

**Agriculture Union
National Executive Meeting**

**April 24-25, 2019
National Office – Ottawa, ON**

1. Call to Order

National President Fabian Murphy called the meeting to order; in attendance were, Milton Dyck, Pat St-Georges, Randy Olynyk and Larry Budge.

Absent: Rick Cormier.

2. Opening Remarks

Fabian welcomed everyone; the Executive talked about ongoing issues in the Science Branch at CFIA; they will discuss these issues with Council later this week.

3. Adoption of Agenda

The proposed agenda was adopted unanimously.

M/S/C – Dyck / Olynyk

4. Hours of Session

The following hours of session were adopted unanimously.

April 24, 2019	9:00am to Noon; 1:00 pm to 5:00pm.
April 25, 2019	9:00am to Noon; 1:00pm to completion.

M/S/C – Olynyk / Dyck

5. Approval of the January 2019 Executive minutes

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

M/S/C – St-Georges / Dyck

6. Business Arising Out of the Minutes – Tracking Report

No business arising out of previous minutes.

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

7. Financial Report

Audited Financial Statements

The Executive reviewed and approved the audited financial statements prepared by Ted Lupinski, CA, for the period ending on December 31, 2018. The statement will be reviewed by the Finance Standing committee later this week.

Investments

The Executive reviewed the investments at Nesbitt BMO.

Regarding the SPP, as per the meeting in January, \$50,000 needs to be invested in the Supplemental Pension Plan, and another \$50,000 will be sent to CRA (this was supposed to have been done after the January meeting).

The Executive agreed to re-invest \$100,000 in GIC's and also \$100,000 in Equities

M/S/C – Dyck / Olynyk.

8. National Office

Milt gave a progress report; we don't have a grievance report ready because our database was corrupted and we're in the process of rebuilding it via backups. Bruno, our new LRO, is settling in nicely with the help from Sylvie, Elaine and the rest of the team. On the administrative side of things, the last few weeks have been difficult as both Christine and Nathalie needed time off from work; as a result, Nancy graciously agreed to return to work and help close off the PI/EG review; she will stay on until the end of May while things get back to normal. Regarding staff negotiations, we've received a notice to bargain from AEU; on that front, Milt, Pat and Larry will be the employer reps for bargaining.

9. Communication

Milt gave a progress report. The Executive reviewed and discussed sections of the website that require updating (section on employers; life time members; APSAR, RVP Handbook, minutes, committees). The scrolling text on the website appears to be glitchy and we'll get our webmaster to investigate, however, he's been hard to reach lately and we may have to look and getting someone else.

10. CFIA Update

Telework

This has been under review for some months now and the Executive discussed the concerns raised by Jan Pennington; this item will be discussed with Council later this week.

NUMCC

The Executive reviewed our agenda items that will be sent in for the upcoming meeting on May 29 & 30 with the CFIA.

Terms of reference

Regarding OSH and UMC at the Science Branch, as discussed in the opening remarks, there are ongoing issues there; the Executive would like to see a consistent application of the the terms of reference; this item will be discussed at the Council meeting as well.

National Joint Employer Transition Committee (NJETC)

The CFIA is moving ahead with 3 new pilot projects in Rivière-du-Loup, Brandon and in Neepawa; no dates have been set yet. This item will be discussed at the June 6 meeting with CFIA.

Domestic Violence

Randy gave a progress report; the committee meets every two months and they're currently setting up the terms of reference.

Harassment Awareness Training

Randy gave a progress report; he stated that the biggest problem right now is the lack of available trainers; to address that, they're looking at getting some help from the Joint Learning Program (JLP) on a volunteer basis; trainers from the JLP will be made available on the condition that it doesn't interfere with their JLP work.

EG4 duties

The Executive discussed the daily presence of inspectors in ready to eat facilities where duties are being transferred to EG3's; a group grievance campaign is in the works and the Executive will be discussing this at the next NUMCC meeting.

11. AAFC update

Work Force Adjustment - Watershed Management

Milt provided an update; the responsibility for watershed protection is being turned over to the provinces; this will have an impact on 6 of our members; Milt will be meeting with Christine Walker (ADM) to iron out the details.

Employee Family Assistance Program (EFAP)

This is now back on track, with an extension, and a Request For Proposals (RFP) has been sent out.

Part XX

The employer has agreed to treat harassment as violence in the workplace which is a step in the right direction; also, on that topic, Bill C-65 has passed and in the process of being gazetted.

Joint Learning Program – UMC Training in the Atlantic

Training will take place in Halifax at the end of May; RVP's and Local Presidents will be attending.

12. CGC Update

Policy Grievances

Fabian provided a progress report regarding the policy grievances; regarding the overtime rate for variable hours, the employer finally conceded and the rate will be 1.75; regarding the definition of HQ in Thunder Bay, we won that grievance and now the NJC grievance

that were filed have to be settled; also, per the NJC decision, we must evaluate the impact on Vancouver and Montréal.

