

**Agriculture Union  
National Executive Meeting**

**October 22-23, 2018  
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 and Larry Budge.

Absent: Rick Cormier.

Note: The 4<sup>th</sup> NEVP position was vacant until elections later this week at Council meeting.

**2. Opening Remarks**

Fabian welcomed everyone; Milt talked about upcoming meeting later in the morning with AAFC regarding harassment in the workplace.

**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.

October 22, 2018	9:00am to 10:30 11:00am to noon – AAFC 1:00pm to 5:00pm.
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October 23, 2018	9:00am to Noon 1:00pm to completion.
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**M/S/C** – St-Georges / Dyck

**5. Approval of the July 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**

No business arising out of previous minutes.

## **7. Financial Report**

### Unaudited Financial Statements

The Executive reviewed the financial statements for the period ending on September 30, 2018. Our membership is currently at 7049.

### Investments

The Executive reviewed the investments at Nesbitt BMO. Regarding the fixed income investments coming due between now and January 22, 2019, there was a motion to re-invest \$500,000 in to existing equities and \$300,000 in to fixed income investments at the best possible rate. The motion was adopted unanimously. **M/S/C** – Dyck / St-Georges.

### Ontario Regional Seminar

Members that attended the seminar raised \$3090 for Camp Erin, a bereavement camp for young children; there was a request from the region that the National Office match the amount. The motion was adopted unanimously. **M/S/C** – Dyck / St-Georges.

## **8. National Office**

Fabian gave a progress report. Two weeks ago, Nancy Milosevic notified us in writing that she plans on retiring; her last day of work will be December 21, 2018. Elaine Ouimet's term is ending December 31, 2018, and she's notified us that she's returning to USJE once her term is up. We will be running a competition to find a replacement for Nancy.

Regarding the PI/EG Review, settlement cheques have been delayed in getting out however CFIA assures us that they will be issued in November.

The Executive discussed Unionware (PSAC membership database); we currently use Unionware to track our members but we don't use it to track grievances; Larry and Milt will meet with PSAC to see if we can add this functionality and at what cost.

## **9. Communication**

Milt gave a progress report. The Executive discussed CFIA bargaining updates and the 2018 Public Service Employee Survey. The Executive also discussed the need for a communications strategy regarding MSIP (see item 19 for more on MSIP).

## **10. CFIA Update**

Fabian provided progress reports.

### MSIP pilot projects

He reported that the MSIP pilot projects were completed and CFIA has decided to go ahead; this will likely have an impact on our members. There is word that the employer is rolling out a training program for members regarding MSIP and Fabian will contact CFIA for more information.

### OSH

Fabian reported that a committee is currently being set up to regarding domestic violence. Regarding CFIA's cannabis policy, Fabian received a draft copy of the policy however it needs to go NOSH for consultation.

### PI/EG Gender Neutral Classification

The latest update is that a committee has been struck to deal with this.

### PSAC Joint Learning Program (JLP)

Fabian provided an update. A train the trainer session will take place for 9 employer reps and 9 members. The plan after that is to deliver up to 50 courses.

### Staffing Framework Committee

Milt provided an update; a new policy came out without any consultation regarding transfers; we have serious concerns with the **qualification principle** (correct term?) being dropped; Fabian stated that we will discuss this at next HRUCC meeting.

## **11. AAFC update**

Milt provided a progress report. In response to the Privy Council letter regarding harassment (letter sent to all departments), the Deputy Minister held a meeting earlier today and presented an action plan on harassment. Regarding the issue of personnel files, the matter will be discussed at the next NBOD meeting. Regarding Mental Health, we're not seeing any progress and we might need to start over; Fabian suggested that we can use the centre of expertise for guidance. Milt reported that Equality Committee is doing well and that AAFC hired a full time person to deal with the diversity portfolio. Pat gave a progress report on the EG Career Development Pilot Project; he stated that a National meeting took place to compile all major ideas that came from the local committees.

