

**Agriculture Union  
National Council Meeting**

**July 6, 2020  
Video Conference**

**MINUTES**

**In Attendance:**

<b>National Executive</b>	<b>National Council</b>
Fabian Murphy, National President Milton Dyck, 1 <sup>st</sup> NEVP Patrick St-Georges, 2 <sup>nd</sup> NEVP Randy Olynyk, 3 <sup>rd</sup> NEVP Dorothy McRae, 4 <sup>th</sup> NEVP	Jan Pennington, RVP Eastern Atlantic Tammy Carter, RVP Western Atlantic Jean Cloutier, RVP Eastern Quebec Audrey St-Germain, RVP Western Quebec Brad de Haan, RVP NCR Rob MacDonald, RVP Southern Ontario Jeff Griffith, RVP Manitoba, Northwestern Ontario and Nunavut Karen Zoller, RVP Saskatchewan Michelle Hambly, RVP North. Alberta & NWT Dale Marianicz, RVP Southern Alberta Dean Babuin, RVP Eastern British Columbia Terri Lee, RVP Western British Columbia and Yukon Marlene O'Neil, National Director Human Rights

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

**1. Call to Order**

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

**2. Opening Remarks**

Fabian welcomed everyone to the meeting; he stated this was an odd way to hold a Council meeting but at least we can conduct business. He noted that the employer

updates will be provided in writing and attached to the minutes. Audrey St-Germain asked about interpretation for this meeting; as per Council weekly meetings none was set up.

**3. Adoption of Agenda**

**M/S** McRae / Griffith - 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

July 6

11:00 a.m. to 4:00 p.m.

Business agenda

**M/S** Dyck / Olynyk - THAT the proposed hours of sessions be adopted.

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

**5. Approval of November 2019 National Council Minutes**

**M/S** Dyck / Zoller - THAT the draft minutes of the November 2019 meeting be adopted.

**MOTION CARRIED – Unanimous - Recorded Vote #1.**

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

There was no business arising out of previous minutes.

**7. National President's Report**

Fabian turned the chair over to Milton while he took questions on his report. Marlene O'Neil stated she would like mor feedback from employer meetings. Michelle Hambly noted that Fabian forgot to include the Alberta Regional Seminar in his activity report. Tammy asked about his eventual return to Ottawa; Fabian replied that the building is closed to at least September due

to COVID restrictions; for now, he will continue to work from Newfoundland as all meetings with employers are being conducted by video conference.

**M/S** Murphy / de Haan - THAT the President's report be adopted.

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

## **8. Employer Updates**

Since April, apart from a few exceptions, Council has held weekly meetings by video conference. Per Fabian's opening remarks, the employer updates will be provided in writing and will be attached to the minutes.

## **9. National Office Update**

Milton provided a progress report on the National Office staff; the biggest challenge is that everyone has been working from home since mid March; work is getting done and things are running almost as normal; biggest problem, especially for LRO's is getting access to hard copy files from the office. Nathalie is progressing well in her Developmental LRO position and Lianne is doing great as her replacement. Sylvie Rochon is back on a gradual return to work and she's been assigned to review the KeyInfo document that's on our website. There was a discussion with Council on the LRO staffing complement; Elaine, Sylvie and Bruno are the 3 full time LRO's and Nathalie is there on a one-year Developmental term.

In response to a question from Tammy at item 7; the Council discussed the notion of residence (per By-Laws) of the National President and the 1<sup>st</sup> NEVP; both Fabian and Milton are currently working remotely from home and Council discussed if this was a possible precedent. As these are exceptional circumstances (re: Covid) Fabian didn't think so.

Audrey had a question regarding 3<sup>rd</sup> level grievances; Milt reported that the numbers haven't changed much since November; a written report will be forwarded to Council after the meeting. Regarding adjudication, hearings have been paused with Treasury Board.

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

A progress report was provided by Fabian. Regarding the Zimbabwe project, the country is rife with corruption and before we can agree to another project, we need confirmation that original funds were used in accordance with our funding mandate. Michelle will be sending a matching initiative from the Alberta Regional Seminar.

