

**Agriculture Union
National Council Meeting
October 13-15, 2017**

**Residence Inn by Marriott Ottawa Downtown
161 Elgin Street, Ottawa, Ontario**

MINUTES

In Attendance:

National Executive	National Council
Fabian Murphy, National President (Chair) Rick Cormier, 1 st NEVP Milton Dyck, 2 nd NEVP Patrick St-Georges, 3 rd NEVP Mélanie Desrosiers, 4 th NEVP	Jan Pennington, RVP Eastern Atlantic Tammy Carter, RVP Western Atlantic Jacquelin Carrier, RVP Eastern Quebec Audrey St-Germain, RVP Western Quebec Érick Martel, RVP National Capital Region Rob MacDonald, RVP Southern Ontario Jeff Griffith, RVP Manitoba, Northwestern Ontario and Nunavut Karen Zoller, RVP Saskatchewan Randy Olynyk, RVP Northern Alberta & NWT Dorothy McRae, RVP Southern Alberta Dean Babuin, RVP Eastern British Columbia Terri Lee, RVP Western British Columbia and Yukon Marlene O’Neil, National Director Human Rights
	Staff Larry Budge, Administrative Officer Nathalie Cale, Administrative Assistant and Recording Secretary <u>Present October 13, 2017 only:</u> Gabrielle Galand, Labour Relations Officer Elaine Massie, Labour Relations Officer Nancy Milosevic, Labour Relations Officer Elaine Ouimet, Labour Relations Officer

1. Call to Order

F. Murphy called the meeting to order at 9:10 a.m.

2. Opening Remarks - Committee Assignments

F. Murphy welcomed everyone to the meeting. A round table ensued.

Committee Assignments

The Bylaws and Education Committee members are as follows: P. St-Georges (Chair), T. Lee, T. Carter and J. Carrier

The Collective Bargaining and Health and Safety Committee members are as follows: Milton Dyck (Chair), R. MacDonald, D. Babuin and J. Pennington.

The Finance and Communications Committee members are as follows: R. Cormier (Chair), E. Martel, K. Zoller, R. Olynyk and L. Budge (Staff)

The General and Human Rights Committee members are as follows: M. Desrosiers (Chair), M. O'Neil, J. Griffith and A. St-Germain.

3. Adoption of agenda

M/S T. Lee / R. MacDonald

That the agenda be adopted.

MOTION CARRIED – by show of hands

4. Hours of Session

The following hours of session be as proposed by the Chair:

Day 1

9:00 a.m. to 12:00 p.m. Business agenda

1:30 p.m. to 5:00 p.m. Business agenda

Day 2

9:00 a.m. to 12:00 p.m. Standing Committee Meetings

1:30 p.m. to 5:00 p.m. Standing Committee Meetings

Day 3

9:00 a.m. to 12:00 p.m. Business agenda

1:30 p.m. to 5:00 p.m. Business agenda

M/S J. Griffith / K. Zoller

That the hours of session be adopted.

MOTION CARRIED – By show of hands

5. Approval of April 6 to 8, 2017, National Council Minutes

M/S R. MacDonald / J. Pennington

That the draft minutes of the April 6 to 8, 2017, meeting be adopted.

Recorded Vote # 1 – MOTION CARRIED

6. Business Arising out of Previous Minutes – Tracking Report

1. Paid Prep Time/Wash-up Time

F. Murphy reported that there were a number of meetings scheduled to try to resolve these issues. He stated that he received a letter from B. Dagenais, CFIA, stating that this issue was successful and considered closed. After discussion with B. Kingston and R. Cormier, F. Murphy stated that it was obvious that this issue had not been resolved. F. Murphy followed up with a conference call with Colleen Barnes and Brenda Dagenais to continue the discussion. R. Cormier will take the lead on this issue. This is an ongoing item.

Furthermore, there was some discussion that prep time had not been addressed and that the two should be dealt with separately. E. Massie provided some information in regards to prep time and provided the Council members with some recent decisions.

