

**Agriculture Union  
National Council Meeting  
October 26 to 28, 2018**

**Residence Inn by Marriott Ottawa Downtown  
161 Elgin Street, Ottawa, Ontario**

**MINUTES**

**In Attendance:**

<b>National Executive</b>	<b>National Council</b>
Fabian Murphy, National President (Chair) Rick Cormier, 1 <sup>st</sup> NEVP (Absent) Milton Dyck, 2 <sup>nd</sup> NEVP Patrick St-Georges, 3 <sup>rd</sup> NEVP Randy Olynyk, 4 <sup>th</sup> NEVP	Jan Pennington, RVP Eastern Atlantic Tammy Carter, RVP Western Atlantic Jacquelin Carrier, RVP Eastern Quebec Audrey St-Germain, RVP Western Quebec Érick Martel, RVP National Capital Region – (absent – October 28 a.m.) Robert MacDonald, RVP Southern Ontario Jeff Griffith, RVP Manitoba, Northwestern Ontario and Nunavut Karen Zoller, RVP Saskatchewan Michelle Hambly, Alternate RVP Northern Alberta & NWT (Absent) 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
	<b>Staff</b>
	Larry Budge, Administrative Officer Nathalie Cale, Administrative Assistant and Recording Secretary Elaine Massie, Labour Relations Officer (October 26 only) Elaine Ouimet, Labour Relations Officer (October 26 only)

**1. Call to Order**

F. Murphy called the meeting to order at 9:08 a.m.

## 2. Opening Remarks - Committee Assignments

F. Murphy welcomed National Council members to the meeting. He remarked that the Phoenix file and the PSAC training had kept our component and the PSAC quite busy. He commented that there were changes happening at the CFIA that would be impacting our members and would be discussed during the CFIA employer update. Furthermore, the election of the vacant Fourth National Executive Vice-President (NEVP) position would be one of the first order of business and a decision would have to be made on the location of the 2020 Agriculture Union Triennial Convention prior to the end of the meeting.

## 3. Adoption of agenda

Addition:

Other Business – United Way (item added by J. Carrier)

**M/S** T. Lee / J. Griffith

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** J. Pennington / E. Martel

That the hours of session be adopted.

**MOTION CARRIED – By show of hands**

**5. Approval of April 25-28, 2018, National Council Minutes**

**M/S** T. Lee / E. Martel

That the draft minutes of the April 25-28, 2018, meeting be adopted.

**MOTION CARRIED – By show of hands**

**6. Election of Fourth National Executive Vice-President**

F. Murphy reminded the National Council members that Mélanie Desrosiers had resigned from her position as the Fourth National Executive Vice-President (NEVP) as she had accepted a one-year term position with the Quebec PSAC Regional Office. As such, the Fourth National Executive Vice-President position was vacant, and the position would have to be filled by a member of the National Council per the Agriculture Union Bylaws. F. Murphy reminded National Council members that the National Office had sent a call-out for nominations and had received the following nominations:

- Dorothy McRae - nominated by Dale Marianicz, seconded by Barb Kristjansson;
- Terri Lee - nominated by Maria-Luisa Romano, seconded by Audrey St-Germain;
- Randy Olynyk - nominated by Robert MacDonald; seconded by Dean Babuin.

No other nominations were received from the floor and F. Murphy advised that the nominations were closed. All three nominators accepted their nominations and had an opportunity to address the other National Council members. Furthermore, F. Murphy asked the nominators if they required a scrutineer present during the counting of the votes and all responded that a scrutineer was not necessary. The voting by secret ballot was conducted and the following were the results:

First Ballot: D. McRae – 7; R. Olynyk – 7; T. Lee – 2  
F. Murphy advised that T. Lee’s name would be removed from the ballot for the next vote;

Second Ballot: D. McRae – 8; R. Olynyk – 8

Third Ballot: R. Olynyk – 9; D. McRae – 7

Pursuant to the third ballot, R. Olynyk was declared the Fourth National Executive Vice-President and was sworn in to office by F. Murphy and assumed his new duties as per the Agriculture Union Bylaws.

**M/S** K. Zoller / J. Pennington

That the ballots be destroyed.

**MOTION CARRIED – By show of hands**

T. Carter and R. Olynyk questioned if the vacancies on the Executive should be filed and if someone should be filling in as the Fourth NEVP since R. Cormier was on leave of absence. F. Murphy responded that there were a couple of sections in the Bylaws that cover these events and proceeded to read Bylaw 9 Section 3 to the Council Members. His interpretation of the Bylaws was that since the First NEVP could not fulfill his duties and was what was considered “incapacitated” that the other REVPs would act and perform the duties assigned to them by the President and National Council Members. Furthermore, M. Dyck read Bylaw 6, Section 2, Sub 3 and Sub 4 regarding the vacancy of the positions. F. Murphy stated that R. Cormier had not vacated his position but if he had, then the position would be filled by Second NEVP. He advised that M. Dyck had moved to Ottawa and was acting in the position performing such duties as required.

F. Murphy advised that Michelle Hambly, Alternate RVP Northern Alberta & NWT, would be advised of R. Olynyk’s new position and assume the position of RVP for the region. Furthermore, a call-out for an Alternate RVP would be sent out by the National Office to fill the newly vacated position.

