

**Agriculture Union  
National Executive Meeting**

**December 9-10, 2015  
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. Condolences were given to Barb for the passing of her mother.

**3. Adoption of Agenda**

The proposed agenda was adopted unanimously.

**M/S/C** – Cormier / Dyck

**4. Hours of Session**

The following hours of session were adopted unanimously.

**M/S/C** – Cormier / Kristjansson

December 9, 2015	10:00am to noon; 1:30pm to 5:00pm
December 10, 2015	9:00am to 11:30am; 1:30pm to completion

**5. Approval of the April 2015 National Executive minutes**

The Executive discussed the draft minutes; a motion to approve them was then carried unanimously.

**M/S/C** – Murphy / Cormier

**6. Business Arising Out Of the Minutes**

From Item 22 – Unsigned National OSH Minutes: this was corrected, item resolved.

From Item 24 – RVP Elections: In the NCR, Larry Lavitt was elected RVP and Marie-Claude Chevalier is the Alternate RVP. In Southern Alberta, Dorothy McRae was elected Alternate RVP.

From Item 25 – ROP Bursary: Lovena Mathew was the successful applicant; she provided proof of enrollment and the \$1000 bursary was sent to her.

## **7. Financial Report**

### **Financial Statements**

The Executive reviewed the unaudited financial statements for the period ending on November 30, 2015.

## **8. National Office**

Nancy Milosevic's medical leave was extended; she is expected to return February 1, 2016. As agreed at last meeting a 12 month term for LRO was posted. Fabian, Sylvie and Larry interviewed the candidates; Elaine Ouimet was the successful candidate and she started with us on November 30<sup>th</sup>. Elaine Massie is recovering well and is expected to return in April 2016.

## **9. Communication**

Fabian provided a progress report. Website articles on Violence in the Workplace, Mental Health Task Force were posted; updates to the Key Info / Harassment & Bullying documents were made. On December 18, we will have a conference call with the Council regarding Violence in the Workplace.

## **10. CFIA Update**

It was noted that Gérard Étienne is now the VP of Operations and that Colleen Barns is now the VP of HR. Barb had a question regarding unused leave that is above the carry-over threshold; the employer can ask members to submit a plan on how hours will be liquidated; the employer can't arbitrarily schedule the hours; Bob will follow up with Colleen Barns. Rick provided a progress on his grievances regarding travel related overtime; he stated that the problem lies with the definition of 'schedule'; if grievances reach 3<sup>rd</sup> level we will try to expedite them. Regarding EG-5's in Québec, Rick says there's talk they will be restructured; at the national level G. Étienne has denied this. Milt wanted an update on harassment training, Bob mentioned that we're back to the original document and that Marlene and Barb were on the steering committee (with Rick as Alternate). Barb gave an update on the Western Area OSH; the employer has finally agreed to meet face to face however the number of participants has been reduced from 8 to 6. Regarding the PI-EG review, Bob stated that we're prepared to move forward on presenting grievances at final level; he will present a full history of the file to CFIA Labour Relations.

## **11. AAFC update**

Milton provided progress report on the Community Pastures Program; in Manitoba the CPP is now completely shut down. Milt reported that the Joint Mental Health Task Force was initially put under the responsibility of HR – without input by NOSH - however it's now under OSH as it should be. Regarding Research, it looks like the budget won't change and so pressure to downsize will be minimized which will hopefully allow more freedom to conduct research. In Indian Head, Milt reported that the research station is a bit of mess right now (fallout from DRAP) with members working in temporary buildings. With regards to the Corporate Branch, vacant positions aren't being filled and it's having

a ripple effect on other branches; it's a cause for concern that needs to be addressed. Fabian gave a progress report on the EG review; he stated that all grievances have now been presented and we're waiting for the employer to respond; 17 grievances will be going to Grievance and Adjudication (PSAC). Regarding the GL review, Pat's been in contact with the employer to discuss how to proceed.

