

**Agriculture Union  
National Council Meeting  
Hybrid – in person and video conference**

**November 7-9, 2023 – Chateau Lacombe in Edmonton**

**MINUTES**

<p>Milton Dyck, National President Patrick St-Georges, 1<sup>st</sup> NEVP Randy Olynyk, 2<sup>nd</sup> NEVP Audrey St-Germain, 3<sup>rd</sup> NEVP Aaron Swerdlyk, 4<sup>th</sup> NEVP</p>	<p>Jan Pennington, RVP Eastern Atlantic Leslie Campbell, Alt RVP Eastern Atlantic Dorothy McRae, RVP Western Atlantic (Zoom) Jannick Beurivage, RVP Eastern Quebec Annie Lessard, Alt RVP Eastern Quebec S��verine Gu��rineau, RVP Western Quebec Sylvia Venne, Alt RVP Western Quebec Bralavan Krishnakumar, RVP Southern Ontario Ronja Gortsos, Alt RVP Southern Ontario (Zoom) Kasia White, RVP NCR Alice Gianotti, Alt RVP NCR Stewart Spence, RVP Manitoba, NW Ont. Nunavut Kristin Bowler Alt RVP Manitoba, NW Ont. Nunavut Curtis Veale, RVP Saskatchewan Angela Williams Alt RVP Saskatchewan Sherry Hunt RVP Southern Alberta David Pearson, Alt RVP Southern Alberta Nadia Sokal, RVP Eastern BC Don Jeansonne, RVP Western BC and Yukon Gus Mardli, National Director Human Rights Krysty Thomas, 1<sup>st</sup> Alt Human Rights Director Robinson Joseph, 2<sup>nd</sup> Alt Human Rights Director</p>
	<p>Absent: Angela Duhamel Alt RVP Western BC and Yukon RVP Northern Alberta &amp; NWT (vacant position)</p>

	<p><b>Staff</b></p> <p>Luc Gour, Administrative Officer Elaine Massie, Labour Relations Officer Nathalie Cale, Labour Relations Officer (zoom) Isabelle Tardif, Administrative Assistant Kate Bradley, Administrative Assistant</p>
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**1. Call to order**

Milton called the meeting to order at 9:30 a.m., Edmonton time.

**2. Opening Remarks**

Milton welcomed everyone to the meeting, from newly elected union activists to staff members, and consequently, asked all attendees to introduce themselves; He mentioned that Ronia and Dorothy would join us virtually. A short briefing was also made about training day. Of the new attendees, it was good to have a refresher and mentoring.

**3. Adoption of Agenda**

The following motion was made by the Chair.

THAT the proposed agenda be adopted.

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

**4. Hours of session**

The following proposed hours of session were proposed by the Chair.

November 7: 9:00am to noon – 1:30pm to 5:00pm  
November 8: Standing committees' meetings.  
November 9: 9:00am to noon - 1:30pm to 5:00pm

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

**5. Approval of previous Council minutes**

**M/S** Mardli / Hunt – THAT the April 2023 draft minutes be adopted.

Milton confirmed that the votes for those who did not attend the previous Council meeting would be abstained.

**MOTION CARRIED – Recorded vote n°1 – See Appendix 1**

**6. Business Arising out of Previous Minutes**

1- #6A- resolutions of Bylaws number 3. from the Bylaws and Regulations, NC-7 that was adopted at Convention. Milton moved this to the Bylaws and Education Committee, to come up with ideas of what this training should entail.

- 2- #3-Col1 - Milton moved it to the General Committee. He mentioned that he was going to move it to the Bylaws committee but prefers the General Committee to have a look at it to factually establish what is needed.

**7. Agriculture Union Triennial Convention**

**a) Pending Resolution from August 2023 convention**

**General Committee resolutions - See Appendix 2**

**i) General Committee resolution**

Audrey read the resolutions to the National Council. Milton explained that pursuantly, the floor will be open to debate compound by the three-minute rule.

**(1) Resolutions D-3/D-10**

- As one of the co-writers, Sherry adds that she's supporting the resolution which came from Lethbridge. She also stated that the Lethbridge area has taken several cracks at the family care policy, ever since being involved with the union in 2012. She mentioned that has always been a source of problems. Especially for women, but for all people that have families. The policy is outdated. It doesn't compensate at a rate that would pay childcare workers or family care workers a living wage. It doesn't consider the different types of families and the different needs. It's an exclusive policy. It was brought up a few times at conventions, often defeated because there is a cost. It belongs to the PSAC, of which this is sort of a challenge to them and throws the ball back into their court.

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

**Resolution will go to PSAC convention.**

**(2) Resolutions D-1/D-2**

- Sherry adds clarity and mentions that this is one of the exact changes that she believes the PSAC would need to consider with the previous resolutions. She rises strongly about resolution as this would give this PSAC proper direction.

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

**Resolution will go to PSAC convention.**

(3) Resolution D-9B

- Sherry mentions that this is also a change that PSAC needs to consider. Furthermore, she stated that care work is work, and elaborated on the fact that it needs to be compensated like any type of work. Because someone holds the same address, it doesn't mean the work is not of value.

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

**Resolution will go to PSAC convention.**

(4) Resolution D-8B

- Sherry ironed out that just because someone is there for set hours, it does not mean it is not valued as work. If someone is taking care of children for 24 hours, they should consider being paid the time of their care, for each child.

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

**Resolution will go to PSAC convention.**

(5) Resolution D-4

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

**Resolution will go to PSAC convention.**

(6) Resolution D-5

- The General Committee wants this resolution to be dealt with at the PSAC Convention by the proper bodies.

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

**Resolution will go to PSAC convention.**

(7) Resolution D-6

- Aaron clarified that we faced many hurdles to do things that are not favorable in the Public Service Federal Act. Waiting a long period for the paper report is unacceptable. PSAC should be pressuring our government.

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

**Resolution will go to PSAC convention.**

All National Council will go to convention as a delegate or as alternate. From the executives, one probably won't make it because they have four committees. We will place the executives where they are most needed. Milton reminds the National Council that these resolutions may not reach the floor at PSAC convention because of the number of resolutions and the ranking of them.

#### **b) Destination for the 20<sup>th</sup> Triennial Convention**

Milton points out that we do not expect to have a formal decision about where the next convention will take place. Rather, to think about who it would be/ where we would go. Gus asked if it could be discussed. Milton briefly mentioned that traditionally, conventions have gone West-East-West-East. As such, three destinations were proposed. The first one, Halifax, where Jan mentioned there has not been one in Halifax in a very long time. The Locals are healthy, plus there's a lot of facilities. Bralavan suggested Toronto, with the same declaration. Then, Jannick suggested Newfoundland, where they have enough support to help Jan's local.

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

**The President report – See Appendix 3**

**MIS** Mardli / White THAT the president report be adopted.

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

Milton answered some questions and concerns of the National Council. A question from Nadia was raised on the timeline. Specifically, when will an

email will be sent out to components, regarding picket line crossing/scabs as well as the timeline of when an email will be sent out to components. Another question from Dorothy, which involved the executive group leading the investigation portion on who crossed the picket lines. There has also been a further point brought around the policies not being up to date by Jan. This was covered during the President's report.

