

MINISTRY OF AGRICULTURE, FOOD AND RURAL AFFAIRS
MEAT INSPECTION EMPLOYEE RELATIONS COMMITTEE - MINUTES
 September 3, 2020
 Microsoft Teams Meeting

For Management:

Rodger Dunlop, Co-Chair
 Goce Manevski
 Pierre Adrien
 Tracy Adams
 Eloise Jones

For OPSEU:

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

Resource: Diana Reid (HR Advisor)

Rodger Dunlop opened the meeting at 9:30 a.m.

Agenda Items	Discussion	Action Required	Timeline for Completion
Welcome and Introductions			
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Standing Items			
1. Program Update	<ul style="list-style-type: none"> • As per SoC memo a gradual return to the workplace will be taking place over the next few months for staff that have been working remotely • Contingency training for slaughter and FP inspectors - contingency staff may still be relied on as pandemic is on-going. • Plant audits – industry has been notified that audits will be 		

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	resuming <ul style="list-style-type: none"> • Plans for swabbing – switching to monitoring from baseline swabbing. Discussions will be occurring with industry (Meat Industry Engagement Panel). • Fish program development is continuing. Regulations come into effect on January 1, 2021 and plants will need to be licensed. • Employee engagement survey – there will be discussions with staff to assist management in developing a plan to address the results. 		
2. Staff Training and Orientation	<ul style="list-style-type: none"> • New Trainees since last MIERC # of trainees – 4 (Guelph, Verner, Vineland, Woodstock) • 6 new FSI hired and 1 new manager since last MI ERC meeting 		
3. Health and Safety Working Group	<ul style="list-style-type: none"> • The number of reported incidents has decreased in 2020 • The number of reported accidents has increased in 2020 • Accidents related to ‘contact with object and equipment’ and ‘exposure to harmful substances’ have increased significantly from 2019. Accidents in these categories include knife cuts and exposure to COVID-19 		
4. Workforce Planning	<p>Program Information as of August 27, 2020 # of Abattoirs – 116 # of FSMPs – 363</p> <p>Competitions underway: Classified Food Safety Inspector – Woodstock Kemptville Area Manager</p>		

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1. Vacation Policy	<ul style="list-style-type: none"> • Union raised some concerns about draft policy • Management will review concerns and determine what is operationally feasible • Union and Management agree to reconvene within 30 days to discuss policy 	Management will review union's comments on policy	Within 30 days
2. Follow-up on Memorandum of Agreement (MOA)	<ul style="list-style-type: none"> • Put on hold due to COVID-19 • Further analysis is required and usage will continue to be tracked • Plan to roll-out training in the Fall 		
3. MOA Reporting Usage (Excel spreadsheet)	<ul style="list-style-type: none"> • Managers are monitoring and continuing to report usage 		
New Items			
1. COVID-19 Update	<ul style="list-style-type: none"> • Focus on PPE and development health & safety protocols and policies including use of masks and operator protocols • Workplace Prevention Services (MLTSD) working with OMAFRA and operators to support improving health and safety in the plants • There were 14 separate information shares related to COVID-19 positive cases within provincially licensed meat plants. • The numbers are not reflective of where the virus was contracted. 		
2. Transition from FPI/MHO to Food Safety Inspector (Process)	<ul style="list-style-type: none"> • Where there is an operational need staff will receive training in additional certifications i.e. fish inspection, FP etc. • Initial focus will be on training the 4 new hires in fish inspection 		

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Agenda Items	Discussion	Action Required	Timeline for Completion
Next MI ERC Meeting			
2020 MI ERC Dates	November 19th		

Original signed by:

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Rodger Dunlop (For Management)

Marcus Rangai (For the Union)