

**Agriculture Union
National Executive Meeting**

**November 24-25, 2019
OMNI Hotel – Montréal QC**

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 to Montreal; he's looking forward to good discussions in the upcoming week.

3. Adoption of Agenda

The proposed agenda was adopted unanimously.

M/S/C – Olynyk / Dyck

4. Hours of Session

The following hours of session were adopted unanimously.

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

M/S/C – St-Georges / Dyck

5. Approval of the July 2019 Executive minutes

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

M/S/C – Olynyk / St-Georges

6. Business Arising Out of the Minutes – Tracking report

Pins for Awards:

The Executive reviewed artwork for the pins and made selection.

M/S/C – Dyck / Olynyk – That we proceed on ordering pins for the awards per the General Committee report from April 2019.

Tracking report

Regarding item 3, re: Rewards and Recognition; we will contact our webmaster to help us with a fillable form for the website.

Regarding item 4, re: Honor roll for deceased members: We will contact our webmaster to help us set up a link on our website to capture deceased members.

7. Financial Report

Unaudited Financial Statements

The Executive reviewed the financial statements for the period ending on October 31, 2019. To reduce any confusion, some sections/titles in the report will be renamed.

Investments

The Executive reviewed the investments at Nesbitt BMO.

Regarding funds in the CIBC operating account, there was a motion to invest \$200,000 in Equities and \$300,000 in Fixed Income.

M/S/C – Dyck / St-Georges adopted unanimously.

8. National Office

Milt gave a progress report; Sylvie is still on LTD leave and we're expecting an update in January; Nathalie is now working as an LRO in a Term Developmental position and we hired Lucie Morin for a one-year term to replace her. After hiring Lucie, Christine informed us that she'll be retiring in the new year, likely at the end of February; which meant that her indeterminate position was going to be vacant; we ran an internal competition and the indeterminate position was offered to Lucie which she accepted. We will run another competition (one-year term) to backfill for Nathalie. Nancy is scheduled to retire in February as well, date to be determined. AEU bargaining update; Milton, Pat and Larry last met with AEU on November 18; we don't expect to meet until the new year to continue.

9. Communication

Milt gave a progress report. Issues with the website are being referred to the Finance and Communication standing committee which will be meeting later this week.

10. CFIA Update

There was a progress report on MSIP and NJETC; the next NJETC meeting is scheduled for December 3rd.

Regarding the NUMC meeting on November 13 & 14, the Executive received a list of terms, without any information on start dates, and so we're still pushing ahead to make the term members indeterminate; the Executive brought up concerns on budget constraints, especially on Health & Safety; at the meeting, there was also discussion regarding 6 staffing complaints, filed between April and August 2019, where 4 of those complaints were founded. A joint Union-Employer message, with highlights from the meeting, will be sent out by the employer shortly.

11. AAFC update

Milt provided a progress report on recent meetings; the telematics issue was brought up with the employer. Workforce adjustment is still ongoing in the west. There is a growing concern with terms at AFFC as final word is now in the hands with ADM's. Regarding classification, the Library Group and Library Services files are moving forward.

The next HRUMC meeting is set for December 17 and the next NUMCC meeting is set for January 30.

12. CGC Update

Fabian provided a progress report on last week's meeting NUMCC and OSH meetings; he received the latest update on the Canadian Grain Act review; also, the employer is proposing a new business plan for grain inspection and the employer is set to begin consulting with its employees later this week.

13. CSPS

Pat provided an update on latest meetings with CSPS; the Union received information on the new organization chart; there is still a high number of non advertised positions which is still a point of contention; Pat also provided updates on regarding the PE/AS positions and on the GC Collaborative Pilot project; regarding classification, the GT grievances have been filed and Elaine Massie has been assigned that file.

14 PSC update

Fabian provided a progress report. The values and ethics audit has been done. We received new guidelines on duty to accommodate and this is being reviewed by Nancy. The PSC's regional structure is being revamped and Fabian will keep us posted.

15. DND update

Progress report by Fabian; in October he attended a roundtable discussion with the Deputy Minister of DND about racism and discrimination.

16. Phoenix

Milt gave a progress report, he discussed the email from PSAC regarding implementation of the new collective agreements scheduled for December 11th, we've been told there will be no retroactivity on dues. At CFIA, we've been advised that some members in the FI group have been overpaid. Regarding questions from Audrey, they will be addressed at Council later this week. The PSAC's campaign to fix Phoenix is tied in to negotiations and the mandate letter is available on the PSAC website and everyone is encouraged to sign the petition.

17. Negotiations update

Treasury Board

Pat gave a report. A Public Interest Commission (PIC) has been established and dates for the PA, TC, EB and SV tables have been set for December and January.

CFIA Bargaining

Milton gave a report. PIC dates have been scheduled for March 30 & 31, 2020. Later this week, Milt will prepare a report with the Bargaining Standing committee. Regarding Essential Service Agreements, each local (and RVP) will receive a list of ESA's.

18. Social Justice Fund

Progress report by Fabian and Larry.

19. Political Action

The Executive discussed Jim Thompson action plans on the Canada Grain Act review and on CFIA's Inspection Programs. The Executive also discussed updates to the Food Safety First website.

20. Supplemental Pension Plan (SPP)

Progress report. An up to date valuation of the SPP liability will be conducted for the December 31, 2019, year end.

21. Workplace Violence (WPV)

Milt gave a progress report; the Executive discussed ongoing issues on WPV. Audrey's agenda items will be addressed at Council later in the week.

22. National Council Agenda

The Executive reviewed and completed the agenda for this week's Council meeting; as for the hours of operations, they decided that it was best to hold committee meetings on day 2 (to allow committees to deal with referrals).

23. Convention 2020

Progress report by Larry; he's been in contact with the Local president and Dorothy regarding Host Committee duties.

24. Rand Campaign

Progress report by Fabian and Larry; some Locals with no Rands have complained that they can't participate in the contest; the Executive agreed that this was somewhat unfair and so locals with no Rands have their name added to the draw.

M/S/C – Dyck / Olynyk

25. Training for National Council

The Executive discussed training for Council members; topics included National Officer Training, Compassion Fatigue Training, Human Rights Training and Team Building. This item was referred to Pat's committee, re: By-Laws and Education Standing Committee.

26. RVP Reports

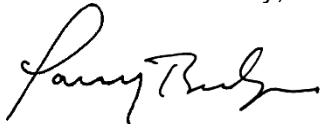
The Executive reviewed the RVP reports sent in by Jan, Michelle, Jean, Terri, Dean and Dorothy; some concerns were identified and Fabian will address in his opening remarks later this week.

27. Next Meeting

The next Executive meeting is scheduled for January 21-22, 2020 in Ottawa.

Having dealt with all agenda items the meeting was adjourned.

Minutes submitted by,



Larry Budge
Administrative Officer