

**Agriculture Union
National Council Meeting**

**November 2-5, 2022
Video Conference**

MINUTES

In Attendance:

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

1. Call to Order

Milton Dyck called the meeting to order at 9:00 a.m., Ottawa local time.

2. Opening Remarks

Via Zoom, Milton welcomed everyone to the meeting; he has Covid and regretfully will not attend in person; before turning the chair over to Pat he made some opening remarks. He welcomed our newest RVP Don Jeansonne to his first Council meeting; he mentioned that Sherry has a family emergency, and she will join us virtually when she can. He informed Council that the NBoD decided to put the Union of National Employees (UNE)

in trusteeship. Regarding item 15 on the agenda (Discussion on Locals) Milton is looking forward to this important topic which will take place on day 3.

3. Adoption of Agenda

The following motion was made.

M/S McRae / Pennington - THAT the proposed agenda be adopted.

MOTION CARRIED – By show of hands.

4. Hours of Session

(Milton turned the chair over to Pat from this point on).

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

November 2:	9:00am to 5:00pm
November 3:	Standing committee meetings
November 4:	9:00am to 5:00pm
November 5:	9:00am to 5:00pm - Committee Reports

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

NOTE:

At the beginning of business on November 4th, the following **MOTION** was made:

M/S Austin / Carter – THAT we support the teacher strike and participate in the CUPE demonstration taking place this afternoon.

MOTION CARRIED UNANIMOUSLY – By Show of hands.

5. Approval of May 2022 National Council Minutes

M/S Dyck / St-Germain - THAT the May 2022 draft minutes be adopted.

Discussion on the minutes took place:

Audrey noted that both herself and Randy were absent at that meeting and therefore the recorded votes at item 12 (Committee reports) needed to be corrected to reflect that Milton (Bylaws committee) and Gus (General committee) were the ones that moved the adoption of their committee reports. Audrey also identified a correction was needed at item 9 in the French version (il / elle).

Christine asked Larry to verify the accuracy of the 3rd recorded vote; for the record, after checking the audio recording, Christine was indeed absent when that vote took place.

Dorothy wanted the minutes to reflect the discussion that took place at the Executive and Council meetings (May & September) regarding overtime for Milton and Pat. For the record, Pat told Council that he has not incurred any overtime since coming on as 1st NEVP and therefore were no accruals to speak of. For his part, Milton stated that since 2019, he's used 105 hours each year as leave, for a total of 315 hours (from 2019 to 2021); in addition to that he booked 71 hours of vacation last May.

The timeliness of the minutes was brought by several RVPs and Larry will strive to get them out quicker.

MOTION CARRIED Unanimously – Recorded Vote #1.

6. Business Arising out of Previous Minutes

A list of action items from the previous Council meeting was circulated; Pat went over and discussed each point with the Council members.

Item 8.1 - Employer Update May 2022

Conflicts between AAFC Corporate Management Branch & the Science and Technology Branches; Pat mentioned that this was originally raised in BC but it's been an ongoing issue in many centres; it's a management issue and we've raised it with the employer; we hope to resolve this at UMCC's and or with the National Health Safety Policy Committee.

Item 8.2 - Employer Update May 2022

Non-functioning Regional UMCC AAFC meetings in the Atlantic; Pat was told last week by HR that all RUMCC meetings across the country were being discontinued because management does not see any value in holding them; Pat told HR that we were very unhappy with this decision; nothing is in writing, and we will of course address this at the next NUMCC meeting because we do see value in meeting with management at the regional level; Milton added that we will file a complaint if this doesn't get fixed.

Item 8.3 - Employer Update May 2022

Critical Staffing Shortage at CFIA; Pat mentioned that we need some form of political action campaign to raise awareness on this chronic issue at CFIA; Milton has been in touch with Jim

Thompson to begin work on this; we need to contact our members and identify specific areas that are problematic; the ongoing Avian Influenza emergency has stretched CFIA resources so much that members don't have time to do their day-to-day duties. On political action, Tammy shared ideas she had, she feel that previous campaigns have missed the mark. The other problem that needs to be addressed is the hiring criteria that CFIA (and all employers) are using; they insist on university degrees but the pay isn't enough attract or keep candidates. In closing, Pat mentioned that we will likely have to form a political action sub-committee to deal on this specific problem at CFIA.

Item 8.4 - Employer Update May 2022

Challenging the CSPS to reduce the number of non-advertised job postings; Pat stated that they have the highest level in the federal government: 75% versus the average of 43%; this of course makes it very difficult for any type of career advancement at the School. The issue has been raised many times at the HRUMCC and NUMCC levels and will continue to bring it up; Milton noted that unfortunately, the guidance from the PSC is that it's totally ok with non-advertised job postings.

Item 8.5 - Employer Update May 2022

Regarding DND, resolving the allocation of ED-EDS members between us and UNDE; Milton stated that the process is almost complete, and we're close to having an agreement; we are keeping all the teachers and the administrative staff in the secondary language program; some members will be changing components and our membership number will remain essentially the same.

Item 16 – National Council Action Plan for Engagement May 2022

Improving member engagement and mobilization by using employer onboarding process; Pat stated that this is being addressed with all our employers at the NUMCC's; we've been able to resolve this with the CSPS, and the status is ongoing with the other employers.

Item 18 – Equity and Diversity May 2022

Update on the PSAC's Gender Equity Task Force Actions; Milton brought this up at the National Board of Directors meeting and the answer he got was that progress was being made; Milton and Pat stated that progress has been slow, and this was likely due to staff at the PSAC having to deal with the 2-year convention cycle (funding doesn't appear to be an issue). Dorothy mentioned that we can begin work on some of the 13 recommendations already: for instance Recommendation #7, Components (and Locals) were tasked to their review their bylaws, policies and regulations; Pat agreed that preliminary work on this can begin, however, in response to Christine we need to finish updating our Bylaws first (re: changes from last convention); that said, the General committee will be tasked to look at this and provide the Bylaws Committee with recommendations if changes are necessary. Regarding recommendation #13, Annual Review by the NBOD, Dorothy wants Milton to push the NBOD to act on this.