2. CFIA Duty to Accommodate

F. Murphy reported that we were having a hard time getting the training delivered through the Joint Learning Program (JLP). He added that it was included in the bargaining demands and that we would have to figure out a way to get this training done. He stated that there could be a PSAC-JLP “train the trainer” training but we were not quite there yet. This is an ongoing issue.

3. CFIA Harassment Training

M. O’Neil reported that the revised deck for the training was used a month ago in Rigaud. She hadn’t received the comments back yet, but thought it went well. Furthermore, she stated that she had discussions with C. Gilbert, from the Joint

Learning Program (JLP) as supposedly CFIA wanted the training. She advised that there was an option that the PSAC Regional Offices deliver the training but it would have to be costed as CFIA was not part of Treasury Board.

In addition, M. O'Neil advised that a call out for facilitators was done. She stated that she would go through the list and contact people to see if they were still interested. Furthermore, she stated that the RVPs should be stepping forward to deliver the training as there was a need for dynamic people who wouldn't mind sharing their experiences. F. Murphy stated that we would be working with CFIA to get this going. Names of interested individuals should be sent to M. O'Neil with a copy to the agrunion@psac-afpc.com general email. This is an ongoing item.

4. Classification Reform CFIA

F. Murphy and M. O'Neil provided the background on this file. F. Murphy advised that there was an agreement in principle after meeting with CFIA. He was anticipating a resolution over the next six weeks. F. Murphy, E. Massie and a representative from the PSAC have been working on a Memorandum of Settlement. This issue is ongoing.

5. EE Structure

F. Murphy provided an update. He stated that M. Desrosiers would be assigned the Human Rights portfolio. He added that we were making progress and there was a lot of work with continuous discussions and consultation. He advised that M. O'Neil was invited to the EE meetings of each employer to ensure consistency.

F. Murphy stated that a union representative should be assigned to the diversity committees in the regions and that it didn't necessarily have to be a Regional Vice-President (RVP). He added the importance of the union representative on the committees because the information received at the national level was not always the same information being given in the regions. He stated that it was important to receive feedback on what was being said in the regions.

M. O'Neil stated that she would inventory each employer and request the assistance from RVPs to find out the names of the union representatives who sit on the committees. She advised that a list of union representatives would then be added to our website.

F. Murphy advised that this item would be removed from the tracking report as it would be added as part of the General and Human Rights Committee report.

6. Competent People

F. Murphy provided the background on this issue. He advised that we would not be using the CFIA list any longer. He stated that it would be dealt with at the next NOHS Policy Committee. R. Cormier and M. O'Neil stated it would be tabled at the next NOHS

and it must be a process of two competent people: one manager representative and one union representative. This item is ongoing.

7. LAT 02 – DND (excluded positions)

F. Murphy stated that the LAT 02s were excluded only in St-Jean; a decision that was agreed to a long while ago unfortunately making it difficult to have this decision overturned. He advised that the LAT 02s were delegated with the first level of the grievance process for the LAT 01. He advised that the item would be discussed at the HR UMCC. This item is ongoing.

8. Health & Safety Newsletter

This item was referred to the Collective Bargaining and Health & Safety Committee and will be removed from the tracking report.

9. EE Plans

This item was referred to the General and Human Rights Committee and will be removed from the tracking report.

10. Member Orientation

This item was referred to the Bylaws and Education Committee and will be removed from the tracking report.

7. **Finance**

Please refer to the committee report.

8. **National Office Staff**

F. Murphy reported that R. Cormier had moved in the office and that we were with a full complement of Labour Relations Officers (LRO) after several years of challenges due to illnesses and a workplace accident. He reported that the workload was still huge and we had been successful at managing it. He thanked the LROs for all of their work and flexibility in dealing with the changes. Furthermore, he advised that G. Galand and E. Ouimet determinate employment would run until after Christmas and both have been plowing through grievance files. He reported that E. Massie was focusing on PI/EG review and the CFIA gender neutral files; N. Milosevic had returned to work and had been very flexible with working on files and special projects; and, S. Rochon had returned to work on gradual return to work after a workplace accident. He advised that we would be looking over the priorities and establishing processes as we would like to try to get to a reasonable standard of grievances coming in and out to approximately a 3

or 4 month time frame to present the grievance at the third level of the grievance process. He added that the plan was to deal with grievances on a first in - first out basis, but priority had to be given to termination and duty to accommodate grievances. A report of third level grievances at the National Office was distributed to the Council members.