## **7. Business Arising out of Previous Minutes – Tracking Report**

### **1. Paid Prep Time/Wash-up Time**

F. Murphy provided an update on this item. He advised that a Committee was in place, grievances were filed and the last time the Committee met was after convention. He added that there hadn’t been much success at the Committee meetings. R. Olynyk stated that at the last round of bargaining, B. Dagenais (CFIA) stated that the matter of wash-up time was closed as she was looking at solutions for the individual facilities. However, our component was looking for a wash-up time policy across the country in the form of a Memorandum of Understanding (MOU). It was suggested that the members commence submitting grievances. F. Murphy responded that he would be discussing the filing of grievances (either individual, group and/or policy grievances) with Hassan Hussein (PSAC Negotiator).

### **2. CFIA Duty to Accommodate**

F. Murphy provided an update on this item. He stated that the PSAC-JLP Pilot project was finally approved and the training on Mental Health in the Workplace, Duty to Accommodate, and Labour-Management Consultation would be starting soon. He advised that the National Office would be sending out a call-out for individuals interested in becoming facilitators. He added that applications would be forwarded to the JLP who would assess the applications, make recommendations and select the facilitators. As such, individuals selected would be invited to an Orientation Session (train-the-trainer) in mid-February. He added that eighteen facilitators would be chosen – nine union member employees and nine managers.

F. Murphy advised that this was a tri-party agreement between the CFIA, JLP and Agriculture Union and sessions would be open to other unions and non-represented employees for the entire employer. As such, the same message would be delivered from the union and the employer using JLP principles.

M. O’Neil expressed her disappointment that the “Understanding of the Collective Agreement” training was missing from the agreement as she recalls it being the priority at bargaining. F. Murphy responded that a difficult decision had to be made because the employer was relying on CSPA online training for education on Mental Health due to the lack of funding for this training. Therefore, the decision to add training on Mental Health was given priority over the training on Labour-Union Management Consultation. Moreover, he added that due to the one-year limit on this pilot project, the JLP would have had to modify their training; hence, causing a delay in the commencement of the training. Our component thought it would be more fruitful to settle and commence the training.

### 3. Classification Reform

F. Murphy provided an update on this item. He reminded the National Council members that a Memorandum of Understanding (MOU) was signed with the assistance of the bargaining team and this matter was settled. Moreover, a committee was established and M. Dyck, A. Bickerton (PSAC Representation) along with one or two other members from our component would be taking part on this committee. This item will be removed from the tracking report.

### 4. Competent Persons

F. Murphy gave an update on this item. He stated that CFIA had an internal list of individuals and two people from the list would be chosen to complete an investigation. Unfortunately, he advised that the list was not longer valid. However, he stated that this did not mean that individuals from the list could not be selected for an investigation. The employer, the complainant and the respondent all had to agree with the choice of investigator. He advised that PSPC had an expression of interest approximately six months ago for investigators and Regulation XX was included. He added that there was a slight issue as PSPC had not consulted with the National Joint Council Service-Wide Occupational Health and Safety Committee (NJC-SWOHS). He stated that the NJC competent persons sub-committee had been working on a list of Competent People and the individuals on PSPC list would have to be vetted. F. Murphy stated the RVPs should consult with their NOHS Policy Committees to obtain a list of trained individuals.

### 5. Lat-02s Exclusions

F. Murphy reported that this item was raised at the NUMCC, referred back to the Regional UMCC, where it was agreed to have the members returned to the bargaining unit. After verification with the PSAC Representation Section on the process, an

application to the Board would have to be submitted by the employer to comment the process of having the members returned to the bargaining unit. F. Murphy advised that an application form was provided to our office and would be forwarded to the employer to commence the process.

## 6. Exclusions Report

F. Murphy stated that an Exclusions Report was requested at the last National Council meeting. As such, the report was distributed to RVPs electronically prior to this meeting. He added that this would remain a standing item at all National Council meetings as well as the Grievance Reports.

## 7. AAFC Personnel files

F. Murphy advised that he would be raising this issue at the next PSAC NBoD to request information concerning all employers. T. Carter stated that she requested her file and it took her over seven months to receive it. M. O'Neil stated that CFIA had an INFO Source website and that there were two parts to an employee's file: Pay at Miramichi and HR which was with the employer. This item is ongoing.

## 8. Finance

Please refer to the Finance Committee report.

## 9. National Office

M. Dyck provided the report on this item. He thanked the National Office staff for their warm welcome as he arrived at the National Office in August. He stated that the staff had been busy with the PI/EG, Gender Neutral and the CGC grievance settlements. He added that this was a great accomplishment for everyone in the office as these were long standing grievances that were finally being resolved. He advised that N. Milosevic had announced her retirement as of April 2019, and December 21 would be her last day in the office as she would be liquidating leave. He mentioned that the office was functioning with four LROs for the past year or so and that we would be returning to three. N. Milosevic's position would be posted in the next couple of weeks and the National Office would be filing the indeterminate position as outlined in the staff's collective agreement. He thanked the staff for their hard work and dedication.

F. Murphy acknowledged N. Milosevic for her hard work and dedication over the years and wished her the best on her retirement. He reported that E. Ouimet's term was ending on December 2018 after three years of working with our component and advised that she held a full-time indeterminate position with USJE. K. Zoller asked how the LRO work would be reallocated with N. Milosevic leaving. M. Dyck responded that the Executive would be discussing the redistributing of regions and workload.

## Grievance Reports

F. Murphy mentioned that the Final Level and the Closed Grievance Reports were distributed via email prior to this meeting. He stated that this initial Closed Grievance Report was dated from January 1 to October 18, 2018, but the subsequent reports would be produced from the last National Council meeting to the next. He stated that this report would hopefully assist the RVPs in answering members queries regarding the status of their grievances. He added that the National Executive would continue to strategize on ways to work on the backlog of grievances at the final level in the National Office.

