

**Agriculture Union
National Council Meeting**

**May 10-12 and May 18, 2022
Video Conference**

MINUTES

In Attendance:

National Executive	National Council
Milton Dyck, National President Patrick St-Georges, 1 st NEVP Dorothy McRae, 3 rd NEVP	Jan Pennington, RVP Eastern Atlantic Tammy Carter, RVP Western Atlantic Jannick Beaurivage, RVP Eastern Quebec Stéphane Scaramella, RVP Western Quebec Stewart Spence, RVP Manitoba, NW Ont. Nunavut Curtis Veale, RVP Saskatchewan Sherry Hunt RVP Southern Alberta Christine Austin, RVP Eastern BC Todd Smith, RVP Western BC and Yukon Gus Mardli, National Director Human Rights
	Absent: Randy Olynyk, 2 nd NEVP Audrey St-Germain, 4 th NEVP RVP NCR Cailen Lenover, RVP Southern Ontario; RVP Northern Alberta & NWT
	Staff
	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

Speaking from Treaty 4 Territory, Milton welcomed everyone to the meeting; the impact of Covid is still being felt by our members and we continue to be there for them; the news out of Ukraine is extremely depressing and the thought of a possible food crisis is worrisome.

3. Adoption of Agenda

The following motion was made.

M/S St-Georges / Smith - THAT the proposed agenda be adopted.

MOTION CARRIED – By show of hands.

4. Hours of Session

Dorothy asked Milton if we could review the proposed hours of session; following discussion with the Council The following hours of session (Ottawa local time) were proposed by the Chair.

May 10: 11:00am to 4:00pm
May 11: 10:00am to 4:00pm
May 12: Standing committee meetings
May 18: 10:00am to 4:00pm - Committee Reports

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

5. Approval of October 2021 National Council Minutes

M/S Carter / Austin - THAT the October 2021 draft minutes 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 also gave a verbal report on the current balance on his annual and compensatory leave accruals; any leave that he's not entitled to carry over will be cashed out. He turned the chair over to Pat took questions from Council members.

Tammy had a question on the NBoD decision on allowing face-to-face meetings to resume in some regions; her concern is that on one hand we're asking for safety (at OSH) but the decision puts us in an difficult position with our employers; Milt responded that he understands Tammy's concerns but that the PSAC is following provincial guidelines and restrictions; Pat added that the federal guidelines (that our members work under) are not in sync with the provincial guidelines, it's a source of conflict that's making it very difficult for everyone.

M/S McRae / Carter - 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 Council members with a written update on behalf of the National Executive; the reports were discussed with Council.

AAFC

Christine wanted an update on the item she submitted for yesterday's UMCC meeting with AAFC, there's a lot of conflict between the Corporate Management Branch and the Science and Technology Branch in her region; there's also a lot of conflict in her own local; Milt provided an update for Christine; her item was discussed at length at the meeting and the need for informal conflict management was recognized; there will be a follow up meeting to address this and other issues that are ongoing in her region. Regarding remote work and reintegration to the workplace, Milton mentioned that discussions have taken place at several levels within AAFC; right now, employer is evaluating which groups can work remotely versus who needs to report to work; the difficulty is that this is also being discussed at the bargaining table; Milton feels that this will take at least one year to resolve. Regarding the UMCC meeting with AAFC, Pat mentioned there was a discussion regarding the difficulty of hiring trades people at AAFC; the reason for this was explained by Crista-Lynn Ferguson (Director General): It's because of the wage gap, AAFC can't compete with the salaries in the private sector.

Jan talked about non-functional UMCC meetings at the local and regional levels at AAFC in his region. Milt responded that this was brought up with the Deputy Minister last week at the NUMCC; we're trying to fix this and there's a follow up meeting coming up to address this; it's an issue that's been going on forever it seems even though terms of reference have been signed; it's clear that managers aren't following them and many emails have been sent to Gerard Benoit (Chair of the Atlantic region UMC). Jan will send additional info to Milton.

CFIA

Jan had a question on the process for requesting union leave; his leave was recently denied; he was wondering if this was a problem with others or if this was selective treatment by CFIA; Milt

will ask Brenda Dagenais but the bottom line is that anyone receiving a union leave letter from the National Office, that person has union approval, and there should be no pushback whatsoever from the employer. Regarding CFIA's Building Emergency Evacuation Plan (BEEP), Jan wanted to know which body / table is responsible for this, is it corporate security of OSH? Milt responded that security trumps OSH, however nothing prevents that topic being discussed at the OSH table.

Tammy wanted an update regarding the critical shortage in staff at CFIA, what is the employer doing to address this? Milton stated that there's been plenty discussion at the NUMCC but unfortunately, it's been a struggle; the Avian Influenza has really highlighted the shortage in staff; in discussions with CFIA, we've been very clear that they cannot change to the educational requirements of EGs (in the hiring process); per discussions at National Executive level, Milton believes we need to go ahead with some political action.

Dorothy gave a progress report on the Standard Inspection Process (SIP) for meat. The new system will soon be moving to slaughter and some managers have asked for a pause in the process; there was a discussion amongst Council members if this was a good thing; the feeling is that SIP is good for our members and for food safety overall, however we should proceed with caution.

Regarding Joint Employment Transition (JETSC); there was a roundtable discussion with the Council to assess what is going on across the country; Milton explained that the CFIA is stalling us on this and we don't have a clear picture on what changes are coming.

