

**Agriculture Union
National Executive Meeting
February 23-24, 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 (conference call), Barb Kristjansson and Larry Budge.

2. Opening Remarks

Bob greeted everyone to the meeting. He stated that Milt wasn't feeling well so he'll be joining us via conference call.

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 / Murphy

February 23, 2015

9:00am to noon; 1:30 to 5:00pm

February 24, 2015

9:00am to noon; 1:30 to completion

5. Approval of the November 2014 National Executive minutes

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

M/S/C – Murphy / Cormier.

6. Business Arising Out Of the Minutes – National Council Tracking Report

There was no business arising out of the minutes.

7. Financial Report

Financial Statement

The Executive reviewed the unaudited financial statements for the period ending on December 31, 2014.

Investments

M/S/C – Kristjansson / Murphy – That we take \$400,000 from our CIBC operating account and invest those funds in a high interest / short term investment at BMO Nesbitt Burns - carried unanimously.

8. National Office

Fabian gave a progress report; he stated that Pat St-Georges has dates set aside in February and March to complete the EG Review at AAFC; he hopes to be done by the end of March. Nancy has advised us that she'll be off work for one month for medical reasons; she expects to be back after Easter weekend; Fabian spoke to Sylvie and Elaine about taking over her active files; in the short term the workload should be ok.

9. Communication

Fabian provided progress report; we're currently investigating technical issues with our website as some members are having problems getting access.

10. CFIA Update

The manner in which the CFIA deals with conflict of interest is currently under review; Bob has already expressed his concerns with Steven Baker on this and the issue will be discussed at the next NUMC meeting in April. Regarding overtime (OT), Rick shared concerns he has regarding the lack of advance notice given to members; as per jurisprudence, Bob stated that the key to challenge this is to see how the employer posts the work schedule; Rick will provide an update at our next meeting. Regarding the Western Area OSH meetings, management is really pushing hard to conduct these meeting via video conference and Barb has told management several times now that these meetings shall be in person (face to face) as per the Terms of Reference and CFIA's Internal Policy Guidelines (IPG); the issue will be discussed later this week at the NOSH meeting. Regarding the new collective agreement, the employer is still not providing hard copies; members should start requesting a copy as per collective agreement and let us know if they have any problems. Regarding staffing issues in Québec, there's a part time labour relations officer who's term will end at the end of March, which is making it very difficult for us to schedule hearings; Bob will raise the issue with Mr. Étienne.

11. AAFC update

Milton brought up two situations regarding violence in the workplace; the first was regarding an ongoing issue in Alberta; Milton will follow up with the member and RVP Sherry Hunt to make sure that we, as a Union, are not the reason why this issue has been dragging on for so long now. The other matter was regarding poor air quality at the Lacombe research station; contrary to what we were being told, the CO2 levels weren't being monitored; Bob stated that appropriate training is required and that the issue needs to be raised with the H&S Policy committee so that this does not happen again. Regarding GL Review, Milt informed the Executive that he's currently doing 2nd level grievances.

12. CGC Update

Bob gave a progress report. The employer has hired a limited number of new inspection staff. In B.C., Teri Friday is meeting with the employer to discuss ongoing problems regarding workload and shift scheduling.

13. CSPS/ PSC update

Fabian gave a progress report. There was a strategic direction meeting at the CSPS a couple of weeks ago, in short the school wants to provide more online training; it also wants to drop pre-retirement training; there is no impact on staff and consultation is ongoing. Regarding the PSC, we received training material for managers, a document called *How to Take Difficult Decisions*; Fabian will forward the document to the rest of the Executive.

14. DND update

Bob and Fabian provided a progress report. They discussed issues regarding scheduling of vacation time. Also, Jason Kenney is the new minister at the DND.

15. Negotiations update

CFIA update: No dates have been scheduled yet.

Treasury Board: Bargaining dates have been scheduled for March 23-27, May 11-15 and June 15-19.

16. Social Justice Fund

Fabian gave a progress report; the committee received a couple of proposals however decisions on these projects aren't expected to be made before March.

17. Political Action

Bob gave a progress report; regarding CFIA cuts to inspection, the Executive is considering going public with information that will show increased risk to food safety; we will get Jim Thompson to explore options on putting on a press conference. Regarding possible pledge campaign with UCTE and UVA; talks fell through and so we're looking at doing our own press conference.

18. Supplemental Pension Plan (SPP)

As per funding regulations with the Canada Revenue Agency (CRA); the Executive made the following motion:

M/S/C – Kristjansson / Cormier – That in order to comply with CRA regulations that we invest \$185,000 from our CIBC operating account and direct funds to our SPP account over at BMO Nesbitt Burns. Motion Carried Unanimously.

19. Internal investigation Committee

Progress report; the Executive discussed ongoing investigations. Rick stated that all should be within next two weeks.

20. AGR Insurance Proposal

The Executive received a proposal from AGR Insurance; they would like to place their logo on our website that would redirect to their website. In exchange, they will pay us \$1000 per year for the next 5 years.

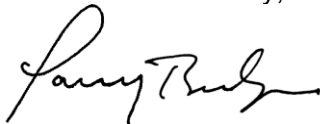
M/S/C – Kristjansson / Dyck – That we agree to the AGR Insurance proposal. Carried Unanimously.

21. Next meeting

The next meeting is scheduled for April 20 & 21, 2015 in Québec City.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Larry Budge
Administrative Officer