F. Murphy also commented that M. Dyck and L. Budge would be scheduling a meeting with the PSAC to inquire on the cost of purchasing the grievance module of UnionWare (PSAC Membership Database).

D. Babuin asked if these reports could be shared at the AGMs. F. Murphy advised that the number of grievances could be discussed at AGMs and/or Regional Seminars; however, the grievors names and other personal information on the report should not be shared for privacy reasons.

## **10. Employer Updates**

### **CFIA**

MSIP – F. Murphy gave an update regarding this item. He explained that MSIP was initially a pilot project where CFIA was to consult with the Union. B. Kristjansson, D. McRae and R. Olynyk participated on the committee. F. Murphy visited two plants in Lethbridge and Red Deer this past Summer; he met with employees; and the employer provided documentation. The documentation was discussed with the committee and comments were returned to the CFIA. The Union reported the requirement for an additional inspector at the end of the line since the feedback from the inspectors was that they couldn't inspect properly. Moreover, the USDA had been asking for this in their audits since CFIA had failed to meet the inspections for hogs in the US. He added that CFIA advised that there would be congestion of inspectors with two lines. However, the Committee did not believe this to be the best scenario with only one inspector at the end of the line. He added that it seemed to be a cost reduction initiative by the employer but was not in the best interest of Canadians.

A. St-Germain reported that in her region, MSIP was no longer a pilot project. She stated the members were concerned about losing their jobs and/or having a say in the process. F. Murphy added that MSIP would be phased in and the CFIA would have to establish an Employment Transition Committee. He informed that P. Glover, CFIA President, stated at the last NUMCC that MSIP was not an employment reduction exercise and added that the "inspectors would have the final say", which was within their authority. He advised that members and the employer have agreed that the product going into the cooler seemed to be a better product. J. Griffith inquired on the

timeline for the rollout. F. Murphy responded that the CFIA had not yet shared this information with our office.

Atlantic Positions – T. Carter and J. Pennington reported that positions were disappearing in their region and they had heard discussions regarding CFIA office closures. F. Murphy requested the information as he would like to share this information with Lawrence MacAuley, MP.

EGs Science Branch – D. McRae requested an update regarding the EG job descriptions. F. Murphy responded that P. St-Georges received and reviewed six EG job descriptions with the assistance of six volunteer members across the country. He added that the information was being compiled and the comments would be returned to the employer within the next few days.

Barrier exams – F. Murphy reported that he participated in a conference call with Theresa Iuliano, CFIA Vice-President Operations, who informed him that barrier exams were being eliminated. He advised that the employer would be using an evaluation form based on the member being in the position for a year and assessment completed prior to October 2018. Moreover, he stated that managers were advised to have the assessments completed for the EG-02s and if the employee passed the assessment, they would be reclassified as EG-03s. This would be retroactive to the barrier exam date of October 28, 2018.

## **AAFC**

M. Dyck reported that this employer had lost so many Labour Relations Advisors and it was difficult for our office to have final level grievances heard. In addition, there have been several conversations with AAFC explaining our role within the PSAC.

Diversity and Inclusiveness – M. Dyck reported that networks were up and running which was a bright spot; however, he reported that there were funding issues. He added that the employer has decided to pay full time employees to organize the networks to move the file forward.

Mental Health – M. Dyck reported the possibility of a peer support system lead by the employer. It was met with a lot of skepticism from the union about the process.

Public Service Survey – M. Dyck reported that AAFC scored poorly and that the scores were clearly worse than three years ago. He added that 18% of the individuals were stating that they felt they were being harassed in their workplace.

Science and Technology Career Development – M. Dyck reported that P. St-Georges has been instrumental on this pilot program for the EG career development. He added that a national committee was formed to brainstorm on ideas to improve career development for EGs after reviewing the survey. The principle would be to compile all



concepts for all EGs for a one stop shop going to the intranet to access the requirements for career progression.

### **CSPS**

F. Murphy advised that he met with the new President, Taki Sarantakis. He added that this employer created a new mandate with five new pillars and that CSPS may be expanding on the work which he hopes could increase the number of employees.

P. St-Georges gave an update regarding the Mont-Bleu students being relocated to Asticou following the destruction of their school to a fire after the tornadoes in the region. The move has been set for December 1. P. St-Georges and M. Dyck advised that members from the La Salle (work location) required to be moved to Asticou to have asbestos removed.

HRUCC was scheduled for October 12<sup>th</sup> but was rescheduled due to the Mont-Bleu events. The next NUMCC is scheduled for November 19<sup>th</sup> with the call-out for agenda items coming out shortly.

### **PSC**

F. Murphy advised that there was a new ombudsperson who will also fill the role of Mental Health Champion. He added that this employer had a new way of doing business – GC Talent. GC Talent would collect applications for individuals interested in applying for positions within the public service. He encouraged the National Council members to explore the website and advised that individuals could apply for jobs as soon as they were posted. The next NUMCC is scheduled for December 14 with a call-out for agenda items coming out shortly.

### **CGC**

F. Murphy reported that he attended the NUMCC at the beginning of October. He stated there were two outstanding policy grievances on the interpretation of the definition of workplace and travel for which mediation dates were scheduled. He advised that the employer and our component would be continuing discussions on the grievances to try to resolve them or may have to be sent to the NJC for their interpretation. In addition, F. Murphy stated that CGC advised the employees that headquarters had been changed to the Port of Thunder Bay and would not cover the employees' mileage; therefore, individual grievances had been filed. Regarding a different policy grievance regarding overtime, he stated it has been scheduled for December 4, 2018.

