

# **Ministry of Energy, Northern Development and Mines**

## **Ministry Employee Relations Committee (MERC)**

### **Meeting Minutes**

**Date:** March 18, 2021

**Location:** Microsoft Teams Meeting

**For OPSEU:**

- Siobhan O’Leary – Co-Chair and Member (NDD)
- Greg Paju – Member (MMD)
- Cisca McInnis – Member (SNAPD)
- Linda Bouchard-Berzel – Alternate (NDD) - Regrets
- Julian Rickards – Alternate (MMD)
- Mike Grimaldi – Staff Resource

**For the Employer:**

- Caroline Savarie – Co-Chair and Member (CMD)
- Steve Beneteau – Member (MMD)
- José Yee – Member (CMD)
- Melanie Muncaster – Member (NDD)
- Tracey Dawson-Kinnonen - Alternate (NDD) – Regrets
- Katherine Gee – Staff Resource
- Pauline Ross – Staff Resource (CMD)
- John Hechler – Alternate (MMD)

**Recorder:**

- Katelyne Cooley (CMD)

Management chaired the meeting which came to order at 9:04am.

## **1. Adoption of Agenda**

## **2. Agenda is adopted as is. Business Arising**

### 2a. 2021 Meeting Dates

Meetings scheduled in advance for the following dates:

June 9, 2021

September 7, 2021

December 8, 2021

### 2b. Professional Designation Fees

Management reporting back that they reviewed the matter. The parties agree that CERC would be an appropriate forum for this item.

### **3. Flexible Work Arrangement Reporting**

Management provided an update on ENDM's Flexible Work Arrangements for OPSEU staff, for the period ending December 31, 2020. The report will be shared with OPSEU.

### **4. COVID-19: ENDM Notification Protocol for confirmed COVID-19 positive case**

Management confirmed that we do not have a Return To Work (RTW) date.

Management provided an update on ENDM's Notification Protocol for case positive employees and contractors. Prior to entering the workplace on an ad-hoc basis, ENDM staff are required to seek prior approval from their manager, do a self-assessment using the MOH workplace screening tool and are also required to use the ENDM sign-in log upon entering the work place

MOH requires all public offices (e.g. OPS ministries including Service Ontario and other ministries that receive clients, private sector and BPS employers) to implement protocols for employees, visitors, clients, contractors, such as physical distancing, use of face coverings, self-assessment (active or passive), restricted elevator capacity and the requirement to sign-in.

### **5. Standing Items**

#### **5a. Fixed-Term Reports:**

Management provided the latest report to the Union. The next report that is due is for the period ending March 31, 2021.

#### **5b. Anti-Racism, Inclusion and Diversity Update:**

The development of ENDM's Anti-Racism Action Plan (ARAP) is underway. MERC met on February 2, 2021 to review the framework and to provide their input and insights for the ARAP. The Ministry hosted four facilitated sessions with 62 staff attending those sessions. The survey has closed and was completed by 63 staff. There were also divisional engagements, as part of the consultation strategy. The ministry will be considering all of these inputs and insights and will provide a report back by early April.

The Inclusion Council has evolved its name to the Anti-Racism, Diversity and Inclusion Council. The council held a very successful and well-attended annual summit on March 1, 2021.

The Anti-Black Racism Focus Group hosted several well attended events to celebrate Black History Month.

5c. TEI Current Status:

Management provided the current status.

5d. 2021-22 Multi-Year Plan (MYP):

No updates.

**6. Other Business**

No other business at this time.

**Next Meeting**

June 9, 2021

**For OPSEU**

Siobhan O'Leary, Co-chair OPSEU, **March 18, 2021**

**For the Employer**



Caroline Savarie, Co-chair Management, **March 18, 2021**