9. **Picket line crossing**

**See president report – Appendix 3**

10. **Political Action**

Milton gave an update on the new political measures. In recent years, political activities have changed. We now must, as AGR, get ourselves registered as an organization for carrying out political actions. What this means: Anytime that you spend money on a lobbying activity, it must be reported and recorded. What day and what time. PSAC gets tagged for all lobbying, even the ones from components and Locals. So, the idea is that there is little money PSAC can spend during campaigns or elections. The big rule is we can't do anything as a component without letting PSAC know as it is coming out of their expenses budget. I'm not entirely certain how long it will take to get signed up, but hopeful we can do it quickly. Everyone must sign up to be lobbyists. We still must be signed up as AGR union, any finance needs to be accounted for.

11. **Local Finances – Regulation 15**

a) Locals Banking information & By-Laws

Milton touched on the local finances during the delivery of his President report. He added that we are going to be tracking again all the locals that are non-compliant with their finances. This is common practice. Also sought previously, was that the National office would get local banking information and bylaws. Many bylaws have not been changed in a while. The intent is to verify that they comply with the Bylaws of PSAC and Agriculture Union. Milton went and explained that when the local analyzes the Bylaws, it can be a good thing to see where they are at and what they are doing, then bring changes to it accordingly. Some locals have fallen out of touch and do not know what their bylaws look like or where they can be found. The Bylaws are sourced on our website from the *key info*.

Randy emphasized that the RVPs could check that the bylaws are in fact compliant with the ones of PSAC and Agriculture, as necessary.

Jan asked that training or an information session on the Bylaws be provided given it's a dry subject and suggested that this could be delivered during the Regional Seminar, by an LRO.

## **12. AU NHRC logo – National Council vote**

Gus talked about the contest of changing the HR committee Logo. 28 submissions were received, some of which sent in 2 or 3 logos they had designed. The committee met, then shortlisted the logos. The shortlist was reduced to 10. A second vote was taken, during which they had hoped to choose from a top three, but it ended up being a top 5. The winner will claim a prize of 1000\$. This will be voted on by the National Council. Milton saw no problem for the RVP alternates to vote as well. The agreement was to leave the logos on the wall to give everyone a chance to look at them.

Gus added that applicants were also instructed to ensure that the logo represents, to the best of their ability, our five equity groups. As a result, he gave a short description of each logo.

**Ballot vote - The AU NHRC Logo Winner is number 5**, submitted by Chrystina Rehel, from Local in Quebec. Gus will provide factual details to Luc (full name, email, and local number) later. Anyone wishing to make changes to the illustration is invited to email Gus with their suggestions.

**M/S TO DESTROY THE BALLOTS - DYCK/ JEANSONNE**

**MOTION CARRIED – SHOW OF HANDS**

## **13. Employer Updates**

**See All employers report – Appendix 4**

Milton answered Jannick's concerns regarding the people of the PSC who are invited to take their second language test whereby they are not told that the assessor is not of the PSC so there's no recourse. He clarifies that this item will be coming up at the next UMC meeting, in a couple of weeks.

## **14. National Office Update**

- a) Milton touched based on the National office in the president's report.
- b) Patrick provided a progress report.

- 1- Melanie Crescenzi has left.
- 2- Just hired is Mathieu Juneau. Indeterminate LRO – He is fully bilingual and comes from the Union of Taxation Employees with 8 years of experience. Bar certified in Ontario. Extremely well qualified candidate. He asked to have a start date of November 30<sup>th</sup> to wrap things up with his substantive employment.
- 3- Struck a Union Management Consultation Committee with our staff – We are trying to look back to loss time, and we couldn't find the past records. We established a Term of Reference (ToR) and we are looking forward to have further discussions with our staff.
- 4- Teleworking policy – We had a first meeting to draft a joint teleworking policy for our staff as a way forward for work for in our office.
- 5- Worked on by Nathalie joint with Kate and Isabelle, is a copy of our grievance update.

Reviewal of grievance report – Presented by Patrick.

### **Grievance report – See Appendix 5**

Patrick encourages the National Council to email our generic address should there be anomalies or concerns. As a shoulder point, Milton adds that Employer's hold the lists of grievance but are not cooperative. If anyone see's that a Third level/ final level grievance is missing, to notify our general email line. In the backlog of the grievances, we have 23 that are held in abeyance. We do have some old grievances. We are currently, and still have been dealing with priority grievances, including an above normal amount of termination grievances. Some of the files that may not be seen have been submitted to PSAC arbitration. Please be advised that they have been submitted to arbitration in accordance with our new procedure.

### **15. Social Justice Fund**

Pat outlined who sits on the Social Justice Fund Committee. He is the chair of the committee. Because it is a default function of the Finance and Communication and the Standing Committee. Two positions to be filled by National Council. One position to be filled by the Human Rights committee. Currently, there is only one active member in the committee, Jannick Beaurivage. To appoint committee members, Pat needs volunteers or a full election to assume the positions.

Pat proceeded with the firm lines as to the reason for having a Social Justice Fund committee. He explained that it is funded through convention budget. Precisely, it is a funded reserve, where money is put into this



funded reserve. Also stated by the chair, you can learn more about the SJF committee via the hyperlink on our website.

a) Selection of committee members for the next cycle

**No election took place. From volunteers, the positions were appointed to Jannick Beaurivage, Sherry Hunt, and Krysty Thomas.**

16. **Collective Bargaining Update – referred to the committee**

**See Appendix 8**

17. **Standing Committee reports**

**- Bylaws and Education Report – See Appendix 6**

Randy went over the report. He stated that after discussing, the committee came up with their top three ranking. Number one, how to prepare a case; Grievance file, adjudication decisions, get defence and representation. Number two, harassment, and violence in the workplace. How to represent someone and what to do if it's observed. How to lodge a complaint with details in specific. Number three was duty to accommodate with specific scenarios or examples. The purpose is to walk everybody through the entire process as it can be tricky.

He added that Don updated the Regulations as per 2023 convention; Some were defeated or referred. The committee will be meeting in January to complete all the changes that were moved at the convention. As such, this will be circulated to the council before the next meeting.

**Moved by Randy/ Seconded Don**

**MOTION CARRIED - Recorded vote #2**

Audrey recognizes that the General Committee can contribute if the Bylaws Committee needs a hand.

**- Finance and Communications report– See Appendix 7**

**Moved by Patrick/ Seconded by Nadia**

**MOTION CARRIED – Recorded vote #3 – See appendix 1**

Jan questioned if there was copyright infringement. Milton clarified that there were no intents for a copyright infringement, rather the pictures were used to lead to their news articles, but it was decided simply to take them down from our website.

Audrey asked what defined the contingencies fund for information purposes only. Pat brought brief clarification that the auditors require the component to have this for protection. It is money set aside in case dues don't come in. If for whatever reason there was a disruption into the money coming into the component, we have a cushion of five hundred thousand dollars to continue doing our business.

**- Collective Bargaining and Health & Safety Report – See Appendix 8**

Aaron stated that the committee discussed two points from the previous minutes. The first being the Bargaining demands and initiative, where the previous committee had decided that this training would be provided by LROs at Regional Seminars. The committees' recommendation is to task the General committee to add a line to the National Council handbook stating that RVP's can ask that an LRO provide training, for Regional Seminars.

The next item is the anti-harassment policy. Aaron stated that the committee had done a lot of work on it previously. The committee members recognize that PSAC already has a policy in place. However, his committee is requesting that guidance in the *Key Info* on the Agriculture Union Website be updated given the one we have displayed is stale. With the change of legislation, Aaron will work on updating this.

