members with some OHS involvement  
Members with no OHS involvement***

***Where applicants need to be separated and further categorized within those six groups the following criteria are used for ranking.***

***Committee Co-Chair (for committees)  
Seniority in OHS position  
A delegate need based on the PSAC applicant form (ie French language)  
The written applications***

***With the Agriculture Union having only 13 delegate entitlements and having 19 members who sit on National Policy Committees of AAFC, CGC, CFIA, CSPS, DND, and the PSC. The delegate selection seldom gets past the first ranked***

#### **d. Covid-19 Update**

Emerging Covid variants are of concern. PSAC has addressed some frequently asked questions on vaccines and worker rights <https://psacunion.ca/your-rights-work-vaccinations-and-covid-19> Committee discussed leave provisions for immunizations and how they are applied at the various employers ie. 1/2 day leave for appointments.

#### **Code 699 Leave Changes**

Members should consult with their local union representative if 699 leave is denied or if they are asked to use other leave, such as vacation leave before 699 leave is offered.

## **2. New business**

### **a. Bargaining Demand Initiative**

We had a discussion about how to improve what we can do at the Component level to increase member engagement around bargaining and potentially help with mobilization if and when needed in the future. We have only just begun the discussion, and would love to hear any input from council, or members over the next few months as we continue to formulate an action plan to bring forward to council when we can.

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.

**Motion/Second:** Dean Baubin/Sherry Hunt. **Carried** (unanimously).

### **b. Technology Use for OSH Information**

The National Council has been given access to use Zoom accounts that have been purchased by the Agriculture Union. We had a discussion around the use of these zoom accounts and how useful they have been during Covid to communicate with the locals on various OSH concerns and solutions that members have been faced with. Many of the members of this committee have used this method for communications and the passing of OHS information. We are in favor of encouraging all RVPs to have meetings at a regular frequency with members from the locals using a virtual method such as the Zoom accounts.

### **c. Article 28 (CFIA)**

Committee discussed Article 28 and Article 30 which are the subject of many Grievances stemming from the development by CFIA of the "Overtime interpretation tool" which in effect re-interpreted the intent of the collective agreement the result of which has been that employees who are called back to work or report to work on days of rest or Holidays are only paid for time worked rather than the 3 hours as indicated in the collective agreement as this had been the practice in the past. There is a policy Grievance related to this that is moving slowly toward adjudication.

The CFIA is only applying the tool in New Brunswick whereas elsewhere across the country the tool is not applied pending the results of the Policy Grievance.

Employees in New Brunswick are in effect paying out of pocket to go in to work on the weekend because the amount of gas they burn to get to the office and return may be less than the amount they get paid (net) for 1 hour's work. (depending on how far they commute).

Better wording for the Articles was developed and the committee will be submitting this along with other Bargaining demands for consideration.

### **3. Standing Items**

#### **a. Workplace Violence**

New laws came into force January 1, 2021. All training was to be completed by the employers in Spring 2021. The Union is actively working at the OHS tables on this with the employers. Since the new laws have come into force a presentation was developed and delivered at each regional seminar.

Committee would like to see resources developed (Key Info). Example: the new terms and their definitions.

Investigator selection: Employer policies that deal with the selection of investigators. All employers have differing approach. Some employer policy committees are still working on departmental joint lists of investigators. CCOHS list is what the law speaks to.

List of CCOHS investigators previously made from all governments departments.

**Designated Recipients** by employer:

AAFC: [aafc.harassment-violence-harcelement.aac@canada.ca](mailto:aafc.harassment-violence-harcelement.aac@canada.ca)

CFIA: [cfia.harassmentviolence-violenceharcelement.acia@canada.ca](mailto:cfia.harassmentviolence-violenceharcelement.acia@canada.ca)

DND: [DesignatedRecipientHVP-DestinataireDesignedelaPHV@forces.gc.ca](mailto:DesignatedRecipientHVP-DestinataireDesignedelaPHV@forces.gc.ca)

CSPS: [csp.harcelement.violence.harassment.efpc@canada.ca](mailto:csp.harcelement.violence.harassment.efpc@canada.ca)

PSC:

CGC : [patti.charach@grainscanada.gc.ca](mailto:patti.charach@grainscanada.gc.ca)

#### **b. Bargaining Updates**

##### **Phoenix Damages**

PSAC successfully negotiated a Phoenix damages settlement that is significantly better than the employer's deal with other federal bargaining agents. Last year, PSAC rejected the government's meagre offer of 5 days of cashable leave, which was too little and would have rewarded those who earn more while punishing workers who make less. The current agreement provides PSAC members with a fair and equitable lump sum payment of \$2,500.

