

**Agriculture Union
National Executive Meeting**

**January 18-20, 2010
National Office**

1. Call to Order

National President Bob Kingston called the meeting to order; in attendance were Debbie Forsythe, Denis Sicard, Howard Willems, Fabian Murphy and Larry Budge.

2. Opening Remarks

Bob greeted everyone to the meeting; hopes everyone enjoyed the holidays.

3. Adoption of Agenda

The proposed agenda was adopted unanimously, **M/S/C** –Murphy/Willems.

4. Hours of Session

The following hours of session were adopted unanimously, **M/S/C** – Willems/Sicard.

January 18	1:00pm to 5:00pm
January 19	9:00am to 5:00pm
January 20	9:00am to noon or until completion

5. Approval of the October 31 to November 1 2009 National Executive minutes

Members of the Executive made a few corrections to the draft minutes. The minutes were then approved unanimously, **M/S/C** – Forsythe/Sicard.

6. Business Arising Out Of The Minutes

From item 8 – Office Renovations

The Exec discussed an invoice from PSAC Holdings Ltd., regarding work that was done during the renovations. It is the Exec's understanding that the work was already included in the contractor's quote; we will therefore dispute the invoice.

From item 9

-National Officers handbook: A conference is scheduled for February 9. Denis, Sylvie and Debbie will take part.

-KeyInfo revision: Comments from the Collective Bargaining H&S committee and the General Committee were sent to Debbie; updates to the KeyInfo document will be made once the information has been reviewed.

From item 10 CFIA and item 11 AAFC – Employment Equity

Regarding draft EE plans, Howard provided our comments to CFIA and AAFC; we are now waiting for final drafts.

From item 10 CFIA – Five (5) suspended members in Montreal

Bob reported that 3 members were terminated and 2 others able to return to work. Sylvie Rochon and Raphaël Tarasco will be meeting with the three members that were terminated to discuss severance issues.

From Item 16 – Work / Life balance training session - National Council

Debbie stated that the response from Council was lukewarm; the comments were not negative and many thought the session was too long; only a few thought the session was not long enough.

From item 18 – Human Rights Committee

Howard gave a progress report; the committee met and the meeting went well; work plans for 2010 were set. The Human Rights conference will take place in Ottawa on December 10-11, 2010.

7. Financial Report

Investments

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

8. National Office

Bob and Debbie provided a progress report; the Exec discussed Service Officer workload issues and agreed to prolong Linda Koo's term by one year. Debbie will discuss with Linda to discuss her availability.

9. Communication

The Exec reviewed the Food Safety First Web Site and examined at the pros and the cons of keeping the site afloat. The Exec decided to continue with the site as well as keeping the services Jim Thompson to help us in with our political action campaigns. The Exec also discussed an upcoming press conference in which the Union will rate the Federal government's record on food safety.

10. CFIA Update

- Jan 10 meeting update: Debbie gave a progress report; Cam Prince, Executive Directors and VP of operations were in attendance. The meeting went well and our comments were well received. Debbie stated that both side are willing to make things better. With respect to Duty to Accommodate, they agreed that managers require more training. Regarding the grievance procedure, a new approach is needed if we want decisions to be taken at lower level; just having members telling their story is not good enough; lower level managers need to be challenged more. Our members now have access to the Joint Learning Program however some issues have to be worked out.

- Prep time: Bob gave a progress report saying that the recent decision in Quebec means that prep time is now paid time. As a result, the agency finds itself faced with scheduling issues; they will review and fast track a solution. In the mean time we will hold off any action until they come back to us.

- Harassment training: Bob provided report; the issue at hand is that the training material and manuals are not the same in each region. Mary Broadhead and Ginette Workman met last week to sort things out. The next step now will be to get the program back on track so that the CFIA can be in compliance with the Canada Labour Code.

- 7 day work week: Bob reported that the agency agreed to hold a national consultation meeting on this issue; he will schedule a meeting with Martine Dubuc to discuss.

11. AAFC update

- EG review: Sylvia provided the Exec with a written progress report which they read and discussed.

- NUMC: The Exec identified and discussed staffing issues that will be tabled at the next NUMC meeting. Areas of selection is a topic of concern as CFIA and AAFC job postings are not being managed equally; the CFIA falsely states that preference should be given to CFIA members. Other topics that will be tabled are the Term Policy in Quebec and also the reporting structure as members find themselves reporting to Industry.

12. CGC Update

- Bill C-13: The bill has been dropped due to prorogation of Parliament.

- One Operational Group: Progress report; Teri Friday has been visiting the larger CGC locals and explaining to members the new changes.

- Final Level Grievance will now be heard by Gordon Miles.

13. CSPS/ PSC update

CSPS

Employment Equity: the plan is under review and feedback will be provided at a meeting scheduled for January 26.

PSC

- New President: last December Ruth Dantzer announced that she was retiring from the PSC; a new President will be appointed in the couple of weeks.

14. DND update

- Health and Safety: Bob reported that the committee is functioning better.
- Work Load: the biggest concern for the teachers right now is that there is not enough work.
- HR Sub-committee: Colonel Milosh is now attending the meetings which is good.

15. Negotiations update

All contracts have ratified and signed off. The next round for Treasury Board could come as early as next fall; for CFIA we're looking at spring of 2011.

16. Social Justice Fund – Haiti

Debbie reported that the committee had a special meeting via conference call. The Committee agreed to donate \$10,000 to the Canadian Red Cross. A message on our web site will be posted with a link to the Red Cross.

17. Next Meeting

The next meeting is scheduled for April 10-11, 2010.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Larry Budge
Administrative Officer