## **11. Collective Bargaining**

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

## **12. Convention 2020**

Due to ongoing COVID restrictions, the Council debated the following two resolutions:

### **POSTPONEMENT OF THE 2020 AGRICULTURE UNION TRIENNIAL CONVENTION**

**WHEREAS** Public health directives in response to the COVID-19 pandemic have banned public gatherings, closed many workplaces, and enforced the self-isolation of our membership, and;

**WHEREAS** adherence to these public health directives and the unknown duration of the COVID-19 pandemic makes it impossible to hold the Triennial Convention in 2020,

**BE IT RESOLVED** that the Agriculture Union postpone the 2020 Triennial Convention to the calendar year of 2021, on dates that do not overlap with any rescheduled PSAC Regional Conventions.

**M/S** Dyck / Cloutier - **MOTION CARRIED – Unanimous - Recorded Vote #3.**

Elections in 2021 will be for 2-year terms per PSAC President Chris Aylward; the next convention after that will be in 2023. If allowed, we will travel to Calgary in April 2021 for Council meeting.

### **AGRICULTURE UNION BUDGET FOR 2021**

**WHEREAS** in response to the COVID-19 pandemic the PSAC National Board of Directors has suspended timelines contained in Local, Regional and Component By-Laws regarding the scheduling of Conventions,

**WHEREAS** the Agriculture Union Triennial Convention has been postponed to the 2021 calendar year,

**BE IT RESOLVED** that the Agriculture Union budget for the 2021 calendar year will be identical to the 2020 budget year.

**M/S** Recommendation from National Executive - **MOTION CARRIED – Unanimous - Recorded Vote #4.**

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

The Standing Committees met earlier in June and the reports were translated and circulated to Council members prior to today's meeting. The chairperson of each committee took questions from Council members.

#### **By-Laws and Education committee report**

Pat thanked Sylvie Rochon for her work on the KeyInfo document and then answered questions from Council members.

- **Committee's Motion 1 - To amend By-Law 8, Section 9 (10)**, see attached:  
Fabian doesn't see us penalizing locals that don't comply; we would instead strongly recommend that they comply with the By-Laws.

**MOTION CARRIED** – by show of hands

- **Committee's Motion 2 - To amend By-Law 8, Section 10 (1)**, see attached:  
A friendly amendment was proposed / carried to add '*with confirmation from financial institutions*' after the words: within 30 days.

**MOTION CARRIED** – by show of hands

**Audrey St-Germain** and **Rob MacDonald** opposed committee's recommendation.

- Motion to adopt Committee's report – **M/S** - St-Georges / Cloutier  
**CARRIED – Recorded Vote #5**

#### **General Committee report**

Randy answered questions from Council members

- **Committee's Motion 1 – Delay for Council minutes.**

**MOTION CARRIED** – by show of hands

- Motion to adopt Committee's report – **M/S** – Olynyk / St-Germain  
**CARRIED Unanimously– Recorded Vote #6**

#### **Finance and Communication Report**

Milton answered questions from Council members on the Committee's report as well as on the audited financial report for 2019.

- Motion to adopt the Committee's report – **M/S** – Dyck / Zoller  
**CARRIED – Recorded Vote #7**

### **Collective Bargaining, H&S Committee report**

Dorothy answered questions from Council members.

- Motion to adopt the Committee's report – **M/S** – McRae / Pennington  
**CARRIED – Recorded Vote #8**

### **14. Political Action**

Progress report provided by Fabian. The grain act review has been put on hold. Since COVID, we've been extremely active in protecting the health and safety of our members, who are carrying out critical functions for Canadians; Fabian gave a presentation to the House of Commons Standing Committee on Health and written letters to PM Justin Trudeau; per weekly updates with Council, we launched the Invisible Heroes Campaign and placed ads in newspapers across the country; regarding the campaign, Tammy wanted to know what was the final cost and what were the results; Fabian stated that he'd get that info from Jim Thompson, our political action consultant.

### **15. Next Council Meeting**

Dates and time for the next meeting : To be determined.