Unlike the tentative deal for Treasury Board bargaining that must be voted on by PSAC members in the near future, the Phoenix damages agreement required ratification by the PSAC National Board of Directors. The Board voted unanimously in favour of the offer on July 3, 2020.

The federal government issued the up to \$2,500 for our members on March 3 – with taxes deducted. Treasury board provided no explanation for their actions. PSAC members deserve full compensation for enduring five years of Phoenix pay problems.

Some members have complained that they were not able to choose to have the Phoenix damages funds deposited into a tax free RRSP as they have in the past (example: severance) and instead received the damages payment as a lump sum on their regular pay, which was taxed. Although settlements were paid out the Phoenix related pay issues are still occurring. Members that have left the public service or retired still have not been provided with the form they need to claim these damages.

**Please read the following update** which provides greater detail on the general Phoenix compensation portion of the settlement, as well as the expansion of the claims process for out-of-pocket expenses and for those who suffered major losses because of Phoenix.

<http://psacunion.ca/faq-phoenix-damages-compensation> (Information updated as of March 3 2021)

### **Public Service Health Care Plan:**

PSAC is launching a new round of negotiations with Treasury Board to update and strengthen the Public Service Health Care Plan (PSHCP). <http://psacunion.ca/psac-begins-talks-improve-public-service-health>

### **Treasury Board Bargaining:**

120 Treasury Board demands were submitted, of which 87 were accepted and moved forward to the appropriate tables; and 33 were sent back to the originators with an explanation as to why they did not go forward.

Treasury Board Bargaining Conference (online) dates: April 26-29, 2021

### **CFIA Bargaining:**

112 CFIA demands were submitted, of which 74 were accepted and sent to the conference 38 were sent back to the originators with an explanation as to why they did not go forward.

CFIA Bargaining Conference (online): June 8-10, 2021

## **OHS Updates**

### **AAFC – Agriculture and Agri-food Canada**

COVID has continued to dominate much of the discussion around H&S at AAFC. As the transition has gone from phases 1 and 2, to phases 3 and 4 of the return to work. Procedures had been put in place to manage the risks due to COVID. COVID JSA's and site plans are to be followed by all employee's. Site reintegration plans were developed by site committee's consisting of both Management and union/employee reps. (separate from local OHS committee's). Local OHS was involved in the process by monitoring and assessing the plan that was put together by the site committees. Committee's designed site plans and determined numbers of occupants allowed in different areas of the buildings, labs office spaces, greenhouses and fields. Employees

are encouraged to do any work that can be done remotely off site. Discussion has occurred on keeping an eye on attempts to try and make up for "lost time" by doubling or increasing the workload in 2021 as opposed to regular schedules. AAFC National Policy Committee continues to meet on a regular biweekly basis to discuss COVID issues. Monthly meetings have also been set up to involve the workplace OHS co-chairs and representatives. Quarterly NOHS meetings continue quarterly with the First quarter meeting of 2021 occurring on April 14.

For the HPP Confined Space Entry and PPE Hearing protection were reviewed. Continue to await a new National Chemical Inventory Database System in partnership with the university of Ottawa. There have been a lot of setbacks in this process, and the original discussions of having a new system imminently installed after the CISPro servers were shut down, has now drawn on into years rather than weeks or months.

New WPV regulations came into effect in January. Joint team developing a list of qualified investigators. New mandatory courses have been rolled out for AAFC employees on the new regulations. The audit report had been approved by the DM and posted in January 2021. Still looking to fully staff the Regional OHS coordinator positions. A fair amount of turnover on NOHS Committee members and ex-officio members have occurred. Ex-officio members Sami Reaz Head of the National OHS program has taken a leave and been replaced by Erin Sterling. Genevieve Smith Associate Director for Workplace Wellness has also left for a position in a different government organization. On the employee Rep side Milton Dyck assumed the role of National President of the Agriculture Union and stepped down from the committee, being replaced as co-chair by Patrick St-Georges. This left a vacancy that was filled by Stewart Spence, RVP for Manitoba, Western Ontario and Nunavut.

### **CFIA – Canadian Food Inspection Agency**

CFIA NOHS has been meeting regularly both quarterly meetings and ad-hoc meetings throughout the pandemic. OHS minutes are updated and on the internal website with the employer and available through the normal chains of OHS.

