

**Agriculture Union
National Council Meeting
April 26 to 28, 2019**

Carleton Suite Hotel - Ottawa

MINUTES

In Attendance:

National Executive	National Council
Fabian Murphy, National President Rick Cormier, 1 st NEVP (Absent) Milton Dyck, 2 nd NEVP Patrick St-Georges, 3 rd NEVP Randy Olynyk, 4 th NEVP	Jan Pennington, RVP Eastern Atlantic Tammy Carter, RVP Western Atlantic Jean Cloutier, Alt RVP Eastern Quebec Audrey St-Germain, RVP Western Quebec Renelle Chalifoux, Alt RVP NCR Dimpy Kaur, Alt. RVP Southern Ontario Jeff Griffith, RVP Manitoba, Northwestern Ontario and Nunavut Karen Zoller, RVP Saskatchewan Michelle Hambly, RVP North. Alberta & NWT Dorothy McRae, RVP Southern Alberta Dean Babuin, RVP Eastern British Columbia Terri Lee, RVP Western British Columbia and Yukon Marlene O'Neil, National Director Human Rights

	Staff
	Larry Budge, Administrative Officer Sylvie Rochon LRO (April 26 & 28) Elaine Massie, LRO (April 26) Bruno Loranger, LRO (April 26)

1. Call to Order

F. Murphy called the meeting to order at 9:00 a.m.

2. Opening Remarks

Fabian welcomed everyone to the meeting, especially the new faces around the table – he then asked for a round table introduction of all the participants.

3. Adoption of Agenda

Marlene asked the Chair if we could add '*Selection of OHS Reps*' to the agenda; Fabian agreed stating the item would be referred to the Collective Bargaining H&S committee to deal with.

M/S Griffith/Carter - That the agenda be adopted.

MOTION CARRIED – By show of hand.

4. Hours of Session

The following hours of session were proposed by the Chair:

Day 1	
9:00 a.m. to 12:00 p.m.	Business agenda
1:30 p.m. to 5:00 p.m.	Business agenda
Day 2	
9:00 a.m. to 12:00 p.m.	Standing Committee Meetings
1:30 p.m. to 5:00 p.m.	Standing Committee Meetings
Day 3	
9:00 a.m. to 12:00 p.m.	Business agenda
1:30 p.m. to 5:00 p.m or completion.	Business agenda

M/S Zoller / Kaur - That the proposed hours of session be adopted.

MOTION CARRIED – By show of hands

5. Approval of October 2018 National Council Minutes

M/S Babuin / Pennington - That the draft minutes of the October 26-28, 2018, meeting be adopted.

MOTION CARRIED – By show of hands

6. Business Arising out of Previous Minutes – Tracking Report

There was no business arising out of previous minutes.

The Council proceeded to discuss the tracking report:

1. Paid Prep Time/Wash-up Time

Fabian gave a progress report; the Terms of Reference will be revisited and we will find replacements for Jacquelin Carrier, Barb Kristjansson and Rick Cormier. Currently, the employer feels that this item has been resolved but that's not the case; Fabian plans on meeting with the CFIA bargaining team to strategize around our bargaining demands. Marlene, talked about the importance of having a 'continuity of information'; it was agreed that we should start compiling information - such as minutes and MOU's - so that it can be easily shared with future bargaining teams.

2. Competent People for Investigations

Item was expanded to include all employers; it will be removed from the tracking report and referred to the Collective Bargaining H&S committee for future updates. Fabian gave a progress report on the latest developments; Bill C-65 was passed however it's status quo until the new regulations are drafted and published in the Gazette. Finding competent investigators is still a huge problem everywhere and Fabian noted that the Service Wide OHS (SWOHS) has begun compiling its own list; he stated that policy committees should do the same. If Council members have questions regarding list of competent investigators and/or questions on current process they need to consult with their OHS committee and /or Policy committee co-chair. Regarding PSAC OHS training; Tammy recently took the training and she shared her experience with Council, she was disappointed that there wasn't real life examples included in her training. All recent SWOHS communiqués will be forwarded to Council as not everyone received them.

3. Lat-02s Exclusions

Audrey provided a progress report. She was happy to report that the members are now back in the bargaining unit but they haven't started paying union dues yet (Phoenix issue). As per Fabian, the item is resolved and will be removed from the tracking report.

4. Personnel files

Milt provided a progress report. The issue has been raised at the NBoD, and we will be ringing this issue for discussion with all our employers. As everyone knows, the files are all over the place, not secure, difficult to obtain and there's way to track requests; the whole situation is unacceptable and as per Sister Dimpy Kaur stated, we must ensure that disciplinary notes are removed from files as per time limits. Fabian stated that we must put pressure on employers at all levels and members should table this issue at Local UMC's.

