

**Agriculture Union
National Executive Meeting
February 7-9, 2005
National Office
Ottawa, Ontario**

1. Call to Order

President Ducharme called the meeting to order; in attendance were Bob Kingston, Debbie Forsythe, Denis Sicard and Larry Budge. Brother Panickar was absent.

2. Opening Remarks

President Ducharme mentioned the following:

- mentioned that Pani was sorry for not attending the meeting;
- was looking forward to the planning session tomorrow with Mike Martin;

3. Adoption of Agenda

- **M/S** – Forsythe/Sicard – That the agenda be adopted.

Carried unanimously.

4. Hours of Session

The following hours of session were proposed:

February 7/05:	9:00 a.m. – Noon;	1:30 p.m. to 5:00 p.m.
February 8/05:	Planning Session :	9:00 a.m. – Noon / 1:30 p.m. to 4:00 p.m.
February 9/05:	9:00 a.m. – Noon	1:30 p.m. to completion

- **M/S** – Sicard/Kingston – That the hours of session be adopted as proposed.

Carried unanimously.

5. Approval of the November 2004 National Executive minutes

- **M/S** – Kingston/Forsythe – Adoption of the above mentioned minutes.

Carried unanimously.

6. Business Arising from the November 2004 Minutes

From item 6 – CFIA update – Shrimp Vessel Offshore Inspectors

A memorandum of understanding has been signed; after one year the MOU will be revised at the Area UMC level.

From Item 10 – CFIA update - Leave without pay for Union business

Yves is having ongoing discussions with Steve Tierney on a co-development program. Further updates to come.

From Item 13 – PSC update – Restructuring

Members at the Commission have been under a lot stress of late and it has not gone unnoticed by managers; that said, downsizing procedures are being handled through attrition and not by reverse order of merit. Discussions between Sister Madeleine David and management are ongoing.

From Item 16 – Air Fare Policy

The new policy will be sent out to Council members in the coming weeks.

7. Financial Report

The Executive reviewed the unaudited financial statements for the period ending December 31/04. The Executive also reviewed the investments:

- **M/S – Forsythe/Kingston** – That investments coming to maturity before the next Executive meeting be reinvested at the best possible rate of return.

Carried Unanimously

It was noted that Pani will be in Ottawa the week of March 7/05, to work on the convention budget with Larry.

8. National Office Staff

Yves and Larry gave progress reports regarding Beverly Wellon; she is still on LTD leave; her return date remains uncertain.

9. Negotiations – Ratification vote results

The Executive had a lengthy discussion on the results. It's clear that the three month long voting process was too long as the "Vote No" campaign lost all of its momentum. The PSAC and the Components need new ideas and solutions to work around this problem.

10. CFIA Update

Consultation meetings

An update meeting is scheduled for February 16/05; Yves also has a lunch meeting planned with Fiona Spencer coming up as well. With outstanding issues at the NOSH and NUMC levels and our role on the Inspection Reform Sub-Committee still unclear, the level of frustration is mounting. The Agency's unending conventional approach towards everything that is Union/Management relations continues to disappoint. That said, with the consultation process ready to resume, the Executive will work towards having constructive discussions with the Agency.

Classification Review

Sylvie Rochon gave a progress report; currently, she's working on identifying and matching job descriptions to individual grievors; this process will probably take a few weeks. As for the few mediation sessions that remain, they will be done before the next Council meeting in St-John's.

11. AAFC Update

Classification Review

Sylvia provided an update; at a January 27/05 meeting with Steve Tierney and Denis Bourque, we were told that the EG tool was all but complete. In fact, the process of gathering raw data and validating the tool will begin in Winnipeg on February 9/05. Sylvia was also told that by the end of March/05, incumbents in the West (except B.C.) will have received their new work descriptions; as for the others, they will receive theirs later in April/05. No official word yet regarding the effective date.

Research Stations

Sylvia gave an update. A recent news article on possible cuts to research stations prompted Yves to request a meeting with the department. On January 27/05, in a meeting with Bruce Archibald, we learned that in order for the department to offset escalating operational costs to aging facilities, it is looking at ways to increase its budget, not decrease it. That said, the department has many facilities and once research priorities have been established, it probably won't need to keep them all in the long term. So far nothing, has been decided and so rumours circulating in the Atlantic are, to Yves knowledge, just rumours.

12. CGC Update

NUMC

We've informed the Grain Commission that we are ready to resume with consultation meetings. We, as well as the CGC, are now prioritizing issues that need to be discussed.

Exemptions

Yves informed the Executive that the PSAC is currently awaiting legal advice on this issue; will proceed if a successful challenge is possible.

13. Rules of Procedure training

Following a request from Sister Céline Préfontaine, we will provide a Rules of Procedure training session to new Local Executive members recently elected in the National Capital Region. Brother Raphael Tarasco will deliver the one day training session.

14. DND Update

Mediation

Progress report; following the agreement reached in October/04, we are in the process of opening and establishing lines of communications with the Department.

15. Canada Border Service Agency (CBSA)

Transfer to CEUDA

Yves talked about ongoing discussions he's been having with CEUDA's National President, Ron Moran; they will be issuing a joint statement soon. Yves mentioned that from the CFIA's point of view it's "business as usual" but in reality it's not. The CFIA has been less than forthcoming in providing information to our members. Yves will be talking with Josée Derickx on this matter.

16. Strategy Planning Session

On February 8/05, The Executive had a strategy planning session. The Union retained the services of Mike Martin to facilitate this session.

17. T.B. Negotiations

Yves provided a progress report; he stated that this was a difficult round of bargaining for everyone. With members supporting possible strike action, the negotiating teams worked hard at getting the best possible deals; unfortunately some concessions were made. That said, the tentative agreements were ratified.

18. Committee on AU Structure

Debbie gave her progress report; she stated that everything is moving along as planned and that no further meetings will be required; reference materials for the upcoming convention are being prepared by Sylvie Rochon. The Committee's final recommendations will be posted on our web site soon.

19. Communication update

Progress report by Sylvie Rochon. The Executive provided feedback on the new web site that Alan Pryde's been working on; he's hoping to go live by early March/05. The Executive also examined a copy of the proposed Union leaflet.

20. Promotional Items

The National Office has been unsuccessful so far in finding a supplier of canadian made denim shirts with men's and women's sizes. Larry will ask Brother Pani to contact his Edmonton supplier.

21. Agriculture Union 2005 Convention

Based on the December/04 membership report and the formula in our By-Laws, there will be 135 delegates at this year's convention; this includes 22 delegates from the National Council and one EO delegate.

22. E.O.

Denis provided update and talked about the February 8/05 telephone conference. A funding request for the upcoming convention was submitted to the Executive; the request was denied as the Committee can use funds that are available in the EO Regional budget.

23. PSAC National conferences

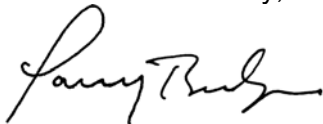
Yves and the Executive discussed the application process to attend PSAC conferences. There was much confusion when the PSAC awarded observer status to members without verifying our priority lists; the Component had to scramble in order to send its pre-approved observers to the National Women's Conference.

24. Next National Executive and National Council meetings

All dates in 2005:

April 13-14	National Executive – St-John's, NL
April 15-17	National Council – St-John's, NL
August 20	National Executive – Convention business only
August 21	National Council – Convention business only
September 25	National Executive – Ottawa, ON
September 26-29	National Council– Ottawa, ON
	<u>NOTE</u> : planning session on Sept. 28

End of agenda items.
Minutes submitted by,



Larry Budge
Administrative Officer