

MEMORANDUM

TO: All Presidents and Stewards with MERC members
All Local Presidents and Stewards

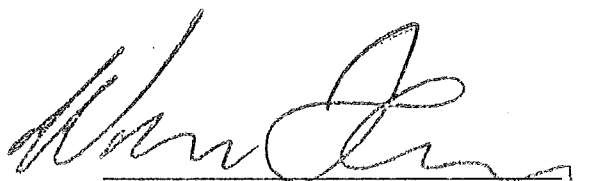
FROM: Ruth Hamilton, A/ OPS Supervisor

DATE: November 1, 2010

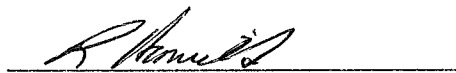
SUBJECT: Ministry of Agriculture, Food and Rural Affairs
Divisional Minutes – November 15, 2008

Attached for your information, please find the minutes of the above captioned meeting.
Making these available to your delegates and members would be appreciated.

AUTHORIZED FOR DISTRIBUTION: IN SOLIDARITY,



Warren (Smokey) Thomas
President



Ruth Hamilton
A/ OPS Supervisor

/pb

att.

cc: Executive Board Members
CERC
MERC Chairs
Ministry ERC
Senior Staff
Regional Offices

**MINISTRY OF AGRICULTURE, FOOD AND RURAL AFFAIRS
DIVISIONAL MINUTES**

**2008 DIVISIONAL MEETING
NOVEMBER 15, 2008
ROYAL YORK HOTEL, TORONTO**

CALL TO ORDER

Emily Hitchcock, MERC Chair, called the meeting to order at 1:00 p.m.

INTRODUCTIONS

Emily Hitchcock (L.232), MERC Chair
Robert Lowry (L.211), Vice-Chair
Mavis Vet (L.232)
Phil Regli (L.232)
Laurie Chapman, Grievance Officer, OPSEU

ADOPTION OF THE AGENDA

MOTION

Moved: Emily Hitchcock (L.232)

Seconded: Robert Lowry (L.211)

To adopt the Agenda.

CARRIED

ADOPTION OF THE PREVIOUS MINUTES

MOTION

Moved: Robert Lowry (L.211)

Seconded: Emily Hitchcock (L.232)

To adopt the minutes of the previous Divisional meeting.

CARRIED

ERC TEAM REPORTS

MERC Report for 2008 was reviewed by Emily Hitchcock. See attached.

ELECTIONS

Laurie Chapman, Grievance Officer, OPSEU, reviewed the election procedures prior to conducting the elections.

MERC Team

| <u>Nominator</u> | <u>Nominee</u> | <u>Stand/Decline</u> | <u>Results</u> |
|-------------------------|-------------------------|----------------------|----------------|
| Mavis Vet (L.232) | Robert Lowry (L.211) | Stand | Elected |
| Mavis Vet (L.232) | Emily Hitchcock (L.232) | Stand | Elected |
| Robert Lowry (L.211) | Mavis Vet (L.232) | Stand | Elected |
| Emily Hitchcock (L.232) | Phil Regli (L.232) | Stand | Elected |

Chair

| <u>Nominator</u> | <u>Nominee</u> | <u>Stand/Decline</u> | <u>Results</u> |
|-------------------|----------------------|----------------------|----------------|
| Mavis Vet (L.232) | Robert Lowry (L.211) | Stand | Elected |

Vice-Chair

| <u>Nominator</u> | <u>Nominee</u> | <u>Stand/Decline</u> | <u>Results</u> |
|-------------------|-------------------------|----------------------|----------------|
| Mavis Vet (L.232) | Emily Hitchcock (L.232) | Stand | Elected |

Member

| | | | |
|----------------------|-------------------|-------|---------|
| Robert Lowry (L.211) | Mavis Vet (L.232) | Stand | Elected |
|----------------------|-------------------|-------|---------|

1st Alternate

| <u>Nominator</u> | <u>Nominee</u> | <u>Stand/Decline</u> | <u>Results</u> |
|-------------------------|--------------------|----------------------|----------------|
| Emily Hitchcock (L.232) | Phil Regli (L.232) | Stand | Elected |

MOTION

Moved: Emily Hitchcock (L.232)

Seconded: Robert Lowry (L.211)

To destroy the ballots.

CARRIED

NEW BUSINESS

None.

ADJOURNMENT

MOTION

Moved: Emily Hitchcock (L.232)

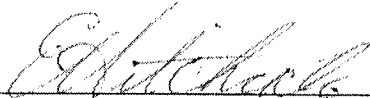
Seconded: Robert Lowry (L.211)

To adjourn.

CARRIED

The meeting adjourned 2.05 p.m.