F. Murphy reported that our Component was watching closely possible changes to the Canadian Grain Act which could bring changes to the CGC. J. Griffith asked if there was a plan in place should a change regarding the grain inspection and the inspection be assigned to a third-party instead of our members. F. Murphy responded that we would

be lobbying on behalf of our members if any changes affected our members as we have done in the past.

### **DND**

F. Murphy advised that there were ten bargaining agents at the NUMCC table and that we represented the language teachers only. He stated that there was a new Deputy Minister. An update on the LAT-02s was given earlier in the report and was being dealt with at the Regional UMCC.

J. Pennington stated that it was challenging assisting the members due to their different issues compared to other employers. He was requesting that RVPs share on their strategies to aid him in assisting the members. F. Murphy advised that any concerns could be raised with the National Office. In addition, he stated that A. St-Germain and E. Martel attend the Regional UMCC meetings in Asticou and suggested that the minutes from those meetings be shared with J. Pennington to assist him in representing the DND members from his region.

Harassment and Violence in the Workplace – A. St-Germain discussed that she had issues regarding harassment and violence in the workplace. F. Murphy advised her to send the issues to the National Office as soon as they arise, and he would have the issues dealt with by the employer.

Priority System – The National Council members discussed the hiring of military personnel who were released of their duties and then placed as priority in positions above the Public Service due to the Act that was implemented by Former Primer Minister Harper. F. Murphy stated the National Office would review the act to ensure that members placed in these positions met the criteria. He added that there were two resolutions at our last Convention that were defeated.

### **CPMA**

Nothing to report.

### **ATSSC**

Nothing to report.

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

The following two submissions were approved by the Agriculture Union Social Justice Fund Committee:

Cycling for MS Society – Brother Jeff Monroe was cycling for the cure for MS - \$500 – submitted by T. Carter;

Circle of Life Thunderbird House - \$17,920 one-year for 46 sessions of Sweat Lodge Ceremonies – submitted by Sister Angie Giesbrecht.

A third submission from Sister Elena Beynon, Local 40022, regarding a high school carpentry program was still being reviewed by the Committee.

R. MacDonald stated that the funds raised for the organization at the NCR/Ontario Regional seminar had still not been matched by the Social Justice Fund. F. Murphy advised that the organization had not met the Social Justice Fund mandate; however, the National Executive deemed it a good cause and decided to match the funds using a budget line item for the Executive's use. He stated that RVPs should ensure that the chosen organisations met the Social Justice Fund mandate for funding.

All approved Social Justice Fund projects may be found on the Agriculture Union website at: <http://www.agrunion.com/resources/social-justice-fund/> .

## **12. Collective Bargaining**

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

## **13. Standing Committee Reports**

### **General and Human Rights Committee Report**

J. Griffith read the report to the National Council members.

**M/S** R. Olynyk / J. Griffith

That a Rewards and Recognition link be created in the Services section of the Agriculture Union Web site.

### **MOTION CARRIED - by show of hands**

**M/S** R. Olynyk / J. Griffith

To adopt the criteria, application process and reward structure be used in the presentation of Union service rewards.

### **Criteria:**

1. The pin and certificate will only be awarded to a person who meets the established criteria immediately preceding a meeting of the General Committee. Nominees who meet the criteria after the Committee has met will be reviewed at a subsequent committee meeting.

2. A union officer, for the purpose of award determination, will include stewards within the Agriculture Union.
3. Service may be either continuous or discontinuous, except for reasons of union discipline, and can include various officer positions.
4. Nominations may be submitted electronically.
5. Applications for service awards may be submitted by constitutionally-recognized National Council (NC), Locals, Health and Safety and Human Rights, committees.
6. The General Committee will review all applications and recommend recipients to the NC at each council meeting. Following approval by the NC, awards, certificates and pins will be forwarded to National President and council with the names of recipients and their awards for presentation or distribution.
7. To be considered by the NC, nominations must be submitted 60 days prior to any NC meetings. Committee require time to review applications, so earlier submission is advisable.

### **Application:**

It is the recommendation of the committee to use a modified version of the PSAC's electronic form currently on their national website.

### **Rewards:**

10 years of Service: Paper Certificate, 10-year pin and Hoodie  
20 years of Service: Plaque, 20-year pin and gift value of \$100  
30 years of service: Plaque, 30-year pin and gift value of \$200

We would like to Recommend that all eligible recipients receive their respective pins, but gifts will not be compounded below highest years of service at initiation of awards program.

The item was referred to the Finance Committee for costing which was costed at \$13,300.

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

**M/S** R. Olynyk / J. Griffith

That a link be created on the Agriculture Union web site. This would be for locals to submit information regarding deceased members, to be captured in a file for use of the Agriculture Union. The General Committee will be in charge of the review of the file and will prepare the memorial for the national convention.

### **Recorded Vote # 2 – MOTION CARRIED**

**M/S** R. Olynyk / J. Griffith

To adopt the following criteria, application process and reward structure be used in the presentation of Grass Root Award.

**Criteria:**

1. The Plaque or Trophy and will only be awarded to a person who meets the established criteria with in their Region
2. A union officer, for the purpose of award determination, will include stewards within the Agriculture Union.
3. Will be awarded to a person that demonstrates Significant and or exemplary services to advancing the Agriculture Union
4. Nominations may be submitted electronically.
5. Applications for Grass Roots award may be submitted any member in good standing
6. Nominations must be submitted to the appropriate body prior to the Fall council meeting preceding the National convention. Nominating bodies require time to review applications, so earlier submission is advisable.

