

MINISTRY OF AGRICULTURE, FOOD AND RURAL AFFAIRS
MEAT INSPECTION EMPLOYEE RELATIONS COMMITTEE - MINUTES
November 25, 2021
Microsoft Teams Meeting

For Management:

Nick Van Lankveld, Co-Chair
 Crystal Lafrance (regrets)
 Natasha Jordanovska

For OPSEU:

Marcus Rangai, Co-Chair
 Binod Baral
 Sanjay Sharma
 Neil Fraser (regrets)

Resource: Diana Reid (HR Advisor)

Nick Van Lankveld opened the meeting at 9:33 a.m.

Agenda Items	Discussion	Action Required	Timeline for Completion
Welcome and Introductions			
Welcome and Introductions	<ul style="list-style-type: none"> • Welcome everyone • Crystal and Neil send their regrets 		
Standing Items			
1. Program Update	<ul style="list-style-type: none"> • Talent pool hiring – MIP is planning to run a Province wide competition for fixed-term FSIs. A talent pool involves posting for a number of MIP locations and running a mass competition. This allows management to reach back to fill vacancies for an extended period of time. • EOI for an additional Area Manager – temporary OMPIP area 	Staff are reminded to follow the direction of the OMAFRA screening tool	

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	<ul style="list-style-type: none"> • FSIDB is striving to be champions of the anti-racism action plan. • Management voiced concerns about staff not completing the OMAFRA in-office reporting tool. MI ERC discussed statements around “running nose/stuffy nose or nasal congestion” 		
2. Staff Training and Orientation	<ul style="list-style-type: none"> • Diversity and Inclusion training – central/north close to completion, East is close to completion, West has been conducting regional sessions. Training has been going well. 		
3. Health and Safety Working Group	<ul style="list-style-type: none"> • Newsletter – proof of vaccinations, attestations, proper care for PPE • Proper COVID-19 related PPE is still mandatory. Specifically, masks and eye protection are still required. • Incidents / Accidents – numbers have gone down since last reporting period. Mainly slips and falls. 	Management to follow-up on why OPSEU LERC and MERC co-chair are not made aware of possible COVID-19 exposures	Update at next MI ERC
4. Workforce Planning	<p>Program Information as of November 24, 2021 # of Abattoirs – 115 # of FSMPs – 365</p> <p>New Trainees since last MIERC # of trainees – 10</p> <p>New hires 2 Fixed-term FSIs - Kemptville</p>		

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	1 Fixed-term FSI - Peel Competitions underway: 1 X Area Coordinator – Ridgetown (Interviews scheduled Nov 30 and Dec 3) 2 X Classified FSI – Stratford (Resume screening) 1 x Classified FSI – Fish (Resume Screening) 3 x Fixed-term FSI – Vineland (Posted) 1 x Fixed-term FSI – Ridgetown (Posted) 1 X Classified FSI – Dairy (Resume Screening) 1 x Classified FSI – York (Reference Checks) 1 x Area Manager - Kemptville (Posted)		
Old Business			
1. MOA Reporting Usage (Excel spreadsheet)	<ul style="list-style-type: none"> Management and OPSEU identified 4 cases of non-MOA reporting that require follow-up 	Management to follow-up with Area Managers	Next MOA meeting
New Business			
Rapid Antigen Testing	<ul style="list-style-type: none"> Rapid antigen test results should be submitted through the OPS screening tool. Confirmation of negative test results is sent to employees through an e-mail which needs to be forwarded to their manager. Employees can request help through IT if they are experiencing difficulties with using the screening tool Employees should follow the reporting schedule / times as identified by their manager 		

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Agenda Items	Discussion	Action Required	Timeline for Completion
2022 MI ERC Dates	TBD		

Original signed by:

Original signed by:

Nick Van Lankveld (For Management)

Marcus Rangai (For the Union)