

**Agriculture Union
National Council Meeting
April 25-28, 2018**

**Westin Harbour Castle
1 Harbour Square, Toronto, Ontario**

MINUTES

In Attendance:

National Executive	National Council
Fabian Murphy, National President (Chair) Rick Cormier, 1 st NEVP Milton Dyck, 2 nd NEVP Patrick St-Georges, 3 rd NEVP Mélanie Desrosiers, 4 th NEVP	Jan Pennington, RVP Eastern Atlantic Tammy Carter, RVP Western Atlantic (absent April 28 a.m.) Jacquelin Carrier, RVP Eastern Quebec Audrey St-Germain, RVP Western Quebec Érick Martel, RVP National Capital Region Rob MacDonald, RVP Southern Ontario Jeff Griffith, RVP Manitoba, Northwestern Ontario and Nunavut Karen Zoller, RVP Saskatchewan Randy Olynyk, RVP Northern Alberta & NWT Dorothy McRae, RVP Southern Alberta Dean Babuin, RVP Eastern British Columbia Terri Lee, RVP Western British Columbia and Yukon Marlene O’Neil, National Director Human Rights
	Staff
	Larry Budge, Administrative Officer Nathalie Cale, Administrative Assistant and Recording Secretary

1. Call to Order

F. Murphy called the meeting to order at 9:04 a.m.

2. Opening Remarks - Committee Assignments

F. Murphy welcomed everyone to Toronto for the meeting. He stated that it would be an busy and exciting week with the council meetings followed by the PSAC convention.

3. Adoption of agenda

Additions:

Other Business – Retirement gift for Bob (item added by F. Murphy)
Employer Updates - Personnel Files (item added by R. Cormier)
Other Business – Q&A (item added by D. McRae)

M/S R. Olynyk / T. Carter

That the agenda be adopted.

MOTION CARRIED – By show of hands

4. Hours of Session

The following hours of session be as proposed by the Chair:

Day 1

9:00 a.m. to 12:00 p.m.	Business agenda
1:30 p.m. to 5:00 p.m.	Business agenda

Day 2

9:00 a.m. to 12:00 p.m.	Standing Committee Meetings
1:30 p.m. to 5:00 p.m.	Standing Committee Meetings

Day 3

9:00 a.m. to 12:00 p.m.	Business agenda
1:30 p.m. to 5:00 p.m.	Business agenda

M/S T. Carter / J. Griffith

That the hours of session be adopted.

MOTION CARRIED – By show of hands

5. Approval of October 13-15, 2017, National Council Minutes

M/S T. Lee / E. Martel

That the draft minutes of the October 13-15, 2017, meeting be adopted.

Recorded Vote # 1 – MOTION CARRIED

6. Business Arising out of Previous Minutes – Tracking Report

1. Paid Prep Time/Wash-up Time

R. Cormier informed the Council members that he had followed up with B. Dagenais (CFIA) in February and she informed him that she thought the matter was resolved. R. Cormier consulted with Hassan Hussein (PSAC) and the item will be brought up at the next NUMCC and HRUCC to have the committee meeting soon. He stated that a document would have to be created to offer guidelines for the establishments to follow for wash-up time. Once completed, a copy of the document will be circulated to the Council members.

2. CFIA Duty to Accommodate

F. Murphy advised that an agreement was reached after the last round of bargaining. A joint steering committee was negotiated. The Committee members consist of: Chantal Seeton representative for CFIA; Mélanie Desrosiers, Rick Cormier and Fabian Murphy, Agriculture Union Representatives; and, Catherine Gilbert and Roxane Lépine the Co-Directors of the Joint Learning Program (JLP). He stated that the April inaugural meeting had to be rescheduled and would presumably take place in early May. He stated that the goal of this committee was for the employer to train the managers and review the training with every lens (equity, health & safety, etc.) to ensure that accommodation does not hurt anyone else. He added that the employer has a duty to accommodate until undue hardship. Council members stated that they had been requesting this training for a long time and were wondering when it would be available in the regions. F. Murphy stated that Chantal Seeton wanted to get the Steering Committee started and the training would not be offered in the regions until this committee gets up and running.

A discussion ensued about Duty to Accommodate with the Activity Based Workplace (ABW) and there should be a requirement for the committee to review the plans to make sure that the accommodations were being followed. It was suggested that if any new accommodation was required due to the changes with ABW, they should be brought up to the committee. Furthermore, it was suggested that Council members add Duty to Accommodate as a standing agenda item on all Local Health and Safety (OHS) Committee meetings.

Council members were advised that the PSAC had excellent training on Duty to Accommodate and were encouraged to attend. M. O'Neil stated that the Agriculture Union Human Rights Committee members received excellent training given at one of the PSAC regional offices. Moreover, an email was forwarded to Council members with the link to the PSAC Duty to Accommodate guide.

3. CFIA Harassment Training

M. O'Neil advised Council members that the deck was finalized and approved by the NOHS Committee. The first training program rolled out (English and French) and went well and she was pushing for more funding for more training. Moreover, she advised that the training was not mandatory at CFIA. She was hoping that the names of the trained members would be posted on the AGR website.

Several Council members attended the train the trainer sessions and stated that two days was not long enough. They stated that the documents were distributed at the session but there was still a lot of preparation involved before delivering a training. In addition, some of the trainees suggested that the Harassment portion of the training be removed as Agriculture Union does not support the harassment policy. M. O'Neil advised that the training was part of a MOU and it was approved at NOHS; therefore, the harassment policy must be part of the training and that the trainers were there to guide and be neutral. F. Murphy advised that this was approved at NOHS and even though we did not agree with the harassment policy, it is part of the training. However, we can advise our members that we don't support the harassment policy. He added that if Bill-65 passes, the training may have to be modified. F. Murphy confirmed that Agriculture Union did not support the harassment policy. He advised that we would not represent the members on harassment complaints using the policy; however, we would represent the members using Regulation XX of the Canadian Labour Code.