5. Link on Website - Rewards and Recognition

Fabian gave progress report; as per last meeting, this is an action item for the Finance and Communication committee and link needs to be added to the website.

6. Link on Website - Memorial for Deceased Members

Fabian gave progress report; as per tracking report item 5 above, this is an action item for the Finance and Communication committee.

7. **Finance**

Item referred to the Finance Committee – see attached report.

8. **National Office**

Milton provided the report on this item. He gave a brief account on the recent LRO hiring process that took place and reconfirmed that Bruno Loranger was the best candidate; we are now down to 3 LRO's which is our normal complement per convention budget; regarding LRO portfolios, the regions were read to Council: Elaine has BC and the NCR, Sylvie has the Atlantic, Québec and Saskatchewan and Bruno has Alberta, Manitoba and Ontario. Regarding backlog of grievances; the PI/EG review, current and former members have been receiving settlement cheques and this file is finally coming to an end, Milton praised the tremendous work of Elaine and Nathalie on getting this done. Regarding the CGC, a big thanks to Sylvie as there too members have begun receiving settlement cheques. With all these files coming to a close, Nancy Milosevic has agreed to delay her retirement by a month; on the administrative side of things, she will help Christine and Nathalie to close the files. Regarding Unionware, we're officially joining the PSAC's database to track our grievance; the current database needs to be imported to Unionware and training needs to be set up for staff.

9. **Employer Updates**

AAFC Employer Update

Staffing

Milton gave a progress report. There are several issues regarding staffing and there was much discussion with Council regarding unadvertised positions getting by as well as the concerted effort by the employer to transfer positions to PIPS (for example EG-06 to BI). Dorothy and other Council members wanted to know what our plan is; Fabian stated that we're discussing this at the NUMC level – it's on the agenda for the next meeting - and to that end, it's important that all Council members challenge this at the regional UMC's as well; we must look at work descriptions to fight this; Elaine agreed that the consultation process is key as work

descriptions will help prevent transfers to other Unions; the other recourse that's available are staffing complaints but hardly none are being filed, Elaine stated that complaints shows the employer that members are interested in these positions. For her part, Tammy doesn't feel that a staffing complaint is an effective way to fight this issue; the process is too long, all we get is recommendations for the next time and in the end members don't get the job; members are disenfranchised by the complaint process.

WFA in Saskatchewan

Milton explained that we're losing approximately 6 members in Saskatchewan as work regarding the watershed program is being transferred over to the province next year; the transfer will likely have an impact on member benefits and so a committee will be set up to look in to this.

Joint Learning Program in the Atlantic for AAFC

Milt informed Council that there's a JLP session that will take place in Halifax; the focus will be on improving UMC relations.

CFIA Employer Update

NUMC

Fabian stated that the call out for agenda items was sent out and we received many items that will be discussed at the May 29-30 meeting.

Joint Learning Program Pilot Project

Fabian gave progress report. The pilot project is being co-developed and co-delivered; the facilitators have been trained and they're ready; that said, there are a few glitches / issues that are being addressed; he announced that the Steering Committee is meeting next Monday, April 29th, going forward, he will inform Council on all future dates so that issues can be forwarded. Marlene would like a progress report prepared for the bargaining team and Fabian will get the Steering committee to prepare one. As for the Union leads, Tammy stated that it wasn't clear who the Union leads were on this project; Fabian will get Chantal Seaton to clear that up.

Informal Conflict Management System (ICMS)

Fabian gave a progress report; he mentioned that the next meeting will take place in September and wants Council members to start sending issues they want discussed at the meeting.

Generic Work Descriptions

Milt provided a progress report. This topic will be discussed at the next NUMC meeting and so Council members reported on what was happening in their area. From an administrative point of view, Tammy is concerned that the employer is creating these admin centres that will eventually see jobs disappear via attrition. We need to keep an eye on job descriptions and standard operating procedures.

CFIA Telework

Jan wanted to discuss CFIA's updated telework policy; he shared his concerns regarding imminent danger and the Health & Safety check list, he feels it puts members in a difficult position. Fabian explained that, unless there's been an accident at home, the policy doesn't allow the CFIA to make home inspections; he also stated that you can't be forced to sign on and made to work from home, even for business continuity plans (BCP). Any concerns regarding the policy must be brought up at the appropriate OHS committee level; concerns regarding the tax act, expenses, insurance, etc., need to go to local and regional UMC's.

