

**Agriculture Union
National Council Meeting**

**November 16, 23 & 30, 2020
Video Conference**

MINUTES

In Attendance:

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

	Staff
	Larry Budge, Administrative Officer

1. Call to Order

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

2. Opening Remarks

Fabian welcomed everyone to the meeting; there was a special welcome to Jackie Busaan and Stewart Spence, both attending their first Council meeting.

3. Adoption of Agenda

M/S O'Neil / MacDonald - THAT the agenda be adopted.

MOTION CARRIED – By show of hands.

4. Hours of Session

The following hours of session (Ottawa local time) were proposed by the Chair

November 16: 11:00am to 1:30pm; 2:30pm to 5:00pm

November 23: Standing committee meetings

November 30: 11:00am to 1:30pm; 2:30pm to 5:00pm Committee reports

M/S Dyck / O'Neil - THAT the proposed hours of sessions be adopted.

MOTION CARRIED – By show of hands.

5. Approval of July 2020 National Council Minutes

M/S DeHaan / St-Germain - THAT the draft minutes of the July 2020 meeting be adopted.

MOTION CARRIED – Recorded Vote #1.

Fabian stated that we will endeavour to provide minutes in more timely manner.

6. Business Arising out of Previous Minutes

There was no business arising out of previous minutes.

7. National President's Report

Fabian submitted a written report to Council and turned the chair over to Milton while he took questions on his report. In addition to his report, he mentioned that he met just last week with the CGC regarding COVID-19 meeting restrictions that are being extended from coast to coast. Regarding election of convention delegates, Fabian stated that new guidelines from the NBOD will be coming regarding timelines but he confirmed that the elections that took place earlier this

year at AGMs and Regional Seminars will stand; new elections will be necessary only if someone has stepped down.

M/S Murphy / St-Georges - THAT the President's report be adopted.

MOTION CARRIED – Unanimous - Recorded Vote #2.

Milton handed the chair back to Fabian.

8. Employer Updates

Fabian mentioned that his report and minutes from employer meetings were circulated prior to today's meeting; he opened-up the floor for a roundtable discussion and answer questions from the Council members. There are a couple of meetings scheduled with CFIA in the next few weeks and updates will be provided at a future Council Zoom update meeting. Randy mentioned that the OSH minutes were sent to Larry for posting on our Website and that will be done soon. Dean spoke on CFIA Workplace Violence complaints and specifically the reports that aren't shared with the person that filed the complaint; members should have access to these reports as they can be helpful in understanding what was done to address the situation; Fabian responded that unfortunately we're still dealing with the old regulations but more and more complainants are getting access to the reports via ATIP; with Bill C-65, the principal party (complainant) will be getting a copy of the report. Marlene wanted an update on Classification Reform; there was an MOU signed with CFIA several years ago and the lack of progress on this has been frustrating; in response Milt stated that he shares her frustration; there have been many emails and not enough meetings; part of the problem is that we're also working with PSAC on this and everything is partly tied to the new job descriptions that are coming at Treasury Board; Marlene stated that we've been waiting 23 years to fix this and it's too long, it's time to make it a priority. In response to Audrey's question on MSIP, Fabian stated that three more plants that have been identified; Audrey also had questions regarding video surveillance in plants, she wanted to know if this was something that will be implemented; Fabian reported that yes, this was an idea that management has floated in the past; it was for trial / training purposes only, that said this is something that we need to pay close attention to going forward.

9. National Office Update

Milton provided a progress report on the National Office staff; Nathalie Cale has completed a one year developmental position as an LRO, and after a review by the National Executive, they offered her a fulltime indeterminate position as an LRO; we now have 4 LROs on staff but the Executive felt this was a good time for succession planning; we are in a good position financially and the work is there; for budgeting purposes we will continue to budget for 3 LROs. With Nathalie accepting the LRO position, this meant there was an opening available at the Administrative Assistant position; that position was offered to Lianne Bonneville who was already in the position as a term.

Regarding our general email account and in response to Dean's question, Milton explained that LROs don't have regions anymore; the priority right now is to deal with the current backlog of grievances; regarding 3rd level grievances, we acknowledge the new ones by sending a generic email to the member/local by stating that the file is in the queue and that an LRO will be in contact once the file has been assigned.

