

MINISTRY of AGRICULTURE, FOOD and RURAL AFFAIRS

MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)

June 6, 2018

Boardroom 207, 1 Stone Road, Guelph

For Management:	For OPSEU:
Alan Hogan (Co-chair for the Meeting) Ramneet Aujla Doug Reddick (regrets)	Melanie Begin (Co-chair) Marcus Rangai Heidi Steffen-Petrie

Management Resources	OPSEU Resource
Jared Friesen Bev Rawn	Tim Elphick, A-OPS Negotiator

AGENDA	STANDING ITEMS	ACTION REQUIRED
Welcome and Introductions	Alan Hogan opened the meeting at 9:30 a.m.	
Additional Agenda Items / Changes to the Agenda	<ul style="list-style-type: none"> • Agricorp 	
Ad Hoc Meetings	<p>A list of ad hoc meetings was distributed – see attached as the last page of this document.</p> <p>The Union inquired about the status of the Verner Office. Management reported that an engineer report is still outstanding. The ministry is working with Infrastructure Ontario for additional space in the area and or options for the building. The staff continue to work according to the Continuity of Operations Plan (COOP).</p>	

AGENDA	STANDING ITEMS	ACTION REQUIRED
	<p>The Union inquired about AICC capacity for French language calls during the Verner issue. Management reported that they are currently not experiencing an overload of French language calls.</p> <p>The Union inquired about disclosure regarding the activation of the Verner COOP. Management reported that the Verner issue was provided by a verbal information share.</p>	<p>Management agreed to consider other options for written Information Shares on emergency issues</p>
Surplus List	<p>Management reported that there are no employees on the surplus list.</p>	
Temp Agency Staff	<p>Management reported that they are not aware of any temp agency staff currently working in the ministry as of June 6, 2018.</p>	
Fixed Term Staff Reports	<p>Management provided fixed term staff reports in advance of the meeting dated May 31, 2018.</p> <p>The Union inquired about an employee with an assignment of 18 months. Management reported that the initial 12 months of the assignment were backfilling a maternity leave.</p> <p>The Union inquired about whether irregular on call staff are working full time hours. Management reported on the operational needs for irregular on call fixed term staff in regional office client service; meat inspection; bee inspection. The Union requested that management review the categorization of full time fixed term staff versus irregular on-call.</p> <p>Management reported on a data anomaly with the fixed term student report.</p>	<p>Management to follow up with the meat inspection program.</p>
Conversion Report	<p>Management provided an update on the conversion report.</p> <p>An employee in Economic Development Division has been converted into the Regular service.</p>	

AGENDA	STANDING ITEMS	ACTION REQUIRED
Diversity and Inclusion	Management reported on: <ul style="list-style-type: none"> • The Inclusion and Diversity strategy for the ministry is being developed and is expected to be rolled out in the fall of 2018. • The strategy is based on a staff survey, research and a series of staff focus groups to determine diversity and inclusion priorities and areas of focus The Union inquired about the Gemini program <ul style="list-style-type: none"> • Management reported that Gemini is an OPS wide program 	
Disclosures	The Union inquired about the previous disclosure regarding a program transfer to Agricorp Management reported that that timeline of December / January is still on track.	
Health And Safety Update	Management provided an update and overview of health and safety at OMAFRA including the follow up to review the desktop icon at Ministry of Attorney General; Threat Risk Assessments; and Workplace Violence Risk Assessments.	

AGENDA	FOLLOW UP	ACTION REQUIRED
Field Sample Testing	<ul style="list-style-type: none"> • Management reported on a three-tiered training approach. • Tier 1 of on-line courses is underway • Discussions with partner ministries for joint development of consistent Tier II and Tier III training is underway 	
Meat Inspection Travel Time	The parties are continuing to discuss the issue.	
Physical Demands Analyses - Abattoirs	Management reported that the meat inspection program continues to work with a third party vendor to develop species specific PDAs for abattoirs.	Management to follow up on the vendor, and process for developing the PDAs.
Threat Risk Assessments and Workplace Violence Risk Assessments	The Union asked to defer the item to the next meeting.	Add to September agenda

AGENDA	NEW BUSINESS	ACTION REQUIRED
Appendix 15	<p>The Union commented on the use of irregular on-call fixed term staff relative to regular staff.</p> <ul style="list-style-type: none"> The Union is seeking to discuss the use of irregular on-call fixed term staff in order to discuss reducing the number of those staff. 	<p>The Meat Inspection ERC to discuss Meat Hygiene Officer issues.</p> <p>Management agrees to review the hours of work for Client Service Representative positions</p>
Next Meeting Dates	<p>September 26, 2018 December 5, 2018 Meetings to be arranged for 9:30 a.m. Locations to be determined</p>	

Melanie Signi.
For the Union

JUN 06 2018
Date

Tom Key
For Management

JUNE 6, 2018
Date