

**NORTH BAY PARRY SOUND DISTRICT HEALTH UNIT
PERSONNEL POLICY, LABOUR/EMPLOYEE RELATIONS COMMITTEE OF THE BOARD OF HEALTH
MINUTES – SEPTEMBER 28, 2022
345 Oak Street West, Nipissing Room, North Bay, Ontario**

PRESENT:

Nipissing District:

Central Appointee

Nancy Jacko

Central Appointee

Scott Robertson (*Chairperson*)

Parry Sound District:

Northeastern Appointee

Blair Flowers

Southeastern Appointee

Marianne Stickland (*Vice-Chairperson*)

Western Appointee

Jamie McGarvey

Public Appointee:

Gary Guenther

Medical Officer of Health/Executive Officer

Dr. Jim Chirico

ALSO IN ATTENDANCE:

Associate Medical Officer of Health

Dr. Zimbalatti

Executive Director, Human Resources

Josée Goulet

Executive Director, Finance

Isabel Churcher

Executive Director, Corporate Services

Paul Massicotte

REGRETS:

Central Appointee

Dave Butti

Central Appointee

Tanya Vrebosch

Eastern Appointee

Dean Backer

Western Appointee

Dan Roveda

RECORDER:

Management Administrative Assistant

Sheri Beaulieu

1.0 CALL TO ORDER

The Personnel Policy, Labour/Employee Relations Committee members joined the meeting via Teams video conference. Live streaming of the meeting was available to the media and public through a link provided on the Health Unit's website.

Scott Robertson called the September 28, 2022, Personnel Policy, Labour/Employee Relations Committee meeting to order at 5:24 p.m.

2.0 APPROVAL OF THE AGENDA

The motion regarding the September 28, 2022, Personnel Policy, Labour/Employee Relations Committee agenda was read:

**Personnel Policy, Labour/Employee Relations Committee Recommendation #PPLER/2022/09/01 *
McGarvey/Jacko**

Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee agenda for September 28, 2022, be approved.

The recorded vote was as follows:

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Dean Backer	R			Jamie McGarvey	x		
Dave Butti	R			Scott Robertson	x		
Blair Flowers	X			Dan Roveda	R		
Gary Guenther	x			Marianne Stickland	x		
Nancy Jacko	x			Tanya Vrebosch	R		

“Carried”

3.0 CONFLICT OF INTEREST DECLARATION

There were no conflicts of interest declared.

4.0 APPROVAL OF PREVIOUS MINUTES

4.1 Personnel Policy, Labour/Employee Relations Committee – May 25, 2022

The minutes from the May 25, 2022, Personnel Policy, Labour/Employee Relations Committee meeting were presented.

The following motion was read:

**Personnel Policy, Labour/Employee Relations Committee Recommendation #PPLER/2022/09/02*
Guenther/Stickland**

Be It Resolved, that the minutes from the Personnel Policy, Labour/Employee Relations Committee meeting held on May 25, 2022, be approved as presented.

The recorded vote was as follows:

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Dean Backer	R			Jamie McGarvey	X		
Dave Butti	R			Scott Robertson	X		
Blair Flowers	X			Dan Roveda	R		
Gary Guenther	X			Marianne Stickland	X		
Nancy Jacko	X			Tanya Vrebosch	R		

“Carried”

4.2 Personnel Policy, Labour/Employee Relations Committee – May 25, 2022 – In Camera

The minutes from the May 25, 2022, Personnel Policy, Labour/Employee Relations Committee in camera meeting were presented.

The following motion was read:

Personnel Policy, Labour/Employee Relations Committee Recommendation #PPLER/2022/09/03*
Jacko/Guenther

Be It Resolved, that the minutes from the Personnel Policy, Labour/Employee Relations Committee in camera meeting held on May 25, 2022, be approved as presented.

