

**Agriculture Union
National Executive Meeting**

**July 15 & 17, 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's looking forward to the next two days of discussion.

3. Adoption of Agenda

The proposed agenda was adopted unanimously.

M/S/C – St-Georges / Olynyk

4. Hours of Session

The following hours of session were adopted unanimously.

July 15, 2019	9:00am to Noon; 1:00 pm to 5:00pm.
July 17, 2019	9:00am to Noon; 1:00pm to completion.

M/S/C – St-Georges / Dyck

5. Approval of the April 2019 Executive minutes

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

M/S/C – Dyck / Olynyk

6. Business Arising Out of the Minutes

No business arising out of previous minutes.

7. Financial Report

Unaudited Financial Statements

The Executive reviewed the financial statements for the period ending on June 30, 2019.

Investments

The Executive reviewed the investments at Nesbitt BMO. Regarding the fixed income investments coming due between now and the end of October 2019, there was a motion to re-invest at the best possible rate. The motion was adopted unanimously. **M/S/C** – Olynyk / St-Georges.

8. National Office

Milt gave a progress report; the Executive discussed the LRO workload as we are down to 2.5 LRO's: Sylvie is on sick leave and will likely end up on long term disability and Elaine is on a reduced work schedule; Nancy has agreed to delay her retirement and will stay on until the end of December. An updated list of LRO portfolios will be sent to Council. Regarding bargaining with AEU, Milt, Pat and Larry are in the process of setting up dates; they hope to exchange demands sometime in August.

9. Communication

Milt gave a progress report. We are still having issues with our Webmaster; Larry will begin process of finding a replacement. The Executive discussed the need to update the Resolutions of Record (ROR); Pat's committee will look at making the updates; last version of the ROR dates back to 2011 and it's posted on our website. The Executive discussed the logistics of launching a Facebook page but further discussion on process and administrator credentials will be required before moving ahead.

10. CFIA Update

EG-04 Duties

Randy attended a meeting and gave a progress report; there are EG-03's that are being asked to perform EG-04 duties but they aren't getting paid as such. Fabian was supposed to be involved on this file (per last NUMCC meeting) but wasn't invited to this latest meeting. There's a monthly engagement meeting scheduled for July 22, and Fabian will address this with CFIA.

MSIP

As part of our Political Action portfolio, on July 23, Fabian will be going to Red Deer with the President of CFIA.

National Joint Employer Transition Committee (NJETC)

The Executive discussed a recent NJETC Area meeting that took place without any union reps being present; Milt will follow with the VP of HR, Darlene De Gravina, to discuss process.

Training

Milt informed the Executive that on July 23, he's attending a sub-committee meeting at CFIA where he'll address the severe lack of proper training for our members.

Classification Issues

The Executive discussed generic job descriptions that we received from CFIA; the employer is waiting to receive our feedback. Regarding the gender neutral committee, the Executive would like get this committee back on track.

Overtime Tool

Our Policy Grievance on the Overtime Tool was denied at the 2nd level; Milt and the Executive discussed the 4-page decision and they feel it should go to adjudication. The LRO's will be preparing the recommendation to PSAC.

Essential Services Agreement

We haven't received anything from CFIA yet.

11. AAFC update

Classification

Pat and the Executive discussed the Classification Group's mandate relating to new or disputed positions via grievance process. Fabian wants to discuss this at the next HRUCC meeting.

Ombudsperson

It was recently announced that Jane Taylor is the new Ombudsperson at AAFC; she will be reporting directly to the Deputy Minister and will be completely independent from all other managers; it's likely that she'll be attending NUMCC meetings, the next one is scheduled for July 25.

Research Development & Technology Centres

Pat discussed the concerns he has with Associate Directors not having delegated authority to give direction on Health and Safety issues in the workplace; a workable solution is needed.

