

Human Resources: A Look Forward for 2021

Middlesex County Council

June 22, 2021

Jessica Ngai

Human Resource Manager

Agenda

Our Human Resources
Team

HR Projects

HR Trends

Union Negotiations

Our Human Resources Team



Jessica Ngai
Human Resources
Manager



John Elston
Safety & Standards
Officer



Human Resources
Coordinator

Human Resources Projects

Modernization

Land Ambulance

Local Support

Union Negotiations



CUPE 101.5 (Inside Workers)

- 1.7% each term
- 2-year term; expiring December 31, 2021

ONA (RNs at Strathmere Lodge)

- Arbitration scheduled for October of 2022

Unifor 302 (Strathmere Lodge)

- 1.7% each term
- 3-year term; expiring December 31, 2023

CUPE 2018 (Outside Workers)

- Expires June 30, 2021
- Bargaining dates to be scheduled

Human Resources Trends

Competition for Talent

- Overall decrease in applications
- Global remote work affecting qualified candidate pool

Shift to Hybrid Work Models

- Offers employees greater flexibility (work-life-balance)
- Requires new management techniques

Employee Wellness & Wellbeing

- COVID-19 has impacted employees' mental health

Questions