

**Agriculture Union  
National Council Meeting  
November 26 to 28, 2019**

**OMNI Hotel - Montréal**

**MINUTES**

**In Attendance:**

<b>National Executive</b>	<b>National Council</b>
Fabian Murphy, National President Milton Dyck, 2 <sup>nd</sup> NEVP Patrick St-Georges, 3 <sup>rd</sup> NEVP Randy Olynyk, 4 <sup>th</sup> NEVP  Absent: Rick Cormier, 1 <sup>st</sup> NEVP	Jan Pennington, RVP Eastern Atlantic Tammy Carter, RVP Western Atlantic Jean Cloutier, Alt RVP Eastern Quebec Audrey St-Germain, RVP Western Quebec Brad de Haan, RVP NCR Rob MacDonald, RVP Southern Ontario Jeff Griffith, RVP Manitoba, Northwestern Ontario and Nunavut Karen Zoller, RVP Saskatchewan Michelle Hambly, RVP North. Alberta & NWT 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

**1. Call to Order**

F. Murphy called the meeting to order at 9:00 a.m.

**2. Opening Remarks**

Fabian welcomed everyone to the meeting; in keeping with PSAC Policies, everyone was reminded that the meeting was a scent free event; Pat St-Georges read a statement to recognize the aboriginal land that the meeting was being held on; Terri Lee then read the PSAC Harassment Policy and identified Marlene O'Neil and Randy Olynyk as the coordinators for this meeting.

### 3. Adoption of Agenda

Fabian recognised Marlene on a Point of Privilege, she stated that the minutes came in late and Fabian agreed with her - her point was well taken and we will endeavour to send them out sooner.

**M/S** Griffith/Zoller - THAT the agenda be adopted.

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

### 4. Hours of Session

The following hours of session were 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** de Haan / Babuin - THAT the proposed hours of sessions be adopted.

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

### 5. Approval of April 2019 National Council Minutes

Audrey St-Germain made a correction to the French translation regarding wash-up time, re: *temps de lavage* instead of *temps de toilette*. Dorothy McRae wants the committee reports to be resent as some of the changes weren't made. Fabian instructed the Committee chairs to verify accuracy of the reports.

**M/S** Pennington / MacDonald - THAT the draft minutes of the April 2019 meeting be adopted.

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

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

There was no business arising out of previous minutes.  
The Council proceeded to discuss the tracking report:

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

Jeff Griffith stated this was being denied in his region; it was noted that this issue was still at the bargaining table. Fabian stated that he will reach out to Hassan as we need to develop a strategy and coordinate with the bargaining team; for now, members should continue to file grievances on this. As per last Council, we need to share information (MOU's / minutes) with Council and Fabian agreed.

### **2. Personnel Files**

Fabian provided an update to Council, the item will be submitted as agenda items to the next NUMCC meetings but for now he wants members to continue to file grievances on this. Pat mentioned that all employers are struggling with this issue, it's not just a problem at CFIA, and all bargaining teams are trying to address this at the bargaining table. Marlene has information back home that she will share with Council.

### **3. General Committee Report – Rewards and Recognition**

Fabian gave a brief update and stated the Finance and Communications committee will be dealing with this item.

### **4. General Committee Report – Capture and file list of deceased Members**

Fabian gave a brief update and stated the Finance and Communications committee will be dealing with this item.

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

Fabian turned the chair over to Milton while he took questions on his report; per Jean Cloutier, there were minor errors that needed to be corrected.

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

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

On a Point of Privilege recognised by Milton, Fabian announced that he wasn't reoffering at the convention next year as he plans to retire; his best time working was spent here with the Union and thanked everyone for their support.

## **8. Employer Updates**

Employer updates were dealt with on day 3. For OSH Policy Committee updates please refer to the Collective Bargaining, Health and Safety Committee report (attached).

### **PSC**

Fabian provided a progress report to Council; the next NUMCC is scheduled for January 2020, and local presidents will be included.

### **DND**

Fabian provide a progress report to Council; the biggest issue at the NUMCC is that offices are being moved to Carling Avenue. The other big issue is the contracting out of services, especially in regions represented by Audrey and Jan, but that we're addressing this with the employer.

### **CSPS**

Pat provided a progress report to Council; the big issues with this employer are: Reorganisation, Non advertised positions and Staffing (for example PE positions, as opposed to AS or CR). Pat also provided an update on classification grievances.

### **CGC**

Fabian provided a progress report on last week's NUMCC and OSH meetings; he received the latest update on the Canadian Grain Act review; also, the employer is proposing a new business plan for grain inspection and the employer is set to begin consulting with its employees later this week.