12. CGC Update

Policy Grievances

The policy grievances have been resolved and we were successful on all accounts. The MOU's are being reviewed by the LRO's and they've identified some concerns; we will forward our concerns to the CGC very shortly as both parties are eager to finalize this matter.

Grain Act

We will be discussing the grain act at the July 25th meeting with AAFC.

13. CSPS

Mental Health and Violence in the Workplace

Milt stated that we're still working on making progress on these files.

Staffing

Milt gave a progress report regarding the non advertised staffing issue; it was discussed at the last NUMCC meeting and it will be brought up again at the next HR LMCC meeting in September.

14 **PSC update**

Fabian provided a progress report on the NUMCC meeting that took place on June 25th, the agenda items he reported on included Workload, Stress, Performance Appraisals and Training. Fabian met Jeff Frank, who is the new Policy Committee management co-chair for Health and Safety; the committee is scheduled to meet on July 19th.

15. **DND update**

Class Action Lawsuit

There is a conference call later this week to discuss a lawsuit that may have impact on our members. Fabian will report back on this.

Cannabis Policy

There are still issues with the policy; the Service Wide OSH committee is meeting later this week and issues will be discussed.

16. **Phoenix**

Milt gave a progress report. There's no progress being made with the backlog. Regarding PSAC dues, it appears that the issues have been addressed.

17. **Negotiations update**

Treasury Board

Pat gave a report. The parties were scheduled to meet in July but that never happened; they are at an impasse and a Public Interest Commission will likely be established in November.

CFIA Bargaining

Randy gave a report. Progress is very slow and the team is prioritising its demands.

18. **Social Justice Fund**

Progress report by Fabian and Larry. We received applications from the following regional seminars: Atlantic, Alberta, Manitoba, Ontario and Saskatchewan. The website will be updated accordingly.

19. **Political Action**

Review of the Canadian Grain Act

The government is still going ahead with the review; Milt and Jim Thompson met with Wayne Easter to discuss impact at CGC; regarding the conference call with local presidents, Jim is working on a plan of action that will outline the value our members bring to the grain industry.

China Meat Ban

The CTV interviewed Fabian to get his take on the ban; we are obviously concerned on possible impact on our members; to that end, the CLC is sending a letter to the government in order to secure guarantees that there will be no impact on workers in the meat industry.

20. Supplemental Pension Plan (SPP)

Progress report.

21. Workplace Violence (WPV)

Milt gave a progress report; there was a lot of feedback from the regional seminars that our reps aren't prepared enough to deal with WPV and Mental Health issues in the workplace; we are being asked to provide training. The Executive agreed that the first option for members is to submit a training request to PSAC. We will also look at revamping our KeyInfo document.

22. Internal Investigation Reports

Fabian and the Executive discussed ongoing investigations.

23. ROP Bursary

We received one application and it was reviewed by the Executive. A motion was made to accept Taylor Weishaar's application on the condition that he can provide proof of enrollment and a duly completed form. Motion carried unanimously.

M/S/C – Dyck / Olynyk

24. Promotional Items

As per the General committee report from last April's Council meeting, the Executive discussed promotional items, such as pins and hoodies, that need to be purchased. We will also purchase more red 'Food Safety First' t-shirts.

25. Convention 2020

Progress report.

26. Local Updates

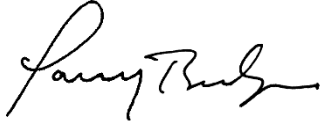
The Executive discussed ongoing issues in some of our locals. In Tammy's region, local 90004 in Charlottetown has no local executive in place and it will be placed in receivership if no one steps up. In Québec, the CFIA's reporting structure doesn't align with our regional structure which is causing some problems for some locals.

27. Next Meeting

The next Executive meeting is scheduled for November 24-25, 2019 in Montréal. On September 13, there will be a conference call with the Council from 1:30pm to 3:30pm.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,

A handwritten signature in black ink, appearing to read "Larry Budge". The signature is written in a cursive, flowing style.

Larry Budge
Administrative Officer