

MINISTRY OF AGRICULTURE, FOOD AND RURAL AFFAIRS
MEAT INSPECTION EMPLOYEE RELATIONS COMMITTEE - MINUTES
 March 5, 2020
 1 Stone Road West, Boardroom 305, Guelph

For Management:

Rodger Dunlop, Co-Chair
 Nick Van Lankveld
 Pierre Adrien
 Carla Royston

For OPSEU:

Marcus Rangai, Co-Chair
 Melanie Begin
 Neil Fraser
 Binod Baral

Resource: Diana Reid (HR Advisor)

Rodger Dunlop opened the meeting at 1:35 p.m.

Agenda Items	Discussion	Action Required	Timeline for Completion
Welcome and Introductions			
Standing Items			
1. Program Update	<ul style="list-style-type: none"> • Leadership changes: AM in Kemptville will be leaving the Ministry. AC in Kemptville will be acting temporarily until the manager position can be filled • Regional Manager East will be working on special project to develop the fish program. The management responsibilities of her positions will be covered by Regional North/Central and AM Midhurst 		

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	<ul style="list-style-type: none"> • Value for money audit and Standing Committee of Public Accounts (SCOPA) took place March 4th in Toronto • Environmental swabbing – industry will be notified in the next 1-2 week that this will be coming. Focus will be FSMPs and abattoirs with category 2 • Beef baseline swabbing – shifting from baseline to monitoring program. Regular opportunities for swabbing of beef carcasses. 		
<p>2. Staff Training and Orientation</p>	<ul style="list-style-type: none"> • 2 employees receiving orientation next week • Modern Regulatory Compliance Training • Next month managers taking diversity and inclusion training • FP level 1 training is in the works. The goal would be to have it available during the next meat school in early 2021 • Start of FPI field certification for new FPIs 		
<p>3. Health and Safety Working Group</p>	<ul style="list-style-type: none"> • Review of accident and incident data for 2020. Slight increase in reported incidents from last quarter due to recent management training. • New health and safety newsletter released last week providing winter driving tips, mask and fit testing and Novel Coronavirus information 		
<p>4. Workforce Planning</p>	<p># of Abattoirs – 117 # of FSMPs – 362</p> <p>New Trainees since last MIERC # of trainees – 9 Guelph – Weston Forbes (Direct Assign)</p> <p>Competitions underway: Fixed-term MHO – Midhurst</p>		

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	Fixed-term MHO – Brighton Fixed-term MHO – Vineland 3 x Fixed-term MHO – Peel 4 x Fixed-term MHO – Guelph Fixed-term FPI – Verner		
1. Follow-up on TEI	<ul style="list-style-type: none"> Ministry will be reviewing TEI applications in the Spring 		
2. Vacation Policy	<ul style="list-style-type: none"> Union would like seniority to be cornerstone piece of the policy Management would like the policy to be as inclusive as possible Discussion of options for policy 	Union to provide a revised draft to management based on discussion on numbers and seniority	
3. Follow-up on MOA	<ul style="list-style-type: none"> Recording completed today. Training to be distributed within the next week. 		
4. MOA Reporting Usage	<ul style="list-style-type: none"> Review of tracking data and use of credits to address shortfalls Union raises concerns about employees using CTO to reach 36.26 hrs and that other types of requests that are being tracked and shouldn't be Discussion of some specific examples that the union is concerned about Agreement that clearer, more detailed explanations need to be included on the spreadsheet. 	Management to investigate shortage of information on tracking sheet	
5. Follow-up on Risk Assessment	<ul style="list-style-type: none"> Compared job demand analysis to the current environment at Sargent's 		

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	<ul style="list-style-type: none"> We clarified the purpose of the job demands analysis and that its representative of a large poultry processor 		
New Items			
Information Share – Sargent’s Farms	<ul style="list-style-type: none"> We discussed Sargent’s modernization plan 		
Next MI ERC Meeting			
2020 MI ERC Dates	June 17 th , September 3 rd , November 12 th		

Original signed by:



 Rodger Dunlop (For Management)

Original signed by:



 Marcus Rangai (For the Union)