

**Agriculture Union
National Council Meeting
April 6-8, 2017**

**Delta Beauséjour
750 Main Street, Moncton, NB**

MINUTES

In Attendance:

National Executive	National Council
Bob Kingston, National President (Chair) Fabian Murphy, 1 st NEVP Rick Cormier, 2 nd NEVP Milton Dyck, 3 rd NEVP Barbara Kristjansson, 4 th NEVP	Jan Pennington, RVP Eastern Atlantic Don Bouchard, RVP Western Atlantic Jacquelin Carrier, RVP Eastern Quebec Mariette Beaudet, RVP Western Quebec Marie-Claude Chevalier, Alternate RVP National Capital Region Rob MacDonald, RVP Southern Ontario Eryn Butterfield, RVP Manitoba, Northwestern Ontario and Nunavut Karen Zoller, RVP Saskatchewan Randy Olynyk, RVP Northern Alberta & NWT Herhald Mark, RVP Southern Alberta Dean Babuin, RVP Eastern British Columbia Teri Friday, 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

1. Call to Order

B. Kingston called the meeting to order at 9:10 a.m.

2. Opening Remarks

B. Kingston noted that there were new faces in the room. A round table ensued.

B. Kingston welcomed everyone to the meeting. He stated that it had been an interesting few months with the contract settlements that had taken

place and a possible settlement pending with CFIA. He also requested that Council members identify themselves before the end of the Council meeting if they were not planning on seeking a position at the next convention.

3. Adoption of agenda

M/S T. Friday / H. Mark

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 T. Friday / H. Mark

That the hours of session be adopted.

MOTION CARRIED – By show of hands

5. Approval of June 2 to 5, 2016 National Council Minutes

M/S T. Friday / H. Mark

That the draft minutes of the June 2 to 5, 2016, meeting be adopted.

MOTION CARRIED – By show of hands

6. Business Arising out of Previous Minutes – Tracking Report

#1 – Paid Prep Time/Wash-up Time

B. Kingston explained that this item was about when people take their appropriate breaks in plants. He reported that following the last collective agreement, consultation to determine some principles to be applied to plants across the country was supposed to take place. He added that Brenda Dagenais at CFIA was leading the consultations. He reported that after two years of meeting every four months, two things became apparent: there weren't any established principles applied and circulated across the country; and, that the intervals between the meetings was so long that everyone forgot what was discussed at the previous meeting. He reported that he had conversations with her Supervisor, G. Etienne. Unfortunately, G. Etienne recently advised B. Kingston that he would be away for a while. B. Kingston added that in G. Etienne's absence, the issue would be raised with Harpreet Kocchar.

#2 – CFIA – Timeline for Training for Duty to Accommodate

B. Kingston reported that there had been solid commitments for years now from CFIA that they would embark on Duty to Accommodate training and that we had ventured into discussions with them many times. He commented that there had been various CFIA people assigned to work on this file but every time they got started, they got a better job somewhere else, then the file would go unattended again and this was where the file stands now. He advised that CFIA explored having the Joint Learning Program (JLP) deliver the training throughout the CFIA. According to both directors (JLP and TBS), it was all worked out, it was just matter of signing on the dotted line but that didn't happen. He stated that CFIA was prepared to deliver the training and that the matter would be raised again at the next UMCC. He added that this item was also on the table during negotiations and that CFIA seemed interested. He advised Council members to communicate with the National office should they were having trouble with their Local managers on receiving this training delivered on their site.

#3 – CFIA Harassment Training

B. Kristjansson reported that this item had been in the works for the last couple of years. She stated that the deck was almost finalized but then the employer representative made changes. She commented that the employer representative did not know about harassment and did not want to include Workplace Violence in the deck. She stated that they were at a stale mate with the committee so it was presented to NOHS, the governing body for any type of workplace health and safety training. She

advised that NOHS had some comments on the deck and M. O'Neil incorporated some of their comments. She stated that there would be a NOHS meeting in April and that they would be having another discussion about the deck. She reported that the train the trainer sessions had not taken place and it had been frustrating. She added that they were working at it and they would not agree to something that would not work for our members.

#4 – Classification Reform CFIA

F. Murphy gave some background information to the CFIA Classification Reform grievances that were filed over 10 years ago and remained in abeyance. He stated that the AS and CRs at Treasury Board received a lump sum payment as part of their collective agreement several rounds ago. He added that the CFIA members did not receive a lump sum payment and thought they should have received the same in their collective agreement. F. Murphy proceeded to advise Council members that the National Office was in discussions with CFIA in the hopes of reaching a settlement by April 15th. He added that the settlement would consist of two parts: a MOS to establish a committee to review their classification and monetary compensation.

