

**Agriculture Union
National Executive Meeting**

**May 31 and June 1, 2016
Conference call July 5, 2016
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; stated that later today he and Barb were meeting with the President of the Meat Council and the VP of Corporate Affairs from Cargill. During that time Fabian will be on a conference call at 2pm with CSPA.

3. Adoption of Agenda

The proposed agenda was adopted unanimously.

4. Hours of Session

The following hours of session were adopted unanimously.

May 31, 2016	9:00am to 12:30m; 2:30pm to 5:00pm
June 1, 2016	9:00am to 12 noon; 1:30pm to completion

5. Approval of the January 2016 National Executive minutes

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

M/S/C – Murphy/Kristjansson

6. Business Arising Out of the Minutes

- From January 2016, item 22: members in Local 00016 in London were transferred to Local 00030 in Thunder Bay.

- The Executive reviewed the Tracking Report that will be presented to Council later this week.

7. Financial Report

Audited Financial Statements

The Executive reviewed the audited financial statements for the period ending on December 31, 2015 that were prepared by Ted Lupinski, C.A.

A motion to approve the audited financial statements was carried unanimously.

M/S/C – Cormier / Dyck

8. National Office

Fabian and Bob gave a progress report. Regarding the LRO's:

- Sylvie's return to work is progressing slow, she's currently working 9 hours a week.
- Elaine Massie is scheduled to return on June 16.
- Nancy's leave has been extended until July 31.
- Pat's term is ending in July.
- Elaine Ouimet's term is ending in December.

Seeing that the LRO's will be shorthanded, the Executive decided to offer a 6 month term extension to Pat and a 12 month term extension to Elaine Ouimet. The Executive will also consider posting another term position if either Pat or Elaine aren't able to stay with us.

As per conference call on July 5th

Elaine Ouimet agreed to a 12 month extension and Pat has agreed to stay on until the end of September. However, Nancy and Elaine Massie both had their leave extended, therefore the Executive agreed to post a 12 month term for LRO, with a start date in September.

9. Communication

Fabian provided a progress report on recent web articles that were posted on the web site. The Executive discussed the PSAC's Day of Action on June 8, stating that the PSAC has done a poor job communicating their strategy with their Regional Offices; Bob will pass along feedback to the PSAC. With regards to Political Action, Bob and Fabian met with over 30 MP's (see item 18) and a web article will be posted on this.

10. CFIA Update

- Assignment of shifts in New Brunswick: Rick provided an update for the Executive; the concern is that 24/7 shifts for internal audits were approved by the Regional Chief Inspector (RCI) and no risk assessment was done. He has a conference call on June 15 and will follow up.

- Realignment: the issue here is that the message in the field is different than at the National level; Bob will follow up with Gérard Étienne.

- PI/EG Review: with Sylvie being away Bob gave a progress report; both he and Fabian will be meeting with CFIA senior managers and they will provide CFIA with the history on the file. Sylvie Rochon will work on the presentations for the upcoming hearings.

- The Overtime Tool: Fabian reported that a Policy grievance was filed and placed in abeyance; we will try to resolve the matter with HR.

11. AAFC update

- Phoenix Pay issues: This is for all employers. Fabian provided an update; there are many ongoing problems despite what the employers (and the government) are saying. We are dealing with members directly as employers aren't helping members quickly enough. Brother Chris Aylward, 1st NEVP of the PSAC has taken a lead role on this issue and we're sharing information with him so that the PSAC force the government into action.

- Civility in the Workplace; AAFC developed a training module on this without putting it to the OSH committee. Fabian informed the Director of HR that it should go to OSH and he agreed.

- OSH: Milt provided an update; he raised concerns with the deletion of union reps on committees; the Executive all agree that the employer doesn't have a say on how we select our OSH reps.

- Community Pasture Program (CPP): Milt gave a progress report.

- Canadian Pari-Mutuel Agency (CPMA): Fabian provided a progress report; there's been a change in work locations and we're exploring all options for our members.

12. CGC Update

Bob gave a progress report; overall things are still pretty good at the CGC. We do have a WFA situation as the Chatham office is moving to Hamilton; the exact location is not yet known; critical information is still required before informed decisions can be made. Chief Commissioner Elwin Hermanson announced that he was stepping down; his replacement has not been announced yet.

13. CSPS

Fabian provided a progress report; two months ago everything appeared to be ok and then with hardly any advance notice we found out that 49 of our members were losing their jobs. Fabian told them we weren't happy how this went down; the message was poorly delivered and ill thought out. After today's conference call, another meeting will take place tomorrow and the president will be there.

14 PSC update

Bob has stepped down from the OSH co-chair and Fabian has taken his place; he will be working on Duty to Accommodate issues. Bob will sit on the working committee for competent persons.

15. DND update

Progress report. A new branch called 'Total Health' was created and it's total waste of time and money.

16. Negotiations update

Progress report by Rick (for CFIA) and Milt (for TB). Detailed updates will be given at Council. That said, government still has sick leave on the table.

17. Social Justice Fund

Fabian gave a progress report on recent projects. Of note, a contribution of \$5000 was made to the Red Cross / Fort McMurray wild fires.

18. Political Action

Regarding meetings with MP's; with the Abacus survey results on hand both Bob and Fabian met with 30 MP's to discuss shortcomings of the food inspection system. MP's were told that an audit is overdue. Regarding June 8th Day of Action, information on our web site was posted for the event. At the local level there's not much engagement. The NBOD has a meeting on June 2nd and Bob will pass along our concerns especially with the planned boycott of Public Service week.

19. Supplemental Pension Plan (SPP)

Fabian gave a progress report. The Trust Fund is being finalized by our advisor at BMO Nesbitt Burns.

20. Internal investigation Committee

- The Executive discussed an ongoing internal investigation committee report; the National Council will be discussing the report on later this week.
- Regarding One Day Training for Investigations: The training we provided at the regional seminars is currently not recognized by the PSAC as being adequate; a motion at the next NBOD will be made to address that.

21. Violence in the Workplace (VIW)

- Issues at the PSC: concerns have been raised as to the competency of Quintet Consulting, a firm responsible for conducting investigations.
- AAFC: Milt reported that there a cyclical review currently underway.
- Key Info: the Harassment & Bullying documents on our website will be reviewed.

22. Local 80323

As a follow up from the previous meeting; the local has closed its bank accounts and monies were sent to the National Office. A motion to officially close the local was carried unanimously.

M/S/C – Cormier / Dyck

23. Airline Travel Policy

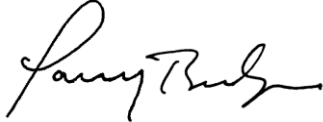
The Executive discussed the policy to reaffirm that Air Canada is the unionized carrier of choice. This policy will be discussed with Council later this week.

24. Next meeting

The next meeting is scheduled for August 30-31, 2016.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Larry Budge
Administrative Officer