CGC

Milton mentioned that the new changes, if any, to the regulations will need to be gazette; we hope to find out soon.

CSPS

Regarding Covid and remote work, Milton said the employer is in no hurry to bring back staff to the workplace. Pat provided an update on the ED / AS conversion saying that it is currently being done; regarding the non-advertised job postings (estimated at 75%), Pat stated that we are still fighting this.

DND

Milton gave an update on latest talks with June Wigner (DND Component President). Jan gave an update on meeting that recently took place with language teachers; it was very productive and he will continue to network with them. Jannick mentioned there was an ED-EDS member that wants to be a shop steward; the member wants to be in our component; Jannick will send additional information to Milton so that we can follow up.

9. National Office Update

Pat expanded on Milton's report that was circulated to Council; he stated that our staff continue to work remotely from home and we plan to have a discussion with them regarding a possible return to the workplace; as for the PSAC, the building recently opened up and a minimum of staff have reintegrated the workplace; for his part, Milton plans to return to Ottawa in September.

10. Agriculture Union Social Justice Fund

At the beginning of day 2, Pat raised on a point of privilege to bring awareness to the Moosehide Campaign that is underway; it's a campaign that stands against violence towards women and children.

M/S Carter / Smith - THAT the Social Justice Fund contribute **\$1000** towards the Moosehide Campaign.

MOTION CARRIED Unanimously

A progress report was provided by Pat on the SJF; the committee reviewed and approved 5 projects:

- Total of \$21,000 over three years for the Hour-a-Day-Study-Club (HADSC), project submitted by Tramaine Whited, Local 00019.
- \$4,000 for the Maverick School Nutrition Program, project submitted by Theresa Colenutt, Local 40054
- Total of \$14,000 over two years for the Highschool Carpentry Apprenticeship Program, project submitted by Elena Beynon, Local 40022
- \$100 for the Corner Brook Status of Women Council, project submitted by Terry Sacrey, Local 90076
- \$100 for the Gateway Status of Women Council in Port aux Basques, project submitted by Terry Sacrey, Local 90076

For the record, Todd Smith thanked the committee for the \$20,000 donation that went towards the BC Flood relief fund in 2021, it really helped raise the SJF portfolio.

11. Collective Bargaining

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

12. Standing Committee Reports – See Attached

- Bylaws and Education Report

Todd read the committee report (attached).

Motion: M/S - Dyck / Smith

That the Committee's report be adopted by Council.

Unanimous - Recorded Vote #3

- Finance and Communication Report

Sherry and Stéphane read the committee report (attached).

Motion: M/S - St-Georges / Hunt.

That we use the surplus accumulated in 2020 and 2021, to pay-off the remaining monies needed to lift our \$2/m/m levy, as soon as feasible.

Unanimous - Recorded Vote #4

Motion: M/S - St-Georges / Scaramella.

That the Committee's report be adopted by Council.

Unanimous - Recorded Vote #5

- General Committee Report

The members of the committee took turns to read the report (attached). As the report was read, the following motion came made:

Motion: M/S – Mardli / Carter.

That the Committee's report be adopted by Council.

Unanimous - Recorded Vote #7

- Collective Bargaining, Health and Safety Committee report

The members of the committee took turns to read the report (attached).

Motion: M/S - McRae / Austin

That the Committee's report be adopted by Council.

Unanimous - Recorded Vote #8

13. Political Action

Milton provided a progress report; the biggest issue facing us in the next couple of months will with collective bargaining and possible strike action; the discussion from Council is that the salary proposals are a joke, and we need to be ready for mobilisation. The Council discussed other areas where political action is needed: Canada Grain Act at the CGC as well as the MSIP beef at CFIA.

14. Vaccine Mandate

Milton provided a progress report. Last month we were supposed to have a 6-month update but we're still waiting for that meeting to take place, it's all about politics and the delay apparently is at the PM's level. From the discussion with Council, this is a very polarization issue in the workplace. Milton reminded everyone that this is an employer policy - that we are not picking sides - however we need to be there for our members, tensions are high and we can not put aside the possibility of violence in the workplace. Christine stated that we need to pushback at all levels with our employers as they need to realize that the workplace needs to be safe as there's a big impact on mental health.

15. Local Finances – Regulation 15

Milton gave an update and why this item was being referred to the Finance committee; we need a recommendation on what needs to be happen to locals that are chronically behind with their financial statements; he stated that previous offers of sending back all monies being withheld won't be renewed and that we will adhere to the Regulation. For the committee's recommendation see attached report.

16. National Council Action Plan for Engagement (T. Carter)

This item was referred to all standing committees for input (see committee reports). Tammy wanted a structured conversation with Council for us to come up with a strategy to improve engagement. We have many challenges that we need to deal with (large regions to cover, small locals, Covid, connection with younger workers and their values, etc). Todd stated that we must use upcoming mobilization efforts to engage members, sign up Rands. Milton stated that we should also use employer onboarding process to connect and engage with new members.

17. Motion: Fair Pay for National Council (T. Carter)

This item was referred to the Finance committee to discuss and provide options to be considered by Council (see committee report). Tammy sated that her worth is the same as everyone here at Council, where we are supposed to be equal, and said she had the support from her local.

The motion below was debated right after the Finance committee presented its report.

