

**Agriculture Union
National Council Meeting**

November 5-7, 2024 – Delta South Hotel in Edmonton

MINUTES

Milton Dyck, National President Patrick St-Georges, 1 st NEVP Randy Olynyk, 2 nd NEVP Audrey St-Germain, 3 rd NEVP Aaron Swerdlyk, 4 th NEVP	Jan Pennington, RVP Eastern Atlantic Dorothy McRae, RVP Western Atlantic Jannick Beaurivage, RVP Eastern Quebec S��verine Gu��rineau, RVP Western Quebec Bralavan Krishnakumar, RVP Southern Ontario Kasia White, RVP NCR Stewart Spence, RVP Manitoba, NW Ont. Nunavut Curtis Veale, RVP Saskatchewan David Pearson, Alt RVP Southern Alberta April Roberts, Alt RVP Eastern BC Gus Mardli, National Director Human Rights
	Absent: Sherry Hunt RVP Southern Alberta Don Jeansonne, RVP Western BC and Yukon Nadia Sokal, RVP Eastern BC
	Staff
	Luc Gour, Administrative Officer Mathieu Juneau, Labour Relations Officer Chantal Wilson, Labour Relations Officer Isabelle Tardif, Administrative Assistant – Minute Taker

1. Call to order

Milton called the meeting to order at 9:15 a.m., Edmonton time.

2. Opening Remarks

Milton welcomed everyone to the meeting and recognized that some RVPs were absent under special circumstances. However, some of the alternate RVPs are attending on their behalf's. He did acknowledge that there has been a lot of work done since the last meeting. Especially in meetings with employers and he addressed that they are starting

to see various issues out there. There has also been a lot of change on the NBoD. Milton said the President's report and employer report will be read verbally.

Land acknowledgement: *"Edmonton is located within Treaty 6 Territory and within the Métis homelands and Métis Nation of Alberta Region 4. We acknowledge this land as the traditional territories of many First Nations such as the Nehiyaw (Cree), Denesuliné (Dene), Nakota Sioux (Stoney), Anishinaabe (Saulteaux) and Niitsitapi (Blackfoot)."*
[https://cityplan.edmonton.ca/indigenous-acknowledgement#:~:text=Edmonton%20is%20located%20within%20Treaty,\)%20and%20Niitsitapi%20\(Blackfoot\).](https://cityplan.edmonton.ca/indigenous-acknowledgement#:~:text=Edmonton%20is%20located%20within%20Treaty,)%20and%20Niitsitapi%20(Blackfoot).)

3. Harassment policy

The policy was read aloud by Gus, and it was decided that he and Audrey would be the contact persons. They can be reached on their cell phones at - Gus: (204) 797-4722; Audrey: (514) 972-4427.

4. Adoption of Agenda

A call out was made for further agenda items. One further item was raised – an additional resolution to discuss.

A motion for the adoption of the agenda was made by the Chair.

Moved by Curtis and seconded by Kasia.

MOTION CARRIED – By a show of hands.

5. Hours of session

The following hours of session were proposed by the Chair.

November 5: 9:00am to noon – 1:30pm to 5:00pm

November 6: 9:00am to 12:30pm / 1:30pm to 5:00pm - Standing committee meetings.

November 7: 9:00am to noon – 1:30pm to 5:00pm

Will break at end of day but council will remain in session until the end of convention.

A motion for the adoption of the hours of session was made by the Chair. Moved by Curtis and seconded by Jannick.

MOTION CARRIED – By a show of hands.

6. Approval of previous Council minutes

Council had the opportunity to make any amendments to the previous minutes. A motion for the approval of the previous Council minutes was made by the Chair.

Moved by Curtis and seconded by Stewart.

MOTION CARRIED – By recorded vote #1.

7. Business Arising out of Previous Minutes

Milton touched on a few topics from the previous minutes. The first concerned our *key info* page and attachments, and sharing those with the council. He mentioned that we have not had a chance to share this yet, but that there have been content updates that meet the current practice. Translation and formatting are being redone due to previous translation hiccups.

Hazards occurring investigation report training for employees. Milton informs the group to bring it up at their NUMC meetings as it falls under the employer's responsibility. The PSAC does not offer training.

A brief update was given around the scab process. Both an email and a letter were sent but Milton will bring it forward again.

Return-to-work grievances were discussed. The telework panels are in place for all departments except for CFIA – Milton continues signing Terms of References (ToRs). The panels are ready to review telework grievances past the second level. It was asked if a memo would be sent out (to Local Presidents) stating that the panels are up and running. Luc will add the reminder to the "action list".

The unallocated employees were talked over. Milton points out that we managed to allocate a large amount, but this is a work in progress. He also talked about how tracking members can be difficult. A membership list was requested, and he has asked management to signal out if positions are not being refilled.

Using the organizational charts or a membership listing as a recourse tool were discussed. Dorothy keeps hearing 'organizational chart'. She is not talking about the chart, rather that obtaining a list has worked well for the people in her region. Asking people to use government asset for union work was talked over. The answer is to run it past management to make sure we are using access to the CFIA tool, strictly to track down members. Jan requested to receive an agreement in that regard and the point was taken.

A reminder was made that the local allocation is based off where people physically report to the office and where they live. Not where their substantive is.

Some questions about not receiving minutes in time for the next round of meetings were raised, and concerns were expressed. Pat highlighted that this is a matter for discussion with the Finance Committee.

It was agreed that staff will ensure that the signed minutes of national meetings will be introduced on our website.

8. Agriculture Union Triennial Convention

Dates for the Convention were reminded; It was also decided that Standing Committee meetings will be separated from the Convention to allow time for the translation to be done properly. Pre-Convention meetings (National Executive meetings) will take place on August 17-18, 2026. Milton reminded Jan to start building his Hosting Committee.

9. National's President Report

Milton presented the President's report orally as it did not get translated in time. Pat chaired the committee meeting while Milton presented the report.

The President's Report

Milton informed the council that the executives have been and continue to meet on a weekly basis. One of the big things they have been working on and continue to work on is the revision and preparation of job descriptions. This purpose of the exercise is that in case management does not accept the changes proposed by the union, we will be ready to file grievances should members feel their jobs are not properly classified. The other thing keeping them busy is the in-office presence meetings with employers.