Milton took questions on the grievance report that was shared with Council; per discussion, he will look at adding information on Terminations and Discriminations to the grievance report; there was a discussion regarding the long delays with classification grievances and on the backlog; as mentioned earlier, our focus right now is getting rid of the backlog; regarding long delays, we understand the frustration but Pat explained that job content grievances can take years to resolve.

Milt and Pat provided progress reports on the Key Info update; the new documents will be posted soon and hopefully it will address some of the confusion that is out there.

10. Agriculture Union Social Justice Fund

A progress report was provided by Fabian; he stated there nothing new since the last meeting.

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

Jackie read the report.

- Motion to adopt the Finance & Communications Committee report – **M/S** – Dyck / Busaan
CARRIED Unanimously – Recorded Vote #3

General Report

Marlene read the report; the committee's recommendations in section 3.2, 3.3 and 3.4 of the report were carried by show of hands.

- Motion to adopt the General Committee report – **M/S** – Olynyk / O'Neil
CARRIED Unanimously – Recorded Vote #4

Bylaws and Education Report

Tammy and Jean read the report; regarding discussion item #4 in report, Rules of Order, the committee stated there will be more discussion on this at the next Council meeting; regarding items #8 and #9 in report, on UMC's; it was pointed out that employers are responsible for translation of minutes; at the national level, translation of minutes is not an issue, however for lower level meetings, translation is on a case by case basis; it will be done where possible.

MOTION #1 - M/S – St-Georges / Carter - To submit a resolution for our next National Convention to extend our National Council meetings by one day, to facilitate team-bonding and training for Council members. (see attached report)

CARRIED Unanimously – Recorded Vote #5

MOTION #1 - M/S – St-Georges / Carter – To extend the April 2021 meeting by one day, for training &/or team-building. (see attached report)

CARRIED Unanimously – Recorded Vote #6

- Motion to adopt the By-Laws, Education Committee report – **M/S** – St-Georges / Carter

CARRIED Unanimously – Recorded Vote #7

Collective Bargaining, Health and Safety Committee report

Dale read the report; there was a section of the report that wasn't shared with Council, as a result, a motion that was initially in the report (regarding the ranking of delegates to the PSAC Health and Safety Convention) was removed by the committee, **M/S** - McRae / Marianicz.

- Motion to adopt the Collective Bargaining, Health & Safety Committee report – **M/S** – McRae / Marianicz

CARRIED Unanimously – Recorded Vote #8

13. Political Action

A written report on this year's political action was circulated and Fabian took some questions from Council members. So far this year we spent \$79000 on consultation fees, including \$20700 for print ads on the Invisible Heroes Campaign; Tammy considers the amount spent on print ads was a lot of money, she believes our members aren't getting their news from print media and she thinks it's important for the Union to reach out and communicate with our members more directly; Fabian stated that all political parties monitor print media heavily and this part of the rational; that said we do have to find ways to engage our members more. Jan wanted to know if we had plans for political action on the issue with 699 leave, at this time we don't Fabian said but should the government decide to cancel the leave we will absolutely move on that front; we do however have 2 policy grievances filed on 699 leave and so we will see where that leads.

14. Virtual Meetings, Seminars and Conventions for 2021

Fabian started off by stating that all the PSAC Regional Conventions will be held virtually in 2021, they are confident that regional Wi-Fi issues, can be addressed in such a way that all delegates will be able to participate successfully. There was a virtual presentation given to the NBOD earlier this month by Encore Global, the company will be responsible for producing the virtual conferences; Milton and Larry were in attendance and Milton gave a report to Council on what we can expect for our own Convention; the presentation was recorded and it will be shared with the Council. Regarding our 2021 Regional Seminars, they will be held virtually and if needed interpretation services will be provided as per usual.