7. National President's Report

Milton stated that reintegration to the workplace is a huge issue for our members right now, many want to continue to work from home, and this is what we've been focusing on in our discussions with all our employers as they continue to push their telework policy; we've had many discussions with CFIA on this and we feel they are changing the working conditions of our members; our goal is to address this at the bargaining table with them. With regards to collective bargaining in general, efforts to mobilize our membership will be crucial; the wage rates being offered by Treasury Board are laughable (re: inflation) and job action is definitely in the cards; we must find ways to connect with our locals that have slipped away from us since the beginning of the pandemic (a problem with all components); the upcoming discussion on day 3 is very timely (item 15, local engagement). With regards to Phoenix, it's getting worse and we're falling behind again, close to 23,000 people have retired from the government and are have problems with their pensions.

Milton took questions from Council members; on local engagement, Jan stated that ULink was very helpful tool, and we need to use this more; Milton explained that ULink is a membership database that locals can use; the PSAC will provide training (staff attended the QC regional seminar); with ULink, locals have access to the database which can make it easier to locate and contact members. On a question from Christine, Milton will find out from PSAC if additional administrative powers can be delegated, to RVPs and or locals, to help with discrepancies in the membership lists.

8. Employer Updates

As mentioned by Milton Get from Milt: gave ranking on where employers are on PA OGS operation group structure work, AAFC is last, CSPS is first. Where are others?

CFIA

Milton gave an update to Council; he mentioned that we have UMCC, OPSUMCC and HRUMC meetings that are upcoming; staffing issues will be discussed because 25% of our members are still working on the Avian Influenza (AI), it feels like the longest emergency ever, and it's huge drain on resources. Regarding Pay Equity, work is ongoing and there's a committee that is getting ready to look at job descriptions. Regarding the Joint Learning Program, courses are being delivered across the country. Regarding CFIA Identified Clothing, we want the employer to provide better access for our members that are working on AI. Regarding Modernized Slaughter Inspection Program, MSIP for hogs is pretty done and the CFIA is now focusing on beef (both Randy and Sherry are sitting on that committee); the high line speed plant in Brooks Alberta will be done by next Spring and the Cargill plant is on schedule for this Fall. Regarding Virtual Training, issues have been reported with this and we're trying to get this addressed.

Randy gave update on the EG job description review; after 18 months, the employer has yet to share its drafts. Regarding participants, Randy stated that we had asked for a joint selection process but that wasn't done, and we had no control and who they picked; at each meeting he makes a point of saying that we don't agree with generic work descriptions.

Tammy shared her concerns on Plant Protection job descriptions for EG3 vs EG4 in PEI; traditional EG4 work is being done by EG3 (cross utilization); she also talked about staffing issues in her regions, the high number of terms is concerning and the shortage in staff means that inspection standards aren't being met; she's looking for ideas from others around the table on how to deal with these issues. Regarding PPE (Personal Protection Equipment), Tammy mentioned that the employer isn't providing boots for our members; Pat stated that this needs to be brought up at H&S and UMC; it's been discussed several times at the National level and our members are entitled to this.

Jannick asked about the essential services agreement with CFIA, Pat replied that the work is just beginning and it's something that Milton will be working on once we receive the list from CFIA.

Regarding the list of Council members sitting on national level committees and subcommittees (with CFIA), Pat stated the list is outdated and that it will need to be revised. Council members stated that we can't expect Milton and Pat to attend so many meetings and that it would be ok if others were assigned in their place. The Executive will work on updating the list. Dorothy mentioned to Council that the employer has developed a center of expertise to deal with UMCC issues; our area co-chairs should do the same and consult with one another (and with RVPs) to ensure that we're all on the same page, and that the information that we're getting from the employer is consistent.

AAFC

Pat provided an update to Council; compared to CFIA, we don't have the same level of ongoing issues but for a few of years now, AAFC hasn't been able to retain labour relations staff, there have been many changes and the current staff at AAFC lack experience; as a result, the advice that managers are getting isn't timely or correct and this has been an issue. Regarding recent reorganization at the ADRDT level (Associate Director, Research Development and Technology); team leads have been created and scientists now have more authority; Pat asked the employer for new org charts and was told that information isn't shared with unions, which isn't true; we should get them shortly. Regarding bargaining, we signed the Essential Services Agreement for the PA, TC and EB tables. Regarding HRUMCC, the latest issue that we're dealing with is personnel files; in all collective agreements, employees have the right to see what's in their file; back in the day it was a hard copy but everything now is electronic and the files isn't all in one place; we are trying to get an agreement with the employer on this but it's a struggle; it's been at the bargaining table for several rounds now but Treasury Board has no interest in dealing with this. Regarding Electronic Union Boards, we haven't found a solution yet and there's still a lot of work to be done to address this; the same can be said for onboarding of new employees, we haven't come to a consensus yet; Milt did mention that we have a joint presentation with PIPS for onboarding and we should find out if AAFC is using it.

Regarding local UMCC issues that are referred to higher levels, Christine wanted to know if there's a requirement to inform local managers; Pat stated there's no requirement but it's better to let them know; Milton added that you don't want silence to be interpreted as consent, he also

added that with regards to contracting out, we always want to know when the employer is contracting out services and you don't need to inform the employer. Jan pointed out that it's very useful to have in the Terms of Reference (TOR), that anything that isn't resolved at the local level will automatically be bumped up to the National level. Regarding the disciplinary process, Christine wanted to know if there's a standard process for managers to follow when it comes to sharing their fact-finding results; Pat responded there isn't a standard process; typically the results are only shared with the member due to confidential information; the union rep can ask the employer for details but they usually just provide an explanation; depending on the gravity of the situation, the member can decide to file an ATIP request.

DND

Milton started off the update by saying that the employer is moving ahead with its reintegration plans, members are starting to return to the workplace; regarding Covid, the masking requirements guidelines at DND are no longer being enforced. As mentioned earlier, we're close to having an agreement on the allocation of ED-EDS members. An area of concern that we need to keep a close eye on is contracting out of language training; we don't have that many left compared to when they joined our union (Milton gave a brief history of SECO and secondary language training in the public service).

Pat gave the latest update on DND's Violence in the Workplace policy; the committee is trying to get a unified approach (the Canadian armed forces don't fall within new regulations); he also mentioned that DND now has trained internal investigators and proceeded to explain how that works; there were a few issues at first with the new process, but things seem to be working out well.

