

**Agriculture Union  
National Executive Meeting**

**July 17-18, 2018  
National Office – Ottawa, ON**

**1. Call to Order**

National President Fabian Murphy called the meeting to order; in attendance were Rick Cormier, Milton Dyck, Pat St-Georges and Larry Budge. Absent: Mélanie Desrosiers

**2. Opening Remarks**

Fabian welcomed everyone; Rick mentioned that the CFIA contract was finally signed yesterday; an update piece will be posted on our website.

**3. Adoption of Agenda**

The proposed agenda was adopted unanimously.

**M/S/C** – Dyck / St-Georges

**4. Hours of Session**

The following hours of session were adopted unanimously.

July 17, 2018	9:00am to 11:45 1:30pm to 2:30pm – ABW on site visit (item 23) 2:30pm to 5:00pm.
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July 18, 2018	9:00am to Noon 1:30pm to completion.
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**M/S/C** – Cormier / Dyck

**5. Approval of the April 2018 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**

Regarding PSAC convention, Fabian mentioned that it was a successful convention. The Component contributed a gift certificate for the silent auction however that item was never claimed.

## **7. Financial Report**

### Unaudited Financial Statements

The Executive reviewed the financial statements for the period ending on June 30, 2018.

### Investments

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

## **8. National Office**

Fabian and Rick gave progress reports. Regarding the PI/EG Review, the settlement was signed and Lucette Charron's term was not renewed; regarding settlement cheques, the CFIA delayed sending them out because we were unable to track down every member; because of the delay, we received a flood of calls from members looking for their cheque. Elaine Massie is now working on wrapping up the Gender Neutral file and cheque are scheduled to be issued in the fall.

## **9. Communication**

Rick gave a progress report.

### New collective agreement with CFIA

It was finally signed; we're pressuring the PSAC to get a copy posted on the website asap because the next round of bargaining is already upon us; we've posted on our website (July 18) the process to follow for submitting new demands; on account of the delays, the deadline for submitting demands has been extended to July 27.

### Phoenix pay issues

The Executive discussed the July 13<sup>th</sup> Executive Order from Chris Aylward (XO/19/18); as per the NBOD, the memo outlines the criteria on types of cases we need to escalate with PSAC and Employers. Also, the PSAC will be launching a national television ad campaign to highlight the dedication of public service workers throughout the Phoenix pay system disaster.

### Isolated Posts Survey

We sent an email to locals for their input.

## **10. CFIA Update**

### MSIP and CVS pilot projects

There was a conference call on July 17<sup>th</sup> with the National Council to discuss latest updates. Next week, Fabian, Dorothy McRae and Barb Kristjansson will be travelling to Lethbridge and Red Deer to see first hand what's going on. Afterwards, Fabian will be meeting with the employer; we plan on notifying the CFIA that we need to begin discussions on an Employee Transition Plan (ETP).

### PI/EG Gender Neutral Classification

Fabian gave a progress report; we're at the stage where we need to set up a committee and so we're looking for participants. Rick will be on the committee.

### Mental Health Sub-Committee

Rick gave a progress report regarding his conference call yesterday; the committee discussed 5 key points that are areas of concern; the one major issue is with staffing complaints. At the next Council meeting we need a debrief from all committees to see what's working and what isn't so that we can follow up the next NUMC.

### PSAC Joint Learning Program (JLP)

Fabian provided an update. As per last collective agreement, the CFIA committed \$150K for the JLP; the train the trainer sessions are scheduled for January/February 2019, and by April of 2019, members will have access to training.

### Orientation for New Members

There is no formal orientation any more at CFIA (and AAFC). As per the collective agreement, new members should be introduced to the Union. We've shared our concerns with management but nothing gets done; as a result, we plan on filing a policy grievance. We will also work on getting improved language at upcoming bargaining round.

## **11. AAFC update**

Milt provided a progress report. There are so many vacancies in labour relations at the moment that just about every committee is dysfunctional (managers getting bad advice) and progress is slow at all levels. We still have issues regarding Mental Health that need to be addressed. Regarding Violence in the Workplace, still having difficulties in getting a proper list of competent persons. Regarding OSH, deadlines for Hazard Prevention aren't being met.

## **12. CGC Update**

Fabian provided a progress report. He stated that Sylvie is working on a mediated settlement regarding the Bueller et al. file; we will need to reach out to members as per list provided by the CGC. Regarding Shift Differential and Overtime, inconsistencies in the collective agreement were ironed out; however, we are filing a policy grievance regarding the terms of agreement.

