

**Agriculture Union
National Executive Meeting**

**April 24-25, 2018
Westin Harbour Castle**

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 everyone; he mentioned that Mélanie will be taking a 3-month term position with PSAC - she will remain on the Executive.

3. Adoption of Agenda

The proposed agenda was adopted unanimously.

M/S/C – Dyck/ Cormier

4. Hours of Session

The following hours of session were adopted unanimously.

April 24, 2018	9:00am to Noon 1:00pm to 5:00pm.
----------------	-------------------------------------

April 25, 2018	9:00am to Noon 1:00pm to completion.
----------------	---

M/S/C – Dyck / Desrosiers

5. Approval of the January 2018 Executive minutes

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

M/S/C – Cormier / St-Georges

6. Business Arising Out of the Minutes – Tracking Report

The Executive discussed and reviewed the tracking report that will be presented at the National Council later in the week.

7. Financial Report

Audited Financial Statements

The Executive reviewed the audited financial statements (*prepared by Ted Lupinski, C.A.) for the period ending on December 31, 2018. A motion to adopt the audited statements was carried unanimously **M/S/C** – Cormier / Dyck.

Investments

The Executive reviewed the investments at Nesbitt BMO. Regarding the fixed income securities coming due on August 27, 2018, a motion to re-invest at the best possible rate was adopted unanimously. **M/S/C** – Dyck/Murphy.

8. National Office

Fabian and Rick gave progress reports; all the LRO's are back at work full time; Lucette Charron was hired on a three-month term to work exclusively on the PI/EG file with Elaine Massie. With the PI/EG and Gender Neutral reviews still ongoing, the Executive discussed LRO workload and redistribution of portfolios.

9. Communication

Rick gave a progress report; upcoming updates for our website will include a piece on Bob Kingston's PSAC Life Membership award, a piece on the latest CFIA bargaining update and also a PowerPoint presentation for new members. Later in the week at the Council meeting, Rick's committee will discuss communication tools, discuss the RVP Handbook and training material for National Council members.

10. CFIA Update

CVS and MSIP pilot projects

The Executive discussed the ongoing CVS and MSIP pilot projects; Milton thinks it's time we start a political action campaign regarding impact of these projects. At upcoming Council meeting Dorothy will provide update on MSIP and Jan and Rob will provide updates on CVS.

Hours of Work

The Executive discussed ongoing issues in Québec and Western areas regarding Article 24.4 of the collective agreement. An update will be given to Council but in short we will ask members to submit grievances.

Activity Based Workplace (ABW)

Fabian stated that the process is going off the rails in the West (Council members not allowed on the Committee) and the issue will be discussed at the NUMC meeting. Rick and Pat stated that the H&S angle needs to be examined as well.

PI/EG

After 17 years we have reached an agreement with the employer. Letters outlining the settlement are in the process of being mailed to current and former members.

Staffing

Mélanie discussed ongoing staffing issues in Québec. She stated the review process is flawed as the Ombudsman hasn't followed up on 10 complaints. She will keep the Executive posted on this issue.

11. AAFC update

PFRA

Milt gave a progress report; the program is winding down; initially there were issues with alternations but they were resolved once he got involved.

Collective Agreements

Milt stated that they are still waiting for bound copies; the employer says they will be done once they find a print shop.

French Language

Milt stated there's a pilot project that is up and running; right now it's for managers only.

Science and Tech Branch

There is a UMC meeting scheduled for the end of the month however it doesn't look like it's a joint process anymore; this is something we will have to fix.

Staffing

Milt and the Executive discussed ongoing staffing issues, the employer is hiring biologists instead of technicians, which is a cause for concern for our members. This will be brought up with the employer for discussion.

12. CGC Update

NUMC

Fabian provided the Executive with an update on last week's meeting with employer; no changes are in the works regarding committee structures. At the meeting, Fabian had a good discussion with the local presidents.

Staffing Issues

Fabian provide a progress report on Shift Premiums, Variable Hours, Contiguous Hours of O/T. Regarding the issue of 'Day Workers' vs. 'Variable Hours', currently it all depends on the location of the member; that said, the definition of HQ will be mediated.

13. CSPS

Rick provided the Executive with a progress report. There's an HR and UMCC meeting next month. The employer's mental health sub-committee has started meeting and we have Erick Martel and Renelle Chalifoux sitting on that committee. Regarding the UMCC, Rick plans on discussing the issue of meaningful consultation as the employer clearly doesn't understand it. On Health & Safety, the workplace committee training was done (by the same group that audited the H&S program at the CGC).

14 PSC update

Fabian provided a progress report; the PSC has a new president and his name is Patrick Bolby. Things are going fairly well at the PSC however there are couple of issues that are a concern to us. Issue number one: The Treasury Board Staffing Policy Framework is being reviewed; Chris Aylward sent a letter to PSC and we're waiting to hear back to see what's going on with that. The other issue is that the new Ombudsman was also appointed as the Mental Health Champion without any consultation.

15. DND update

Fabian provided a progress report; regarding our LAT-02 members, the employer has agreed to remove them from the grievance process and these members are now back in the bargaining unit. Regarding applications for the ED Study Leave, a committee has been established and Danielle Moffet was assigned to the committee as our union rep. The issue of contracting out (re: CEGEP Teachers) will be discussed that the next NUMCC meeting.