M. O'Neil expressed concern that the Agriculture Union was negotiating the settlement as the grievances were not group grievances or a policy grievance. She stated that many grievances had not been heard at the first or second level. She had concerns that there could be some recourse from the grievors if they were not made whole after the settlement. F. Murphy advised her that the union could move the grievances up to the third level and once the union signed off on these grievances, all grievors would receive a letter and have no recourse. He stated that this was a good opportunity to get these grievances dealt with as he was working with some good people at CFIA and the grievances were already 10 years old. M. O'Neil expressed her appreciation for the work being done to resolve the grievances. F. Murphy, B. Kingston and M. O'Neil will be meeting to discuss the file.

#5 – EE Meetings

B. Kingston advised Council members that there would be a message from C. Barnes (CFIA) stating to stand down the committees until we collaborate. He stated that a draft letter was sent to him for his review and that the matter would be dealt with at the national level first.

B. Kingston stated that collaboration would have to be established and that union representatives on a committee had a say in the decisions of the committee. He added that all decisions of the committee were joint. He

cautioned joining a committee and suggested that it would be best to stand down the committee and start over instead of joining.

#6 – Competent Persons for Investigation

F. Murphy stated that the National Office had a competent persons list but a decision was made not to use it for the following two reasons: some people on the list had not received the appropriate training to conduct the investigation; and, CFIA had modified the list without the participation of the policy committee. He added that B. Neilson had done a one-day training but the trainees reported that they did not feel confident conducting an investigation after receiving the training. He advised that a decision was made to discontinue using the list until the issues were resolved at NOSH. He added that the Council members should communicate with the National Office if a competent person was required, as we do have some names of consultants who we could recommend.

#7 – Local RVP Reports

B. Kingston advised RVPs of the importance of completing their reports before Council meetings. He reiterated that it gave the RVPs an opportunity to have a discussion with their Locals. He stated that if a Local was in trouble we needed to know in order to offer some assistance such as meeting with the members at their AGMs or suggesting merging Locals.

He reminded RVPs that the April 15th deadline for delegates for the upcoming convention was fast approaching and the National Office still hadn't heard from some of the Locals. He added that Local delegates had to be done through an election process and minutes of the meeting had to be provided to the National Office. He advised the RVPs that the National Office had already sent out two reminders about the deadline.

#8 – LAT 02's – DND (excluded positions)

F. Murphy advised that the LAT 02s were Supervisors that were excluded only in St-Jean (but were our members everywhere else). He stated that management at St-Jean had delegated the first step grievance process to the LAT 02s; therefore, the LAT 02s hear grievances from the LAT 01s. He stated that we tried to have it dealt with at the regional level but we would be escalating this matter to the Human Resources UMCC; and, if necessary, the Deputy Minister.

#9 – Health and Safety Newsletter

M. Dyck reported that the Health and Safety Committee would be working on the newsletter at their next meeting. He was hoping to get something out as soon as possible.

#10 – EE Plans

M. O'Neil reported that this was an action item on the Human Rights Committee. She stated that they were working with the following national representatives: AAFC – Milton Dyck; CSPS, DND and PSC – Fabian Murphy; CGC – Teri Friday; CFIA – Barb Kristjansson and Marlene O'Neil. She added that the final copies of the plans would be listed on the Agriculture Union website.

#11 – Accommodations and Accessibility Report (Moncton Convention)

B. Kingston advised the Council members that the Human Rights committee requested an Accommodations and Accessibility report for the upcoming Convention in Moncton. L. Budge advised that he had verified with the PSAC to receive the check-off list but PSAC advised him that there wasn't one. Therefore, he advised M. O'Neil who in turn stated that she would follow-up. M. O'Neil stated that PSAC did not seem to have a list. B. Kingston stated that he would follow-up with Gaelle Felix, PSAC.

#12 – Unionized Services and Facilities

R. Cormier stated that this would be dealt with at the next Bylaws and Regulations Committee's meeting. He added that the Committee would offer clarification on this item and revise the RVP and Director Handbook.

#13 – Member Orientation and Onboarding

R. Cormier stated that there was a PowerPoint presentation on orientation that was prepared by J. Pennington several years ago. He advised that the Executive had a discussion and agreed that it should be distributed to all Locals for their use when meeting with new members. He advised that the Bylaws and Regulations Committee would be discussing it at their next meeting and make the appropriate revisions.

M. O'Neil suggested that the presentation be posted on the Agriculture Union website. B. Kingston stated that it could be added in our Info Key.