15. National Executive Transition

With Fabian retiring at the end of December, Milton thanked Fabian for his devotion and dedication to our great Union, we would have preferred to give him a proper send off in a non-virtual setting. Milton then went on to explain the upcoming election process; in January, members of the National Executive will all move up one rank, and we will launch an election process for the position of 4th NEVP. Postscript: We received one nomination and Audrey St-Germain won by acclamation. As a result of Audrey moving up to the 4th NEVP position, an election process was held to see who would take place; the new RVP for Western Québec is Stéphane Scaramella, who also won by acclamation.

16. Lifetime membership – Marlene O’Neil

As this was Marlene O’Neil last Council meeting, Fabian presented her with an Agriculture Union Lifetime Membership award. The decision was unanimous; the vote was conducted in secret at all four standing committees without Marlene’s knowledge. Congratulation to Marlene!

17. Next Council Meeting

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

The meeting was adjourned – **M/S** St-Georges / MacDonald

Minutes submitted by,



Larry Budge
Administrative Officer

REPORT OF THE FINANCE/COMMUNICATIONS COMMITTEE

Nov 23, 2020

Present: Milton Dyck : (1st NEVP) **Chair**
Jackie Busaan (RVP Alberta North) **Co-chair**
Karen Zoller (RVP Saskatchewan)
Brad de Haan (RVP National Capital Region)
Larry Budge (Administrative Officer)

Finance

Audited Financial Statement of Revenue and Expenses

The Committee reviewed the Audited financial statement of revenue and expenses for period ending October 31, 2020 (83.33% of the year). This statement was previously reviewed and discussed amongst the National Executives. The latest membership count is at 7379. The budget cycle is based on 6500 members.

New mileage and meal rates as of October 1, 2020

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

Breakfast	\$20.80
Lunch	\$21.05
Dinner	\$51.65
Total Meal Allowance:	\$93.50
Incidentals	\$17.30
Total Allowance	\$110.80

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

Web updates to be actioned

- a) Hospitality Policy – unsure if this was communicated to local Presidents. Check with the communications committee.

Recommendation: The Hospitality Policy be posted on the Agriculture Union Key Info website so it is accessible to all members. Refer to the Communications (see Apr 27, 2019, Motion 5 General report was passed).

b) Awards and Recognition - Grass Roots Regional Activist Award, Agriculture Union Service Award, PSAC service award, Members Honour Roll these need to be published as requested on the Agriculture Union website as a separate page.

Recommendation: Refer for action as a priority to the communications committee.

Communication

Continue to update membership on 699 leave communications.

Local Honorariums (XO28) - reminder from Chris Aylward has been sent out – we will the resend memorandum to Locals.

Communications budget for Council members in 2021:

This is a reminder that on a pro-rated basis, the budget for Council members until August 2021 for laptops, cell phones, tablets and other hardware will be \$500.

Update on Health and safety

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

Update on UMCC for each employer

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

Website Update

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.

Moved by: Milton Dyck
Seconded by: Jackie Busaan

AGRICULTURE UNION GENERAL COMMITTEE REPORT NOV. 23, 2020

Meeting commenced at 10:15 EST

Present:

Randy Olynyk - Chairperson

Marlene O'Neil - Recording Secretary

Stewart Spence

Regret with notice: Audrey St-Germain

Business arising and general discussion:

1.1 Jeff Griffiths has stepped down and the General Committee welcomed **Stewart Spence**, the RVP for Manitoba, NW Ontario and Nunavut.

1.2 The Committee created a tracking document for their key actions and decisions.

1.3 There were no referrals of business from Council.

Review Minutes past meetings:

2.1 Council minutes - 2018 October is the last date council minutes are posted on the AGR website. The committee would like an update on where the minutes are on the web and accessibility for beyond council i.e. Members and locals.

2.2 Hospitality Policy – the communique to Locals and web posting is outstanding. Reference: *General Committee Report, Nov. 27, 2019, Motion # 5 passed by Council.*

Recommendation: The Hospitality Policy be posted on the Agriculture Union website so it is accessible to all members. Was referred by the Chair to the Communication Standing Committee last Council (June 2020) – looking for an update

2.3 Awards and Recognition (Grass Roots Regional Activist Award, Agriculture Union Service Award, PSAC service award, Members Honour Roll with application form) - these need to be published on the web for members access (as per Council Apr 2019)

Recommendation: Refer to the communications committee. Referred by the Chair to the Communication Standing Committee for update

3.0 Awards and Recognition Program Updates:

Bother Murphy joined our meeting on request from the Chair. Brother Murphy confirmed the General Committee is responsible to receive, review and recommended all awards and recognitions to council with the exception of the Life Time Membership Award. To note Executive, RVPs and National Director Human Rights should be promoting these awards whenever possible.

