

MINISTRY of AGRICULTURE, FOOD and RURAL AFFAIRS

MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)

March 27, 2019

**Boardroom 303, 1 Stone Road, Guelph
Teleconference 1-866-633-1033 / 416-212-8013**

For Management:	For OPSEU:
Alan Hogan (Co-chair) Doug Reddick Annette Anderson	Melanie Begin (Co-chair for the meeting) Heidi Steffen-Petrie Marcus Rangai

Management Resources	OPSEU Resource
Jared Friesen (via teleconference) Leah Beirnes	Rodger Noakes, OPSEU

AGENDA	STANDING ITEMS	ACTION REQUIRED
Welcome and Introductions	Melanie Begin opened the meeting at 9:37 a.m.	
Additional Agenda Items / Changes to the Agenda	No new items to be added.	
Ad Hoc Meetings	A list of ad hoc meetings was distributed prior to the meeting.	
Surplus List	Management reported that there are no employees on the surplus list.	
Temp Agency Staff	Management reported that they are not aware of any temp agency staff currently working in the ministry as of March 27, 2019.	

AGENDA	STANDING ITEMS	ACTION REQUIRED
Fixed Term Staff Reports	Management provided fixed term staff reports in advance of the meeting dated February 28, 2019.	
Conversion Report	Management reported that there are no pending fixed term conversions.	
Diversity and Inclusion	<p>Management reported on the <i>OMAFRA Inclusion Strategy: You Are In?</i> was launched via DM memo on February 19, 2019.</p> <p>Management reported on recent and upcoming events:</p> <ul style="list-style-type: none"> • March 07, DCCP Employee Partner Career Development event in Guelph • May 28/29 – University of Guelph Accessibility Conference 	
Disclosures	<p>Local:</p> <ul style="list-style-type: none"> • January 11, 2019. Open for Business change in reporting relationship for one (1) position. • January 24, 2019. Farm Property Class Tax Rate Program to Agricorp on February 25, 2019. • February 08, 2019. Reporting relationship change for one (1) ASR position in ADB. • February 11, 2019. Reporting relationship change or two (2) FPI in the MIP. 	
Health and Safety Update	<ul style="list-style-type: none"> • As a result of a recent occurrence, OPSEU noted that in the event of future evacuations it is important that an alternate location(s) (internal and external) need to be identified as part of our Emergency Evacuation planning. • Management provided an update on the changes to WHMIS legislation and related training. • Management advised on the process for reporting on workplace hazards where there is no formal health and safety representative. Management noted that training for managers was recently completed. 	<p>Management will follow-up with BSB on the Emergency Evacuation process.</p> <p>Management will follow-up on the frequency for training for managers.</p>

AGENDA	FOLLOW UP	ACTION REQUIRED
Physical Demands Analyses - Abattoirs	<ul style="list-style-type: none"> Management reported that the meat inspection program continues to work with a third-party vendor to develop species specific PDAs for abattoirs and are to be completed soon. 	Management to follow-up with meat inspection program management and provide an update before the next meeting.
Web Developer / Editor Position	<ul style="list-style-type: none"> Management provide an update on the status of the recruitment process. 	Remove item from agenda.
Appendix 15 – Fixed-Term Staff	<ul style="list-style-type: none"> OPSEU received an update at MIERC on Wednesday March 20, 2019. 	Remove item from agenda.
Verner Regional Office	<ul style="list-style-type: none"> Management provided a status update on the return of staff to the Verner Regional office. Anticipated return Fall 2019. OPSEU inquired about the expenses incurred as a result of activating the Continuity of Operations Plan (CoOP). Management advised OPSEU that specific employee issues should be brought forward to local management for discussion. 	
MERC Terms of Reference	<ul style="list-style-type: none"> OPSEU inquired about updating the MERC Terms of Reference. Management agreed to review and report back at the next meeting. 	OPSEU and management to review existing Terms of Reference. Update to be provided at the next meeting.
Interview Practices at OMAFRA		Management agreed to discuss specific issues as an ad hoc meeting.

AGENDA	NEW BUSINESS	ACTION REQUIRED
TEI	<ul style="list-style-type: none"> Management provided an update on the number of voluntary exit applications. 	
Student Hiring	<ul style="list-style-type: none"> Management provided an update on the student hiring for 2019. 	Remove item from agenda.
Bilingual Further Processing Inspector and Meat Hygiene Officer Positions	<ul style="list-style-type: none"> OPSEU inquired on the number of FPI and MHO bilingual positions in Kemptville and Verner. 	Management to follow-up in advance of next meeting.

AGENDA	NEW BUSINESS	ACTION REQUIRED
Front Line Worker	<ul style="list-style-type: none"> Management provided a definition of a front-line worker including OMAFRA specific examples. 	Remove item from agenda.
One-Phone Initiative	<ul style="list-style-type: none"> OPSEU inquired about the One-Phone Initiative implementation and communications. 	Management to discuss with BSB and follow-up in advance of next meeting.
Next Meeting Dates	<ul style="list-style-type: none"> Propose 9:30 a.m. meetings at 1 Stone Road <ul style="list-style-type: none"> June 20, 2019 September 25, 2019 December 17, 2019 	

Melanie Bejin
For the Union

March 27, 2019

Date

[Signature]
For Management

March 27, 2019

Date