With the hours of session expired, the meeting was adjourned.

Minutes submitted by,



Larry Budge  
Administrative Officer

June 15, 2020

## **Report of the By-Laws and Education Committee**

**Present:** Patrick St-Georges - Chair

Terri Lee

Jean Cloutier

Tammy Carter

**Guest:** Sylvie Rochon (LRO)

The Committee convened via video-conference (Zoom), due to the on-going COVID-19 pandemic restrictions.

We began our discussion, by reviewing our recent changes to our National Council Handbook changes, specifically regarding our Travel Policy. Since our last Council meeting, there was some confusion regarding whether it should be 3 nights or 3 days (away), conditions when a companion ticket may be requested.

A motion was made by Terri, seconded by Tammy, to amend the condition from 3 nights to 3 days. The rationale were: no changes in costing (since only 1 ticket per calendar year) and 3 days had historically been the practice. The motion passes unanimously.

Sylvie Rochon (LRO) joined the Committee (via Zoom) to review and discuss several KeyInfo documents that have been revised or drafted (new) by her; these documents are attached as Annexes accordingly.

We began with “The Agriculture Union: An Overview” document (Annex A). The two biggest changes were:

- 1) The addition of a short paragraph explaining how/why our Union gained members from the CSPS, PSC & DND (from SECO). This is a question which pops-up repeatedly and it’s worthy to recognize here.
- 2) A reference to our Union’s structural flowchart will be added to this document, to further/better describe our Union and its relationship to the PSAC structure.

The next document “Agriculture Union Regional Seminars” (Annex B) was reviewed. A few changes were made to reflect some of the requirement (under our Regulations), including various elections and a greater emphasis on the networking benefits.

The next document is new “Facing Management” (Annex C) and it was taken from the Union of National Employees (UNE) and modified accordingly. This document is meant to assist union activists with some basic principles, when/if there’s a need to meet with employer representatives. Those basic principles include: Be Prepared, Be Respectful and Be Confident.

The next document discussed was “Union-Management Consultation Checklist” (not attached, to be further reviewed). Again, this document was originally take from the UNE website. While the Committee absolutely sees value in this kind of document, we felt this document (as drafted) did not reflect a “check list” format. It was also recognized that we may want to review the JLP &/or any PSAC courses for any additional relevant information. Therefore, the Committee agreed to park this document and come-back with a “checklist” format and tentatively add it to our current “Union-Management Consultation Committees” KeyInfo, which already contains good information and a draft Terms of References.

Last, but not least, we discussed the new document “Local Annual General Meeting Checklist” (Annex D), which was also taken from the UNE website and amended for our Union. The Committee had some discussion around locals holding “remote” AGM and more discussion will be had, once we iron-out some of the technical logistics (ie. remote secret balloting). In Part IV – Section 9, it was felt that we should have better accountability regarding the elected local executives who have control and signing authority over the local finances. As such we don’t currently have any obligation to submit these names to our National Office, therefore the following motions were made:

Motion 1 – Made by Tammy, seconded by Jean;

By-Law 8, Section 9 (10) be amended to read as follows:

“All officers shall take office at the end of the meeting at which they are elected. A list of the Local Executives and Shop Stewards be sent to the National Office for record keeping, within 30 days.”

Rationale - We have nothing in our Bylaws or Regs requiring Locals to submit a list of their local executive and shop stewards;

- It would be very beneficial for the National Office to have and keep track of who’s elected or involved in each local.

Motion 2 – Made by Tammy, seconded by Terri;

By-Law 8, Section 10(1) be amend as follows:

“Three members of the Local Executive shall be designated as signing officers, two of whom shall sign all cheques, and the list of names shall be sent to the National Office within 30 days with confirmation from financial institutions. No disbursements shall be made without authorization by a membership meeting unless such disbursements are within budgetary limits or in accordance with financial guidelines established at a membership meeting.”