(Tammy's original motion was amended by a motion present by Mardli / St-Georges, and was carried by show of hands)

MOTION **M/S:** Carter / Mardli

Whereas we work tirelessly to ensure fair compensation for workers,

Whereas the Agriculture Union has shown precedent to treat execs fairly for retirement,

Whereas when we are doing union work we are equals,

Be it resolved that while on Agriculture union duties, where a letter is required, that all members of Council get paid a fair salary.

Be it further resolved that that in defining a fair salary that a formula of the average rate of pay of members of Council be calculated after each Triennial Convention of the Agriculture Union.

Be it further resolved that based on the above that if a member of Council made above the average, they would still get paid their salary. That upon request anyone below the average would receive a top up to that average salary.

The motion was **Carried – Recorded Vote #6**

The following members **Recorded Against:** Sherry Hunt and Curtis Veale.

18. Equity and Diversity – Employer Committee Reports (G. Mardli)

Gus wanted to know where we were on this with each employer. He already sits on the AAFC committee but, if possible, he'd like to attend the other employer committee meetings on Equity and Diversity. Tammy currently sits on the CFIA committee. Milton stated that he will see what can be done to add Gus to the employer committees. Sherry wanted to know what was going on with the PSAC's Gender Equity Task Force, there's been no update since 2019; Milton didn't have answer but will bring it up at the NBoD.

19. Webpage for Human Rights Committee (G. Mardli)

This item was referred to the General Committee, see report

20. Self-Identification App for Equity Groups (G. Mardli)

This item was referred to the General Committee, see report

21. Contest for New Human Rights Logo (G. Mardli)

This item was referred to the General Committee, see report

22. Next Council Meeting

The next Council meeting will be in Ottawa, the meeting dates are November 2-5, 2022.

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

1. Call to order
2. Establish Recorder - Todd
3. Review of Past Minutes
 - a. **Outstanding Recommendation:** have periodic meetings with National Council members by area. Could include an LRO when possible.
 - i. Council members could have an LRO touch base with them regarding issues when needed.
 - b. **Outstanding Recommendation:** training session for National Council on Google Drive or MS OneDrive use and features. Ask the Office which platform they use if any and use the same.
 - c. National Council Handbook and Key Info:
 - i. The Committee agreed to go through the Key Info documents and National Council handbook secretarially between meetings and to keep each other updated.
 1. **Outstanding Recommendation:** review the Key Info docs at least once per year or cycle and update as appropriate.
 - d. **Outstanding Recommendation (KeyInfo docs):** component management direct staff to prioritize this work much higher to ensure it is done in a timely manner with follow up status updates monthly.
4. Education
 - a. We have sent out messages about Joint Learning Program for CFIA. No requests for JLP workshops have yet been received.
 - i. Avian Influenza has taken up most resources with many trainings and meetings being cancelled or postponed.
 - ii. We have most the trainers ready and a few more are coming onboard.
 - iii. We need to bring up the JLP at regional seminars to encourage engagement and uptake.
 - iv. **Action item:** send out a communication about JLP.
 - v. We aren't sure if CFIA JLP will be in-person.
 1. We get a certain amount of money from CFIA. Both in-person and virtual options are being costed and considered. We would like to get back to in-person trainings.
 2. Some JLP workshops would work better in person such as Union-Management Consultations.
 - b. In person PSAC education will be starting up again this year.
 - i. We are working with Ontario REVP to coordinate education for that region.
5. National Council Handbook | Key Info | bylaws update

- a. Will need to update bylaws following receipt of 2021 Convention report. Or, we can look at specific resolutions that have passed to gather this information.
 - b. Will require a separate meeting of the bylaws committee.
6. Member Engagement Action Plan Discussion
- a. Must have fun engagement activities and make personal connections. Emails do not work; phone calls and in-person contact are best.
 - b. Could get Milton and Pat doing in-person visits to local events and meetings in the regions.
 - i. Todd suggested sharing the in-person outreach and engagement work amongst the entire national executive.
 - ii. Milton noted that usually one or two of the exec would go to a seminar or training event. They would need to add to the agenda or provide some additional value. Look at money, benefit, and impression.
 - c. What works in the regions for Jannick and Todd:
 - i. Jannick: when Magali was REVP for QC. Magali had an effective speech to bring people together. Meetings from 5-7 put on by the local to answer questions and connect with members. Speaking with members about their salaries and benefits engages members.
 - 1. Members are afraid of Phoenix problems and with us moving towards impasse with bargaining we should be talking about this more and what a strike vote means.
 - 2. SR group with PIPSC received huge increases in the last few years. Gap between EGs and SRs is much greater than it was in the past.
 - ii. Milton: mentioned desire for danger pay and discussions at NJC where we were told it would never happen.
 - iii. Todd: bi-weekly calls to connect with local presidents, in-person member mixers/socials coming up with bargaining tied in, local barbecue/social events, provide food at meetings.
 - 1. Ask PSAC to pay for food if tying in bargaining.
 - d. Members working from home and reporting to another area need to be considered for engagement and outreach efforts.
 - e. Milton is making himself accessible and visible at the local level.
 - i. Giving the Ontario region some additional focus as there are a number of struggling locals.
7. Other discussion:
- a. Cailean will be joining this committee.

Outstanding Items

- 1. Key Info Web Updates
 - a. Some Key Info docs have been updated but the dates have not been changed. Randy will follow up with the executive/office.

