

## MINUTES

### HUMAN RESOURCES COUNCIL MEETING October 2, 2024, via Videoconference

#### Attendees via teleconference:

<b>Council Members</b>	<b>Company</b>
Jaclyn Belisle (Chair)	Weatherford Canada
Kirstyn Myren	Iron Horse Energy Services
Crystal Mandau	Precision Well Servicing
Mary-Ann Petersen	STEP Energy Services
Susie Sochowski	Sanjel
Steph Halliday	SLB
Cecilia Herbas Andre	Stage Completions
Brittany Jorgensen	Strike Group
Heather Donkers	STEP Energy
Debbie Charlton	BJ Energy
Andrew Schaus	Lifting Solutions Inc.
Kim Carothers	Streamflo Group
Julie Kirkwood	Championx
Abbie Baverstock	Trican
Julia Becker	Weatherford
Melissa Mcgreggor	Bonnets Energy
Ahmed Shah Durrani	SLB
Janelle Kelbert	Liberty Energy
Kerri Fong	Flint Corp.
Mary Oldcorn Lovergrove	Calfrac
Rike Enss	Bravo Target
Gurpreet Lail	Enserva
Allison Ellis	Enserva
Nancy Wanye	Enserva
Anna Stacheychuk	Enserva
Pat Hufnagel-Smith	Enserva

#### 1. CALL TO ORDER

The Chair called the meeting to order at 10:02 A.M.

#### 2. APPROVAL OF AGENDA

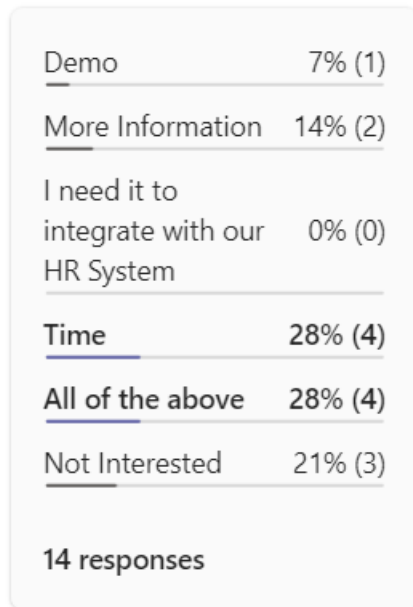
#### 3. DISCUSSION ITEMS

a) Welcome Back - Gurpreet

- Great to establish a regular cadence for the HR Council. Allison will be the Enserva Lead for the Council.

b) Update on Working Energy

- Launched Spring 2024 – Live.
- Enserva looking for feedback - Are you using it? What's holding you back? What's it missing?
  - It will be good to get stats on uptake and usage of the Working Energy Portal
  - It will be good for the Working Energy Portal to help attract non-traditional talent or pools that member companies are already tapped into it.
  - Some Enserva members are also looking to tap into career fairs with Indigenous populations to build up their talent pool, and partnering with rural/local communities to hire local talent (see: [worknwalberta.ca](http://worknwalberta.ca))
  - Enserva is trying to build partnerships with post-secondary institutions (i.e.: Waterloo, SAIT etc.) and trying to attract younger population. Still struggling to make progress with the immigrant population to help raise awareness on where to apply. Enserva is considering military veterans and reservists as a potential non-traditional talent pool.
  - Enserva should reach out to Erin Boyle at SAIT.
- **Live Poll: What do you need to make Working Energy Portal part of your organization?**



- **Live Poll: What are your top 3 HR concerns?**

<b>Attracting Talent</b>	<b>25% (10)</b>
Retention	23% (9)
Success Planning/Retirement/Ageing Workforce	20% (8)
DE&I	0% (0)
Salary/Wage Expectations	10% (4)
Changes to the Class 1 Drivers License in AB	5% (2)
Employee training including health & safety certification	0% (0)
Drug & Alcohol Policy	7% (3)
Employee Wellness	7% (3)
Other	0% (0)
<b>15 responses</b>	

c) Update on Remote Workforce Lodging Toolkit

- Launched July 2024 - available online: [enserva.ca/Indigenous-Relations/](https://enserva.ca/Indigenous-Relations/)
- Work was initiated by Enserva's Remote Workforce Lodging members; it is a great tool for a broader audience. The Toolkit outlines policies and wise practices to implement to ensure cultural safety along with health and safety within camps. Tools like this would help the attraction and retention of a more diverse field operations workforce.
- Enserva would like to get the HR Council's feedback on the Toolkit once they've had a chance to review, and to give ideas on how the Toolkit can be operationalized to build capacity within the industry on talent development, reconciliation, sustainability of the industry etc.
  - There might be opportunities to use some of the information in the Toolkit to update internal resources like Employees Code of Conduct, employee onboarding etc.

