

MINISTRY OF AGRICULTURE, FOOD AND RURAL AFFAIRS
MEAT INSPECTION EMPLOYEE RELATIONS COMMITTEE - MINUTES
 December 12, 2019
 1 Stone Road West, Boardroom 303, Guelph

For Management:

Rodger Dunlop, Co-Chair
 Kim Landers
 Nick Van Lankveld (regrets)
 Pierre Adrien
 Kristy Mitrovic

For OPSEU:

Marcus Rangai, Co-Chair
 Daira Miranda (regrets)
 Melanie Begin
 Neil Fraser
 Binod Baral

Resource: Diana Reid (HR Advisor)

Rodger Dunlop opened the meeting at 9:38

Agenda Items	Discussion	Action Required	Timeline for Completion
Welcome and Introductions			
Standing Items			
1. Program Update	<ul style="list-style-type: none"> • New Director for FISDB – Renee Bowler • Communicating with industry on environmental testing and sampling. Targeting implementation for April 2020. • The Ministry is in the process of developing new regulations to provide oversight to the fish processing industry • Value for money audit has been released. 		

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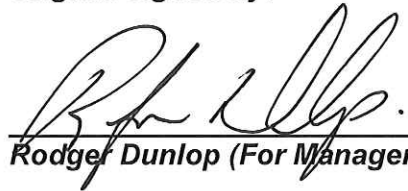
Agenda Items	Discussion	Action Required	Timeline for Completion
<p>2. Staff Training and Orientation</p>	<ul style="list-style-type: none"> • Basic Meat Hygiene course running in January 2020. Many new hires attending including management and Area Coordinators. • Communication for Compliance training – 136 people trained to date with 93% satisfaction rate. Planning makeup sessions for staff who couldn't attend. • Review material for meat school so MHOs can take FP level 1 • Group orientation last week to onboard new staff 		
<p>3. Health and Safety Working Group</p>	<ul style="list-style-type: none"> • Next Health and Safety letter in January • Reminder and tips for winter driving coming soon • 8 new accidents and 1 new incident since last MI ERC. Increase in numbers likely due to improved reporting. 		
<p>4. Workforce Planning</p>	<p>Abattoirs - 121 FSMPs – 367 New trainees - 9</p> <p>Competitions: FPI Vineland – Reference checks underway FPI Stratford – Reference checks underway Fixed-term MHO – Ridgetown Area Coordinator – Woodstock (temporary assignment) Fixed-term MHO – Stratford 2 Classified MHOs - Guelph</p> <p>Total number of staff - 140</p>		

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1. Follow-up on TEI	<ul style="list-style-type: none"> Update on TEI 		
2. Vacation Policy	<ul style="list-style-type: none"> Management provides updated draft vacation policy for union to review based on items the union brought forward at last MI ERC 	Union to review to provide feedback	By the end of December
3. Follow-up on MOA	<ul style="list-style-type: none"> Management has shared presentation with union for review Aiming to roll out training in 2020 Discussion of creating travel time bank. Will re-visit after 6-month MOA trial 		
4. Follow-up on Overtime Protocol	<ul style="list-style-type: none"> The application of overtime is currently being looked as part of a policy grievance Discussion of protocol on hold until grievance is resolved 		
5. Sargent's Update Renovations	<ul style="list-style-type: none"> Plan for modernization continuing 		
New Items			
1. MOA Reporting Usage	<ul style="list-style-type: none"> Management is working on a mechanism to track usage Union requests to see information on usage 	Management to share information on usage	
2. New Dates for MI ERC 2020	March 5 th , June 17 th , September 3 rd , November 12 th		
Next MI ERC Meeting			
2020 MI ERC Dates			

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Original signed by:



Rodger Dunlop (For Management)

Original signed by:



Marcus Rangai (For the Union)