- b. **Recommendation:** component management direct staff to prioritize this work much higher to ensure it is done in a timely manner with follow up status updates monthly.
- 2. Review bylaws and Handbook references after receiving Convention report.

REPORT OF THE FINANCE & COMMUNICATION COMMITTEE

May 12, 2022

Present: Patrick St-Georges - 1st NEVP Chair
Sherry Hunt - RVP Southern Alberta
Stéphane Scaramella - RVP Western Québec

Ex-Officio: Larry Budge - Administrative Officer

Guest: n/a

Absent: Vacant – RVP NCR

Finance:

We began our meeting by revising our membership, down slightly to 7,672. It was noted that our RANDs are around 25% (1,932 RANDs). We then updated the National Joint Council (NJC) Travel Directive rates, and Larry will be sharing the revised Excel expense claim with Council shortly.

New mileage and meal rates as of April 1, 2022:

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

Breakfast	\$21.90
Lunch	\$22.15
Dinner	\$54.40
<u>Total Meal Allowance:</u>	<u>\$98.45</u>
Incidentals	\$17.30
<u>Total Allowance</u>	<u>\$115.75</u>

We reviewed the draft financial statements for 2021 and there were no big surprises since our last review in Oct 2021. Most of the line items were significantly under budget, due to the on-going covid-related travel restrictions. Human Rights (SCH-5) was slightly over budget, since they had several meetings last year. The most significant line item (over-budget) was Translation, since we have been having many more meetings than usual.

It was noted that we are in good shape for our 2022-23 budget, since it is based on a membership of 6,800 members. The Committee also had a thorough discussion regarding the significant surplus our Component has accumulated in 2020 and 2021, throughout this covid pandemic and due to the associated travel restrictions. Hence we brainstormed several possible ideas for National Council to consider.

- Remove the \$2/m/m levy (~\$1.7M);
- 4th Labour Relations Officer (LRO)... currently one LRO is on long-term disability (hence off our payroll), but when this LRO returns, our surplus will cover the extra salary/benefits;

- Recognizing our Component had to make some significant financial restrictions back in 2012 (during the cuts), it's not bad idea keeping some of the surplus, in case we have another round of cuts (Federal elections are looming);
- Funding for membership engagement:
 - o Asking RVPs to organize 2 (or more) Regional Seminars per year;
 - o Local development programs, supporting PSAC's initiatives;
 - o Assisting smaller/isolated locals who are struggling to participate in Regional Seminars (to be discussed further);

From these ideas, a **motion** was made by Sherry, seconded by Stephane to:

That we use the surplus accumulated in 2020 and 2021, to pay-off the remaining monies needed to lift our \$2/m/m levy, as soon as feasible.

The motion was carried.

The rationale: While we are on-track to resolving this levy by the end of this calendar year, we believe lifting this \$2 levy, would be very well-received by our members. We would also recommend this initiative be communicated/posted on our website. It's a little positive outcome from the +2yr pandemic we have all endured.

Local Finances – Regulation 15:

The Committee deliberated on the Regulation 15 (locals who have not been compliant, in submitting their local finances). Five locals were described as being behind in their finances, as far back as 2017; 2 locals in the National Capital Region, 2 locals in Western Atlantic and 1 local in SW Ontario. The National President (NP) has repeatedly contacted each of these locals, and has tried (repeatedly) to get their local finances in order. The Committee had a lot of discussion on this issue and we ultimately feel this issue carries a significant liability and a loss of financial accountability. The Committee discussed various options and we felt the only option left is to put these locals in trusteeship, but we have no mechanism in our By-Laws & Regulations, hence we are recommending the NP to research (discuss with PSAC) on how to regain control over these local finances. We were unsure how "putting a local under trusteeship" would impact/affect the currently elected local executives in those respective locals.

Action Plan for Engagement :

Each Standing Committees were tasked to brainstorm for some membership engagement ideas. We already started to think about this, during our ideas to utilize our surplus. Further to those discussions, we considered the following ideas:

- Organizing fun things, like cookbooks...
- Initiating unified campaigns, like food security, climate change, grain movement/transport or promoting bilingualism...
- Using contests (with prizes) to engage members, like a RAND campaign...

Considerations regarding Motion – Fair pay for National Council :

Finally, the Committee was tasked to discuss and provide options to be considered by Council, regarding the motion for “Fair pay for National Council members”. In our considerations, it was recognized that some other Components offer a “top-up salary” to their Council members (over and above their salary compensation from leave code 641). The committee looked at our current National Council’s average salaries and it came close to \$285/day, with only 4 members below this average. If approved, this was approximately costed at ~\$5,000 per year.

There was lots of discussion around this motion and it was felt that if our Component were to consider a top-up salary, we would need the By-Laws & Education Standing Committee to consider drafting language in our Regulations, should Council choose to support this motion. The Committee added a couple more suggestions:

- The average quantum National Council salary should be re-calculated after our National Triennial Convention (when NEVPs, RVPs & National Human Rights Director are elected);
- Top-ups should be on a request basis;
- Top-ups are only considered on applicable Leave Code 641 days (ie. typically weekdays);
- Top-ups would only be applicable for Component-related events/activities, a resolution should be submitted to PSAC’s Regional or National Conventions for related top-ups;
- Any extra salaries would be taxed at a general rate (~25%) and T4A’s tax slips would be issued accordingly.