3.1 Update: Grass Roots Regional Award

No submissions have been received for this award. Submissions forward will be held until the deadline (90 days prior to convention) and the committee will convene and make recommendations to council.

3.2 Update: Agriculture Union Service Awards

One submission was received from Manitoba from Brother Earl Borkowsky for a 10 year award.

3.2.1 Motion: The Committee recommends confirmation of this award duly documented for Brother Earl.

3.3 Update: Honours List

No submissions were received by the Committee. The Committee noted that Bros. Larry Leng, Past Agriculture Union President, and Life Member recently passed on.

3.3.1 Motion: To include Brother Larry Leng's name in the honour role for the next convention.

3.4 Update: National Council Service Awards (Plaques)

Brother Murphy clarified each award is to be done by individual motion. The committee therefore recommends the following awards of a plaque for Council service for those who have not yet received or were missed.

3.4.1 Motion:	Melanie Desrosiers	4th VP Executive – (2017-2018)
3.4.2 Motion:	Erick Martel	Nat. Director CSPS (2011-2014), RVP NCR (2017-2019)
3.4.3 Motion:	Rick Cormier	RVP, (2008-2014), 2nd VP (2014-2017), 1st VP (2017-2020)
3.4.4 Motion:	Jeff Griffith	RVP Manitoba, NW Ontario, Nunavut (2017 – 2020)
3.4.5 Motion:	Michelle Hambly	RVP Alberta North & NW Territories (2018-2020)

3.5 Bring forward for next Council meeting 2021 for retirees:

Marlene O'Neil	RVP NCR, 4 th VP Executive, Nat. Director Human Rights
Fabian Murphy	RVP, 1 st VP Executive, Nat. President.

4.0 Agriculture Union Human Rights Committee Update

- In June, Véronique Girard was elected alternate member and will stand in until further notice for Jannick Beaurivage (Quebec Regional Representative).
- In July, Todd Smith resigned citing demands of his alternate REVP BC role, and Joyce Qadir moves from alternate to Member.
- Survey was completed with final tweaks from council and Human Rights Committee. French review for changes is pending and the survey will roll out in November.
- The Logo contest we hope to run early in the New Year.
- Marlene and Jane worked with Sylvie on the Key info updates.
- Web outline of our needs will be produced in the next few weeks.
- Marlene will remain a member in good standing by authority of the President PSAC Brother Aylward until Jan 31, 2021. Jane Macdonald will assume to role of National Director at that time and transition will be implemented prior to.
- Election of new Alternate Director will be reviewed per the bylaws and regulations as to process.

Committee stood down on November 23, 2020 at 17:45 EST.

5.0 Move report as whole Randy Olynyk and seconded by Marlene O'Neil.

November 23, 2020

Report of the By-Laws and Education Committee

Present: Patrick St-Georges - Chair
Terri Lee
Jean Cloutier
Tammy Carter

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

We had a very full agenda, since Sylvie Rochon (Labour Relations Officer) had drafted (new) and amended several of our Key Info bulletins.

We reviewed a total of 10 Key Info bulletins, all changes were made with the “tracking-on” option:

1. **AGM – Checklist (Annex 1):** There were only a couple corrections made; a bylaw/section reference corrected and the oath of office was replaced to match our oath in By-Law 16, Section 8. Some formatting, grammatical and word duplication corrections were also made.
2. **AGM – How to Conduct a Meeting (Annex 2):** Changes were made to this document to make it gender neutral. This Committee felt the document went into a bit too much detail, considering it's meant for *new* local executives, hence we removed a couple procedural examples (ie. amendment to the amendment). We felt that if an AGM reached that level complexity, the RVP would step-in and assist the local executives. We also removed the portion dealing with the election process, since local executive (themselves) don't conduct their elections.
3. **AGM – Proposed Agenda (Annex 3):** This Committee chose to use our 'standard' Council agenda format (for the beginning, at least) and we made various other changes in keeping with how our local AGMs typically work. Since we made significant changes, we felt we could remove the acknowledgement for UTE.
4. **Agr Union - Rules of Order (Annex 4):** This document was copy/pasted directly from our the end of our By-Laws. We made changes to this document to make it gender neutral. The Committee proposes to have a discussion with National Council in regard to make all of the language our By-Laws and Regulations, gender neutral. Would this require individual motions or resolutions (for each By-Laws change)? The Committee doesn't feel this would result in changing any intent or context in the language and we hope that these changes can be done easily.
5. **Facing Management (Annex 5):** No changes were made with this document.
6. **Union-Management Consultation Committees (Annex 6):** This Committee wanted to recognize that at some UMCCs (at various levels), there may be more than one union involved in the same UMCC, hence we added some language to have this recognized. We also wanted to ensure that the minutes from these forums are reported in both official languages.

7. **UMC – Agenda Items/Template (Annex 7):** We changed the word “issue” with “subject”, since we felt the word ‘issue’ carried a negative connotation. We also added an approximate time required to discuss the subject proposed.
8. **UMC – Terms of Reference (Annex 8):** Again, we wanted to recognize that one or more other Bargaining Agents may participate in the same UMC. We also wanted to ensure the minutes are translated in both official languages.
9. **UMC – Check List (Annex 9):** We wanted to recognize that the minutes must be translated in both official languages and we fixed a reference to our (past) Directors.
10. **Agriculture Union Regional Seminars (Annex 10):** This Committee made some additional changes this document. We feel it summarizes our Seminars well, for our members or new activists to better understand the purpose of this forum.

The Committee continued with discussions around education and team-building ideas for our National Council, recognizing we have had a lot of turn-over in the past 3 years and there are many new RVPs. In past Council meetings, we have generally accepted that an extra day, either before or after our regularly scheduled National Council meetings would be beneficial for additional education or team-building exercises. In particular, we would like to have a full day committed to reviewing our National Council Handbook on the following meeting, after our Triennial National Convention. We also talked about having additional awareness education like (as examples, but not limited to) Unconscious Bias, Compassion Fatigue, or Generational Differences. Two motions were made:

Motion #1 – To submit a resolution for our next National Convention to extend our National Council meetings by one day, to facilitate team-bonding and training for Council members.

Made by Tammy, seconded by Terri.
Motion carried unanimously.

Rationale: (already stated above)

Motion #2 – *(This motion would extend to the rest of National Council)* To have a vote to extend our next (virtual) National Council meeting in 2021, by 1 day (either before or after) for training &/or team-building, due to the turnovers of Council members and the lack of ability to network over the past several months. Further, that the funding be taken from the existing line item.

Made by Terri, seconded by Tammy.
Motion carried unanimously.

Rationale: According to By-Law 6, Section 7, if requested by 50% or greater of the members of National Council, an additional Council meeting could be held. This motion was made, in the presence of our National President (Fabian Murphy) and ruled ‘in order’. While this motion did not contain the specifics (ie. What kind of team-building exercise or/ if a facilitator would be required). And costing wasn’t requested to the

Finance Committee, but we recognized the cost would be minimal, since we will likely be conducting our next meeting virtually again. This Committee sincerely hopes the rest of Council will support this motion, because we have many new Council members and due to Covid, we have not been able to 'properly' get to know each other. We also recognized that, due to Covid, our Union has saved significant monies due to the lack of previously budgeted travels.

Our education discussions continued with a recognition that we should petition PSAC to improve their Local Executive training and (in particular) ensure there's good guidance for Local Treasurers. Recognizing that Local Treasurers typically don't have any finance experience and managing a Local's finances is an important task. In our discussions, we recognized that various PSAC Regional Education Committees had varying ways to manage their education requirements for their respective regions. This Committee would like to have this issue brought up at a subsequent National Board of Directors meeting; specifically, to highlight the importance to give consistent training to new activists, in managing their locals.