Item #5 – Workplace violence

The committee recommends to the National Council that, as we are in the third year of the new workplace violence regulations, all employers must have completed the training by January 1. Aaron will affix the date as the report displayed 2023 instead of 2024.

Aaron stated that his committee has a lot of good ideas going forward so council members can reach out to the chair or co-chair of the committee to find out all the ideas that were discussed.

Moved by Aaron/Seconded by Jan

**MOTION CARRIED - Recorded vote #4 – See Appendix 1**

Sherry comments on item #5, the need for training for members and managers. She explained that the JLP (Joint learning program) already has a course on harassment. With that in mind, she suggested whether we would be better off going that route since JLP is co-provided. This prompted a further question from Pat addressed to Sherry/Chair as to whether the JLP training on workplace violence is up to date with the new regulations as far as all the nomenclature and the rules, steps, and procedures. Sherry announced that she had just heard from a newly trained JLP facilitator that it had in fact been updated and with Treasury Board. Milton confirmed that this was factual confirmed information.

Milton clarifies that the signing of the collective bargaining agreement with CFIA is still in the works so discussions have not commenced as to which courses will be provided, however these courses were requested in the past.

Dorothy asked if we are asking the employer to provide additional training. Milton added that the first round of training is supposed to be provided by the Canadian School of Public Service (CSPS), supposed to be logged in. The second round of training is supposed to add any employer training that is specific to that employer.

Jan was curious about the possibility of revamping the questionnaire for training. Milton clarifies that you can, but also must liaise it with the training that is being provided.

Milton recognized that under part six (6) – Occupation Health and Safety Directive (OHS) employer updates, under the Canada School of Public Service, it should be affixed to one (1) PSAC member stepped down and was replaced. In supplement, he asks that part 6 of OSH employer updates, Canadian Food Inspection Agency (CFIA). The sentence that is known to be tied to someone to dangerous criminal affiliations to be stroked out. Next, under seven (7) Bargaining updates, under Treasury Board – He gives the proper language interpretation, for the payment system, which should be affixed to “compliance and equalization with CFIA pay scale”.

Aaron confirms the need to update and support Pat's note to which it is subject to an auto correct error under the employer update section of the Department of National Defense. The penultimate bullet needs to be amended to reflect “13 cycles of social factors”.

**- General Committee Report – See Appendix 9**

Gus provided a progress report update.

**Approved by Audrey/ Seconded by Gus**

**MOTION CARRIED – Recorded vote #5 – See Appendix 1**

Audrey noted that the manual was sent in a separate email “this morning” and omitted to include Appendix E. The committee members read aloud and pointed out the word change/ fragment of sentence change in the National Council handbook.

**National Council Handbook – See Appendix 10**

A note by the chair to remind the committee to review the newest version of the handbook since the newest version had not been circulated after the last Council meeting.

Notation by Patrick to request the change of Brother and Sister. Gus acknowledged this will be modified throughout the whole handbook.

Randy reminded the chair that when Bylaws are integrated in the National Council handbook, it should be quoted.

Jan quoted that “he/she” language “should be consistent throughout the handbook.”

**18. Votes for Policy committee AAFC and CFIA**

The members met in two separate rooms to carry out the election of the National Occupational Health and Safety policy committees. AAFC met in McDougall room. CFIA met in Klondike room.

**CFIA Committee Members**

- 1. Randy Olynyk (Co-chair)**
- 2. Audrey St-Germain**
- 3. Jan Pennington**
- 4. Jannick Beaurivage**

**Alternates**

- 1. Bralavan Krishnakumar**
- 2. Séverine Guérineau**
- 3. Curtis Veale**

4. Don Jeansonne
5. Dorothy McRae

#### **AAFC Committee members**

1. Patrick St-Georges (Co-chair)
2. Sherry Hunt
3. Gus Mardli
4. Stewart Spence

#### **Alternates**

1. Nadia Sokal
2. David Pearson
3. Angela Williams
4. Robinson Joseph

#### **Subcommittees**

#### **Mental Health Steering committee members**

1. Gus Mardli
2. Sherry Hunt

#### **Harassment and Workplace Violence committee member**

1. Sherry Hunt

### **19. Miscellaneous**

#### **Motion submitted by Jannick/ Seconded by Kasia**

Additional motion submitted by Jannick, for a staff member to attend committees to assist in taking notes for the committees. Specifically, for the Bylaws and education committee in future meetings.

Milton tabled the motion. He welcomes debates and will take it back as a consideration. Pat clarified that since this involves cost, and to enter a meaningful debate, there needs to be further discussions with the executive.

**20. Next Council meeting**

The next council meeting will take place in Ottawa on May 23<sup>rd</sup> to the 25<sup>th</sup>, 2024.

Having dealt with all submitted items, the meeting was adjourned.

Minutes submitted by,

Isabelle Tardif  
Administrative Assistant

**National Council  
Conseil national**

Nov-23

**Recorded Votes/Votes Consignés**

	1	2	3	4	5	6
Beaurivage, Jannick	1	1	1	1		
Guérineau, Séverine	3	1	1	1		
Hunt, Sherry	1	1	1	1		
Jeansonne, Don	1	1	1	1		
Krishnakumar, Bralavan	3	1	1	1	x	
Mardli, Gus	1	1	1	1		x
Olynyk, Randy	1	1	1	1		
Pennington, Jan	1	1	1	1		
Sokal, Nadia	3	4	4	4		
Spence, Stewart	1	1	1	1		
St-Georges, Patrick	1	1	1	1		
St-Germain, Audrey	1	1	1	1		
Swerdlyk, Aaron	3	1	1	1		
Veale, Curtis	1	1	1	1		
White, Kasia	3	1	1	1		
Dyck, Milton	1	1	1	1		
VACANT, North Alberta						
McRae, Dorothy	4	4	4	1		

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

Quorum: Bylaw 6 sec 6

- VOTE
- 1 approved April 2023 minutes
  - 2 By-Law Standing Committee report
  - 3 Finances & Communication Standing Committee report
  - 4 Collective Bargaining and Health and Safety Standing Committee
  - 5
  - 6
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- VOTE
- 1 Adoption des minutes Avril 2023
  - 2 Comité permanent des Statuts et règlements
  - 3 Comité permanent des finances et ccommunication
  - 4 Comité permanent de la négociation collective et de la santé et sécurité
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## **RESOLUTION D-3/D-10**

**TITLE: PSAC FAMILY CARE POLICY REVIEW**

**ORIGINATOR: AGRICULTURE UNION**

**LANGUAGE OF ORIGIN: ENGLISH**

**WHEREAS** every convention cycle, numerous resolutions are submitted calling for improvements to the PSAC Family Care Policy;

**WHEREAS** the Policy is not fully addressing the barriers members are continuing to experience related to family care needs while attending PSAC functions:

**BE IT RESOLVED THAT** the AEC, in consultation with the National Human Rights Committee, complete a full review of the PSAC Family Care Policy, and update the Policy to reflect current membership needs;

**BE IT FURTHER RESOLVED THAT** this review of the Family Care Policy shall take into consideration: the findings and recommendations of the Gender Equity Task Force; best practices in inclusion, anti-oppression, and accommodation measures; the need for increased member engagement; and current and realistic costs associated with family care;

**BE IT FURTHER RESOLVED THAT** the Family Care Policy be reviewed and updated by the AEC, in consultation with the National Human Rights Committee, once per convention cycle.