A. St-Germain commented that since the LRO responsible for her region was assigned to the PI/EG Review, she was wondering what the game plan would be for the Quebec region as several final level grievances had not been heard. F. Murphy responded that part of the issue with the CFIA grievances in Quebec was that CFIA did not have labour relations people in Quebec for some time. Furthermore, he advised that there would be discussions with the LROs in regards to grievances, where the focus should be and the LROs assignment would then be sent to the Council members.

J. Pennington asked why the national office would be losing two LROs if we were finally in a better position to handle the grievances. F. Murphy responded that the national office consisted of three Labour Relations Officers, two Administrative Assistants and one Administrative Officer. He added the budget passed at the last convention included three LROs but the National Executive had decided to staff determinate LRO positions to help with the workload. We will have to work within our budget starting next year.

9. Employer Updates

CFIA

F. Murphy reported that there was a lot of consultation being done with this employer. He stated that the next HR UMCC, OPS UMCC and NUMCC would be held on October 31 and November 1 and that the call-out for Agenda items was sent out. Furthermore, the terms of reference would be reviewed at the next NUMCC. He added that this employer had a number of sub-committees in addition to the UMCCs.

A discussion ensued on the fact that the employer had not been posting the minutes from the meetings and that the minutes were not being translated. F. Murphy stated that this matter was addressed and the employer had agreed to translate and post the minutes. He added that we would hold them to adhere to the terms of reference.

The RVPs discussed the fact that they received the callout for agenda items from our office but did not receive the agenda, the items being submitted or the minutes from the previous meetings. F. Murphy stated that our office would share with the RVPs the following UMCC documents: the agenda, the submission items, the draft minutes and short point form notes from the discussion at the meetings. It was also mentioned that a solution to receiving more agenda items would be to add a link to the agenda form on our website.

PI/EG Review Update

E. Massie presented some background information in regards to the grievances that were filed in 2000 and 2007 and provided an update to Council members. She stated that Y. Ducharme (Past President), B. Kingston (Past President) and S. Rochon were initially involved working with the files. She advised that recently our office met with the employer, the individuals at the table have changed and that CFIA was motivated to finalize these grievances. She reported that she and N. Cale went through all the files in the office, assessed the files and sent out letters to the grievors on August 9th. She stated that all the files were being closed except for the lump sum, increment and unique situation grievances. Furthermore, there were some settlements that B. Kingston and F. Murphy negotiated for the plant program and that G. Galand was working on some of the plant program exceptions grievance files. She added that settlement discussions were still ongoing and our deadline to have a resolution for this file was December 2017.

Phoenix

The Council members had a long discussion in regards to Phoenix and the hardship it was causing our members. F. Murphy responded that Phoenix was a fiasco and we were trying to deal with the members affected by financial hardship. He advised that R. Cormier was taking over the Phoenix file for our Component. He added that PSAC has taken court action to have this matter resolved and the Phoenix issue would be brought up at the NBoD next week. RVPs are being asked to talk to their PSAC REVPs to see about having more demonstrations. Furthermore, he advised to RVPs that if a member was not in good standing because of Phoenix, they should direct the member to the PSAC website at <http://psacunion.ca/membership-good-standing> and fill out the [Membership in Good Standing Request](#) form.

Update on Pilot Programs – MSIP and MMIP

M. Dyck provided an update and background information in regards to the Modern Slaughter Inspection Program (MSIP). He stated that the pilot was being done in Red Deer and Lethbridge. He advised that B. Kristjansson and R. Olynyk were the union representatives on the committee and they were monitoring it closely. As for Modernization Meat Inspection Program (MMIP), he reported that the pilot would most likely be in Ontario but a region had not picked yet. He advised that R. MacDonald and J. Pennington would be the union representative on that committee. Furthermore, he stated that the union representatives were on the committees to see everything that was being done and to have proper information in order to be informed and not to validate CFIA's reason for making this change.