Rationale:

- We have nothing in our Bylaws or Regs requiring Locals to submit a list of their local executive who have signing authority over Local finances;

- It would be very beneficial for the National Office to have and keep track of who’s elected and therefore accountable for the Local finances;

We would like to thank Sylvie Rochon again, for the work she did on these documents.

Moved by Patrick St-Georges, seconded by Jean Cloutier.



General Committee June 16, 2020

Members Present:

Randy Olynyk, 3rd National Vice President (Chair & Scribe)  
Marlene O'Neil Nation Director Human Rights  
Audrey St- Germain, RVP Western Quebec  
Jeff Griffith, RVP Manitoba, NW Ontario, Nunavut

The committee commenced work on June 16 at 9:00 am (MST) // 11:00 am (EST).

Previous Business:

1. Council service awards

Spread sheet needs to be updated. Council needs to submit any missing information by July 10, 2020 to the general mailbox.

2. Honours Roll

Referred to communications to Locals and collections/contact in between conventions  
Locals send this info: General Mailbox  
List to be read out at convention or power point during moment of silence

3. Policy Framework for Agriculture Union Hospitality Event (from Nov 27, 2019 General Committee Report)

Referred to communications for status on translation/distribution/posting

New Business:

1. **Motion #1**

The National council minutes be translated and distributed no later than 6 weeks after council concludes.

Rational: more timely minutes for effective follow-up actions and response

moved by Randy Olynyk and seconded by Marlene O'Neil

2. Web design

Proposed a change in web structure to include all awards and recognition  
Also, includes generic application template  
See Appendix 1

3. HR Report

See Appendix 2

Committee stood down on June 18 at 4:00 pm (MST) // 6:00 (EST)

Move report as whole Randy Olynyk and seconded by Audrey St- Germain

## **REPORT OF THE FINANCE/COMMUNICATIONS COMMITTEE**

June 18, 2020

Present: Milton Dyck : (1<sup>st</sup> NEVP **Chair**  
Karen Zoller (RVP Saskatchewan) **Co-chair**  
Brad de Haan (RVP National Capital Region)  
Michelle Hambly (RVP Alberta North)  
Larry Budge (Administrative Officer)

Finance

### **Audited Financial Statement of Revenue and Expenses**

The Committee reviewed the Audited financial statement of revenue and expenses for period ending December 31, 2019. This statement was previously reviewed and discussed amongst the National Executives. The latest membership count is at 7250. The budget cycle is based on 6500 members.

We compared the Convention budget to how well we managed monies entrusted.

There were some line items that drew attention as values were significant. During discussions, that was due to such things like unrealized demands (e.g. PSAC implementation of VOIP and cyber attach insurance), new processes being implemented. Though not an impact to our bottom line, and shifted to other line items, this will be corrected and amended for the next reporting period to council as amendments to schedule reporting headlines will reflect the processes.

### **New mileage and meal rates as of April 1, 2020**

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

Breakfast	\$20.65
Lunch	\$20.90
Dinner	\$51.25
Total Meal Allowance:	\$92.80
Incidentals	\$17.30
Total Allowance	\$110.10

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**

None submitted at this time

Communication

## **Current and past MOUs and MOAs**

*(Nov.2019) The committee has found that a google search of PSAC MOUs provides a links to many of the recent and active MOUs. The National Office will search our data base for the other active and applicable MOUs and MOAs for the past 9 years. The committee will prepare and make these available to the council members and report back at the April council meeting.*

National Executive to review as parameters and privacy are concerns raised.

LRO's will be engaged around this matter.

Once it has been determined what can be shared, a repository is advised to be created to house these where only members can locate within the re-design of the web site.

## **Update on Health and safety**

The committee is, as a friendly reminder to all co-chairs on all National Occupational Health and Safety committees, to check the Agriculture website for minutes posted and to provide updated copies of these minutes, in both languages, to the National Office email by December 20th so that they can be made available on the website.

## **Update on UMCC for each employer**

The National Office will review the website to ensure the UMCC minutes are up to date. Once minutes have been signed and approved, they will be made available by posting them on our website.

## **Website Update**

Sylvie Rochon gave a presentation regarding the updating of our Key Info section as well as the Agriculture website.