F. Murphy advised that this item would be removed from the tracking report as the training was completed.

4. Classification Reform CFIA

Council members were advised that an agreement was reached and a Memorandum of Settlement (MOS) was signed. The National Office sent out letters to all grievors advising them of the agreement. F. Murphy advised that the grievors could rest assured that the Agriculture Union did their best to negotiate the best agreement that they could. R. Cormier advised that any grievors/members with queries should be directed to communicate with the National Office as this was a confidential agreement. Furthermore, F. Murphy advised that a Memorandum of Agreement (MOA) was signed and a committee would put in place to have this item dealt with in the future.

5. Competent Persons

R. Cormier advised the Council members that a valid list of competent persons was not presently available as it was being reviewed. He added that at the NOHS meeting, the employer advised that they would be returning to the two-person investigation to which the union refused. R. MacDonald stated that in the employer minutes this decision was reflected to state that it was agreed; however, this was not correct and he had mentioned it to M. O'Neil.

F. Murphy added that the employer had an obligation to appoint a competent person. However, if the union agreed to the competent persons on the list or not was a different problem.

F. Murphy mentioned that he sits on the National Joint Council Service-Wide Occupational Health & Safety Committee (NJC SWOHS) and the committee had been working on criteria for competent persons that would be used throughout the Public Service. He advised that a survey from SWOHS would be coming out shortly to all OHS Committees.

6. LAT 02 – DND (excluded positions)

F. Murphy stated that the issue was raised by Johanne Gagnon, Local President, a few years ago and that we had been trying to get it resolved. The item was tabled at the last NUMCC and it was agreed that the LAT-02s would no longer be excluded and the issue would most likely be resolved. He added that the item was referred to the HRUMCC and the LCol confirmed that he was looking at removing the LAT-02s from the 1st step of the grievance process. However, it remained uncertain who would be delegated the 1st step of the grievance process. A. St-Germain commented that the members in St-Jean were very happy to be back in the bargaining unit. M. O’Neil requested a copy of the Exclusion report from Agriculture Union.

7. Member Orientation and Onboarding

R. Cormier stated that the PowerPoint document would be added to the KeyInfo document on the AGR website. This item is now complete and will be removed from the tracking report.

8. Life Memberships

This item was referred to the General and Human Rights Committee.

7. Finance

Please refer to the Finance committee report.

Hotel Reservations for National Council Meetings

Item referred to the Finance Committee. Please refer to the committee report.

National Mental Health Task Force Steering Committee

Item referred to the Finance Committee. Please refer to the committee report.

8. National Office Staff

R. Cormier advised that all three indeterminate Labour Relations Officers (LROs), Elaine Massie, Nancy Milosevic and Sylvie Rochon, were back at work full-time. Gabrielle Galand, term LRO, accepted a position with CEIU with one month left on her term with our office and Elaine Ouimet's term position was scheduled until December 31, 2018. Furthermore, he advised that the National Executive approved a LRO determinate position to assist Elaine Massie with the PI/EG Review files. Lucette Charron was hired as a four-month term ending the first week of June which helped in resolving these long-standing grievances.

F. Murphy stated that now that the PI/EG grievances were resolved, E. Massie would be focusing on the backlog of grievances. The goal would be to have all new 3rd level grievances heard within six months of their receipt at the National Office.

The National Office third level grievance report was distributed to Council members for their review and distribution to their respective Locals.

M. O'Neil requested a report of the closed grievances and decisions since the last council meeting. N. Cale responded that the National Office had the intention to provide such report at the council meeting but due to PI/EG priorities this was not possible as our resources were limited. Furthermore, F. Murphy advised that the Labour Relations Officers forward the grievance decisions via email to the grievors, Local Presidents and Regional Vice-Presidents.

9. Employer Updates

DND

F. Murphy advised that two applications were received for the ED study leave. It became an issue at the last NUMCC because but there hadn't been any applications for the past two years. The issue was resolved by creating a committee with one union and one employer representative and the applications were reviewed, approved and funded. He advised that Danielle Moffett would be on the committee this year and a date would be set in the very near future to review the new applications.

F. Murphy advised that eight contract workers were finally hired as indeterminate employees as teachers without competition at St-Jean. He advised that the UMCCs were going well and that issues were being resolved quickly. He stated that we participate in several sub-committees such as Return to Work and Workplace Violence. Consultation was good regarding return to work plans. However, Health and Safety was challenging with this employer due to the different Health & Safety committees. He explained that this department has base safety committees which were not established as per the CLC Part II and that this was being reviewed.

As for Employment Equity, he advised that there were ten bargaining agents at DND and the Employment Equity representative was from one of those bargaining agents.

PSC

F. Murphy reported that there has been a history of complaints of violence in the workplace. He added that they had dealt with those now and were working on the appropriateness of the reports that were being prepared. A Mental Health in the Workplace program was being implemented but requires ongoing review. He advised that the Mental Health Champion Patrick Rosemount had stepped down. Furthermore, he was advised at the last Health & Safety Policy Committee meeting that an ombudsman position was being created. However, we received an email from Patrick Borbey that the new ombudsman position would also be the champion for the Mental Health in the workplace. Unfortunately, this decision was made without consultation with us and will be revisited with the PSC President.

A. St-Germain mentioned that there were some issues regarding delays for second language training and she would be raising it at the next regional UMCC in Montreal. F. Murphy advised that if the matter was not resolved at the regional level UMCC, she should send the issue to the National level UMCC.