The committee also discussed other networking events, such as the evening socials after Council meetings, that we are not able to hold. The committee suggested holding after meeting informal zoom calls for socializing, organizing informal evening virtual get-togethers and other activities to facilitate networking and improving communication between National Council members. We also discussed team building activities during the meeting using ice breaker techniques, such as "two truths and a lie" or sharing favourite things, such as the PSAC uses during it's events. We understand that since the agenda at Council meetings is very tight, these activities may not be possible, but are encouraged if we are able to implements some 'breathers' in a timely manner.

Our final agenda discussion revolved around drafting language for a resolution or more than one resolution to amend our By-Laws &/or Regulations to better deal with a prolonged absence of a National Executive member. Recognizing that RVPs and the National Human Rights Director have alternates to help alleviate temporary absences, and we currently don't have those provisions for the National Executives. Unfortunately, we were already beyond our timeframe commitments for our meeting, but this Committee feels it's very important to try to address any potential future incidents (ie. similar to our previous 1st NEVP's absence). Therefore, this Committee will continue to work on drafting proposed language to bring to the next National Council meeting to potentially submit additional resolutions (to amend By-Laws) to our National Convention.

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

Collective Bargaining and Health and Safety Committee

Date: November 23, 2020

Location: Virtual meeting via Zoom

Members present:

Dorothy McRae, 4th NEVP (Chair)

Robert MacDonald, RVP Southern Ontario

Dean Babuin, RVP Eastern British Columbia

Jan Pennington, RVP Eastern Atlantic

Dale Marianicz, RVP Southern Alberta

Chair: Roll Call – The Committee commenced at 13:04 ADT.

Recorder: Dorothy M^cRae

1. Previous Business

a. Health and Safety Bulletins/Key info

We have done the corrections, but they haven't been translated and posted on the website yet → Since this was done in the fall of 2018, many changes in regulations have happened and have or will take effect soon. The committee has decided to review them again and ensure all of them will be current for the upcoming 2021 year.

b. Discussion about grievances and those at the 3rd level and the impact on bargaining at CFIA.

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

c. Covid-19 Update

We are in the 2nd wave now, have had some return to work, more lock downs are happening. Lots of OHS work still to be done around Covid-19 at all levels and with all employers.

Code 699 Leave Changes – there is grievance wording for this. We would like for the Agr Office to send out this wording to locals. PSAC is fighting it in the courts. With Treasury Boards changes to the guidelines for approving 699 leave for Covid 19 on November 9 we are seeing refusals across all of the departments and agencies that Agriculture Union represents. Our members are being asked to use their other leaves instead of 699 leave. There is concern that this will lead to people coming to work sick. The Agriculture Union is asking that people who are refused 699 leave file grievances to try and recover the leave they are being forced to use.

2. New business

a. Bargaining Demand Initiative

We had a discussion about how to improve what we can do at the Component level to increase member engagement around bargaining and potentially help with mobilization if and when needed in the future. We have only just begun the discussion, and would love to hear any input from council, or members over the next few months as we continue to formulate an action plan to bring forward to council when we can.

b. Technology Use for OSH Information

The National Council has been given access to use Zoom accounts that have been purchased by the Agriculture Union. We had a discussion around the use of these zoom accounts and how useful they have been during Covid to communicate with the locals on various OSH concerns and solutions that members have been faced with. Many of the members of this committee have used this method for communications and the passing of OHS information. We are in favor of encouraging all RVPs to have meetings at a regular frequency with members from the locals using a virtual method such as the Zoom accounts.

3. Standing Items

a. Workplace Violence

New laws are coming into force January 1, 2021. All training needs to be completed by the employers by the Spring of 2021. The Union is actively working at the OHS tables on this with the employers.

b. Bargaining Updates

Phoenix Damages

In a victory for federal public service workers who have gone above and beyond to support Canadians during this pandemic, PSAC has reached a tentative agreement that provides fair wages, no concessions, and improved working conditions for the 70,000 members of the PA group, and Treasury Board common issues.

Alongside these successful talks, PSAC has also secured proper compensation for Phoenix damages to be paid to PSAC members for the pain and suffering caused by the broken pay system.

