

MINISTRY OF NORTHERN DEVELOPMENT & MINES

MERC MEETING MINUTES

Date: Wednesday November 22nd, 2017

Location: 31 Wellesley Street, OPSEU Office

FOR OPSEU:	FOR THE EMPLOYER:
Robert Sjonnesen - Co-Chair Cheryl McDonald – Member Greg Paju - Member Roxanne Barnes – Staff Resource Linda Bouchard-Berzel - Alternate	Caroline Savarie - Co-Chair Jack Parker - Member John Guerard – Member (t/c) Justin O’Gorman - Staff Resource Pauline Ross – Staff Resource Melanie Muncaster – Alternate Renée-Luce Simard – Alternate
Regrets: Siobhan O’Leary - Alternate	
Recorder: Carrie Anderson	

AGENDA ITEM	ISSUE	ACTION REQUIRED
	Union chaired the meeting which came to order at 9:10am	N/A
Adoption of Agenda	Agenda adopted as is	
ERC Training Debrief	<p>Training was a success – team as a whole felt it was useful and a lot of good information shared.</p> <p>More time to be dedicated to better agenda preparation including background information.</p>	<p>Recorder to send out a reminder to all MERC members for agenda items 1 month ahead of time going forward.</p> <p>Co-chairs to provide more information when setting agenda items going forward.</p>

	<p>Minutes currently being posted as a scanned copy – will update to accessible Word version.</p> <p>Committee supportive of holding 1 meeting per year in an alternate location.</p> <p>Co-chairs to continue to meet prior to MERC meetings to discuss issues being brought up.</p> <p>Agreed that alternate-management members will be participating in the same manner as OPSEU member-alternates.</p>	<p>Going forward accessible word document will be posted as “original signed by” – signed copy to be held with each co-chair.</p>
Encouraging equal access to Developmental Opportunities	<p>The Union expressed disappointment in the way developmental opportunities are being offered to staff. Discussed inconsistency between the divisions for tracking career development requests from staff.</p> <p>Management advised that all divisions are currently working on action plans to improve employee engagement in this area given results of the employee engagement survey.</p>	<p>Management to inventory what is currently being worked on in the Ministry as well as other ministries to address this issue to bring back to the next meeting for further discussion.</p>
Hiring process for filling vacant and temporary positions	<p>A discussion ensued regarding the posting and filling of vacancies.</p> <p>Management will continue to provide quarterly fixed-term reports to the MERC co-chair for review.</p>	<p>No follow-up</p>
Implementation of new WSIB guidelines for mental health claims	<p>Discussed the new guidelines outlined for WSIB mental health claims and how it could potentially impact employees to build awareness.</p>	<p>No follow-up</p>

Mass Centralized Recruitment Process Review (Talent Pools)	A review of the process was given.	No follow-up
Standing Items	<p>a) Fixed Term Reports: report was sent to the Union Co-Chair on November 9, 2017 for the period ending September 29, 2017.</p> <p>b) Inclusion Update: council is active and continues to meet. Articles and tools are being shared via NewsBlast on a regular basis. Training was provided to managers around resiliency and helping employees with mental health issues.</p> <p>Indigenous Internship Program: 5 jobs posted and all are now closed. Applications are currently being reviewed.</p> <p>c) TEI Current Status: verbal update provided</p> <p>d) 2017-18 Program Review and Renewal Transformation (PRRT) Update: 2017-18 FTE overview was shared verbally.</p> <p>e) ASMP Report: report with statistics only will be shared off-line.</p>	Management to provide report on statistics only to co-chair.
Other Business	<p>Schedule meetings for next year – agreed the spring meeting to be held in Thunder Bay all other meetings to be in Sudbury</p> <p>- February 28th 2018</p> <p>Next agenda to include review of ToR</p> <p>Next agenda to include special and compassionate leave information update</p>	Recorder to send call-out for meeting dates and a hold for February date.

For the Union

For the Employer

Original signed by
Robert Sjonnesen

February 12, 2018
Date

Original signed by
Caroline Savarie

February 12, 2018
Date