CSPS

R. Cormier stated that he attended the NOHS meeting along with E. Martel and R. Chalifoux (Local President 70139). F. Murphy explained that the meetings were not being scheduled regularly and the FPSLREB had to step in to get meetings going. He advised that the meetings were now scheduled regularly and consultation was better. Furthermore, the Health and Safety training that CSPS delivers was not vetted through the SWOHS committee and was being discussed at the SWOHS meetings. F. Murphy advised that correspondence would be going out to CSPS regarding Health & Safety stating the requirement to consult.

F. Murphy advised that he, R. Cormier and E. Martel attended a two-day Health and Safety training was given at Asticou after issues were being raised for over two years.

E. Martel mentioned that the chart of classification was completed without the consultation of the union and this matter would need to be addressed.

As for employment equity - F. Murphy advised that all employers must have an equity plan and collaborate with the bargaining agent to come up with a plan for the next five years. M. O'Neil participated in the fall meeting and CSPS had drafted their equity plan and distributed it to E. Martel and R. Chalifoux, President Local 70139, who will be reviewing the plan.

CGC

F. Murphy advised that he attended the UMCC and NOHS meetings. He explained that AGR Union has five positions on the OHS committee: four Local Presidents and the National President. He stated that new appointments would be made soon as two Local Presidents had asked to be replaced. He stated that there were two ongoing violence in the workplace investigations. He advised that a full audit of the H&S program was completed by an outside consultant and the audit showed favorable results which pleased the committee.

F. Murphy advised that at the last NUMCC, the employer discussed four positions would be workforce adjusted: two AS-02 and two PI-03 positions. The two AS-02 positions would be appointed without competition to the PI-03 positions. As for the PI-03 positions, the employer would be actively looking for a position for one the affected PI-03 employee and the other would be named to a PI-05 position.

He stated that a policy grievance was going to be filed as the collective agreement was being interpreted differently depending on which part of the country the members work. As such, the employer was going to follow-up with Treasury Board for an interpretation. Additional grievances were filed regarding overtime (in Vancouver). F. Murphy added that the definition of “headquarters” was being questioned and the FPSLREB would aid in the mediation of the definition of “headquarters”.

AAFC

M. Dyck advised that he attended the NUMCC, HRUCC, S&T Branch UMCC, OHS and EE meetings. At the HURCC meetings: a pilot project on language training with four language teachers was discussed; and, the reluctance of the employer to state that harassment was violence in the workplace. At the S&T Branch meetings, he advised that there were concerns as the employer was hiring biologist in EG positions which was making it difficult for existing employees career advancement. At the NUMCC, he stated that the personnel file issue was raised and the employer responded that a single file was improbable. He reported that Duty to Accommodate would need to be included with OHS Committees. Furthermore, he reported that a guideline from OHS would be introduced shortly regarding ticks and lime disease as some members have been affected.

M. Desrosiers mentioned that in Quebec they have noticed several term directors with four different managers at four different NUMCCs which was causing problems within the region for follow-ups. M. Dyck requested that M. Desrosiers add the item at the next S&T Branch UMCC before the NUMCC.

Career progression Committees within AAFC

D. Babuin stated that most of the EG-06s positions in Agassi had disappeared and now the same thing seemed to be happening with the EG-05s. He was wondering if this was

all tied in with career development? M. Dyck responded that it was raised with the employer that we wanted to review and provide input regarding the career development strategy. Furthermore, he stated that since AAFC was responsible for their own staffing, they seemed to be eliminating EGs and creating more BI positions. F. Murphy advised D. Babuin that this item could be submitted for the next AAFC meeting.

UMCC Terms of Reference

D. Babuin requested clarification on the role of the Labour Relations Advisor (LRA) at the UMCCs. F. Murphy responded that the employer and union abide by the established Terms of Reference. He added that the LRAs role at the meetings was to advise management and they were allowed to speak at the meetings as long as they weren't trying to control the meeting. He added that managers would be very reluctant to answer questions without consulting the LRA. He advised that if a LRA was trying to control the meeting, the RVPs could make the LRA aware that the RVPs participation at this meeting was to discuss with management. The RVPs were encouraged to advise the National Office if they were encountering problems with a LRA's taking control of meetings.

Personnel Files

The Council members discussed the issue of one personnel file per employee as the employer felt it was improbable that there would be one single employee file. M. Dyck reported that there could be as many as three files per employee: Pay Center (Miramichi) file, HR file and Supervisor file. The Council members were advised that any employee could request to see their file as part of the collective agreement and the employer should supply it to them. F. Murphy stated that he would follow-up with the LROs to verify if there was any jurisprudence on the employer's responsibility on this issue. The RVPs were advised to add this item to the agenda at their next meeting with the employer.

CFIA

R. Cormier stated that he attended the NUMCC, OPS UMCC and HRB UMCC meetings. Discussion ensued regarding Supervisory Oversight. R. Cormier advised that J. Pennington, T. Carter and R. MacDonald were on this committee and that the employer had provided the union with a document at the HRUCC that would be forwarded to the Council members.

R. MacDonald discussed the employers proposed shift change from 9.5 hours to 12 hours at the National Import Service Center. The proposal was that employees would work three nights 12-hour shifts; three days 12-hour shifts and have more weekends off. After being made aware of this change, F. Murphy, R. Cormier, R. MacDonald and R. Gortsos (President Local 00014) got involved and got the conversation started with the employer and the union. OHS would have to be become involved as our concern was that the shift changes could become a health and safety issue as the employees would

be driving home after a 12-hour shift. After consultation with five employees and one union representative, schedule options were recommended. The Council members agreed that the employer should consult with the Locals should there be changes to the hours of work.

Collective Agreement – R. Cormier advised the Council members that the PSAC had received the English copy of the collective agreement and he was anticipating it being signed by the end of May. Furthermore, he stated that the next CFIA bargaining conference was being organized by the PSAC with dates proposed for August or September.

