



# HR Solutions<sup>+</sup>

EMPLOYEE & LABOUR RELATIONS SERVICE

NEW ENHANCED SERVICE

# OUR STORY

Created in 1987 **The MEARIE Group** has continued to develop products & services to meet our member's evolving needs. Our portfolio of insurance products offers a full range of insurance solutions dedicated exclusively to the energy sector, including liability, property, vehicle insurance and group employee benefits. Today, our services have expanded to include HR and Business Solutions.

**The MEARIE Group's HR Solutions<sup>+</sup>** services include:

- Group Employee Benefits
- Executive Search & Recruitment
- HR Information Services
- Actuarial Valuation Services
- Management Salary Survey
- Employee & Labour Relations Service

Our primary focus is to help you build productive workplaces by providing solutions for key business initiatives relating to compensation, recruitment and other HR issues.

## EMPLOYEE & LABOUR RELATIONS SERVICE

Human capital is the most important asset a company has. Timely, professional legal advice is critical to the success of your LDC.

**The MEARIE Group** is excited to provide you with access to our new and improved Employee & Labour Relations Service (ELRS). MEARIE has partnered with Norton Rose OR LLP, one of Canada's leading law firms that specializes in employment and labour law, with comprehensive experience in the energy sector.

As part of our strategic alliance to provide you with valuable, enhanced service through the ELRS program, we have also chosen LabServ Consulting Inc. as our management consulting partner. LabServ brings over 30 years experience in employee and labour relations consulting with an emphasis on labour negotiations, mediation and arbitration.

We can help you with all your "people" issues and are confident that this new partnership will deliver superior results for all your employee labour and relation needs.

# EMPLOYEE & LABOUR RELATIONS SERVICE

**The Employee & Labour Relations Service (ELRS)** is a “one-stop” solution for all of your employee and labour relations needs. Our ELRS partners will provide professional guidance and support in all HR matters and assist with your day-to-day HR problem solving requirements.

**The Choice is Yours!** Your first point of contact can be with our management consultant, LabServ Consulting Inc. or directly with our legal partner Norton Rose OR LLP.

## RETAINER FEES

**The MEARIE Group Employee & Labour Relations Service** offers a fixed cost solution to deal with all your day-to-day employee and labour relation matters. Rather than a fee-for-service agreement, the retainer approach reduces administration costs and encourages management to seek early advice on issues.

Size of LDC	Annual Fee
Small (1 - 15 employees)	\$ 6,000
Medium (16 - 75 employees)	\$ 10,000
Large (75+ employees)	\$ 14,000

We estimate that an average of two hours of legal counsel/management consulting time per week, at billable hours, would result in increased costs of up to three times the amount of the retainer fee.

When you consider the benefits of the **Employee & Labour Relations Service The MEARIE Group** is offering, the choice is obvious.

## LEGAL COUNSEL

Norton Rose OR LLP has dedicated 12 lawyers from their team to work with MEARIE ELRS subscribers. These lawyers have been specifically chosen for the ELRS team based on their extensive expertise and knowledge in the energy sector.

The Norton Rose OR LLP lawyer will assess your HR issue and provide you with general guidance and advice. Telephone inquiries or e-mail exchanges that can address your HR issue in 30 minutes or less are included within your annual fee. Should the matter require additional legal services, you can select Norton Rose OR LLP to assist you in dealing with the issue, and will be entitled to a 10% discount off their normal hourly rate.

## MANAGEMENT CONSULTING

A representative from LabServ Consulting Inc. is available to respond to all of your day-to-day inquiries and will provide professional assistance and guidance on matters such as collective agreement interpretation, managing poor performance, preparing for mediation, arbitration, collective bargaining, etc.

Included in each ELRS subscription is **10 free hours of management consulting per year**. This consulting allowance can be used toward matters that are more complex in nature and not covered under the ELRS subscription (terminations, attendance at arbitration and matters before the Ministry of Labour, etc.)

## ADDITIONAL BENEFITS

- Customized, searchable databases providing relevant information on industry specific:
  - Collective agreement language
  - Cases of interest
  - Guidelines on employment policies
  - Online access to FAQs providing immediate resources to manage routine issues
  - ELRS communiqués and information releases about cases of interest, legislative updates, or other pertinent information crucial to LDC HR practitioners
  - Entrance for up to two employees to attend one Employment and Labour law training session conducted by LabServ Consulting Inc. on an annual basis
  - Entrance for one delegate to attend our annual HR<sup>+</sup>Conference

# OUR PARTNERS

## Norton Rose OR LLP



Norton Rose OR LLP's employment law team has experience in all areas of contentious & non-contentious employment law matters. They offer full business law service to many of the world's pre-eminent financial institutions & corporations globally and their energy practice is one of the largest global energy teams in the world.

The services offered in employment and labour law includes:

- Grievance Arbitration
- Med-Arb
- Employment Standards
- Executive employment law
- Wrongful dismissal litigation
- Human rights litigation
- Privacy and managing medical information
- Workplace health and safety and appeals
- Occupational Health and Safety proceedings
- Interpretation and application of collective agreements
- Collective bargaining
- Disability/attendance management & workplace program
- Contingency planning, injunction proceedings, illegal strike applications
- Labour Board representation
- Pension & benefits

## LabServ Consulting Inc.



With over 30 years experience in all aspects of employee and labour relations, Alex Mercer can provide you with the guidance and expertise you need to successfully navigate the challenges associated with HR issues.

Alex, the author of "How To's of Supervision & Labour Relations" has diverse range of experience in all facets of labour relations can provide valuable assistance with:

- Mediation
- Arbitration preparation
- Negotiations
- Collective agreement interpretation
- Managing grievances
- Pay equity and internal equity
- Workplace Privacy
- Human Rights complaints
- Performance management
- Training, including joint management and union training
- Health and safety
- And much more!



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