

**Agriculture Union
National Executive Meeting**

**January 30-31, 2007
National Office
Ottawa, Ontario**

1. Call to Order

First National Executive Vice-President Bob Kingston called the meeting to order; in attendance were Debbie Forsythe, Denis Sicard, Howard Willems and Larry Budge. Yves Ducharme was absent.

2. Opening Remarks

Bob stated that Yves was unable to attend the meetings and is at home in St-Jean; the Executive will contact him by conference call later on to discuss some of the important issues on the agenda.

3. Adoption of Agenda

The following items were added:

- 17. Social Justice Fund
- 18. Core Neighbourhood Youth Co-Op

- **M/S** – Willems/Forsythe – That the agenda, including additions, be adopted.

Carried unanimously.

4. Hours of Session

The following hours of session were proposed:

January 30/07:	10 a.m. – Noon	1:30 p.m. to 5 p.m.
January 31/07:	9 a.m. – Noon	1:30 p.m. to completion

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

Carried unanimously.

5. Approval of the November 2006 National Executive minutes

Correction to item 6, Appeal Complaint; take note that the joint training was scheduled for January 27th, 2007 (not January 17th).

- **M/S** – Forsythe/Willems – Adoption of the November 06 minutes including above noted correction.

Carried unanimously.

6. Business Arising out of the Minutes

Appeal Complaint

Bob gave a progress report on the appeal complaint situation in Local 15; he reported that the local did not want to go ahead with the joint training that was scheduled for January 27th because it was on a Saturday. The training will be rescheduled and the Local was told in no uncertain terms by Bob that it was mandatory.

Local Investigation

Denis Sicard gave a progress report regarding the ongoing investigation in Local 70139; he stated that his mandate of conducting the mediation is now complete and the local will receive a letter to that effect. He stated that the local is a candidate for local development training (PSAC) and information will be given to local.

Succession Planning in CFIA Western Area / New Wave Document

Howard gave a progress report. At a recent UMC meeting, Howard was told that the New Wave document was only a management training initiative. Some participants in this new wave tried to attend the UMC meeting as observers but were refused access by the Union reps.

7. Financial Report

Debbie and Larry provided a progress report on the Union's financial situation.

Investments:

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

Carried Unanimously.

8. National Office Staff

Bob gave a progress report; he stated that Christine finished her Level 2 H&S Training. When she finished her course she recommended to Yves and Bob that everyone in the office should take an Ergonomic/Stress In The Workplace training session. They agreed and so the training took place earlier this month and everyone enjoyed their day. The Executive also discussed work load issues in the office and more discussions with staff will be scheduled on this matter.

9. PSAC Health and Safety Conference

The National Executive discussed claims from participants that attended the PSAC Health & Safety conference; we will pay weekend salary not covered by the PSAC for Council members that attended the conference. Also, the claim submitted by Roy Russell with loss of wages was approved.

10. Communications – Web Site

As per input received last November from Council members, the National Office has made every effort to keep the web site up to date and the feedback so far has been positive.

11. Rand contest

Progress report given by Debbie Forsythe. The rand contest is underway and posters were sent to all Locals and a notice was also posted on our web site. So far the contest has been well received but the Executive discussed what the Union's response should be when negative feedback is received.

12. Negotiations update

Bob stated that he's working on a summary of the bargaining demands (TB and CFIA) that will be posted on the web site; the summary will include explanation on why some of the demands were not forwarded. Regarding Treasury Board negotiations, he reported that Michele Coe was added to the Program and Administrative Services bargaining unit (formerly called Table 1). Also, we had one member that was on the Education and Library Science (EB) bargaining unit (formerly Table 5) but the member had to pull out due to personal reasons; hopefully we can send a replacement.

13. Employer Updates

CFIA

Bob gave a progress report. Regarding the matter of destination inspection, even though the Executive was told at the NUMC meeting in December that everything was on the table, Yves and Bob were told at a follow up meeting that the reporting structure

was not on the table. A conference call with Christa Montjoy and Cam Prince is scheduled in order to clarify this matter.

AAFC

The Executive discussed ongoing health and safety issues at the Farm in Ottawa as members there have major concerns regarding asbestos. Regarding the CAIS Program, as a result the concerns that we've raised, the Department has informed us that it's hired consultants to review the harassment process and that there will be no layoffs this spring for indeterminate seasonal employees.

CGC

The Executive discussed the COMPAS report and an overtime complaint in Québec. Regarding the COMPAS report, in preparation of the lobbying that we intend on doing, we're currently working with Howie West (PSAC). Regarding the overtime complaint in Québec, Bob stated that consultation must take place with the employer otherwise members run the risk of losing the complaint; ignoring this requirement would be unacceptable.

CSPS-PSC

Bob and Denis provided updates. Meraiah Krebs, the new Director, is very active and she's learning fast. Regarding the CSPS, some progress is being made with regards to EO and H&S; the EO plan is not yet compliant but work is being done to bring improvements. As for H&S, following the National Policy committee meeting the employer has agreed to set up training.

DND

Bob provided a progress report. There's an EAP conference at the end of February and Bob, Denis and Idelta will be attending. Regarding the language training facility in St-Jean, not much has changed since November and the national program's future is still up in the air.

14. National Council Meeting - Training Session - Meeting Format

The Executive discussed the upcoming April Council meeting. With four days set aside for the meeting, it will go as follows:

Day 1 – Agenda business

Day 2 – Committee meetings

Day 3 – Committee reports followed by agenda business

Day 4 – Training on: Duty to Accommodate; Hazard Awareness Program; Employment Equity; Roles and Responsibility of the National Council

15. EO Committee –Work Plans - Requests

Howard provided an update; the committee met last December and submitted its regional work plans to the Executive. The plans were approved but spending must be limited to what was approved at the last convention. The Executive discussed some requests from the EO committee. A Human Rights training request that was denied earlier was resubmitted but the Executive's position did not change; the EO committee should explore training that's already available from the Regional Women's Committees

and/or the Regional HR committees; if there are any problems in getting access then the committee is to notify Howard. Regarding the CLC Racially Visible/Aboriginal conference, the committee can participate as long as this can fit within its national budget.

The Executive also received a funding request for the NASHI / Bells of Hope Conference which will deal on Youth In Peril and The Realities of Human Trafficking.

- **M/S** – Forsythe/Willems – That the Union send \$500 to support the Bells of Hope conference.

Carried Unanimously.

16. Elections for Alternate RVP's and Alternate Directors

Progress report; the Executive looked at the ballots sent in to the National Office for the CGC Alternate Director. We will contact the winning candidate to see if he/she accepts the position. As for elections for the Alternate RVP's and Alternate PSC Director, the nominations letter have been sent out

17. Social Justice Fund

This initiative has the full support of the National Executive. Since the last Council meeting, Brenda Baergen and Marianne Hladun were able to prepare a draft policy for the Executive to examine; the draft will be forwarded to the Finance committee with input from the Executive. The objective is to present a resolution on the social justice fund to the 2008 convention.

18. Core Neighbourhood Youth Co-Op

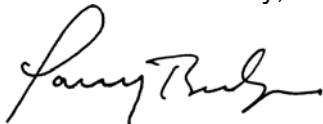
The Executive discussed a funding request presented by Howard.

- **M/S** – Sicard/Forsythe – That the Union donate \$1200 to the Core Neighbourhood Youth Co-Op in Saskatoon to help with the installation of the dust collection and air filtration system.

Carried Unanimously.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Larry Budge
Administrative Officer