

Ministry of Energy, Northern Development and Mines

Ministry Employee Relations Committee (MERC)

Meeting Minutes

Date: December 13, 2018

Location: 159 Cedar Street, Sudbury and via teleconference

For OPSEU:

- Robert Sjonnesen – Co-Chair and Member (NDD)
- Cheryl McDonald – Member (at large)
- Greg Paju – Member (MMD)
- Cisca McInnis – Member (Energy)
- Linda Bouchard-Berzel – Alternate (NDD)
- Julian Rickards – Alternate (MMD)
- Siobhan O’Leary – Alternate (at large)
- Roxanne Barnes – Staff Resource **Regrets**

For the Employer:

- Caroline Savarie – Co-Chair
- John Guerard – Member
- Renée-Luce Simard – Member
- Tai An - Member
- Melanie Muncaster – Alternate **Regrets**
- Justin O’Gorman – Staff Resource
- Pauline Ross – Staff Resource

Recorder:

- Sarah Colton

Guest:

- Bernie Thompson, Senior Manager, Controllershship Office (NDM)

OPSEU chaired the meeting which came to order at 9:11 AM

Adoption of Agenda

Agenda adopted. The following additions were made to Other Business:

- Mining Lands Administrative System (MLAS) Disclosure
- Government Priorities/ NOHFC

Voice Services Initiative was moved up on addition before Business Arising to accommodate guest participation.

Voice Services Initiative

Bernie Thompson, Senior Manager, Controllershship Office, provided an overview and clarification of the Ministry's Voice Services changes. Management noted that case-by-case concerns should be raised with the employee's manager. The Ministry contact for technical issues for NDM is Andrea Duchesne, Financial Officer.

A number of concerns were raised by the Union such as health related concerns using a cellphone, privacy issues and service provider issues. Management will consider these issues in the context of the Voice Services initiative and potential solutions.

Action Required: OPSEU to provide a more fulsome list of concerns to Bernie Thompson for further review and consideration by management.

Business Arising:

Review of Terms of Reference

The item was deferred to the next meeting.

Action Required: Management and Union Co-Chairs to work on a draft prior to the meeting and share with members.

Health and Safety Statistics

This item was deferred to the next meeting.

Action Required: The Union will identify the desired statistics sought at the next meeting.

OPSEU Retirement Statistics

Management provided a summary of NDM retirement statistics based on WIN data (aggregate information only – not employee level detail).

Action Required: No further action required.

Sign-Off on Flexible Work Arrangements

Management reported that NDM's HR Business Branch communicated the Flexible Work Arrangement sign-off process for OPSEU to all NDM managers in October.

Action Required: No action further action required.

Corporate Services Changes

Management provided an update on the integration of the former Ministry of Energy and the former Ministry of Northern Development and Mines into one single ministry. Administrative corporate structure changes (ie. WIN, IFIS) are targeted for completion by the end of March 2019.

Action Required: No further action required.

Use of Temporary Services

Management provided an update that there is currently no use of the OPS Vendor of Record (VOR) for temporary services in NDM. Management further noted use of the VOR for temporary services is infrequent in NDM.

Action Required: No further action required.

Doctor's Notes

Management provided clarification that there have been no changes to the practice of requiring doctor's note under Article 44 of the OPSEU collective agreement. This clarification was requested in light of changes to Bill 148 and the introduction of Bill 47.

Action Required: No further action required.

Compensating Time Off (CTO)

OPSEU raised concerns with respect to the process regarding the use of CTO by employees (ie. when time must be taken by). Management clarified the process consistent with collective agreement provisions.

Action Required: No further action required.

Indigenous Cultural Competency Training (ICCT)

Management provided a status update on the ICCT roll-out in NDM. The Union requested that Management consider that MERC members be trained as early as possible to better support employees who may have questions.

Action Required: Management will consider the Union's request for the next quarter.

Standing Items

Fixed Term Reports:

No issues were identified by the Union.

Action Required: No further action required.

Inclusion Update:

NDM's Inclusion Council is a thriving organization and membership and continues to bring awareness to key inclusion and diversity issues.

Action Required: Consideration to be given to opportunities to integrate Inclusion Councils from Energy and NDM.

TEI Current Status:

The Employer provided a status update on the number of TEIs in ENDM.

Action Required: No further action required.

2019-20 Multi-Year Plan (MYP):

Management provided an update that the Multi-Year Planning (MYP) process replaced the former Program Review and Renewal Transformation process (PRRT). The 2019-

20 Multi-Year Planning Process is intended to develop long-term plans to make government more effective and efficient and ensure all government spending is delivering the best value for the people of Ontario. Decisions regarding MYP are announced by government in the spring budget.

Action Required: No further action required.

Other Business

MLAS Disclosure

The Union requested clarification on how classifications were determined in relation to the MLAS transformation. Management provided an overview of the enterprise classification process that includes a number of parties including management and the Job Evaluations Initiatives Branch (JEIB). JEIB is the delegated authority for classifying all OPS job descriptions.

Action Required: No further action required.

Government Priorities -- NOHFC

The union raised concerns regarding government priorities being provided on a project by project basis relating to NOHFC applications as well as the Minister's Office having direct access to FUNDS. Management advised that this item does not fall under the scope of MERC and suggested that employees raise their concerns with their manager.

Action Required: No further action required.

The proposed MERC meeting schedule for 2019 is as follows:

March 28th, 2019 9:00am- 12:00am
May 29th, 2019 9:00am-12:00am
September 12th, 2019 9:00am-12:00am
December 5th, 2019 9:00am-12:00am

For OPSEU:



Robert Sjonnesen, Co-chair, OPSEU
February 11, 2019

For the Employer:



Caroline Savarie, Co-chair, Management
February 11, 2019