**Rationale:** Whereas PSAC has put time and effort into a gender equity taskforce, also recognizing that the family care policy is out of date, definition of family has changed, and need for membership engagement the committee strongly supports this motion.

## **RESOLUTION D-1/D-2**

**TITLE:** FAMILY CARE POLICY

**ORIGINATOR:** AGRICULTURE UNION

**LANGUAGE OF ORIGIN:** ENGLISH

**WHEREAS** It is recognized that care for family members is a barrier to participation in the union which must be removed;

**WHEREAS** There are a wide variety of family and employment situations which require accommodation or consideration;

**WHEREAS** It is becoming more difficult to find licensed care, especially outside of normal working hours. It is also becoming more difficult to provide care at events:

**BE IT RESOLVED THAT** PSAC amend the Family Care Policy to provide compensation for a person who normally lives with the member who is required to take leave or lose salary to provide care for any dependents in order to allow the member to participate in union activities;

**BE IT FURTHER RESOLVED THAT** PSAC will determine a maximum claim amount based on reasonable care expenses and salary expectations.

**Rationale:** The definition of family has changed and been updated over the years. Family's need and make-up are different than when this policy was created. The committee felt the policy should be amended to remove barriers for member participation and engagement.

## **RESOLUTION D-9B**

**TITLE:** FAMILY CARE POLICY – RELATIVE THAT RESIDES IN THE HOME

**ORIGINATOR:** AGRICULTURE UNION

**LANGUAGE OF ORIGIN:** ENGLISH

**WHEREAS** the PSAC Family Care Policy does not compensate relatives residing in the home providing care for family;

**WHEREAS** often relatives living in the home give up paid or personal time so that our members can travel and attend important union functions;

**WHEREAS** this is a barrier to engagement for our members:

**BE IT RESOLVED THAT** the Agriculture Union lobby the AEC to change the PSAC Family Care Policy to allow any person providing care to be compensated for family care regardless of their address.

**Rationale:** The definition of family has changed and been updated over the years. Family's needs and make-up are different than when this policy was created. The committee felt the policy should be amended to remove barriers for member participation and engagement.

## **RESOLUTION D-8B**

**TITLE:** **FAMILY CARE – REIMBURSEMENT OF UNLICENSED CARE**

**ORIGINATOR:** AGRICULTURE UNION

**LANGUAGE OF ORIGIN:** ENGLISH

**WHEREAS** the PSAC Family Care Policy is restrictive and compensates unlicensed care up to \$100 only;

**WHEREAS** licensed care for children, adults with disabilities, and older persons is often unavailable, inaccessible, or does not exist;

**WHEREAS** onsite family care is often unavailable;

**WHEREAS** many activists continue to experience barriers to participation related to the care of family:

**BE IT RESOLVED THAT** the Agriculture Union lobby the AEC To increase the maximum allowable rate under the PSAC Family Care Policy to \$360, per 24-hour period, per family member of any PSAC member in good standing for unlicensed care, with receipts.

**Rationale:** The definition of family has changed and been updated over the years. Family's needs and make-up are different than when this policy was created. The committee felt the policy should be amended to remove barriers for member participation and engagement.

**RESOLUTION D-4**

**TITLE:** AU National Human Rights Committee

**ORIGINATOR:** AGRICULTURE UNION

**LANGUAGE OF ORIGIN:** ENGLISH

**WHEREAS** There is still stigma for those who self-identify as persons with disabilities and the word disability in itself can carry stigma for some; And

**WHEREAS** Many organizations worldwide have moved to more forward-thinking words such as “accessible, inclusive or barrier free”; And

**WHEREAS** PSAC already uses the term access for a national conference:

**BE IT RESOLVED THAT** PSAC would change all reference of persons with disabilities to access example but not limited to access rep(s), access working group(s).

**Rationale:** This would bring a standard to the term used throughout PSAC it would also reduce the stigma that is often attached to the word disability. As wording is positive and forward thinking and in turn will help to remove barriers that are often felt by those individuals who live with disabilities.

## **RESOLUTION D-5**

**TITLE:** PSAC NATIONAL HUMAN RIGHTS  
COMMITTEE MEETINGS

**ORIGINATOR:** AGRICULTURE UNION

**LANGUAGE OF ORIGIN:** ENGLISH

**WHEREAS** PSAC National Human Rights Committee is mandated to hold two in-person meetings annually; And

**WHEREAS** Uncertainty of weather can cause unforeseen travel interruptions including long flight delays and cancellations; And

**WHEREAS** Persons with a Disabilities may benefit from hybrid conventions/conferences; And

**WHEREAS** The likelihood of health or medical situations may prevent members from attending meetings:

**BE IT RESOLVED THAT** PSAC would offer hybrid meeting options when and where circumstances exist that could reasonably prevent someone from attending meetings.

**Rationale:** Eliminating barriers and providing accommodations is the best practice to encourage membership engagement and offer flexibility to maximize engagement in union activities.

## **RESOLUTION D-6**

**TITLE:** THE NEED TO AMEND THE FEDERAL PUBLIC SECTOR LABOUR RELATIONS ACT

**ORIGINATOR:** AGRICULTURE UNION

**LANGUAGE OF ORIGIN:** ENGLISH

**WHEREAS** Legislation passed under the Harper government significantly amended collective bargaining for federal public sector workers; And

**WHEREAS** PSAC has successfully campaigned to reverse several Harper era changes to federal collective bargaining in the Federal Public Sector Labour Relations Act (FPSLRA); And

**WHEREAS** The amendments to the act impede the union's ability for effective collective bargaining by prolonging the process, and requiring a fruitless Public Interest Commission process; And

**WHEREAS** Our members are frequently working without a current collective agreement; And

**WHEREAS** In an era of extreme inflation and volatility, our members cannot afford to wait years for wage increases or collective agreements that reflect their working reality:

**BE IT RESOLVED THAT** the PSAC lobby the Federal Government to improve or amend wording in the Federal Public Sector Labour Relations Act to allow for more efficient bargaining practices.

**Rationale:** The committee feels if the bargaining process were more efficient and timelier it would help to engage members and reduce their time without a contract.

## **RESOLUTION NC-8**

**TITLE:** TRAINING FOR PSAC ANTI-HARASSMENT COORDINATORS

**ORIGINATOR:** AGRICULTURE UNION

**LANGUAGE OF ORIGIN:** ENGLISH

**WHEREAS** PSAC has an anti-harassment policy and guidelines for implementation;

**WHEREAS** PSAC provides the anti-harassment policy at all events and identifies an anti-harassment coordinator;

**WHEREAS** the anti-harassment coordinator is expected to implement the anti-harassment policy and utilize the guidelines:

**BE IT RESOLVED THAT** PSAC provide training on how to implement the anti-harassment policy utilizing the guidelines to PSAC members who hold a position that requires them to be an anti-harassment coordinator.

**RATIONALE:** The training will be valuable for those required to hold the anti-harassment coordinator position. This resolution was viewed by the Health and Safety Committee and National Council as a necessary and important training and guidance to be provided by the PSAC.



## **PRESIDENT'S REPORT TO THE NATIONAL COUNCIL – NOVEMBER 2023**

I am pleased to present this report on my activities since our last meeting.