R. Olynyk asked if there was a way to receive notification of new hires. B. Kingston commented that the union was entitled to some information that was exchanged through pay lists but that it did not contain any contact information for the members. He stated that a notification system within

the regions should be set-up to advise the union of new hires. M. Dyck commented that managers and supervisors in the western area were advised to inform the union of new hires. E. Butterfield commented that CFIA inspectors in Manitoba were given a check list to go through with new hires and the union was included. She added that the checklist was on Merlin. T. Friday commented that the G. Miles would send out a yearly email to the employees stating that their information was being shared with the union. B. Kingston stated that staffing actions and staffing plans should be standing items at all regional UMCC.

R. Olynyk shared some comments in relation to the signing of Application for Membership Cards. He stated that he had a member that signed a card seven times. He wanted to know if cards could be scanned and sent in. He stated that C. Gauthier advised him that the cards could not be scanned and the original had to be received to change the member's status from Rand to Full. K. Zoller stated that she had signed up members and Locals were asking why they weren't showing up on their Local reports. F. Murphy suggested that the Applications for Membership Cards be scanned and sent to C. Gauthier by email with a note stating that the original had been mailed. C. Gauthier would then know to look out for the card and could advise the sender when the card was received at the National Office. B. Kingston stated that the National Office would look into it to get this issue resolved. F. Murphy stated that it might be a matter that would have to be brought up at one of the PSAC National Board of Directors meetings.

7. Finance Committee

Please refer to the committee report later in the report.

8. National Office Staff

F. Murphy informed that presently the staff at the National office consisted of two Administrative Assistants, C. Gauthier and N. Cale; one Administration Officer, L. Budge; five Labour Relations Officers (LRO), E. Massie, S. Rochon, E. Ouimet and G. Galand; and N. Milosevic was still on sick leave. He advised that E. Massie had returned from her sick leave approximately six months ago and was back to work full-time and doing well. He reported that S. Rochon was on a gradual return work following her workplace accident and that her progress was not as good as she anticipated. He stated that she was working a four-day work week, two days working from home and two days working at the office for a total of 18 hours per week. He added that E. Ouimet was originally offered a term position for one year but following S. Rochon's workplace accident, she was extended until December 2017. He stated that another LRO position was staffed to help with the workload; G. Galand was offered a term

position until September 2017. Furthermore, he stated that Great West Life advised him that N. Milosevic would be gradually returning to work as of May or June 2017. F. Murphy advised that the Executive had decided to maintain status quo and keep five LROs with N. Milosevic's gradual return as there was enough workload.

F. Murphy reported that a new collective agreement with staff was reached after two days of negotiations. He stated that there were economic increases over three years of 1.75%, 1.75%, 1.75% and that the collective agreement would expire on April 30, 2019.

9. Employer Updates

PSC

B. Kingston reported that the position of the National President had been a bit of revolving door since Maria Barrados left. He stated that PSC seemed to cycle through presidents fairly quickly. He added that Gerry Thom was presently the Acting President and that we were waiting the announcement of the next president. He stated that things were relatively good with the PSC except with Workplace Violence Investigations. F. Murphy reported that there were issues in regards to our Local President being too rigid as he would follow-up a verbal complaint with an email. He stated that he met with the Director General of Labour Relations along with the Local President to explain our process and that the Local President was simply following the process to ensure that the grievances/complaints timelines were being protected.

DND

F. Murphy reported that there were four meetings per year with the Human Resources Sub-Committee and the Regional UMCC in Ste-Jean and Asticou. He stated that there were some issues with the delegation of authority that were being dealt with.

As for Phoenix pay issues, F. Murphy advised that there had been some issues with employees not being paid through Phoenix and that he had received feedback about pay issues from members in Kingston, Asticou and St-Jean. He stated that he forwarded the pay issues to the Director General of Human Resources who was fairly quick at resolving the issue. He added that for the most part these issues were resolved.

B. Kingston informed that at DND things were different as their managers change every two years. He stated that this made it difficult for our members because as soon as staff started making headway with a manager, the manager leaves and a new one comes in and the process starts all over.

F. Murphy reported that contracting out was a systemic issue at DND. He advised that a letter signed by nine bargaining units was sent to the Minister expressing the concerns on contracting out and requesting a meeting. He added that a lot of the language teachers were on contracts but we would prefer to see them in indeterminate positions. M. Beaudet stated that there was a lot of contracting out at St-Jean and that they should be hiring determinate employees instead.

There was mention that CFIA had language teachers but they were classified as PE Group. The work is EDS. In past we had EDS and they cut these positions and contracted out services many years ago. This presents as an abuse of the classification system given the performance of bargaining work under a PE position.

