

Ministry of Energy, Northern Development and Mines

Ministry Employee Relations Committee (MERC)

Meeting Minutes

Date: September 18, 2019

Location: 159 Cedar Street, Sudbury and via teleconference

For OPSEU:

- Robert Sjonnesen – Co-Chair and Member (NDD)
- Siobhan O’Leary – Member (NDD) - regrets
- Greg Paju – Member (MMD)
- Cisca McInnis – Member (Energy) - regrets
- Linda Bouchard-Berzel – Alternate (NDD) (t/c)
- Julian Rickards (MMD) – Alternate (t/c)
- Roxanne Barnes – Staff Resource

For the Employer:

- Caroline Savarie – Co-Chair
- John Guerard – Member (t/c)
- Steve Beneteau - Member
- Tai An – Member (t/c)
- Melanie Muncaster – Alternate - regrets
- Justin O’Gorman – Staff Resource (t/c)
- Pauline Ross – Staff Resource - regrets

Recorder:

- Carrie Anderson

The Employer chaired the meeting which came to order at 9:08 AM.

Adoption of Agenda

Agenda adopted as is.

Business Arising:

Memorandum of Agreement Regarding MERC Co-Chair's Time

Memorandum of Agreement adopted and signed.

Action Required: N/A

Appendix 15

The Union wanted to review Appendix 15 which encourages the MERC to find ways to reduce the use of fixed-term employees. Management responded by noting that ENDM uses fixed-term employees primarily to backfill positions that are temporarily vacant (i.e. temporary assignments, approved leaves of absence) and seeks to fill vacancies on a permanent basis wherever feasible.

Action Required:

The parties will continue to monitor the use of fixed-term employees.

Workload Issues

The Union has identified that employees have raised concerns with additional workload due to positions remaining vacant. The parties have suggested that employees inform their managers if their workload is unmanageable and managers to routinely check-in with employees where additional workload is assigned.

Action Required:

The Union will follow-up and encourage employees to raise these issues with their manager.

Indigenous Cultural Competency Training Update

The Union requested an update on current registration rate. Management provided an update on registration rates to date. For the first year (2018-19) of the program there were 161 registrants and the ENDM quota for 2019-20 is 324 registrants.

Action Required: N/A

Government Mandate Letters

The Union has requested a copy of the Ministry mandate letter further to a ruling by the Information and Privacy Commissioner. Management advised they do not have access to the mandate letters and that the decision is currently under judicial review.

Action Required: N/A

Standing Items:

Fixed-Term Reports

The last report submitted was for period ending June 30th. The next report will be for period ending September 30th.

Action Required: N/A

Inclusion Update

Management provided an update on the new chair of the council (Leah Schmidt) and thanked the previous chair (Merilla Clement) for her dedication to the council. The Inclusion Council is currently preparing for the annual Inclusion Summit which will take place virtually this year. Management also reported that Energy staff will be invited to join the council as a new ENDM Inclusion Council.

Action Required: N/A

TEI Current Status

Management provided an update.

Action Required: N/A

2019-20 Multi-Year Plan (MYP)

Action Required: N/A

Other Business:

N/A

Next Meeting:

Next meeting is December 11th, 2019.

For OPSEU:



Robert Sjonnesen, Co-chair, OPSEU September 18, 2019

For the Employer:



Caroline Savarie, Co-chair, Management September 18, 2019