### **Resumption of Activities and Easing Restrictions**

CFIA is approaching easing of restrictions like other departments. Efforts are going to be staged and staggered which will be critical in ensuring the protection and safety of employees. Health and safety will continue to be the number one priority according to CFIA.

Documents were created to prepare specific sites with integrated guidance on developing site-specific plans. The COVID Business Resumption Plan Template documents intended for a broad target audience were developed and shared with managers, supervisors and all employees. As well a Business Resumption Worksite Checklist document intended for the employer and the OHS Committee to develop the plan.

The CFIA has worked hard to include inspectors on the federal priority vaccination list and working with the provinces while the Agriculture Union made sure they were on the list being provided from PSAC to the treasury board. In provinces where vaccines are being put out on a priority basis some of our members have already been vaccinated.

### Mental Health Champion

CFIA's new Mental Health Champion is Renee Campbell.

### **CGC – Canadian Grain Commission**

CGC NOHS last met Nov. 18th and has had several ad-hoc meetings since our last report to Council. The CGC has completed a full audit of its H&S programs with the help of an outside consultant. The implementation plan for the Hazard Prevention Plan as a result of the last audit is still ongoing. For the most part employees of CGC continued to work through COVID-19. Work at the Winnipeg headquarters however was somewhat restricted. Due to the Code Red situation ongoing in Winnipeg these last few weeks the office has been closed.

Hazard prevention program has been delayed due to COVID.

Regular and ad hoc meetings of the UMCC committees and OHS committees continue being held with the Commission throughout the pandemic. There is a sense of unease among our members about the ongoing review of the Canadian grain act and how any changes may affect the members. The information and presentation stage will be completed at the end of April. There has also been a struggle to keep positions filled in order to allow people a proper work life balance. Discussions are also ongoing on inspection duties at the port of Churchill.

### **DND – Department National Defense:**

The committee has met once since last Council but has had several ad-hoc meetings related to COVID-19. There is a Sub-committee currently working on the new Workplace Harassment and Violence Prevention Policy. DND continues to be plagued by harassment and WPV issues however we are hopeful the new regulations and policy will help address these issues. The Working Group on the OHS Conditions for Business Resumption Plan completed its work. The Employer Co-Chairs confirmed that the Working Group had fulfilled its mandate and it could stand down but could reopen if needed.

Communication and consultation with DND have been good at the HRUMC level throughout the pandemic. Our members at DND continue to work remotely. lately there have been some issues with the proper software being provided to our members this has been enflamed by problems with communication between our members and their managers who are military officers. This communication issue is coming to a head with our members filing violence complaints, the DND is racing to deal with them since there is a great deal of sensitivity to harassment with the

problems, they have had at the top level with harassment scandals. We have meetings biweekly with the frequently at the UMCC table

Patrick St-Georges (1st National VP) has recently been assigned to the NHSPC (replacing Fabian Murphy and Milton Dyck). The C-65 sub-committee has continued to be very active; improving risk assessment tools/templates to be used for future workplace assessments; also having on-going discussions regarding investigations/investigators.

### **PSC –Public Service Commission**

Workplace Resumption and COVID-19 has been the priority for the committee. The PSC has a Joint Building OHS Committee made up of PSC and ESDC for the 22 Eddy worksite that meets on an as-needed basis.

The NOHS committee is currently working on its new Workplace Harassment and Violence Prevention Policy. The Hazard Prevention Program Standard and Inventory of Known Hazards is currently being reviewed by the Committee prior to review by management.

The PSC has been attempting to get employees back into the workplaces but due to spikes in COVID-19 has had to postpone these plans in most offices. The Halifax office employees are back on reduced capacity and things seem to be going ok.

We continue to work with the PSC and are currently consulting on the new People Management Strategy, and the PSC's Diversity and Inclusion strategy for 2021-2022. The PSC is also embarking on a classification renewal process and our first meeting will be later in April. We are currently working on proper Union Management protocol and relations between Union and Management. There was an issue at the National level about failure to consult on a plan to force our members to use their leave. That direction was never sent out.

