Agriculture Union National Executive Meeting

October 31 & November 1, 2010 National Office

1. Call to Order

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

2. **Opening Remarks**

Bob greeted everyone to the meeting; he talked about Howard's medical situation and mentioned that the Executive would be talking to him by phone for his input.

3. Adoption of Agenda

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

4. Hours of Session

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

October 31 9:00am to 5:00pm November 1 9:00am to completion

5. Approval of the July 2010 National Executive minutes

The Executive reviewed the draft minutes and made a few corrections; the July 2010 minutes were then unanimously approved, **M/S/C** – Murphy/Forsythe.

6. <u>Business Arising Out Of The Minutes – National Council Tracking Report</u>

From Item 9 - Communication

Changes to the web have been done; Debbie and Sylvie will meet with Alan Pryde to make sure that all updates were made accordingly. Regarding the Info Key document, Debbie stated that she will review it later this week with her Standing Committee; the updated document will then be translated and sent out.

From Item 11 - AESB

Regarding Scales of Entitlement: Issues that were contrary to the Canada Labour Code were addressed. Regarding Bargaining: Increase to the Horse Allowance is in tentative agreement and is out for ratification.

From Item 12 – Local 30 - Thunder Bay

Bob and Elaine attended a meeting of the local to discuss Classification and Health & Safety concerns; Bob mentioned that the meeting went very well.

From Item 17 – Agriculture Union Human Rights Conference

Debbie reported that we received 50 applications and with Marianne's input 35 delegates were chosen. The agenda and list of guest speakers is currently being finalized.

7. Financial Report

The Executive reviewed the Financial Statements (unaudited) for period ending September 30th 2010, as well as the investments (nothing to renew).

8. National Office

Bob and Debbie provided a progress report; bargaining with AEU is done and tentative agreement was ratified; they noted that one issue remains outstanding and discussions with AEU are ongoing. Regarding our Boardroom: Bob would like it operational by next spring; Larry to get quotes for conference table and chairs.

9. <u>Communication</u>

See Item 6.

10. CFIA Update

Health and Safety: Denis related a case involving a pregnant member that was sent home. To ensure that members continue to receive 100% salary, even if sent home, members should request for a workplace risk assessment by a qualified doctor as per provisions in the Canada Labour Code; members can and must insist for a qualified specialist (i.e. not family doctor). In Person Training: Due to budget restraints and lack of funding the Agency is delaying in person training; that said however, we will fight for in person effective training when it's required.

11. AAFC update

Creating Respectful Workplace: Debbie, Fabian and Nancy attended a meeting to discuss pilot project; our position is that we want training to be co-delivered however a final decision on that will come at a later date. National HR Plan: the Department has developed a National HR Plan; the next step will be for all worksites to developed their own plan based on national one. For AESB see item 6.

12. CGC Update

Bob gave a progress report. One Operational Group: a recommendation is expected by next spring; if go ahead is given the implementation period could take up to 5 years. At upcoming NUMC meetings Bob mentioned that discussions will focus on: Expanding winter rail program and Scheduling issues (24/7). For Local 30 issues see item 6.

13. <u>CSPS/ PSC update</u>

Debbie gave a progress report. Meraiah, Raphaël, Sylvie and herself attended a meeting of Local 70325 in Montreal; she was pleased to report that there was a good turnout and members elected an executive. Return to work policy: Debbie stated that the CSPS has no idea what this and issue needs to be referred to policy committee. CSPS grievance procedure: School President Guy Mckenzie communicated that grievances to be dealt at lower level.

14. <u>DND update</u>

Progress report given by Bob and Debbie. UNDE has pulled out of the HR sub-committee stating that the ADM lacks any authority. Debbie is in talks with Michael Holt (HR Labour Relations) to discuss this and other issues we have.

15. Negotiations update

Bargaining team members were very frustrated with recent proceedings and the Executive discussed concerns that have come up in the past weeks. More discussion will take place this week with Council. The PA, SV, and EB tables have reached tentative agreements and ratification meetings are in progress; results will by posted by December 1, 2010. As for the TC and FB tables they did not reach tentative deals and will revert back to regular bargaining process.

16. Social Justice Fund

Debbie informed the Executive that 3 more demands came in since last meeting and so far this year \$35,515 in funding has been approved. Annual Mandate Review: As is required the Executive reviewed the SJF mandate and no changes were made.

17. <u>Human Rights Conference</u>

See item 6.

18. <u>Local Updates</u>

Only six of fourteen RVP's sent in their reports as requested; the outstanding ones will be reviewed at the next Executive meeting. The reports that were sent in were reviewed and 3 locals were identified as problematic; they will require some form of intervention and the Executive will follow up with respective RVP's.

19. Next Meeting

The next Executive meeting is scheduled for January 17-18, 2011.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,

Larry Budge

Administrative Officer