

MINISTRY of AGRICULTURE, FOOD and RURAL AFFAIRS

MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)

**June 9, 2022
Via Microsoft TEAMS**

For Management:	For OPSEU/SEFPO:
Alaina Oda (Co-chair) Colleen Fitzgerald-Hubble Brendan McKay (regrets)	Heidi Steffen-Petrie (Co-chair) Marcus Rangai

Management Resources	OPSEU/SEFPO Resource
Jared Friesen Kristin McCrimmon-Jones	Kathleen Demareski (regrets) Rodger Noakes

AGENDA	STANDING ITEMS	ACTION REQUIRED
Welcome and Introductions	Alaina opened the meeting at 9:33am Kathleen Demareski has returned as OPSEU Negotiator supporting OMAFRA	
Additional Agenda Items / Changes to the Agenda	N/A	
Ad Hoc Meetings	Management distributed a list of ad hoc meetings to OPSEU/SEFPO prior to the meeting.	
Disclosures	Management distributed a list of disclosures/information shares to OPSEU/SEFPO prior to the meeting.	

AGENDA	STANDING ITEMS	ACTION REQUIRED
Surplus List	Management reported that there are no employees on the surplus list.	
Temp Agency Staff	Management reported that they are not aware of any temp agency staff currently working in the ministry as of June 9, 2022.	
Fixed Term Staff Reports	Management provided fixed term staff reports in advance of the meeting.	
Conversion Report	<ul style="list-style-type: none"> • NIL report 	
Equity, Diversity and Inclusion	<p>Management reported on:</p> <p>OMAFRA Anti-Racism Action Plan</p> <ul style="list-style-type: none"> • Year 1 progress report will be shared with Ministry soon • Staff and leaders continue to complete the Anti-Racism Competency and Capacity training • Discussion about ensuring field staff have time and resources to complete training • Staff training sessions on Creating and Maintaining a Respectful Workplace coming soon <p>OMAFRA's Indigenous Internship Program</p> <ul style="list-style-type: none"> • Program was launched April 22, 2022. Management has submitted placement proposals and Ministry assessing all proposals to select final positions • Consultations have occurred with OMAFRA's DIWG, Indigenous Relations community of practice, Policy Division Indigenous Relations, and Nation to Nation members <p>Black Alliance Internship Program</p> <ul style="list-style-type: none"> • Corporate program for individuals who identify as black • OMAFRA will participate and has requested 2 placements 	

AGENDA	STANDING ITEMS	ACTION REQUIRED
	<p>Diversity and Inclusion Working Group (DIWG)</p> <ul style="list-style-type: none"> Completed Events: <ul style="list-style-type: none"> International Women’s Day – interviewed female leaders in OMAFRA posted on InsideOPS Autism Acceptance Month Pride Month – email communication with resources and information about OPS and external events Emancipation Day event planned for August DIWG members working on education and awareness building events and consulting with SHRB on upcoming EDI initiatives <p>Diversity and Inclusion Activities Across OMAFRA</p> <ul style="list-style-type: none"> EDD management team pulling together resources to connect with teams EDD management participated in training to respond to sexual harassment in the workplace EDD Grass Roots working group initiated and organized a celebratory event to raise the pride flag at 1 Stone Rd on June 1st EDD considering how to build in EDI lens to the day to day work and offering of ministry programs <p>Diversity Career Champions Program (DCCP)</p> <ul style="list-style-type: none"> 20 mentoring partnerships in 2022 program OMAFRA partnering with other ministries to offer different education opportunities to participants Job shadowing opportunities are being identified for interested employee partners Upcoming career development events: interview prep and fierce conversations 	
Transition Exit Initiative	Active: 3	

AGENDA	STANDING ITEMS	ACTION REQUIRED
	Approved: 137 Non-Program Exit: 29 Withdrawn: 10	
Health and Safety Update	<ul style="list-style-type: none"> • Need to identify a new HSR for the 77 Grenville Office 	
AGENDA	FOLLOW UP	ACTION REQUIRED
Workplace Reintegration (GROW)/ COVID-19	<ul style="list-style-type: none"> • Prior to 3 days in workplace transition effective May 16th, SHRB hosted all leaders call to discuss common concerns e.g., how can we make working in the office more valuable • Directors of operations branches (AHWB, EMB, BDB, ADB) roadshow to meet with regionally based teams in regional offices (e.g., Elora, Stratford, London, Woodstock, Simcoe, Ridgeway, Brighton, Kemptville, Lindsay) • Monthly ad hoc meetings will be paused over the summer. OPSEU/SEPFO can reach out to management as questions or concerns arise. Parties will reassess at the September MERC 	Management to follow-up with OPSEU if there will be any changes to masking recommendations or cleaning schedules
OPS Future State Modernization	<ul style="list-style-type: none"> - OMAFRA does not have any updates. Updates may be discussed at central tables (e.g. CERC, MBA) 	Management to look into status and can report back in September
2022 OPS Employee Experience Survey	<ul style="list-style-type: none"> - Survey was fielded April-May 2022. Survey closed May 6, 2022 - TBS is responsible for planning the rollout of the survey results - Results will help the ministry and teams drive positive change in the workplace and specifically inform for inclusion, accessibility and EDI initiatives 	

	<ul style="list-style-type: none"> - Discussion about confidentiality when individuals are identifying their position function in the survey and management's inability to filter survey results to any group less than 10 - Corporate Q&As regarding confidentiality 	
FORTE-for-All	<ul style="list-style-type: none"> - Managers and employees should work together on what are reasonable performance commitments and to ensure staff have the time/resources to meet those commitments - There should be ongoing performance discussions to discuss progress and make adjustments as needed - Resources available for employees on the FORTE website: <ul style="list-style-type: none"> o FORTE Learning & Resources o Setting Goals o Progress Updates o Give and Receive Feedback o Performance and Career Conversations o Performance Reviews o Employee Performance Policy 	
AGENDA	NEW BUSINESS	ACTION REQUIRED
Next Meeting Date	September 8, 2022	

Approved by:

Heidi Steffen-Petrie, OPSEU Co-Chair
Alaina Oda, Employer Co-Chair

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