A brief overview of the national office and staff was given.

He went through the report noting that the Council has been busy with several regional issues. Accommodation, pressure on staffing because terms are not getting renewed, and the newly prescribed in-office presence. He foresees that possible job cuts will keep the council busy, with Treasury Board likely issuing decisions in November. Milton is thankful for the Council's hard work.

He stated he has been working with employers to get updates regarding possible attritions and term employees, and it has been tricky to obtain information.

He touched on regional seminars and annual general meetings. He said that almost all regional seminars have taken place except for Alberta, happening shortly. Former localities were able to hold a few AGMs over the summer. Lots of new faces attending.

Milton also touched on Bargaining in his report. Treasury Board issued a call, and he talked about the revised deadlines to submit the demands. He also points out that the delegate selection process has changed and gave a breakdown of the numbers of delegates we get per table, but highlights that the delegate selection process differs from the past (will be based on area).

He mentioned his work with committees, PSAC and NBoD. A lot of focus has been the political action on the return to office (RTO) work. It is a tricky topic so we must be careful with our communiques for RTO. Working from home is not going away. We want to push to get something laid out in the collective agreements.

Recently, the NBoD had a multi-day meeting. They started getting bargaining demands from the PSAC convention. Ensuring they are put into place.

Milton also took part in a multi-day seminar for the NJC. He comments that there is a disconnect in the Mental Health field between higher levels and lower levels who are confronted with reality.

Regarding Occupational Health and Safety Policy Committee, Bill-C 65 changed the violence in the workplace for the Canada Labour code. Treasury Board and Unions are trying to come together to change it noting the workplace and violence issues. He also reports that moving forward, the Joint Learning Program will be looking into increasing its Health and Safety training.

A discussion occurred about the selection process for bargaining. Audrey questioned the openness to CFIA's place at the common table. Milton thinks not, but he will bring it up. Clarification was also sought on the possibility of having different people sit at the common table. The answer is yes, and we will vote within our component. Also asked, was whether the process can be changed. It was discussed that the NBoD tried, and the discretion on the process lies in the hands of the Alliance Executive committee.

There was an ask regarding how the membership is being nationally represented with the new return to work mandate. Milton confirmed that for our employers, we are represented by the executive at the national UMC. At the NBoD, it is the Agriculture Union President.

There were concerns that membership may be divided in the event of a strike over the revised RTW mandate. It was confirmed that the input is of value at the Local UMCs and HRUMCCs meetings as well as PSAC's telework panel committee that both Audrey and Pat sit on. It is important to address and advocate for both those who have an accommodation or discriminatory factor as well as the ones who have flexibility work arrangements. There is messaging about flexibility in the collective agreements. Pat asked PSAC communications to consider it, but he doesn't know if they will consider it since it is their campaign.

Aaron quickly noted the public service employees survey is a great tool as statistics are valuable.

Gus also invited council to visit the “WFH challenges to equity groups” statement on our webpage.

Dorothy would still like to know if the union was aware of the new selection process before regional seminars took place. Milton answered no but reiterated that it does not affect how we select delegates.

There was a general ask on the upcoming CFIA bargaining process. Milton said the NBoD provided input. They still need to make a decision.

Cutbacks thoughts were share as to why we have so many cutbacks. It is solely a political decision. Made by the government. Every department needs to cut 3% of their budget. The real issue will be WHERE or HOW they are cutting.

A motion for the adoption of the President's report was made by Curtis and Jan.

MOTION CARRIED – By recorded vote #2

10. Employer report

Budgetary cuts were discussed.

Common for all Employers

As per the TB instructions on the new prescribed in office presence, our employers have moved employees to a hybrid model for those working in the office. Members need to be in the office 3 days a week. Milton stated that there had been problems by how it is being interpreted by different employers & supervisors. Some employees need to make up for the day they were supposed to go in the office, if it falls on a holiday. In this regard, Milton is continuing its discussions with CFIA and AAFC, to get them to change that line of action. With all budgetary restraints, our employers are under tightening expenditures. We continue to emphasize durations of employment, although Milton noticed that it seems easier for the employer to terminate people than to try to prolong employment. Milton has also noticed a rise in Duty to Accommodate cases.

AAFC (Agriculture and Agri-Food Canada) – This employer has a new Deputy Minister. There has also been changes to the reporting structure. Programs are doing a reorganization on the chart but there is ambiguity there. Potential WFA is worrisome. Milton and Pat will need to follow up with the employer. Job descriptions were discussed. Job tools that we received for some of the EGs were given to us. We have to review them to give back suggestions. Chemical inventory is a standing item at the OSH table. The diversity and equity groups will meet soon. Milton assured that Gus received

his invitation. Gus is co-chair and mentioned that the two last meetings were cancelled. Sima Lamba who took care of it as head of equity group for PSAC left. Gus will take care of AAFC.

CFIA (Canadian Food and Inspection Agency) – The president has been battling an illness. Terms have been let go and were not renewed. There was a discussion about the MSIP. Randy enlightened that Cargill finished the pilot; Brooks is in progress. Also still in discussions are remote positions for veterinarians and their way of assessing. The pay equity group continues to be busy with assessing male vs female dominated jobs and how that impacts pay scale. JLP training has been completed for new trainers. The CFIA wants us to do health and safety training. Milton will allow it if CFIA pays. Milton also announced that the new mental health champion is Kevin Urbanic.

The decompression program (DP) is highlighted. This was created by TB, so CFIA never had a chance to add anything to it. We have folks working with Avian influenza which can be challenging. AAFC was never asked because we were cited that we did not have stressful jobs dealing with mental health. However, if they are continuing with it, Milton would like the mental health and OHS committees to have a look at it.

Jannick, Bralavan and Audrey brought up issues from the JLP. There is a breakdown in the process. The issue at hand is the miscommunication between event organizers. Ratio is unclear. Are meetings in-person? Milton said the ratio is supposed to be decided by local union and union management and that we have to meet face-to-face. They must be skipping discussions with the local and it is not appropriate. Milton clarified that if council hears of a training where there is management and PIPSC, to email the office because it is our program. We will bring this up.