Staffing – D. McRae stated that the last RUMCC she had raised the issue as to why the employer was not following the Operational Guidance (OG) document for staffing in slaughter. R. Cormier requested that D. McRae forward the document to him for review. In addition, the Council members discussed staff shortages. F. Murphy suggested that this matter be discussed at regional UMCC meetings and ensure that the discussion was being recorded in the minutes.

Staffing Posters - R. Cormier advised that the Council members should be reviewing the staffing posters as education should not be the only prerequisite as years of experience should be reviewed as well. Some Council members advised that students were being hired under the Student Policy then rolled into full-time indeterminate positions as AS-04 with no experience. R. Cormier requested that the Student Policy be forwarded to him (as our office does not have access to CFIA policies) and that he would review it. P. St-Georges suggested that this item should be added to all the regional UMCCs.

Pilot Project – The Council members discussed their feedback and concerns regarding the MSIP project.

Accommodation Plan 2020 – The Council members discussed the centralization and decentralization of offices. The general fear among the employees was that some positions could be lost.

10. Social Justice Fund

L. Budge reported the approval of the following two Social Justice Fund submissions: Easter Donation of beef to Prince Edward Island food banks – submitted yearly by Local 90004;

Red Deer Foodbank – this was a matching fund initiative at the Alberta Regional Seminar.

Council members were reminded that any Agriculture Union member could send in a submission for consideration. All the information may be found on the Agriculture Union website.

11. Collective Bargaining

Please refer to the Collective Bargaining and Occupational Health and Safety Committee report.

12. Standing Committee Reports

Bylaw & Regulations Committee Report

P. St-Georges read the report to the Council members.

M/S P. St-Georges / K. Zoller

To add 1 d) to the Bylaw & Regulations Committee Report:

1 d) Revise French version of Bylaw 3, Article 5, from 10 to 25 life members to reflect the English version.

Rationale: Revise number of life members from 10 to 25 was made to the English version; however, the French version was not revised.

MOTION CARRIED - Show of hands

M/S P. St-Georges / T. Lee

That the Bylaws and Regulations Committee Report be adopted as a whole.

Recorded Vote # 2 – MOTION CARRIED

Collective Bargaining and Occupational Health and Safety Committee Report

M. Dyck read the report to the Council members.

M/S M. Dyck / R. MacDonald

That the Collective Bargaining and Occupational Health and Safety Committee Report be adopted as a whole.

Recorded Vote # 3 – MOTION CARRIED

Finance and Communications Report

R. Olynyk read the report to the Council members.

The Council members discussed having a closed section on the AGR website for questions and answers for the RVPs to consult. F. Murphy advised that the KeyInfo document on the website required updating. He advised that the committees and Labour Relations Officers would be given sections to review and provide changes to the Bylaws Committee before the next council meeting.

M/S R. Cormier / R. Olynyk

That the Finance and Communications Committee Report be adopted as a whole.

Recorded Vote # 4 – MOTION CARRIED

General and Human Rights Committee Report

J. Griffith read the report to the Council members.

M/S M. Desrosiers / M. O’Neil

To adopt a template form for application for Life Membership.

Rationale: There is a need to formalize the application for life membership in order to collect pertinent information to make an informed recommendation to council based on the submission application.

MOTION CARRIED – by show of hands

M/S M. Desrosiers / M. O’Neil

To adopt and include the following guide and criteria factors in communications, process and evaluation of life time membership applications:

Guide

1. Nominee must be or have been a member in a good standing
2. Three nominators are required
3. Nominators must be a member(s) in good standing
4. Please be thorough in your comments on activity explanations to support the application
5. Completed submissions must be sent to agrunion@psac-afpc.com .
Subject: ATTENTION LIFE MEMBERSHIP NOMINATION

General Criteria considerations

1. National Council, Executive, Local union service

2. Years of active union service
3. Significant and or exemplary services to advance the Agriculture Union
4. Exceptional union achievements
5. Other

MOTION CARRIED – by show of hands

M/S M. Desrosiers / M. O’Neil

To decline the submission for life time membership request for Rodd Oliver and return it to the nominator for more information.

MOTION CARRIED – by show of hands

M/S M. Desrosiers / M. O’Neil

To adopt an Agriculture Union Service Certificate program for elected union service providers at the 10 year intervals of service

Rationale: the intention was that every council meeting, the committee would receive a report for 10, 20, 30 years of certificates. Certificates would then be prepared by the National Office, signed by the National President, and given to RVPs to distribute to their respective Locals.

MOTION CARRIED – by show of hands

M/S M. Desrosiers / M. O’Neil

That the General and Human Rights Committee Report be adopted as a whole.

Recorded Vote # 5 – MOTION CARRIED

13. Political Action

F. Murphy advised the Council members that we have a political advisor, J. Thompson Communications, that kept us apprised of what was happening in the media and on how to channel our political campaigns. He advised that he, R. Cormier and J. Thompson met with Kelsie Johnson who works at iPolitics and responsible for Agriculture reporting. K. Johnson was requesting information regarding Service Canada conducting surprise visits at farms regarding foreign workers. He advised her that although this was more in line for CRA, Agriculture Union did have a resolution of record that advocates on behalf of foreign workers to ensure that they were treated fairly.

F. Murphy reported that he had sent correspondence to Paul Glover, CFIA President, with our concerns regarding the changes of inspection modernization/transformation pilot projects. He advised that he received a reply from Nicole Bouchard-Steeves (VP Operations) on behalf of Mr. Glover stating that they noted our concerns but they were trying to bring inspection to the modern-day approach with new technology. The response from N. Bouchard-Steeves was sent out via email to the Council members for their review and to provide feedback to the national office. Furthermore, F. Murphy advised that meetings and/or conference calls would be scheduled with the National Executive, Jim Thompson and the Agriculture Union Representatives (R. MacDonald, J. Pennington, D. MacRae and B. Kristjansson) to discuss our strategy going forward.

