

**NORTH BAY PARRY SOUND DISTRICT HEALTH UNIT  
PERSONNEL POLICY, LABOUR/EMPLOYEE RELATIONS COMMITTEE OF THE BOARD OF HEALTH  
MINUTES – NOVEMBER 24, 2021  
345 Oak Street West, Nipissing Room, North Bay, Ontario**

**PRESENT:**

**Nipissing District:**

Central Appointee

Dave Butti

Central Appointee

Nancy Jacko

Central Appointee

Stuart Kidd

Central Appointee

Scott Robertson

Eastern Appointee

Dean Backer

Western Appointee

Dan Roveda

**Parry Sound District:**

North Eastern Appointee

Blair Flowers

South Eastern Appointee

Marianne Stickland

Western Appointee

Jamie McGarvey

**Public Appointee:**

Gary Guenther

**Medical Officer of Health/Executive Officer**

Dr. Jim Chirico

**ALSO IN ATTENDANCE:**

Executive Director, Human Resources

Josée Goulet

Public Health Physician

Dr. Zimbalatti

**REGRETS:**

Central Appointee

Tanya Vrebosch

**RECORDER:**

Management Administrative Assistant

Sheri Beaulieu

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**1.0 CALL TO ORDER**

Due to the COVID-19 pandemic, the October 15, 2020, Personnel Policy, Labour/Employee Relations Committee meeting was held electronically, and audio live-streamed for public access.

Nancy Jacko, Board of Health Chairperson, called the November 24, 2021, Personnel Policy, Labour/Employee Relations Committee meeting to order at 5:00 p.m.

**2.0 ELECTION**

**2.1 Election of Chairperson**

Nominations for Chairperson for the Personnel Policy, Labour/Employee Relations Committee for 2021 were received electronically prior to the meeting.

Scott Robertson was nominated via email. Nancy opened the floor for further nominations.

Nominations were closed and the following motion was read:

**Personnel Policy, Labour/Employee Relations Committee Recommendation**  
**#PPLER/2021/11/01 \*Backer/Jacko**

***Be It Resolved***, that Scott Robinson be elected Chairperson of the Personnel Policy, Labour/Employee Relations Committee for the North Bay Parry Sound District Health Unit for the year 2021.

The recorded vote was as follows:

<b>Name:</b>	<b>For:</b>	<b>Against:</b>	<b>Abstain:</b>	<b>Name:</b>	<b>For:</b>	<b>Against:</b>	<b>Abstain:</b>
Dean Backer	x			Jamie McGarvey	R		
Dave Butti	x			Scott Robertson	x		
Blair Flowers	R			Dan Roveda	x		
Gary Guenther	x			Marianne Stickland	x		
Nancy Jacko	x			Tanya Vrebosch	R		
Stuart Kidd	x						

“Carried”

## **2.2 Election of Vice-Chairperson**

Nominations for Vice-Chairperson for the Personnel Policy, Labour/Employee Relations Committee for 2021 were received electronically prior to the meeting.

Marianne Stickland was nominated. Scott Robertson opened the floor for further nominations.

Nominations were closed and the following motion was read:

**Personnel Policy, Labour/Employee Relations Committee Recommendation**  
**#PPLER/2021/11/02 \*Butti/Guenther**

***Be It Resolved***, that Marianne Stickland be elected Vice-Chairperson of the Personnel Policy, Labour/Employee Relations Committee for the North Bay Parry Sound District Health Unit for the year 2021.

The recorded vote was as follows:

<b>Name:</b>	<b>For:</b>	<b>Against:</b>	<b>Abstain:</b>	<b>Name:</b>	<b>For:</b>	<b>Against:</b>	<b>Abstain:</b>
Dean Backer	x			Jamie McGarvey	x		
Dave Butti	x			Scott Robertson	x		
Blair Flowers	R			Dan Roveda	x		
Gary Guenther	x			Marianne Stickland	x		
Nancy Jacko	x			Tanya Vrebosch	R		
Stuart Kidd	x						

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“Carried”

### **3.0 APPROVAL OF THE AGENDA**

The motion regarding the November 24, 2021, Personnel Policy, Labour/Employee Relations Committee agenda was read:

**Personnel Policy, Labour/Employee Relations Committee Recommendation**  
**#PPLER/2021/11/03 \*Kidd/McGarvey**

***Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee agenda for November 24, 2021, be approved.***

The recorded vote was as follows:

<b>Name:</b>	<b>For:</b>	<b>Against:</b>	<b>Abstain:</b>	<b>Name:</b>	<b>For:</b>	<b>Against:</b>	<b>Abstain:</b>
Dean Backer	x			Jamie McGarvey	x		
Dave Butti	x			Scott Robertson	x		
Blair Flowers	R			Dan Roveda	x		
Gary Guenther	x			Marianne Stickland	x		
Nancy Jacko	x			Tanya Vrebosch	R		
Stuart Kidd	x						

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“Carried”

### **4.0 CONFLICT OF INTEREST DECLARATION**

There were no conflicts of interest declared.

