

**Agriculture Union  
National Executive Meeting**

**April 4-5, 2017  
Delta Beauséjour**

**1. Call to Order**

National President Bob Kingston called the meeting to order; in attendance were Fabian Murphy, Rick Cormier, Milton Dyck, Barb Kristjansson and Larry Budge.

**2. Opening Remarks**

Bob welcomed everyone to Moncton.

**3. Adoption of Agenda**

The proposed agenda was adopted unanimously.

**M/S/C** – Dyck / Cormier

**4. Hours of Session**

The following hours of session were adopted unanimously.

April 4, 2017	9:00am to 12 noon; 1:30pm to 5:00pm.
April 5, 2017	9:00am to 12 noon; 1:30pm to completion.

**M/S/C** – Kristjansson / Dyck

**5. Approval of the January 2017 National Executive minutes**

The Executive reviewed and corrected the draft minutes; a motion to approve the minutes was then carried unanimously.

**M/S/C** –Cormier / Murphy

**6. Business Arising Out of the Minutes and Tracking Report**

From item 18 – Political Action – Regarding presentation by Stuart Wells to the Parliamentary Committee on December 8<sup>th</sup> (re: Growing Forward 3); Milt will forward the electronic copy to the Executive.

From item 22 – Triennial Convention – Documents will be posted on our website.

Tracking report – The Executive reviewed the report that will be presented to the National Council later in the week.

## **7. Financial Report**

### Financial Statements

The Executive reviewed the audited financial statements prepared by Ted Lupinski CA, for the period ending on December 31, 2016. A motion to adopt the audited statements.

**M/S/C** – Murphy / Cormier - Unanimous

### Investments

The Executive reviewed the Component's investments. The investments coming due in May will not be re-invested; funds will be used to cover the expenditures for upcoming August triennial convention.

### Convention Triennial Budget 2018 - 2020

Fabian and Larry presented the draft budget. After review it was approved unanimously; it will be presented to the National Council later this week.

## **8. National Office**

Bob and Fabian gave progress reports; Elaine Massie is now back to work on a full time basis, 5 days per week (including one day of telework). Sylvie is now working 18 hours per week; Larry and Fabian will follow up with WSIB. Nancy is scheduled to return late May / early June; it's expected that her gradual return to work will last 8 weeks with ongoing accommodations. Staffing decisions regarding Elaine Ouimet and Gabrielle Galand will re-evaluated after convention.

## **9. Communication**

Fabian provided a progress report; regarding the PI/EG review, the Executive reviewed a draft article that will be posted on our website.

## **10. CFIA Update**

- Wellness Committees - Bob stated that the CFIA created these wellness committees without prior discussion or collaboration; our position is that these committees have to go away until they've been properly established.

- CFIA Prep school – this training is co-delivered by union / management; we require a francophone to help with this training (Rick is away on bargaining and Jean Chiasson is retiring). We are currently looking for a solution to provide union facilitation.

- Boot Camp Debrief – Fifty members came to Ottawa for the boot camp to have frank discussions with CFIA regarding Agency Transformation; Paul Glover and Gérard

Étienne mentioned that they weren't going ahead with transformation until issues have been resolved; as a follow up to boot camp, regional discussions will be held.

- PI/EG review – we've reached a settlement with CFIA on some files (Mutrie et al. and Armstrong et al.) with an open window of 2 months for other members to come forward; our website was updated with this information. Other cases (Lump Sum, Unique Grievances and Gender Neutral) are all ongoing.

#### **11. AAFC update**

Fabian and Milt provided updates; progress is ongoing with Violence in the workplace and on Mental Health; on April 12 there's a NUMCC meeting and we should find out who will be AAFC's mental health champion. AAFC received new money for the Science and Tech branch, as a result the freeze on term employment was lifted on April 1<sup>st</sup>; the focus will go for career development in order to address a wave of retirees that's expected in the coming years. Fabian discussed staffing complaints that are ongoing at AAFC.

