

MINISTRY OF AGRICULTURE, FOOD AND RURAL AFFAIRS
MEAT INSPECTION EMPLOYEE RELATIONS COMMITTEE - MINUTES
 September 20th, 2017
 1 Stone Road West, Boardroom 303, Guelph

For Management:

Rodger Dunlop, Co-Chair
 Kim Landers (regrets)
 Nick Van Lankveld
 Pierre Adrien

For OPSEU:

Marcus Rangai, Co-Chair
 Rob MacDougall
 Melanie Begin (regrets)
 Neil Fraser

Resource: Diana Reid (HR Advisor)

Rodger Dunlop opened the meeting at 1:33

Agenda Items	Discussion	Action Required	Timeline for Completion
Welcome and Introductions	- Welcome Jason Somers (HR intern)		
Standing Items			
1. Program Update	<ul style="list-style-type: none"> • Discussion on EID • STEC (hygienic slaughter) training being developed • 		
2. Staff Training and Orientation	<ul style="list-style-type: none"> - # of trainees – 1, 3 more pending • Knife Safety Training to be delivered at area meetings • Biosecurity and Animal Welfare training coming soon 		
3. Health and Safety Working Group	<ul style="list-style-type: none"> • No update 	Management to follow-up on incident reporting	December MI ERC

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		training and provide update at next MI ERC	
4. Workforce Planning	<ul style="list-style-type: none"> • Program Operations Manager to be filled • Abattoirs – 124 • FSMPs – 368 • Competitions: 1 FPI in GTA 		
Old Business			
1. Threshold justification for High Volume Plants	<ul style="list-style-type: none"> • Management provides update. Next phase is pork and multi species business models 		
2. Health and Safety (update) / Sargent Farms	<ul style="list-style-type: none"> • Management has visited a few times • Slowing down of line while shields were installed to address safety issues • Union raises some additional concerns about line speed 	Management monitoring to determine effectiveness of changes Management to determine health & safety rep.	As information is available
3. Draft Vacation Policy	<ul style="list-style-type: none"> • Vacation requests that fall on or around EID • Discussion on draft policy and factors for approving vacation 	Management to update vacation policy and share draft with MI ERC	December MI ERC
4. Northern Region Travel Issues	<ul style="list-style-type: none"> • Discussion on compensation for flight delays • Inclement weather 	Training for area managers on management discretion	November MIM
New Items			
1. Plant Closure	<ul style="list-style-type: none"> • No closure expected 		
2. Article 5 #1	<ul style="list-style-type: none"> • Discussion on orientation for new staff and potential participation of union 	Management to provide union with the names of new employees	Effective immediately

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3. Criteria for 407 Use	<ul style="list-style-type: none"> • Should be for work purposes and reasonable expenditure 	Management to discuss 407 use with area managers	Focus group immediately and November MIM
4. Page outs	<ul style="list-style-type: none"> • Policy is to page out 15 minutes before end of shift 		
Next MI ERC Meeting			
2017 MI ERC Dates	December 13 th		

Rodger Dunlop (For Management)

Marcus Rangai (For the Union)