CSPS

Pat provided an update for Council; the problems regarding non-advertised job postings were discussed at item 6 (re: previous employer update, item 8.4); regarding reintegration of the workplace, the employer isn't forcing the issue, everything is voluntary at this point and approximately 33% are working in person. The big local in the National Capital Region (local 70139) isn't active, it's a big issue that we're trying to address at the moment; also, the training centre in Asticou in Gatineau is closing and staff will be transferred to Ottawa at the end of the year.

PSC

Pat gave an update to Council; we've been pushing back on the employer's reintegration plans, they've come up with a mandatory process which has been introduced extremely poorly; members are having to show up at work only to find themselves teleworking from the workplace, members don't see the point and they would rather telework from home. Milton gave an update on the PA group job descriptions; we are still waiting to see them. Milton also touched on another big concern of ours, a pilot project to contract out language testing that our members currently perform; we are not on board with this at all and the PSAC will likely intervene on our behalf.

CGC

Milton gave an update to Council; regarding the employer's reintegration plans, there is no pressure for office staff to return to the workplace; regarding possible changes to the Canadian Grain Act, the question was asked again at the last NUMCC, but the employer didn't have any update to give us. Milton mentioned that Gus has been in contact with the union rep that sits on the equity committee.

9. National Office Update

Pat gave an update to Council; he informed Council that Sylvie Rochon has decided to retire, her official retirement date will be sometime in February 2023, but her last working day is November 15; with Elaine Massie still on LTD, Pat reported that the National Executive agreed that we will post two 1-year term LRO positions to help cover the existing workload, including first level grievances for locals that don't have representation. Larry is retiring after next year's convention and the process to find his replacement will start soon. Regarding reintegration to the workplace, nothing has been decided yet, and everyone is mostly working remotely. The staff's bargaining agent, the Alliance Employees Union (AEU), has served notice to bargain; Dorothy, Larry and Pat will be at the bargaining table representing the employer.

Following his update, Pat took questions from Council members and there was discussion on grievances; Jannick mentioned that reaching LRO's by phone to discuss ongoing files was difficult, she relayed some of her frustrations regarding communications; Pat and Milton took notes and will address the issues with staff.

There was further discussion with Council regarding difficult and abusive members; Tammy spoke of a very difficult file that went on for years in her region, she felt threatened and support from the union was lacking. Christine asked if guidance was available on when to pull away from representing members that are threatening (she was working on a motion, but the PSAC document she had dated back to 1998 and doesn't address this). Following the discussion with Council, the following **motion** was made:

M/S McRae / Pennington - Regarding union reps dealing with abusive and threatening members:

THAT the Component review existing PSAC policies with the goal of presenting a motion to the PSAC to address abusive and threatening members; and THAT the Component develop its own Harassment policy that falls within PSAC guidelines addressing inappropriate conduct of members.

MOTION CARRIED UNANIMOUSLY – By Show of hands.

10. Agriculture Union Social Justice Fund (SJF)

Pat gave Council an update; he was happy to report that the \$10,000 donation to the Red Cross for Hurricane Fiona was matched by Federal Government. Regarding next year's triennial convention, Tammy asked if the SJF will once again support a silent auction, and Pat confirmed that the committee will help coordinate another great convention fundraiser.

11. Collective Bargaining

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

12. Standing Committee Reports

Finance and Communication Report

Pat and Stéphane read the committee report (attached) and the committee took questions from the National Council. Dorothy asked if excess vacation leave balances for Milt and Pat were cashed out; Pat replied that he doesn't have any excess and therefore it wasn't an issue for him; Milton stated that he will have a look at his balance, it's likely he will have to cash some out.

On the discussion on Simultaneous Interpretation for up to 5 Local AGM meetings, the following **motion** was made:

MOTION:

M/S Carter / Pennington - THAT the component shall cover the cost of simultaneous interpretation for virtual Local AGM meetings.

MOTION CARRIED UNANIMOUSLY – By Show of hands.

MOTION:

M/S St-Georges / Scaramella.

Adoption of the Finance & Communication committee report

Unanimous - Recorded Vote # 2

Bylaws and Education Report

Don read the committee report (see attached) and the committee took questions from the National Council.

COMMITTEE MOTION #1

There was discussion on the committee's first motion proposing changes to Regulation 15 on Local Finances; Randy explained that the National Executive asked his committee to look at

this; we have a handful of locals that are not complying with our Bylaws, they haven't filed their financial statements in 5 or 6 years, despite our ongoing efforts to try to help them; the lack of financial accountability is very concerning for the National Executive; the union is responsible for the membership's money and it's why the committee was putting forward the recommendation; Christine wanted to know the impact of putting locals in trusteeship and Tammy questioned if Council could make this change; Milton stated that the recommended changes were within the Council's purview; he added that if a local goes years without submitting its financial statements, and is largely inactive, then we have a responsibility to act; if a local is put in trusteeship before convention, that local will be given an opportunity to get itself back on track and elect delegates to convention.

There was a motion to divide the committee's motion (M/S Mardli / Spence), but it was defeated.

COMMITTEE MOTION #1:

M/S Olynyk / Jeansonne – Re: Recommended changes to Regulation 15 (see report).

Motion Carried - Recorded Vote # 3

Following the vote Tammy stated that she was going to file a complaint against the component because she felt the motion was out of order. Dorothy asked if changes to the Regulations require a 2/3 majority, Pat stated that unlike changes to Bylaws, a simple majority was sufficient to change Regulations.

COMMITTEE MOTION #2

There was discussion on the committee's second motion proposing that the National Office maintain a list of our locals banking information; this will be helpful when locals are inactive.

COMMITTEE MOTION #2:

M/S Olynyk / Jeansonne - That the National Office keep an updated list of local bank information (see report).

Motion Carried Unanimously - Recorded Vote # 4

MOTION:

M/S Olynyk / Jeansonne - Adoption of the Bylaws and Education committee report

Motion Carried Unanimously - Recorded Vote # 5

General Committee Report

Gus read the committee report (see attached) and the committee took questions from the National Council.