A suggestion was put to ask the JLP Director to bring out the procedure and guidelines, and that it be sent to the directors in the regions.

There was an ask about the JLP accommodation workshop release date. Milton said we have no precise timetable.

Common concerns were expressed regarding health and safety training. Training for specific groups is emphasized. Although given the turnover rate, the need to train everyone is high. Atlantic doesn't provide this training for reps. Randy said he is pretty sure there is but will follow up. Milton says we need to ask NOHS for statistics to get an idea of how many sessions have been given. It is a legal requirement for every person. Jan said we should be wary of the numbers. He was provided with stats, and they were not entirely accurate.

It was suggested that the JLP return to former practice, when it first rolled out. Milton will look into any gaps in coordination. Randy mentioned briefly that training was halted due to redesign, though coordinators took initiative to resume it. Inconsistencies remain. This comes up at the subcommittee training table.

For the NOSH table and pushback from the employer. Where is the line for us as a component? Milton would like to see numbers first then bring it up to NUMCC. A suggestion was put forward that the CFIA NOHSPC members, its alternates, including Milton, discuss a plan of action. This suggestion was approved.

Jan explained that he felt blindsided. He first heard of the DP through a member and there was no consultation within OSH. No consults about fire drills either. Milton finds it peculiar that it was deemed a pilot project after only 15 people worked on it. The occupational health and safety committee needs to ask if they have organized several sessions, what the figures are and how they have gone about it. He also said that security trumps health and safety in the hierarchy but to keep bringing it at OSH.

Has the national level witnessed information about JETC? Milton said we have not. He asked that council share lists of transferees for the sake of transferring them. For all employers. Can the President request that any transition be notified at the national level? Milton replied that this question is on his radar for the next NUMCC. Milton will forward their answer to council.

CGC (Canadian Grain Commission) – The commission has a new chief commissioner. A great amount of work has been carried out on the Grain Inspector development (GIDP). Currently, it takes 4 years to train a grain inspector. With GIDP, the aim is to review the process to reduce the time needed to train inspectors. Milton reiterated what had been said earlier about the CGC Canadian Act. They are also trying to move to digitized work and get rid of paper. Employee shortage is the main issue; The scheduling of shift workers in Montreal has become very questionable and alarming. Interviews were held to appoint two coordinators for the health and safety program.

Recourse options were considered for shift work. Specifically, 699 leave and DP. For the shift workers, the rule is that they get extra days of leave. As far as the DP, they are not at that stage.

CSPS (Canadian School of Public Service) – The school frequently asked Treasury Board for a return-to-office exemption. Their request was denied. It has moved into its new offices in Ottawa. Its health and safety program has worked hard on ergonomics; employees have been provided with equipment to perform their tasks, both at home and at in the workplace. There are issues with grievances. One example is representation – there was a third level hearing held without consulting the national office. The employer was notified. Cases of workplace violence have stabilized a little. The ombudsman is working well. We pushed for a breakdown of the number of non-advertised positions.

Location of the CSPS office in the Atlantic was brought up. Milton will supply the information for the Halifax offices.

Audrey reminded council to check the LROs documentation at the school, particularly those that are filled to be sent to the Pay centre. It is equally important to verify that the timelines are protected. She handled a few cases where there were a lot of oversight.

DND (Department of National Defense) – The Department has a new deputy minister. Milton pointed out that members continue to be treated poorly by management, especially on the military side. They are no longer at Asticou training area, and the workplace location is likely to change again. The move is being badly managed, and discussions are underway. After some back-and-forth with the higher chain of command, 14 language teachers were rehired and 4 were transferred to indeterminate positions. Language training is very important. We will continue to press for permanent positions.

PSC (Public Service Commission) – The commission has a new leadership presidency. The main concern is for the PSC to assess how it will test and grade languages. Its role is to assess secondary linguistic requirements within the federal service. During the pandemic, it allowed certain departments to carry out tests. It is of worry that some of these departments will carry out more testing. What is the role of this employer? Originally, it looked after staffing, equity and set the rules. With time, the departments' involvement to set rules has become minimal. They are letting go of that mandate and being taken over by Treasury Board. Milton is concerned about the PSC and the direction it's going. We intend to ask them how they plan to protect their mandate at the next NUMCC meeting.

11. Political Action

Since the last council meeting, there has been some focus and movement regarding political engagement.

Milton believes that no action will be taken on the CGC Canadian Act until the new government has been elected. He went on to say that CGC money is restraint. Meaning they will tap into the money from budget surplus instead of raising rates to cover the costs because of rates they charge to the industry.

The other thing that we are starting to focus on is the commitment of food safety. Address the "what" and "how" questions. Milton added that Jim Thompson is working with us to gather data, to meet with MPs and begin to develop a media plan that we can launch. He also discussed media-related stories with the Globe and mail. Milton asked the group for a breakdown, including classifications, of the number of fixed terms, in their regions occurred in the last six months. He would like to add this figure to the article.

Milton continues the discussion and read an overview of numbers from Jim's statistics. In 2009 and 2010, CFIA had 7272 employees. By 2016, CFIA had decreased 6180 employees. We are concerned that the same outcome will happen in the coming years. The statistics were based on relevant years of 2009-2010, since this was after the listeriosis crisis and the CFIA was suggesting that numbers would rise. Instead, the numbers went down. Are we protecting the food safety of Canadians?

Milton touched base on the AI. This is followed by a discussion of AI use where concerns were shared. For example, how it assesses information and whenever inspectors find a non-compliance, priorities change, and it becomes difficult to manage priorities and risks. Licenses were also discussed. Milton said the reporter is looking to have a walk-through into the day in the life of an inspector. Milton laid out suggestions on the way forward. It was concluded that the group could fact-gather information and provide it in writing to Pat so that he could file an ATIP request. We want to start showing the value of CFIA. The funding is not fully complete, so Milton asked Sharon Desouza to share costs.

