

**Agriculture Union
National Executive Meeting**

**November 21-22, 2016
Sheraton Hotel - Montréal**

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; he mentioned that Paul Glover is the new CFIA President, he replaced Bruce Archibald who left quite suddenly.

3. Adoption of Agenda

The proposed agenda was adopted unanimously.

M/S/C – Kristjansson/Cormier

4. Hours of Session

The following hours of session were adopted unanimously.

November 21, 2016	9:00am to 12 noon; 1:00pm to 5pm
November 22, 2016	9:00am to 12 noon; 1:00pm to completion

M/S/C – Cormier/Dyck

5. Approval of the August 2016 National Executive minutes

The Executive reviewed the draft minutes and made some corrections; a motion to approve the minutes as amended was then carried unanimously.

M/S/C – Murphy/Cormier

6. Business Arising Out of the Minutes

No business arising out of the minutes.

7. Financial Report

Financial Statements

The Executive reviewed the unaudited financial statements for the period ending on October 31, 2016. Our membership currently sits at 6672 members, still artificially low due to the problems with the Phoenix Pay system.

Investments

M/S/C – Cormier/Kristjansson – That the investments coming due on November 21 and on December 28 be reinvested in our equity holdings at BMO Nesbitt Burns - carried unanimously.

8. National Office

Bob and Fabian gave a progress report; the Executive discussed upcoming bargaining round with the Alliance Employees Union (AEU).

9. Communication

- Regarding Mental Health / Wellness Initiatives, information will be posted on our web site explaining that employers must collaborate directly with the Union on this matter; if employers are directly engaging our members without union involvement then they would be working outside the legislation.

- Regarding Phoenix Pay System, we will be posting on our web site information on how to file grievances.

- Regarding Transformation of Inspection Duties, members need to know that they can't take any short cuts while performing their duties; if they're unable to complete their tasks then they must indicate reasons why. We will defend members should they face disciplinary action.

10. CFIA Update

- Regarding the new president at CFIA; Bob stated that he's from Heath Canada.

- PI/EG Review; Bob and Fabian had a conference call with CFIA regarding outstanding grievances and identified priorities that need to be dealt with; both parties are interested in resolving this. Sylvie Rochon was also on the call; in the short term she'll be working on this file closely with her counterpart at CFIA.

- Electronic Services; the working tool (rugged tablets) provided by the employer aren't working properly as they can't connect to the network.

- Care and Nurturing; progress report, the CFIA says it's dealing with the issue.

- Realignment/Transformation; the Executive discussed CFIA's ongoing plans to reorganize its structure.

- Consultation on Transformation: the following list of members have been asked by CFIA to attend a meeting in Ottawa on transformation, they are from:

Québec : Jacquelin Carrier, Michel Dupuis, Paul Twagirayezup, Ladan Rabiey Motmaen, Sarah Bourgeois, Jacques Rousseau

Atlantic: Rick Cormier, Jan Pennington, Sue Ann Sullivan, Eric Wonnacott,

Ontario: Rob MacDonald, Ronia Gortsos, Richard Brady,

Manitoba: Barb Kristjansson, Eryn Butterfield

Saskatchewan: Jesse Todd, Steve Tanner

Alberta: Randy Olynyk, Sandie Caywood, Mike Vanson

BC: Antony Paller, Maria Luiza Romano, Terri Lee

- Performance Management System; the employer is supposed to staff only EX positions with this system however we keep hearing that's not true; if members are aware of any situation where the CFIA is abusing the system then they are to contacting their Union rep.

11. AAFC update

- Phoenix Pay issues (for all employers): Fabian provided a progress report; Milt reported that he's come across cases where claw backs are still happening, case information will be sent to Fabian.

- Community Pasture Program (CPP): Milt gave a progress report; the program is in its final year and in 2017 the land will be handed over to the provinces.

- OSH and Mental Health: it was reported that AAFC named Nancy Hamzawy as its Mental Health champion; as per recommendations of the Mental Health Task Force, the Executive believes that the bargaining agent should also have a champion.