COMMITTEE MOTION #1

There was discussion on the committee's first motion; it was explained that the committee was proposing that a member from the National Council help with updating the website; the

member will be compensated for their time; the cost estimate from the finance committee was \$6,100 for the 20-day period.

COMMITTEE MOTION #1

M/S St-Germain / Mardli - committee recommendation that a member of the National Council volunteer to modify the Agriculture Union website (see report complete motion).

Motion Carried Unanimously - Recorded Vote # 6

COMMITTEE MOTION #2

There was discussion on the committee's second motion (see attached); the committee is recommending a photo contest to help promote member engagement; the cost estimate from the finance committee was \$4325.

COMMITTEE MOTION #2

M/S St-Germain / Mardli - committee recommendation for photo contest to help promote member engagement (see report complete motion).

Motion Carried Unanimously - Recorded Vote # 7

COMMITTEE MOTION #3

There was discussion on the committee's third motion (see attached); the committee is proposing a contest of \$1000 to come up with a new Human Rights logo.

COMMITTEE MOTION #3

M/S St-Germain / Mardli - committee recommendation for a contest of \$1000 to come up with a new Human Rights logo (see report complete motion).

Motion Carried Unanimously - Recorded Vote # 8

Motion:

M/S - St-Germain / Mardli – Adoption of the General committee report.

Motion Carried Unanimously - Recorded Vote # 9

There was a **motion, M/S** McRae / Carter that the recommendation found in section b) of the General committee report regarding honorary gifts/plaques for departing Council members that have served for at least 6 months be inserted in to the National Officers handbook.

Motion Carried – By Show of hands.

Tammy volunteered to be the NC member to make the changes to the Website per committee report.

Collective Bargaining, Health and Safety Committee report

The members of the committee took turns to read the report (attached) and then took questions from the Council.

COMMITTEE MOTION

There was discussion on the committee's recommendation to fund 5 additional observers to the PSAC's National Health and Safety Conference in January. The cost estimate by the Finance committee was \$22,875.

COMMITTEE MOTION

M/S McRae / Austin - committee recommendation to fund 5 additional observers to the PSAC's National Health and Safety Conference (see report complete motion).

Motion Carried Unanimously - Recorded Vote # 10

Motion:

M/S - McRae / Austin – Adoption of the Collective Bargaining and H&S Committee report.

Motion Carried Unanimously - Recorded Vote # 11

There was a motion **M/S** St-Germain / McRae – to have an ad hoc meeting at later date to discuss the resolutions going to the PSAC's National Health and Safety Conference.

Motion Carried – By Show of hands.

13. Political Action

Milton provided an update for the National Council; the National Executive is targeting three areas where we need Political Action; he plans on to meet with Jim Thompson shortly to discuss ongoing issues at CFIA, CGC and the PSC.

With regards to the CUPE demonstration that took place on Day 3, the following **motion** was made:

M/S Carter / Stewart

THAT the Union donate \$10,000 to the CUPE and teachers strike fund.

MOTION CARRIED UNANIMOUSLY – By Show of hands.

14. Local Finances – Regulation 15

This item was referred to the Bylaws Committee – see committee report.

15. In Depth Discussion on Locals

(As noted at item 4 - Hours of Session - this was the day that the Council members supported the CUPE demonstration)

In the morning session on day 3 of the meetings, the National Council held a roundtable discussion on the health and viability of our locals and our regions; we currently have two regions that don't have an RVP and we have RVP's that are without an alternate. Milton and the National Executive felt this was a very important discussion to have; all RVP's at meeting were asked to provide a status report on their region; it was noted that many locals have lost long time union activists to retirement, RVPs stated that recruiting new leaders at the local level is proving to be difficult; attracting young workers is a big challenge, especially those working in HQ centres across the country; the discussion highlighted that the large concentration of managers in HQ centres is big reason why we're struggling with union engagement as members are afraid of reprisals. The fact that members are afraid of reprisals is unacceptable, Jan said members have a legal right to be part of a union; Milton agreed, stating that we all need to address this with supervisors and management, at every level. By his count, Milton stated that 13 of our locals need help; he mentioned that it's not just a problem with AGR, and that every component is facing the same issues. Christine and Stéphane mentioned that their regions will likely see some changes in the near future and recommendations will be discussed with the National Executive (re: amalgamation in Eastern BC and restructuring in Western QC).

16. Agriculture Union Triennial Convention

There was a discussion on next year's triennial convention; the convention will take place at the Palliser Hotel in Calgary, from August 16-17-18, 2023. The convention standing committees will we be meeting August 13-14-15; the National Council will be meeting on August 12.

17. Next Council Meeting

The next Council meeting will take place in Calgary on April 14-15-16, 2023.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Larry Budge
Administrative Officer

REPORT OF THE FINANCE & COMMUNICATION COMMITTEE

Nov 3, 2022

Present: Patrick St-Georges - 1st NEVP Chair
Stéphane Scaramella - RVP Western Québec

Ex-Officio: Larry Budge - Administrative Officer

Guest: n/a

Absent: Vacant – RVP NCR
Sherry Hunt - RVP Southern Alberta

Finance:

We began our meeting by revising our membership, up very slightly to 7,839 (from 7,672). It was noted that our RANDs are up around 27% at 2,130 RANDs (from 1,932). We then updated the National Joint Council (NJC) Travel Directive rates, and Larry will be sharing the revised Excel expense claim with Council shortly.

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

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

Breakfast	\$22.80
Lunch	\$23.05
Dinner	\$56.60
Total Meal Allowance:	\$102.45
Incidentals	\$17.30
Total Allowance	\$119.75

We reviewed the audited financial statement for 2021. We had some events (beyond our control) to get our finances officially audited, but those events have been resolved. Most of the line items were significantly under budget, due to the on-going covid-related travel restrictions in 2021. The most significant line item (over-budget) was Translation, since we have been having many more meetings than usual.

It was noted that we are in good shape for our 2022-23 budget, since it is based on a membership of 6,800 members. It was discussed that we need to be cognizant if there's a change in the Federal elections and the potential for mass cuts in Public Servant jobs.

It's worth mentioning that the \$2 per member/month levy (for the Supplemental Pension Plan) was lifted and the last deduction was in August 2022. (as a follow-up from our last Committee meeting).