The recorded vote was as follows:

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Dean Backer	R			Jamie McGarvey	X		
Dave Butti	R			Scott Robertson	X		
Blair Flowers	X			Dan Roveda	R		
Gary Guenther	X			Marianne Stickland	X		
Nancy Jacko	X			Tanya Vrebosch	R		

“Carried”

5.0 DATE OF NEXT MEETING

Date: To be determined
Time: To be determined
Location: To be determined

6.0 BUSINESS ARISING

There were no agenda items under Business Arising.

7.0 IN CAMERA

7.1 Labour Relations or Employee Negotiations

The following motion was read:

Personnel Policy, Labour/Employee Relations Committee Recommendation #PPLER/2022/09/04*
Stickland/McGarvey

Now Therefore Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee move in camera at 5:28 p.m. to discuss agenda item 8.1, Labour Relations or Employee Negotiations.

The recorded vote was as follows:

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Dean Backer	R			Jamie McGarvey	X		
Dave Butti	R			Scott Robertson	X		
Blair Flowers	X			Dan Roveda	R		
Gary Guenther	X			Marianne Stickland	X		
Nancy Jacko	X			Tanya Vrebosch	R		

“Carried”

At the close of the in-camera session, the following motion was read:

**Personnel Policy, Labour/Employee Relations Committee Recommendation #PPLER/2022/09/05 *
Guenther/Stickland**

Now Therefore Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee rise and report at 5:52 p.m.

The recorded vote was as follows:

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Dean Backer	R			Jamie McGarvey	X		
Dave Butti	R			Scott Robertson	X		
Blair Flowers	X			Dan Roveda	R		
Gary Guenther	X			Marianne Stickland	X		
Nancy Jacko	X			Tanya Vrebosch	R		

“Carried”

Upon rising and reporting, the following motions were read:

**Personnel Policy, Labour/Employee Relations Committee Recommendation #PPLER/2022/09/06 *
McGarvey/Jacko**

Whereas, the current Ontario Nurses’ Association (ONA) collective agreement expired on March 31, 2022; and

Whereas, negotiations were held with ONA on September 7, 8, 14 and 16, 2022.

Now Therefore Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee recommend that the Board of Health approve the monetary changes to the collective agreement between the North Bay Parry Sound District Health Unit and ONA for full-time and part-time employees effective April 1, 2022, to March 31, 2025.

The recorded vote was as follows:

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Dean Backer	R			Jamie McGarvey	X		
Dave Butti	R			Scott Robertson	X		
Blair Flowers	X			Dan Roveda	R		
Gary Guenther	X			Marianne Stickland	X		
Nancy Jacko	X			Tanya Vrebosch	R		

“Carried”

**Personnel Policy, Labour/Employee Relations Committee Recommendation #PPLER/2022/09/07 *
Guenther/Stickland**

Whereas, the current Management/Non-Union (MNU) Employment Policy expired on March 31, 2022;
and

Whereas, discussions were held with MNU representatives on August 31, 2022, September 12 & 22,
2022.

Now Therefore Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee
recommend that the Board of Health approve the monetary changes to the MNU Employment Policy
between the North Bay Parry Sound District Health Unit for full-time and part-time MNU employees
effective April 1, 2022 to March 31, 2025.

The recorded vote was as follows:

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Dean Backer	R			Jamie McGarvey	X		
Dave Butti	R			Scott Robertson	X		
Blair Flowers	X			Dan Roveda	R		
Gary Guenther	X			Marianne Stickland	X		
Nancy Jacko	X			Tanya Vrebosch	R		

“Carried”

8.0 NEW BUSINESS

There was nothing brought forward under New Business.

9.0 ADJOURNMENT

Having no further business, the Chairperson adjourned the Personnel Policy, Labour/Employee Relations
Committee meeting at 5:55 p.m.

Original signed by Jamie Lowery

2023-04-26

Chairperson/Vice-Chairperson

Date (yyyy/mm/dd)

Original signed by Sheri Beaulieu

2023-04-26

Sheri Beaulieu, Recorder

Date (yyyy/mm/dd)