12. Local Finances – Regulation 15

Locals Banking information & By-Laws

Milton gave an update on local finances. He stated that we are gradually tackling those localities that have not brought their finances up to standard and enumerated the outstanding locals being worked on. With a newly elected executive, the Ottawa PSC local is now up and running. One of the Saskatchewan locals has also been rebuilt. In preparation of next council, Milton said that the office will endeavor to send a memo to the RVPs and request a status update assessing both the commitment & vitality of their respective locals.

Questions were raised about the ability of our members in smaller locals to participate, including at the regional level. Milton explained that given the difficulties with participation are mainly related to cost and travel, we need to put pressure on the employer, at all levels of the union. However, he proposed that since we have funds to send RVPs to face-to-face meetings, they could organize a rotation of UMC meetings in each workplace.

Incentives were brought up. It was explained that we have no incentives and that previously, we had honorariums in place. The funds used are “Miscellaneous funds” to cover expenses.

14. National Office Update

Pat gave a brief overview of our office composite which remains the same; Elaine Massie remains on special leave.

Communications Officer position – A last reiteration was sent to the PSAC to classify the salary point as proposed and budget. Following, the Alliance Employee Union will be notified.

Grievances

Recently met with the representation section and legal with staff (LROs and admins). They are meeting with components, primarily LROs because there has been concerns from the PSAC adjudication group, and they were wanting to review our grievance process.

Grievance report – Pat provided an update on the grievances currently being handled by the national office. We have not lowered the backlog. Factored in, were the fact that one LRO is committed with the Pay equity and higher-than-normal number of priority grievances over the past year.

A couple final level grievances were heard by other incumbents instead of LROs. Pat addressed the issue with the respective employer. From here on end, we will have to reiterate with both sides (employer & locals) that final level grievances are heard by the national office. Jannick raised the question of whether AAFC had been notified in this regard since one of her locals local witnessed this scenario repeatedly. Pat will raise it with the senior LRO from AAFC at his next meeting.

Health and Safety grievances tagged low priority is of concern considering WVH notices being captured under those articles. Milton chimed in to say that most of those grievances are based on human rights. That Human rights and termination criteria are broken.

Questions around grievors representing themselves at the third level were reviewed. Milton answered that a member could file a grievance if it does not affect the Collective agreement/Human rights. We do NOT sign off on those, they can represent themselves.

There is backlog on old classification grievances. Audrey would like Milton to take up the issue at the NBoD. Luc will add it to the list of action items.

Covid vaccines were brought up. Milton said that Bruno is almost done with the vaccine grievances. All are going to PSAC.

Return to work – Do we have a process for lower levels? Milton said to just get them going. Pat said it is important to tie-it to a specific article in the collective agreement other than CHRA.

A proposal for the national office to develop a tracking system - an Excel spreadsheet as a tool for locals to track grievances. Milton asks how council envision the spreadsheet. It was clarified that it will help locals record data when receiving the checklist from the admins. We'll look at what can be done. We'll add it to the action items.

Action items

- Send out a communication on grievances and representation and third level representation needs to come from the National office.
- Memorandums of understanding at the local level needs to be shared with the national office. Reminder to discuss with RVP.
- The list of grievances that are over three or four years that are sitting in the PSAC office, and we ask for individual follow-up.
- Setting up an Excel spreadsheet for locals to track 1st and 2nd level grievances – escalate to council for their review.

Website was discussed. Milton informed everyone that items may be sent to the general inbox, and we will put the items in the queue for update.

15. Agriculture Union Social Justice Fund

No submissions since May. There is one outstanding request, and the committee will need to convene to discuss steps forward.

The mandate was also discussed amongst the committee. The executives reviewed it, and committed to do an annual review to ensure compliance with office practice. Council was invited to submit comments between now and January 21st, about amending or changing the AGR SJF mandate. However, the changes will likely result in a resolution for the convention.

It was mentioned that we are working on reorganizing the Social Justice Fund section of our website so that it can be accessed on a single page.

Gus questioned whether the motions moved at regional seminars to match the donations/ fund raised came from SJF? Milton explained that we have seen some that do not fit the SJF mandate. Usually, we ask for a resolution to match funds that fit the mandate. A motion would follow which would be passed off to the SJF committee for perusal and approval.

Jannick asked whether there was still a value to send comments. The short answer is yes, the executive will collect comments, submit them to the council and from there, a resolution may be sent by the council.

16. Standing committee reports

Milton would like to start off first with the Bylaws committee.

a) Bylaws and Education Report – See Appendix 1

Jannick read through the report.

Council was reminded that the training would be virtual. Milton confirmed that the call out message is ready to be sent to our Locals/Council. Leave letters will be issued for one-day leave given different time zones.

Proposal to change wording in point #4 – APPROVED

Change first sentence to “*The committee was asked to follow up 4 resolutions that were passed at the Agriculture Triennial Convention to go to the PSAC Convention*”.

Dorothy asked what happened to these resolutions? Milton said they were passed at the AGR Convention, then passed to PSAC Convention. Carried but are no longer being tracked. NEGO-009 & NEGO-029 are in progress.

A memo to Luc was made to put up a file allowing changes to the Bylaws and amend regulations (to go to the next convention).

A motion for the adoption of the Bylaws and Education Report was moved by Randy and Seconded by Curtis.

MOTION CARRIED – By recorded vote #3

b) Finance and communication Report – See Appendix 2

April read through the report.

Amendment in the English report – The last paragraph on page 2. Insert ARE SHARED before the semicolon in the first sentence.

A motion for the adoption of the Finance Report was moved by Patrick and seconded by Dorothy.

MOTION CARRIED – By recorded vote #4

Budget

Pat gave a rundown of the budget – line by line. Questions were answered and resolved. For more specifics, please refer to the finance and committee report.

c) General Report – See Appendix 3

Stewart, Kasia & Gus read through the report.

MOTION 1:

A motion was brought forward by the committee for Tammy Carter to receive a National Council Service Award. A friendly amendment of the report was requested by Audrey. Milton said he will allow the change following the committee's consensus.

MOTION AMENDMENT – Committee recommends that Tammy Carter, Ronia Gortsos, Christine Austin and Stéphane Scaramella receives a National Council Service Award.

Rationale: Please refer to the report for more specifics.

MOTION CARRIED – By show of hands.