Milton

### **NATIONAL EXECUTIVE**

The National Executives have been busy. We met a couple times already and have been meeting on a weekly basis. On that note, I want to welcome Aaron Swerdlyk to the National Executive. We have been working well together with the entire Executive and we hope to continue to move our union forward.

### **NATIONAL COUNCIL**

I would like to welcome all returning National Council members and would also like to recognize the new ones. I would like to recognize Séverine Guérineau, Kasia White, Bralavan Krishnakumar and Nadia Sokal, who has taken over for Christine Austin, as RVP. We wish Christine Austin good luck in her endeavors with management. We also have Dorothy McRae who is coming in from the Atlantic as the most recently elected RVP. I have talked with everyone. I think so far everyone is doing well and is starting to fit in. Remember, if you have any questions, my phone is always on. Sometimes I don't answer right away, and that goes for emails too. There are times when I will get back to you, others when I'll need a reminder. We want to continue that and the ability to service our membership.

### **NATIONAL OFFICE**

We've had some changes. In the Labour Relations group, Melanie Crescenzi has left, and just hired Mathieu Juneau from the Union of Taxation employees. Like Melanie, Mathieu has a laws degree as a lawyer. Returning office staff, from Labour Relations Officers to administrators, as well as Luc Gour, our senior administrator. They all continue to do sterling work, despite so much going on sometimes even if they don't know which way, they are heading but I see the work that they constantly achieve.

### **EMPLOYER MEETINGS**

This is a busy time between the Convention and December. We are having a lot of meetings with the Employers because they try and pack in the fall and winter Union Management Consultation Committees. As such, Occupation Health and Safety and Union Management Consultation meetings. There's been an awful lot of those meetings. There's been quite a few conferences as well – the Young Workers Conference, Equity Conference. We haven't gone to all of those as Executives,

however, we have sent people to each of them. We've had good experiences with our members at all those conferences.

## **REGIONAL SEMINARS & LOCAL AGM'S & REGIONAL RENEWAL, PSAC CONVENTIONS**

For the Locals and how locals have been doing. We are starting to be into the Annual General Meeting time. Winnipeg was the first one I attended, and I will be attending Red Deer tomorrow and continue to attend them as requested. The next ones are Swift Current, Toronto and Harrow. You can attend a lot of AGMs when they are virtual as well. We want to continue to work with the Locals. Certainly, if Locals and Regional Vice-Presidents are struggling, we want to be there to help them as much as we can. If a region feels they need someone from the executive, we can try and send someone. There's been a few Annual General meetings in Quebec as well. We are sitting at the Annual General meetings and seeing if we can help our members. We are also, with locals, starting a template to get their banking information with the signing officers on the account to be sent to the National Office. If your locals need help, PSAC has money for local rebuilding and we can ask PSAC, the Regional Offices, or the National Office as well, we're willing to help. We have got a lot of new contacts because of the strike. We want to make sure that we are touching base with our locals and with our members.

## **Bargaining**

We finished the bargaining for the Treasury Board and CFIA. The one from Treasury Board is signed off and we are just trying to get the payments that our members are owed from Treasury Board. There are still problems with payments made, especially with EB group. There are some payments that are taking more time since done manually. CFIA hopefully will be signing off in the next 20 days or so.

## **PSAC and National Board of Directors**

The National Board of Directors (NBoD) meetings were last week. There's a lot of discussions in the NBoD. First, Phoenix was always a discussion. We are still filing grievances for it. The Public Service Alliance of Canada (PSAC) is still asking for grievances to be filed. This is to give them ammunition for complaining or for going to members department. There is going to be another big push on Phoenix from PSAC. It has been 7 years now. Also, another surprising topic was the transition of the Canada life. It has not gone smoothly. This is one of the issues of where we cannot really involve ourselves because it is Canada life's issue. We are putting as much pressure as we can on the government in trying to get Canada life to bring on more people to answer the phone, and it feels like there's been arbitrary cuts to what people are getting. There's horrific stories and CBC has been really on top of it. They have lots of

stories on the PSAC membership. The PSAC is asking for any horror stories, any similar scenario, any problems like this one, PSAC has been sending them to CBC. They ask if you have any problems like that, to report them. I have heard of cuts to insulin, payments, needles, all kinds of things that are being cut, and there is no reason for them being cut. That is something that is taking a lot of energy at the PSAC office. One of the next big things was the investigations into picket line crossing or scabs. The components universally do not seem to have a lot of movement on that. A lot of the locals have not been able to handle their discipline, partly because of how the strike was done, and partly, because we did not know who was around, who was crossing because we are not all marching at the local's work locations. The PSAC had the names of those who was getting paid for being on the picket lines. Finally, we've got a couple of locals that had started putting in paperwork. Since the PSAC has not really given any extra direction other than that locals can do it, or the office can do it. We are just going to have to ask people to send the names, send in evidence of why they think their members were working. Then, we will send them an email saying if they want to contest, you can contest, and we will make a committee out of the executive to just kind of go over this. I'm hoping that within a week or two once I get back to Ottawa, there will be an email that will start going out to components. The letters are all made up, they just do not have our AGR on them. They just need to be modified. Then, we will send it out in the mail to the locals to let them know what we are doing. We already have some names that we can start. Under the rules we do not need trained investigators, it is a committee. It is not a recognized investigation as per reg. 19., it is just an investigation for crossing the picket line. We are starting to get that done. Union of National Defense their locals have started taking it on. The timeline is only when we start sending the letters, which we will be well within the timeline.

One more topic, which was a big, topic is working from home. It has been a big issue because of the TB and CFIA collective agreements. We are looking at putting together committees for all departments to look at working from home complaints. The PSAC and TB have not hammered out information on what those committees will look like, however, what we have as for guiding information has been that these committees will only be looking at the grievances at the third level, or once they put it in abeyance at the second level, and the grievances sent right to third level. Once it has been analyzed by the committee, they will make a recommendation to the minister of yes or no. The problem is, if the minister says no, it goes back and then goes up to the next, if the deputy minister says no, and the assistant deputy minister is the one hearing the grievance, they will not go over the assistant deputy minister. In a way, it is affecting our grievance process, but also, we must go through several levels of grievance to get to this point where the committee will look at whether somebody should be working from home. We have brought it up with our Employers, but they say that they do not have direction from Treasury Board yet. For CFIA, we cannot do anything until the Collective agreement is signed. The Treasury board has already signed with the PSAC. It won't happen right away, there will be glitches. Until I see what the results are, I'm not sure

how much help it will have. PSAC and TB have completely different ideas of what this committee is going to do. They are busy fighting about what these committees will do. Essentially, fix all our working from home issues. There are talks to be held on those committees given that everyone had policies. There have been rumors that some departments are going back in to work all the time. Hopefully in the beginning of next year we can get those committees up.

### **Phoenix**

Any issues with Phoenix, you file a grievance, we need a big number of grievances. We always have Phoenix as an area UMC item.

## Employers Reports

### All Employers

Something in common with all the employers is our budgetary cut from 2023. This is a discussion that also took part in the NBoD. What are they, where are they going with this, and how is this going to affect us? This spring, they've asked for a 15% cut in travel and consulting. If they are going out to hire someone to consult with the management on how to manage or whether it is for consulting with an outside company this could be good. For example, with DND they always go out and hire language teachers outside of our membership. They are going to have to cut that kind of consultation and hire more language teachers. We want to see what kind of consultations they are going to cut, whilst being curious as to how much travel costs, they are going to cut. After speaking with an AAFC manager, who stated that *they have so many vehicles who are hardly ever used, they could save money*. All those vehicles are essential to go out to the fields, otherwise we will not be able to perform our work. Else, there will be other cuts they will make with travel. What we know is that all their suggestions went in at the beginning of this October. We know that the departments and agencies have all put in their ideas.