### **CFIA**

On day 3 during committee reports, there was a motion that was **M/S/C** - Rob MacDonald/ Jan Pennington - to allow change in order of business so that Council could address an urgent MSIP issue and possible job losses at CFIA. Audrey thanked everyone for changing the order of business and noted that when the CFIA President visited her region that pilot projects was still the plan at that time. When the news came out of Québec yesterday, Fabian followed up with the VP. He should have followed with Audrey and Rob as well and so he apologised for not doing so. The news blindsided everyone and Fabian stated that it wasn't in keeping with our most recent discussions with CFIA; the employer has created a mess and at break this morning Fabian contacted CFIA to convey our utmost dissatisfaction with this matter; he is now awaiting a call back from the CFIA President. The discussion at Council was very heated on this; Council is tired of the lies and feels disrespected; it's time we pass a message to the employer. Per discussion with Council, minutes from the National Joint Employment Transition Committee (NJETC) will be circulated to Council. Later in the meeting, we came back to employer updates, at that time Randy provided a progress report to Council on the following issues (a written report will be provided): Domestic Violence Working Group; JLP Workshops; Working Alone Directive; Telematics; Organisational Charts; the Formal Decision Review Office, which is a new staffing recourse (7 complaints filed and 5 were founded); Activity Based Workplace (ABW) and the Agency Workplace Optimization Initiative (AWOI). Council discussed Randy's update; there were questions raised regarding the Terms of Reference for NOSH; as Marlene is the Co-chair, she will contact the CFIA President and ask why they are going against the Terms of Reference.

## **AAFC**

With time running out, Milton provided a very quick progress report to Council; the two biggest issues are with staffing; bridging is a problem everywhere.

### **9. National Office Update**

#### **Grievance Report and Discussion**

Fabian discussed the written report that was forwarded to Council members before the meeting; he noted that the report was for Council members only due to confidential information found in the report. The policy grievance at the CGC will remain there until the employer fulfills its obligations.

**M/S** Dorothy McRae / Audrey St-Germain – THAT the 1<sup>st</sup> and 2<sup>nd</sup> level grievances be added to the report; THAT RVP's report grievances to the NEVP's before January 2020, and THAT the list be compiled by the National Office and circulated to Council in a timely fashion.

**MOTION DEFEATED - by show of hands.**

**M/S** Jan Pennington / Tammy Carter – THAT we start working on a Local Officer Handbook with template to track grievances and THAT a Frequently Asked Questions sections be included.

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

#### **1<sup>st</sup> NEVP Vancancy**

Fabian gave a progress report on situation with Rick Cormier who is currently on sick leave; per his discussion with PSAC National President Chris Aylward, Fabian stated that the position of 1<sup>st</sup> NEVP is not considered vacant at this time. Tammy asked the chair if we should look at proposing changes to By-Laws and or come up with new guidelines and Fabian said yes, that this Council can propose changes.

**M/S** Dorothy McRae / Marlene O'Neil – THAT the issues regarding the vacancy be referred to the By-Laws Committee for it to come back with possible amendments to Regulations.

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

Regarding process and what comes next, in the likely event that the position becomes vacant, Fabian cleared up the options and voting process for Council going forward.

#### **Update on Staff**

Milton provided a progress report; Christine Gauthier and Nancy Milosevic have both announced that they'll be retiring in the new year; both are expected to be gone by the end of February 2020; we are sad to see them leave but nevertheless we're very happy for them; regarding Sylvie Rochon, she is still away on LTD and currently there's no return date scheduled for her; regarding Nathalie Cale, she has just moved in to a one year LRO Developmental position with us and to replace her we hired Lucie Morin as an Administrative Assistant; after Christine

announced that she was retiring, Lucie is now with us on a full time indeterminate basis; a new term competition will be posted shortly to fill Nathalie's position. Bruno and Elaine are currently working on the backlog of grievance and Nancy and Nathalie are taking on all new issues and grievances.

**10. Agriculture Union Social Justice Fund**

A written progress report was forwarded to Council before the meeting and there were no questions from Council.

**11. Collective Bargaining**

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

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

**Finance and Communication Report**

Fabian turned the chair over to Milton while the committee reported; Brad de Haan read the committee's report – see attached.

**M/S** Fabian Murphy/ Brad de Haan – THAT the committee's report be adopted by Council.

**MOTION CARRIED – Unanimous - Recorded Vote # 4.**

**General Committee Report**

Each committee member took turns to read the report – see attached.

**M/S** Randy Olynyk / Audrey St-Germain – THAT the Committee's Policy Framework for Agriculture Union Hospitality Events be adopted (see attached Motion 1 and Annex 1 in General Committee report).

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

**M/S** Randy Olynyk / Audrey St-Germain – THAT for the purpose of conducting a survey for the Human Rights Committee that we purchase a subscription to Survey Monkey at a cost of \$3051 (see attached Motion 2 and Annex 2 in General Committee report).

**MOTION CARRIED – Unanimous - Recorded Vote #6.**

Note: regarding costing for Survey Monkey, the Committee was referred back with instructions to revise amount per \$3051 costing supplied by the Finance Committee (M/S - J. Cloutier / Brad de Haan).

**M/S** Randy Olynyk / Audrey St-Germain – THAT the Committee report be adopted by Council.

**MOTION CARRIED – Unanimous - Recorded Vote #7.**

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

Fabian turned the chair over to Pat while the Committee reported; each committee member took turns to read the report – see attached.

