

**Agriculture Union
National Executive Meeting**

**January 26-27, 2016
Conference call**

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 wished a Happy New Year to everyone.

3. Adoption of Agenda

The proposed agenda was adopted unanimously.

4. Hours of Session

The following hours of session were adopted unanimously.

January 26, 2016	9:00am to 12:30m; 2:00pm to 5:00pm
January 27, 2016	9:00am to 12 noon

5. Approval of the December 2015 National Executive minutes

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

M/S/C – Kristjansson/Murphy

6. Business Arising Out Of the Minutes

Nothing to report.

7. Financial Report

Financial Statements

The Executive reviewed the unaudited financial statements for the period ending on December 31, 2015.

8. National Office

Fabian and Bob gave a progress report; Elaine Ouimet is fitting in nicely and this week she's actually the lone Service Officer in the Office. Regarding Elaine Massie, she's still recovering from surgery; her projected return date is sometime in April. Larry informed the Executive about a Pay Equity questionnaire that the PSAC wants our staff to complete; Fabian will set up a staff meeting to discuss.

9. Communication

Fabian provided a progress report. The website article on Competent Persons was posted. As follow up to the federal elections, Bob sent a letter to all Ministers (under our portfolio) asking them to meet with us; as of yet we haven't received any responses.

10. CFIA Update

The Overtime Tool: Rick discussed the concerns he has with the O/T tool; managers are scheduling O/T in 15 minute increments; he's challenged this but the employer disagrees with our position; Bob will have a discussion with the PSAC's Representation Section to discuss possible Policy Grievance; he will also discuss with Chantal Seeton at CFIA.

Western Area Committee Structure: Barb gave a progress report; the Executive discussed the restructuring of the Western Area OSH Committee and the selection process of Union Reps; as per past Council decision the Executive decided to keep the present selection process in place; a follow up discussion on this item will take place at the next Council meeting in June.

11. AAFC update

Fabian provided a progress report; on February 5th there will be a NUMC; Barb and Rick attend; Milt will attend once he's done with Bargaining.

Mental Health Task Force: Milt reported that AAFC continues to struggle with the fact that Mental Health now falls under OSH.

Sub-committee on Violence in the Workplace: Milt stated that the current structure needs to be revised; every local committee is on its own, which is problematic, and minutes aren't being reviewed.

Canadian Pari-Mutuel Agency (CPMA): they are down to 12 employees and members have concerns with jobs and positions being transferred to Ottawa; Fabian will have a meeting with Steve Suttly to discuss our concerns.

12. CGC Update

Bob gave a progress report; overall everything is pretty good; the CGC is currently in a hiring mode; that said however it's having a hard time recruiting francophones in the East; our suggestion to them was that they should try recruiting people in and around Québec City.

Violence in the Workplace: the CGC has always dealt with harassment as VIW, which is good, but lately they've had issues finding competent persons.

13. CSPS

Fabian provided a progress report on the NUMC meeting that took place yesterday; Wilma Vreeswijk, the new Deputy Minister, was there at the meeting; the CSPS wants to be a leader for online learning and so efforts are being made to achieve this goal; there are no foreseeable changes in the staffing framework however more audits will take place; regarding Mental Health, later this week Bob will be making a presentation to managers at the CSPS.

14 PSC update

It was noted that Omer Boudreau will be retiring in March. Fabian gave a progress report on Violence in the Workplace and on Duty to Accommodate.

15. DND update

Fabian provided a progress report. Regarding exclusions in St-Jean, the LAT2's are currently excluded but we're working on changing that.

16. Negotiations update

Sister Robyn Benson is meeting this week with TB president Scott Brison to discuss upcoming round of negotiations. Milt will be in next week for TB negotiations and in March for CFIA.

17. Social Justice Fund

Fabian gave a progress report. He will be at the Manitoba Regional Seminar where he'll deliver a cheque to Villa Rosa (\$22,000). Information is available on our website. The committee has received a request for funding from Local 90004 in Charlottetown for their annual Easter Beef project.

18. Political Action

Regarding letters to MP's, Bob reported that no Component President has received responses or been able to meet with them. In order to turn up the heat on the MPs, we've agreed to conduct a frontline survey of our members; we will then use survey results to put pressure on the government to meet with us.

19. Supplemental Pension Plan (SPP)

Fabian gave a progress report. Regarding trust fund, the following motion was **M/S/C Unanimously** - Murphy/Kristjansson:

That the Union shall set up a non-corporate trust fund and that the Trustees shall be the Administrative Officer and the First National Executive Vice-President.

20. Internal investigation Committee

Fabian provided update on ongoing External Investigation Report.

Regarding email from Sheryll Hieman; a motion was **M/S/C** – Cormier / Krisjansson:

That the investigation report regarding the Hieman complaint be approved.

Fabian Murphy wished to be recorded against.

21. Violence in the Workplace (VIW)

Barb gave a progress report on a VIW complaint in Alberta; RVP Herhald Mark was asked to call into the meeting and provide more details; it's clear that a complaint under Part XX needs to be filed and Bob and the Executive provided guidance to Herhald on how to proceed.

Bob gave a progress report regarding a VIW complaint in Port-aux-Basques; stated that he had a conference call yesterday with Harpreet and Gérard Étienne; informal meetings will be set up to resolve the matter.

With recent court case, policy reviews are now underway at the CFIA and AAFC.

22. Merger of Locals

Local 80323 : Rick provided update; a local meeting took place with RVP Sarah Leonard in attendance; the members were asked to vote for or against a possible merger with other locals; the members voted to close the local and merge. We're now in the process of getting financial statements from the local and closing its bank accounts in order to redistribute remaining funds.

Local 00016 in London: the local has members in Chattam and the local president feels they would be better served by the local in Thunder Bay; Fabian will get in touch with RVP Rob MacDonald to discuss possible transfer; if he's ok then we will proceed.

23. Presentation for Next Council meeting – Sun Life

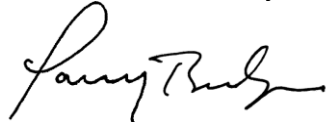
We will contact PSAC to see if we can get James Infantino to make a presentation to Council regarding LTD and on Sun Life.

24. Next meeting

The next meeting is scheduled for May 31 and June1 , 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 "B".

Larry Budge
Administrative Officer