Costing requests from other Standing Committees:

The General Standing Committee sent us these 3 requests:

1- An independent Webpage design for Agriculture Union Human Rights Committee that will be self monitored and maintained by two members of the HR Committee.

Our response: Unfortunately, we were not able to provide a costing response, since we needed more information to determine the level access & complexity needed for this website.

2- internet subsidy for Human Rights Committee regional representatives. regional reps and alternate director only

a) at \$30/month

b) at \$50/month

Our response: No cost, since this could be absorbed in the existing Human Rights Regional activities line item.

3- offering Virtual *kairos blanket exercise* to human rights committee Reps (and optional to council) on June 21, national Indigenous Peoples Day. This exercise for Team Building and team work exercise amongst HR reps and Council members, in observance and recognition of that special day.

ps: Any of our Labour Relation officers offer it virtually or PSAC staff do it?

Our response: Again, we were unable to provide a costing, since we needed more information/guidance/details on this request; like full/partial day, specific facilitator (in mind), will the Zoom platform work, interpretation/translation requirements?

Overall, the committee had great collaborative discussions today.

This report is moved by: Patrick St-Georges
And seconded by: Sherry Hunt

The Committee met on May 12th, 2022 virtually. Present were Gus M, Stewart S, and Tammy Carter.

Regrets: Audrey St. Germain

Tammy agreed to take the minutes.

Business from last minutes:

The committee reviewed the action item log that was submitted to last council. Unfortunately due to the absence of the chair we were unable to be certain if items had been actioned. The committee reached out to the President (Milton Dyck) and the 1st NEVP (Pat St-Georges) at which time neither was able to confirm that the items had been dealt with so we are assuming they are being carried forward. The action item log File is attached as we feel it should be carried forward and have each item assigned to someone as the Lead Person for that item so that we can be sure we are effectively moving forward.

One of the major concerns for the committee is the last minutes said the webpage would be updated within 5 months, that did not happen and we will be asking our chair and executive to please be making this a priority, it causes issues for members and we feel it affects the perception members could have of the union. Also, much of online information on the Webpage is out of date.

The committee hopes to work with the chair between councils to ensure things are completed by the next council meeting.

The committee felt this is probably the time to consider assigning the duties of webpage update to an actual person as a job, as it's grossly out of date.

New Business:

1- Member Engagement Plans

The committee had a lengthy conversation around this issue and many ideas were floated. We would ask that council consider some of the following and build on them.

- Bring a Friend Campaign. – The thought for this campaign is we felt small and meaningful interaction is usually more likely to last. We felt perhaps Agriculture could a couple people per region to attend things with their RVPs etc, to get an idea of what we do. Virtual or in person, hope being in person would eventually be option.
- BBQs/Plant Gates – Although we do not feel this is a one size fits all approach, it may be a tool to use at larger centralized locations. Have tags with QR codes and or our contact info to direct them to us. Hot days, hand out freezies etc, with links to some info. Ideas to do this during public service week as well.
- Virtual Scavenger Hunt – sending out an email with a scavenger hunt idea. The scavenger hunt would be answers about union from web or psac web or CLC etc. Only concern on this is our website it out of date, but could choose questions that weren't. Prize for winner, participation for everyone that does it. For instance, for every person that participated we will donate 2\$ to a food bank etc., in their region.
- Photo Contest, show us what's great about your part of Canada and how your work helps. (was thinking about just saying Agriculture in your part of country, however many members don't work in the agriculture)

- One on one calls, give lists, and let RVP try and contact even 5 a week.
- Visits and meet and greets to locals.
- Reach out to other components, see if anyone has success stories of how to engage
- Talk of a Union Camp for Agriculture. Our ideas were 2 members from each region for a total of 24 with an allowance for 6 people if needed for equity seats. Funded by Agriculture. Ideas was to take people we see as future leaders (hopefully) and give them a bit of an in depth on us at AU. The reality is we get lost in the big picture at PSAC.
- Social Media Presence, this we feel NEEDS to happen. Suggestion of asking perhaps CEIU how they manager theirs etc? This is where people look for us first and we don't have a big presence.

2. **Webpage for Human Rights Committee**

There was a discussion that the HR Committee feels like their information isn't easily highlighted and they would like their own page. While the committee completely agrees with this idea, the final decision was we should probably fix our own web page before adding another one to monitor. It was mentioned that some HR reps are quite tech savvy, however if they leave their roles this still has to function so there is still some work to do on that.

3. **Self ID Form For Equity Groups**

The Human Rights Committee would like to have a self ID form approved. It is at the bottom of this email for review. We reviewed what was originally sent to us and wanted to make sure language was inclusive.

4. **Contest for a new Human Rights Logo**

The HR Committee would like to launch a contest to design a new logo for their committee. There were many discussions at this committee about what would need to be included etc. Does it have to have the same make up as the AG Union one? Without direction we don't have anything to go back to them with.

Action Item #1 – Find out what needs to be in the HR Logo, what are there parameters. Report back to Gus so he can take info to committee.

5. **Paid Internet for HR Committee**

The Human Rights Committee has asked for paid internet. The committee was informed that the office said it would not be a problem, but this committee felt it was important to document that for future so that it's not ever a question of where or when this happened. Larry Budge confirmed this can fit in the budget they already have to run their committees so didn't see an issue.

