

**Agriculture Union
National Executive Meeting**

**October 11-12, 2017
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 welcomed the new members of the National Executive - Melanie and Pat - to their first National Executive meeting. Fabian mentioned that a settlement was reached at the Winnipeg Airport and that details will be forwarded to the National Council.

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.

October 11, 2017	9:00am to 12 :30pm 1:30pm to 5:00pm.
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October 12, 2017	9:00am to 12 noon; 1:30pm to completion.
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M/S/C – Dyck / Desrosiers

5. Approval of the April 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 / Dyck

Abstentions: Pat St-Georges and Mélanie Desrosiers

6. Business Arising Out of the Minutes and Tracking Report

There were no business arising out of previous minutes. The National Executive then reviewed the tracking report that will be discussed later in the week with Council.

7. Financial Report

Rick is the new chairperson of Finance; he and Larry gave a progress report.

Investments

The Executive reviewed the Component's investments. The investments coming due in November will not be renewed as we must deal with relocation expenses for Bob Kingston and Rick Cormier.

Financial Statements

The Executive reviewed the un-audited financial statements prepared by Larry for the period ending on September 30, 2017.

8. National Office

Fabian and Rick gave progress reports; Rick is settling in to his new position. Regarding LRO workload and staffing requirements, Fabian reported that Sylvie is working 4-day work weeks and will soon be back at full strength. Nancy is progressing well and is currently working from home until the end of the year. Elaine Ouimet's term was extended by one month to January 2, 2018, which will allow Elaine Massie to work exclusively on the PI/EG file (with help from Gabrielle on as needed basis); regional LRO files are currently being reassigned as required. For the benefit of the new members on the Executive and on Council, the LRO area of responsibilities was reviewed and will be shared with the National Council later in the week.

9. Communication

Rick is the new chairperson and he gave a progress report; he discussed the recent article posted on our website regarding the public service employee survey. The Executive then discussed the following action items:

- Web article : Overtime Policy (CFIA) and Grievance information
- Duplication of NUMC minutes on our website (clean up required).
- Update our web banner
- Social Justice : Humanity Project donation

10. CFIA Update

Fabian and Rick gave progress report; the Executive assignments to various CFIA committees was reviewed. Fabian stated that a PRE-OPS conference call took place yesterday and information was shared with the employer regarding the new assignments. Regarding new pilot projects, Jan Pennington and Rob MacDonald were assigned to the Meat Inspection Reform pilot project and Barb Kristjansson was assigned to the Pork / Hog Slaughter pilot project. Milt gave a progress reports regarding

upcoming pilot projects for plants in Lethbridge (December 4th) and Red Deer (January 15). Regarding Boot Camp follow-up, Fabian and Rick have a conference call scheduled with Paul Glover; they will discuss commitments that were made at the Boot Camp.

11. AAFC update

Milt provided a progress report; regarding HRUCC, he discussed ongoing staffing issues in London and elsewhere; regarding Workplace Violence (WPV), the big battle right now is trying to figure out who at AAFC is responsible for managing the roles and responsibilities for conducting investigations. Regarding Mental Health, Katherine Keir was selected as the Union champion; Milt stated that the needs assessment was just completed and the committee was now working on guidelines. Regarding WFA, DRAP related cases are just about wrapped up.

12. CGC Update

Fabian provided a progress report; he reported that Sylvie will attend the UMCC meeting on November 7th and 8th, where she will co-facilitate (re: Terms of Reference). Regarding definition of 'Headquarters' (Re: Local 00030 in Thunder Bay), Fabian met with Michelle Dedieu to discuss; we're now working on getting the definition via grievance procedure.

13. CSPS

Fabian provided a progress report. Since coming on as RVP, Erick Martel and been getting more involved; Fabian, Rick and Erick met with the Employer a few weeks ago to discuss priorities with OSH; the focus right now is getting a training package set up. With regards to Mental Health, it's moving along well and champions for Union / Management were named. Regarding WFA, there are a handful of members still on WFA but they'll find a landing within CSPS.

14 PSC update

Fabian provided a progress report; the PSC's new President, Patrick Borbey recently made the news when he stated that the bilingual bonus in the public service should be eliminated. It goes without saying that we don't support his view. With regards to Workplace Violence (WPV), that file is now back on track on account of several investigations which pretty much forced a review of the programme.