Also, with that, is the 3% reduction of eligible spending in the next three years. Employers are saying that it will not have any effect on anything, it is just a percentage. The things at play are the inflation and increase from the collective agreement that will carry on. Since the 3% cuts will be based on the last year (2022), which will wound up being a trigger cut, the cuts might be bigger than they are willing to admit. This is also one of the big conversations at the NBoD.

Each department is different. Discussions were started with departments.

AAFC – Is saying that they will cut programs, groups of workers for funding for certain groups.

CFIA – They will try to do it by attrition – They will not be filling their positions so this will impact our terms (also our AAFC terms as well).

DND – They're going to cut programs. Since they are one of the biggest departments, they have over one billion in cuts to make. Pushing hard for secondary language training, this is very important.

CSPS – We have not heard of yet. Meeting with the schools President next week to discuss the matter.

GCG will – They are not concerned, because of the *Canadian Grain Act*. However, the employer says they will do the right thing and try to make cuts. It's a bit chaotic, but we'll see what comes out of it.

Every department stated that this will be easy, but this will impact on our members. We will be waiting, and probably won't be hearing until the next budget. Sometime after April or May. If an announcement related to job cuts is made, it may come out while we are at the PSAC Convention because that's when they have announced other cuts. Management has said the biggest cuts will be from consulting and travel.

#### Public Service Commission – PSC

They had a problem – language testing, testing our membership for public service to make sure that they got the proper language credits (A/C/B). The problem is that the English secondary language testers do not seem to have a lot of work. That's a concern about so much testing being done by other departments. During covid they allowed a policy about other departments testing, even though that language accreditation is not good for any job or other departments.

#### Department of National Defence – DND

We are still having trouble tracking our DND, PSAC members. This is still a work in progress. We signed an agreement, and that agreement has not fixed what we had hoped. It will be up to us to track our membership at the local level. Try to make sure we cover all the language instructors. I will be asking for all their lists of secondary language employees.

DND is also up to its usual bad behavior – subject to harassment problems, but they are once again treating members like they are in the military by giving them orders, by generals and colonels, which is causing big issues. For accommodation, there's no concept of accommodation. They are treating our members poorly and not like civilians. It is a long fight, and always seem to be circling back to their ways of treating members poorly.

#### Canadian School of Public Service – CSPS

Still having issues with harassment and bullying. We are working on that. We are heading to UMC in a couple weeks. I have a meeting with the President next week. We will talk about the working from home committee. Although the CSPS has been by far the best for working from home. Basically, most employees have

gotten the green light to work from home and have been provided with the proper equipment. Shifting towards almost a complete working from home organization. They just received new accommodation, in Ottawa. They moved from their old accommodation in Asticou. I will say that it is one of the first places where I have seen the new models of offices I've liked. The school still has lots of work to do.

#### Canadian Grain Commission – CGC

The issue has been the shortage of staff – it is hard to get primary inspectors. They are working tremendous amounts of overtime and burning themselves out with overtime.

In Thunder Bay, during winter from December 22<sup>nd</sup> to March 30<sup>th</sup>, the Thunder Bay people have been told that traditionally, they found work for them. They will continue to find work for them. Although because they are so short everywhere else, they're going to ask people to work out of Vancouver, or somewhere else. That will ease some of the shortage of labor, maybe in Vancouver/elsewhere. The thing with that is, as soon as ice land falls, everybody will be short staffed again. It is their number one issue.

#### Agriculture and Agri-Food Canada – AAFC

We've had some extremely poor cooperation at the UMC. AAFC is not good at cooperating. They pretend to be helpful and to be working with us, while it is obvious that's not the case. AAFC is also pretending that the work on job description is not done, then suddenly announcing that job descriptions are done. The latest is, we have been asking for job organizational charts. The charts do not make sense.

#### Canadian Food Inspection Agency – CFIA

Waiting for the collective agreement to be signed.

We are having some problems with the beef standards. When we tell them it is harder to move beef than pork, we are not quite sure if they believe us. That will cause issues. Also, a problem is the daily presence in domestic versus export. It is completely a two-tier system whether they believe it or not.

#### Remote positions

The latest thing we had was remote veterinarian (vet) desk positions. The new plan is replace vets on site. Our members can take a picture with a camera and send it to

the vet. This is supposed to be a pilot project; however, I heard it has been done in some other places like Ontario. If anyone knows of a member being asked to take a picture and send it to the vet, please bring it to my attention. This system is adding another duty for us, plus it is destroying the vet community. With minimal staff and daily presences, that's all they are going to end up doing. They will not be inspecting. They feel that for the export market, that's all they need. It's an American requirement and they are going by the book. However, the inspectors do not carry out inspections and do not perform the work they are supposed to because we are stretched thin. This is another problem to raise at the upcoming UMC.

### Equity Committee

CFIA is working on the equity committee. On the committee is Audrey St-Germain, Dorothy McRae, Tina Oickle and Tammy Carter. They have been working on job descriptions ~~basis~~-based on female versus male. The Treasury Board as well as all Agencies are doing it. The idea is to see if women dominated jobs are paid differently or paid at a lower rate than the male dominated jobs and classification groups. Essentially, they will be overlooking at all the classification groups, CR's, AS', and all our EG's. First, the committee will choose which jobs are female dominated, which are male dominated. Following, the members will look at the salary structure based on that. Hopefully conclude that female dominated structures may need salary readjustments. We are farther ahead with CFIA, with our own committee. The Treasury Board is starting their committee. The goal is to get this done by the end of next year.



## **Agriculture Union Bylaws & Education Report**

Meeting: Nov 8, 2023 @ 0900 – 1230 Mst

### **Present:**

Randy Olynyk – Chairperson

Don Jeansonne – Co-chair

Curtis Veale

Jannick Beaurivage

Annie Lessard – Alternate/Guest

Angie Williams – Alternate/Guest

### **1. Call to order 900 Nov 8, 2023**

### **2. Establish Hours**

Wednesday 0900 – 1230

### **3. Establish Recorder – Randy**

### **4. Education**

#### **as per the 2023 Convention**

- Resolution # Bylaws-3 the Agriculture Union hold a virtual educational training session (maximum one day) once per year, in both official languages. Consisting of National Council and maximum 2 stewards per local. On a topic or topics (Adopted at convention NC-7)

Discussion on topics

Duty to accommodate

Hazardous Occurrence Investigation Report (Lab1070) how to complete it

Harassment and violence in the workplace, how to represent someone or what to do if it is observed

How to lodge a complaint detailed/specifics (ESDC vs Human rights) vs using the grievance process

Need something like the National Council handbook but for the Locals

How to prepare a case, adjudication decisions, get defense or presentation solid prior to each level

Ask the locals what their issues are (suggested slido or something)

How does the Agriculture fit into the structure to help our locals

How to do we get more interest in people stepping up to exec or shop steward

Navigating the website

Our ranking are:

- 1- How to prepare a case, how to find adjudication decisions, get defense or presentation solidified prior to each level
- 2- Harassment and violence in the workplace how to represent someone or what to do if it is observed  
How to lodge a complaint detailed/specifics (ESDC vs Human rights) vs using the grievance process
- 3- Duty to Accommodate
  - a. Specific scenarios or examples

## **5. Don updated Regulations as per the 2023 Convention.**

NC-1 defeated updated Regulation 15 to the 2021 version

**Removed the following:** 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.

**6. Updating Bylaws as per the 2023 Convention.**

NC-2 passed

that under Agriculture Union By-Law 8, Section 10, the following statement be added as sub-section 9: *The Administrative Officer will be added to all of the local's list of designated signing officers, with the purpose to ensure the Union doesn't lose access to those member's funds. In the event that a local loses all their designated signing officers, control over the local's funds will be returned to the updated list of local designated signing officers.*

**7. Updated tracking report (see Attached)**

Report moved by Randy Olynyk and seconded Don Jeansonne.