Presented plans for reconfiguring to streamline and make more user friendly, as well, transparent.

Discussions and consultations are underway using a template found to bring it up to date.

The Food Safety First website has been updated

The committee would like to remind Council to report any change to local executives coming from the Local AGMs so that the website can reflect this.

**Social Media Presence**

The committee has created a Facebook account under the name "Syndicat Agriculture Union PSAC / AFPC". Larry has been named the administrator, Michelle, Fabian, Karen, and Brad have been named editors. This page is still in its early stages but can and will be updated as information and news become available.

Moved by: Milton Dyck  
Seconded by: Karen Zoller

Respectfully Submitted.

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

**Date:** June 15th & 18th 2020

**Location:** Via Zoom

### **Members present:**

Dorothy McRae 4th NEVP

Robert MacDonald, RVP Southern Ontario

Dean Babuin, RVP Eastern British Columbia

Jan Pennington, RVP Eastern Atlantic

Dale Marianicz, RVP Southern Alberta

**Chair:** Roll Call – The Committee commenced at 11:30am EST

**Recorder:** Dorothy McRae

### **Previous Business**

#### Health and Safety Bulletins/Key info

We have done the corrections, but they haven't been translated and posted on the website as of yet.- SAME

### **New business**

#### Grievances tied to Bargaining with CFIA

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

There are some major grievances that are at the 3<sup>rd</sup> level for a lengthy amount of time, that are related to demands put forward by the ER and we need them to be resolved asap before we can move forward.

326 active grievances to be dealt with by LROs as of last update.

List of ones that are directly affecting our ability at the bargaining table:

- OT tool covers most grievances to do with OT, travel, etc. They are tied together.

Reminder to have members "own" their grievances...hang on to copies of things as locals sometimes struggle with managing that portion of work due to various reasons.

#### COVID-19

AGR website updated with links to employer websites with Covid-related info from the employers.

See employer external websites as well for additional information.

#### Discussion on Violence in the Workplace

Memo from Craig Houghton A/National Manager, Occupational Health, Safety & Prevention Date 2014-09-08 to NOSH that indicates an HOIR will only be done if Workplace Violence Results in an ambulance or police being called recommend further discussion at NOSH to amend this memo.

#### PSAC Health and Safety Conference Delegate Selection

The committee discussed the way in which delegates were selected for the Health and Safety Conference and felt that it would be better to open the delegate status to members who are actively participating in regional/area OHS committees. We are looking to propose a change to the way in which the Agriculture Union selects delegates to this Conference.

We feel that the selection process should be modified, which we don't know yet and will take any ideas from Council.

**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

### PSAC Health and Safety Conference

Delegates from the Agriculture Union attended the National PSAC Health and Safety Conference in Montreal, QC in December 2019. See the PSAC link for more information about the conference.

<http://psacunion.ca/mobilizing-healthier-safer-and-respectful>

### **Bargaining Updates**

#### Treasury Board Bargaining

Strike votes suspended because of Covid, look at emails from PSAC about it. As this report is being written, some of the tables are returning for discussions. Essential Services Agreements with TB ... Below is a link to the Bargaining updates shared by PSAC:

<http://psacunion.ca/treasury-board>

#### CFIA Bargaining

Our team met for the Public Interest Commission (PIC) conciliation hearing for bargaining with the employer on May 7<sup>th</sup> & 8<sup>th</sup>. Our former president Bob Kinston was selected as our rep on the PIC panel.

This meeting was held via video (Zoom) conference after being delayed due to the pandemic. The parties made presentations on a set of outstanding CFIA-specific issues that had been agreed to with the Commission prior to the hearing.

Our team was very disappointed with the tone of management's rhetoric. Especially when they equated a slaughter inspectors' "on the job" safety being the same as that of a person going to the grocery store. This was taken as a huge slap in the face to our members who are currently reporting to work in less than ideal and situations.