For the record, Tammy stated her region did not have any representation to the PSAC's Health and Safety Conference. As the chair of the Committee, Milton explained that the established practice was to select delegates per the OSH structure and therefore members that sit on Policy Committees rank highest in the selection process. Fabian asked the chairperson of the committee if concerns were raised at the committee level regarding the selection process; Milton answered that committee members did have questions and in answering those questions he explained our long established process for selecting delegates; the committee examined who was selected, name by name, and there were no dissensions regarding the process.

**M/S** Milton Dyck / Dorothy McRae – THAT the Committee report be adopted by Council.

**MOTION CARRIED – Unanimous - Recorded Vote #8.**

**By-Laws and Education Committee Report**

Each committee member took turns to read the report – see attached.

**M/S** Pat St-Georges / Jean Cloutier – THAT we add a full day of training, immediately before the first Council meeting following our Convention.

**MOTION CARRIED – Unanimous - Recorded Vote #9.**

**M/S** Pat St-Georges / Jean Cloutier – THAT we increase monthly internet services allowance from \$30/month to \$50/month.

**MOTION CARRIED – Recorded Vote #10.**

**M/S** Pat St-Georges / Jean Cloutier – THAT the Committee report be adopted by Council.

**MOTION CARRIED – Recorded Vote #11.**

Per Dorothy's question, it was noted that we will go through the minutes and convention decisions to update the Resolutions of Record.

### **13. Political Action**

Council did not have enough time to deal with this item; it will be addressed in upcoming conference call.

### **14. Discussion Period**

Before Standing Committees met on day 2, the following items were discussed on day 1:

#### **Phoenix Update – Submitted by M. Dyck**

Milton provided a progress report as he meets regularly with all employers; regarding the PSAC campaign, we're asking members to take action by sending a message to their Member of Parliament (info on PSAC Website). Regarding possible compensation for damages, Fabian stated that this is being addressed at the bargaining table. Audrey provided information to Council regarding problems with Sun Life Pay Pods at CFIA in Québec; Milton will follow up with Audrey. Per discussion with Jan regarding the MOU with CFIA, Fabian will remind CFIA of its obligations.

#### **Leave Letters – Submitted by D. Babuin**

CFIA meetings in his region keep getting cancelled and Dean wants to know if the leave letters can be forwarded to him once meetings have taken place; Fabian thinks this is a good idea and will look at getting an agreement with CFIA and possibly other employers. Fabian also mentioned that if managers are denying or slow at approving union leave to please to notify the Office.

#### **Report on Grievances and Exclusions – Submitted by D. McRae**

There was a general discussion with Council on process of putting grievances in abeyance.

#### **Travel Policy – Submitted by T. Carter**

Tammy shared an email with Council explaining her position on the current travel policy and the reasons why she would like to replace it with something more inclusive. There was much debate from Council; Fabian ruled that the proposed change wouldn't be an added cost since the current Policy allows for Council members to bring a spouse, partner or child to meetings that are three days or more, instead of once per year which was now being proposed. There was also a proposed amendment (D. McRae / M. O'Neil) to change appendix D of the current travel policy which was defeated.

**M/S** Jean Cloutier / Pat St-Georges – CALL THE QUESTION. **MOTION CARRIED.**



Before the recorded vote was taken, Fabian asked Larry to read the motion out loud a second time so that Council members were clear on what they were voting on.

**M/S** Tammy Carter / Jan Pennington – For meetings that are 3 days or more, BE IT RESOLVED that Council members can have one companion ticket per year to travel to meetings.

**MOTION CARRIED – Recorded Vote #3.**

**Policy for Hospitality at Events – Submitted by T. Carter**

**M/S** Dorothy McRae / Marlene O'Neil – THAT this item be referred to the General Committee with instructions to draft a policy on Hospitality.

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

**Committee Handbooks – Submitted by D. McRae**

Fabian and Pat addressed questions raised by Dorothy regarding the mandates of the Standing Committee as well as the rank of Council members that sit on those committees.

**M/S** Dorothy McRae / Tammy Carter – THAT each committee be tasked with drafting a handbook with roles and responsibilities and THAT for the purpose of attending PSAC Conferences that Council members on each committee be ranked.

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

**Tracking Council Expenses for Hospitality – Submitted by D. McRae**

Dorothy originally removed this item from Council agenda on Day 1, but with the new Policy Framework on Hospitality that was adopted on Day 3, she presented the following motion:

**M/S** Dorothy McRae / Tammy Carter – THAT we start tracking Council expenses on Hospitality.

**MOTION DEAFETED – Recorded Vote #12.**

The remaining discussion points from Agenda item #14 were referred to Standing Committees.

Referred to the Finance & Communication Standing Committee:

- Current and past MOU's & MOA's – by submitted by D. McRae
- Update on Health & Safety – by submitted by D. McRae
- Update on UMCC for each employer – by submitted by D. McRae
- Website Update – by submitted by D. McRae
- Social Media Presence – by submitted by T. Carter

Referred to the Collective Bargaining & Health & Safety Standing Committee:

- Workplace Violence Policy at CFIA – submitted by Audrey St-Germain

**15. Convention 2020**

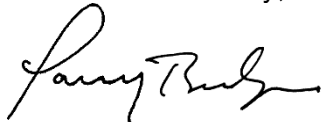
Progress report given by Larry; call out and communication to locals and the National Council will begin very early in the new year. Dorothy mentioned that she emailed Larry some questions regarding host committee duties; Larry stated he would resend his reply.