The Executive recently passed a motion to set aside \$1,000,000 to support our members who are currently in collection bargaining negotiations and likely heading towards strike action. It's important to note that this is a one-time reserve which can only be used for this round of bargaining (for both TBS and CFIA negotiations). These monies will be used to top-up (from the strike monies paid-out by PSAC) the strike pay for our members in good-standings who participate in the strike actions, should we go on strike. Our top-up will be paid out at a rate of \$25 per member per day, for members in good-standings who actively participate in the strike actions. Hence if we went on a general strike and ~5,000 members in good standings participated in the strike activities, this one-time reserve would be good for approximately 8 days.

It had recently been discussed by the Executive, to post two LRO (1 year terms) positions as soon as possible, since one of our full-time LROs is retiring in the next couple months. And we will also have a job posting for a Finance Officer, within the next month, to ensure our current Finance Officer will have the opportunity to transfer his corporate knowledge to the new Finance Officer, since he will be retiring after our Convention in August 2023.

Also, arising from our Executive discussions, there was an ask to have this Committee cost the following: *“to provide an approximate costing on simultaneous interpretation for 4 to 5 local AGM’s.”* This was costed as:

- This costing is assumed to be for a (strictly) virtual meeting, not in-person or hybrid;
- The daily cost for interpretation is \$6,000 per day;
- Hence the total cost (for 5 AGMs) would be \$30,000.

Costing requests from other Standing Committees:

The Health & Safety / Bargaining Committee requested the following costing:

- 1) *“For our component to send 5 observers to be sent to the 2023 National PSAC Health and Safety Conference?”*
 - a. Dates for conference are Jan 27-29, 2023;
 - b. We assumed travel days to be Jan 26 & 30;
 - c. Hence 3 days of 641 leave at average salary \$305/day;
 - d. 4 nights hotel at \$275/night;
 - e. 5 days per diem at \$\$120/day;
 - f. Average flights costed at \$1,100 per person return;
 - g. Total costing to send 5 observers is \$22,875.

The General / Human Rights Committee requested the following costings:

- 1) *“The committee recommends that a member of the National Council volunteer to modify the Agriculture Union website and that training be provided to this person for a period of 20 working days and will be re-evaluated by the executive if the modifications are not completed at the end of the 20 days.”*
 - a. With consultation with the chair of the General / HR Committee, we needed to make the following clarifications/assumptions:

- i. “member of the National Council volunteer” is understood as someone from the National Council to bring their name forward, with interest to do this (paid) work;
 - ii. “modify the Agriculture Union website” is understood as updating or adding documents/information to our website and not modifying its format or structure;
 - iii. “training be provided” is understood as being provided access to our website and guidance/directions on how to update the website (by our Finance Officer).
 - iv. “period of 20 working days” is understood as including the time it takes for the guidance/directions and the time to work on updating our website.
 - b. The average salary is \$305/day;
 - c. Hence this motion is costed at \$6,100.

- 2) *“The committee recommends that a photo contest entitled Our National Vision be established. The contest will begin on January 9, 2023 and will ask all submissions to be received by end to receive photos on March 9, 2023 at the generic agriculture email. One prize of \$250 per RVP total of 12 and a grand prize of \$1000. The committee will meet via Zoom after March 9, 2023 to choose the winners for each RVP. The selected photos will be displayed at the next National Council in 2023 and National Council members will be able to vote for the winner.”*
 - a. With consultation with the chair for General / HR Committee, it is understood there will be a need for 2hr paid-time per Committee member to evaluate and choose the regional prizes;
 - b. The average daily salary is \$305/day;
 - c. The loss of salary is calculated at \$325 for 4 committee members;
 - d. The total cost for this motion is \$4,325.

- 3) *“The General Committee moves that a \$1000 monetary prize for a new HR logo to be paid by the Agriculture Union revenue.”*
 - a. This is costed at \$1,000.

Communication:

The Committee recognizes that our website is not up to date and needs some attention. The Committee was happy to see some motions (with costing) which would tentatively address this issue. The Committee also hopes that if the motion passes, that the National Council will also consider to extend this initiative beyond the 20 working days, if it proves to be beneficial, since our 2022-23 budget is very healthy.

The Committee also had a brief discussion regarding our website and whether we should have a public website and have an ‘internal’ website for our members (with

password access). This way we could better control what information could be reviewed by persons beyond our Component. For example, it might not be in our best interest to post our Committee minutes on a public site, where the employer representatives may read them and gain certain information.

Overall, the committee had great collaborative discussions today.

This report is moved by: Patrick St-Georges

And seconded by: Stéphane Scaramella

Agriculture Union Bylaws & Education Agenda

Meeting: Nov 3, 2022 1pm Est – Close of Business or 5 pm Est

Present:

Randy Olynyk – Chairperson

Don Jeansonne – Co-chair

Ronia Gortsos

Jannick Beaurivage

1. Call to order

2. Establish Recorder – Randy

3. Committee Discussion on Outstanding items (from tracking sheet)

- Updating web with the changes for National Council handbook and Key Info
- Requested costing from finance to keep website up-to-date and in both languages
 - o Pat communicated that this was done for the General committee
- Recommendation: make this a priority, need a person tasked for Website upkeep.

4. Reg 15

- discussion on amendment to Reg 15

Agriculture Union

Regulation 15

Local Finances

Pursuant to By-Law 12 Section 8, where the statement referred to has not been submitted, and consequently, the refundable portion of the dues has not been remitted to the local in question, any refundable portion of dues that have been held in the National Office for more than two (2) years shall be converted to general revenue of the Agriculture Union.

To be added to Reg 15:

Motion 1: Pursuant to By-Law 12 Section 8, where the financial statement referred to has not been submitted for more than two years: On the last day of the month proceeding the month in which the Convention Call has been made, Locals (as per By-Law 12 Section 11) will be ineligible to name accredited delegates to the Convention of this Union and the local will be put in receivership/trusteeship.

5. Motion 2: The National office keep updated local Bank information (account numbers, transit, address and signing authorities)

6. Updating Bylaws as passed from Convention 2021

Resolutions: A12, A13, A4-3, & A1

These are the following changes

- A12 **Be it resolved that:** By-Law 6, section 2 subsection 3 be replaced by By-Law 6 section 2 subsection 3 (a) and (b) to read as follows:

3.