F. Murphy advised Council members that Agriculture Union partnered with Oceana Canada (an organization that was seeking stricter rules on fish labelling in Canada) to present our concerns regarding fish labelling to a parliamentary committee on fisheries. Unfortunately, the meeting was postponed by the committee and will be rescheduled.

F. Murphy advised that the food safety regulations would be released in June. As such, he advised that the regulations must be reviewed and request a response from the CFIA on how they would be implementing the regulations. Especially with the modernization and pilot programs that were designed to reduce the number of inspectors in the plants.

A discussion ensued regarding ways to make the public aware of the safety of their food, concerns regarding CFIA's MSIP project and CVS.

14. Workplace Violence (WPV)

F. Murphy stated that it was proposed at the last Executive meeting that we should be using the wording Workplace Violence instead of harassment when dealing with the employer. He added that most employers still didn't seem to understand and we must keep educating them.

Council members expressed concern of the possibility that they may be missing steps when dealing with Workplace Violence and if there would be value in having a Violence in the Workplace Specialist within our union. P. St-Georges advised that any member of the Agriculture Union National Executive could assist RVPs with questions or concerns about Workplace Violence. Furthermore, the steps to follow may be found in the Labour Code and/or the KeyInfo document on the Agriculture Union Website. P. St. Georges also provided an AAFC flow chart to Council members via email. Council members were advised that they could communicate with R. Cormier for CFIA issues or M. Dyck for AAFC issues if they were having any issues or if the employer was denying the complaint.

15. National Day of Mourning

On April 27th, several Council members attended the National Day of Mourning ceremony at Larry Sefton Park in Toronto hosted by the Toronto & York Region Labour Council.

16. Council Members Handbook / National Council Training

This item was referred to the Bylaws and Regulations Committee.

17. Phoenix and Other Pay Issues

R. Cormier reported to the Council member the latest statistics of open cases for TBS and CFIA in Phoenix. He quoted from the latest Phoenix update that was provide to him via email on April 25th from Sylvia Holtz, CFIA:

Current Government of Canada Stats:

“TBS Dashboard as of April 18, 2018 reports 717,134 open cases over 30 days – this is a decline of 9,948 cases from April 4. The bulk of the cases are Collective Agreement and Acting Pay. 273,040 individuals impacted by pay issues across government”

Current CFIA Pay-related Stats:

“As of April 18, 2018 there are 21,612 open cases over 30 days - this is a decline of 585 cases from April 4. Blitz on Acting cases resulted in closing 416 cases not added to the backlog.”

He advised that affected members should follow-up on their PARs as there has been instances where the PARs were closed but the issues were not yet resolved. Furthermore, he advised Council members that PSAC had excellent information on their website for anyone requiring assistance with their issues. Council members were encouraged to direct members to the PSAC webpage.

Council members inquired on what they should be doing regarding the Phoenix grievances held in abeyance at the second level. R. Cormier advised that the Executive discussed it at their last meeting and the information would be forwarded to Council members via email.

18. PSAC Convention

F. Murphy advised that the PSAC Convention registration was starting on April 28th. He advised that Agriculture Union would be holding a caucus on Sunday, April 29th from 10 a.m. to 11 a.m. in Room 206F at the Metro Toronto Convention Center. Furthermore, he advised that there would be a hospitality suite for Agriculture Union delegates to use to

caucus or for council meetings during the PSAC Convention and that the room number would be provided via email.

An Emergency resolution for the PSAC Convention was submitted by T. Lee:

M/S T. Lee / T. Carter

TITLE: Trans Mountain Pipeline
ORIGINATOR:
LANGUAGE OF ORIGIN: English

BECAUSE on April 15 2018, the Federal and Alberta Governments pledged financial and legislative resources to American oil giant Kinder Morgan to ensure the Trans Mountain Pipeline expansion be built, turning this issue into a National crisis and ignoring all environmental implications and Indigenous rights;

BECAUSE the Federal Government will only implement the Oceans Protection Plan if the Trans Mountain Pipeline expansion is built;

BECAUSE this has turned into a trade war between Provinces and is a National crisis;

THE PSAC WILL oppose the Federal and Alberta Governments for pledging taxpayer dollars to bail out the Trans Mountain Pipeline; and

THE PSAC WILL demand that the Federal Government refer this matter to the Supreme Court for a constitutional ruling; and

THE PSAC WILL work with like-minded groups to oppose the Trans Mountain Pipeline expansion; and

THE PSAC WILL advocate for the implementation of the Oceans Protection Plan.

MOTION DEFEATED – Show of hands

Terri Lee recorded against the decision.

Rationale: An identical late resolution was submitted to the PSAC from the BC region. The courts should be the ones making a ruling on this matter. It was mentioned that employees working on the pipeline were unionized workers.

19. Next Council Meeting

The next Council meeting will be held in Ottawa on Friday, October 26, to Sunday, October 28 with travel to Council on Thursday, October 25 and return on Monday, October 29.

20. Other Business

Bob Kingston's Retirement Gift

M/S F. Murphy / R. Cormier

That a \$2,000 Air Canada Gift Certificate be purchased and given to Bob Kingston, past Agriculture Union President, as a retirement gift.

Rationale: It is past practice to purchase a gift for the outgoing president. B. Kingston had served three terms, 9 years as National President and 1 term, 3 years as Vice-President.

MOTION CARRIED - By show of hands

Q&A

Due to time constraints, the Q&A session did not take place. However, the Council members were encouraged to ask their questions to the Executive and/or Council members throughout the week since all would be attending the PSAC Convention.

