

**Agriculture Union
National Executive Meeting**

**January 22-23, 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; he mentioned that Rick just had his surgery and he's expected to be back home in a few days; the office will be sending a him a fruit basket later this week. Regarding the agenda, we have a National Council conference call scheduled later today to provide employer updates.

3. Adoption of Agenda

The proposed agenda was adopted unanimously.

M/S/C – Olynyk / St-Georges

4. Hours of Session

The following hours of session were adopted unanimously.

January 22, 2019 9:00am to 5:00pm.

Note: 3:30pm – Conference call with National Council
Re: Employer updates

January 23, 2019 9:00am to completion.

M/S/C – Dyck / St-Georges

5. Approval of the October 2018 Executive minutes

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

M/S/C – Dyck / St-Georges

Randy abstained

6. Business Arising Out of the Minutes

No business arising out of previous minutes.

7. Financial Report

Unaudited Financial Statements

The Executive reviewed the unaudited financial statements for the period ending on December 31, 2018. Our membership is listed at 7206.

Investments

The Executive reviewed the investments at Nesbitt BMO.

Regarding the fixed income investments coming due on March 7, 2019, there was a motion to re-invest \$50,000 in to the Supplemental Pension Plan, and the \$50,000 being sent to CRA.

M/S/C – Olynyk / Dyck.

8. National Office

Milt gave a progress report; he talked about the LRO hiring process that was completed right before Christmas; the hiring board identified Bruno Loranger as being the best candidate and he accepted our job offer and started with us yesterday, January 21, 2019. Nancy is on leave and Elaine Ouimet's last day will be February 3, 2019. With Bruno's arrival, the National Executive looked at reorganizing the LRO portfolios (the LRO portfolios was part of the update with Council); Elaine will have BC and the NCR; Sylvie will have QC, Atlantic and Saskatchewan; Bruno will have Alberta, Ontario and Manitoba. Regarding training for National Office staff, we're looking at setting up Mental Health First Aid training (MHFA) as well as First Aid / CPR training. Regarding Unionware, we need to import approximately 255 files from our existing database; Elaine Milt and Larry will meet with PSAC to set up process and to discuss training.

9. Communication

Milt gave a progress report. Regarding MSIP, we sent an email to Council to provide an update regarding our meetings with the MP's. Regarding Phoenix, we posted two Phoenix updates to our website, one regarding changes to the legislation and another regarding corrections to the PSAC dues; and on February 28, there will be a Phoenix day of action here in the NCR. Regarding the MOU with CFIA on Joint Learning Program (JLP), Fabian is sending details to Alan Pryde so that he can prepare web piece that will be posted. As this was Randy's first Executive, he and the rest of the National Executive discussed the communications process between the Executive and the National Council.

10. CFIA Update

Note: first four items below were part of the conference call with the National Council. It was noted that Paul Glover is no longer CFIA President, he was replaced by Dr. Siddika Mithani.

MSIP pilot projects

Before Christmas we made presentations to parliamentary MP's; regarding the pilot projects, according to Paul Glover there isn't enough data and more will be needed; Fabian noted that was contrary to what we were led to believe as they were moving ahead on MSIP.

Leave Issues in Québec and Western regions

Milt gave an update to Council; an M.O.S. was signed with CFIA regarding issues and a committee will be set up to review.

Domestic Violence

Randy provided update; an M.O.U. was signed with CFIA and next Tuesday (Jan 29) there will be an initial meeting to discuss; prior to initial meeting, he and Marlene will get together on January 25 to discuss.

PSAC Joint Learning Program (JLP)

Fabian reported that an M.O.U. with CFIA was signed with \$150,000 in funding being set aside for pilot program to provide training on Mental Health, Duty to Accommodate and UMC Consultation.

Harassment Awareness Training

Randy will be discussing with Marlene regarding the Committee structure and come back to the Executive with recommendations.

PI/EG Gender Neutral Classification

Milt and Marlene attended first meeting with CFIA; according to them, it's clear that CFIA will wait and see what Treasury Board does first.

Employee Transition Committee

Fabian just received word from CFIA stating they've agreed to a joint E.T.C. meeting scheduled for February 25.

11. AAFC update

Milt and Pat provided updates (per conference call with Council). The employer has many inexperienced LRA's, which is making it very difficult to make progress on many files. Regarding Mental Health, we're trying to rebuild the program however there aren't enough trainers and progress is slow. Regarding the Employee Family Assistance Program (EFAP); the one-year extension is up in March and the employer is dragging its feet to renew and could end up with no EFAP; Milt has a meeting with Nathalie Leblanc to discuss.

