

MINISTRY of AGRICULTURE, FOOD and RURAL AFFAIRS

MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)

June 17, 2021

Via Microsoft TEAMS

For Management:	For OPSEU/SEFPO:
Alaina Oda (Co-chair) Colleen Fitzgerald-Hubble Brendan McKay	Heidi Steffen-Petrie (Co-chair) Marcus Rangai

Management Resources	OPSEU/SEFPO Resource
Jared Friesen Kristin McCrimmon-Jones	Rodger Noakes, OPSEU/SEFPO

AGENDA	STANDING ITEMS	ACTION REQUIRED
Welcome and Introductions	<ul style="list-style-type: none"> Alaina opened the meeting at 9:32am Heidi Steffen-Petrie (OPSEU) new MERC Co-Chair Santina Mammoliti (MGMT) attending as observer and for learning and development 	
Additional Agenda Items / Changes to the Agenda	<ul style="list-style-type: none"> N/A 	
Ad Hoc Meetings	Management distributed a list of ad hoc meetings to OPSEU/SEFPO prior to the meeting.	

AGENDA	STANDING ITEMS	ACTION REQUIRED
Disclosures	Management distributed a list of disclosures/information shares to OPSEU/SEFPO prior to the meeting.	OPSEU will identify if any disclosures are missing
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 June 17, 2020.	
Fixed Term Staff Reports	Management provided fixed term staff reports in advance of the meeting.	
Conversion Report	<ul style="list-style-type: none"> • Management reported on 1 employee 	
Diversity and Inclusion	<p>Management reported on:</p> <p>OPS Third-Party Review</p> <ul style="list-style-type: none"> • Final reports of the Third-Party Review were shared by the SOC and Deputy Kelly • Commitments identified in the OPS Leader's Leadership Pledge will build on the work already underway to transform inclusive workplace policies and programs • A lot of connections to OMAFRA's ARAP • Discussions will occur with OMAFRA leaders about the final reports, who will be encouraged to discuss with their branches/teams <p>OMAFRA Anti-Racism Action Plan</p> <ul style="list-style-type: none"> • Meetings will occur with divisional leadership team as part of the ministry's implementation strategy • Two mandatory trainings for OMAFRA staff include Ontario Human Rights Commission (OHRC) "Call it Out" and "Human Rights 101" • Ministry is developing a discussion guide to aid team debriefs on these trainings 	

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	<p>Diversity and Inclusion Working Group (DIWG)</p> <ul style="list-style-type: none"> • DIWG reviewing mandate and work plan for the year • Expected to be shared in the summer <p>Diversity and Inclusion Activities Across OMAFRA</p> <ul style="list-style-type: none"> • OMAFRA hosted a ministry event in April “Talk About Racism and Change” • Policy Division and Research and Corporate Services Division hosted division day meetings that focused on D&I and Mental Health • Economic Development Division has hosted multiple sessions “Can Agriculture be Racist?” and “Stand Out, Speak Up” • Agriculture Development Branch piloting voluntary down time from their screens on Wednesday mornings throughout June • Staff within Business Development Branch piloting “flow time” to focus on learning/development and research; employee engagement sessions planned e.g. OPSEU Pension Trust Session • June Deputy Minister Check-In included discussion on local/national events, Deputy Richardson (SOLGEN) also attended to share teachings about Indigenous cultures and communities and connections to OMAFRA’s work with Indigenous communities <p>Senior Leadership Diversification Targets</p> <ul style="list-style-type: none"> • 2019/2020 targets are posted on InsideOPS • OMAFRA 5-year plan for senior diversification targets will posted on IDO site in June • Targets include: <ul style="list-style-type: none"> ○ Leadership development programs ○ Coaching and mentoring ○ Recruitment shortlists ○ Succession Planning <p>Indigenous Cultural Competency Training (ICCT)</p> <ul style="list-style-type: none"> • As of end of May, 80% of the ministry has completed training • OMAFRA has maintained a 93% completion/pass rate 	

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	<ul style="list-style-type: none"> • OMAFRA is on track to have all OMAFRA staff trained by the end of this year • Discussion about sharing of treaty land maps which is included on OMAFRA's recently launched Indigenous Relations Portal <p>Diversity Career Champions Program (DCCP)</p> <ul style="list-style-type: none"> • Events held in April and March i.e. Networking and Career Development (design thinking and career planning) • Program will wrap-up late June/early July 	
Transition Exit Initiative	<p>Active: 8 Approved: 130 (since program began in 2013) Non-Program Exit: 25 Withdrawn: 10</p>	
Health and Safety Update	<p>Health & Safety Representatives in Regional Offices</p> <ul style="list-style-type: none"> • Three offices without a Health & Safety Rep i.e. Woodstock, London and Ridgetown • Since last MERC meeting, HSR has been identified at Vineland • Discussion about the potential sale of the Woodstock Office and implications for HSRs <p>Continuity of Operations Planning</p> <ul style="list-style-type: none"> • Business Services Branch will be consulting with branches across the ministry to update their Continuity of Operations Plans • Discussion about Woodstock office as alternate location for MIMT and the impact of a potential sale 	<p>OPSEU will work on identifying HSRs for these locations and will assess if they should appoint someone if there are no volunteers</p>

AGENDA	FOLLOW UP	ACTION REQUIRED
Workplace Reintegration (GROW)/ COVID-19	<ul style="list-style-type: none"> • Workplace Reintegration plans remain paused and remote work continues where operationally feasible • InsideOPS Workplace Reintegration page continues to be updated • Workplace Reintegration plans will align with TBS guidance and any public health guidelines (e.g. occupancy in elevators, kitchenettes, washrooms) • Discussion about providing adequate notice to staff prior to reintegrating in the office • Discussion about COVID-19 impacts to the workplace • Implementation of a voluntary Rapid Testing Program in FSED 	Management will set-up monthly ad-hoc meetings for July and August
OPS Future State Modernization	<ul style="list-style-type: none"> • OMAFRA does not have any additional information on this initiative 	
2021 OPS Employee Experience Survey	<ul style="list-style-type: none"> • SOC released highlights of the OPS survey results on June 10th e.g. employee engagement and inclusion indices • Comprehensive OPS-wide results will be shared in the next several weeks and OMAFRA's results will follow sometime after • Branch directors and managers will meet with their staff to share team results where response rates allow 	
AGENDA	NEW BUSINESS	ACTION REQUIRED
N/A		
Next Meeting Date	September 8, 2021	

Original signed by:

For the Union

Original signed by:

For Management

June 17, 2021

Date