

MINISTRY OF AGRICULTURE, FOOD AND RURAL AFFAIRS
MEAT INSPECTION EMPLOYEE RELATIONS COMMITTEE - MINUTES
 March 29, 2017
 1 Stone Road West, Boardroom 205, Guelph

For Management:

Jason McLean, Co-Chair
 Kim Landers
 Nick Van Lankveld
 Pierre Adrien

For OPSEU:

Marcus Rangai, Co-Chair
 Rob MacDougall
 Melanie Begin
 Neil Fraser, OPSEU Staff Rep.

Resource: Diana Reid (HR Advisor), Leanne McSherry (HR Business Advisor)

Marcus Rangai opened the meeting at 1:31 p.m.

Agenda Items	Discussion	Action Required	Timeline for Completion
Welcome and Introductions			
Standing Items			
1. Program Update	<ul style="list-style-type: none"> • 4 Nominations within MI for the BRAVO awards • Ministry of Economic Development and Trade – Red Tape Challenge – expected to be released shortly • Eid planning group nominated for an Amethyst Award 		
2. Staff Training and Orientation	<ul style="list-style-type: none"> • Meat school training started in January 2017 – formal training for all FPIs 		
3. Workforce Planning	<ul style="list-style-type: none"> • Currently 128 abattoirs, 364 FSMPs • 3 trainees, 6 Fixed-term competitions (Norwood, Beeton, 		

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	Massey, Sutherland, Milton, Newmarket), 2 classified FPI competitions (Verner, Elora)		
4. Update on Health and Safety Working Group	<ul style="list-style-type: none"> • All Managers will receive health and safety training through Centre for Employee Health, Safety and Wellness (CEHSW) • Upcoming MIP policy development for investigations and hazards and incidents/accidents • Developing/updating training for knife safety, biosecurity and PPE 		
Old Business			
1. Threshold justification for High Volume Plants	<ul style="list-style-type: none"> • An update was provided 		
2. Health and Safety Committee inside MIP	<ul style="list-style-type: none"> • Addressed in Health and Safety Working Group update – the Employer is meeting its legal requirements regarding Joint Health & Safety Committees 		
New Items			
1. Draft Vacation Policy (March 2017)	<ul style="list-style-type: none"> • Discussion on draft vacation policy 		
2. Staff being scheduled to work long shifts / extended drive time (March 2017)	<ul style="list-style-type: none"> • Employees should contact their manager to discuss situations where they are scheduled to work long shifts with extended drive time 		
3. Hog grading (March 2017)	<ul style="list-style-type: none"> • Discussion on hog grading 	<ul style="list-style-type: none"> • Mgmt. to follow-up on additional training of hog 	

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		graders as required by Regions	
4. Scheduling Issues (March 2017)	<ul style="list-style-type: none"> Union requesting clarification on schedule 6 scheduling and 7.25/day compensatory time 	<ul style="list-style-type: none"> Neil to e-mail HR / Mgmt C.A. Articles HR to provide clarification 	Mid-April 2017
5. Travel time policy	<ul style="list-style-type: none"> Discussion of status of travel time policy 	<ul style="list-style-type: none"> Being addressed at MERC 	
6. Area Coordinator vs Area Manager (roles)	<ul style="list-style-type: none"> Discussion on roles / job duties of Area Coordinators vs Area Managers 	<ul style="list-style-type: none"> resolved 	
7. Agenda / minutes	<ul style="list-style-type: none"> Timeframes will be added to the agenda items New items will reflect the date issue was raised 		
Next MI ERC Meeting			
2017 MI ERC Dates	June 28 th , September 20 th , December 13 th		

Jason McLean (For Management)

Marcus Rangai (For the Union)

