

**MINISTRY OF AGRICULTURE, FOOD AND RURAL AFFAIRS**  
**MEAT INSPECTION EMPLOYEE RELATIONS COMMITTEE - MINUTES**  
**September 14th, 2023**  
**Microsoft Teams Meeting or MEOC Training Room B Rm 447**

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**For Management:**

Tim Metzger, Co-Chair  
 Nick Van Lankveld  
 Kathryn Evans-Bitten (regrets)

**For OPSEU:**

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

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

Agenda Items	Discussion	Action Required	Timeline for Completion
<b>Welcome and Introductions</b>	<ul style="list-style-type: none"> <li>Land acknowledgment</li> </ul>		
<b>Standing Items</b>			
<b>1. Program Update</b>	<ul style="list-style-type: none"> <li>The OPS has announced Saturday, Sept.30<sup>th</sup> will be a day observance to recognize National Day for Truth and Reconciliation. As a result, Monday, October 2<sup>nd</sup> will be a day off work for some OPS employees. Management will balance staffing levels while taking into consideration all relevant factors related to National Day for Truth and Reconciliation.</li> <li>Operator meetings currently taking place to address concerns with condemnation rates and discuss projects</li> </ul>		

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	<p>OMAFRA has taken including increased communication and Federal/Provincial inspection insights.</p> <ul style="list-style-type: none"> <li>• Compliance modernization pilots – improving base connectivity in plants, improving inspector and veterinarian interactions, FOTS (Field Officer Tracking System), scheduling.</li> <li>• Business cards – working on finalizing language. Aiming to have cards printed next week.</li> <li>• Area Manager competitions underway</li> </ul>		
<p><b>2. Staff Training and Orientation</b></p>	<p><b>Training Highlights</b></p> <ul style="list-style-type: none"> <li>• All fall area meetings will include a training spot in their agenda; Plant Operational Readiness Verification will be delivered by one staff member per area (FSI or Area Coordinator). The focus of this training is to refresh FSIs knowledge and provide an opportunity to complete a scenario exercise to re-enforce concepts.</li> <li>• FSIs now have access to the new Regulatory Compliance Ontario Centre of Excellence (RCO) Online Learning Portal. This portal is hosted in partnership with the Canadian Police Knowledge Network (CPKN) and provides access to nearly 100 courses from their existing course library. These courses are optional courses for our staff and many of them may be of interest to FSIs. Manager approval is required prior to enrolling in these online courses.</li> </ul> <p><b>Upcoming Scheduled Training</b></p> <ul style="list-style-type: none"> <li>• FSIDB Train-the-Trainer Sessions (September 15 &amp; October 23, 2023), virtual.</li> </ul>		

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	<ul style="list-style-type: none"> <li>• Obstruction and Getting Home Safely (November 3, 2023) – Guelph.</li> <li>• Defensive Driving (December 1, 2023) – Guelph.</li> <li>• New FSI slaughter training scheduled (September 7 &amp; 21, October 12, 19 &amp; 26) – virtual.</li> </ul>		
<p><b>3. Health and Safety Working Group</b></p>	<ul style="list-style-type: none"> <li>• Joint Health &amp; Safety Committees - for purposes of reporting/addressing H&amp;S issues arising at third-party abattoirs, a decision has been made that FSIs headquartered at these locations will report into into the JHSC at 1 Stone Rd., Guelph which is considered OMAFRA's and the Meat Inspection Program's head office. This decision was made in consultation with Ministry of Labour, Immigration, Training and Skills Development (MLITSD).</li> <li>• FSIs who are currently headquartered at other OPS locations will continue to report/address H&amp;S issues arising at third-party abattoirs to the Health and Safety Representative or JHSC for those OPS office locations – not the JHSC at 1 Stone Rd.</li> <li>• Recognizing that all FSIs have unique operational health and safety considerations in their day-to-day work activities, Food Safety Inspection Delivery Branch (FSIDB) will reestablish the FSIDB H&amp;S Working Group (WG). The working group will have a terms of reference and union representation.</li> <li>• Accident/Incident report – reviewed and discussed.</li> <li>• Letter sent to all operators reminding them that the OPS has a zero-tolerance policy for harassment and discrimination of OPS employees.</li> </ul>		

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<p><b>4. Workforce Planning</b></p>	<p><b>Program Information as of September 8, 2023</b>                      # of Abattoirs – 114                      # of FSMPs – 362</p> <p><b>New Hires since last MIERC – Talent Pool*</b>                      1 Regular FSI – Brighton                      1 Regular FSI - Kemptville</p> <p>*Talent pool expires September 15<sup>th</sup></p> <p><b>New hires since last MIERC – Non-Talent Pool</b>                      2 Fixed-term FSI – Ridgetown                      1 Fixed-term FSI – Brighton                      3 Fixed-term FSI – OMPIP                      2 Fixed-term FSI – Guelph                      1 Fixed-term FSI – Midhurst                      1 Fixed-term FSI – Verner                      1 Fixed-term FSI – Stratford                      2 Fixed-term FSI – Peel                      1 Fixed-term FSI – Kemptville                      1 Fixed-term, full-time FSI – Stratford                      2 Fixed-term, full-time FSI – Brighton                      1 Fixed-term, full-time FSI – Midhurst</p> <p><b>Hires from Recent Competitions</b>                      1 Fixed-term, full-time FSI – Brighton                      1 Fixed-term, full-time FSI – Midhurst                      1 Fixed-term, full-time FSI – Stratford</p> <p><b>Competitions underway:</b></p>		

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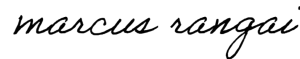
Agenda Items	Discussion	Action Required	Timeline for Completion
	Area Manager Guelph – Posted (4) Fixed-term Irregular On-Call FSIs – Posted Food Safety Issues and Strategic Projects Coordinator – Interviews June 9		
<b>New Business</b>			
<b>1. Uniforms</b>	<ul style="list-style-type: none"> <li>• Union raises potential concerns with employees obtaining disposable uniforms while waiting for permanent.</li> </ul>	Management to follow-up	
<b>2. TTC</b>	<ul style="list-style-type: none"> <li>• TTC agreement to be signed</li> </ul>	Union to sign-off	
<b>3. Fair and equitable distribution of overtime</b>	<ul style="list-style-type: none"> <li>• Discussion on overtime entitlements and how it is distributed amongst staff.</li> </ul>	Parties will continue to discuss	
<b>2023 MI ERC Dates</b>	December 7 <sup>th</sup>		

*Original signed by:*



Tim Metzger (For Management)

*Original signed by:*



Marcus Rangai (For the Union)