

**MINISTRY OF AGRICULTURE, FOOD AND RURAL AFFAIRS**  
**MEAT INSPECTION EMPLOYEE RELATIONS COMMITTEE - MINUTES**  
 March 11, 2021  
 Microsoft Teams Meeting

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**For Management:**

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

**For OPSEU:**

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

**Resource:** Diana Reid (HR Advisor)

Nick Van Lankveld opened the meeting at 9:30 a.m.

Agenda Items	Discussion	Action Required	Timeline for Completion
<b>Welcome and Introductions</b>	<ul style="list-style-type: none"> <li>Welcome Crystal Lafrance, Regional Manager – East (A) and Natasha Jordanovska, Regional Manager – North / Central (A)</li> </ul>		
<b>Standing Items</b>			
<b>1. Program Update</b>	<ul style="list-style-type: none"> <li>New Area Managers – Bryan Vaughan, Stella Motsi, Francois Malette</li> <li>Employee engagement – working groups are underway and have met with FSIDB Director to provide initial recommendations</li> </ul>		

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<p><b>2. Staff Training and Orientation</b></p>	<ul style="list-style-type: none"> <li>Diversity and inclusion – anti racism consultation sessions with staff and managers. All MIP managers are taking WDHP / RWP training for managers</li> </ul>	<p>OPSEU requests that management look into WDHP training for all staff and a proposed timeline for completion</p>	
<p><b>3. Health and Safety Working Group</b></p>	<ul style="list-style-type: none"> <li>Health &amp; Safety Newsletter issue #8 – highlights include driving safely, winter hazards – slips, trips and falls</li> <li>Accident / Incident reported since last MI ERC – 2 slips/falls, 1 exposure to hazardous / harmful substances (includes exposure to noise)</li> </ul>		
<p><b>4. Workforce Planning</b></p>	<p><b>Program Information as of March 8, 2021</b>                      # of Abattoirs – 116                      # of FSMPs – 363</p> <p><b>New Trainees since last MIERC</b>                      # of trainees – 3</p> <p><b>Competitions Underway:</b>                      Program Coordinator (Temporary Assignment, Competition scheduled March 12)                      3 x Classified FSI – Guelph (Competition scheduled for March 26/29)                      1 x Classified FSI Stratford – Competition not yet scheduled                      1 X Fixed-term FSI Brighton – Competition to close March 12<sup>th</sup></p>		

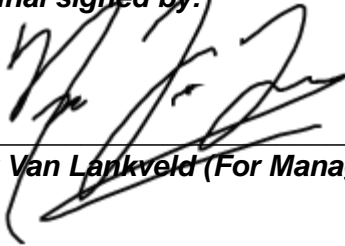
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<b>Old Business</b>			
<b>1. Vacation Policy</b>	<ul style="list-style-type: none"> <li>Meetings have been scheduled to discuss new vacation policy with a staff working group</li> <li>The new policy will replace the vacation policy that is currently in MIPMM. The new policy also addresses time off for fixed-term staff that don't have vacation credits</li> <li>Union raises concerns about the new policy i.e. application of seniority, number of people off at the same time, regional approach</li> </ul>	Management invites MI ERC team to submit comments and/or suggested edits	By March 17 <sup>th</sup> , 2021
<b>2. Follow-up on Memorandum of Agreement (Training)</b>	<ul style="list-style-type: none"> <li>Training has been rolled out</li> </ul>	Management to confirm if anyone still needs to take the training	April 22, 2021
<b>3. MOA Reporting Usage (Excel spreadsheet)</b>	<ul style="list-style-type: none"> <li>Review of spreadsheet and discussion of incidents where FSIs were short hours</li> </ul>	Scheduling monthly follow-up meetings	April 22, 2021
<b>4. COVID-19 Update</b>	<ul style="list-style-type: none"> <li>No employees with illness, no plants have reported cases and there has been no engagement with contingency groups</li> </ul>		
<b>New Business</b>			
<b>1. COVID-19 Vaccinations for Inspectors</b>	<ul style="list-style-type: none"> <li>The union has made a request for expediting inspection staff vaccines</li> </ul>	Management will follow-up on official communication	
<b>2. Sargent Farms Update</b>	<ul style="list-style-type: none"> <li>Sargent's plans to shut down the week of March 15<sup>th</sup> to install new equipment. They have plans to reopen the week of March 22<sup>nd</sup>. An info share went to OPSEU to provide a status update. Meetings with staff members have taken place.</li> </ul>	Management to follow-up with union on health and safety concerns	

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	<ul style="list-style-type: none"> <li>Union raises concerns about the proposed layout of the plant and health and safety concerns</li> </ul>		
<b>Next MI ERC Meeting</b>			
<b>2021 MI ERC Dates</b>	June 10 <sup>th</sup> , September 16 <sup>th</sup> , November 25 <sup>th</sup>		

Original signed by:



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 Nick Van Lankveld (For Management)

Original signed by:

*marcus rangai*

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 Marcus Rangai (For the Union)