16. Phoenix

Rick provided a progress report; the PSAC is getting more involved with its 'Burnt by Phoenix' website. On the employer front, the CFIA has hired 6 new Pay & Compensation staff with a commitment to hire 3 more. Other employers are doing the same. We will get Alan Pryde to draft an information piece for our website to help members with the claims process; the information piece will link to the PSAC website. Regarding the grievance strategy, for now the Executive decided to stay with the status quo and wait to see what comes out at PSAC Convention.

17. Negotiations update

Progress reports were given for Treasury Board and CFIA bargaining.

Treasury Board

The agreement was reached in November and it will be signed la 10, 2017The PSAC has served noticed to bargain and teams have been selected; the following Agriculture Union members were elected:

TC Table

Pat and Jean Cloutier are back on with Milt, Dean and Aaron Swerdlyk elected as Alternates.

SV Table
Michelle Hambly

EB Table
Danielle Moffet and Marie-Hélène Chevalier

PA Table
No one from Agriculture Union was elected.

National Strategic Consultation Committee
Alice Gianotti

CFIA Bargaining

Rick stated that the tentative agreement was ratified on February 22, and we're still waiting for the translation; the Executive feels the CFIA is delaying the process.

18. Social Justice Fund

Rick provided a progress report; since the last Executive meeting, the SJF committee approved 2 projects: one from the Alberta Regional Seminar for donation to the Red Deer Food Bank and another for the Easter Beef project from Local 90004. The SJF committee also denied one project from Local 50073.

19. Political Action

Rick provided a progress report; the Executive discussed Nicole Bouchard-Steeves predictable letter in response to concerns we raised regarding the MSIP and CVS pilot projects; the letter confirms that the CFIA will, at all cost, ensure that these projects will work. Fabian will contact Jim Thompson so that we ramp up our political action on this. Regarding Fish Labelling and lack of fish inspections, the Oceana Canada presentation to the Parliamentary Standing Fisheries Committee was cancelled; we are waiting for it to be rescheduled. Rick and Fabian met with Kelsey Johnson (iPolitics) to discuss ongoing Agriculture Portfolios issues.

20. Supplemental Pension Plan (SPP)

Rick gave a progress report of the SPP for elected officers.

21. Workplace Violence (WPV)

There Executive discussed four investigations that are ongoing; employers are wavering with their responsibilities; a major part of the problem is that senior managers don't understand WPV. Pat stated that we need part XX training however, with the changes that are coming we should probably wait.

22. Internal Investigation Reports

Investigation : Agriculture Union Convention 2017

Pat provided a progress report; with the investigation now completed, the committee recommendations were now at the National Executive for a decision. The National Executive voted on each recommendation separately:

Regarding Herhald Mark:

M/S/C – St-Georges/Desrosiers – That the Executive accept the Investigative Committee's recommendation that Herhald Mark be sanctioned in record only and that he be allowed to maintain any current or future elected position.

Recorded Vote in favor: Cormier, Desrosiers, St-Georges

Recorded Vote against: Dyck, Murphy

- Motion Carried

Regarding Dave Pearson:

M/S/C – St-Georges/Cormier – That the Executive accept the Investigative Committee's recommendation that Dave Pearson be sanctioned in record only and that he be allowed to maintain any current or future elected position.

Recorded Vote in favor: Cormier, Desrosiers, St-Georges

Recorded Vote against: Dyck, Murphy

- Motion Carried

Regarding Sandy Caywood:

M/S/C – St-Georges/Cormier – That the Executive accept the Investigative Committee's recommendation that Sandy Caywood not be sanctioned.

- Motion Carried Unanimously

Regarding Joyce Davies:

M/S/C – St-Georges/Cormier – That the Executive accept the Investigative Committee's recommendation that Joyce Davies be removed from office as per By-law 13, Section 1.

The above motion was amended (M/S/C Dyck/Desrosiers) to state that Joyce Davies be removed from office for a period of one year.

- Motion Carried Unanimously

Investigation: Local 10008

Rick provided a progress report regarding Paul TwagiraYezu

M/S/C – St-Georges/Dyck – That the Executive accept the Investigative Committee's recommendation that Paul TwagiraYezu's PSAC membership be suspended as he was in clear violation of the PSAC Constitution Section 25 and of Agriculture Union By-Law 13, Section 5 (12). NOTE: motion was amended (M/S/C Cormier/Dyck) to state that Paul TwagiraYezu's PSAC membership be suspended for a period of five (5) years.

- Carried Unanimously

23. PSAC Convention

The Executive discussed the PSAC's request to provide an item for the Silent Auction. A motion to provide a \$500 Air Canada gift certificate was carried unanimously.

M/S/C - Cormier/Desrosiers

The Executive also discussed a resolution from Terri Lee that will be tabled at the Council meeting.

24. Retirement Gift for Bob Kingston

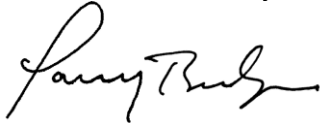
Based on past practice, the Executive discussed getting a retirement gift for former National President Bob Kingston. A motion to provide Bob Kingston with a \$2000 travel voucher on Air Canada was approved unanimously. **M/S/C** – Cormier/St-Georges. The recommendation will go to Council for final approval.

25. Next meeting

The next meeting is scheduled for July 17-18, 2018, in Ottawa.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Larry Budge
Administrative Officer