

MINISTRY OF NORTHERN DEVELOPMENT & MINES

MERC MEETING MINUTES

Date: Thursday, July 24, 2014

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

FOR OPSEU: Robert Sjonnesen Joyce Delost t/c Stephen George	FOR THE EMPLOYER: Jamesene King Mary Perry John Guerard t/c Rob Ferguson t/c Marilyn Everingham t/c
Regrets:	
Recorder: Donna Fillier	

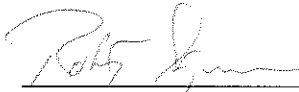
AGENDA ITEM	ISSUE	ACTION REQUIRED
	The Union chaired the meeting which came to order at 9:30 a.m.	
1. Adoption of Agenda	The Union requested that the Fixed Term Classified Report be added to the agenda.	
2. Business Arising From Previous Minutes	<p>Transition Exit Initiative - Management gave an update on the status. Eight requests continue to be active and four in total have been approved.</p> <p>Flexible Work Strategy – Management reported that this was highlighted in the June 13th NewsBlast. Management has confirmed that an eight month pilot within Northern Development Division will</p>	

	<p>commence Sept. 2014. The Union stated that some employees are reporting there are some restrictions being imposed, such as not being allowed to take a Friday as their compressed day off and only choosing from the framework provided by management.</p> <p>Employees are encouraged to discuss unique circumstances and solutions with their manager.</p>	
3. RERC Membership Survey	<p>The Union requested support from management for a joint survey to be conducted for RERC members so they can better understand the membership's issues. Management replied that if RERC would like to survey their members they are free to do so, but do not think this should be a joint effort. Management has already reached out through the OPS Survey and Conversation Cafes that recently took place and already has a lot of data to go through. Management stated that in the future, they may have to do a joint survey on a specific topic, such as training and development, once they have reviewed the data already collected.</p> <p>The Union may conduct a survey and it is agreed that the survey would not be sent to members via work e-mail. The Union may contact employees to obtain personal e-mail addresses.</p> <p>Management has confirmed that MERC, RERC and LERC representatives and members may communicate work related issues using government resources.</p>	
4. OPS Employee Survey	<p>Management gave an update. HR Branches have received their first draft of the survey. Next week there will be an announcement from Secretary of Cabinet on the results. Following that ministries will be able to send out results specific to them. The ministry report will be posted on our intranet site in August.</p>	
5. Field Office Vehicles	<p>Item was referred from the RERC.</p>	<p>Management and Union Co-Chairs will go back to RERC to seek further clarification.</p>

<p>6. Health & Safety – Travelling in Areas Without Access to Assistance</p>	<p>The Union asked how management plans to address the concerns of the employees required to travel in remote areas. Management replied the employee should have a discussion with their manager so arrangements could be made, for example to have a satellite phone available. The OPS Safe Driving Guidelines were just released and staff are encouraged to review them.</p>	<p>Management will send out a memo with the Safe Driving Guidelines and remind staff to have a conversation with their manager if they are travelling to remote areas.</p>
<p>7. Hiring Processes – Northern Ontario Heritage Fund Corporation Program Coordinator</p>	<p>NOHFC had recently posted two positions and it was clearly identified they would be in one of the main six centres. As it turned out, one of the successful candidates is located in Terrace Bay. The issue is if employees were aware the position could be done at a different location, they may have applied. Management replied they have already had a discussion to address this. Management will also discuss this with the Recruitment Consultant so that they will clarify work location at the recruitment engagement meeting that is done with the manager.</p> <p>Managers are encouraged to consider broadening work location options.</p>	
<p>8. MNDM Staff Organizational Chart</p>	<p>The Union asked for org charts that are available with specific reference to numbers of staff. Management replied that if this is being asked of all ministries, we will provide similar to what other ministries have provided before the next MERC meeting.</p>	<p>Management to provide org charts/numbers by next MERC meeting.</p>
<p>9. Inclusion Update (Standing Item)</p>	<p>Starting this fall there will be four initiatives that will be launched for this fiscal - Aboriginal Awareness, OPS Networks, Accessible Documents and Anti Bias/Discrimination Awareness.</p> <p>Diversity Mentoring Partnership Program will also be launching a new session. The application period will be open from Aug. 25th to Sept. 19th. Employees are encouraged to watch for communications in our NewsBlast about this excellent program.</p>	
<p>10. Training & Development (Standing Item)</p>	<p>Training for Sault LERC RERC and MERC – RERC members have submitted for training at the September training session but are currently on hold as it is full. Management will contact Centre for</p>	<p>Management will contact the Centre for Employee Relations and report back.</p>

	<p>Employee Relations about this issue to see if another session can be offered in Sudbury. MERC training is scheduled for phase two. No dates determined yet.</p> <p>Health & Safety Awareness Training – The Union asked what the status is with the Safe Smart Training. Management replied that there are a few outstanding and the appropriate manager has been contacted. An exact number will be provided.</p>	<p>Management will provide the exact number to the Union Co-Chair prior to next MERC.</p>
11. Other Business	<p>Fixed-Term Report – The Union requested that a column for the start date be added to the report.</p> <p>Management wished Stephen well in his retirement.</p>	<p>Management will update the report to include the additional column.</p>
12. Next Meeting	<p>October 23, 2014</p>	

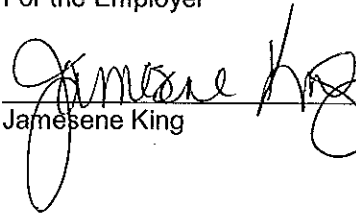
For the Union



 Robert Sjonnesen

July 24, 2014
 Date

For the Employer



 Jamesene King

July 24, 2014
 Date