MOTION 2:

A motion was brought forward by the committee for the AGR union to purchase swag for the human rights committee at a total of 9820\$ plus the cost of the logo.

Motion out of order. Milton said to run it past the executive first because right now it is not fully costed. The distribution of the items was questioned and answered. Rationale for the promotion items was also requested and provided.

Point 3 – Milton questioned the exact ask on the next steps. Does the committee want him to check with the PSAC for other training courses/forums available for equity groups? Audrey said she will consult her committee and get back to him. A point of clarification that the suggestions represent awareness actions as education itself is not enough.

Amendment in the English report – Change CANVAN for CAVAN.

Proposal to change wording in point #4 – APPROVED. Change TRAINING to FACILITATED DISCUSSION.

Point 5 – Milton agreed with the first two suggestions. The third suggestion falls within the national office purview.

Point 6 – Action item out of order. Amendment of action item on the report.

A motion for the adoption of the General report was moved by Kasia and seconded by Stewart.

MOTION CARRIED – By recorded vote #5

d) Collective Bargaining and Health & Safety report – See Appendix 4

Aaron recognized that the grammatical typos would be corrected.

Bralavan and Aaron read through the report.

Point 4 – Bralavan will share the referenced template to Luc, who will share it with council.

MOTION 1:

Out of order. Refer to report for rationale.

MOTION 2:

Moved by Aaron and seconded by Bralavan. Refer to the report for the specifics.

MOTION CARRIED – By recorded vote #6

Point 6 – Randy wondered about the referenced discussion, given that NOSH would meet shortly. Milton said that he should ask what the discussion is between CFIA and Transport Canada on shipping, trucking - where are the boundaries discussed and who has jurisdiction.

AAFC – The chair made a quick note to council, for everyone sending reports, if there is stuff missing that is why.

DND – Normally, we would ask the employer if they would like to share the document, but as this is not dashboard access, it will be shared. Moving forward, council should let their committees know what they would like to see, without naming departments. It was quickly recognized that this committee has difficulty being represented.

MOTION 3:

Amendment of wording – change JOINT OSH TRAINING for JOINT LEARNING PROGRAM.

This is to clarify that when we go to bargaining again, we want to be part of the JLP, but we do not want to pay for the health and safety portion.

After discussion, the meaning of the motion caused confusion. Milton explained that the motion's interpretation IS to mirror the TB payment of the courses. For clarity to council, Milton confirmed that we will put something in the report that will make it clearer.

MOTION CARRIED – By recorded vote #7

Amendment to point 7 – the date will be corrected to reflect January 10.

MOUs were brought up. We have the committees. CFIA has given us members, but discussions are underway.

MOTION 4:

Milton gave the committee an opportunity to change the wording and drop the first sentence. Bralavan requested if they could rephrase this in a manner that establishes a proactive form of communication with membership. Milton said to put it as an agenda item for the next committee meeting.

The committee agreed to remove the first sentence.

MOTION – CARRIED – By recorded vote #8

A motion for the adoption of the Collective Bargaining and Health & Safety report.

MOTION CARRIED – By recorded vote #9**17. RVPs agenda items**

Having dealt with most items throughout council, there was question about the implementation of the CFIA joint review panel on telework. Audrey said it should be up and running soon. Audrey & Pat will be sitting on this committee.

Item 3 – Milton sought clarity. It was explained that every time the QC region requests an acknowledgement or dispute the overpayment as per their guidelines, the pay centre does not follow-up. How can proof be provided when the emails are not being opened? Randy and Pat will escalate the matter to their monthly meeting with payroll manager.

There will be an informal discussion around item 4, but Audrey will also put it on her general committee agenda for next meeting.

Item 5 – Whenever you get that push back, keep letting the employer know that we file the grievances our members want to file.

The last item will be addressed via an informal discussion.

18. Next Council meeting

The next council meeting will take place in May 2025. Tentatively in Ottawa but location and dates might be revisited.

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

Minutes submitted by,
Isabelle Tardif
Administrative Assistant

APPENDIX 1

AGRICULTURE UNION BYLAWS & EDUCATION

Nov 6, 2024, Edmonton, AB

Hours of session: 1:30 pm to 3:30 pm

Present:

Randy Olynyk – Chairperson

Curtis Veale – Co-Chairperson

Jannick Beaurivage

Absent:

Donald Jeansomme

Recorder: Curtis Veale

1 Review previous minutes.

- a. Bylaws and Regulations have been translated and are almost ready for distribution. They need a final review and will be available shortly.
This has been done.
- b. There is an error in the Bylaws. Bylaw 8, section 1. It shall be the objective NOT object.
 - Section 2 Aims and **Objects** 1. It shall be the **object** of the Local to protect, maintain and advance the interests of members coming under its jurisdiction.
 - **Changed to** - Section 2 Aims and **Objectives** 1. It shall be the **objective** of the Local to protect, maintain and advance the interests of members coming under its jurisdiction.
this was just Housekeeping
- c. Annex C of the Handbook – local minutes need to be attached. If some minutes don't get approved until the next year at the next AGM, can unapproved minutes be sent? **Yes, unapproved minutes can be sent** – Milton answered this. No action required.

2 Training Session

Feb 18 2025 is the training date. 11 – 3pm EST

- Topic: Mental Health and Violence in the Workplace.
- PSAC trainers will be facilitating the courses
- Reminder email will come from National Office to the locals, to submit two members to receive the training.

We recommend that National Office send out the call letter for this training by the end of November.

3 Instructions on where to find and how to do a Human Rights Complaint

<https://www.chrc-ccdp.gc.ca/en/complaints/how-file-a-complaint>

<https://www.chrc-ccdp.gc.ca/fr/plaintes/comment-deposer-une-plainte>

If you file a discrimination grievance, Agriculture Union recommends to file a Humans Rights Complaint at the same time.