(a) In the event of a vacancy in the office of National President, the position will be filled by the First National Executive Vice President and that vacancy and subsequent vacancies shall be filled ascension in numerical order of the other National Executive Vice Presidents.

(b) In the event of an extended leave (greater than 3 months) in the office of the National President or the First National Executive Vice-President, then the subsequent National Executive Vice-President will temporarily back-fill the respective paid position.

- **A13** By-Law 6, section 2, subsection 4 be replaced by By-Law 6, section 2, subsection 4 (a) and (b) as follows:

4.

(a) In the event of a vacancy in the National Executive, subject to **By-Law 6 Section 2 Subsection 3 (b)**, the vacancy shall be filled by an election from the National Council. This will be for a temporary or permanent basis as required.

(b) In the event of an acting or other vacancy of greater than 3 months, in the National Executive, the vacancy of the Fourth National Executive Vice President shall be temporarily back filled by an election from National Council.

- **A4-3** the following be added to the Agriculture Union Bylaws & Regulations, Bylaw 11 (National Conventions):

Section 16

Delegates to National Convention shall be provided with the Convention resolution book and a copy of the current National budget at least two months prior to National Convention.

- **A1** By-Law 8, section 10 have point 8 added to read “Honorariums and salary payments made to local members must be accompanied by a T4 for tax purposes.”

- **A8** Regulation 6 and Regulation 8 be changed to include the terms and conditions of employment for the President and 1st Vice President be reflected in the Regulations including the pay scale.

Note: Requested official copy of the most current bylaws prior to being able to update the documents

7. Updated tracking report (see Attached)

8. The committee will call a meeting before next council and review and update the following:

- Regulations changes from convention
- Update Bylaws including Annex 1A and 1B as required
- Review and Update Handbook if required
- report to be shared via email

Motions and Report moved by Randy Olynyk and seconded Don Jeansonne.

General Standing Committee
November 03/2022 Minutes & Report
Salon Laurier – Marriott Bonvoy - Ottawa

Members: Audrey St-Germain (chairperson), Stewart Spence, Tammy Carter and Gus Mardli (recording Secretary)

1. Meeting was called to order by Chair Audrey at 9:05 AM
Gus agreed to record the minutes

2. **Business arising from previous council report.**

a) Webpage update:

Needing to know who is in charge - How often it's supposed to be updated. Audrey reported that National Executive discuss this issue on a monthly basis... Is there a need for a motion to hire a person to take care of this since the national office is short staffed. Should we seek some info from other components (USJE, CEIU, etc..) on how they keep their webpage vibrant. Stewart mentioned that a discussion took place with the chair of the bylaws committee addressing the need to hire a webpage caretaker. Audrey wondered if RVPs can give a hand with their expertise but its difficult to know how busy everybody is. Action Item: A council member volunteers to assist in finding out what it entails to update the webpage on a regular basis. This council member should be trained on updating webpages and they would be compensated for their time (LOS), expenses, etc..

Motion 1: The committee recommends that a member of the National Council volunteer to modify the Agriculture Union website and that training be provided to this person for a period of 20 working days and will be re-evaluated by the executive if the modifications are not completed at the end of the 20 days. This motion will be referred to the Finance Committee.

b) Honorary gift / plaque in recognition to retiring council

The general committee discussed the Honorary gift/plaque presented by the Agriculture Component to retiring council in recognition of their services and contributions. Certain guidelines should be set to remain consistent from now on when presenting this honorary gift.

Recommendation: When a council member retires or leaves their position on council, they shall be entitled for this honorary gift if they served council for 6 months during a cycle or 6 months total in two separate cycles.

c) Member Engagement Plans - on going:

There need to be better tools available for the council to concentrate on membership engagement. Hoping when the webpage is running smoothly, promoting engagement and mobilization will be a lot more feasible

d) Webpage for Human Rights Committee

The HR Committee agreed to wait until the Agriculture Union webpage is running smoothly to revisit this subject

e) Self ID Form For Equity Groups

Recommendation: Gus sent an email to National Office around the beginning of September containing the translated form. Can it be circulated to all agriculture union members asap.

f) Internet subsidy for H R Committee

This was already done. Instruction and Claim forms were provided to all Committee members and First Alternate Director

g) Kairos Blanket Exercise:

Was difficult to execute. No bilingual presentation/workshop was found. It would have to be done in a two separate workshops, one in French and one in English. Also, the waiting list has been a long one, not easy to book such training on a short notice basis.

h) Photo Contest for member engagement:

Title: **Our National Vision**

Urban, wildlife and cultural photos

January 9th for the contest to be advertised.

The contest will be close after two months of advertising for it.

Prizes: \$1000 for the first prize winner nationally -

\$250 first prize winner per each RVP Region (12 total RVPs)

The General Committee will be choosing the regional contest winners when meeting virtually around March 9th, 2023

While the national council will choose the national winner at the April 2023 Council meeting.

Winners will be announced following the National Council.

No national council shall be participating in this contest.

Motion 2: The committee recommends that a photo contest entitled Our National Vision be established. The contest will begin on January 9th, 2023 and will ask all submissions to be received by March 9, 2023 at the generic agriculture email. One prize of \$250 per RVP total of 12 and a grand prize of \$1000. The committee will meet via Zoom after March 9, 2023 to choose the winners for each RVP. The selected photos will be displayed at the next National Council in 2023 and National Council members will be able to vote for the winner. This motion will be referred to the Finance Committee

i) Contest for a new Human Rights Logo - on going

Still in the work by the Human Right Committee.

Motion 3: The General Committee moves that a \$1000 monetary prize for a new HR logo to be paid by the agriculture union general revenue. This motion will be referred to the Finance Committee

3. New agenda items:

a) Critical CFIA staffing shortage HR report

After discussing the committee felt that staffing shortages at CFIA should be discussed at the UMC levels

b) Pay Equity Task Force recommendations:

It was discussed then decided that the Human Right Director assign to the Human Right committee members to go through the recommendations together and concentrate on.

c) Training:

Half a day training for Human Right committee:

Introduction to Human Rights and discrimination awareness

The workshop would encompass the following:

-Intro on: Racism, sexism, homophobia, transphobia, Misogyny, discrimination against people with disabilities and how that could be used to divide employees in their workplaces.

