

**Agriculture Union
National Executive Meeting**

**August 30-31, 2016
National Office**

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 greeted everyone to the meeting; he started off by saying that the CFIA needs to do something about the Western Area Director; Kelvin Mathiuk continues to do what he wants and listens to no one.

3. Adoption of Agenda

The proposed agenda was adopted unanimously.

M/S/C – Cormier/Kristjansson

4. Hours of Session

The following hours of session were adopted unanimously.

August 30, 2016	9:00am to 11:15am; 11:15am to 11:30 Conference Call 1:00pm to 5:00pm
August 31, 2016	9:00am to 12 noon; 1:30pm to completion

M/S/C – Murphy/Cormier

5. Approval of the May 31 - June 1, 2016 National Executive minutes

The Executive discussed the draft minutes and made some corrections; a motion to approve the minutes was then carried unanimously.

M/S/C – Cormier/Dyck

6. Business Arising Out of the Minutes

- From item 20, Internal Investigation Committee: Regarding training, the PSAC Education Committee has decided to keep the status quo on current requirements and therefore the one day training sessions (at our Regional Seminars) won't be recognized.

7. Financial Report

Financial Statements

The Executive reviewed the unaudited financial statements for the period ending on August 31, 2016. It was noted that on account of the ongoing problems with the Phoenix Pay system that our membership number count is artificially low; we're currently sitting at 6612 members.

8. National Office

Fabian and Bob gave a progress report. Regarding the 12 month term LRO competition, Gabrielle Galand is our new employee and she will start next week. Sylvie is still on a gradual return to work schedule, she is currently working 12 hours a week. We expect Elaine Massie to return soon and Nancy is still on LTD. Pat St-Georges will return to AAFC in October.

9. Communication

Fabian provided a progress report; we have a Rand campaign that's underway for the remainder of 2016, each month we will be giving away a hoodie to a member that has signed a membership card. With regards to the web site, we plan on posting articles on food safety.

10. CFIA Update

- Assignment of shifts in New Brunswick: Regarding June 15 Conference Call, Rick stated that it went well but CFIA still wants to have evening shifts.

PI/EG Review: The CFIA is eager to move forward and discussions will be ongoing. Sylvie Rochon will be looking after the outstanding grievances.

The Overtime Tool: No progress to report; we need to set up a meeting to resolve this issue.

- Care and Nurturing: This appears to be a new issue. Elaine Ouimet has cases in Ontario and in the Atlantic where members are returning to work but employer has no job for them. Bob and Fabian will follow up with CFIA.

- Realignment: The Executive discussed the CFIA plans to realign the Inspector Managers (IM's). The goal is to align IM's and supervisors with the commodity groups.

- OSH: according to the May 2010 minutes, Job Hazard Analysis risk assessments are being done but clearly that's not the case. Bob will follow up on this.

11. AAFC update

- Phoenix Pay issues (for all employers): Fabian provided a progress report; as per meeting between PSAC President Robyn Benson and Minister Judy Foote, there will be

no more claw backs until the pay system is fixed; also, Record of Employment (ROE's) and Pension issues are being addressed.

- Civility in the Workplace: the training module is now being handled through the OSH committee and so far Milt stated that members are liking it.

- Community Pasture Program (CPP): Milt gave a progress report; there are about 30 to 40 members left and everyone is aware of their situation; the program will be wrapping up at the end of 2017.

- Canadian Pari-Mutuel Agency (CPMA): Fabian provided a progress report; the new business model there will have impact on work schedules; everyone is moving to a daily work schedule (from shift differential). There are about 12 WFA cases which will be treated on a case by case basis.

- OSH: Milt gave a progress report.

12. CGC Update

Bob gave a progress report; the government's current trade mission with China will have an impact on the CGC as they discuss new dockage rates. With regards to the Chatham office moving to Hamilton, RVP Eryn Butterfield has written the CGC asking why members need to move; more info is needed before a decision can be made. With regards to UMCC minutes; we have received them and they will be posted on our web site.

13. CSPS

Fabian provided a progress report; regarding latest cuts that were announced earlier this year, we still have 41 members (out of 49) that are still affected. Regarding OSH, it was determined that the management group requires training.

14 PSC update

Fabian provided a progress report; he sat on the Employment Equity working group which is developing work plans for the next for years. With regards to Violence in the Workplace, ongoing problems with Quintet Consulting is being investigated.

15. DND update

Progress report. The Total Health Directorate is being rolled out without any consultation; we've stated that we're against the current process and that this should be done via the OSH committee and right now they just don't get it.

16. Negotiations update

Progress report by Rick; there's nothing new to report other than to say that sick leave is still on the table. Treasury Board negotiations are set to resume September 13th and CFIA negotiations on October 4th.

17. Social Justice Fund

Fabian gave a progress report: Bob is working on an application for Bangladesh.

18. Political Action

As a follow up to the meetings with the MP's, we're still waiting on feedback from Jim Thompson. We're currently trying to set up a meeting the Health Minister's Senior Policy Analyst. Regarding audits to the inspection system, Bob stated that we're still putting pressure on the CFIA for us to participate; we want to be involved as to ensure that all assumptions used in the audits are accurate.

19. Supplemental Pension Plan (SPP)

Fabian gave a progress report; in order to finalize the opening of the trust account, BMO Nesbitt Burns gave us documents to review and sign.

20. Internal investigation Committee

Progress report by Fabian; on September 6th, there will be a conference call with the National Council to discuss the new information that was brought forward and to discuss the investigation committee's recommendation.

21. Violence in the Workplace (VIW)

The Executive discussed ESDC's Interpretation Policies Guideline (IPG); the document is flawed and we plan on providing feedback to that effect.

22. ROP Bursary

We received one bursary application; a motion was made to approve Justin Kristjansson's bursary application; as per usual proof of enrollment will be requested.

M/S/C – Murphy / Dyck

23. National Farmers Union (NFU) Convention

The NFU is once again looking for our support. A motion was made to donate \$1000 to the NFU Saskatoon Convention.

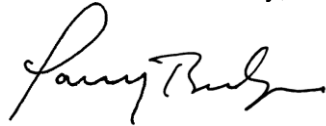
M/S/C – Murphy / Dyck.

24. Next meeting

The next meeting is scheduled for November 21-22, 2016.

Having dealt with all agenda items the meeting was adjourned.

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 a long, sweeping underline.

Larry Budge
Administrative Officer