Patrick St-Georges (1<sup>st</sup> National VP) has been assigned as the Employee co-chair for NHSPC (replacing Fabian Murphy and Milton Dyck); and has attended one quarterly meeting. The majority of the employees continue to work remotely; there are on-going discussions for employees required to report to work for language testing requirements

### **CSPS – Canada School of Public Service**

The Canadian School of Public Service's Occupational Health and Safety Policy Committee continues to meet on a weekly basis. The school has done a good job of providing office chairs and ergonomic equipment to its employees working from home, although there have been some issues in the smaller regional offices. An unusual issue that the school deals with for Covid-19 is that at their Asticou complex in Gatineau they share space (although kept separated inside the building) with a high school that seems to have weekly Covid-19 cases and alerts.

The CSPS is currently reviewing the job descriptions of their PE group, we suspect that many of them are in fact AS's and should be properly classified and if they should be in a classification group that we represent they should be transferred into our Union this should be discussed in an upcoming NUMCC.



**Common OHS Issues For All Members**

**Workplace Violence**

If anyone has any concerns about Workplace Violence or associated investigations, they need to contact the Union NOHS Co-Chair for their employer.

Workplace Violence is to restore the workplace and to provide preventative measures. Employee complainants and/or respondents can be assisted by the Union, but it is not a grievance and are not represented by the Union.

**Mental Health**

Being rolled out within all our departments.

\*\*\*\*\*End Report\*\*\*\*\*

Acceptance of Report

Moved by: Dorothy McRae

Seconded by: Jan Pennington

Vote: Unanimously carried

## GENERAL COMMITTEE REPORT

April 17, 2021

**PRESENT:** Audrey St. Germain – 4<sup>th</sup> National Executive Vice-President - Chair  
Jane McDonald – Director of Human Rights – Recording Secretary  
Stéphane Scaramella – RVP- Western Quebec  
Stewart Spence – RVP - Manitoba, Northwestern Ontario and Nunavut

**1. Welcome and purpose of our committee**

- a. Audrey welcomed the group. She gave a short summary of the purpose of the committee and reviewed what we would be discussing this morning.

**2. Follow up with Finance Committee and Communication to post on Agriculture Union website:**

- a. The Finance & Communications Committee should complete the posting of the following items on the Website:
  - i. **Policy framework for hospitality events** – committee made aware of new policy with respect to hospitality events.
  - ii. **General form** – Committee made aware of the forms used for long service awards and grass roots suggestions has been amended.
  - iii. **Modify website to post recognition awards** – Committee made aware that this is supposed to be done by the communications committee.
- b. **Recommendation:** There was a number of items to be posted on the website. They were referred to the Communication Standing Committee for action. Referred by the Chair to the Communication Standing Committee.
- c. **Update National Council Service Awards (Plaques)**
  - i. **The Committee recommends the following awards of a plaque for Council service for those who have not yet received or were missed:**
    - 1. Fabian Murphy
    - 2. Marlene O'Neil
    - 3. Rob MacDonald
    - 4. Brad De Haan
    - 5. Dale Marianicz

**3. Human Right survey:**

- a) Update the membership list
  - i) There was much discussion around timing and when it would be appropriate to relaunch the survey.
  - ii) Send the membership list to the locals and
  - iii) How: wait until the AGMs ~ 6-8 months after the convention.  
(1) So the new secretary can then send in the updated list to RVP and Larry.
  - iv) Have a competition and the winning local gets a “pizza” party.

- v) Put everyone who has updated their contact info to win a prize.
- vi) Review questions and possibly expand. Such as why people are not willing to step forward as stewards.
- b) Why would we not do the survey again during the convention.
  - i) Promote the survey
  - ii) Where do we go from here?
  - iii) Value in having a conversation at convention about the survey.
  - iv) Benefit from doing a survey at the convention. Look at the polling and get instant results. Break it up into small groups of questions and dig deeper.
- c) Review the survey and what are the next steps
- d) What have we missed in this survey?

#### **4. Human Right Resolutions: Priorities:**

##### **1. Elect a 2<sup>nd</sup> Alternate for National Human Rights Director at Triennial National Convention**

WHEREAS the current Agriculture Union bylaw 6 Section (3)(2) states that a National Director, Human Rights and Alternate shall be nominated and elected at each regular Triennial National Convention by the voting delegates attending such convention.

WHEREAS the National Human Rights Director and/or the Alternate National Human Rights Director may resign between conventions and there is no 2<sup>nd</sup> alternate for National Human Right Director to move up or into either of these roles.

