

Ministry of Energy, Northern Development and Mines

Ministry Employee Relations Committee (MERC)

Meeting Minutes

Date: December 15, 2020

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)
- 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)
- John Guerard – Alternate (NDD) - Regrets
- Katherine Gee – Staff Resource
- Pauline Ross – Staff Resource (CMD)

Recorder:

- Carrie Anderson (CMD)

The Union chaired the meeting which came to order at 9:03am.

1. Adoption of Agenda

Both Management and the Union raised new agenda items which are listed under Other Business.

2. Business Arising

2a. Review of ENDM Return to Workplaces Resource Guide for Employees

After the last meeting, management provided the latest version of the guide to the Union for review.

Action Required: N/A

3. Position Reclassification

The Union raised that the Geoscience Assessors are looking for an update on their request to have their job descriptions reviewed and reclassified. Management has encouraged the Union to have employees request a status update from the new manager.

Action Required: N/A

4. 2021 Meeting Dates

Carrie will look for some suggested dates for the quarterly MERC meetings for 2021 to send to the team.

An ad hoc meeting will be scheduled for return to workplace discussions in early February 2021.

Action Required: Carrie to send out proposed meeting dates for the quarterly MERC meetings for 2021.

5. Standing Items

5a. Fixed-Term Reports:

Management provided the latest report to the Union.

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

An Anti-Black Racism Focus Group has been initiated in the ministry and will be developing an Anti-Black Racism Action Plan.

Management indicated that all ministries are required to create an Anti-Racism Action Plan by March 31, 2021. An approach has been approved where there will be engagement from employees in each division, the ENDM Inclusion Council as well as the Anti-Black Racism Focus Group.

The Inclusion Council is currently planning the 2021 Wellness Fair, to take place in early 2021.

5c. TEI Current Status:

Management provided the current status.

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

The 2021-22 MYP was submitted by ENDM on November 16th, 2020.

6. Other Business

1. Management is requesting the addition of an additional management alternate. The Union had no objections to this request.

Action Required: N/A

2. The Union raised that a professional designation is required for Geoscientists with the Professional Geoscientists of Ontario (PGO). Annual dues for the designation is \$475 which is not covered by the employer. The Union is asking if the ministry would be willing to cover some of or the full costs of these dues for the positions where this designation is a requirement of their position.

Management will need to look into this matter further in order to provide a response at the next meeting.

Action Required: Management to review this item and provide an update at the next MERC meeting.

Next Meeting

To be determined.

For OPSEU

Approved via email (saved)

Siobhan O'Leary, Co-chair OPSEU, January 4, 2021

For the Employer

A handwritten signature in black ink, appearing to read 'Caroline Savarie', with a stylized flourish at the end.

Caroline Savarie, Co-chair Management, January 5, 2021