Action Item	Date Originally Brought Forward	Responsible for Actioning	Comments	Date Completed
<b>New &amp; Ongoing Business</b>				
training 1 day virtual	8-Nov-23	executive	for delivery/logistics	
<b>Referred</b>				
Key Info Updates to Web	13-Apr-21	Office/Tammy	fowarded to office for translation and Web update as per Council decision Nov 22	5-Nov-22
Bylaws and regulations to website	5-Nov-22	Office/Tammy	fowarded to office for translation and Web update as per Council decision Nov 22	6-Apr-23
National Council Handbook to website	13-Apr-21	Office/Tammy	fowarded to office for translation and Web update as per Council decision Nov 22	6-Apr-23
<b>Closed Business</b>				
Word resolution to address actings for vacancies in Executive	23-Nov-20	Committee	Resolutions were drafted by committee and put forward to council in minutes from April 13, 2021 meeting for vote to move to convention.	13-Apr-21
review and update Regulations	3-Nov-22	Committee	review and update regulations as per Convention 2021	5-Apr-23
review and update Bylaws	3-Nov-22	Committee	review and update Bylaws as per Convention 2021	5-Apr-23
National Council Handbook Review/update	13-Apr-21	Bylaws Committee		6-Apr-23

**REPORT OF THE FINANCE CONVENTION STANDING COMMITTEE TO THE  
NATIONAL COUNCIL**

**November 8th, 2023**

**Chair:**

Patrick St-Georges, 1<sup>st</sup> National Executive Vice-President

**Co-Chair:** Nadia Sokal

**Committee Members:**

Nadia Sokal  
Sherry Hunt  
Luc Gour

**Guests:**

David Pearson  
Isabelle Tardif

**Absent:**

Dorothy McRae

Pat St-Georges welcomed the committee and acknowledged that Nadia Sokal will be taking notes.

The first order of business was deciding on a co-chair, where Nadia Sokal was acclaimed.

The previous budget that was passed in August 2023 AU convention, with updates up to October 1st was reviewed section by section. Line items over 100% were thoroughly discussed. Most items over 100% averaged out over the two year cycle would have been within the budget, or could be easily explained.

The funded reserves updated to October 1<sup>st</sup> 2023 were reviewed and the accounts are healthy. General revenues, which have been invested GICs, were reviewed. AU has a little over \$5M in GICs, over \$1M cash on hand, and \$2M in equities. The investments are healthy.

The current membership is at 8018 members and includes 1532 RANDES as of today.

We moved on to discuss communications. The executive looked at other component's websites and they liked CEIU and UTE websites.

CEIU have their own web designer and UTE contracts this work out. The executive doesn't anticipate needing an own designer, rather to contract out to make the skeleton, and the Communications Officer (CO) will keep the website up to date.

We moved on to discuss the CO tentative job description. The job description came from PSAC region and was adjusted to reflect AU. The job description was read line by line and discussed. A few minor changes were made and a line indicating "track and interpret newly amended lobby laws/acts", will ensure AU confirms to amended lobbyist act. The CO will not be responsible for setting up virtual technology. It was discussed that "proofread" is not the same as translate. There was discussion that work location or virtual work would be discussed by the executive.

The CO will be a tentative 2 year term, will be classified from AEU unit 19 for salary.

Lastly, we discussed that the current website will be revamped in the near future. AU has been contacted by a company accusing AU of copy infringement. This is for pictures on the website for the Invisible Heroes campaign, therefore we sought legal advice. This also means that our Food Safety First campaign pictures may also be of concern. We will be revamping the website and we will be more conscious for the images used. Intention of the pictures were to redirect to news articles, where the acknowledgement was given to the news company. In recommendation we will be taking down all pictures for the Invisible Heroes campaign since there could be potential exposure for the usage of those pictures.

This report is moved by Patrick St-Georges and seconded by Nadia Sokal.



## **Collective Bargaining and Health and Safety Committee Agenda**

**Date:** Nov 8, 2023 13:30

**Location:** Chateau Lacombe, Edmonton – Klondike Room

### **Committee members:**

Aaron Swerdlyk, 4<sup>th</sup> NEVP (Chair)

Jan Pennington, RVP Eastern Atlantic

Bralavan Krishnakumar, RVP Southern Ontario

Séverine Guérineau, RVP Western Quebec

### **Alternates(observers):**

Leslie Campbell, Alternate RVP Eastern Atlantic

Ronio Gortsos, Alternate RVP Southern Ontario

Sylvia Venne, Alternate RVP Western Quebec

### **Call to order**

**Recorder: Bralavan and Aaron**

#### **1. Welcome**

**2. Review of April 2023 Minutes** – The minutes were previously reviewed by Jan and he approved as he was the only member that was on the committee at the last meeting

#### **3. Discussion on action items from previous minutes**

**Bargaining demand initiative** – The committee previously decided that collective agreement training would be provided by LRO's at regional seminars.

The committee is recommending that the general committee add a section to the National Council handbook that would let RVP's know that if they wish they can ask for an LRO to provide training at regional seminars

Anti-harassment policy – The committee recognizes that PSAC has a harassment policy that is in place for the Agriculture Union.

The committee requests that the harassment guidance document on the Agriculture Union Website in Key info be updated. The chair of the committee can update the document to coincide with the new regulations on workplace violence.

**4. Resolution NC-8** – This resolution was adopted at convention and it will be sent to PSAC



## **5. Workplace violence (standing Item)**

- The committee is reminding council that we are in the 3<sup>rd</sup> year of the new workplace violence regulations and all employees must get the training again prior to Jan 1, 2024
- Some departments are doing very well, and others are not. AAFC will not share the data.
- CFIA is reviewing the language and trying to tie discipline into their policy but we have told them that is not acceptable.
- The committee discussed conciliation and mediation as a way to resolve workplace violence complaints. However; the committee stressed that in many cases an investigation was more appropriate as it would do more to prevent future occurrences and have binding recommendations
- The committee all stressed the need for better training for our members and managers. We discussed potentially co-delivering the training with management. It was noted that it is the responsibility of the employer to provide this training, but we felt that it may be better to have it co-delivered by the union to make sure the information is correct. Aaron will talk with the executive about potential strategies.

## **6. OSH employer updates (standing Item)**

### **Canadian Food Inspection Agency (CFIA)**

- is working on emergency evacuation plans for emergencies such as active shooter, bomb, etc
- there are issues with corporate security not sharing information with OSH committees
- there are buildings in dangerous areas across the country that management is not taking seriously. Some of these issues have been brought to NOSH but regional managers have tried to prevent the information getting to the policy committee. There were a few dangerous events that happened in Quebec that never made it to NOSH, including a murder and a Molotov cocktail incident at a building our members work at. The chair of the committee will talk to the co-chair of the CFIA NOSH committee to make sure this issue is raised.