**13. CSPS**

Fabian provide a progress report. The champion for mental health position is currently vacant; progress on getting the position filled is slow as management isn't committed to the mental health file. Regarding Health and Safety training courses, Fabian informed the Executive that the employer is promoting CCOHS courses; as per Milt however, the employer needs to consult with the Service-Wide Committee on Occupational Health & Safety (SWOHS).

**14 PSC update**

Fabian provided a progress report. The PSC President did not attend the UMCC meeting in June; at that meeting we were informed that the job application process was being modified; it will essentially be a job site for employees to post profiles. Regarding Violence in the Workplace; there are fewer complaints but there still issues regarding the investigative process that need to addressed. The wellness champion hasn't been named yet; we've informed the employer that we want the process to be a joint one.

**15. DND update**

Fabian and Rick provided a progress reports. Regarding Health & Safety, there was an overall review of committees structures in order to ensure that the employer is compliant with the Canada Labour Code regulations. Regarding the National Return to Work Program, the new branch has been staffed and it appears to working well. Regarding the LAT-02's, Nancy is working on the application process to get members back to the bargaining unit. Regarding Violence in the Workplace and harassment complaints, Jodie Thomas, the new Deputy Minister, is keen on addressing any concerns and wants to be kept informed on cases.

**16. Phoenix**

Rick provided a progress report. According to latest reports, there are 670,000 ongoing files in all the federal public service. Further to item 9 earlier, the Executive discussed XO from Chris Aylward; we are not escalating everything to the 3<sup>rd</sup> level (other than cases that can be resolved by employers). Following the PSAC's Burnt by Phoenix campaign, it's surprising that we haven't seen an increase in grievances.

**17. Negotiations update**

Progress reports were given for Treasury Board and CFIA bargaining.

Treasury Board

Pat gave a progress report. The common issues table is scheduled to meet October 10-11 and on December 4-6; the team specific meeting date are scheduled for October 16-17 and November 27-29 (all dates tentative).

### CFIA Bargaining

Rick gave a progress report. The bargaining conference is scheduled for the first week in October. As mentioned earlier, the deadline to submit demands has been extended to July 27<sup>th</sup>.

### **18. Social Justice Fund**

Rick provided a progress report. Since last meeting, the committee received three requests. Local 50073 in Winnipeg resubmitted an application for the Thunder Bird House; the application is currently being reviewed by the committee (the committee couldn't support funding request in original application). The committee approved an application from Tammy Carter; the application is support our member Jeff Munroe in Saint-John; Jeff is cycling to raise funds for the MS Society.

### **19. Political Action**

Fabian and Rick provided a progress reports. Regarding CFIA issues, last week's conference call (on MSIP / CVS) with the National Council was timely; as mentioned earlier, Fabian will visit plants in Lethbridge and Red Deer; he will follow up with Kelvin regarding ETP. Jim Thompson is currently researching results regarding a court challenge in the United States. Regarding AAFC, Oceana's food fraud report is coming out soon and plan on meeting with the Parliamentary Standing committee to present our concerns.

### **20. Supplemental Pension Plan (SPP)**

Rick gave a progress report of the SPP for elected officers. With the addition of Bob Kingston to the SPP, we will need an actuarial valuation of our total liability.

### **21. Workplace Violence (WPV)**

The Executive discussed the training request from the National Council; as per discussion, ideally we want everyone to take the PSAC training course but first we must evaluate if the PSAC's training material up to date and accurate. The training is needed to address the lack of competent investigators.

### **22. Internal Investigation Reports**

Regarding the disciplinary decisions at the last meeting, Fabian reported that everyone was notified and appropriate Council members were copied.

### **23. Activity Based Workplace (ABW) – On Site Visit**

The Executive got to visit a brand new ABW, the visit was coordinated by Marlene O'Neil who also took part. It's hard to criticize something new but the Executive's first impressions is that the set up isn't ideal for field offices and lab offices. We will request a copy of the survey results.

**24. National Farmer's Union (NFU) Convention**

The NFU is looking for our support. A decision was made to donate \$1000 to the NFU Convention. This level of support gives us one delegate seat at the NFU convention November 22-24 plus half-page ad. Milt will attend as our delegate.

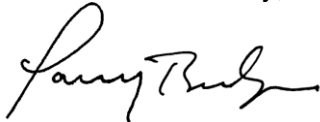
**25. Next meeting**

Upcoming dates are:

- October 22-23, 2018, in Ottawa
- January 22-23, 2019, Ottawa

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Larry Budge  
Administrative Officer