6. **Kairos Blanket Exercise**

The Human Rights committee has asked that the component put on the blanket exercise for it's members as well as council. They were aiming to have done for June 21st. The committee is in support of this idea however unsure if it can happen in this time frame. **Action #2** Have the Chair and HR Director work with executive to see if this process can happen and if can happen in time for June 21st.

Respectfully moved and seconded by Gus and Tammy.

Self ID Form

Members who belong to the following groups are invited to self-identify. This information is voluntary and kept confidential and will be used for the purposes of supporting our equity initiatives and programs.

Definitions:

PWD “person with disabilities” means persons who experience barriers arising from impairments of a physical, mental, sensory, psychiatric or a learning nature

RV “Racially Visible” person in Canada is non-white in colour or race, regardless of place of birth

Mandatory info marked with an *

Name *:

Email *:

PSAC ID:

Local:

Street address *:

City *:

Postal Code *:

Phone:

Please check all that apply:

- ☐ Indigenous
- ☐ LGBTQ2+ community:
- ☐ Person with a Disability
- ☐ Racially Visible
- ☐ A Woman
- ☐ Non-Binary Person

I agree that Agriculture Union may use the information provided in the Self-ID section for administrative purposes. This could include seeking your participation in equity/diversity committees, conferences, conferences and sending you information about Agriculture Union equity/diversity initiatives.

Signature:

Collective Bargaining and Health and Safety Committee

Date: May 12, 2022

Location: Virtual meeting via Zoom

Members present:

Dorothy McRae, 3rd NEVP (Chair)

Christine Austin, RVP Eastern British Columbia Jan Pennington, RVP
Eastern Atlantic

Curtis Veale, RVP Saskatchewan

Chair: Roll Call — The Committee commenced at 8:07 PST

Recorder: Christine Austin

Note: Recommendations to be actioned as per the Record of Decision that will be developed from all Committee reports.

1. Welcome
2. Review of October 2021 Minutes
3. Discussion on action items from previous minutes

Discussion on OneDrive- a OneDrive folder has been set up for this committee. Dropbox is available for large files to National Component office. Item closed.

Vaccination Policy- We are still waiting for Treasury Board's review of the Policy. We are still waiting for direction on 699 leave. Direction has been provided from AGR on grievance wording. We did win the Policy grievance on 699, however the Employer is appealing it. Ongoing.

Bargaining Demand Initiative

Background: Committee discussed the need for members to become more familiar with the collective agreement which may encourage engagement in the bargaining process.

Suggestion that this be a part of the regional seminars.

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

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

Oct 2021: Discussion- Due to motion accepted in April, we ask this be put on the checklist for regional seminar. It would be useful for LROs to be available to attend if requested.

This Committee requests that the Bylaw & Education Committee responsible for the RVP handbook/checklist updates, ensures the checklist is updated to include this item: Consider that an Agriculture Union Labour Relations Officer (LRO) attend the regional seminars and present information on the collective agreement.

The Committee also recommends that when bargaining demand callout comes, that AGR component will send a communication that demands are to be considered for submission from the locals.

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

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

4. New Business

a. PSAC Convention- if any items arise from Convention we will identify and discuss at next Council Committee meeting. Ongoing.

b. Here are a few examples of OHS events and Bargaining events. Please check your PSAC Regional webpage for upcoming events and updates.

Atlantic- PSAC members working for the Non-Public Funds (NPF) are invited to join a virtual townhall meeting to discuss bargaining on May 18. For the first time ever, members will meet at the national level and be united in negotiating their next collective agreement.

PSAC BC Region is holding a TB mobilization summit June 17th. Information will be shared to Council and disseminated to locals.

c. Upcoming OHS Conferences

Atlantic Region: HEALTH, SAFETY and ENVIRONMENT CONFERENCE June 17 - 19, 2022. The theme of the conference is, "Health, Safety & Environment: Our Future at Work."

National PSAC OHS Conference is scheduled for January 2023.

5. [Review on Key Info Documents](#)

Recommendation: National Executive to determine the position(s) responsible for updating Key info docs.

Recommendation: Key Info docs should be reviewed every 3 years to ensure current and applicable information is available for the members.

Documents and Changes: The Committee has reviewed the Key Info docs applicable to this Committee. Information, links and regulations are outdated. We have provided comments and changes within the documents. The Chair of the Committee will provide the link to the OneDrive folder to the identified responsible person.

i. Collective Bargaining Process and Roles- highlighted sections need to be updated to reflect current process and fix broken links. Remove duplicate document.

ii. Essential Services- no changes required.

iii. TB Bargaining Process- needs to be updated. CFIA is correct. Flowchart for TB is not current. CFIA is current. Committee can provide correct flowcharts.

iv. Duty To Accommodate- no changes required.

v. Harassment and bullying- needs full update, comments in document. Links need to be updated to reflect current legislation. Include new terms and definitions.

vi. H&S in workplace. Links need to be updated.

vii. HVP- member vs member- needs to be updated for current legislation, wording to be strengthened with regards to include any action/inaction of the Employer, update links.

viii. Health Evaluations- updates needed to language and links.

ix. Work Life balance- major changes needed for this document to reflect evolution of mental health policies. Consider archiving this document and developing a new document.

6. Standing Items

a. Workplace Violence

Update 12May22: See OHS updates for specific Employer updates. CSPS courses have been updated. Workplace Risk Assessments are in progress, however remote work and AI deployments have presented some challenges.