Phoenix damages

PSAC successfully negotiated a Phoenix damages settlement that is significantly better than the employer's deal with other federal bargaining agents. Last year, PSAC rejected the government's meagre offer of 5 days of cashable leave, which was too little and would have rewarded those who earn more while punishing workers who make less. **The current agreement provides PSAC members with a fair and equitable lump sum payment of \$2,500.**

Unlike the tentative deal for Treasury Board bargaining that must be voted on by PSAC members in the near future, the Phoenix damages agreement required ratification by the PSAC National Board of Directors. The Board voted unanimously in favour of the offer on July 3, 2020.

Please read the following update which provides greater detail on the general Phoenix compensation portion of the settlement, as well as the expansion of the claims process for out-of-pocket expenses and for those who suffered major losses because of Phoenix.

See link below to FAQ

<http://psacunion.ca/faq-phoenix-damages-compensation>

Treasury Board Bargaining:

Oct 23 PA and TC groups signed

Nov 6 EB and SV groups signed

Treasury Board now has 180 days to implement wage increases, wage adjustments and allowances. As explained in the contract ratification kits, in view of this extended implementation timeline which is normally 150 days, the bargaining teams negotiated a \$500 lump sum payment for members into these new contracts.

PSAC expects Treasury Board to pay Phoenix general damages (i.e., the \$2,500 lump sum) within the abovementioned 180-day collective agreement implementation period

CFIA Bargaining:

Our members (approx. 4000) within CFIA have ratified the new collective agreement. The agreement covers the 2019-2021 period. This agreement provides for fair wages, no concessions and improved working conditions.

In the coming weeks, PSAC will meet CFIA representatives to sign the new collective agreement. With the exception of monetary provisions, which are retroactive, new contract terms come into effect on the date of signing.

The employer has 180 days from the signing of the contract to implement wage increases, wage adjustments and allowances. As explained in the ratification kits, in view of this extended implementation timeline, PSAC negotiated a \$500 lump sum payment into all contracts.

Essential Services

Essential services agreement with CFIA is still being negotiated. Positions in the smaller branches have been agreed to and we are now finalizing agreement for operations branch and science branch. Both Union and Management are intent on getting an agreement since the last agreement was signed in 2007 when any essential work made a position essential. The discussions continue about bundling essential work from multiple positions and working partial days to reduce the number of positions declared full time essential.

c. OHS Updates

AAFC – Agriculture and Agri-food Canada

COVID was the ubiquitous topic for OHS discussion throughout the period from March to the present November 2020. Mar 17 direction was given to AAFC employees to work from home.

After an initial response of sending all except critical employees' home, return to work has been brought back in phases beginning with Phases 1 and 2.

AAFC NOHS met weekly starting in March, discussing the different phases of employee activity on sites. For a very brief period in the summer it was discussed that the weekly virtual meetings would become bi-weekly, but as new events transpired after that decision was made it quickly returned to weekly. Currently (Nov 2020) bi weekly COVID meetings are now taking place.

Phase 3

Limited return to field activities had already begun in May. A Check list was required to be filled in to show that all employees were following safe protocols for COVID.

A number of steps were required including having COVID specific JSA's for all tasks that are being performed.

Phase 4

Before phase 4 began, employee reps were strongly urging the employer to provide employees with a known time period to make preparations (childcare, mental health etc.) before informing the employee that they would be returning to work. A two-week notice period was finally implemented. At the start of phase 4, Four test sites were implemented and assessed: (St-Hyacinthe, St. John's, Morden, and CPMA lab in Ottawa). Once the data was received it was then opened to ten more stations across the country. Each site had to compose a site team that was to develop COVID protocols to allow employees to return in phase 4 laboratories and greenhouses. As of Oct 13 all 20 AAFC research centers had resumed a number of laboratory, greenhouse and barn activities.

Other AAFC National OHS issues

National Chemical Inventory system: Still waiting. A contract between AAFC and University of Ottawa is still in process. Further delays occurred because of a strike at the University.

Work place violence: Sub Committee is working on response to Work Place Violence changes from bill C-65.

Committee has also looked at the qualifications for Independent investigators.