12. CGC Update

Fabian provided a progress report regarding the policy grievances at CGC (per conference call with Council); regarding Good Friday / over time rate, Fabian stated that the members will begin receiving their cheques in the coming weeks; regarding Thunder Bay and the definition of HQ; the NJC's Executive Council agreed with our position and the CGC will concede, the Article regarding HQ will remain unchanged.

13. CSPS

Fabian and Milt provided a progress reports (per conference call with Council); regarding Classification Review, he stated that he took part in a conference call to discuss the standardized work description; on the call, the employer rep was so inappropriate - stating that there would be no consultation or info – that Fabian hung up; he then spoke with the CSPS President and the classification process is now on hold. Regarding OSH, workplace violence is the biggest issue with this employer.

14 PSC update

Fabian provided a progress report; the staffing process will be reviewed because of a recent case where someone cheated; we've forwarded details to the PSAC due to possible impact on all of the public service. Regarding workplace accidents and the way they're reported, the employer wants to change the process and so Fabian will have a meeting with the PSC to discuss. Fabian reported an latest NUMC; he stated that it went well; the ombudsperson was also there and she'd like to meet with Fabian.

15. DND update

Fabian gave a progress report. Regarding the grievance process, it's our understanding that the process to reinstate the LAT-02 has begun.

16. Phoenix

Milt gave a progress report. On November 14th, the PSAC began working with PSC to bring corrections to the dues collection process (previously, the Phoenix pay system was unable to read the PSAC's 'change file'); so for the first time in 3 years, the PSAC will be collecting its dues, including arrears; the correction has caused many members to file inquiries regarding their personal situation. On top of that, Phoenix complaints (not related to dues) are still coming in; the Pay Pods are addressing some of the issues but the file backlog isn't going away. Regarding the gross versus net issue (where Phoenix is collecting the gross amount instead of net amount); some preliminary talks have begun but there's no done deal yet. Regarding a possible Phoenix replacement, it's just talk right now.

17. Negotiations update

Progress reports were given for Treasury Board and CFIA bargaining.

Treasury Board

Pat gave a progress report. Negotiations are at an impasse and parties are heading towards at Public Interest Commission (PIC).

CFIA Bargaining

Progress report given by Fabian. On February 26 & 27, the parties will exchange demands and first round of negotiations are set to begin on March 26-28.

18. Social Justice Fund

Progress report by Fabian and Larry. There's no new project to report on. Regarding the Chicken Production Co-ops in Zimbabwe, the 2-year project is coming to an end and the final funding payment will be done soon.

19. Political Action

Fabian gave a progress report. The CFIA is relaxing regulations in Newfoundland and we will be pressing upon potato producers in N.B. and the U.S.A. that the change in regulations could jeopardize their potato industry. Regarding MSIP, Jim will be getting in contact with the President of food inspection in the U.S.A. to discuss possible impact that MSIP might have on the import of products there. As discussed at item 9, on February 28, there will be a Phoenix day of action in the NCR and we're working hard with our locals in the NCR to get members out.

20. Supplemental Pension Plan (SPP)

The Executive discussed additions to membership in the SPP; we will contact actuary so that we can get an updated valuation to our liability.

21. Workplace Violence (WPV)

The Executive discussed several workplace violence files that are ongoing in various departments/employers; the problem is systemic and worrisome.

22. Internal Investigation Reports

Fabian contacted Paul TwagiraYezu and informed him that he will not be disciplined.

23. SFL Spring School Request – Jesse Todd

The Executive discussed the request; they decided that more information was needed before making a decision. Fabian will reply to Brother Todd and request for more information.

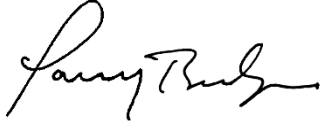
24. Regional Seminars

The Executive discussed upcoming seminar dates; Pat will be attending the Alberta regional seminar. Regarding Social Justice Fund requests; many seminars raise funds for local charities with the hope that the SJF will match the funding, and with that in mind, it's important that RVPs verify the SJF mandate as to ensure that the chosen charity fits the mandate. The Executive also discussed the need for better, more timely reporting from RVP's regarding funding they received for putting on seminars.

25. Next meeting

The next two meetings are scheduled for April 24-25, 2019, and July 16-17, 2019. Both meetings will be held in Ottawa. Also, on July 19, from 1:30pm to 3:30pm (Ottawa local time) the Executive will have a conference call with the National Council.

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



Larry Budge
Administrative Officer