Announcements:

F. Murphy advised Council members that twenty-five Agriculture Union flags were ordered and were being distributed to the Council Members. Council members were encouraged to advise their respective Locals that a flag was available for their use.

F. Murphy advised that M. Desrosiers had accepted a term Labour Relations position at the PSAC Quebec Regional Office. He added that she would remain a member in good standing and the Agriculture Union's 4th National Executive Vice-President.

The meeting was recessed on April 28th at 4:35 p.m. until the conclusion of the PSAC Convention on May 4th.

Minutes are respectively submitted by Nathalie Cale (Recording Secretary).

April 27, 2018

Report of the By-Laws and Education Committee

Present: Patrick St-Georges - Chair
Terri Lee
Jacquelin Carrier
Absent: Tammy Carter
Guest: Audrey St-Germaine

1. The committee reviewed the updated By-Laws & Regulations and found the following corrections to be made:

- a. Under Regulation 4, Section 3(b), in both French & English; the RVP seminar allowances should reflect National Council's recent decision, to be \$6833 & \$12 833 respectively.
- b. Under Regulation 4, Section 4; the amended language (from Convention) needs to be amended and should read: "Les VPR doivent inviter toutes les sections locales et le (la) représentant(e) des droits de la personne à leurs colloques régionaux respectifs. Tous les représentants(es) locaux et les représentants(es) régional(e) des droits de la personne doivent participer."
- c. Under By-Law 9, Section 1(7) needs to be amended to reflect By-Law 6, Section 7(1) as updated at our recent National Convention. We consider this to be a friendly amendment.

2. We reviewed our Agriculture Union National Council Handbook and will make the following corrections:

- a. The title page will reflect this is the "National Council Handbook".
- b. The subsequent page footers will also reflect this title and the revisions date "April 2018"
- c. On page 4 (English), under the #1 heading, the frequency of National Council meetings should be amended to reflect our recently changed By-Law 6, Section 7(1), which states meetings shall be three days and at least twice annually. The same changes are needed on page 5 (French).
- d. On page 9 (English), under the #1 heading, again the frequency of National Council meetings needs to be amended accordingly. The same changes are needed on page 12 (French).
- e. On page 14 (English), under #8, second paragraph, should be struck since it refers to a time when we used to have National Directors for those respective employers. The same changes are needed on page 18 (French).
- f. On page 18 (English), under the "Dealings with Labour Relations Officers", all the "Service Officers" references should be changed to "Labour Relations Officers". We believe the French version is ok.
- g. Also on page 18 (English), under "Non-functional Locals", third bullet; the reference to "the Director" should be removed. The same changes are needed on page 22 (French).
- h. Again on page 18 (English), under "Organizing the Regional Seminar", second bullet, first sub-bullet; should read "Election of HR Regional representative at the seminar prior to the Agriculture Union National Convention", as per the recent changes to Regulation 14(A), Section 2. The same changes need to be made on page 23 (French).

- i. On page 20 (English), to better reflect the changes to the RVP Regional Seminar allowances, we are proposing to change the following amounts: \$6000 to \$6833, \$6100 to \$6933, and \$200 to \$1033.

3. The committee had extensive discussions on potential Education for National Council, to support new Council members. Ultimately, the majority of our discussion carried over to potential communication tools or improvements, including:
 - Mentoring of new RVP's by other RVP's or Executives;
 - relationship with the Labour Relations Officers;
 - employer committees that RVP's may participate on;
 - networking among locals;
 - email etiquette;
 - regular conf calls;
 - where do we go to solve local problems...

4. Each PSAC Region hosts various training courses or PSAC school; the committee encourages all Council members to regularly check their respective PSAC Regional websites for potential educational opportunities. Council members are also encouraged to engage their PSAC Regional Education committees, for future training options.

Moved by Patrick St-Georges, seconded by Terri Lee.

Collective Bargaining and Health and Safety Committee

April 27, 2018 at 9:00 am
Marriott Residence Inn

Members present:

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

Chair: Roll Call – The Committee commenced at 9:05

Previous Business

Info on the website
H&S bulletin (newsletter)
Convention Resolutions

New business

Bargaining updates Treasury Board
Bargaining updates CFIA
OHS Updates

Chair: Previous minutes review, and we need to work on the OHS bulletins.

Agenda Items - Previous Business

- **Information on the website.** Employers' national/policy OHS minutes need to be posted on the website. AAFC updates sent in.

The committee requests a file for putting in NOHS Minutes that go through the 1st and 2nd National executive which can then be placed on website.

- **OHS Bulletins.**

Priority list work in progress

3. Duty to accommodate

Committee reviewed Key Info Bulletin on duty to accommodate in order to send out OHS bulletin.

1. Return to work after DI or WSIB/CSST
2. Violence in the workplace related to the most recent rulings on violence (citation: 2014 FC 1066) and (citation 2015 FCA 273) add French citation decision
4. Employer requested medical forms
5. Local OHS committees - need for proper training
6. Local OHS committees - connection to higher level committees
7. Changes to Labour Code by Bill C-4, vexatious complaints, right to refuse, etc.
8. Mental health in the workplace
9. Mental Health issues caused by Phoenix

Health and safety related Resolutions going from Agriculture Union to PSAC

WORKPLACE VIOLENCE, PART XX OF THE CANADA LABOUR CODE REGULATIONS

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

This resolution almost made top ten of general committee

DOMESTIC VIOLENCE LEAVE

BE IT RESOLVED THAT the Agriculture Union request that Public Service Alliance of Canada lobby provincial and territorial governments to enact legislation similar to Manitoba's Bill 8 The Employment Standards Code Amendment Act (Leave for Victims of Domestic Violence, Leave for Serious Injury or Illness and Extension of Compassionate Care Leave).

