

**Agriculture Union
National Executive Meeting**

**January 16-17, 2018
National Office**

1. Call to Order

National President Fabian Murphy called the meeting to order; in attendance were Rick Cormier, Milton Dyck, Pat St-Georges, Mélanie Desrosiers and Larry Budge.

2. Opening Remarks

Fabian opened the meeting by wishing a Happy New Year to everyone.

3. Adoption of Agenda

The proposed agenda was adopted unanimously.

M/S/C – Cormier / St-Georges

4. Hours of Session

The following hours of session were adopted unanimously.

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| January 16, 2018 | 9:00am to 12:30pm 1:30pm to 5:00pm. |
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| January 17, 2018 | 9:00am to 11:30am 11:30 to 12 noon - Conference call w/Chantal Seaton 1:30pm to completion. |
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M/S/C – Dyck / Desrosiers

5. Approval of the October 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 / St-Georges

6. Business Arising Out of the Minutes

Item 24 – ROP Bursary: payment to winning candidate hasn't been made yet; Larry is to follow up for proof of enrollment.

7. Financial Report

Financial Statements

The Executive reviewed the unaudited financial statements for the period ending on December 31, 2017.

Investments

M/S/C – Dyck/Murphy – That the investments held at Nesbitt BMO coming due on January 29, 2018, be reinvested at the best possible rate of return.

Carried Unanimously.

8. National Office

Fabian and Rick gave progress reports; they confirmed that Elaine Ouimet's term has been extended for one year. Gabrielle Galand left one month before her term's end date; she accepted a new position at with CEIU. Sylvie Rochon and Nancy Milosevic are now back to work on a full basis; as part of her return to work arrangement Nancy is currently working from home; Fabian stated that we will follow up with her to see if she's on track to return to the office later this month.

The Executive discussed the LRO portfolios. The top priority is the PI EG review and Elaine Massie will be taking the lead on that file, in fact she'll be working exclusively on that file until we have an agreement with the CFIA. There's a staff meeting on January 18, and all the LRO portfolio assignments will be finalized; an email will then be sent to the National Council with the information.

9. Communication

Rick gave a progress report; he talked about the PSAC ratification votes and the information that's been posted on our website as well the information found on the PSAC web site. He informed the Executive that he'll be travelling to the Atlantic for PSAC to provide updates on bargaining and ratification process. Regarding upcoming communication pieces for our website, he will meet with Elaine Massie to discuss the PI EG and Gender Neutral grievances.

10. CFIA Update

Rick gave progress report; regarding NOSH and UMCC, all things considered, he said the meeting went well; at NOSH, the employer would like for us to consider moving away from face to face meetings but he said no. Regarding workplace investigations, he reported on a long discussion regarding impartiality of the managers; our position is that we will never accept managers to take part in investigations. Regarding the Agency's Workplace Optimization Initiative (AWOI) and Activity-Based Workplace solutions

(ABW), Fabian told the employer that they need to put this on hold until the OSH committee has a look at this matter. As per Fabian's conference call (on day 2) he conveyed our concerns regarding lack of consultations on ABW; the matter will be a standing item at NOSH. Regarding the Modernized Slaughter Inspection Program (hog meat slaughter), there's a meeting scheduled for January 28; there will be an update on the USDA inspection audit. Regarding revised Harassment Awareness Training (HAT), there's a new train the trainer session scheduled for March 5-9, 2018

11. AAFC update

Milt provided a progress report; he discussed with the Executive the new union leave process as per the new collective agreement; we are expecting growing pains while the process is worked out. Regarding mental health, there was a needs analysis that was done and a guidebook will be coming out; parties are working on a three year mental health strategy to which Milt provided input. Regarding WFA, the Community Pastures Program is coming to a close however 30 members have been extended one full year because Environment Canada wasn't ready to take over the pastures. Regarding the language training program, Milt stated they're still getting organized and not yet up and running (former Alt RVP Marie Claude Chevalier is the team lead).

12. CGC Update

Fabian provided a progress report; the NUMCC and Policy committee meetings went well, there are however a number of outstanding issues on: Call back pay, Overtime, Work schedule / Variable hours of work and policy grievance that are in abeyance; Fabian and Rick will be meeting with out staff next week to formulate our position. Regarding OSH, Fabian reported that the program is going well; the next NOSH meeting is scheduled for March 21.