Audit of Occupational Health and Safety Final Report from ESDC received by OHS committee in Nov 2020.

CFIA – Canadian Food Inspection Agency

CFIA NOHS has been meeting regularly both quarterly meetings and ad-hoc meetings throughout the pandemic. OHS minutes are updated and on the internal website with the employer and available through the normal chains of OHS.

CGC – Canadian Grain Commission

CGC NOHS last met Nov. 18th and has had several ad-hoc meetings since our last report to Council. The CGC has completed a full audit of its H&S programs with the help of an outside consultant. The implementation plan for the Hazard Prevention Plan as a result of the last audit is still ongoing. For the most part employees of CGC continued to work through COVID-19. Work at the Winnipeg headquarters however was somewhat restricted. Due to the Code Red situation ongoing in Winnipeg these last few weeks the office has been closed.

DND – Department National Defense

The committee has met once since last Council but has had several ad-hoc meetings related to COVID-19. The next National Health and Safety Policy Committee to take place on 9 December 2020. There is a Sub-committee currently working on the new Workplace Harassment and Violence Prevention Policy. DND continues to be plagued by harassment and WPV issues however we are hopeful the new regulations and policy will help address these issues. The Working Group on the OHS Conditions for Business Resumption Plan completed its work. The Employer Co-Chairs confirmed that the Working Group had fulfilled its mandate and it could stand down but could reopen if needed.

PSC –Public Service Commission

The committee last met September 14th. The next meeting is scheduled for December 7th. Workplace Resumption and COVID-19 has been the priority for the committee. The PSC has a Joint Building OHS Committee made up of PSC and ESDC for the 22 Eddy worksite that meets on an as-needed basis.

The NOHS committee is currently working on its new Workplace Harassment and Violence Prevention Policy. The Hazard Prevention Program Standard and Inventory of Known Hazards is currently being reviewed by the Committee prior to review by management.

The PSC has been attempting to get employees back into the workplaces but due to spikes in COVID-19 has had to postpone these plans in most offices. The Halifax office employees are back on reduced capacity and things seem to be going ok.

CSPS – Canada School of Public Service

The Canadian School of Public Service's Occupational Health and Safety Policy Committee continues to meet on a weekly basis. The school has done a good job of providing office chairs and ergonomic equipment to its employees working from home, although there have been some issues in the smaller regional offices. An unusual issue that the school deals with for Covid-19 is that at their Asticou complex in Gatineau they share space (although kept separated inside the building) with a high school that seems to have weekly Covid-19 cases and alerts. The School is currently preparing for the new regulations on violence in the workplace coming in January.

Common OHS Issues For All Members

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 our departments.

*****End Report*****

Moved by: Jan Pennington; Seconded by: Dale Marianicz.

Recorded Votes

National Council	November 23 2020							
Conseil National	23 novembre 2020							
	Recorded Votes/Votes Consignés							
	1	2	3	4	5	6	7	8
Babuin, Dean	1	1	1	1	1	1	1	1
Busaan, Jackie	3	1	1	1	1	1	1	1
Carter, Tammy	1	1	1	1	1	1	1	1
Cloutier, Jean	1	1	1	1	1	1	1	1
de Haan, Brad	1	1	1	1	1	1	1	1
Dyck, Milton	1	1	1	1	1	1	1	1
Lee, Terri	1	1	1	1	1	1	1	1
MacDonald, Rob	1	1	1	4	1	1	1	1
Marianicz, Dale	1	1	1	1	1	1	1	1
McRae, Dorothy	2	1	1	1	1	1	1	1
Olynyk, Randy	1	1	1	1	1	1	1	1
O'Neil, Marlene	1	1	1	1	1	1	1	1
Penninton, Jan	1	1	1	1	1	1	1	1
Spence, Stewart	3	1	1	1	1	1	1	1
St-Georges, Pat	1	1	1	1	1	1	1	1
St-Germain, Audrey	1	1	1	1	1	1	1	1
Zoller, Karen	1	1	1	1	1	1	1	1
Murphy, Fabian	1	1	1	1	1	1	1	1
1=yes/pour 2=no/non	3=abstain/abstention	4=absent						