Our team focused its presentation on addressing key workplace concerns identified by members during the current round of negotiations, including:

- fair annual economic increases
- market adjustments to wages for positions paid less than their counterparts in the core public administration and agencies
- compensation for all work performed by inspectors, such as those working in abattoirs currently not paid for prep and clean-up time
- improved work life-balance, such as more leave for family-related responsibilities
- strengthened job security
- fair compensation for the failed Phoenix pay system

Moreover, the union rejected all concessions that the agency is pushing, including drastic changes to scheduling.

The agency continues to insist on a range of unacceptable changes to scheduling, such as:

- changing hours of work to 6 AM-10 PM so that management can schedule shifts into the evening without additional compensation (i.e., shift premium). Currently, hours of work are 6 AM-6 PM.
- redefining the work week to include the weekend, allowing management to schedule shifts on Saturdays and Sundays without additional compensation.
- drastically reducing the required notice for shift changes from seven days to just 48 hours.
- creating a new staffing definition called the 'inspectorate' and giving management the right to schedule these workers at any time without additional compensation, such as overtime pay or premiums.

Management is pushing for these changes under the guise of creating an agile, mobile and flexible organization and workforce. While PSAC fully supports fulfilling CFIA's mandate to safeguard Canada's food supply, this cannot be achieved by introducing regressive changes to the collective agreement. In fact, proactively ensuring the safety of Canada's food supply demands adequate investments in staffing rather than short-sighted attempts to squeeze more out of current employees.

Moreover, these proposals, which will make it harder for CFIA workers to plan

their personal lives, run directly against the Trudeau government's stated support for better work-life balance.

#### Phasing out of Employment Transition Policy

- The Agency wants to make regressive changes to the Employment Transition Policy (ETP). The ETP is a negotiated appendix within the collective agreement intended to maximize employment opportunities for indeterminate employees

facing employment transition situations. CFIA management's new proposal would create a two-tier approach that would exclude future employees from the ETP protections available to current CFIA workers. The union is firmly committed to strengthening the collective agreement for current and future employees and has presented its own proposal to improve the ETP. This proposal is based on members' experience with the policy over the years it has existed.

**<https://psacunion.ca/canadian-food-inspection-agency>**

#### **OHS Updates**

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

- The new EFAP tender has been given to Morneau Shepell.
- Jane MacDonald has been appointed as the employee co-champion for mental health.
- There is a sub-committee on Violence in the Workplace preparing for the changes to the Canada Labour Code under Bill C65. Patrick St-Georges sits on this committee.
- The Mental Health sub-committee is preparing for a new 3 year cycle.
- Meeting weekly on Covid-related issues. In discussion with ER about phase 4 changes in the return to work/business resumption.

#### CFIA –Canadian Food Inspection Agency

- Our NOSH committee has met weekly during this pandemic and are continuing to do so into the foreseeable future. We have a pre-meet with PIPSC Wednesday's to go over our agenda items.
- As you can well expect, COVID has been the main focus of attention and discussion. We have fought to ensure our members are safe going into work. We have fought for better recording of potential issues ( near misses), we have

fought to ensure that the local/regional/area committees are all involved in what is going on within their respective areas/worksites. This includes reviewing all JHA's for each worksite against COVID. We are also working on ensuring that any business resumption plan incorporates OHS at all levels.

- There was also concern about CFIA looking at changing the OHS structure. CFIA president Siddika had a meeting with many OHS reps and after listening to what they had to say, agreed to keep the structure the way it is for now it is working well.

- We still have concerns with regards to AWOI worksites and how they will look given COVID.