**16. Next Council Meeting**

The next Council meeting is scheduled for August 15<sup>th</sup> for pre-convention meeting in Calgary.

With the hours of session expired, the meeting was adjourned – **M/S** Dean Babuin / Milton Dyck.

Minutes submitted by,

A handwritten signature in black ink, appearing to read 'Larry Budge', with a stylized, cursive script.

Larry Budge  
Administrative Officer

## REPORT OF THE FINANCE/COMMUNICATIONS COMMITTEE

November 27, 2019

Present: Fabian Murphy :(National President) for Rick Cormier (1st NEVP) **Chair**  
Karen Zoller (RVP Saskatchewan)  
Brad de Haan (RVP National Capital Region) **Co-chair**  
Michelle Hambly (RVP Alberta North)  
Larry Budge (Administrative Officer)

### Finance

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

The Committee reviewed the unaudited financial statement of revenue and expenses for period ending October 31, 2019. This statement was previously reviewed and discussed amongst the National Executives. The latest membership count is at 7318. The budget cycle was based on 6500 members.

#### **New mileage and meal rates as of October 1, 2019**

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

Breakfast	\$20.35
Lunch	\$20.60
Dinner	\$50.55
Total Meal Allowance:	\$91.50
Incidentals	\$17.30
Total Allowance	\$108.80

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

#### **Referrals**

The Bylaws committee requested costing to add one extra meeting day for Council after next convention; costing provided \$17,240.00

The General committee requested costing for a 6 months subscription to "Survey Monkey"  
Unfortunately a one year subscription is required to accommodate the limit requirements; costing provided \$3051.00

### Communication

The following item were referred to the finance committee from line 14 of the agenda.

**Current and past MOUs and MOAs**

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

**Update on Health and safety**

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

**Update on UMCC for each employer**

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

**Website Update**

Since the last council meeting, we have contracted with a new “Web Master”, and several issues with the site have been corrected. There were 4 new postings under union news, changes were also made to the union calendar, and updates on the Food Safety first campaign have been made. The recommendations from the committees to the “key info” section from our last meeting, have been sent to the LRO’s for review. Due to workload issues of the LRO’s at the office, this has caused a delay. Fabian will review the status and ensure the updates are posted. Links from the “Services “section have also been corrected.

The Food Safety First website page will soon be updated with a new video of Fabian promoting the site. Once launched the video can be shared via the new Facebook page.

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

**Social Media Presence**

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

Moved by: Fabian Murphy

Seconded by: Brad de Haan

Respectfully Submitted.

## General Committee Report

November 27, 2019

In Attendance:

Randy Olynyk, 4th National Vice-President (president)

Marlene O'Neil, National Director, Human Rights

Audrey St-Germain, RVP West Quebec (co-president)

Jeff Griffith, RVP Manitoba, N-W Ontario/Nunavut

The meeting was called to order at 9:25.

All motions were moved by Randy Olynyk, seconded by Audrey St-Germain.

### Old Business

We are awaiting an update on the Agriculture Union website for the list of deceased members and the list of names for the Agriculture Union Recognition Awards.

Chart of Years of Service on the Council

At the last National Council, we asked to check the Years of Service chart. It is important to provide updates by e-mailing Randy and Christine by December 30, 2019, so that we can present the Agriculture Union Recognition Awards.

### Policy Regarding Agriculture Union Hospitality Events

See document in Appendix 1.

***Motion 1: to adopt the Political Framework for the Agriculture Union hospitality events.***

### Update on the Human Rights Committee

See document in Appendix 2.

**Motion 2: to adopt a Monkey Survey registration to submit surveys to our members. The cost for a multi-language plan for 1 user for one year is \$3051 plus taxes.**

Committee meeting ended at 15 :48.

**Motion 3: Move report as a whole.**

Randy Olynyk, seconded by Audrey St-Germain.

## Annex 1

Policy Framework for Agriculture Union Hospitality Event**Introduction:**

The Agriculture Union, whether at the National, Regional or Local level, may host social events either directly for members and guests or where members or guests may be invited to attend. During these social events the Union expects its members to conduct themselves responsibly, and to act with the same level of courtesy and conduct expected during regular session hours. This includes avoiding over-consumption of alcohol.

**Summary Statement and Scope:**

This Policy applies to all Union-related activities at which alcohol is served or sold. The Union permits the use of alcohol when it is served and used in a safe, responsible, and legal manner. Although alcohol is sold or served at some union hosted events, alcohol availability and consumption play a minor role at these events and the expectation is that consumption of alcohol will be limited and reasonable. Steps must be taken to keep drinkers safe and sober, and to prevent behavior that could jeopardize their own and other people's safety, including:

- driving while impaired
- engaging in harassment or violence
- engaging in behavior that is unprofessional or could negatively reflect upon the Union and its reputation.

**Compliance**

Compliance to this Policy is mandatory. Non-compliance may lead to disciplinary action up to and including expulsion from the Event.