CSPS

B. Kingston reported that Wilma Vreeswijk had been there for about a year now. He stated that when he first met her, she advised him how she wanted to collaborate with us but then she went off and did what she wanted. B. Kingston reported that he had a conversation with her about the restrictions on her activities such as posting certain material for the entire public service without considering the other legislative frameworks that might apply. B. Kingston stated that he would be setting up a meeting with Wilma Vreeswijk and a Treasury Board Representative to go over the legislation framework of the public service.

He advised that we get a fair amount of cooperation from the CSPS. He stated that they had gone through significant changes and downsizing since they lost the mandate in 2004 to be the sole provider of language training and that was why we had a Workforce Adjustment Committee.

F. Murphy advised that he and R. Chalifoux, Local President 70139, sit on the WFA Committee. He reminded the Council Members that a year ago, CSPS had advised us that they were going in a workforce adjustment situation and gave us a list of 49 employees that were going to be affected. He added that out of the 49 employees over half of them were our members. Furthermore, he stated that we immediately set-up a WFA committee and met with the employer every month. He advised that there were nine of our members still affected that would most likely be absorbed into positions within the organization. He added that some of the affected members took the option of retiring or leaving, but most others were absorbed in the organization in other positions. He stated that we would be challenging CSPS on the reason why they didn't offer a reasonable job offer to begin with as they could have worked with the other departments

to find a placement for these employees and alleviate a lot of unnecessary stress. He stated that the next NUMCC was scheduled for April 11th.

CGC

T. Friday reported that the CGC was going through a big change in the management structure. She added that G. Miles has given his retirement notice as of June of this year. She stated that he is the example that others were being led by and he understands union relations. She added that there were three new commissioners and it would remain to be seen how this new management team would perform. She reported that there was good communication not only at meetings but in between meetings on important matters. She stated that they were meeting regularly for NUMCCs and that Local UMCCs were doing well except in the East. She added that Employment Equity and Diversity Committee had been around for a while with full union consultation and membership. She reported that Chatham was moving to Hamilton but they did not have a location for sure. She had been told that only two employees had decided to move to Hamilton. The next UMCC was scheduled for April 26th.

AAFC

M. Dyck reported that Equity and Diversity networks was now reporting to the Human Resources Union Management Committee. He informed that there used to be an Inclusiveness Management Committee but it was shut down as it was a completely management run committee that excluded the union.

Performance Review - He reported that the Research Branch was working on a strategic development plan. He added that after the performance review came out they had a plan for people that were under performing but didn't have plan for people that were over performing. He stated that they were trying to come up with a plan for career development and it would be working with the performance review. He added that he had seen a draft document and it would be interesting to see how this gets presented our membership.

Hiring Process – M. Dyck advised that there were some concerns with the hiring process and that we would be looking at their hiring process and especially how they were bringing up students. He added that when they were doing the development to management positions, we would want to ensure that they give our members the opportunity and not just place the post-docs into these positions.

EG and GL Grievances – EGs are almost all resolved and there are only a few GL grievances left that we were hoping to have resolved by next year.

Frelighsburg Research Station – M. Dyck advised that the research station in Quebec was being reopened and that he would receive more information at the next Sciences and Technology Branch meeting.

B. Kingston advised that he would be meeting with the Agriculture Minister on Monday morning to talk with him about staffing back up the research stations to full capacity with technical and administrative support and discuss the community pasture program.

Community Pasture Program – M. Dyck reported that this was the last year that AAFC would be running the community pasture program. The last WFA round would be coming up with the last 35 to 40 members to be workforce adjusted.

Phoenix – M. Dyck reported that the employees affected by workforce adjustment had issues with Phoenix as they were supposed to get their allowances for transition support measures and/or severance and they didn't get them until a year later. He suggested that for the last of the affected employees, we would have to ensure that they get their transition support measures. He added that it was unacceptable that the first round of members did not receive it until a year later.

Term Policy - F. Murphy stated that the freeze on term policy was lifted at the last HRUCC after two years of discussing it at the NUMCC. He advised that term employees' time would be accounted towards the accumulation for up to the 3-year term rollover. He stated that the next NUMCC was scheduled for April 13th.

Staffing – F. Murphy reported that we were seeing an increase with staffing at AAFC across the country and should probably see more now that the term policy had been lifted. However, he stated that we had received complaints in regards to their staffing practices which was brought up to the Human Resources Director General's attention.

CFIA

B. Kingston reported that CFIA was a little more than half of our membership and about 95% of our work. He stated that Dr. Bruce Archibald, CFIA President was replaced by Paul Glover. He added that Paul Glover conveyed to him that he had met with Yaprak Baltagioglu, Secretary at Treasury Board (who used to be the AAFC Minister) who advised him that he had to have a good relationship with Agriculture Union to make the organization work. B. Kingston stated that so far Paul Glover had been trying hard to have a good relationship with us and had been honest. He added that he had honest conversations with the Vice-

President of Human Resources, Colleen Barnes. B. Kingston added that he was feeling optimistic about CFIA for the first time in 15 or 20 years.