-Raise awareness on the role union activists can play in advancing equity concerns and how we address systemic discrimination.

-Identifying the needs to change and how to engage and represent workers through an equity lens.

-Hoping to build their skills and perspectives to better engage and represent the diversity of our members.

Committee stood down at 12:15 pm

Respectfully Submitted,

Motion 4: Move report as whole Audrey St-Germain and seconded by Gus Mardli

Collective Bargaining and Health and Safety Committee

Date: November 3, 2022

Location: In person meeting

Members present:

Dorothy McRae, 3rd NEVP (Chair)

Christine Austin, RVP Eastern British Columbia

Jan Pennington, RVP Eastern Atlantic

Curtis Veale, RVP Saskatchewan

Chair: Roll Call — The Committee commenced at 09:15

Recorder: Christine Austin

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

1. **Welcome**
2. **Review of May 2022 Minutes**
3. **Discussion on action items from previous minutes**

Key Info docs- this Committee submitted the documents to national office.
Implementation timeline will be determined the national office.

Vaccination Policy- We did win the Policy grievance on 699, however the Employer is appealing it. PSAC and Employer are still in discussion. Grievances are still in progress.

Bargaining Demand Initiative

Background: Committee discussed the need for members to become more familiar with the collective agreement which may encourage engagement in the bargaining process. Suggestion that this be a part of the regional seminars.

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

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

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

Update 3Nov22- The Committee's Record of Decision will be updated to follow up with the Bylaw Committee- checklist update.

4. New Business

- a. Reminder to RVPs to monitor the regional PSAC sites for Bargaining and OHS updates and events. Strike training is also available.
- b. Upcoming OHS Conferences

National PSAC OHS Conference is scheduled for January 2023. This Committee used criteria developed at the April 2021 meeting to rank 35 member applications for 12 delegate seats and Observer seats, which is then reviewed and approved by the national president. The Agriculture Union ranks its delegates based on what their health and safety work is for our members under the labor code. Applicants are thus grouped into groups ranked by their OHS activity. From highest to lowest rank those groups are based on membership in:

- National Policy Committees
- Area Policy Committees
- Regional Policy Committees
- Local Committees/Local Reps
- Members with some OHS involvement
- Members with no OHS involvement

Where applicants need to be separated and further categorized within those six groups the following criteria are used for ranking.

- Committee Co-Chair (for committees)
- Seniority in OHS position
- A delegate need based on the PSAC applicant form (ie French language)
- The written applications

With the Agriculture Union having only 12 delegate entitlements and having many members who sit on National Policy Committees of AAFC, CGC, CFIA, CSPS, DND, and the PSC. The delegate selection seldom gets past the first ranked. The number of Observer seats are determined by PSAC and will be communicated to Agriculture Component.

Recommendation: Upon reviewing the applications it was noted that questions could have been worded clearer, and Agriculture Component must provide a communication to members applying to provide detail for each response.

The PSAC will review a virtual option to attend for accommodation requests only. It won't be hybrid by request.

The component will get the list of attendees from the PSAC.

Motion: The Agriculture Component provide funding for up to 5 additional observer seats in addition to the observers from National Council to the 2023 National Health and Safety Conference, dependent on the number of observer seats allocated by PSAC.

Rationale: Agriculture Component normally funds *National Council* observer seats. The Finance Committee provided the costing for 5 additional observer seats at \$22,875. This is a great opportunity for member engagement and participation for members.

5. Standing Items

a. Workplace Violence

Update 3Nov22: See OHS updates for specific Employer updates. The component will continue discussions with the Employers at NOHSPC to monitor risk assessments and Notices of Occurrence. We may need to address concerns around training on risk assessment process.

Agriculture Component has requested the list of investigators from other components to consider their experience with them to determine their suitability.

Recommendation: NOHSPC representatives submit an agenda item for the upcoming quarterly NOHSPC meeting to request status of any other relevant training, for example, risk assessment. The general W102 courses did not provide sufficient information on the process.

b. Bargaining Updates

Public Service Health Care Plan:

As of July 1, 2023, changes will come into effect for all Public Service Health Care Plan (PSHCP) members. The PSHCP is currently administered by Sun Life Financial. Following a competitive procurement process, which was unrelated to the new PSHCP changes, Canada Life Assurance Company will begin processing PSHCP claims as of July 1, 2023, which aligns with the effective date of the Plan changes.

Treasury Board Bargaining:

The Federal Public Sector Labour Relations and Employment Board has scheduled Public Interest Commission (PIC) hearings for the EB, PA, SV, and TC groups.

The following dates have been set:

- **EB** November 21, December 12-13
- **PA** November 28th to December 1st
- **SV** November 28-30
- **TC** December 9

Following hearings, we expect to receive a PIC report that will include non-binding recommendations for reaching agreements at the bargaining table.

Strike Training events are happening across the regions.

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

CFIA Bargaining:

The Canadian Food Inspection Agency (CFIA) bargaining team tabled key proposals during negotiations October 18-20, and will be tabling our remaining proposals including wage increases, market adjustments, and allowances at the next bargaining session in mid-November.

PSAC tabled proposals on the Employment Transition Policy, the [Joint Learning Program](#), and Childcare. PSAC negotiated employment transition policies (called Workforce Adjustment Appendix in core public administration units) into collective agreements to ensure that our members have some measure of job security in the event of job cuts. Negotiations focused on these and other proposals [previously tabled in August](#).

PSAC and the employer also discussed the employer's intention to propose changes to hours-of-work provisions in the collective agreement. More clarity on this employer-driven proposal should be provided following the November bargaining dates.

Over the coming months, PSAC negotiator Hassan Hussein and regional bargaining team members will be planning site visits across the country. These visits will be an opportunity for members at CFIA to learn more about the bargaining process and share their concerns.

The team and the employer will meet again on the following dates:

- November 22-24, 2022
- December 13-15, 2022
- January 31-February 2, 2023
- February 28-March 2, 2023

Recommendation: RVPs remind local presidents to communicate at AGMs to ensure member contact information is up to date.