- Canadian Pari-Mutuel Agency (CPMA): Fabian provided a progress report; regarding WFA, all but one case has been dealt with; we now have one grievance to address this last case. Only one member will be required to move.

12. CGC Update

Bob gave a progress report; regarding the government's last trade mission he reported that China backed off on demands regarding dockage fee rates. With regards to the closing of the Chatham office, members have decided to move to Hamilton. In Québec, the CGC is still trying to address the shortage of French speaking inspectors.

13. CSPS

Bob provided a progress report; he is trying to set up a meeting with Wilma Vreeswijk, President of the CSPS, in order to address its requirements regarding OSH and Mental Health; the school needs to collaborate more on these issues.

14 PSC update

Fabian provided a progress report; several concerns have been identified with the PSC's Violence in the Workplace process; Fabian will have a meeting the management co-chair later this week to discuss. Bob will contact Quintet Consulting regarding investigations.

15. DND update

Progress report. Regarding the Total Health Directorate, DND has backed off and so the H&S Policy Committee is now leading the H&S wellness initiative; management and unions will have co-champions; Gerry Ryan has already been named as the Union co-champion. Regarding contracting out, Fabian will be meeting with other bargaining agents to discuss DND's contracting out practices. Regarding LAT-2 members in St-Jean, we are still challenging these exclusions, members don't want to be part of the grievance process.

16. Negotiations update

Milt provided a progress report for Treasury Board; on October 31st the common issues team met, this was followed by four days of negotiations; for TB the focus is still on sick leave, it's a major issue and teams explored different options on the best way to deal with this.

Rick provided a progress report for CFIA; the key issues are sick leave, hours of work and days of work. Bargaining will resume on December 6-9, with tentative dates set aside for January, February and March 2017.

17. Social Justice Fund

Fabian gave a progress report; the Committee approved an application from Sister Elena Beynon and \$14,000 in funding was sent to the High School Carpenter Apprentice Program (HCAP) in Saskatoon. Bob is waiting on information to complete his application for Bangladesh. Funds in the reserve currently stand at \$136,000.

18. Political Action

Regarding information previously distributed to MP's; Health Minister Jane Philpott received the same information; she has since stated that she's committed to look into staff shortages in Alberta. On that note, new CFIA President Paul Glover visited northern Alberta plants and would like to debrief Bob. With regards to the closure of the CPP program, we want to meet with the Environment Minister Catherine McKenna to discuss wild life endangered species that need protection; commitments were made in the past

and we want to ensure that endangered species will be looked after. Regarding Growing Forward 3, Stewart Wells (spokesperson for Friends of the Canadian Wheat Board) will be making a presentation to the Parliamentary Committee on Agriculture on December 8th; Bob will ask Jim to sit on that presentation.

19. Supplemental Pension Plan (SPP)

Fabian gave a progress report; BMO Nesbitt Burns gave us more forms and documents for us to sign (for Trustees and Participants). Signed documents will be sent to BMO and the Trust Account will be finalized.

20. Internal investigation Committee

Regarding the Kurtz-Cooke internal investigation Bob reported that the PSAC's NBoD voted to uphold the investigation committee's recommendation; Sister Kurtz-Cooke will be suspended for one year. Regarding the Paul Wurdell his duty to fair representation (DFR) hearing date has been postponed.

21. Violence in the Workplace (VIW)

Milt provided a progress report regarding AAFC's Workplace Violence Policies Guideline; the employer will review its WPV procedures. Regarding Ennis Safety, Bob and Fabian will review its training material and provide feedback for tweaking.

22. PSAC Equity Conference

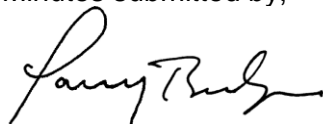
Barb gave a progress report. The number of Agriculture Union members that applied to attend the March 2017 conference exceeded our seat allocation and so members had to be ranked. The ranking was done by Barb, Marlene O'Neil (Human Rights Director), Jane McDonald (Human Rights Cmte member) and Bob.

23. Next meeting

The next meeting is scheduled for January 31 and February 1, 2017.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Larry Budge
Administrative Officer