B. Kingston advised that Gerard Etienne was found guilty of gross management by the integrity commissioner and members were wondering how he could still hold a position at CFIA. B. Kingston added that he had sent an email to G. Etienne in regards to another subject and G. Etienne had responded to him that he would be away for a while.

Agency Transformation – B. Kingston advised that Paul Glover made it clear in a room full of PIPS and AGR members at the Agency Transformation Union Dialogue session in March that things would not go forward with Transformation unless they were proven to work. He added that Paul Glover offered a solid commitment that they would slow things down until they were right and that this would not be another Phoenix.

B. Kingston reported that at that session a lot of people complained about the downloading of label reading to the meat hygiene inspectors. He advised that the work used to be done by a group of administrative staff that worked in Ottawa, but CFIA had disbanded this unit and the overworked plant inspectors were expected to find the time to verify the label without any training.

Staffing – B. Kingston reported that this was one of the slowest departments at getting staff back up. He stated that there had been some conversations with CFIA and they stated that they would staff more positions but it still remains to be seen.

PI EG Review Grievances

F. Murphy informed Council members that there were several thousand grievances that had been filed a long time ago and that we were in discussion with CFIA to get them resolved. He advised that there were two settlements: Mutrie et al – mediated settlement for 13 grievors and Armstrong et al (Plant Program Inspectors) – mediated settlement. He stated that an article posted on website was requesting members who worked with nuclear stock to identify themselves with proof before May 22, 2017. He advised that the lump sum and unique grievances would be the next grievances to be dealt with and a settlement was anticipated.

Furthermore, F. Murphy stated that a few years ago there was an article on the website in regards to the closing of the Classification and Work Description grievances. He advised that this article was posted and letters were sent out to the grievors as these grievances were mediated in 2005 but the National Office had failed to advise the grievors.

E. Butterfield inquired about the Acting Pay grievances (1998-2000) that were placed into abeyance by the National Office. After discussion, B. Kingston advised E. Butterfield that these grievances should have never been filed as part of the PI EG Review grievances and they should be pulled out of abeyance and dealt with.

10. Agriculture Union Social Justice Fund

F. Murphy reported that the Committee approved three projects since the last Council meetings and that the information could be found on the website.

11. Collective Bargaining Update

This item was referred to the Collective Bargaining Committee.

12. Standing Committee Reports

Finance & Communication Report

D. Bouchard read the report to the Council members and the budget for the next three years was distributed.

F. Murphy advised that the budget was built with a membership of 6,500 members with no dues increase.

M. O'Neil asked if any consideration was given to Phoenix when preparing for the budget. F. Murphy advised Council members that the numbers could be skewed because of Phoenix and it was responsible to build the budget with the numbers that we had. B. Kingston stated that we were being conservative with our budget for that reason.

J. Pennington asked if the Council members could receive the amounts in the funded reserves. L. Budge answered by verbally stating the amounts in all the funded reserve up to 2016.

B. Kingston advised Council members that, if approved, this would be the budget presented at the 2017 Convention.

M/S F. Murphy / T. Friday

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

Recorded Vote #1 – MOTION CARRIED

Bylaws and Regulations Report

R. Olynyk read the report to the Council members.

M/S R. Cormier / J. Pennington

By-Law 6 Section 6

WHERE AS the number of RVPs has decreased and with the removal of National Directors, the size of National Council now consists of the National President, 4 National Vice Presidents, 12 Regional Vice Presidents and 1 National Human Rights Director. Therefore, the amount of National Council members needed to meet quorum should reflect this council size reduction.

BE IT RESOLVED THAT the number of members needed to meet National Council quorum be changed from “plus nine (9) other members” to be “plus 50% or greater of other members”.

Recorded Vote #2 – MOTION CARRIED

M/S R. Cormier / J. Pennington

By-Law 6 Section 7

WHERE AS the changes made to the number of council meetings at the 2014 Triennial Convention were done as a cost savings measure to the component, it has been found that this has resulted in a disconnect amongst National Council members.

BE IT RESOLVED THAT By-Law 6 Section 7 be changed to read The National Council shall hold meetings at least twice annually at the call of the National President or at any time if requested by 50% or greater of the members of National Council. Meetings of the National Council shall be held in those locations where it is economically feasible and where the interest of the Agriculture Union is most efficiently served. A recorded vote shall be taken on all motions and a copy of same attached to the minutes.

Costing: This item was sent to the Finance and Communications Committee for costing. It was costed at \$0.51 dues increase per member.