We suggest that RVPs consider contacting PSAC regional representatives when planning their regional seminars to provide information on the use of the following tools: uLink, CallHub, NewMode.

c. **OHS Updates**

NJC

- Continuing to work on Violence in the Workplace. Working together with Human Rights NJC.

CSPS

- Moving locations from Asticou to Ottawa. Performing health and safety checks with the committee. We have signed off on a new 3 year mental health guidance document. There is a brand new Employee Mental Health Champion. There were 3 excellent candidates which were assessed by the NOHSPC employee representatives. There are now 5 employee members on the mental health committee. Nov. 7th will be the first meeting with the new Chairs and members. There are still many people working from home and there is no push to bring them back to the worksite.

CGC

- Has a big problem with understaffing and burnout. Inspection members are doing a great deal of OT and OT travel. This has caused a lot of pressure on staffing within the department. Working on mental health and updating the policy. We are in danger of falling behind on reviewing safety policies for the 3-year mandate.

DND

- The majority of our LATs & EDSs have been directed to report back to work (in-person), since early this Summer. The employer also withdrew their masking requirements in the workplaces in early July; while they consulted with NHSPC and we recommended following the HC guidelines, they opted to relax their covid measures. To date, no work refusals or formal complaints have been filed (due to lack of masking).
- DND have hired more internal harassment/WPV investigators, do comply with the tight timelines under the new HWPVP Regulations. They have repeatedly had issues to complete security screenings in a timely manner, for external investigators. For the most part, the internal investigations have gone well.
- The HWPVP sub-committee continues to work on developing a comprehensive Workplace Assessment program, including Risk Factors. This work continues to be a challenge.

PSC

- The PSC recently directed employees to report to work (in-person) at least once per week. This was met with a great deal of dissatisfaction since the majority of the PSC members are administrative and have been working remotely successfully. They continue to follow all the HC covid measures.
- The PSC recently struck a Mental Health sub-committee and we have begun to work on developing risk factors & mitigating measures for the 13 psychosocial factors.

AAFC

- NOHS Program is working on the recommendations from the Departmental OHS audit- Development of mandatory training course for Supervisors/Managers; employee education updates; triennial assessment of the HPP program is severely behind.
- There are several vacancies in the regional OHS Coordinator positions.
- There has been no movement on the chemical inventory (will be called a hazardous product inventory database). AAFC is still in discussion with University of Ottawa on 2 clauses in the contract.
- Return to the workplace: The Employer is using a 12-month phased approach toward a flexible hybrid workplace. Telework agreements are in progress. There are concerns over insurance, travel to report to work, hazardous occurrence reporting, etc.
- Continue to have COVID-19 meetings on an as needed basis to discuss updates to PHAC guidelines, exposures in the workplace and preventive measures. The following have been discussed/debated: masking and physical distancing, vaccination boosters, fleet requirements, other on site requirements.
- WHVP- Sites were directed to perform risk assessments (RA) using ESDC RA tool. The site RAs were rolled up into the departmental RA, which was then redistributed to local OHSC for review. A domestic violence awareness page is being added to AgriSource in November, with guidance on developing employee safety plans.

CFIA

- Fall Protection Program is being updated.
- Committee has communicated a fact sheet and process flowchart Right to Refuse Dangerous work. To all staff.

- EFAP usage: top 3 counselling requests- stress, anxiety and depression. For work-life services: legal (separation and divorce), personal health and well-being (nutrition) and financial (retirement).
- Female caller percentage is significantly higher (75%).
- Committee was consulted on draft accessibility plan that the Agency is developing (compliance with Accessibility Canada Act).
- Discussion on return to in person learning.
- The committee is still in consultation about returning to the workplace.
- Building Emergency Evacuation Plan (BEEP) templates were updated in November 2021 but were not communicated effectively across the agency. The committee is still discussing rollout and communication plan.
- AI Response: the union has asked for information at national level on HOIR or other occurrences in regard to AI Response. No information is currently available at the national level.
- Fact sheet on nightshift has been released however it needs more information on the hazards.

END REPORT at 13:50

Acceptance of Report

Moved by: Christine Austin

Seconded by: Dorothy McRae

Vote: Unanimously carried

National Council
November
2022
Conseil national
Novembre
2022

**Recorded Votes/Votes
Consignés**

	1	2	3	4	5	6	7	8	9	10	11
Austin, Christine	1	1	2	1	1	1	1	1	1	1	1
Beaurivage, Jannick	1	1	1	1	1	1	1	1	1	1	4
Carter, Tammy	1	1	2	1	1	1	1	1	1	1	1
Gortsos, Ronia	3	4	4	4	4	4	4	4	4	4	4
Hunt, Sherry	1	4	4	4	4	4	4	4	4	4	4
Jeansonne, Don	3	1	1	1	1	1	1	1	1	1	1
Mardli, Gus	1	1	2	1	1	1	1	1	1	1	1
McRae, Dorothy	1	1	2	1	1	1	1	1	1	1	1
Olynyk, Randy	3	1	1	1	1	1	1	1	1	1	1
Pennington, Jan	1	1	2	1	1	1	1	1	1	1	1
Scaramella, Stéphane	1	1	1	1	1	1	1	1	1	1	1
Spence, Stewart	1	1	2	1	1	1	1	1	1	1	1
St-Georges, Pat	1	1	1	1	1	1	1	1	1	1	1
St-Germain, Audrey	3	1	1	1	1	1	1	1	1	1	1
Veale. Curtis	1	1	1	1	1	1	1	1	1	1	1
Dyck, Milton	1	1	1	1	1	1	1	1	1	1	1
VACANT, N. Alberta	4	4	4	4	4	4	4	4	4	4	4
VACANT, NCR	4	4	4	4	4	4	4	4	4	4	4

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

VOTE	1	May 2022 Minutes
	2	Finance report
	3	Bylaws Motion 1 Changes to Reg 15
	4	Bylaws Motion 2 Local bank Account Info
	5	Bylaws Report
	6	General Motion 1 NC Member volunteer for Website
	7	General Motion 2 Photo contest
	8	General Motion 3 Hum Rights Logo contest
	9	General Cmte Report
	10	Collective Barg - Motion for 5 observers to PSAC H&S
	11	Coll Barg Report

