



# Divisional Futures and Community Relations Committee Minutes

Thursday, September 16, 2010 – 12:00 noon.

Conference Room, Administration Office

Present: B. Jolly (Chairperson), G. Buri, Dr. D. Michaels, G. Barnes

Guests: Harley Grouette and Nikolean Day, representing Maple Leaf,

Regrets: M. Snelling.

## 1. CALL TO ORDER:

The Divisional Futures and Community Relations Committee Meeting was called to order at 12:05 p.m. by Chairperson, Trustee Jolly.

## 2. APPROVAL OF AGENDA

The Divisional Futures and Community Relations Committee Agenda was approved.

## 3. COMMITTEE GOVERNANCE GOAL ITEMS

NIL

## 4. OTHER COMMITTEE GOVERNANCE MATTERS

### A) Meeting with Representatives of Maple Leaf

Chairperson, Mrs. Jolly, introduced herself and the representatives of the Divisional Futures and Community Relations Committee. She welcomed the representatives from the Human Resources Department of Maple Leaf and thanked them for attending the meeting. Mrs. Jolly reviewed the role of the Brandon School Division Board of Trustees' Divisional Futures and Community Relations Committee noting the various community groups the Committee has met with over the past several years.

Mrs. Jolly then chaired an informal discussion to understand the future hiring practices of Maple Leaf which would assist the School Division in better preparing for the incoming students to the Division. The key discussions arising from this conversation are:

### Maple Leaf Recruitment of Immigrant Workers

- Maple Leaf confirmed the last recruitment was from Honduras in 2009 with families being eligible to come to Canada in 2011.
- Maple Leaf noted the projections provided to the Division last year were the same.
- Maple Leaf did not have another intake planned for this year or next year.
- Maple Leaf is now drawing from family members such as husbands and wives; brothers and sisters.
- Should another recruitment take place in the future, Maple Leaf will not go outside of their current language groups.
- Maple Leaf spoke to their specific recruitment model noting they recruit in areas where they know they will find candidates who meet that model.

### Maple Leaf Workplace Environment

- Maple Leaf conducts employee EAL training in partnership with the Union. This year the Union will put in benchmarking to ensure that a level of language development is achieved.
- Maple Leaf does not have daycare for employees. Mothers and Fathers do not work together but rather on split shifts.
- Maple Leaf encourages the employment of family and this has lead to a current turnover trend of only 15%. There are currently 2,300 employees.
- Maple Leaf and the Union recently negotiated a five year contract.
- Some immigrant workers are now beginning to move up to the first level of management.
- The second shift is in place and running at full capacity as long as there is hog availability.

#### Community Involvement

- Immigrant employees are assimilating into the Community, buying homes and setting down roots in Brandon.
- They are involved in their local churches and their children's school events.
- Maple Leaf workers to convey Canadian expectations in the area of interpersonal relationships, women's rights and respect in the work place.

#### School Division Concerns

- The Committee inquired about the possibility of obtaining information regarding they schooling of children prior to entering the Brandon School Division.

Maple Leaf committed to speaking to the School Division first before going on their next recruitment session regarding the educational context from which employees are being drawn. They will also provide an overview of the education in the areas where they have currently recruited.

- The Committee inquired as to whether or not parents provide any information as to how they feel their children are doing in the school system.

Maple Leaf noted they do not receive feedback regarding their children's education.

- The Committee inquired about the possibility of having a representative from Maple Leaf speak to students about work opportunities at the plant.

Maple Leaf confirmed they would be pleased to work with Brandon School Division staff in this area.

- Senior Administration expressed concern about the difficulty in obtaining some immunization records prior to children entering the school system.

Maple Leaf will follow-up on this as their policy is all that family members must have a complete medical before being allowed to work for the Company.

## **5. OPERATIONS INFORMATION**

NIL

## **6. NEXT REGULAR MEETING: 10:00 a.m., Thursday, October 21, 2010, Board Room.**

The meeting adjourned at 1:00 p.m.

Respectfully submitted,

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B. Jolly, Chair

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G. Buri (Alternate)

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M. Snelling