Federal Budget

It was announced in the budget that the Grain Act will be reviewed; Senior managers toured the country and met with our members to address concerns. Jim Thompson will help plan our strategy on political action.

13. CSPS

Fabian and Milt provided progress reports.

Classification Review

Elaine and Bruno are now working on the standardized work description file.

Mental Health

The employer developed a cell phone application on mental health for its employees without any consultation with the Union; there are numerous concerns regarding invasion of privacy and the employer was told to ditch the application. Much work is needed at the CSPS on Mental Health.

Violence in the Workplace

This is the biggest problem at CSPS; lately, the employer has been making an effort to address some of ongoing concerns; the list of investigators is being reviewed.

Staffing

Pat was talking with Renelle Chalifoux on this; there's a crazy amount of non advertised vacancies that are being filled with no competition; according to Renelle, it's almost 85%. This will be discussed later in the week with Council.

Grievance Reporting Structure

The employer has only 2 levels in the grievance reporting structure for members under HR and our LRO's have had a long standing issue with this; we will address this at the next HRUCC meeting on May 15th.

14 PSC update

Fabian provided a progress report. The next NUMCC meeting is on June 17 (tentative). The Policy Committee management co-chair for Health and Safety is vacant and Fabian will notify the PSC president that the employer needs a replacement. The employer updated its code of conduct which we provided input on. The ombudsperson has joined the OSH committee and she'll be providing the committee with updates and statistical information.

15. DND update

Fabian and Milt gave progress reports. Regarding the grievance process, the LAT-02's were been reinstated in to the bargaining unit. Regarding Harassment and Violence, Milt stated that he attended a 'Tiger' team meeting, and it did not go well. Regarding representation of DND members, Fabian is in discussions with UNDE and PSAC.

16. Phoenix

Milt gave a progress report. Priorities remain the same as before and issues are being forwarded to departments and to Donna Lackie here at the PSAC. Regarding the November 2018 PSAC dues correction, there were a lot issues and unfortunately the PSAC didn't have enough resources on hand to deal with the high-volume of questions that came in. Pat talked about overpayments – every EG in Treasury Board was overpaid and he wants to see changes to the legislation and the income tax act; despite the announcement from the Department of Finance, employers are still asking employees to reimburse the gross amount, as opposed to the net amounts.

17. Negotiations update

Progress reports were given for Treasury Board and CFIA bargaining.

Treasury Board

Pat gave a progress report. Regarding the Public Interest Commission (PIC), the Treasury Board filed an appeal and the impasse was rejected; since then, parties have met twice for bargaining and third round is coming up. That said we are still at impasse.

CFIA Bargaining

Progress report given by Milt. The parties exchanged demands on February 26 & 27, and have met for two rounds of negotiations.

18. Social Justice Fund

Progress report by Fabian and Larry. Received a request from Local 90004 in Charlottetown for the Easter Beef project; there was some back and forth regarding funding and in the end \$5300 was approved. Regarding the Chicken Production Co-ops in Zimbabwe, the 2-year project has come to an end and the final funding payment of \$5000 US was made. We received a request from the Ontario regional seminar and a decision will be made soon.

19. Political Action

Fabian gave a progress report. Regarding the Grain Act (per item #12), industry is already lobbying the politicians; Jim Thompson will work with us on reviewing impact this will have on international level, re: grain quality; we will prepare a presentation for upcoming hearings and consultations that will take place. Regarding MSIP, Jim used statistics on recalls to update the presentation we did last December; letters were sent to our Food Safety First network stating we didn't 'Trump' inspection in Canada. Regarding changes in regulations to the quarantine station in Newfoundland, Fabian reported that the impact would be a reduction of 2; he's still in discussion with interested parties.

20. Supplemental Pension Plan (SPP)

Progress report.

21. Workplace Violence (WPV)

The Executive discussed the list of competent persons compiled by Public Works; the list was done without proper consultation, and this will cause major problems as most on the list aren't qualified to do Violence in the Workplace investigations.

22. Internal Investigation Reports

No new investigations to report on; the Executive discussed Paul TwagiraYezu's reply to Fabian.

23. SFL Spring School Request – Jesse Todd

As requested, Brother Jesse Todd provided more information. The Executive agreed to provide him with one-time funding to attend the SFL Spring School as a facilitator.

24. Regional Seminars

The Executive discussed upcoming seminar dates.

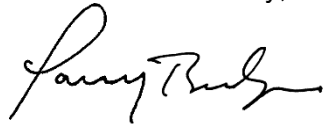
25. Update to By-Laws and Regulation

Pat outlined the items he and his committee will be working later this week.

26. Next meeting

The next meeting is scheduled for July 16-17, 2019.

Having dealt with all agenda items the meeting was adjourned.
Minutes submitted by,



Larry Budge
Administrative Officer