### **5.0 APPROVAL OF PREVIOUS MINUTES**

#### **5.1 Personnel Policy, Labour/Employee Relations Committee – October 15, 2020**

The minutes from the October 15, 2020, Personnel Policy, Employee and Labour Relations Committee meeting were presented.

The following motion was read:

**Personnel Policy, Labour/Employee Relations Committee Recommendation**  
**#PPLER/2021/11/04 \*Jacko/Backer**

***Be It Resolved***, that the minutes from the Personnel Policy, Labour/Employee Relations Committee meeting held on October 15, 2020, be approved as presented.

The recorded vote was as follows:

<b>Name:</b>	<b>For:</b>	<b>Against:</b>	<b>Abstain:</b>	<b>Name:</b>	<b>For:</b>	<b>Against:</b>	<b>Abstain:</b>
Dean Backer	x			Jamie McGarvey	x		
Dave Butti	x			Scott Robertson	x		
Blair Flowers	R			Dan Roveda	x		
Gary Guenther	x			Marianne Stickland	x		
Nancy Jacko	x			Tanya Vrebosch	R		
Stuart Kidd	x						

“Carried”

**5.2 Personnel Policy, Labour/Employee Relations Committee In Camera Minutes – October 15, 2020**

The in camera minutes from the October 15, 2020, Personnel Policy, Labour/Employee Relations Committee, meeting were presented.

The following motion was read:

**Personnel Policy, Labour/Employee Relations Committee Recommendation**  
**#PPLER/2021/11/05 \*Guenther/Butti**

***Be It Resolved***, that the minutes from the Personnel Policy, Labour/Employee Relations Committee in camera meeting held on October 15, 2020, be approved as presented.

The recorded vote was as follows:

<b>Name:</b>	<b>For:</b>	<b>Against:</b>	<b>Abstain:</b>	<b>Name:</b>	<b>For:</b>	<b>Against:</b>	<b>Abstain:</b>
Dean Backer	x			Jamie McGarvey	x		
Dave Butti	x			Scott Robertson	x		
Blair Flowers	R			Dan Roveda	x		
Gary Guenther	x			Marianne Stickland	x		
Nancy Jacko	x			Tanya Vrebosch	R		
Stuart Kidd	x						

“Carried”

## 6.0 DATE OF NEXT MEETING

Date: At the call of the Chair

Time: To Be Determined

Location: Nipissing Room, 345 Oak Street West, North Bay

## 7.0 BUSINESS ARISING

There were no agenda items under Business Arising.

## 8.0 NEW BUSINESS

### 8.1 Negotiations Committee Membership

On March 31, 2022, current union contracts and the non-union agreement will be expired and up for negotiation.

Board of Health representation is required for the Ontario Nurses’ Association (ONA) and Ontario Public Employee Union (OPSEU) negotiations. The request for representatives for the Negotiation Committee is coming forward early to schedule meetings for early 2022. Meetings are anticipated to be held virtually.

The following motion was read:

**Personnel Policy, Labour/Employee Relations Committee Recommendation**  
**#PPLER/2021/11/06 \*McGarvey/Kidd**

***Whereas, Ontario Nurses’ Association (ONA) collective agreement and the Ontario Public Service Employee Union’s (OPSEU) collective agreement expires On March 31, 2022.***

***Now Therefore Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee recommends that the Board of Health for the North Bay Parry Sound District Health Unit appoint Nancy Jacko and Scott Robertson as back-up if needed, as Board of Health representatives on the North Bay Parry Sound District Health Unit Negotiation Committee for 2022; and***

***Furthermore Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee recommends that the Board of Health approve remuneration for this activity in accordance with Board of Health policy #B-F-004 – Remuneration-Board of Health Members.***

The recorded vote was as follows:

<b>Name:</b>	<b>For:</b>	<b>Against:</b>	<b>Abstain:</b>	<b>Name:</b>	<b>For:</b>	<b>Against:</b>	<b>Abstain:</b>
Dean Backer	x			Jamie McGarvey	x		
Dave Butti	x			Scott Robertson	x		
Blair Flowers	x			Dan Roveda	x		
Gary Guenther	x			Marianne Stickland	x		
Nancy Jacko	x			Tanya Vrebosch	R		
Stuart Kidd	x						

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“Carried”

## 9.0 IN CAMERA

There was no in camera session.

## 10.0 ADJOURNMENT

Having no further business, the Chairperson adjourned the Personnel Policy, Labour/Employee Relations Committee meeting at 5:15 p.m.

*Original Signed by Scott Robertson*

*2022/05/25*

Chairperson/Vice-Chairperson

Date (yyyy/mm/dd)

*Original Signed by Sheri Beaulieu*

*2022/05/25*

Sheri Beaulieu, Recorder

Date (yyyy/mm/dd)