Domestic violence is the second priority of the bargaining committee.

INCREASED FUNDING FOR REGIONAL HEALTH & SAFETY CONFERENCES

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

This was identified as the second priority for the finance committee resolutions.

Agenda Items - New Business

Treasury Board Bargaining Update

Agriculture Union submitted their bargaining demands prior to the PSAC deadline of November 24 2017. Thank you to committee for going over them.

12 to EB bargaining
11 to PA bargaining
7 to SV bargaining
16 to TC bargaining

Very successful Bargaining conference in terms of representation for Agriculture Component

EB group: Danielle Moffet, Marie-Helene Leclerc, Alice Gianotti was elected to the National Strike Coordinating Committee and Hui May Tan elected as alternate

SV group: Michelle Hambley

TC group: Patrick St Georges, Jean Cloutier with Aaron Swerdlyk, Dean Babuin and Milton Dyck as alternates.

PA group: Melissa Shih 2nd alternate

CFIA Bargaining: The committee is pleased that all regional seminars are selecting delegates for bargaining.

However, notice to bargain is usually given four months before expiry of collective agreement which means notice should be given August 31. Exchange of Demands should be within twenty days after that ie bargaining team should be in place and selected and demands must have been gathered and approved and selected. Committee feels an urgent call out for demands is necessary.

OHS updates

AAFC – Agriculture and Agri-food Canada Mental Health is being guided by Mental Health Committee which is a subcommittee of the National Occupational Health Safety. We are currently exploring the feasibility of peer support. Violence in the workplace is also managed by a subcommittee of NOSH and there are many difficulties to overcome. Priority has been given to rewriting Workplace Violence Policy and assessing the effectiveness of investigations along with the contracts they are hired under. The national policy committee is also promoting Lyme disease awareness as well as other tick borne disease awareness for our members our posters and campaign is well under way and hopefully the guidebook will be out next week. We are also working on local OHS minutes being readily available to the committee.

CFIA –Canadian Food Inspection Agency. CFIA has gone through 5 Psychological factors on their way to doing their mental health assessment of the worksite Rick Cormier and Terri Lee are the PSAC reps on the Mental Health Subcommittee, the current health champion Yves Bacon is quitting. Currently a lot of work being done on training for violence in the workplace and on qualifications for investigators. Approximately a dozen complaints in process. Marlene O'Neal is heading up a subcommittee The Disability Management Initiative.

CGC – Canadian Grain Commission- CGC NOHS meeting was held last week. AGR has five positions on this committee, 4 Local Presidents and the National President. Two of the local presidents have asked to be replaced, new appointments will be made in the near future. There are two WPV investigations currently on going. The CGC has just completed a full audit of its H&S programs with the help of an outside consultant. The audit showed favorable results and the committee was pleased with the results.

DND – Department National Defence- H&S is still a challenge at DND due to the difference in H&S committees. The department has Base Safety Committees which were not established as per the CLC part II. This is being reviewed. DND has a number of sub-committees which we participate in; return to work & workplace violence

PSC –Public Service Commission- History of complaints of Violence in the workplace. They have been dealing with those now and working on the appropriateness of the reports that are being prepared. Mental Health in the workplace program is being implemented but does need ongoing review. Mental Health Champion Patrick Rosemount; stepped down. At the last policy ctee mtg, it was mentioned that a new ombudsman position was being created which is great; however, we received an email from Patrick Borbey that the new ombudsman position will also be the champion for the Mental Health in the workplace. This decision was made without consultation with us and we have to revisit this with the PSC president.

CSPS – Canada School of Public Service- Mental Health Program is still developing. School is still learning that health and safety training they develop for other organizations must go through the Union for consultation. There has been a concern with asbestos in some buildings.

Common Issues

Mental health / workplace wellness program problems and issues are common to all Employers. The Union continues to remind Employers of their legal duty to work with their respective OHS committees before moving forward on any OHS or health related initiatives including mental health or wellness of any kind.

When being offered a competent investigator for an investigation please consult the national office to get in touch with the appropriate NOHS chair.

The committee had a spirited discussion on campylobacter and felt that in some chicken plants it was no longer being properly protected against.

Bob Kingston will be making a presentation to the parliament of Canada on behalf of the PSAC. He will be presenting on Bill C65, harassment as violence in the workplace.

The Committee adjourned at 3:47 pm.
Moved by Milton Dyck seconded Rob MacDonald

REPORT OF THE FINANCE/COMMUNICATIONS COMMITTEE

April 27, 2018

Present:

Rick Cormier (1st NEVP) Chair

Randy Olynyk (RVP Alberta-North & N.W.T.) Co-Chair

Erick Martel (RVP National Capital Region)

Karen Zoller (RVP Saskatchewan)

Larry Budge (Staff)

Finance:

The Committee reviewed the draft audited financial statement of the year to date financial statement of revenues and expenses for 2017 (As of December 31st).

The Line item Salaries and Benefits was discussed as it was \$546,908 over budget.

The overage is explained by the fact that additional salary of 2 LROs, overtime for special projects and accumulated comp time and vacation of the previous president.

The Committee discussed the practices of the President and the First National Vice President with respect to accumulation of vacation leave/compensatory. Options were discussed on how to handle this.

1. Increase the line item
2. Have the elected officers cash out on a regular basis as per the regulation 6-10 c & 8-10 c

The committee decided to monitor the situation for this budget cycle and review at the next convention.

The total convention cost from 2017 was \$851,881

This budget cycle was based on 6500 members. The Current membership base has risen to 6789 members.

Please encourage locals to submit their financial statements on time (March 1st of every year)

Agenda items referred from council:

- Hotel Reservations for National Council Meetings – Karen Zoller
Current practices is advances are handed out prior to meetings and council can request from the component to pre-pay hotel if needed.