**Policy Statements****1 Expectations of Members**

1.1 Members attending Union sponsored events are subject to all policies regarding conduct, ethical behavior, violence and harassment and are subject to the disciplinary/corrective actions in the event of any misconduct/breach of policy.

1.2 When alcohol is available at a Union sponsored event, or when a Union sponsored event occurs in an establishment where alcohol is available, members choosing to consume alcohol are expected to use reasonable judgement and moderate their alcohol consumption.

1.3 If any member determines that they have over-consumed alcoholic beverages to the point where their ability to operate a motor vehicle would be impaired, they must avoid driving while under the influence, and should obtain alternate means of transportation.

1.4 Members must accept responsibility for their own alcohol consumption and moderate their intake of alcohol. Members are expected to co-operate with the union's efforts to ensure their safety.

**2. Social Host Guidelines for Members Hosting Alcohol-Related Activities**

2.1 Every year we plan Union sponsored events, including Annual general meetings, Regional seminars and function with the objective of having a safe and memorable experience with our members. Everyone planning an event must consider the safety of the people attending. It is not necessary to forbid alcohol consumption, or to eliminate such events altogether, but below are some tips and precautions you can take to reduce our potential legal liability, and ensure these events are safe and enjoyable.

### 3. Planning

3.1 Remind members that union policies on member behavior remain in full force at all events (i.e./harassment, violence policies apply).

3.2 Plan transportation options in advance so intoxicated guests can be taken home safely. Before the event, remind members they should not drive if they have been drinking alcoholic beverages. Consider pre-arranging free transportation (ex. taxi chits), arrange overnight accommodation (at a discount rate if possible), or ask members to appoint a designated driver who agrees to consume only non-alcoholic beverages immediately before and during the event. Consider paying for designated driver non-alcoholic drinks.

3.3 Reminder: stop serving anyone who is visibly intoxicated.

3.4 Provide a variety of non-alcoholic beverages for designated drivers and other guests.

3.5 Provide snacks and nutritious foods during the event

3.6 Options to consider are :

- limiting the number of drinks a member can have by giving each member a limited number of drink tickets at the beginning of the event and discourage members from transferring unused alcohol tickets to other members.
- Do not offer an open self-serve bar, but encourage a bring your own format.

### 4 Hosting

4.1 Ensure alcohol is not served to guests who appear intoxicated.

4.2 Take reasonable and appropriate measures to deal with someone who exhibits signs of intoxication.

### 5. Costing of an Event

Formula:

number of attendees multiplied by "x" = \$\$\$

*X = alcoholic and non alcoholic refreshments*

\*Note : no dollar amount identified as it varies from province to province

### Conclusion

We are not merely a “social host”, but closer to a “commercial host”: this heightened duty requires the Union to take positive steps to ensure the safety of all our members. Therefore, in situations where alcohol is provided, served, or allowed, the union must be particularly diligent to ensure the safety of all our members.

## Annexe 2

### AUHR COMMITTEE MEMBERS

- Marlene O'Neil – National Director
- Jane McDonald – Alternate National Director & Atlantic
- Jannick Beaurivage – Quebec
- Penelope Vanderheide – Ontario
- Mary Darling – National Capital Region (NCR)
- Taye Zegeye Gebrehiwot – Manitoba, NW Ont. & Nunavut
- Adam Moskel – Saskatchewan
- Krysty Thomas – Alberta
- Todd Smith – British Columbia

#### New Member

- Adam Moskal joined the committee as elected at the Sask Regional Seminar.

#### Face to Face Meeting

- Committee members met in Ottawa for a three day meeting on June 21-23 and presented their workplans to Fabian & Milton and Pat as a guest.
- Focus of meeting was updating work plans and included an update from PSAC on Indigenous persons, and communication planning from Ricardo head of PSAC Communications.
- Work has commenced on survey for equity in leadership roles modeled on PSAC survey. Committee would like to use Monkey Survey subscription for survey (security, ease, others usage too)
  - Sent for costing however other options will be explored.
- Work on a guide book committee including Committee history, resolutions of record (when updated on web), committee processes for continuity.
- Web updates – summary of minutes underway old and new for posting and reviewing design for lay out and updates.
- Convention Planning – Committee has begun a list for convention
  - Accessibility audit of hotel (include in kit) and assurance of scent free
  - Have the text for unseated land for Calgary to include in welcome
  - \$Indigenous elder for opening and closing convention (gift tobacco)
  - Members of the committee to read in English and in French the harassment policy of PSAC
  - Table for display of literature and information
  - Caucus time for Human Rights activists (workshop or presentation)
  - Silent auction – room preferred so we can lock up items at night
  - Committee will work with the host committee to establish a charity
  - Would like to run some videos at Convention breaks (CLC Red dress)
  - Convention kits:
    - Moose hide campaign (donation through social justice for hide pins)
    - Red dress pins
    - Credentials – gender expression line to fill in woman, man, he, him, she, etc.
    - Dots for no pictures visible on front of credentials



#### Next Face to Face

- Ottawa – following the National Women's conference for three days. April 6-8 2020, Carleton Suites reserved.