### **Canada School of Public Service (CSPS)**

- one PSAC member from NOSH policy committee stepped down and will be replaced
- the violence in workplace training is at 98% completion
- mental health standards to be included in process of hazardous occurrence

### **Department of National Defence (DND)**

- Issues with heating/ventilation in the old/aging buildings across the country have been raised, but renovating these buildings is very costly. No immediate recommendations were offered by the employer; they simply acknowledged this is an on-going problem.

- The Committee continues to work on improvements with their compliance with the Work Place Harassment & Violence Prevention Regulations (WPHVPR). They have increased the number of trained/experienced internal investigators, but recognize that external investigators may also be engaged. The biggest challenge DND has with the WPHVPR is in dealing with situations which have Canadian Armed Forces (CAF) and Public Servants (PS) employees. The CAF members are not covered under the CLCII or its regulations, unless they are supervising PSs. Dynamics between CAF & PS are complex.
- The Department is also going to be establishing a sub-committee to discuss/review the 13 psychosocial factors. This will prove to be a challenging issue.
- At the most recent meeting, the composition of employer (ER) representatives significantly improved; less ER reps to strive for compliance (balance of ER and employee reps) and higher ranking ER reps participating in this committee (ie. decision makers).

### **Public Service Commission (PSC)**

- The NHSPC members recently had the opportunity to have a guided tour of the whole 22 Eddy (Gatineau) workplace. Even the employer co-chair saw areas he had never seen before. I really appreciated their Lock-out/Tag-out system and the way they are dealing with 1st Aiders & Building Emergency Response Team member's availabilities during the week, since staff are working hybrid schedules are only in the workplace periodically.
- This committee is running very smoothly.

### **Agriculture & Agri-Food Canada (AAFC)**

- The Department is struggling with their compliance to have all staff trained for the WPHVPR. Specifically, they claim they are unable to report any statistics (%s) of training "supervisors, managers, and H&S committee members", since they require a higher level of training.
- There have been a percentage of unfounded WPHVPR investigations (+50%); it's believed this is linked to the fact that staff are not properly trained to understand what is defined as "harassment &/or workplace violence".
- At the recent quarterly meeting, we asked to consider re-establishing a National Laboratory Safety sub-committee.
- The Department is grossly behind on its reviews of Hazard Prevention Plans (HPPs), which are supposed to be done every 3 years. This is due to having had many vacancies in their Regional Occupational Health and Safety Coordinators (ROHSC). At the last meeting, the employer was happy to report that all the ROHSC positions were finally filled. Unfortunately, I received information yesterday that one of the ROHSC's has gone back to their substantive positions, due to undisclosed frustrations in the ROHSC position. We have been telling the employer for several years now, that they need to over-staff or provide the ROHSC positions with administrative support, to catch-up with their huge backlog of work (which includes training).
- We recently raised serious issues/concerns regarding Radon levels in many of our aging workplaces. The committee will be developing a Radon HPP soon.
- There are quite a few OHS issues on-going, more details are available (by AAFC staff) on their websites. Once we revamp our Agriculture Union website, it will be great to post approved minutes on our website, for more detailed information.

### **Canadian Grain Commission (CGC)**

-we have continued to work on updating policies as we got slightly behind during the pandemic

-mental health has been a major issue lately in the workplace (it was noted to be a problem with other employers as well)

## **7. Bargaining updates (Standing Item)**

**Treasury Board** - the mass payments for the \$2500 should all be paid out today (Nov 8, 2023). The only payments that should be left now are the manual payments. One of which is the compliance of the equal pay for treasury board EG's.

**CFIA**- The agreement was signed off on by PSAC in early September, and we are awaiting CFIA signing it. Milton gave an update at council and we continue to wait. Members are getting anxious and upset. We encourage members to see the messaging on the PSAC website.

## **8. Event policy**

-the committee has been tasked by the executive to create a policy to be used for events in the wake of the fire at convention in Calgary.

-the committee looked over the 1<sup>st</sup> draft of the policy and made many good recommendations to amend it. Aaron will make the changes to the policy and Séverine will create a checklist that will be added to the policy.

-We will work on this between council meetings however we would like to inform RVP's and others in the union to make a plan for any events that they host prior to the formal rollout of this policy. We strongly encourage you to reach out to the chair of this committee if you would like guidance or suggestions

## **9. Additional**

-We encourage all RVP's to consider the training "Representing members with mental health issues" at upcoming regional seminars as it can be very difficult as a union representative to handle cases where mental health is a factor.

## **10. Late addition**

-the NOSH committees were elected on November 8, 2023

## **CFIA**

Randy Olynyk (Co-chair)  
Audrey St-Germain

Jan Pennington  
Jannick Beaurivage

**Alternates**

Bralavan Krishnakumar  
Séverine Guérineau  
Curtis Veale  
Don Jeansonne  
Dorothy McRae

**AAFC**

Pat St- Georges  
Sherry Hunt  
Gus Mardli  
Stewart Spence

**Alternates**

Nadia Sokal  
David Pearson  
Angela Duhamel  
Robinson Joseph

The committee finished the meeting at 16:05

Report moved by Aaron Swerdlyk and seconded by Jan Pennington



**Report of the General Committee**  
Meeting on November 8, 2023  
At the Château Lacombe, Alberta

Participants

Audrey St-Germain – 3rd NEVP – chair

Kasia White – RVP for NCR

Stewart Spence – RVP for NW Ontario, Manitoba and Nunavut

Gus Mardli – HR Director and recorder of this report

Guests:

Pat St-Georges – 1<sup>st</sup> NEVP

Alice Gianotti – Alternate RVP – NCR

Kristin Bowler – Alternate RVP- MB, NWO & Nunavut

Krysty Thomas – Alternate National HR Director

Robinson Joseph – 2<sup>nd</sup> Alternate National HR Director

The committee commenced at 1:35 pm. The Chair of the General Committee welcomed everyone. It was noted that the alternates were free to speak and participate, but did not have the right to vote on tentative motions.

1. Agriculture Union Grassroot Award :

The National Council minutes from October 26-28 were reviewed, specifically regarding the Awards. The motion that dealt with that reward was discussed and debated. The Agriculture Union will send an email in January to share the nomination procedure to all local's executive and National Council.

RVPs should be promoting the Grassroot Award at their seminars and local AGMs. The General Committee felt that the members who retired since 2018 need to be recognized.

The General Committee recommends the following motion:

Motion 1 : Individuals who have retired between November 2018 and October 2023 will still be eligible to be nominated to receive the AU Grassroot Award.

M/S Audrey/Gus - carried

2. National Council Handbook Amendments

See the National Council Handbook at the end of this report for the amendments.

3. Resolution # Col-1 Provide training on how to implement the anti-harassment policy utilizing the guidelines to PSAC members who hold a position that requires them to be an anti-harassment coordinator (adopted at convention NC-8):

After reading both of the be it resolved, we recognize that PSAC has their own policy on harassment. It is recommended that this resolution should be forwarded to the PSAC National Triennial Convention, the rational is that we can not change this Policy.

The Committee adjourned at 4:39pm.

This report is moved by Audrey St-Germain and seconded by Gus Mardli.