**Standard process for council will be drafted by the committee.**

**Application:**

It is the recommendation of the committee to use a modified version of the PSAC's electronic form currently on our national site

**Award:**

A plaque or Trophy to be presented at the Agricultural National Convention

**Costing:** The item was referred to the Finance Committee for costing and it was costed at \$1,200 per three years.

A discussion on this motion ensued as several RVPs raised questions about the process and required clarification.

**M/S** T. Lee / D. Babuin

That the above motion be referred to the Committee to provide clarification on the process/instructions and report back at the next National Council meeting.

**MOTION CARRIED – by show of hands**

**M/S** R. Olynyk / J. Griffith

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

**Recorded Vote # 3 – Motion Carried**

### **Bylaw & Regulations Committee Report**

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

**M/S** P. St-Georges / T. Carter

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

### **Recorded Vote # 4 – MOTION CARRIED**

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

The Committee members shared in the reading of the report to the National Council members.

M. Dyck added that the KeyInfo was in the process of being updated by the Standing Committees; reviewed by the Labour Relations Officers (LROs); then distributed to National Council for a final review; before finally being posted in the KeyInfo section of our website.

**M/S** M. Dyck / J. Pennington

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

### **Recorded Vote # 5 – MOTION CARRIED**

### **Finance and Communications Report**

F. Murphy turned the chair to M. Dyck for the duration of the discussions on this report as he was replacing R. Cormier as chair of the Finance and Communications Committee.

K. Zoller read the report to the National Council members.

T. Carter questioned the overage regarding the salaries and benefits. F. Murphy advised that the situation was being monitored by the Committee and an increase to this line item may have to be presented at the next Convention.

J. Pennington advised that some Locals were experiencing delays in receiving their rebate cheques. L. Budge explained that all Local financial statements were due in the National Office by the end of March. Locals that had not provided their statements were reminded by email with a c.c. to the RVP. All rebates were withheld from Locals that had not responded or sent in their financial statements.

**M/S** F. Murphy / K. Zoller

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

**Recorded Vote # 6 – MOTION CARRIED**

Having completed the report of the Finance and Communication Committee, M. Dyck returned the Chair to F. Murphy.

**Committee and Sub-Committee Assignments – T. Carter**

T. Carter wanted clarification on how decisions were being made by the National Executive on what individuals got assigned to different committees. She added that maybe other individuals should be considered by the National Council and not only by the National Executive. F. Murphy responded that the National Council only meets twice a year and the National Executive meets four times a year. As such, the National Executive must make decisions in between meetings by following recommendations and what makes the most sense to advance our Component's cause. He added that the National Executive was always open to suggestions and endeavoured to inform the National Council of all active or new committees.

**14. Political Action**

F. Murphy reported the following items:

CSPS – Agriculture Union was in the news protecting our members interests after the announcement of moving staff from Asticou and showing support of the students that were being displaced due to the fire at their school. Pat St-Georges was interviewed by the media and provided additional details to the National Council members.

Oceana – Our component partnered with Ocean with a recent study regarding fish fraud and the need for a tracing system for the fish products.

**15. Workplace Violence (WPV)**

F. Murphy advised that the Service-Wide Occupational Health and Safety Committee (SWOHS) had a Competent Persons Sub-Committee that was working on a list of competent persons for investigations on harassment.

He reported that there had been several WPV complaints filed and competent persons were assigned. He added that the PSAC was representing one of our members on a CFIA investigation complaint that was not dealt with properly. Furthermore, our component was consulting with the PSAC to challenge a CGC complaint investigation that was not done correctly by a competent person.

A discussion ensued with National Council members asking questions and adding comments on process. F. Murphy advised that PSAC's training was quite good and that our component had information in the KeyInfo document on our website. In addition, AAFC had a flow chart that was very helpful in guiding members with the process.

## **16. Phoenix**

F. Murphy and M. Dyck provided an update regarding this item. F. Murphy advised that the PSAC had created TV adds. He advised that on November 14, the employer's Phoenix system would be recuperating the dues owed to the PSAC. For additional information, the following link was provided: <http://psacunion.ca/dues>. He added that M. Dyck was responsible for the Phoenix portfolio within our component but could only refer the issues to the employer/or PSAC and advised the M. Dyck did not have the control over resolving the issues.

M. Dyck added that he participated on a monthly update call with CFIA and stated that for the first time since Phoenix was rolled out, the statistic numbers had gone down from 670,000 to 650,000 issues. J. Carrier stated that the PSAC was advised that some of the more difficult files to be resolved were being pushed aside and the easier files were dealt with right away since the Pay Center employees were being evaluated on the number files they were resolving. He added that the PSAC would be addressing this with the employer. A. St-Germain wanted a commitment from the PSAC that the 2016-17 files would be resolved. F. Murphy responded that issues forwarded to M. Dyck would be escalated to the PSAC. He added that the PSAC had hired Donna Lackie to work on the Phoenix file and the issues would be pushed through the PSAC to put pressure on the government to get the issues resolved.

## **17. Agriculture Union Triennial Convention**

F. Murphy stated that a location for the 2020 Agriculture Union Triennial Convention had to be decided at this meeting to allow for time to book the venue and make the arrangements. He added that the venue would have to be a unionized facility and/or hotel and that our component had always tried to alternate from one region to another. D. McRae advised that two of her Locals were interested in hosting the Convention, if it were to be held in Calgary and/or surrounding area.