#### National Women's Conference April 3-5 2020

- 45 applications and 4 seats allocated to Agriculture Union.
- Review by President, 4<sup>th</sup> VP, National Director and Alternate and ranking.

#### Other Equity Conferences PSAC

- Indigenous, Racially Visible, and persons with Disability (combined) 2020

#### Regional Seminars 2020

- RVP reminders to include AUHR on agenda for presentation and work plan update
- Election for representative and alternates (plural ranked 1<sup>st</sup>, 2<sup>nd</sup>, 3rd) to commence immediately following convention 2020
- RVPs ideas on needs for presentations (past Domestic Violence, Duty to Accommodate, Canadian Human Rights)

## Collective Bargaining and Health and Safety Committee

**Date:** November 27, 2019 at 9:00 am

**Location:** Omni Hotel, Montreal

### **Members present:**

Milton Dyck, 2nd National Vice-president (chair)

Robert MacDonald, RVP Southern Ontario

Dean Babuin, RVP Eastern British Columbia

Jan Pennington, RVP Eastern Atlantic

Dorothy M<sup>c</sup>Rae RVP Southern Alberta

**Chair:** Roll Call – The Committee commenced at 09:08.

**Recorder:** Dorothy M<sup>c</sup>Rae

### **Previous Business**

Health and Safety Bulletins/Key info

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

### **A. New business**

#### **1. DISCUSSION ON VIOLENCE IN THE WORKPLACE**

Question posed to the committee: Can we file a **complaint with Labour Canada** for non-compliance with the Canadian Code Part XX at CFIA? CFIA does not comply with the code by referring our members' complaints to a committee located in Ottawa that decides whether or not the complaint is admissible.

Any questions regarding Workplace Violence can be sent to Kerry Piccolotto and Marlene O'Neil. (Outside the CFIA to your respective Employee Co-Chair) The questions should only deal with helping to resolve possible situations of violence to the satisfaction of the complainant and ensuring a safe work place. In the event that management does not satisfy our members complaint and refuses or continuously delays an investigation process, please continue with the following steps (In consultation with your employee Co-Chair).

The first step is for the employee and/or the union representative to reiterate to the employer that it must *"take the prescribed steps to prevent and protect against violence in the work place"* as per Section 125.1 (z.16) of the *Canada Labour Code (CLC) Part II*. Within legislation, *"prescribed"* means by Regulation. In this case, the *Regulation* is the *COHSR, Part XX - Violence Prevention in the Work Place*.

If the employer still refuses to deal with the matter under *Part XX* or delays taking action to address the matter, the next step is to initiate the Internal Complaint Resolution Process as described in *Section 127.1* of the *Canada Labour Code (CLC) Part II*. **This complaint is not about the violence situation itself, but rather the Employer's failure to comply with Part XX of the COHSR.**

Please see Appendix A of the Key Info entitled "Harassment and Bullying: Forms of Workplace Violence".

## **2. PSAC HEALTH AND SAFETY CONFERENCE DELEGATE SELECTION**

The Agriculture Union is one of the leaders in Health and Safety. At the PSAC National Health and Safety Conference in 2019 Agriculture was given 13 delegate seats based on our membership numbers.

Agriculture gets a PDF list of every member that applied with their answers that are from filling out the application online. Delegates are ranked by their highest level of OHS involvement. For example: National Policy Committee, Area Health and Safety Committee, then local committees and local representatives. For the 2019 National Conference, there were 103 Agriculture applicants.

The Agriculture Union was the first component to ensure that we had people on the observer list with PSAC.

## **3. PSAC HEALTH AND SAFETY CONFERENCE**

The 13 delegates selected for Agriculture were: Milton Dyck, Patrick St-Georges, Randy Olynyk, Marlene O'Neil, Terri Lee, Dean Babuin, Brad de Haan, Jane McDonald, Renelle Chalifoux, Aaron Swerdlyk, Kristin Bowler, Audrey St-Germain, and Jan Pennington. Also from the Agriculture Union, Gus Mardli was selected by PSAC as he sits on the PSAC Prairies Regional Health and Safety Committee.

The observers selected by Agriculture were: Karen Zoller, Dorothy McRae, Tammy Carter, and Jefferey Griffith.

This committee reviewed the resolutions that are to be put forward at the National Conference, and have the following concerns with the associated resolutions and will be ensuring that clarification is made during the conference to the floor of delegates prior to voting:

### **Resolution 1: Regional Health and Safety Committee Members**

Concerns: questions need to be asked about this in order to seek clarification to the actual number of seats at the PSAC National Health and Safety Conference that will be given to the PSAC Regional Health and Safety Committees, as this may affect Agriculture's number of seats by 10-20%.

### **Resolution 5: Green Bargaining**

Concerns: we do not feel that limitations should be put on our bargaining teams, as bargaining is at the heart of our union and is the basis for our members rights and financial welfare.