- 4 The committee was asked to follow up 4 resolutions that were passed at the Agriculture Triennial Convention to go to PSAC Convention.
- GEN-025: (\$0.03/month/member) - Carried - Search the Landfill – lobby provincial and federal governments and have activism and education around the Search the Landfill and Missing and Murdered Indigenous Women and Girls
 - GEN-031: (\$0.03/month/member One-time) - Carried. Lobby government for environmental racism and create education component.
 - NEGO-009: (no cost) - Carried. Consult PSAC on staffing processes with changes especially to fulsome recourse.
 - NEGO-029: (no cost) - Carried. PSAC include mental health training in their National Education program

We followed up with these 4 resolutions and PSAC is no longer actioning these resolutions.

Report moved by Randy Olynyk and seconded by Curtis Veale.

APPENDIX 2

REPORT OF THE FINANCE & COMMUNICATION STANDING COMMITTEE

November 6, 2024

Committee Members:

Patrick St-Georges (chair)
Dorothy McRae (co-chair)
April Roberts (alternate to Nadia)
Luc Gour (staff)
Sherry Hunt (absent & alternate is unavailable)

The chair welcomed the committee and acknowledged that Dorothy McRae was acclaimed as the co-chair.

Review of Budget and Investments

The budget and investments were reviewed, updated since October 2024. And as of September, our membership has dropped from 7902 to 7692 members, with 1488 of these are RANDs. Obviously, our membership has dropped quite a bit since the last report, which is likely due to the loss of many Terms in our Agriculture Union (AGR). We also had a brief discussion outlining what RANDs are and defining what it means to be a Member in Good Standing (MIGS).

The Committee reviewed the budget line by line and we had lots of discussions. Line 3 (CLC Convention) was corrected: missing actual at \$4150 (83%). The staff salaries were discussed to explain why we are over the predicted budgets. It was also noted that hotel costs (over the past year) have significantly increased, leading to higher expenses for Council members and the meeting rooms. But (surprisingly) the air travel expenses seem to be on-track so far this year. Overall, our actual expenses (to date, this year) are at 75%, which is within our projected total budget.

The Committee would like to remind all Council members to remind their respective locals regarding the availability of our Component's Family Care allowance, since it seems to be significantly under-utilised.

It was also noted that the negative value for line 23 HR-National was due to a refund from a hotel, from a previous event, which had not been cashed. Hence the National HR Director will have some extra monies to use for their up-coming national meeting in December.

The Committee also reviewed the Funded Reserves (FR) balances, with the following comments/questions:

- Luc will tweak some of the “per year” language in the row descriptions for greater clarity.
- The Committee would like to know *what options do we have to close the Collective Bargaining FS, with a balance of \$41 121*, since this FR no longer appears on our Budget?
- The previously closed Strike FR is still showing in this worksheet, since PSAC recently billed AGR for \$12 200, as it took PSAC more time than expected to resolve all the strike pays. The Committee asked that the previous balance (from the one-time \$1 000 000 Strike Fund) be reflected as the “2024 beginning”, for tracking purposes, of which \$477 476 was used.
- The Health Care Saving Account (HCSA) was discussed; these are monies cover our obligations for retired staff, in case our Union were to be dissolved.

Investments were reviewed including GICs and equities. Our investments are still earning interest at rates higher than the past few years. We continue to invest two-thirds of our monies into secure GICs and one-third in reliable equities.

The Committee would like to ask the National Executive to be conscious of who/where our monies are invested, for future GICs; to ensure organizations are union-friendly.

Regarding Communications

The chair provided some updates and the Committee discussed the following:

- The extra \$5000 for Google, to ensure our website will be at the top of the list of searches.
- A brief update on the Communications Officer position; another iteration of the proposed Job Description has been sent to PSAC to be classified. We hope to have a response from PSAC very soon. Once this position is classified, the National Executive will need to notify the AEU (staff’s Union), since this would be a new (2-yr Term) position at AGR.
- The Committee was reminded that the next ad hoc/virtual Council meeting will be held on Jan 22 and alternates are invited as observers.
- Finally, Local Officers’ training will be held on Feb 18 and Luc will be sending out notices to locals next week; the training will cover Mental Health Awareness and Workplace Violence/Harassment.

In our round-table discussion, a question was asked if the agenda & past minutes for the National Board of Directors (NBoD) could be shared; fortunately, Milton had just dropped by our meeting at this time. Milton explained that in the past (before the pandemic), PSAC used to print a copy of the NBoD minutes and send it to all the Locals, but they have stopped doing this. Discussions are still on-going at the NBoD on

what/how the minutes will be shared with Locals and (ideally) our National Council members.

It was also asked (to Milton), if PSAC XO Memorandums or related communications be shared in a timely manner with AGR Council and Local members. This is important for our AGR representatives to stay apprised of various directions or guidance by PSAC to Components. Milton has committed to finding improvements in sharing these communications.

This report is moved by Patrick St-Georges and seconded by Dorothy McRae.

APPENDIX 3

Report of the General Committee

Meeting on November 6, 2024

At Delta Edmonton South, Alberta

Participants

Audrey St-Germain – 3rd NEVP – chair/recorder

Kasia White – RVP for NCR

Stewart Spence – RVP for NW Ontario, Manitoba and Nunavut

Gus Mardli – HR Director and recorder of this report

Guests:

Milton Dyck - President

The committee commenced at 1:33 pm. The Chair of the General Committee welcomed everyone.

1. Review of the Previous minutes:

- a) A discussion to remind locals of different Awards at AGR
 - Agriculture Union Service Award Nomination Form
 - Lifetime Membership Nomination Form
 - Grass Roots Regional Activist Award Nomination Form
 - Deceased Member Form

ACTION ITEM: Remind council to promote Awards see Web site and add as a permanent agenda item.

b) National Council Service Award (plaques):

We have four RVPs eligible for National Council Service Award:

- Tammy Carter was elected to the position of RVP in 2017 for Western Atlantic. She served two terms in her position and continues to serve as an alternate to the Western Atlantic Region. Tammy was on a Mental Health Sub-Committee as well as Pay Equity Review for CFIA. Tammy was dedicated to developing the locals within her region and supporting the members.