#### **12. CGC Update**

Bob gave a progress report on ICMS (Informal Conflict Management System), which is now operational; it's a beneficial approach and staff seem quiet happy with it. Regarding staffing, Bob gave an update on the Internal Development Program; it's a training program can last 3 to 4 years for staff that enroll in the program. Regarding the North shore of the St-Lawrence, the employer is still having problems maintaining the bilingual requirement for staffing.

#### **13. CSPS**

Fabian provided a progress report. Regarding WFA, meetings are ongoing on a monthly basis; there's currently 9 members left and there's a good chance they will all be absorbed. On April 11, we have a NUMCC meeting and we should receive word on who will be CSPS champion on Mental Health.

#### **14 PSC update**

Bob and Fabian provided progress reports. We're still waiting to hear who will be the new President. Regarding OSH, Workplace Violence issues are still being worked out at the Policy Committee.

#### **15. DND update**

Fabian provided a progress report. As with all employers, Phoenix related problems is an issue; and some members aren't paying dues. With regards to contracting out; we're trying to set up a meeting to address staffing of language teachers. Regarding the LAT2 exclusions in St-Jean, this has been an ongoing issue for a number of years now; the matter will be discussed at the HRUCC meeting. Regarding Mental Health, Gerry Ryan will be the co-champion for the Union. Regarding OSH, the Base Safety Committees

don't report to NOSH and all members were picked by management; the issue will be addressed at the Policy Committee level.

**16. Negotiations update**

Milt provided an update for Treasury Board; the PA, TC, SV and EB tables all have tentative agreements and the ratification process is underway; results will be known April 13<sup>th</sup>. The FB table filed for a Public Interest Commission (PIC) and as per the Public Service Labour Relations Act, the PIC has 30 days to issue a report.

Rick provided an update for CFIA; the Employer still has a number of concessions on the table; the plan is to meet 3 more times between now and the end of June.

**17. Social Justice Fund**

Fabian gave a progress report; the committee approved the following projects: Easter Beef (local 90004), Tevie Miller (Alberta Regional Seminar) and the follow funding for HCAP (Elena Beynon).

**18. Political Action**

Bob and Fabian will be meeting with the Minister of Agriculture to discuss the CFIA Portfolio, the Community Pastures Program and Re-staffing. Regarding CFIA, Paul Glover recently admitted the were telling the truth on staffing levels. Fabian provided a progress report on the Abacus follow up survey for CFIA members; it's just about ready to go and it will be more inclusive for support staff. Milt provided an update regarding the National Farmers Union and Stuart Wells (see item 6)

**19. Supplemental Pension Plan (SPP)**

Fabian gave a progress report; a motion was made that we transfer \$85,000 from our CIBC operating account and invest it in the Supplemental Pension Plan for Elected Officers Trust account (SPP) at BMO Nesbitt Burns and, as per Retirement Compensation Agreements regulations, the same amount be sent to the Canada Revenue Agency.

**M/S/C** – Murphy / Cormier - Unanimous

**20. Workplace Violence (WPV)**

Bob noted that most employers are struggling to get up to speed on WPV and its requirements. The Service Wide Policy Committee will be hosting webinar training sessions on April 27.

**21. Triennial Convention – August 2017**

Progress report was given by Larry. Later this week, Council will vote on travel subsidy for spouse/dependent child to attend convention. The Executive also confirmed that as per last convention, registration will remain at 50\$ per delegate.

The Executive discussed possible changes to our Bylaws. Regarding National Council meetings, a motion was made to modify Bylaw 6, Section 7 (paragraph 1) so that the National Council shall hold 3 day meetings, twice per year. This resolution will be sent to Council later this week.

**M/S/C** – Murphy / Kristjansson - Unanimous

Regarding By-Law 6, Section 6, the Bylaws Committee will be instructed to redefine the quorum of the National Council.

**22. PSAC Regional Conventions**

There was a general discussion on PSAC Regional conventions; all Executive members confirmed that they will be attending their regional convention.

**23. Next meeting**

The next meeting is tentatively scheduled for October 11<sup>th</sup> and 10<sup>th</sup>, 2017, in Ottawa. The dates will be confirmed after the triennial convention.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Larry Budge  
Administrative Officer