Recorded vote #3 – MOTION CARRIED

M/S R. Cormier / J. Pennington

Regulation 4 Section 5 (h) Vacant RVP Positions

WHERE AS By-Law 6, section 2 and By-Law 8, section 6 speak to fill vacancies in elected positions with no limitations with respect to the date of the Triennial National Convention (TNC);

WHERE AS Reg.4 outlines the roles and responsibilities of the RVPs to hold their Regional Seminars and the absence of a RVP could impair the ability to hold a respective Regional Seminar;

Be it resolved: Reg.2, section 5(h) be amended to change the 6 month limitation to elect a vacant RVP position to 2 months.

Recorded Vote #4 – MOTION CARRIED

M/S R. Cormier / J. Pennington

By-Laws and Regulations

WHERE AS the emphasis of OHS is to be on Health.

BE IT RESOLVED THAT anywhere is the By-Laws and regulations where OSH, NOSH, Occupational Safety and Health or National Occupational Safety and Health be found, it be changed to OHS, NOHS, Occupational Health and Safety or National Occupational Health and Safety respectfully.

Recorded Vote #5 – MOTION CARRIED

Regulation 4 – Regional Seminars: An amendment to add the Regional Human Rights Representatives to the resolution was suggested and the Council members debated whether or not to refer it to the committee. In the end, the B. Kingston ruled this to be a friendly amendment and the referral to the Committee was defeated (M/S T. Friday / F. Murphy).

M/S R. Cormier / J. Pennington

That the Bylaws and Regulations report be adopted as a whole.

Recorded Vote #6 – MOTION CARRIED

Collective Bargaining and OHS Committee

M. Dyck, M. Chevalier, M. Beaudet, R. MacDonald and J. Carrier shared in the reading of the report to the Council members.

A discussion on Phoenix ensued. J. Carrier asked if there was anything else we could do to help the members especially the members with mental health issues who were having a lot of difficulty. B. Kingston responded that Phoenix was tabled at several meeting and would be brought again. He added that managers were supposed to give the members time during their work hours to deal with their pay issues. He advised Council members that they could take all the time necessary during work hours to help identify and resolve members' Phoenix pay issues. He stated that we were not in a position to resolve the Phoenix program, but we could try to get some of the members' problems resolved. He added that at the end of the day, TBS would be held accountable on the financial side.

T. Friday commented that most of CGC's Phoenix pay problems were with overtime especially in BC where overtime was not being paid. She stated that there was a psychological and financial impact for those members who count on this overtime pay. R. MacDonald also stated that overtime was not being paid in his region and that they were spending a lot of time on the telephone with Miramichi to get the issues resolved during work time. J. Pennington commented on the excessive amount of overtime especially Marine Atlantic and the work load compounded by Phoenix issues were weighing hard on the members. B. Kingston advised Council members that overtime was not on the priority list, but in the short term, he suggested that an email be sent to F. Murphy to see if the issue could be resolved and/or escalated. He also suggested that the issue be raised at the area regional meetings.

D. Babuin stated that he felt as though the union dropped the ball on the Phoenix problems. B. Kingston responded that Public Works created this system and that Unions and Public Works have agreed fixing the Phoenix program was the best solution. He added that every expert that had looked at the system had agreed that the best solution was to fix it. D. Babuin acknowledged the hard work of F. Murphy and C. Aylward, PSAC National Vice-President to get the pay problems resolved.

F. Murphy commented that he understood the frustration of members and that there was a process set-up to assist the members, but it wasn't a perfect system. He added that there was a priority list and TBS was told to hire more people to get the problems resolved. B. Kingston stated that pay issues should be brought to F. Murphy's attention who will then send an email to the department to escalate the matter.

B. Kingston reiterated to the Council members that they could use workplace time and resources to get the problems resolved. He added that resolving these pay issues should not be done on personal time.

M/S M. Dyck / M. Chevalier

That the Collective Bargaining and OHS report be adopted as a whole.

Recorded Vote #7 – MOTION CARRIED

General and HR Committee Report

H. Mark read the report to the Council members.

M/S B. Kristjansson / M. O’Neil

**BY-LAW 9 National Council and National Executive
Section 5 Human Rights Director shall:**

3. Attend the PSAC National Triennial Convention **as a Delegate**

Recorded Vote #8 – MOTION DEFEATED

As the committee read the report, some Council members debated the grammatical changes proposed in the report. These changes were editorial in nature; therefore, no resolutions were required as per the B. Kingston’s ruling.

M/S D. Babuin / E. Butterfield

That we stop debating these resolutions as per the Chair’s ruling.

MOTION CARRIED – By show of hands

M/S B. Kristjansson / M. O’Neil

Regulation 14(A) 4

The Agriculture Union National Human Rights Committee shall elect from the seven Regional Representatives a Coordinator to assist the National Director.