AAFC

M. Dyck provided an update to the Council members. He advised that the Deficit Reduction Action Plan (DRAP) would be finished in January. He stated that there were

two Mental Health Champions which were Tom Rosser and Catherine Care (one manager and one employee) and that Mental Health was a sub-committee of the NOHS committee. Furthermore, he advised that training would be rolling out soon.

He advised that there was still a great deal of work to be done with violence in the workplace as it still wasn't running smoothly and that a committee was starting to meet to ensure that everyone know their role.

He reported changes to the staffing framework as PSC was not monitoring the hiring process any longer. He stated that work was being done on rules and regulations on the hiring process and they were monitoring the process as positions should require an open process and not simply appointments.

He advised that the national committees were working well and that the diversity networks were running well. He added that Jane McDonald, Alternate Human Rights Director, was on the Accessibility and Inclusion Sub-Committee as our union representative.

DND

F. Murphy provided the update on this employer. He stated that there were seven bargaining units at the table and that the HRUMC meetings were held twice a year. He stated that Celine Rainville, Local President 70138, was on the ED Study Leave Committee that was getting started again. He reiterated that we would be scheduling a teleconference with Labour Relations with the main topic being the excluded LAT 02s. He reported that Health & Safety was moving quite well and after reviewing their program, it seemed to have been done well. Furthermore, he stated that DND had subcommittees on Violence in the Workplace and Return to Work and Health & Safety (and he was the representative). He reported that the major issue with Health and Safety was that DND has two structures: the NOHS structure and base work site committees, with the latter not reporting to NOHS. This is under review.

PSC

F. Murphy stated that Prime Minister Trudeau had appointed Patrick Borbey as the new President of the Public Service Commission. He added that he met Patrick Borbey at the last NUMCC and that he seemed keen, eager and interested in getting things back on track. He reported that he along with P. Lillies, President Local 70155, sat on the Health & Safety Policy Committee and he stated that they have had four WPV investigations in the last two years. More work needs to be done.

CSPS

E. Martel provided the update to the Council members. He reported that there had not been any formal training on Health and Safety at the school for the past four years. He stated that training was promised over and over again and a deadline of December

2017 was decided. He reported that in Human Resources there were quite a few elements coming into play as the classifications had not been reviewed since 2005; PE at the school should be EDS or AS. He stated that M. O'Neil did a presentation on EE and received positive feedback from management. As for Work Force Adjustment, F. Murphy stated that out of 48 members affected we were now down to nine and the employer felt that the last nine would be absorbed in the organization. He added that in the next three years the staffing levels would be dropping for full time equivalence (FTEs).

CGC

F. Murphy provided an update for this employer. He stated that the next NUMCC was coming up in November and it would be a two-day session; the first day would be with Local presidents in attendance and there would be discussion on the terms of reference. He added that the call-out for agenda items had gone out and that there were issues already on the table in regards to the interpretation of the work site. He stated that initially we had developed a joint submission to the NJC to get a ruling on it, but after some discussion, it was decided to use the grievance procedure instead. He noted that there would be a policy grievance filed in addition to individual grievance which will be sent directly to the third level possibly adjudication for the Board to provide a ruling.

M. Dyck added that the Chatham office would be moving to Hamilton. R. MacDonald stated that the members would now be located in Hamilton but would belong to a Chatham Local which was quite a distance. F. Murphy responded that we would have to review the logistics around the members' Local assignment.

As for Political Action, M. Dyck reported that there was a lot of fear with NAFTA and the changes to the Canadian Grain Act which could destroy the grain industry. He stated that he would be distributing a petition.