***BE IT RESOLVED that the voting delegates at the Triennial National Convention nominate and elect a 2<sup>nd</sup> Alternate Human Rights Director after the election of the National Human Rights Director and 1<sup>st</sup> Alternate Human Rights Director***

***BE IT FURTHER RESOLVED that if the National Human Rights Director resigns between conventions, the 1<sup>st</sup> Alternate will move up to National Human Rights Director and the 2<sup>nd</sup> Alternate Human Rights Director shall assume the role of 1<sup>st</sup> Alternate Human Rights Director.***

*Unanimously passed by the Human Rights Committee – March 22, 2021  
Supported by the General Committee – April 17, 2021*

##### **2. Agriculture Union Human Rights Committee be a part of Agriculture Union Social Justice Fund Administration**

**WHEREAS** the Agriculture Union Social Justice Fund has a mandate to support initiatives that deal with: access to affordable, safe food supplies; marketing opportunities for agricultural products; safe working conditions; access to quality education; and anti-poverty initiatives in Canada.

**WHEREAS** The Agriculture Union Social Justice Fund is administered by a committee consisting of the National Vice-President responsible for Finance & Communication, the Administrative Officer of the Agriculture Union, and three other members who are appointed by the National Executive.

**WHEREAS** the Agriculture Union Human Rights Committee is mandated to promote awareness of equity and human rights issues.

**WHEREAS** no members of the Agriculture Union Human Rights Committee are a part of the committee that administers the Agriculture Union Social Justice Fund.

***BE IT RESOVLED THAT one member from the Agriculture Union Human Rights Committee be appointed to the committee that administers the Agriculture Union Social Justice Fund.***

***BE IT FURTHER RESOLVED THAT this member is chosen by the Agriculture Union Human Rights Committee and Regulation 14(A) be amended as follows:***

7. The Agriculture Union National Human Rights Committee will elect one member from the committee to be on the committee that administers the Agriculture Union Social Justice Fund.

*Unanimously passed by the Human Rights Committee – March 22, 2021  
Unanimously Supported by the General Committee – April 17, 2021*

### **3. Include the National Human Rights Director as part of the National Executive**

**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.

**WHEREAS** Human Rights issues are a priority in Union matters

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

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

***BE IT RESOLVED THAT the National Human Rights Director be part of the Agriculture Union National Executive***

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

*Unanimously passed by the Human Rights Committee – April 12, 2021  
General Committee response:*

*Jane McDonald, Stewart Spence voted in favour*  
*Abstained: Audrey St. Germain*  
*Stéphane Scaramella*

**4. Anti-Racism Training for Agriculture Union elected officials.**

**WHEREAS** our society and our systems accept racism in ways many people do not notice or understand – be it in the workplace, in schools, in policing, in the justice system, in healthcare, in unions, and so forth.

**WHEREAS** anti-racism is everyone's fight and we must challenge our unconscious biases and be part of the solution.

**WHEREAS** in order to truly understand the problem of racism, we must look at it head-on and recognize who is impacted by it - Indigenous, Black and racialized people - and who benefits, from it whether consciously or unconsciously.

**WHEREAS** individuals need a chance to reflect and learn what role they can play in dismantling this form of injustice.

**BE IT RESOLVED THAT elected officials from the Local level, Regional level and National level attend PSAC Anti-Racism training within six months of the election or the first available course. A copy of the names and training taken will be provided to the Agriculture Union and on a bi-annual basis to the National Council.**

*Unanimously passed by the Human Rights Committee – March 22, 2021*  
***Recommended amendment to change the timeline to “during the first half of their mandate”.***

*Recommended change to the resolution supported by the General Committee*

*Supported by the General Committee: - April 17, 2021*

**5. .Increase funding for the National Human Rights Committee**

**WHEREAS** funding for the Human Rights Committee has not changed for at least 6 years the costs related to travel, accommodations, room rentals and interpretation continues to rise.

**WHEREAS** the responsibilities of the Regional representatives include visiting Local AGMs upon request as well as attending Regional Seminars.

**WHEREAS** we constantly want to be raising the awareness of Human Rights and we want to be available to all members of our union.

**WHEREAS** additional funding will allow our regional representatives to reach out to their locals and offer better support for Human Rights

**BE IT RESOLVED:** that the funding set aside for National meetings be increased from \$27,000 per year to \$28,500 per year and the funding available to Regional activities be increased to \$10,000 per year.