- Ronia Gortsos was elected to the position of RVP Southern Ontario (April, 29 2022 until September, 26 2024). She has been involved in the CFIA's health and safety committee, and has led several member files, including accommodation and hearing loss files for employees working in slaughterhouses.
- Christine Austin was elected to the position of RVP Eastern BC – August 2021 until August, 20 2023. She has been involved in a number of issues with locals under the authority of the AAFC and CFIA (accommodation measures, member representation, OHS). She has distinguished herself through her involvement with the women's cause in her region and with the PSAC and with the national public service strike in 2023.
- Stéphane Scaramella was elected to the position of RVP Western Québec – February, 9 2021 until August, 20 2023. Stéphane has been involved in OHS at CFIA at the regional level. He was very present at several demonstrations, and stood out for his involvement during the national public service strike in 2023 by being available to his members.
-

ACTION ITEM: To add as a permanent agenda item.

MOTION: Committee recommends that Tammy Carter, Ronia Gortsos, Christine Austin and Stéphane Scaramella receives a National Council Service Award

2. Equity/Human rights Swags (ie coffee mugs, tshirts, vests, stickers, flags)

Committee discuss the suggestion of Gus to have HR logo on

Total: 100 Coffee mug with HR logo and

Total: 8000 stickers

Total: 100 T-shirt

Total: 500 key chains with bottle opener

ACTION ITEM: Quote as been send to Cavan and will be discussed in Executive meeting.

3. Explore initiatives/ideas for developing leadership pathways that support diverse voices within the union and ensure equitable representations:

Gus wants ideas for developing leadership pathways that support diverse voices. Milton mentioned that PSAC had training that we can offer at the first council after Triennial Convention. The training that is offered by PSAC is not what Human Right Committee wants. The committee wants a more inclusive training for all the equity groups. People

need to feel comfortable to access the leadership. We have equity seeking groups at Council but we need more Awareness and inclusion. What are the next steps?

Suggestion to HR Committee:

12 Simple ways to Raise Awareness

1. Host fundraising events
2. Organize education events
3. Set a world record – brainstorm ways you could potentially set a world record that related to your cause.
4. Be consistent – the key to making your cause easy to recognize is keeping your imagery and wording consistent. Always use the same image or logo for profile picture and make sure your call-to-action doesn't vary.
5. Design and distribute swag
6. Boost social media awareness
7. Produce content others find valuable
8. Make informational pamphlets
9. Write a press release
10. Make a viral challenge video
11. Challenge your workers – encourage ppl to participate in a workshop challenge to raise awareness and money for your fundraiser. Ideas include anything from a cook-off to a board game tournament
12. Take on a challenge

4. Training on how to file Human Rights Complaints

Most stewards don't know how to write or represent people who want to file a complaint with the Human Rights Commission. The Committee had a discussion and we have different suggestions.

ACTION ITEM: The committee recommends the AGR Human Rights Committee develop a facilitated discussion that will be presented at all Regional Seminars.

5. Feedback through RVPs from locals on Days of Recognition Notices or Statements

Each statement was sent by National Office to all Council Members and locals. Suggestion:

- Add in the subject that is from HR Committee.
- To put the statements in AGR website.
- Director HR like to send directly the statements to locals and Council members.

6. Human Rights Statement on Alberta Anti-Trans Bills

All in agreement with this statement.

ACTION ITEM: National Office will distribute the document to locals and post on the website.

The Committee adjourned at 4:47pm.

This report is moved by Audrey St-Germain and seconded by Kasia White.

APPENDIX 4

Collective Bargaining and Health and Safety Committee Agenda

Date: November 6, 2024 9:00-12:28

Location: Delta South, Edmonton – Imperial Room

Committee members:

Aaron Swerdlyk, 4th NEVP (Chair)

Jan Pennington, RVP Eastern Atlantic

Bralavan Krishnakumar, RVP Southern Ontario

Séverine Guérineau, RVP Western Quebec

Alternates(observers):

Call to order

Recorder: Aaron Swerdlyk

This report and all motions were motioned by Aaron Swerdlyk and Seconded by Bralavan Krishnakumar

1. Welcome
2. Approval of agenda
3. Review of May 2024 Minutes
4. Action items from previous minutes

All action items that the committee has agreed are complete have been removed from this report.

ACTION ITEM: The chair of the committee will attempt to find a copy of the Workplace Violence policies for each employer to post on our website with the link for the PSAC document.

Outstanding

The chair of the committee acknowledged this was not completed and will work with the office to try to have this material posted. The chair of the committee will reach out to NOSH co-chairs for the policies in both official languages.

ACTION ITEM: Members feel their views are not reflected in bargaining. If we can involve them at early stages, they may feel more involved and more satisfied with the results. We could send out a request to the membership and find common issues. With those common issues we could assist them in writing demands. **This action has been addressed, but the committee has decided to leave it on the agenda as CFIA is yet to call out for bargaining demands.**

Recommendation: Council will remind their local presidents about the bargaining demand deadline of Nov 15. If council accepts, Bralavan has a template that he can share with the rest of council to be sent out as soon as possible.

Action: Bralavan has sent the email to Luc for translation and distribution

5. Workplace violence (standing Item)

The committee noted that in many cases the employer has not ensured that the required refresher training on workplace Harassment and violence regulations is taken by all employees.

Motion: The Agriculture Union send out an email to all members on the requirement to have both sets of the required training.

This motion was ruled out of order by the president as it is overly burdensome, and it is an employer responsibility.

Motion: The Agriculture Union to update the key info document and add the link for the PSAC's workplace violence toolkit, but also outline the importance of the grievance process (and provide potential wording). It also should refer to injury on duty leave and Human Rights complaints (where applicable).

Motion carried. Although this work is already being action, this motion provides specific instructions for the information that we wish to see in the new document.

6. OSH employer updates (standing Item) –

CFIA

CFIA is discussing the idea of having Transport Canada perform ship inspections under the virtual supervision of CFIA inspectors as subject matter experts. However there has been no details provided as to how this can be done. NOSH will be re-engaging the working group on the issue.

We are asking that identification is included as part of personal protective equipment PPE so that inspectors are identified as officials and are not mistaken as members of the public. While some regions are finding ways to do this it is not nationally implemented.