The PSAC has a roadmap for the process: Harassment and Violence Notice of Occurrence Process

Important points: The employer or designated recipient cannot unilaterally decide whether an occurrence meets the definition of harassment and violence under 122(1) of the Canada Labour Code (the Code).

The occurrence can only be considered resolved if both the principal party and the employer/designated recipient **jointly** decide that the occurrence does not meet the definition of harassment and violence.

A grievance can also be filed concurrently and held in abeyance to restore lost benefits. If the member took any sick leave, then a Worker's Compensation claim should be filed. If there are any elements of discrimination, under the CHRA, please file a second grievance.

Discipline is a separate process.

b. Bargaining Updates

Public Service Health Care Plan:

The team met with the employer to discuss proposals on March 22 and has made significant progress in negotiating long-awaited updates to the plan. However, several contentious issues remain. Of most concern, the employer wants to introduce a system where high-cost drugs must be authorized before they can be claimed. The government has also proposed concerning concessions that would impact workers' drug coverage under the plan. Right now, members pay 20 per cent of drug costs until they've paid \$3,000 out of pocket, and then they receive full coverage for all future medications. The employer has now proposed to increase members' initial out-of-pocket expenses to \$5000 before they are eligible for full coverage. They have also proposed the introduction of coverage limits on diabetic testing supplies (there are currently no limits) and a limit to pharmacy dispensing fee coverage. If talks continue to stall, the team will file to appoint a mediator who will work with all parties involved to help finalize the updates to the plan.

Treasury Board Bargaining:

As Treasury Board bargaining reaches a critical point, we encourage you to register for our May 17 national panel to discuss the latest bargaining news, why strong mobilization is more important than ever, and how other PSAC members have taken job action to win important victories during the pandemic.

<https://psacunion.ca/conversation-starters-tb>

Bargaining Team members: Can be found at <http://psacunion.ca/treasury-board>

PA Group: Negotiations at the PA table are nearing the breaking point after Treasury Board presented their comprehensive offer on April 28 rife with concessions and whlGh fails to respond to most of the PA team's key demands. TB silent on proposals related to mental health and equity, an allowance to recognize employees who use Indigenous languages in the workplace.

SV Group: Bargaining team met on March 2-3. We are still waiting for a response from the Treasury Board regarding our wage package. Our wage proposals were submitted in January and a response was expected by March, but the employer is dawdling. Meanwhile, many SV members are experiencing a widening wage gap compared to their private-sector counterparts. The SV team refuses to make concessions on flexible work schedules for SV members. Variable overtime is currently time and three quarters, but the employer wishes to reverse our gains by pushing for time and a half. The SV team has finalized its demands, which now include increasing access to professional development by ensuring all members can request it and receive a timely response.

TC Group: Bargaining team met March 22-24. Treasury Board's stalling tactics are disrespectful, with representatives coming to the table empty-handed for months while also failing to respond to PSAC's clear demands. If this were not enough, the few crumbs that Treasury Board has proposed amount to concessions under the guise of "flexible work arrangements." Their proposals would allow managers to change people's schedules on short notice or change day-workers into shift workers with little notice. The proposal would provide managers with more scheduling flexibility at your expense.

The TC bargaining team is also proposing several other important gains for members, including protections for hours of work, improvements to overtime, and fixing the long-broken classification system through the Occupational Group Structure review. The TC bargaining team will continue to push for fair wages, a better classification system, and reasonable working conditions for all TC members.

EB Group: The latest meeting was March 8-10. While PSAC has tabled all of our demands along with a comprehensive wage proposal, the employer remains closed to negotiating on nearly all of our priorities. Treasury Board also continues to put forward concessions on scheduling and shifts under the guise of "improving flexibility." The employer says their research does not support the wage adjustments that PSAC tabled in January. PSAC's bargaining team has requested these findings in addition to a counter-wage offer.

Common Issues: The common issues bargaining team is composed of members of the PA, TC, SV, and EB bargaining groups. The bargaining team met March 28-31. The employer's offer of 1.5%, 2%, 1.75% and 1.5% over a four-year agreement — averaging 1.75% per year from 2021-2025 — is completely out of touch with soaring inflation across Canada. PSAC has proposed wage increases of 4.5% per year to protect workers from the rising cost of living and ensure PSAC members and their families don't fall behind.

Other than a response on wages, the employer's offer did not address any of the union's proposals. They only restated their position on their concessionary proposals related to technological change, discipline, numerous leave provisions, and the Work Force Adjustment Appendix (WFA).

Treasury Board continues to reject PSAC's proposals for mandatory training to address systemic racism, harassment, and discrimination for all federal public service workers and managers at the Common Issues table. This has left the team with no evidence that the government recognizes the need to dismantle systemic racism and address discrimination in the federal public service.

CFIA Bargaining:

The bargaining team has met and finalized demands. Meetings are scheduled in July for first exchange of demands with the Employer.

c. OHS Updates

Recommendation — 2 weeks before National Council meetings, the responsible persons will provide a summary of applicable OHS updates to the Chair of this Committee. The responsible persons will still attend the Committee meetings to provide supporting information and answer questions.