10. Social Justice Fund

F. Murphy advised the RVPs that part of the member's dues being deducted were designated to the Social Justice Fund (SJF) and that the Finance Committee would be reporting on this matter in their report. He stated that there was a section on our website for the SJF with the application form and process. Furthermore, there was a call-out for SJF committee members. The following members were selected as part of the SJF Committee: R. Cormier (Chair), K. Zoller, J. Carrier and A. St-Germain. The committee members were advised that R. Cormier would be organizing a meeting in the near future to review the SJF mandate and website.

F. Murphy added that the PSAC would be sending a delegation to Guatemala including four youths to promote Social Justice. He reported that the National Executive submitted an application to the Social Justice Fund that in the event that an Agriculture Union member was chosen, expenses such as registration fees, loss of salary and

airfare to Guatemala, would be covered by the Agriculture Union Social Justice Fund – the application was approved.

As a side note, T. Carter reported that at our last convention, \$17,796 was raised for Humanity Project in Moncton, which was the largest donation that this organization had ever received. She was hoping that we could do more things like this in the future.

11. Collective Bargaining

CFIA

R. Cormier provided an update on the CFIA bargaining. He reported that they had moved quite a bit in the last session and the next meetings were scheduled for October 16-20, 2017 and November 6-10, 2017. The Council members were asking if they could receive information in regards to bargaining as they were being asked questions but could not locate the information. F. Murphy advised the Council members that the PSAC website had the employer's and union's demands and that this information could be shared with the members. R. Cormier stated that the PSAC negotiator had not provided speaking notes to share with the members and he would be requesting this from the negotiator after this round of bargaining.

A special thanks to the Locals that sent in pictures in support of the bargaining team to post in the meeting room during negotiations.

Treasury Board Bargaining Conference

F. Murphy reported that the Treasury Board Bargaining Conference would take place in March 2018 and that the delegates and alternates have been selected. He advised that the final delegate list was distributed to the Council members.

12. Standing Committee Reports

Finance and Communications Report

E. Martel read the report to the Council members.

M/S R. Cormier / E. Martel

That the Finance and Communications Committee Report be adopted as a whole.

Recorded Vote # 2 – MOTION CARRIED

L. Budget circulated the updated claim to Council members with the new National Joint Council (NJC) rates.

A request for the use of e-transfer for reimbursement of expenses to RVPs instead of cheques was suggested. L. Budge to verify with the banking institution to see if this would be feasible option.

Bylaw & Regulations Committee Report

P. St-Georges read the report to the Council members.

M/S P. St-Georges / T. Carter

That Regulation 4, Subsection 3 b) be changed as per item 3 of the committee report.

MOTION CARRIED - by show of hands

Rationale: This change reflects what was outlined in the budget.

M/S P. St-Georges / T. Lee

That the Bylaws and Regulations Committee Report be adopted as a whole.

Recorded Vote # 3 – MOTION CARRIED

Collective Bargaining and Occupational Health and Safety Committee Report

The Committee members shared in the reading of the report to the Council members.

M/S M. Dyck / R. MacDonald

Recorded Vote # 4 – MOTION CARRIED

General and Human Rights Committee Report

M. Desrosiers and A. St-Germain read the report to the Council members.

M/S M. Desrosiers / A. St-Germain

Recorded Vote # 5 – MOTION CARRIED

13. Political Action

F. Murphy provided an update to Council members in regards to meetings that B. Kingston and he had with several MPs to raise awareness on inspection modernization and the changes to the Safe food for Canadian Act. He advised that he and R. Cormier had met with Jim Thompson, Communications, and would be meeting with him in the future to plan a strategy.

He stated that he had a teleconference scheduled on October 20th with Paul Glover, CFIA President, to discuss the bootcamp session promises.

F. Murphy reported that a second survey was sent out and the results were worse than the first one. He added that the survey was improved to make it more inclusive to all the members at CFIA not only the inspectors. Furthermore, he stated that he would be scheduling a meeting with Paul Glover and Carolina Gilberti to discuss the results of this survey.