*Unanimously passed by the Human Rights Committee via email April – 15, 2021*

*Jane McDonald voted in favour*

*Abstention: Audrey St. Germain*

*Stéphane Scaramella*

*Stewart Spence*

**6. Election of Director/Alternate Director within 8 months of Triennial Convention.**

**WHEREAS** the National Director and/or the alternate Director of the Human Rights committee could leave their positions on the committee before the next Triennial Convention, and

**WHEREAS** the Human Rights Committee would have no alternate Director if this happened within 6 months of the next triennial convention

**WHEREAS** the committee is extremely busy with events related to the Convention it would be difficult to organize and lead a National election within the short period of time prior to convention and be able to bring the individual up to speed on the work of the committee.

***BE IT RESOLVED that the Director and/or the alternate Director of the Human Rights Committee be elected from and by the regional representatives of the Human Rights Committee if the next Triennial Convention takes place in 8 months or less.***

***BE IT FURTHER RESOLVED THAT Regulation 14(A) be amended to include:***

**8.** The Human Rights Committee will elect from the regional representatives its Director and/or alternate Director if these positions are vacant within 8 months or less of the Triennial Convention.

*Unanimously supported by the Human Rights Committee – April 12, 2021*

*Unanimously Supported by the General Committee – April 17, 2021*

**7. Bylaw 11, Section 2 Revision**

**WHEREAS** the National Human Rights alternate director was appointed as a delegate at the 2017 Triennial Convention.

**BE IT RESOLVED** that By-law 11, Section 2 be amended to reflect that decision from the 2017 Triennial Convention

**BE IT FUTHER RESOLVED** that the Agriculture Human Rights Committee elect one additional delegate for the national Triennial Convention from their membership

**Section 2**

National Conventions of this Union shall be composed of accredited delegates from Locals, the National Council Officers of this Union and one delegate from Agriculture Union Human Rights Committee.

**Revised Section 2**

National Conventions of this Union shall be composed of accredited delegates from Locals, the National Council Officers of ths Union, the Alternate Director of Human Rights, and one delegate from the Agriculture Union Human Rights Committee.

*Unanimously passed by the Human Rights Committee – April 12, 2021*

*Jane McDonald, Stéphane Scaramella voted in favour*

*Abstentions: Audrey St. Germain*

*Stewart Spence*

**8. Increase involvement of National Human Right Committee members in regional activities**

**WHEREAS** members of the National Human Rights Committee are passionate about advancing equity issues within the broader labour movement

**WHEREAS** having members of the National Human Rights Committee attend regional events such as PSAC Regional Council meetings, PSAC Regional Conventions, Provincial/Territorial Federation of Labour Conventions helps to foster networking between the region and the Agriculture Union as well as provide training and experience opportunities to help develop activists that are interested in human rights.

**WHEREAS** member attending these events could help to promote and advocate for human rights issues regionally

**WHEREAS** PSAC Regional Council meetings, PSAC Regional Conventions, PSAC Regional Human Rights Committee, Provincial/Territorial Federation of Labour Conventions are open to observers at the cost of the attendee.

**BE IT RESOLVED THAT** the Agriculture Union shall pay a maximum amount of \$500.00 for regional representatives of the National Human Rights Committee to participate as observers to in regional events including PSAC Regional Councils, PSAC Regional Conventions, PSAC Regional Human Rights Committee, Provincial/Territorial Federation of Labour Conventions.

***BE IT FURTHER RESOLVED THAT this entitlement shall be made available on a per event basis with a maximum allowance of \$500 per year***

***BE IT FURTHER RESOLVED THAT members that attend regional events prepare a report summarizing on-going activities within their region. This report shall be presented to the National Human Rights Committee.***

*Unanimously passed by the Human Rights Committee – March 22, 2021  
Supported by the General Committee: - April 17, 2021*

**9. Including Human Rights as a standing agenda item**

**WHEREAS** Human rights issues are occurring at all levels of the Union

**WHEREAS** having a standing Human Right agenda item gives the opportunity for meeting attendees to discuss human rights issues

**BE IT RESOLVED THAT** a standing Human Rights agenda item must be included at all levels of Component (Local, Regional Seminar, National Council) meetings.

*Unanimously passed by the Human Rights Committee – March 22, 2021  
Supported by the General Committee: - April 17, 2021*

All resolutions submitted by the Human Rights Committee were reviewed and will be included in this General Report to Council for April 20, 2021.

Meeting Adjourned by Audrey St. Germain at 2:15 pm EDT

**Moved by Audrey St. Germain  
Seconded by Jane McDonald**



## Recorded Votes

[illegible]