## **12. CGC Update**

Fabian provided a progress report on the NUMC and NOSH meetings he attended on October 10 & 11; the Canadian Grain Act is up for review and there could be changes coming. Fabian provided an update on the ongoing policy grievances; regarding the Good Friday grievances that Sylvie was working on, a settlement was mediated and the CGC will be issuing cheques soon.

**13. CSPS**

Fabian provide a progress report. He had a good first meeting with Taki Sarantakis the new CSPS President; the main message that he conveyed was the need for proper consultation at the right committees. Pat gave a progress report regarding recent tornado in the NCR; a nearby high school was severely damaged and students are being relocated to Asticou. Milt provided an update regarding OSH; we are seeing an increase in training and that is not being coordinated via the SWOSH committee, this despite being told that they must.

**14 PSC update**

Fabian provided a progress report on the NUMCC meeting he attended, stating the it went well. The wellness champion was named and her name is Maria Tsourounakis, she also happens to be the Ombudsperson for the PSC.

**15. DND update**

Fabian gave a progress report. Regarding Mental Health, the wellness survey was done and the data is being compiled, the results will be shared with the Health and Safety Committee that Fabian sits on. The employer introduced its cannabis policy without any consultation with the NOSH committee.

**16. Phoenix**

Milt gave a progress report. Currently, there's 640,000 files that are outstanding, not surprisingly there are issues with the new rates of pay per the new collective agreements. Regarding membership union dues, Phoenix has been incorrectly collecting membership dues since day one; next month that will change as the government will correct the errors and members will see changes on their pay cheques.

**17. Negotiations update**

Progress reports were given for Treasury Board and CFIA bargaining.

Treasury Board

Pat gave a progress report. The common issues table met October 10-11; the team submitted language for its reserved demands; the employer did not respond nor did it submit any of its reserved demands. On October 15-16, the specific teams met; the pay proposal was shared with the employer. Pat also gave an update on the ESA process; this is a priority for the PSAC.

CFIA Bargaining

The bargaining conference took place the first week of October and teams were selected.

**18. Social Justice Fund**

Progress report by Fabian and Larry; we received an application from Elena Beynon, a member from Local 40022 in Saskatoon.

**19. Political Action**

Fabian gave a progress report. Regarding MSIP, the Executive discussed the political strategy from consultant Jim Thompson; plans were firmed up regarding who will be conduction media interviews: it was decided that Pat St-Georges and Yvon Barrière (PSAC REVP for QC) will be made available for interviews. Regarding fish and seafood fraud, it was noted that Fabian penned an op-ed piece in the Toronto Star on August 30<sup>th</sup>.

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

Progress report given by Fabian and Larry. A meeting will be set up for the Executive in January 2019 with the actuary to discuss new participants in the SPP to discuss impact on the valuation / liability to the Union.

**21. Workplace Violence (WPV)**

The Executive discussed the letter from the Privy Council and the introduction of Bill C-65 to amend the Canada Labour Code to strengthen the existing framework for the prevention of harassment and violence in the work place. Regarding an ongoing investigation at the CGC, the Executive discussed the investigator's sub-standard report which the employer accepted; it quite clear that the investigator wasn't competent and now we're having to look at our options for recourse.

**22. Internal Investigation Reports**

Regarding the Paul TwagiraYezu; he is not available this week for his appeal and has requested for another date. Regarding PSAC Training, Fabian mentioned that the PSAC has funds left in its budget for more training and they will run another session; they are willing to cover 2 participants from each component; the Executive discussed the selection process that we will follow; an email will be circulated to Council later today.

**23. Grievance Report**

The Executive reviewed the report which will be discussed with Council later this week.

**24. Exclusion Report**

The Executive reviewed the report which will be discussed with Council later this week.

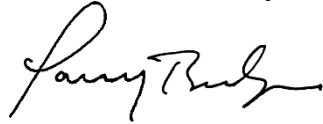
**25. Local AGM's**

The Executive discussed their availability for upcoming local AGM's.

**26. Next meeting**

The next meeting is scheduled for January 22-23, 2019, in Ottawa

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