M. Dyck advised the Council members that he and Melanie Desrosiers would be attending the Food Safety Conference on October 18-21, 2017, in Toronto, and that the National Executive would be attending the National Farmers Union Convention on November 23-25, 2017, in Ottawa. He added that working together with these allies could help us work with the MPs.

F. Murphy suggested that the RVPs visit the FoodSafetyFirst website and ask the members to sign up as it is a great tool to send letters to the MPs.

14. Workplace Violence (WPV)

F. Murphy stated that Agriculture Union had spent a lot of time discussing Workplace Violence and offered a question and answer period. There was a discussion on if there was a list and could it be posted on our website. F. Murphy stated that R. Cormier and M. Dyck would review the list to ensure it was up-to-date before posting.

15. Life Memberships

F. Murphy advised that the National Office had received Agriculture Union Life Membership Applications for Teri Friday and Rod Oliver; the nominator for both was Earl Fisher. The applications were distributed to Council members for their review.

Discussions ensued on the following: twenty-five Life Memberships total and seventeen were already given; that the process for life membership needed to be reviewed by the General and Human Rights Committee; that the life membership applications should be reviewed by the General and Human Rights Committee for recommendations prior to being sent to Council; and, life members on the website should have a link to include their life achievements.

M/S R. Olynyk / K. Zoller

That the Life Membership Application for Rod Oliver be referred to the General and Human Rights Committee for review and recommendation.

MOTION CARRIED – by show of hands

Rationale: Insufficient information on application form.

M/S D. Babuin / R. MacDonald

That we grant Agriculture Union Life Membership to Teri Friday.

Recorded Vote # 6 – MOTION CARRIED Unanimously

16. Roles and Responsibilities of National Council Members

F. Murphy advised the Council members that the National Officer Handbook was distributed to them after convention. He stated that their role was to connect with their Locals, visit their Locals, attend the annual general meetings, organize the regional seminars and provide advice to the Locals. Furthermore, he advised that the role of the RVPs was not to do the grievances for the Locals instead they should guide the Locals to the PSAC training and provide advice as necessary.

Discussion ensued on the Local membership reports, mentoring of the new RVPs, Local Annual General Meetings, regional seminars and funding for the regional seminars. L. Budge stated that there was an “InfoKey” document on our website that was a great information piece for the RVPs as well as the Locals.

17. Selection of NOHS Committees

Please refer to the Collective Bargaining and Occupational Health and Safety report.

18. PSAC Convention

The PSAC Triennial Convention will be held in Toronto on Sunday, April 29th to Friday, May 4th. Our component was given an allotment of 16 delegates; therefore, the National Executive and eleven National Council members will be attending. The National Executive decided that D. McRae and A. St-Germain would be participating as observers.

F. Murphy advised that Locals could register for the convention as observers and their cost should be paid out through their Local's funds.

19. Next Council Meeting

The next Council meeting will be held in Toronto on Thursday, April 26th to Saturday, April 28th with travel scheduled for Wednesday, April 25th.

20. Other Business

Agriculture Union Representatives at Employer Meetings

A draft document was sent to the Council members. F. Murphy requested that RVPs send the names of the individuals who sit on the committees.

Investigation – Travel Convention

The Council members were informed that there was an investigation committee established to investigate members who travelled through the Toronto or Winnipeg airports during the strike. F. Murphy advised that the Component was bound by the PSAC Constitution to investigate. Furthermore, he stated that the committee members were: P. St-Georges (Chair), D. Babuin and J. Pennington. He also noted that the Committee would not be establishing discipline and they were tasked with preparing a comprehensive report to be given to the National Executive.

Update Hazard Prevention Program CFIA

R. Cormier stated that he would like to survey the RVPs to see how the Hazard Prevention Program was going in the regions. He stated that he had received an update from the Quebec region but he would like to hear other regions in order to follow-up at the next NOHS meeting.

M/S K. Zoller / J. Pennington

That the meeting be adjourned.

MOTION CARRIED - by show of hands

The meeting was adjourned at 5:10 p.m.

Minutes are respectively submitted by Nathalie Cale (Recording Secretary).