Strike this clause

~~The Agriculture Union National Human Rights Committee shall elect from the seven Regional Representatives a Coordinator to assist the National Director.~~

Recorded Vote #9 – MOTION CARRIED

M/S B. Kristjansson / M. O’Neil

Regulation 14(A) 5

The chair of the Agriculture Union Human Rights Committee or an alternate member of the committee will be a delegate to the Agriculture Union Triennial Convention.

Amend to:

The Alternate Director Human Rights will be a delegate to the Agriculture Union Triennial Convention. In absence this seat will be allocated to a member by vote of the Committee.

Recorded Vote #10 – MOTION CARRIED

M/S B. Kristjansson / M. O’Neil

Regulation 14(A) 7

Each Human Rights Regional representative may receive funding for Human Rights initiatives in their respective regions. Such funding will be based on work plans submitted to the Agriculture Union National Executive for approval.

Amend to:

Each Human Rights Regional representative (or alternate in absence) shall attend their regional seminar and will be funded to attend their regional seminar by the Human Rights Committee. Additional funding for regional activities may be provided on recommendation from the National Human Rights Director based on a costed work plan submission, and is subject to approval of the National Executive.

Recorded Vote #11 – MOTION CARRIED

M/S B. Kristjansson / M. O'Neil

That the General and Human Rights Committee report be adopted as a whole.

Recorded Vote #12 – MOTION CARRIED

13. Agriculture Union Convention 2017

Travel for Spouse Partner/Dependent Child

B. Kingston stated that as a cost saving measure at the last convention, spouse/partner/dependent child travel was suspended. It was suggested that it be brought back and Council members supported travel for spouse/partner/dependent child of a delegate at convention for the cheapest flight up to the cost of latitude fair. F. Murphy stated that the travel was costed at approximately \$40,000 if 50% of the delegates bring their spouse/partner/dependent child and that this cost was included in the budget for the upcoming convention. Furthermore, he stated that it would be costed higher if more delegates brought their spouse/ partner/ dependent child.

D. Bouchard asked if mileage would be paid out for someone travelling by car. F. Murphy and L. Budge stated that it would be the same as the NJC travel policy for mileage. L. Budge sent the AGR Union travel policy via email to Council members.

B. Kristjansson stated that we had been fiscally responsible and had sufficient funds to support the travel. She added that the National Executive had always used common sense on who was allowed to travel with the delegates at convention.

M. Beaudet stated that we had to be cautious as it was the members' money. She added that a lot of other components did not have this option and the members were in shock when they heard that a spouse/ partner/dependent child would be paid their travel to accompany a delegate to convention.

M/S R.Cormier / J. Pennington

That we reestablish the spouse/partner/dependent child travel for the delegates at convention.

Recorded Vote #13 – MOTION CARRIED

Activity Reports

B. Kingston reminded Council members to submit their Activity Reports for convention to the National Office as soon as possible.

Host Committee

R. Cormier stated that the host committee was working hard on the preparations for convention. He stated that they found some great restaurants and that activities were being planned. He added that there would be a street dance to celebrate “La fête nationale des acadiens et acadiennes” on the delegates arrival date, August 15th; a reception and silent auction on August 16th; and, the banquet on August 17th. D. Bouchard requested that Council members solicit their Locals for donations for the silent auction. He added that they were still actively looking for an aboriginal leader to conduct the opening and closing of the convention.

Travel for Convention

L. Budge advised that the Council members would be travelling on August 11 for the Council meeting scheduled on August 12. This meeting would be followed by three days of Convention Committee meetings ending on August 15. He stated that all other delegates would be arriving on August 15 to register for the Convention which takes place from August 16th until August 18th.

14. Political Action

B. Kingston advised Council members that he and F. Murphy would be meeting with the Minister of Agriculture. He stated that they were going to discuss getting the staff back up for research and speak about where we were at with the privatizing of labs. As the meeting would be brief, he stated that a handout on the Community Pasture program would be left with the Minister for his review.

D. Bouchard and E. Butterfield commented on a CFIA Development Plan that was distributed to employees before the budget was released showing job cuts. B. Kingston stated that the CFIA President, VP Operations and VP HR advised him that they would maintain all positions at CFIA. He stated that CFIA would have to go back to the staff to communicate the accurate information after having sent out the CFIA Development Plan.

15. Workplace Violence (WPV)

Council members had a discussion on Violence in the Workplace. This was an opportunity to ask questions and receive responses on the process to ensure that they were doing things correctly. B. Kingston advised them that in all of Canada, Agriculture Union had the most information on the subject of Violence in the Workplace. He added that a step by step process may be found on the Agriculture Union website in the "Info Key" (<http://www.agrunion.com/wp-content/uploads/Harassment-and-Bullying-Forms-of-Workplace-Violence-Dec-2015.doc.pdf>).