NJC Update

The National Joint Council (NJC) is pleased to announce that the consultations led by the Occupational Health and Safety Committee have resulted in new versions of the Occupational Health and Safety Directive, Uniforms Directive and First Aid to the General Public Allowance for Employees. The Communiqué can be found here for highlights: <https://www.njc-cnm.gc.ca/s24/s27/d841/en>

They have also been looking at WVP — new training programs and tools are available. Virtual seminars have provided more information regarding this. Additional guidance material to support the workplace harassment and violence prevention regulations: <https://njc-cnm.gc.ca/s24/s27/d844/en>

CSPS

Met on December 2 and March 22nd. Mainly dealing with COVID. Bi-weekly meetings. Upcoming agenda items- workspace CSPS offices moving to Ottawa from Asticou and Gatineau. 98⁰ trained for WVP. Next NOHS in June- reorganization of mental health sub-committee.

Includes mandate, ToR, priority for more awareness of mental health as we come out of COVID. There has been a discussion on fitness to work evaluations due to School directing members to Employer selected medical professionals. Members have the right to see own doctor for evaluations.

CGC

Meetings December 13^h and March 1st. Next meeting in June. Main topics- COVID and return to work in labs and office spaces.

March 1st meeting also dealt with working with 3rd party employees that did not have a COVID vaccination requirement. WVP- Policy in place, working on expanding list of investigators. General JHAs will be reviewed. Also, priority to look at mental health capabilities in terms of peer support groups and communications.

DND

DND has had lots of on-going adhoc meetings regarding the mandatory vaccination policy and with their sub-committee on the new Regs for Harassment & Workplace Violence Prevention. DND had a very high compliance with their vaccination mandate. Regarding the new Regs, DND is currently piloting using their (trained) investigators for investigations; there have been a few concerns, and it's still work in progress.

PSC

The Commission has held a few adhoc meetings since our last Oct 2021 meeting. The PSC had very few members who opted against the mandatory vaccination policy, resulting in the member being placed on LWOP. The PSC has predominately continued to conduct their business via remote work, but recently they have begun to offer employees options to return to their offices.

AAFC

NOHS is working on the recommendations from the Departmental OHS audit- Development of mandatory training course for Supervisors/Managers; employee education updates; triennial assessment of the HPP program.

NOHS is looking at a solution for ISB support of JSA database. Reviewing for improvements.

There has been no movement on the chemical inventory (will be called a hazardous product inventory database). AAFC is still in discussion with University of Ottawa.

Consultation on Return to work: The Employer has announced a 12-month phased approach toward a flexible hybrid workplace. Telework agreements are to be in place by the fall. There are concerns over insurance, travel to report to work, hazardous occurrence reporting, etc.

Continue to have bi-weekly COVID-19 meetings to discuss updates to PHAC guidelines, exposures in the workplace and preventive measures. The following have been discussed/debated: isolation timeframes, concerns regarding covid transmissions during meal periods & breaks, getting more information on HVAC in occupied buildings across the country, vaccination mandates, anxieties regarding leave code 699 codes and many other topics.

WHVP- Sites were directed to perform risk assessments using ESDC RA tool. Completion target was April 22nd. Also looking at contracting 4 investigators to ensure timeliness of investigations.

The next NOHSPC meeting is scheduled for June 16^{*}.

CFIA

- COVID and all the safety policies surrounding it in the workplace
- Lots of work keeping up with the Public Servant Occupational Health Program produced by Health Canada
- Confined spaces
- Ship Inspections and Fall Protection
- Return to In-Person Learning
- Reviewing the Science Branch Health and Safety governance
- Night Shift Plants — looking at all psycho-social aspects of mental health and physical health concerns with disturbances in circadian rhythm patterns in sleep
- Visits of Officials from Other Countries
- Looking at a lot of training for updates and choosing the best ones provided through the Federal Health and Safety community for staff. Reviewing the Training Directive itself.
- Health and safety training for meat hygiene to start will, move into other commodities or streams (e.g. plant, dairy, slaughter, etc.)
- Workplace Hazardous Material Information System training
- Workplace Assessment Tools have been started at all workplaces. They are tools that can be used to identify factors that could lead to workplace violence

Acceptance of report

Moved by Christine Austin

Seconded by Jan Pennington

Vote Unanimously carried

National Council
Conseil national

May 2022

Mai 2022

Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8
Austin, Christine	1	1	4	1	1	1	1	1
Beaurivage, Jannick	1	1	1	1	1	1	1	1
Carter, Tammy	1	1	1	1	1	1	1	1
Hunt, Sherry	3	1	1	1	1	2	1	4
Lenover, Cailen	4	4	4	4	4	4	4	4
Mardli, Gus	3	1	1	1	1	1	1	1
McRae, Dorothy	3	1	1	1	1	1	1	1
Olynyk, Randy	4	4	4	4	4	4	4	4
Pennington, Jan	3	1	1	1	1	1	1	1
Scaramella, Stéphane	3	1	1	1	1	1	1	1
Smith, Todd	3	1	1	1	1	1	1	1
Spence, Stewart	3	1	1	1	1	1	1	1
St-Georges, Pat	3	1	1	1	1	1	1	1
St-Germain, Audrey	4	4	4	4	4	4	4	4
VACANT, N. Alberta	4	4	4	4	4	4	4	4
Veale, Curtis	1	1	1	1	1	2	1	1
VACANT, NCR	4	4	4	4	4	4	4	4
Dyck, Milton	1	1	1	1	1	1	1	1

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