**M/S** J. Pennington / E. Martel

That the 2020 Agriculture Union Triennial Convention be held in Calgary and/or the surrounding area.

**MOTION CARRIED – by show of hands**



## **Follow up on Resolution A-6 from Convention 2017 – T. Carter**

T. Carter requested a follow-up on Resolution A-6 from Convention. F. Murphy stated his interpretation and advised that there had already been two structure reviews. As there were no proposed changes, no further action would be required. If there were proposed changes, a recommendation would be set forth and sent to the Bylaw and Regulations Committee. Thereafter, a committee would be struck and tasked with reporting back to Convention. As such, he advised that this resolution had died as one motion was dependent on the other.

### **18. Next Council Meeting**

The next Council meeting will be held in Ottawa and/or surrounding area on Friday, April 26, to Sunday, April 28, 2019, with travel scheduled on Thursday, April 25 and returning on April 29.

A. St-Germain proposed that a teleconference be held in January 2019 to touch base in between National Council meetings. F. Murphy agreed and suggested January 22 or 23 to coincide with the next National Executive meetings. The National Office will be sending out an invitation for the teleconference.

### **19. Other Business**

#### **United Way – J. Carrier**

J. Carrier expressed his disappointment on the way the employer's Phoenix Pay system was able to make deductions appropriately for United Way contributions but could not figure out the members pay correctly for the past two years.

#### **Union Leave – D. Babuin**

D. Babuin commented on the new leave provision for the cost of recoverable leave and the effects that it had on his - and other RVPs - workplaces. The cost of union member's salary for union leave was being reimbursed to the employer as a whole but not reimbursed to the individual workplaces. A discussion ensued regarding the leave provision and the hardship it creates to the individual workplaces. F. Murphy stated that he would be mentioning this item at the next NUMCCs.

**M/S** R. Olynyk / P. St-Georges

That the meeting be adjourned.

**MOTION CARRIED – by show of hands**

The meeting was adjourned at 4:25 p.m.

## **GENERAL STANDING COMMITTEE REPORT October 27, 2018**

Chair Person: Randy Olynyk

Members: Marlene O'Neil  
Audrey St-Germain  
Jeff Griffith (Minutes) Co-Chair

Motions: Moved by Randy Olynyk – seconded by Jeffrey Griffith

### **Agriculture Union Service Awards:**

1. **Motion 1:** that a Rewards and Recognition link be created in the Services section of the Agriculture Union Web site.
2. **Motion 2:** adopt the criteria, application process and reward structure be used in the presentation of Union service rewards.

#### **Criteria:**

1. The pin and certificate will only be awarded to a person who meets the established criteria immediately preceding a meeting of the General Committee. Nominees who meet the criteria after the Committee has met will be reviewed at a subsequent committee meeting.
2. A union officer, for the purpose of award determination, will include stewards within the Agriculture Union.
3. Service may be either continuous or discontinuous, except for reasons of union discipline, and can include various officer positions.
4. Nominations may be submitted electronically.
5. Applications for service awards may be submitted by constitutionally-recognized National Council (NC), Locals, Health and Safety and Human Rights, committees.
6. The General Committee will review all applications and recommend recipients to the NC at each council meeting. Following approval by the NC, awards, certificates and pins will be forwarded to National President and council with the names of recipients and their awards for presentation or distribution.
7. To be considered by the NC, nominations must be submitted 60 days prior to any NC meetings. Committee require time to review applications, so earlier submission is advisable.

#### **Application:**

It is the recommendation of the committee to use a modified version of the PSAC's electronic form currently on there national site

#### **Rewards:**

1. 10 years of Service: Paper Certificate, 10 year pin and Hoodie
2. 20 years of Service: Plaque, 20 year pin and gift value of \$100
3. 30 years of service: Plaque, 30 year pin and gift value of \$200

We would like to Recommend that all eligible recipients receive their respective pins, but gifts will not be compounded below highest years of service at initiation of awards program.

**Costing:** This was referred to Finance for Costing,

	quantity	\$\$	Subtotal	
10 yr hoodies	60	80	4,800	
pins (3 sets)			4,000	
20yr	15	200	3,000	cost: \$100 + plaque=\$200 per person
30yr	5	300	1,500	cost : \$200 + plaque= \$300 per person
<b>TOTAL</b>			<b>\$13,300</b>	

**Deceased Members:**

**The General Committee will be adopting this issue as a standing item.**

The General Committee has been tasked to create a file for that will keep a current list of deceased members in the Agriculture Union. This would be used for the memorial at the national convention.

Motion 1: that a link be created on the Agriculture Union web site. This would be for locals to submit information regarding deceased members, to be captured in a file for use of the Agriculture Union. The General Committee will be in charge of the review of the file and will prepare the memorial for the national convention.

The information to be captured would be full name of the member, region, local and date of death.

**Grass Root Award:**

**2017 National Convention Resolution A-3**

**The General committee will be adopting this issue as a standing item.**

The general committee has been tasked to create a Grass Roots award for 1 member in every region in a 3-year cycle. This would be for a active union member in good standing that has demonstrated outstanding union activism at the grass roots level

Motion1: adopt the following criteria, application process and reward structure be used in the presentation of Grass Root Award. (Motion was referred back with instructions to provide clarity, Committee to come back at next Council, M/S/C Lee/Babuin).