13. CSPS

Fabian provided a progress report, the NUMCC meeting before Xmas went well, he had a good discussion with Williamson (name?) regarding program development and on-line training (no longer fee based). Regarding the OSH and Policy committee meetings, Fabian provided an update on the 2 days of training that was delivered. Regarding Mental Health, Rick provided an update on a meeting he attended as an observer; Erick Martel and Rennelle Chalifoux were there as main participants. The employer has an ambitious timeline regarding this portfolio.

14 PSC update

Fabian provided a progress report; regarding Mental Health, Patrick Rosemond (spelling?) was named champion by the policy committee; Fabian noted that the subcommittee needs some work. Regarding Workplace Violence, the number of complaints has gone down and ongoing investigations are moving along well.

15. DND update

Fabian provided a progress report. He stated that 50% of the staff has been relocated to the former Nortel building West of Ottawa. The next NOSH meeting is scheduled for February 7th and the next HR sub-committee meeting is scheduled for March 5th.

16. Phoenix

Fabian provided a progress report. The Executive held a general discussion on the latest developments on this fiasco. The latest information is that members have until January 19th to report over payments. Melanie reported that in QC, AAFC and the CFIA have hired new staff in order to deal with the backlog of cases. Over at Corrections Canada, a pilot project is underway where the employer has taken over control of Phoenix (90%); we are told that it's going well.

17. Negotiations update

Progress reports were given for Treasury Board and CFIA bargaining. For Treasury Board, there was a vacancy at the SV table and so Brother David Pearson was promoted to the team. Also, two names were submitted late for the SV and EB tables and we will verify with PSAC if these names can be added to the list of alternates. Regarding CFIA, all employees have been invited to take part in the ratification votes and meetings. The selection of bargaining conference delegates will be added as an agenda item to all regional seminars.

18. Social Justice Fund

Rick provided a progress report; as part of the PSAC's Education in Action - Guatemala Project, it was noted that Agriculture Union member Anthony Valles was selected by the PSAC to take part; the Agriculture Union SJF fund will cover a portion of his expenses.

19. Political Action

Rick provided a progress report. He and Fabian will be meeting with Jim Thompson; they will discuss a possible work association with the Oceana Group; an organization that has expertise with investigating labelling issues (they've verified restaurants and stores in Ottawa). Regarding Phoenix, we are working with PSAC on lobbying MP's. The Executive also discussed the possibility of doing political action regarding CFIA Activity-Based Workplace solutions.

20. Supplemental Pension Plan (SPP)

Rick gave a progress report of the SPP for elected officers.

21. Workplace Violence (WPV)

The Executive reviewed WPV investigations that are ongoing across the country. Pat reported on of a very serious case that's been underway in Ottawa since March 2017. Fabian stated that there are changes coming to the Code that will include harassment as WPV. Regarding unreported cases, the onus is on the employer, not the employee, to file a WPV complaint.

22. Triennial Convention – Investigation Follow Up

Pat provided a progress report on the latest findings of the investigation committee (Jan Pennington, Dean Babuin and Pat). The committee will start drafting its recommendations next week; come February the committee's report will be shared with the Executive with a decision to come at a later date.

23. Food Safety Summit

The Executive had a discussion as to who on the Executive will attend the Food Summit in Toronto, on April 17-19. Fabian, Milt and Pat are planning to attend.

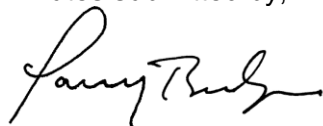
24. PSAC Convention

Due to problems with Phoenix, the membership count is unreliable and so the PSAC has decided to base its delegate numbers on those from the 2014 convention, as such we've been given 2 extra delegate seats at convention: one for Dorothy McRae and one for Audrey St-Germain. All Council members will be attending as delegates.

25. Next meeting

The next meeting is scheduled for April 26-28, 2018, in Toronto.

Having dealt with all agenda items the meeting was adjourned.
Minutes submitted by,



Larry Budge
Administrative Officer