- Workplace Violence Subcommittee (WPV)

- The CFIA Workplace Violence (WPV) subcommittee last met on June 11, 2020. The committee is working on building internal capacity for competent persons (CP) to do Part XX (WPV) investigations. Currently,

the CFIA must use the National Master Standing offer. This process takes at least 2 months as there are only 13 or so persons on this list and French language is an issue. The criteria for internal CFIA staff has been developed and is attached. An email call-out has been drafted and will be sent out via the Info Bulletin and to the OHS community for interest solicitation. The thought is that there are employees within the OHS community (sits on an OHS committee, etc) who hold these skills and would be willing to volunteer to do WPV investigations. The call out will hopefully go out in the summer with some volunteers by the fall. There was little discussion around training and mentorship or if there would be 1 or 2 CP's used for the investigation. These details need to be worked out once it is determined if there are any volunteers. The committee was not overly optimistic about finding volunteers. There will most likely be some selection criteria, such a discussion. It is anticipated that we will have some input in the selection of internal CP's. There are about 13 WPV investigations per year so volunteers may not be called upon on a frequent basis. I hope that CFIA members of the National Council and locals will volunteer as many of our skills fit with the CP criteria. Bill C-65 will hopefully be passed within the next year or so, and the criteria for an investigator should still fit any volunteers. A draft policy based on the new Bill C-65 legislation was previously completed.

- Agency Workplace Optimization Initiative (AWOI)

- PSPC is advising projects will continue to move forward, however, there may be delays. The Dartmouth and St. Catherine's office designs are now completed and moving toward the construction phase. The contract fell through for the Dartmouth Office and a new tender process for space will be initiated for a consolidated workplace, with a targeted in-service to

October 2021.. Toronto is in the design phase and ready to tender construction pending COVID-related delays and currently, there is no new in-service date. The Calgary location has almost completed the design phase and is currently assessing occupancy. The Burnaby location has paused due to financial constraints.

- Management will provide an update on accessibility, which is a PSPC responsibility, and how it will feed into the new project. Concerns were raised regarding shared workspaces. The Management chair advised that we will continue to follow public health guidance and assess on an

on-going basis. As some workspaces with other government Departments have been completed, options are being investigated as to the best way to ensure the safety of employees such as staggering occupancy and additional cleaning. Assessments are being conducted on a site-by-site basis.

- OHS Committees continue to be involved in this project and the project teams continue to meet regularly. At this time, no OHS concerns have been raised.



Committee met Nov 18/19

The committee discussed the following;

- Respiratory Protection Program – Fit testing
- Review of Hazard Prevention Program
- Consensus training in the regions
- Manual Handling Policy
- Review Contractors for Investigations under Part XX, Preventing Violence in the Workplace

DND – Department National Defence

Committee met Dec 11/19

The committee will discuss the following:

- Hazardous Occurrence reporting
- OHS Committee structure
- Roundtable on Racism/ EAP Consultation

The Federal Court of Canada has approved a settlement for the Canadian Armed Forces (CAF) and Department of National Defence (DND) sexual misconduct class action. at [www.caf-dndsexualmisconductclassaction.ca/](http://www.caf-dndsexualmisconductclassaction.ca/)

PSC –Public Service Commision Committee met Dec 9/19

The committee discussed the following;

- HPP program
- WPV Program and the employer's use of the Harassment Policy
- David Jones has been appointed to the committee as employee rep as the committee felt there was an imbalance on the employer side

CSPS – Canada School of Public Service

NOHS is continuing to work on developing an Hazard Prevention Program (HPP).

There are extra committee meetings to prepare for the changes to the Canada Labour Code under Bill C65.

The Mental Health Committee is continuing to do great work.

Moved by: Jan Pennington; Seconded by: Dean Babuin

**National Council**  
**Conseil National**

July 6 2020

6 juillet 2020

**Recorded Votes/Votes Consignés**

Babuin, Dean  
 Carter, Tammy  
 Cloutier, Jean  
 de Haan, Brad  
 Dyck, Milton  
 Griffith, Jeff  
 Hambly, Michelle  
 Lee, Terri  
 MacDonald, Rob  
 Marianicz, Dale  
 McRae, Dorothy  
 Olynyk, Randy  
 O'Neil, Marlene  
 Penninton, Jan  
 St-Georges, Pat  
 St-Germain, Audrey  
 Zoller, Karen  
 Murphy, Fabian

1	2	3	4	5	6	7	8
1	1	1	1	1	1	1	1
1	1	1	1	1	1	3	1
1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1
3	1	1	1	1	1	1	1
1	1	1	1	2	1	2	1
1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1

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