Science Branch Committee Structures

Karen gave some background on the issue; there's no regional structure in place (in CFIA's Science Branch) and employees aren't being taken care of; it's very frustrating. There was a discussion with the Council regarding current situation around the country. Fabian reported that the Executive is aware of the concerns; regarding OHS, he stated that it's ok if there's no regional OHS, however, this means that local committees report to the national OHS committee and so for now, Fabian wants the policy committee employee co-chair to request training records, inspection records and hazard occurrence records (HOIR).

National Joint Employee Transition Committee

Randy gave a progress report; the 2nd committee meeting is coming up and it will look at terms of reference for the area committees.

Compliance Verification System

Randy gave a progress report; he stated that changes that are being introduced in Edmonton will have an impact on the rest of the country and issues are being discussed at the next NUMC meeting; we also have a group grievance that's on the go. Audrey mentioned that the elimination of EG-04's won't be good for EG-03's wanting to advance, that it will be difficult to get an EG-05 promotion; Fabian stated that we're pushing back on these initiatives and that we're planning political action on this issue.

Canadian Grain Commission Employer Update

Fabian provided an update for the National Council. It was announced in the latest federal budget that there will be a review of the Canadian Grain Act which will likely have an impact on our membership; more discussion on this at item 13, Political Action. There was a NUMC meeting last week and things went well considering ongoing issues; the CGC conducts business differently and the collective agreement isn't applied consistently across the country; Fabian gave details on several policy grievances that we've pushed ahead on and won (overtime rate, definition of HQ, Good Friday grievances). Jeff wanted an update regarding the junior inspectors in Hamilton and Fabian told him that everything was resolved.

Canada School of the Public Service

Regarding standardized job descriptions; Fabian reported that he was unhappy with the lack of consultation; he conveyed his concerns to the CSPS President who then directed his managers to include us in the process to get this done. Regarding Asticou, Milt reported that

the displaced high school students will be staying longer and as a result our members will be away from Asticou longer than expected; he gave credit to Renelle for her involvement on this file. Milt then gave an update on a cell phone application that was being developed by the employer (without any consultation); we had serious concerns regarding privacy, as the app would be collecting members' personal data, and so we told the employer to abandon this project.

10. Agriculture Union Social Justice Fund

Item was not dealt with as time ran out – Item will be discussed at upcoming conference call.

All approved Social Justice Fund projects may be found on the Agriculture Union website at: <http://www.agrunion.com/resources/social-justice-fund/> .

11. Collective Bargaining

Please refer to the Collective Bargaining and Occupational Health and Safety Committee report.

12. Standing Committee Reports – See Attached

Milton chaired the meeting while Finance presented its report.

Finance and Communication Committee Report

Renelle read the committee report.

Regarding the audited financial statement, the committee responded to questions from Council members; a breakdown on salary and vacation for Bob Kingston will be provided. Regarding item 17, Shared Calendar, Fabian stated that we will endeavor to improve the online calendar. Regarding item 18, Social Media, Fabian stated that due to work load and staff limitations that we don't plan on providing/managing an online presence on Facebook, YouTube and or Twitter. Regarding item 24, Hospitality, there was much discussion on the pros and cons regarding alcohol in hospitality suites; it was made clear that cannabis will not be provided.

M/S F. Murphy / R. Chalifoux

That the Finance and Communications Committee Report be adopted as a whole.

Recorded Vote # 1 – Motion Carried Unanimously

Collective Bargaining and Occupational Health and Safety Committee Report

The Committee members shared in the reading of the report to the National Council members.

M/S M. Dyck / J. Pennington

That the Collective Bargaining and Occupational Health and Safety Committee Report be adopted as a whole.

Recorded Vote # 2 – Motion Carried Unanimously

Bylaw & Regulations Committee Report

P. St-Georges read the report to the National Council members. Fabian ruled that the proposed change in committee report does not change intent of Bylaws and Regulations. D. McRae and T. Carter had questions regarding the Travel Policy and Pat explained to the Council the various motions that were defeated at the Committee level.

M/S P. St-Georges / T. Carter

That the Bylaws and Regulations Committee Report be adopted as a whole.

Recorded Vote # 3 – Motion Carried

General Committee report

The committee read the report to the National Council members.