## **B. Bargaining Updates**

### **Treasury Board Bargaining**

- All tables now have dates to go before the PIC:
  - Program and Administrative Services (PA) and Common Issues will be December 4-7, 2019. Agriculture Reps include Patrick St-Georges is on the Common Issues.
  - Operational Services (SV) January 22-24, 2020. Agriculture Reps include: Michelle Hambly.
  - Technical Services (TC) December 17-19, 2019. Agriculture Reps include: Jean Cloutier and Patrick St-Georges.
  - Education and Library Services (EB) December 9-12, 2019. Agriculture Reps include: Marie-Helene Leclerc and Danielle Moffet. We are very pleased that our former President Bob Kingston will be sitting on this PIC as the Union selected member.

- Essential Service Employee lists have been sent out to AAFC and CSPS locals just recently. Our CGC, PSC, and DND employees have no essential service employees.

**CFIA Bargaining:**

- CFIA is going before the PIC on March 30-31, 2020. We are very pleased that our former President Bob Kingston will be sitting on this PIC as the Union selected member.
- CFIA has provided a partial list of Essential Employees for discussion. Discussions between the component and CFIA have started. We are asking for the same protocol we had before the Harper years where CFIA Union Executives (all levels) are not to be part of the Essential Services list.
- Once the employer provides the Union with the list of Essential Service employees, the list will be sent out to local presidents, with a cc to the RVP, for them to review. It is at this time that the lists will be reviewed, and arguments made as to why or why not employee positions should be designated as Essential. It is key for us to be on top of this as the direction of the Agency is changing and new Regulations have defined a new way of performing inspections and the work that is done by our members.
- CFIA Bargaining Reps include: Jan Pennington, Audrey St-Germain, Rob MacDonald, Marlene O'Neil, Andrew Neufeld, Karen Zoller, Dorothy McRae, Terri Lee

With almost all Treasury Board and Agencies currently going to PIC's, The NSCC's (National Strategic Coordinating Committees) for our bargaining units currently bargaining with the federal government have been combined with the NBOD's Phoenix subcommittee in order to ensure greater cooperation and coordination in our preparation for political action. The Ag component members on this committee are Dorothy McRae, and Marlene O'Neil from the CFIA NSCC Patrick St-Georges from the TC table and Milton Dyck from the NBOD Phoenix subcommittee.

**C. OHS updates**

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

- The new EFAP tender has been given to Morneau Shepell.
- Jane MacDonald has been appointed as the employee co-champion for mental health.
- There is a sub-committee on Violence in the Workplace preparing for the changes to the Canada Labour Code under Bill C65. Patrick St-Georges sits on this committee.
- Mental Health sub-committee is preparing for a new 3 year cycle.

**CFIA –Canadian Food Inspection Agency.**

- There is a sub-committee on Violence in the Workplace preparing for the changes to the Canada Labour Code under Bill C65. Terri Lee, and Marlene O'Neil (alt.) sit on this committee.
- There have been stressors brought on to the Health and Safety structure revolving around CFIA looking at cost savings within the OHS structure. NOHS will be meeting in Guelph in order to save money. There is a concern that the new CFIA president wants to restructure the current OHS committee structure.
- There is a pilot Duty to Accommodate program that is working with the Treasury Board Passport Program. It will be piloted in Ontario. This initiative will ensure that an employee that has been hired and has a duty to accommodate, that accommodation will go with the employee when/if they change jobs. This will allow employees to not have to go through the process multiple times based on changing jobs.

- A new management committee called the Worker's Compensation Administration Services (WCAS) has been formed to deal with Worker's Compensation, disability with Sunlife, and the Pay Center. The intent is to develop a one-stop shop regarding worker's compensation issues and files.
- Any questions regarding Workplace Violence can be sent to Kerry Piccolotto and Marlene O'Neil.

**CGC – Canadian Grain Commission-**

CGC met Nov 18/19

The committee discussed the following;

Respiratory Protection Program – Fit testing

Review of Hazard Prevention Program

Consensus training in the regions

Manual Handling Policy

Review Contractors for Investigations under Part XX, Preventing Violence in the Workplace

**DND – Department National Defence-**

The committee will meet Dec.11/19

The committee will discuss the following;

Hazardous Occurrence reporting

OHS Committee structure

Roundtable on Racism/ EAP Consultation

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

**PSC –Public Service Commission-**

The next meeting for the committee is Dec 9<sup>th</sup>/19

The committee will discuss the following;

HPP program

WPV Program and the employer's use of the Harassment Policy

David Jones has been appointed to the committee as employee rep as the committee felt there was an imbalance on the employer side

**CSPS – Canada School of Public Service**

- NOHS is continuing to work on developing a Hazard Prevention Program (HPP).
- There are extra committee meetings to prepare for the changes to the Canada Labour Code under Bill C65.
- The Mental Health Committee is continuing to do great work.
- There is a new Management Co-Chair for the committee

**Common Issues:**

**Workplace Violence**

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

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

**GC Coworking Workplaces**

This is a pilot project in the NCR that is being looked at by the NOHS committees with all departments and Agencies. Nothing has started yet for any of our members, but it is looking like it may be optional places for our members to work. A new set of guidelines for OHS related incidents that occur at these types of locations is currently being looked at by the multiple NOHS Committees.

**Mental Health**

Being rolled out within all of our departments.