15. DND update

Fabian provided a progress report on recent H&S and HR sub-committee meetings; the H&S Policy committees is divided up in 5 sub-committees (amongst 6 different bargaining agents); Fabian sits on the Workplace Violence (WPV) and on the Return to Work sub-committees. The only problem right now with H&S is that there are two parallel structures within DND: one for OSH and one for Managers. Regarding contracting out,

Fabian will bring up issues we have with them using language teachers from private companies.

16. Phoenix

The Executive had a general discussion regarding the ongoing Phoenix payroll fiasco. There's a demo planned for tomorrow (Oct 12) and the NBOD will be discussing this next week. Regarding CFIA, the number of cases is estimated at 15,500 and we're expecting an update later this week; we were told that it can take 6-8 weeks to resolve complex cases.

17. Negotiations update

Fabian and Milt provided progress reports for Treasury Board; there's a bargaining conference scheduled for the last week in March 2018, the list of members was finalized and sent to PSAC. Rick provided the progress report for CFIA; negotiations with the employer resume next week.

18. Social Justice Fund

Rick is the new chairperson and he gave a progress report; an application by the National Executive was submitted and approved by the SJF Committee; the project, called Education in Action – Guatemala 2018 – is in partnership with the PSAC's SJF; we will fund one Agriculture Union member to participate. Details of the project will be sent out to all locals.

19. Political Action

Fabian provided a progress report. Both he and Rick met with Jim Thompson to discuss results from the second survey at CFIA; the latest results were worse than the first go around. We need to meet with CFIA and MP's and convince them that an audit is sorely needed. The Executive agreed the we need to follow up with Jim in order to establish a strategy; we also need media training for the Council. The Executive also getting flags for the National Council.

20. Supplemental Pension Plan (SPP)

Rick is the new chairperson and he gave a progress report; Rick replaced Bob as one of the Trustees of the plan; Fabian and Larry are the other two Trustees.

21. Workplace Violence (WPV)

The Executive had a round table discussion to review where employers are with Workplace Violence (WPV); Mélanie stated that in Québec, CFIA is still doing fact finding before pre-assessments. At the Treasury Board, its harassment policy is the biggest problem because employers still use it as a reference.

22. Triennial Convention – Investigation Follow Up

Pat provided a progress report; Jan Pennington, Dean Babuin and Pat were mandated to investigate instances where members crossed airport picket lines while travelling to / from Moncton; an email was sent to all locals asking members to come forward if they travelled via Winnipeg and Pearson airports.

23. National Council Committees – PSAC Training

Regarding PSAC training, a letter from Robyn Benson's office was sent to Council members for their input and response.

Regarding National Council Standing Committees, based on feedback from RVP's, the standing committees will be made as follows:

FINANCE: Rick Cormier (Chair), Erick Martel, Randy Olynyk, Karen Zoller and Larry Budge. BARGAINING: Milton Dyck (Chair), Jan Pennington, Rob MacDonald, Dorothy McRae and Dean Babuin. BYLAWS: Pat St- Georges (Chair), Tammy Carter, Terri Lee and Jacquelin Carrier. GENERAL: Mélanie Desrosier (Chair), Marlene O'Neil, Audrey St-Germain and Jeff Griffith.

24. ROP Bursary

The Executive reviewed the application we received. The application was approved on condition that proof of enrollment is provided – **M/S/C** Dyck / Cormier.

25. PSAC Convention

Based on our membership numbers, the PSAC has determined that we're allowed to send 16 delegates to convention; since we have 18 Council members, this means that two of them will attend as alternates. The newest members on Council are: Audrey, Jeff, Tammy and Dorothy; and two of them will attend as delegates. The selection will be finalized later in the week with Council.

26. NFU Convention

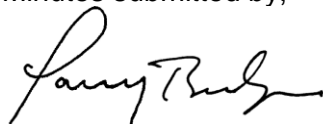
The Executive discussed upcoming NFU convention held here in Ottawa.

27. Next meeting

The next meeting is scheduled for January 16 and 17, 2018, in Ottawa.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Larry Budge
Administrative Officer