

**Agriculture Union
National Executive Meeting**

**January 31 and February 1, 2017
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.

3. Adoption of Agenda

The proposed agenda was adopted unanimously.

M/S/C – Murphy / Kristjansson

4. Hours of Session

The following hours of session were adopted unanimously.

January 31, 2017	9:00am to 10:30am; 10:30am to 12:30pm – CFIA Conference Call; 1:30pm to 5pm.
February 1, 2017	9:00am to 12 noon; 1:30pm to completion.

M/S/C – Cormier / Dyck

5. Approval of the August 2016 National Executive minutes

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

M/S/C – Kristjansson /Dyck

6. Business Arising Out of the Minutes

From item 20 – Internal Investigation Committee – It doesn't look like Bronwyn Kurtz-Cooke will appeal the decision.

7. Financial Report

Financial Statements

The Executive reviewed the unaudited financial statements for the period ending on December 31, 2016.

Investments

M/S/C – Cormier / Dyck – That we take \$185,000 from our CIBC operating account and invest it in the Supplemental Pension Plan for Elected Officers Trust account (SPP) at BMO Nesbitt Burns.

Carried Unanimously.

8. National Office

Bob and Fabian gave a progress report. Regarding bargaining with staff Union, Fabian reported that a tentative agreement was ratified; we're now in the process of setting up a date to sign the new agreement with AEU; the 3 year agreement will expire on April 30, 2019. Regarding Elaine Massie; she's no longer on disability but will use vacation time to continue her gradual return to work. Regarding Sylvie Rochon, she's now working 16 hour weeks, over 4 days a week. Nancy Milosevic is still off on disability. Fabian provided update on the EG and GL files; a settlement for the EG's is being mediated and it looks it will be wrapped up in the near future. With regards to the upcoming National Council meeting, the Executive decided that the LRO's will not be travelling to Moncton for budgetary reasons.

9. Communication

- A web article will be posted to provide members with information regarding Phoenix related grievances.
- As per the NBoD, the PSAC's Organization section is looking for ways to organize new members; Fabian will fill out a survey and circulate to the National Executive for feedback.
- Colleen Barnes (CFIA) sent a memo to all managers explaining the importance of having good union-management relations; we will post a web article regarding her memo.

10. CFIA Update

- According to senior managers, things are improving and getting better, however, from our point of view that's not the case; there are problems everywhere, most notably with transformation, OSH, Violence in Workplace and Harassment. Bob stated that the CFIA still doesn't get it and he wants the Executive to consider the possibility of us doing another survey.
- Regarding the transformation boot camp scheduled for March 23 & 24; CFIA will be paying for members to attend.

11. AAFC update

- OSH and Mental Health: AAFC's nomination for Mental Health champion Nancy Hamzawy is no longer with AAFC; the employer wants to replace her with Gilles Saindon; Fabian will notify the employer that we won't be supporting his nomination.

- Milt gave an update on OSH & on Violence in the Workplace; he has a meeting this upcoming Thursday to discuss ongoing issues.

- Milt gave an update on PFRA; regarding opting letters, he's advising members to delay until the Collective Agreement has been signed.

Regarding EG and GL cases; Fabian stated that 16 cases are at mediation and 34 GL cases are the 3rd level.

- The research station in Frelighsburg (Quebec) will be re-opening.

12. CGC Update

Bob gave a progress report. He stated that the CGC is now back on track and is now hiring new employees to fill vacant positions. A peer to peer program has been successfully set up and is now in the process of being launched. The CGC has named two new Commissioners, including its first female: Patty Miller.

13. CSPS

Regarding WFA, the CSPS started out with 71 cases and approximately half of the cases have been resolved; we continue to meet on a regular basis; Erick Martel was elected VP of Local 70139 and he now sits on the WFA committee.

14 PSC update

Fabian provided a progress report. Regarding OSH, the policy committee is working well and doing good however the employer's handling of violence in the workplace case reports is raising some concerns; PSC must follow due diligence in releasing workplace violence reports. At the last NUMCC meeting, acting President Christine Donoghue announced that she was leaving the PSC and heading to Health Canada; in the interim, Gerry Thom will be the acting President; the new head of the PSC will be announced shortly. Regarding PSC's annual report, it was tabled in Parliament last November; reaction to it has been positive.

15. DND update

Regarding OSH, the Total Health initiative still has issues that need to be worked out; the committee is currently working on the implementation. Regarding the LAT2 exclusions in St-Jean, the local feels very strongly that the positions should not be excluded; Fabian is still working on getting a resolution.

16. Negotiations update

Milt provided an update on Treasury Board; the PA, TC and EB tables all have tentative agreements; negotiations at the SB and FB tables are ongoing.

Rick gave an update on CFIA; bargaining will resume February 28 and the team is cautiously optimistic.

17. Social Justice Fund

Fabian gave a progress report; the Columbian project from the 'Lettres en main' organization recently published 2 small publications that promote democracy and unions; copies of the publications were circulated to the Executive; online copies are available here:

<http://www.lettresenmain.com/images/telechargement/livre-democratie.pdf>

<http://www.lettresenmain.com/images/telechargement/livre-syndicat.pdf>

18. Political Action

Regarding food safety and security that's being compromised by staffing and funding cuts at CFIA; the Minister of Health Jane Philpott was to conduct a probe and discuss with senior CFIA managers; the Executive wants Jim Thompson to dig up the results of her probe and report back. The CFIA still has a public safety issue on its hands (re: daily presence) and Bob warned Paul Glover that we might go public if the CFIA doesn't address this issue. On day 2 of these meetings, members of the Executive contacted RVPs via email requesting their feedback on latest developments at CFIA

The Executive discussed Stewart Wells' presentation to the Parliamentary Committee on December 8th (re: Growing Forward 3); the Executive would like a copy of the transcript.

The Executive had a general discussion regarding a 133-page document that was published on the Canada Gazette.

19. Supplemental Pension Plan (SPP)

Fabian gave a progress report; see item 7 for motion to send funds in SPP account.

20. Internal investigation Committee

Nothing new to report.

21. Workplace Violence (WPV)

Members of the Executive all gave progress reports on VIW for all employers; they discussed areas that need to be worked on. Bob stated that the CFIA's policy has just been signed off however some areas will require some minor modifications; he will provide comments within the next 2 weeks.

22. Triennial Convention – August 2017

Progress report. A link will be added to our web site that will contain information and documents. The Executive also discussed promotional items.

23. Regional Seminars

Bob and Fabian gave progress reports; so far two seminars have been held (Alberta/NWT and Manitoba/Northwestern Ontario and Nunavut). As per National Council conference call, members elected the Human Rights reps for both those regions; the new reps will start their term right after our convention in August.

24. Phoenix Pay System

The Executive held a general discussion regarding ongoing problems with the plagued system.

25. Next meeting

The next meeting is scheduled for April 4th and 5th, 2017, in Moncton NB.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Larry Budge
Administrative Officer