

Ministry of Energy, Northern Development and Mines Ministry Employee Relations Committee (MERC) Meeting Minutes

Date: December 11, 2019

Location: 159 Cedar Street, Sudbury and via teleconference

For OPSEU:

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

For the Employer:

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

Recorder:

- Carrie Anderson

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

Adoption of Agenda

Agenda adopted as is.

Employee Relations Training

New dates for Employee Relations Training have been offered. The committee has agreed to wait until after OPSEU divisional elections to participate in a training session.

Action Required: N/A

Inclement Weather Process

The Union has raised concerns with consistency in multi-ministry buildings with a process during inclement weather situations and would like ENDM to come up with a policy or protocol for these situations.

Management has indicated that managers have discretion and use of the four-fold test to address employee concerns in these situations. Managers should be collaborating with other managers within the ministry to determine a consistent approach to the weather situation impacting all ENDM employees on site. Employees are reminded to discuss their personal circumstances with their managers as required.

Action Required:

Management will send communication to the ministry leadership team to remind them that decisions impacting multiple employees should be discussed with the other managers on site.

Annual Flexible Work Arrangement Reporting

Management provided a report back on flexible work arrangements in ENDM. Of 276 OPSEU represented employees, 95 have a flexible work arrangement. The Union has asked if there are any informal flexible work arrangements. Management has informed OPSEU that the model agreements are being used.

Action Required: N/A

Expressions of Interest (EOI)

The Union has indicated they do not support the use of Expressions of Interest and would prefer the use of recruitment competitions. Management has advised it is not current practice in ENDM to use Expressions of Interest for OPSEU positions.

Action Required: N/A

Standing Items:

Fixed-Term Reports:

Management provided the latest report to the Union co-chair.

Action Required: N/A

Inclusion Update:

Management has reported the Inclusion Council now includes members from both Energy and Northern Development and Mines. The annual Inclusion Summit will take place in January with the new members.

Action Required:

Management will provide the MERC Union co-chair with a list of Inclusion Council members.

TEI Current Status:

Management provided an update.

Action Required: N/A

2019-20 Multi-Year Plan (MYP):

Management has no update to provide.

Action Required: N/A

2020-21 Multi-Year Plan (MYP):

Management has no update to provide.

Action Required: N/A

Other Business:

No other business to report on.

Next Meeting:

Next meeting is March 25th, 2020.

For OPSEU:

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



For the Employer:



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