

MINISTRY OF NORTHERN DEVELOPMENT & MINES

MERC MEETING MINUTES

Date: Thursday, June 2, 2016

Location: 159 Cedar St., 7th Floor, Onaping Boardroom, Sudbury

FOR OPSEU:	FOR THE EMPLOYER:
Robert Sjonnesen Carmen Storey Cheryl McDonald Roxanne Barnes	Caroline Savarie Jonathan Barrett Rob Ferguson t/c Marilyn Everingham t/c
Regrets: Joyce Delost	
Recorder: Donna Fillier	

AGENDA ITEM	ISSUE	ACTION REQUIRED
	The Union chaired the meeting which came to order at 9:10 a.m.	
1. Adoption of Agenda	Agenda adopted as written.	
2. Business Arising From Previous Minutes	Health & Safety-- Vehicles Travelling in Non-Cell Territory – Management reported the request to have the tip sheet made available at team meeting was made. The Union expressed concern that employees are still at risk when travelling in non-cell territory. Satellite phones are not necessarily located in the office that requires it at the time. We need to look at each unique situation and develop solutions. Management replied they are committed to ensure the safety of employees.	Management will request the Director of REDB to attend the next MERC meeting to report back with solutions for each NDO office.

	<p>Management/Employee Training – Labour Relations – Management confirmed that Labour Relations training is a part of the Leadership 1.0 course for Managers.</p> <p>Management Representation – A Director from the Northern Development Division will be appointed to the MERC Committee for the next meeting.</p> <p>Isolation Pay Report Back – Management reported everyone entitled to isolation pay was receiving it. A correction has been made to the rate for two employees.</p> <p>RERC/LERC Initialization Follow-up – The Union will be electing their representation and will advise management when they are prepared to re-initialize the RERC. Three members and two alternates will be elected for the Union and North Bay and Kenora offices will be incorporated into the RERC.</p>	<p>Director of REDB will join MERC in time for the next meeting.</p> <p>Management to confirm management membership.</p>
<p>3. Joint Communication to OPSEU Represented Employees – MERC via MNDM NewsBlast</p>	<p>The Union would like to send a joint communication through the NewsBlast to inform MNDM staff about MERC membership, Terms of Reference, etc.</p>	<p>Management agreed to send a joint communication.</p>
<p>4. Hiring Practices – Interview Questions</p>	<p>The Union asked if the practice of providing interview questions and presentations 4 or 5 days ahead of time to candidates is being adopted. Management replied that it is management's discretion to offer questions in advance (time frame to be determined with the advice of our Recruitment Services partners).</p>	
<p>5. ERC Training</p>	<p>The Union anticipates training early in the new year.</p>	

6. Attendance Support Management Program – Regular Reporting	The Union would like to request this as a standing item. It has been agreed to at CERC that management will provide aggregate stats, once available, at the MERC level.	
7. Accommodation Status – Regular Reporting	The Union requested a presentation on the Health Productivity Program to the MERC Committee.	Management agreed to inquire about this presentation and the opportunity to bring it forward.
8. PDLP Process and Developmental Opportunities	The Union expressed concern that staff that have followed through with what is in their PDLPs, but are still not being considered for short-term opportunities when they come up. Management replied that staff should express their interest with the manager of an area they would like to work in so they are on the manager's radar.	Management will continue strategies to ensure we are aware of career interests as indicated through the PDLP.
9. French Language Training in MNDM	The Union brought up the policy of not offering beginner French Language training in the Ministry.	Management will report back on this issue at the next meeting.
10. WSIB Coverage for Workers Continuing Past The Age of 65	The Union stated that regarding employees who decided to continue working after the age of 65, there is confusion as to what WSIB coverage they have. Employees are encouraged to go to www.wsib.on.ca for information.	
11. Standing Items	<ul style="list-style-type: none"> a) Fixed Term Reports – The report, as at March 31st, was reviewed by the Committee. b) Inclusion Update – the Inclusion Report was filed in April and has been posted on our Inclusion site for all staff to view. Inclusion Council will focus on the theme of Mental Wellness this year. c) TEI Current Status – Management reported that we currently have four active requests. d) 2015-16 Program Review and Renewal Transformation Update – Nothing to report at this time. 	

12. Other Business	None to discuss.	
13. Next Meeting	October 6, 2016	

For the Union

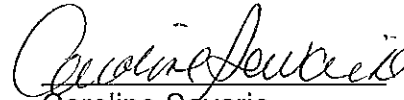


Robert Sjonnesen



Date

For the Employer



Caroline Savarie

Date