Raman Srivastava, Vice President of Human Resources, advised that due to budget reduction, September NOHS will be virtual and December in person. However, for future meetings, the decision will be taken away from NOHS. We are in disagreement with this policy we are pushing back

The committee discussed the possibility of putting in an ESDC complaint against the employers in order to force their hand to have in person meeting. We asked Milton to discuss this topic with us and he advised caution on that approach. If a ruling goes against us, all employers could use that as a way to eliminate all in person meetings. Management is not recognising that the committees are run by consensus they are simply ruling that all meetings will be virtual

The committee had a lengthy discussion about OSH JLP training. We asked the president of the Agriculture union and came up with the following suggestion

Motion: For CFIA bargaining the Agriculture Union will put in a demand to clarify that the Joint Learning Program OSH training be fully covered by the CFIA.

Rationale; this is how it is implemented in Treasury Board however currently, CFIA committee members do not have access to the training and it should be fully funded by the CFIA as health and safety is the employer's responsibility.

Motion is carried. It was noted that this would not interfere with previous and potential future requests for the CFIA to end the pilot program and fully join the Joint Learning Program. The JLP OSH has a degree of separation from the rest of the program in Treasury Board as it is fully funded by the employer.

CGC

Discussion ongoing about location of NOSH meetings.

CGC is not investing in health and safety related equipment and training, citing budgetary restrictions.

Most of the workplace violence training is complete (both levels) except for Quebec which had to get translation for 2nd level of the training.

Staffing and overtime continue to be an issue and now shift work in new locations is an additional problem for work life balance and general health.

Grain dust has been an issue in many offices.

The committee suggested thinking about using ESDC complaints where progress is not happening.

AAFC

Major outstanding issue has been a lack of a chemical inventory.

They have had some turnover in the designated recipients but are starting to get back on track. The designated recipients were denying notice of occurrences however, they have been told that this is not allowed.

AAFC has set a benchmark of 80% for completion of the workplace violence training, which is completely unacceptable.

CSPS

The school has a well-functioning committee and are generally easy to work with.

The main issues are around ergonomics, mental health and workplace violence.

Both sets of workplace harassment and violence training are 100% complete.

DND

DND has a large and complex committee.

One of the main points that the committee felt was worth sharing was the Workplace Harassment and Violence Prevention Dashboard.

The committee would like to share the document with council so that they could present it as a solution to their employer committees. The chair of the DND NOSH committee will ask for permission to share the screen shot of the presentation.

There has also been a challenge of getting enough employee reps to sit on the committee.

PSC

Meetings are currently hybrid.

The members of the committee are going to take consensus training, even though it has not really been a problem.

7. Bargaining updates (Standing Item)

Demands for treasury board need to be in by November 15.

The members selected from their regions will be invited to a zoom call where we will choose the delegates for the bargaining conference before December 15.

The demands will need to be sorted and prioritized by the committee prior to Jan 10. The committee is checking their availability to perform this work.

8. HOIR Information Document to support members (New)

The committee was asked to formulate a plan to address chronic injuries, as we have seen some short comings in reporting and HOIRs.

Some CFIA employees have access to Power BI, which may have some statistical information. It sounds like the information is shared at area committees, but we are concerned if things are not reported, they are not ending up in the data. We encourage council to ask for the data at their OSH meetings.

Motion: The Agriculture Union will develop a guidance document to be posted on Key Info that would help members with chronic injuries (for example, hearing loss).

Motion Carried. The president will distribute this work as he sees fit.

National Council
Conseil national

Nov-24

Recorded Votes/Votes Consignés

		1	2	3	4	5	6	7	8	9	10	11	12	13
Lessard, Annie	Beaurivage, Jannick	1	1	1	1	1	1	1	1	1				
	Guérineau, Séverine	1	1	1	1	1	1	1	1	1				
Pearson, David	Pearson, David	4	4	1	1	1	1	4	4	4				
Duhamel, Angela	Jeansonne, Don	4	4	4	4	4	4	4	4	4				
	Krishnakumar, Bralavan	1	1	1	1	1	1	1	1	1				
Thomas, Krysty														
	Mardli, Gus													
		1	1	1	1	1	1	1	1	1				
Carter, Tammy	McRae, Dorothy													
		3	1	1	1	1	1	1	4	1				
		4	1	1	1	1	1	1	1	1				
Campbel, Leslie	Olynyk, Randy													
	Pennington, Jan	1	1	1	1	1	1	1	1	1				
Roberts, April	Roberts, April	3	1	1	1	1	1	1	1	1				
Bowler, Kristin	Spence, Stewart	1	1	1	1	1	1	2	1	1				
	St-Georges, Patrick	1	1	1	1	1	1	1	1	1				
	St-Germain, Audrey	1	1	1	1	1	1	1	1	1				
	Swerdlyk, Aaron	1	1	1	1	1	1	1	1	1				
Williams, Angela	Veale, Curtis	1	1	1	1	1	1	1	1	1				
Gianotti, Alice	White, Kasia	1	1	1	1	1	1	1	1	1				
	Dyck, Milton	1	1	1	1	1	1	1	1	1				
	VACANT, North Alberta													

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

Quorum: Bylaw 6 sec 6

VOTE

- 1 approved May 2024 minutes
- 2 President report
- 3 By-Laws Standing Committee report
- 4 Finances & Communication Standing Committee report
- 5 General Standing Committee report

Motion: The Agriculture Union to update the key info document and add the link for the PSAC's work place violence toolkit, but also outline the importance of the grievance process (and provide potential wording). It also should refer to injury on duty leave and Human Rights complaints (where applicable).

Motion: For CFIA bargaining the Agriculture Union will put in a demand to clarify that the Joint Learning Program OSH training be fully covered by the CFIA.

Motion: The Agriculture Union will develop a guidance document to be posted on Key Info that would help members with chronic injuries.

Collective Bargaining and Health and Safety Standing Committee report

10
11
12

VOTE

- 1 Adoption des minutes mai 2024
- 2 rapport du président
- 3 rapport du comité permanent des Statuts et règlements
- 4 rapport du comité permanent des finances et ccommunication
- 5 rapport du comité des questions générales
- 6
- 7
- 8
- 9 rapport du comité permanent de la négociation collective et de la santé et sécurité
- 10
- 11
- 12