AUTHORIZED FOR DISTRIBUTION:



Emily Hitchcock
MERC Chair
Ministry of Agriculture, Food & Rural
Affairs



Warren (Smokey) Thomas
President
OPSEU

Attachment (1)

Ministry of Agriculture, Food and Rural Affairs MERC Team Report

2008 Division Meeting – November 14-16, 2008

At the divisional meeting of November 25, 2006, elections were held for the MERC Team. As a result Emily Hitchcock, Bob Lowry and Andrea Gomirato were elected to the team. Emily was elected Chair and Bob as Vice-Chair and Andrea as the member. Mavis Vet was elected as the alternate.

The OMAFRA MERC Team would like to thank Stephen George our Job Security Officer for all his support to the team. He has always been there for the Team and we certainly appreciate all of his instruction and teaching methods for us to develop our skills.

We are scheduled to meet with management four times a year, together with numerous Ad Hoc meetings to follow up on action items. At each of our meetings we receive reports on Surplus notices, Vacancy, Unclassified Staff Reports and Health and Safety quarterly report. Some of the issues we have dealt with since the last divisional are as follows:

OPS Human Resources Transformation

Management provided the MERC Team with updates on the HR Transformation project. Enterprise and Regional Recruitment Centres were launched on June 30, 2008 with the Western Region office located in London and satellite offices in Guelph and St. Catharines. Enterprise Classification Unit; Enterprise Workforce Planning Unit, and Executive Programs and Services were also launched on June 30th.

Apiary, Bear Damage and Dead Bird Inspectors

These inspectors have been recognized as working on three consecutive contracts therefore they will receive their increase in wages when they have worked the required 1732.75 hours.

Violence in the Workplace

The Union had requested the Management to consider mandatory training. Management has received further information and is presently reviewing the material.

Ministry of Agriculture, Food and Rural Affairs

MERC Team Report

Compressed Work Weeks

The Union proposed that language be incorporated into Compressed Work Week Agreements that could automatically renew the agreement on an annual basis unless notice of discontinue was provide by either party. The intent is to reduce the amount of time each year spent drafting and renewing agreements.

The Union provided suggested text for a new item in the Compressed Work Week Agreement. Item 9.2 would not have an end date for the agreement allowing either party to terminate the agreement with notice.

The Management/Union has agreed to the following wording;

"This agreement shall remain in force from the effective date of signing, and is deemed to have been renewed on an annual basis, until either party gives 30 days written notice that this agreement is to be terminated or renegotiated".

Emergency Preparedness Plan

OMAFRA has a defined role in the provincial emergencies as defined in the Order in Council. Staff provided input and the emergency plans are updated annually and there is a list of staff contracts available to respond to the type of emergency.

Terms of Reference – the terms of reference are not available. We are anticipating that the Terms of Reference will be completed prior to the Divisional meeting.

Haines Report - Update

Justice Haines made 113 recommendations, 85 of these recommendations fell under OMAFRA's jurisdiction. Of these 85, OMAFRA has completed 71 and progress has been made on the remaining 14. Outstanding recommendations;

1. Establish mandatory microbial performance standards,
2. Implementation of an electronic network in provincial and private food laboratories,
3. Changes to the Livestock Medicines Act to prohibit the sale of livestock medicines to anyone without a Livestock Medicines Education Program Certificate,
4. Conduct an independent audit to determine the number of inspectors required in abattoirs to provide proper inspection,
5. Develop and implement a fish inspection program under the Food Safety and Quality Act to regulate the safety of fish sold for human consumption in Ontario,
6. Clarify with MOE roles and responsibilities for meat production waste.

Ministry of Agriculture, Food and Rural Affairs MERC Team Report

7. Give deadstock inspectors additional regulatory authority to issue compliance orders,
8. Extend deadstock regulations to all species,
9. Ensure the disposal of meat production waste is appropriately regulated at all stages of the continuum,
10. Develop and implement a comprehensive compliance, investigation and enforcement policy,
11. Amend the FSQA to eliminate any automatic periods for compliance before a licensing hearing, simplify enforcement provisions, increase monetary penalties, revise offence provisions, create rebuttable presumptions, permit prosecution before an Ontario Court Justice, Legal and policy analyses are underway to look at potential amendments as suggested by Justice Haines,
12. Develop an integrated province-wide information system to support food safety compliance, investigation and enforcement,
13. Ontario Food Inspection Agency – look at developing a single agency for food inspection.

The Ministry of Agriculture, Food and Rural Affairs consists of five Divisions which has 21 Branches and the Ontario Farm Products Marketing Commission and the Agriculture, Food and Rural Affairs Appeal Tribunal.

Minutes - The MERC minutes are posted on the ministry's Intranet at <http://intra.ontario.ca> - look under labour relations. As well, the minutes are posted on the OPSEU website in the MERC section.

Respectfully submitted
OMAFRA MERC Team

Emily Hitchcock, Chair

W (519) 826-3745
H (519) 856-9024
C (519) 400-6274

emily.hitchcock@ontario.ca
hitchcock88@sympatico.ca

Bob Lowry, Vice-Chair

H (905) 357-7881
C (905) 351-7383

bob.lowry@ontario.ca
rlowry2@cogeco.ca

Andrea Gomirato

W (519) 826-4186

andrea.gomirato@ontario.ca