New mileage and meal rates as of April 1, 2018.

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

Breakfast	\$19.45
Lunch	\$19.20
Dinner	\$48.15
Total Meal Allowance:	\$86.80
Incidentals	\$17.30
Total Allowance	\$104.10
Communication:	

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

Agenda items referred from council:

- National Mental Health Task Force Steering Committee – Dean Babuin

The Agriculture Union website will be reviewed by the committee.

Karen will review the “About” Section

Randy will review the “Services” Section

The “Resources” section will be divided up as follows:

- Key Info – Sylvie Rochon
- Collective Bargaining, Collective Agreements, Workforce Adjustments, & Health and Safety - Erick
- Human Rights, Social Justice Fund, By-laws and Regs, & Minutes - Rick

The current pages identified for an update are:

- Calendar of Events
- Union-Management Consultation Committee minutes
- Human Rights Committee Minutes

The following modifications to the website were identified:

- The updated Orientation Kit will be added to the KeyInfo page.
- National Mental Health Task Force Steering Committee will be added under Directives – Health and Safety

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

Moved by: Rick Cormier

Seconded by: Randy Olynyk

Carried unanimously

GENERAL STANDING COMMITTEE REPORT APRIL 27, 2018

Chair Person: Melanie Desrosiers

Members: Marlene O'Neil (minutes)
Audrey St. Germaine
Jeff Griffith

Motions: Moved by Melanie Desrosiers – seconded by Marlene O'Neil

Lifetime Membership:

No costs other than a plaque.

1. **Motion:** *to adopt a template form for application for Life Membership.*

There is a need to formalize the application for life membership in order to collect pertinent information to make an informed recommendation to council based on the submission application.

2. **Motion:** *to adopt and include the following guide and criteria factors in communications, process and evaluation of life time membership applications:*

Guide

6. Nominee must be or have been a member in a good standing
7. Three nominators are required
8. Nominators must be a member(s) in good standing
9. Please be thorough in your comments on activity explanations to support the application
10. Completed submissions must be sent to www.agriunion@psac.com.

Subject : ATTENTION LIFE MEMBERSHIP NOMINATION

General Criteria considerations

6. National Council, Executive, Local union service
7. Years of active union service
8. Significant and or exemplary services to advance the Agriculture Union
9. Exceptional union achievements
10. Other

3. **Motion:** *Recommendation to decline the submission for life time membership request for Rodd Oliver.*

- The application does not include sufficient information to suggest or support a life time membership consideration.
- There are limited numbers of life time membership therefore applications should be provided with significant information of exemplary service to suggest this award.
- The application will be returned to the nominee with this explanation and they will have the opportunity to re-apply and expand their application.

Agriculture Union Service Certificates:

4. **Motion:** *To adopt an Agriculture Union Service Certificate program for elected union service providers at the 10 year intervals of service.*

Rationale: Elected union service at all levels in our Union should be acknowledged. General committee will be provided with a list supplied by Agriculture Union Office every six months of names and review. Signed certificates by the President will be prepared and provided to RVPs to present to the recipients.

Self-Identification Form at Agriculture Union Triennial Conventions:

A form identical to the one used by the PSAC was submitted to the Human Rights and Equity, Diversity Committee to determine if it could be included in the Agriculture Union Convention Delegate Kit. The conclusion of this consultation was: Since the form is very comprehensive with very specific questions and given the small sample of delegates to be surveyed, this self-identification questionnaire was not retained because there are opportunities to identify some respondents to the survey. The pool of people is not large enough to be able to implement this type of form at our Conventions.

Information Update Agriculture Human Rights Committee

Committee Representation Changes

- Dawson Raymond resigned - Mary Darling member NCR
- Melissa Shih new position other Union - Todd Smith BC

Regional Seminars

- Interim workplace deck and accomplishments provided for regional seminars
- Manitoba – conference call briefing as deck not complete in January

Face to Face

- Current effort is June or September

Orientation Deck New Members

- Drafting for forward due to change

Conference calls

- Challenge National and time zones, hours of work, child care, shift work
- Every three weeks and alternating Thursday with a Friday to accommodate

EE Plans

- Inventory who is doing what and gathering up information for one report
- Consultation and collaboration and union inclusion in plans

Diversity Committees

- Inventory where are they – use Regional Reps and RVPS
- Select members to these committees all employers and formalize

Public Service Employee Surveys

- National AAFC and CFIA

PSAC National Human Rights

- First conference call - Agriculture Union lead in EE and Dom Violence

FORWARD

- Terms of Reference update, web pages, facebook page increase members

References:

Bylaws

Draft Template

Motion to adopt General Committee report: Moved Melanie Desrosiers, seconded Marlene O'Neil

**National Council
Conseil National**

April 2018

Recorded Votes/Votes Consignés

	1	2	3	4	5
1 Babuin, Dean	1	1	1	4	1
2 Carrier, Jacquelin	1	1	4	1	1
3 Carter, Tammy	1	4	4	4	4
4 Cormier, Rick	1	1	1	1	1
5 Desrosiers, Melanie	1	1	1	1	1
6 Dyck, Milton	1	1	1	1	1
7 Griffith, Jeff	1	1	1	1	1
8 Lee, Terri	1	1	1	1	1
9 MacDonald, Rob	1	1	1	1	1
10 Martel, Erick	1	1	1	1	1
11 Mcrae, Dorothy	1	1	1	1	1
12 Olynyk, Randy	1	1	1	1	1
13 O'Neil, Marlene	1	1	1	1	1
14 Penninton, Jan	1	1	1	1	1
15 St-Georges, Pat	1	1	1	1	1
16 St-Germain, Audrey	1	1	1	1	1
17 Zoller, Karen	1	1	1	1	1
18 Murphy, Fabian	1	1	1	1	1

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