**Criteria:**

1. The Plaque or Trophy and will only be awarded to a person who meets the established criteria within their Region

2. A union officer, for the purpose of award determination, will include stewards within the Agriculture Union.
3. Will be awarded to a person that demonstrates Significant and or exemplary services to advancing the Agriculture Union
4. Nominations may be submitted electronically.
5. Applications for Grass Roots award may be submitted any member in good standing
6. Nominations must be submitted to the appropriate body prior to the Fall council meeting preceding the National convention. Nominating bodies require time to review applications, so earlier submission is advisable.

**Standard process for council will be drafted by the committee.**

**Application:**

It is the recommendation of the committee to use a modified version of the PSAC's electronic form currently on there national site

**Award:**

A plaque or Trophy to be presented at the Agriculture National Convention

**Costing:**

**We have 12 RVP's = 12 regions  
\$1200 per 3 years**

**Long term Service Data base for Membership:**

The General committee received the current council years of service report and it had various errors. The General committee will review the current council service list and make changes as needed. After this review we will report back at the next council meeting.

**Human Rights:**

Committee received an update from the Agriculture Human Rights Committee.

**Committee Member Changes:**

NCR- Mary Darling  
BC- Todd Smith  
Saskatchewan – Mia Forant

Note – Ontario to reconfirm

**Annual Meeting:**

Still attempting to schedule before year end.

Web Site Update:

Pending final consensus by committee conference call

PSAC national HR committee:

Member of Parliament lobby campaign for employment equity act  
Proposed changes being advanced as a private member bill in January.

Harassment Awareness Training (CFIA)

See Report

**Action: RVP's to ensure they inform the HR reps of the dates and invite for the next Regional Seminar well in advance and please CC Marlene.**

**Attachments:**

Appendix 1: Resolution A-3

Appendix 2: Harassment Awareness Training Report

Motion to Adopt General Committee Report by Randy Olynyk and seconded by Jeffrey Griffith

## Report of the By-Laws and Education Committee

**Present:** Patrick St-Georges - Chair  
Terri Lee  
Jacquelin Carrier  
Tammy Carter

1. The Committee was tasked to review and update three Key Info documents currently posted on our Agriculture Union website. The following changes were all motioned by Tammy Carter and seconded by Terri Lee:
  - a. Agriculture Union: An Overview;
  - b. Agriculture Union Regional Seminars;
  - c. Union-Management Consultation Committees, Agenda Form.

The three respective Key Info documents and the proposed changes are attached to this Report, as Appendices A, B and C respectively. It should be noted that Sylvie Rochon (Labour Relations Officer) was previously consulted with the review of these documents.

2. The Committee also began to review our Agriculture Union – National Human Rights Director and Regional Vice Presidents' Handbook, which was last updated in November 2014.

The Committee had constructive discussions over this document and several questions were raised, which will likely need to be discussed at our next National Council meeting. It was proposed that this document's title be changed to the Agriculture Union - National Council Handbook. There are currently several inconsistencies in this document, due to some changes in our By-Laws, since our last Triennial Convention.

3. Regarding further Education needs, the Committee had a discussion regarding future ideas to improve or augment, our National Council training and team building exercises. Depending on our financial budget, options will vary and we may need to collaborate with the PSAC Education and/or other allied education forums.

Moved by Patrick St-Georges, seconded by Tammy Carter.

**Collective Bargaining and Health and Safety Committee**

October 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 9:03

Recorder: Jan Pennington

**Previous Business**

Info on the website

Health and Safety Bulletins/Key info

**New business**

Bargaining updates Treasury Board

Bargaining updates CFIA

OHS Updates

**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 OHS Minutes that go through the 1<sup>st</sup> and 2<sup>nd</sup> National executive which can then be placed on website.

**Health and Safety Bulletins/Key info**

Key info documents dealing with health and safety, and bargaining where reviewed and updated

**Agenda Items - New Business**

**Treasury Board Bargaining Update**

PSAC put out a bargaining update October 21, 2018 After the Bargaining team met with the employer

Some concern about the pace of Bargaining as our employers have not yet moved on essential service agreements, Employers do not think they need to provide these until spring.

Bargaining teams

will meet again November 27 -29, 2018.

Common issues committee meets December 4-6, 2018

**CFIA Bargaining:**

CFIA Bargaining input call was June 15, 2018.

Delegates names submitted to PSAC by July 19, 2018.

Online bargaining demands had to be submitted by July 19, 2018.

Agriculture Union had to have demands reviewed by August 16, 2018.

Bargaining committee Reviewed demands August 22, 2018.

There was a large volume of demands sent in (308):

Much duplication, many demands were not formatted correctly, and some contradicted our constitution,

Most demands were not reviewed by the Locals of origin.

The Bargaining Committee reviewed and grouped the demands by subject.

This was achieved via a number of calls.

Given the large volume of work and the condition of the demands the committee recommends that committee work needs to be done in person.

PSAC did not publish the demands as grouped by and worked on by the committee.

Bargaining Conference was held October 2-4, 2018.

Demands were prioritized.

Bargaining team elected:

Rob Macdonald, Dorothy McRae, Jan Pennington, Terri Lee, Karen Zoller, Marlene O'Neil, Audrey St Germain. Andy Neufeld.

Alternates:

Tammy Carter, Sky Belt, Sylvie Jubinville, Shawn Rudy, Genevieve Manzo, Layne Tepleski, Jesse Todd, Randy Olynyk

The new Collective agreement for CFIA has many Articles that in the table of contents are not properly labeled by page in both English and French list will be given to PSAC.

## **OHS updates**

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

October 22, 2018 Agriculture Executive met with the deputy minister of AAFC.

Discussed the clerk of the privy council's recommendations on the prevention of Harassment.