## **12. CGC Update**

Bob gave a progress report; the CGC is starting to hire PI-1's as per new training initiative; once training is complete members become PI-3's. There are few complaints; harassment issues are being handled properly. Regarding Violence in the Workplace, Bob noted they've had a few issues with finding competent persons but overall it's good.

## **13. CSPS**

Bob gave a progress report; the priority is to set up a NUMC meeting, it's long overdue. Regarding OSH, there was evidence that the employer was redacting committee reports; this issue was addressed. It's expected the CSPS will be involved in the training for Mental Health, re: joint task force. Future funding for the CSPS is secure, there is less uncertainty and the future looks good.

## **14 PSC update**

Fabian and Bob gave progress reports. There is one issue with duty to accommodate and the Exec discussed improvements that are needed.

## **15. DND update**

Bob and Fabian provided progress reports on the HRUCC and NUMCC meetings that took place last week. Fabian reported that the employer initially tried to deal with Mental Health at the HRUCC meeting; he told them it was to be dealt at NOSH; this was resolved at the NUMCC the following day. In St-Jean, there are ongoing issues with regards to harassment that must be dealt with under Violence in the Workplace and Fabian will follow up on this matter.

## **16. Negotiations update**

CFIA update: Not much to report on other than the exchange of demands has been made; bargaining is set to resume on January 11-14, 2016.

Treasury Board: All teams will meet the first week of February and Milt will sit on the common issues team.

**17. Social Justice Fund**

Fabian gave a progress report. Eryn Butterfield has replaced Sherry Hunt on the Committee. Two applications are currently being examined: Aid for Syrian Refugees (\$5000) and help to new mothers in need at Villa Rosa in Winnipeg (\$22,000).

**18. Political Action**

Regarding elections: The sentiment is that our campaigns were well received and impact was good, overall they were successful as the main objective was to get rid of the Harper government.

Regarding the Food Safety Conference: Fabian gave a progress report; he went with Rick Cormier and Don Bouchard; nobody from CFIA was there which was disappointing; industry reps have an 'us versus them' attitude regarding CFIA inspectors; industry reps were told it's not a question of being friendly, it's a case about showing respect to inspectors.

Regarding the National Farmers Union Conference: Milton attended the conference and provided a progress report; the NFU is very happy with the change in government; they were mainly ignored by Harper.

Letter to Minister of Agriculture: Milton will draft a letter intended for the Minister; it's time to re-focus on issues that need to be improved (re: Weatherill Report, the vacant Chief Commissioner position at the CGC)

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

Fabian gave a progress report. Fabian called Buck Consultants to follow up with BMO Nesbitt Burns regarding setting up trust fund.

**20. Internal investigation Committee**

The National Executive read the External Investigation Report; Bob will respond to email and copy the investigation committee.

**21. Miramichi Pay Centre**

Rick gave a progress report; the processing time for overtime pay is improving but still not in timely manner; big issues are with members that are on Disability Insurance. As a follow up on email from Jacquelin Carrier, if pay issues are caused by problems with Miramichi then members must put in grievances; the grievances will give senior managers in Ottawa ammunition to go after the pay centre.

**22. Next meeting**

The next meeting are scheduled for January 26-27, 2016.

**23. Reclassification of EG's at CFIA in Québec**

See item 10.

**24. Change to By-Laws**

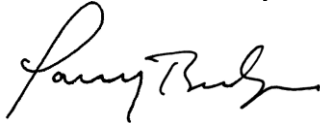
Bob ruled that By-Law 8, Section 8, paragraph 5b) is legally incorrect as representatives can be elected; Rick will notify his committee and a change will be needed at next convention.

**25. Violence in the Workplace**

Rick has been in touch with the Area Regional Director Emily O'Reilly and is waiting to hear back from her. Bob stated that the recent court decision reaffirms our position and he will bring this up next week the at NBOD; the PSAC and Components needs to be united on this issue.

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 "B".

Larry Budge  
Administrative Officer