B. Kingston advised that there would be a national webinar on April 27th given to all the Public Service by CSPA on Violence Prevention in the Workplace. He encouraged the Council members to take the time to watch the webinar. The French webinar would take place at 11:00 a.m. facilitated by Denis St-Jean and Bruce Christianson and the English webinar would take place at 1:00 p.m. facilitated by Bob Kingston and Chantal Seeton.

16. Change to Regulation 2

Item was referred to the Bylaws and Regulation Committee

17. Agriculture Union Life Membership Applications

B. Kingston advised that the National Office had received Agriculture Union Life Membership Applications for Bob Jackson, John Lings and Glenn Miller. Prior to the meeting, the applications were distributed via email to the Council members for their review.

M/S T. Friday / K. Zoller

That we grant Agriculture Union Life Membership to Bob Jackson.

Recorded Vote #14 – MOTION CARRIED UNANIMOUSLY

M/S T. Friday / R. MacDonald

That we vote for both, John Lings and Glenn Miller for Agriculture Union Life Membership at the same time.

MOTION CARRIED – By show of hands

M/S T. Friday / R. MacDonald

That we grant Agriculture Union Life Membership to John Langs and Glenn Miller.

Recorded Vote #15 – MOTION CARRIED UNANIMOUSLY

18. Next Council Meeting

The next meeting after convention will be held in Ottawa on Friday, October 13th to Sunday, October 15th with travel days on October 12th and return date on October 16th.

19. Other Business

B. Kingston requested that the Council members identify themselves if they were not seeking a position at the next convention. By show of hands, the following members were identified: B. Kingston, B. Kristjansson, T. Friday, M. Beaudet and E. Butterfield.

B. Kingston thanked the interpreters and everyone for their participating at the meeting.

M/S K. Zoller / R. Olynyk

That the meeting be adjourned.

MOTION CARRIED - By show of hands

The meeting adjourned at 5:00 p.m.

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

**National Council
Conseil National**

April / Avril 2017

Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8	9
Babuin, Dean	1	1	1	1	1	1	1	2	1
Beaudet, Mariette	1	1	1	1	1	1	1	3	1
Bouchard, Don	1	1	1	1	2	1	1	1	1
Butterfield, Eryn	1	1	1	1	1	1	1	2	1
Carrier, Jacquelin	1	1	1	1	1	1	1	2	1
Cormier, Rick	1	1	1	1	1	1	1	2	1
Dyck, Milton	1	1	1	1	1	1	1	2	1
Friday, Teri	1	1	1	1	1	1	1	2	1
Kristjansson, Barb	1	1	1	1	1	1	1	1	1
MacDonald, Rob	1	1	1	1	1	1	1	2	1
Marie-Claude Chevalier	1	1	1	1	1	1	1	3	1
Mark, Herhald	1	1	1	1	1	1	1	1	1
Murphy, Fabian	1	1	1	1	1	1	1	2	1
Olynyk, Randy	1	1	1	1	1	1	1	2	1
O'Neil, Marlene	1	1	1	1	1	1	1	1	1
Penninton, Jan	1	1	1	1	1	1	1	2	1
Zoller, Karen	1	1	1	1	1	1	1	3	1
Kingston, Bob	1	1	1	1	1	1	1	2	1

1=yes/pour 2=no/non 3=abstain/abstention 4=absent

National Council
Conseil National
 April / Avril 2017

	10	11	12	13	14	15
Babuin, Dean	2	1	1	1	1	1
Beaudet, Mariette	1	1	1	1	1	1
Bouchard, Don	1	1	1	1	1	1
Butterfield, Eryn	2	1	1	1	1	1
Carrier, Jacquelin	1	1	1	1	1	1
Cormier, Rick	1	1	1	1	1	1
Dyck, Milton	2	1	1	2	1	1
Friday, Teri	2	1	1	1	1	1
Kristjansson, Barb	1	1	1	1	1	1
MacDonald, Rob	1	1	1	1	1	1
Marie-Claude Chevalier	1	1	1	1	1	1
Mark, Herhald	1	1	1	2	1	1
Murphy, Fabian	1	1	1	1	1	1
Olynyk, Randy	1	1	1	1	1	1
O'Neil, Marlene	1	1	3	2	1	1
Penninton, Jan	1	1	1	2	1	1
Zoller, Karen	1	1	1	1	1	1
Kingston, Bob	1	1	1	1	1	1

1=yes/pour 2=no/non 3=abstain/abstention 4=absent