This in conjunction with Bill C 65 may affect the current method of how violence in the workplace is handled.

One of the key suggestions is having an ombudsman to deal with Harassment, it is unclear how this would work with the current Violence in the workplace policy.

There are currently several health and safety positions that are in desperate need of being filled at AAFC.

The mental health subcommittee has a subcommittee looking at the feasibility of a peer support working group.

The EFAP (Employee Family Assistance Program) contract is up for renewal.

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

Changes to NOHS Committee:

Marlene O'Neil Is the acting Chair of the NOHS committee.

Rob Macdonald, Randy Olynyk and Terri Lee are also on the Committee.

NOHS has many subcommittees currently at work including Mental Health, Disability Management Initiative and Workplace Wellness.

**CGC – Canadian Grain Commission-** The CGC completed a full audit of its H&S programs with the help of an outside consultant. The audit did reveal where there was work that needed to be done (although it was positive)



**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 Commision-** The new ombudsman position will also be the champion for the Mental Health in the workplace. This decision was made without consultation with the Union and we have to revisit this with the PSC president.

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

The worksite at Asticou center in Gatineau is being renovated to house students displaced by storm damage to their school.

The policy committee and the local OHS have been heavily involved, as our members are being shuffled in their workspaces to make room for the students.

There has been a concern with asbestos in some buildings.

NOHS is also developing a Hazard prevention program.

The Clerk of the privy council has directed CSPS to create training programs for the federal service on how to deal with harassment, it is the Agriculture Union's view that that training needs to be brought to the service wide occupational health and safety committee for consultation.

### **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.

We need to be involved with the Clerk of the Privy Council's directions on dealing with Harassment as it will have a large impact on how organizations deal with violence in the workplace.

Moved by Milton Dyck seconded Jan Pennington

## REPORT OF THE FINANCE/COMMUNICATIONS COMMITTEE

October 27, 2018

Present:

Fabian Murphy :(National President) for Rick Cormier (1st NEVP) **Chair**

Karen Zoller (RVP Saskatchewan) **Co-chair**

Erick Martel (RVP National Capital Region)

**(Absent)** Michelle Hambly [(new RVP Alberta North is replacing Randy Olynyk (newly elected 4 NEVP)]

### **Finance:**

The Committee reviewed the unaudited financial statement of the year to date financial statement of revenues and expenses for 2018 (As of Sept 30th).

The Line item Salaries and Benefits was discussed as it will show it being over budget by year end.

The overage is explained by the fact that additional salary of 2 LRO's, long and short terms, overtime for special projects and accumulated comp time and vacation of the previous president as well as Acting pay for the National Vice President position requiring to be filled due to illness. We budget to be at 75% at this time of the year and are currently at 78.94% for this line item.

Retro pay from submitted claims now that Contracts are being signed off will affect the Expenses and Loss of Pay item numbers in the end as those calculations are currently in progress and no amounts can yet be reported.

Translation line item shows an increase due to events requiring interpretation as per Agriculture Union policy.

The Committee discussed, at the last Council meeting 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 such as:

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. (Ongoing)

This budget cycle was based on 6500 members. The Current membership base has risen to 7049 members so this should help offset the overages of salaries and benefits.

Please encourage locals to submit their financial statements on time (March 1<sup>st</sup> of every year) Some of the new "Leave with pay" letters from the employers have begun to trickle in (2 **invoices** to date).

Referral from the General Committee:

- a form to be produced and added to website so that members can access it to nominate for the Agriculture Union long Service award.
- update the website in regards to the Human Rights Committee

**New mileage and meal rates as of October 1, 2018.**

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

Breakfast	\$20.25
Lunch	\$19.85
Dinner	\$50.00
Total Meal Allowance:	\$90.10
Incidentals	\$17.30
Total Allowance	\$107.40

**Communication:**

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

The Agriculture Union website will be reviewed by the committee.

- Karen will review the “About” Section
- Michelle Hambly will review the “Services” Section

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

- Key Info – Sylvie Rochon
- 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 Key Info page.
- National Mental Health Task Force Steering Committee has been 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 Larry Budge.

A broken link under the Members Benefits section was reported during review and it has since been repaired.

Moved by: Fabian Murphy  
Seconded by: Karen Zoller  
Carried unanimously

**National Council  
Conseil National**

October 2018

**Recorded Votes/Votes Consignés**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>Babuin, Dean</b>	1	1	1	1	1	1
<b>Carrier, Jacquelin</b>	1	1	1	1	1	1
<b>Carter, Tammy</b>	1	1	1	1	1	1
<b>Cormier, Rick</b>	4	4	4	4	4	4
<b>Dyck, Milton</b>	1	1	1	1	1	1
<b>Griffith, Jeff</b>	1	1	1	1	1	1
<b>Lee, Terri</b>	1	1	1	1	1	1
<b>MacDonald, Rob</b>	1	1	1	1	1	4
<b>Martel, Erick</b>	4	4	4	4	4	4
<b>Mcrae, Dorothy</b>	1	1	1	1	1	1
<b>Olynyk, Randy</b>	1	1	1	1	1	1
<b>O'Neil, Marlene</b>	1	1	1	1	1	1
<b>Penninton, Jan</b>	1	1	1	1	1	1
<b>St-Georges, Pat</b>	1	1	1	1	1	1
<b>St-Germain, Audrey</b>	1	1	1	1	1	1
<b>Zoller, Karen</b>	2	1	1	1	1	1
<b>Murphy, Fabian</b>	1	1	1	1	1	1

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