

**Agriculture Union
National Executive Meeting
November 3-4, 2004
Minto Place Suite Hotel
Ottawa, Ontario**

1. Call to Order

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

2. Opening Remarks

President Ducharme mentioned the following:

- thanked all Treasury Board and CFIA bargaining team members for their dedication and hard work
- thanked the National Executive and National Council members for their show of support towards the bargaining teams
- that he plans on sending out letters to all bargaining team members to thank them personally

3. Adoption of Agenda

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

Carried unanimously.

4. Hours of Session

The Executive adopted the following hours of session:

November 3:	9:00 a.m. – Noon;	1:30 p.m. to 5:00 p.m.
November 4:	9:00 a.m. – Noon	1:30 p.m. until completion

- **M/S** – Forsythe/Kingston – That the hours of session be adopted.

Carried unanimously.

5. Approval of the September 2004 National Executive minutes

Corrections:

From Item 3 – Adoption of the agenda:

- #23 should read: Request for new Area Council in National Capital Region

From Item 6 – Business Arising from the minutes, at CFIA update:

- “...changes to the MPIP team...” should read “changes to the Inspection Reform Technical Team”
- at Poultry Team : “Pierre-André Paulin” should read “Pierre-André Poulin”; “Harry Finge” should read “Harry Feinig”
- at Hogs Team, add following names: André Grégoire (Québec) and Roméo Leblanc (Atlantic)

- **M/S** – Sicard/Forsythe – Adoption of the above mentioned minutes, including corrections noted above.

Carried unanimously.

6. Business Arising from the September 2004 Minutes

From item 6 – CFIA update – Shrimp Vessel Offshore Inspectors

Nothing new to report; Debbie will get more info at the Atlantic Area UMC on November 23/04.

From Item 6 – Strategic Planning

Yves has been contacted by Mike Martin. Mr. Martin is a consultant with Union experience and Yves will see what he has to offer and will report back to the Executive.

From Item 10 – Fresh Fruit and Vegetables

Progress report by Yves; we have names for almost all regions but nothing has been confirmed yet. Yves will have additional talks with John Langs on this matter.

From Item 12 – CGC update

Regarding the one day strike: Bob informed the Executive that management has not yet decided whether it will take disciplinary action against our members; he will keep the Executive posted.

7. Financial Report

The Executive reviewed the unaudited financial statements for the period ending of September 30/04.

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

Carried Unanimously

8. National Office Staff

Administrative Assistant

At the previous meeting the Executive approved Christine's job description; since then, the description was analyzed by Dwayne MacDonald (HR officer at PSAC) who rated her position as a Level 7. That said, Christine will be reclassified to Level 7 and the reclassification is retroactive to September 1, 2003.

AEU Staff negotiations

Yves was happy to announce that the tentative agreement was ratified; he thanked the employer bargaining team, (Bob, Pani and Larry) for their work. The agreement expires in April 30, 2007.

New Service Officer

It was announced that Elaine Massie was the successful candidate. Elaine will begin on November 4th and will be in attendance at the National Council meetings later in the week.

9. Strike update

Yves and Bob provided updates; the ratification kits will be posted on the PSAC's web site by November 19th; Regional Offices should have hard copies available by November 26th. Ratification votes will take place between December 6th and January 27th, 2005.

10. CFIA Update

Next consultation meetings

The next NUMC meeting will be scheduled for sometime in January 2005. Yves pointed out that the update meetings will also resume. On November 23rd, there will be a Meat Hygiene Inspection Reform Committee meeting.

Leave without pay for Union business

Once a date can be set aside, Yves will be meeting with Fadden on this topic; some of our members continue to have problems obtaining leave for union business.

Classification review

Sylvie gave the Executive an update. For the most part, things are moving along as planned; however, she did note that 2 cases were now heading to adjudication because the mediation process had reached an impasse; future sessions are not ruled out, but for now the hope is that this will speed things up.

11. AAFC Update

Strike Activities

Participation is good and Yves has received good feedback from the locals. Members in the National Capital Region were successful in shutting down the Experimental Farm on two separate occasions.

12. CGC Update

Edmonton Office

Early on October 22, Gord Miles called Yves to inform him that the Edmonton office will be closing on March 31/05. The decision will have an effect on two of our members and they will now be considered surplus employees.

Exemptions

Regarding inspection exemptions on grain exports, Yves mentioned that we're preparing a political action campaign to fight the CGC's abuse of authority. We're currently waiting to receive feedback from some of our CGC locals.

13. PSC Update

Restructuring

There is a tentative NUMC meeting scheduled for November 23 and both Yves and Denis will be attending. In the Atlantic, Debbie stated that members there have concerns regarding their Work Force Adjustment status; because contrary to what we've been led to believe, members are being told that they will have to compete for their positions.

14. DND Update

Mediation

Sylvie provided an update. She mentioned that the sessions in St-Jean started off badly after the Treasury Board rep failed to show up for the meetings; however after two days of deliberations the parties were able to reach a settlement and the grievances were withdrawn.

15. Canada Border Service Agency (CBSA)

Section 99 complaint

With a decision now out, the Executive reviewed a report prepared by Jacquie De Aguayo regarding the Section 99 complaint that was lodged against the CFIA. Our complaint was denied as the board sided with the employer; however, the board did recognize that consultation concerning the transfer of duties could have, and should have, taken place. That said, members have been adversely affected by this and Yves will continue to have discussions with Nycole Turmel's office to see if more can be done.

16. Air Fare Policy

The Executive discussed recent changes to Air Canada's air fare structure and the impact it will have on the Union's travel guideline. Larry will draft up a new air travel guideline which will be sent out to Council members by the end of November.

17. T.B. Negotiations

The turn of events in these negotiations were somewhat unexpected. However, the members of the Executive respect the recommendations of the bargaining teams.

18. Committee on AU Structure

The Executive discussed the committee's latest set of recommendations.

- **M/S** – Forsythe/Panickar – That Local 30329 in Edmonton be recognized as a full-fledged Local.

Carried Unanimously

19. Communication

Sylvie Rochon and Alan Pryde gave the Executive a progress report; Alan will be giving a Power Point presentation at the Council meeting later this week

20. Promotional Items

The National Office will be ordering more denim shirts with our logo; to place an order locals are asked to contact the National Office.

21. Agriculture Union 2005 Convention

Progress report.

22. E.O. Issues

Denis and Marianne Hladun would like all locals to invite their respective regional EO rep to attend their annual general meeting; Yves will send out a letter to all locals to that effect.

23. PSAC National conferences

Yves gave dates for the following conferences: The Access Conference will take place in Montréal on January 20-23, 2005; and the National Women's will take place in Vancouver on February 17-20, 2005.

End of agenda items.

Minutes submitted by,

A handwritten signature in black ink, appearing to read "Larry Budge". The signature is fluid and cursive, with a large initial "L" and "B".

Larry Budge
Administrative Officer