M/S R. Olynyk / M. O'Neil

Adopt criteria and process for Grassroots Activist Award (motion 1 in report)

Recorded Vote # 4 – Motion Carried Unanimously

M/S R. Olynyk / M. O'Neil

Adopt the criteria amendments indicated in red. (motion 2 in report)

Recorded Vote # 5 – Motion Carried

M/S R. Olynyk / M. O'Neil

Adopt the application process to be used in the presentation of Union service award (motion 3 in report).

Recorded Vote # 6 – Motion Carried Unanimously

M/S R. Olynyk / M. O'Neil

Adopt the application form for all types of rewards or recognition (motion 4 in report)

Recorded Vote # 7 – Motion Carried Unanimously

M/S R. Olynyk / M. O'Neil

A communique be sent to all local Presidents Council members, and posted on website (motion 5 in report)

Recorded Vote # 8 – Motion Carried

M/S R. Olynyk / M. O'Neil

Referral to the Human Rights committee to develop survey of the equity group membership on the issue of perceived barriers to leadership roles (see motion 6 in report)

Recorded Vote # 9 – Motion Carried Unanimously

M/S R. Olynyk / M. O'Neil

Adoption of the General committee report (motion 7 in report)

Recorded Vote # 10 – Motion Carried Unanimously

14. Political Action

Item was not dealt with as time ran out – Item will be discussed at upcoming conference call.

15. Workplace Violence (WPV)

Item was not dealt with as time ran out – Item will be discussed at upcoming conference call.

16. Proposed changes to Regulation 4 – Bylaws and Education

See committee report.

17. Shared Calendar (T. Carter) – Finance & Communication

See committee report.

18. Social Media (T.Carter) – Finance & Communication

See committee report.

19. RVP Engagement (T.Carter) – Finance & Communication

See committee report.

20. Equity Leadership (T.Carter) – General

See committee report.

21. Agriculture Union Training (T.Carter) – Bylaws & Education

See committee report.

22. Pay for RVP's (T.Carter) – General

See committee report.

23. Travel Policy Regarding Partners (T.Carter) – Bylaws & Education

See committee report.

24. Hospitality (D.McRae) – Finance & Communication

See committee report.

On Day 3, after the committee reports, the following motion was presented:

M/S D. McRae / T. Carter

That for all Union events, the Union won't provide funds to purchase alcohol for hospitality suites until details on how much was spent on alcohol since the 2017 convention.

After some discussion, the previous question was called.

M/S J. Pennington / J. Cloutier – Carried by show of hands.

The vote on the main question was defeated.

Recorded Vote # 11 – Motion Defeated

25. Website Updates (D.McRae) – Finance & Communication

See committee report.

26. OSH (D.McRae) – Collective Bargaining

See committee report.

27. Next Council Meeting

Item was not dealt with as time ran out – Item will be discussed at upcoming conference call.

28. Phoenix Update

Item was not dealt with as time ran out – Item will be discussed at upcoming conference call.

With time running out, the meeting was adjourned

M/S D. Babuin / J. Pennington **MOTION CARRIED** – by show of hands

Minutes submitted by Larry Budge

Recorded Votes/Votes Consignés

	1	2	3	4	5	6	7	8	9	10	11
Babuin, Dean	1	1	1	1	1	1	1	1	1	1	3
Carter, Tammy	1	1	1	1	1	1	1	1	1	1	1
Chalifoux, Renelle	1	1	1	1	1	1	1	1	1	1	2
Cloutier, Jean	1	1	1	1	1	1	1	1	1	1	2
Cormier, Rick	4	4	4	4	4	4	4	4	4	4	4
Dyck, Milton	1	1	1	1	1	1	1	1	1	1	2
Griffith, Jeff	1	4	1	1	1	1	1	1	1	1	2
Hambly, Michelle	1	1	1	1	1	1	1	1	1	1	3
Kaur, Dimpay	1	1	4	1	1	1	1	1	1	1	2
Lee, Terri	1	1	1	1	2	1	1	1	1	1	1
McRae, Dorothy	1	1	1	1	2	1	1	2	1	1	1
Olynyk, Randy	1	1	1	1	1	1	1	1	1	1	2
O'Neil, Marlene	1	1	1	1	1	1	1	1	1	1	2
Penninton, Jan	1	1	1	1	1	1	1	1	1	1	2
St-Georges, Pat	1	1	1	1	1	1	1	1	1	1	2
St-Germain, Audrey	1	1	1	1	1	1	1	1	1	1	2
Zoller, Karen	1	1	2	1	1	1	1	2	1	1	2
Murphy, Fabian	1	1	1	1	1	1	1	1	1	1	1

1=yes/pour 2=no/non 3=abstain/abstention 4=absent