Moved by Milton Dyck seconded by Dorothy McRae

## Report of the By-Laws and Education Committee

November 27, 2019

### Present:

Patrick St-Georges - Chair

Terri Lee

Tammy Carter

Jean Cloutier

The Committee began by reviewing and amending our National Council Handbook. A copy of the Handbook has been shared with Council, along with this report. In particular, we began by amending Appendix 'D' – Air Travel Policy, to reflect the motion which was recently past at our Council meeting yesterday. In short, National Council Officers will be entitled to have a Companion's airfare covered by our Union, up to the price of a Latitude fare (ie. Air Canada), once per calendar year, where a member is away for more than 3 nights. It was recognized by this Committee that the Latitude fare would be based on that member's potential Latitude rate to fly from their location to the event and any excess must be covered by that member. Here is the exact language (red font is new):

### ➤ Air fare for a Companion

#### Rules & Conditions:

- Prior approval from the National Office is required.
- For meetings where Council member is away for **3 nights** or more.
- The additional ticket is for a Companion.
- **Maximum amount** covered by the Union (for the combined cost of both tickets) will not exceed the cost of one Latitude fare; any excess must be covered by the member.
- **Furthermore**, only one companion ticket per calendar year will be compensated accordingly.

The Committee then agreed to add the posted mandates, from our Agriculture Union website, for each of the Standing Committees to the Handbook. We felt this would give further clarification on each Committee's role, on page 10. The Committee may consider adding more details regarding the roles and responsibilities for these committees in the future.

The Committee reviewed and discussed Appendix 'B'. We changed the title from PSAC Education to Education Resources, since there are more options for training than "just" PSAC training. We decided to include some of the Joint Learning Program (JLP) courses and will add a reference to Canada Labour Congress (CLC) courses too. We also updated Appendix 'C' with our revised Local Report.

The Committee proposed the following motion, made by Patrick St-Georges and seconded by Tammy Carter:

**Motion #1:** To add a full day of training, immediately before the first Council meeting following our Convention.

Rationale: Recognizing we typically have new Council members elected at our Convention, it would be prudent for members to have this training. All National Council members would participate in this training. Half of the day would be used to review the National Council Handbook and our By-Laws & Regulations.

The other half of the day would be used for further training, for example: compassion fatigue, unconscious bias, or team building.

This was costed by the Finance Committee at \$17 240 for the extra day.

The Committee spent the rest of our time discussing how we should best address future potential absences in our National Executive. Council passed a motion to task this committee to return with potential resolution(s) to amend, or add to, our By-Laws and/or our Regulations. The Committee members have each been tasked with proposing potentially new language and we will discuss on this issue further before our next Council meeting (in Calgary) via a conference call.

A brief discussion regarding the internet monthly allowance for Council members was had. A motion was proposed by Jean Cloutier and seconded by Tammy Carter:

**Motion #2:** To increase monthly internet services allowance from \$30/month to \$50/month.

Rationale: This allowance hasn't changed in many years and the monthly internet rates in Canada are very high. This was not costed by the Finance Committee since the increase is straight-forward: an extra \$20/month/Council member (18 members) = \$4 320 /yr.

In closing to our meeting and in recognition that we will only have one more Council meeting prior to our 2020 Convention, the Committee members will review our By-Laws and propose language for resolutions to fix any obvious issues for our next Council meeting.

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



National Council	November 2019											
Conseil National	Novembre 2019											
		Recorded Votes/Votes Consignés										
	1	2	3	4	5	6	7	8	9	10	11	12
Babuin, Dean	1	1	2	1	1	1	1	1	1	1	1	1
Carter, Tammy	1	1	1	1	1	1	1	1	1	1	1	1
Cloutier, Jean	1	1	2	1	2	1	1	1	1	1	1	2
Cormier, Rick	4	4	4	4	4	4	4	4	4	4	4	4
de Haan, Brad	3	1	1	1	1	1	1	1	1	1	1	2
Dyck, Milton	1	1	1	1	1	1	1	1	1	1	1	2
Griffith, Jeff	1	1	1	1	1	1	1	1	1	1	1	2
Hambly, Michelle	1	1	2	1	1	1	1	1	1	2	1	1
Lee, Terri	1	1	1	1	1	1	1	1	1	1	1	1
MacDonald, Rob	3	1	2	1	1	1	1	1	1	1	1	2
McRae, Dorothy	1	1	1	1	1	1	1	1	3	1	1	1
Olynyk, Randy	1	1	2	1	1	1	1	1	1	1	1	2
O'Neil, Marlene	1	1	1	1	1	1	1	1	1	1	1	1
Penninton, Jan	1	1	1	1	1	1	1	1	1	1	2	2
St-Georges, Pat	1	1	1	1	1	1	1	1	1	1	1	1
St-Germain, Audrey	1	1	1	1	1	1	1	1	1	1	1	2
Zoller, Karen	1	1	2	1	1	4	4	4	1	1	2	2
Murphy, Fabian	1	1	1	1	1	1	1	1	1	1	1	1
	1=yes/pour	2=no/non	3=abstain/abstention	4=absent								