d) Update on Drug & Alcohol Testing

- Two minor changes made to the Energy Safety Canada (ESC) Drug and Alcohol Policy in 2023: Oral fluid testing needs a lab-based confirmation. Workers must inform their employer if they are on medications that could impact their ability to perform their job.
- An ESC led working group has been created to conduct another review of THC levels, to define a substance professional vs a substance expert and to standardize site access

requirements between companies. They will start to meet in the fall. The aim is to create a policy that can be applied across the country. They will be reaching out to Enserva for consultation once they are established.

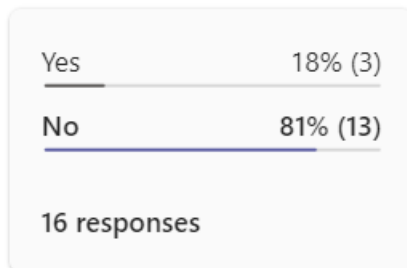
- Members feedback:
  - Going through our annual review of our substance testing. We're looking for alignment to ensure that everything is up to speed. Some concerns raised with respect to alcohol for non-safety positions like Sales, and adding a clause in the offer letter on random drug testing for safety sensitive positions. Some companies will start doing oral fluid testing for THC. More training needed to get the drug and alcohol testing policies embedded to increase employees' awareness levels.

e) Changes to the Temporary Foreign Workers Program? Is this a concern for you?

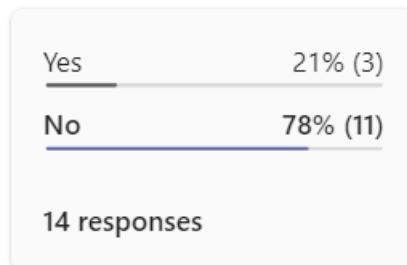
- The Government of Canada had relaxed regulations around the Temporary Foreign Worker program at a time of pandemic-related staff shortages. The economic landscape has changed, and Canadians have expressed concern over immigration's effects on housing and employment for Canadian citizens. The federal government is taking steps to reduce the number of low-wage temporary residents the country takes in. That includes changes that took effect in September 2024 to the Temporary Foreign Worker (TFW) Program. Changes to the program include:

Reducing the maximum proportion of a business's workforce eligible to be made up of TFWs from 20 to 10%. Not allowing businesses to apply for TFWs if the local unemployment rate is above 6%. Reducing the limit from 2 years down to 1 for participants in the TFW program to be employed in a low-wage job. As way of implementation, the federal government has stopped processing Labour Market Impact Assessments (LMIAs) in the TFW's programs' low-wage stream, in areas of the country with an unemployment rate of 6% or higher. By refusing to process these forms, the government will prevent employers from hiring TFWs as long as unemployment remains high in their area. Exceptions may apply to those in some key industries, both seasonal and non-seasonal, including agriculture, food processing, construction and health care.

- **Live Poll: Temporary Foreign Workers – Have you used to fill positions?**



- **Live Poll: TFW – Are you interested in engaging further on this topic?**



#### 4. ROUNDTABLE – MAIN CONCERNS OR CHALLENGES?

- Automation on Alberta's Labour Marketing – are automation technologies affecting our sector? Barriers to adopting?
  - Automation isn't impacting the energy services sector. Might be more of an issue on the producer side with autonomous trucks.
- Struggles with retaining Class 1 drivers - companies are hiring drivers and invest in them to get their Class 1, and then the challenge is retention. Companies try to hold employees accountable to understand the investment that the company made for them. The challenge is that these drivers don't care.
  - To curtail this problem, some companies go after them for the investment in smalls claims court. Others are making it a taxable benefit to hit employees who choose to leave on their T4. This information is all in the employee offer letter.
  - Before putting individuals through driving school, companies put them on the field to give them a taste of the work ("try before you buy").
  - There are a few training institutions that provide Class 1 training that have an agreement with the Government of AB where if the employees get laid off or quit, employers are able to have the course be paid for through the training facility. That way the company isn't out of pocket should that Class 1 driver decide to quit. The company would have to process the employee departure as a "layoff due to shortage of work". It's a cost-saving measure worth looking into for those companies that are struggling with this issue.
- Does Enserva keep track on industry trends (i.e.: headcount growth in E&P companies vs service companies).
  - Careers in Energy does a detailed monthly analysis on the industry employment and labour data: <https://careersinenergy.ca/employment-and-labour-data/>
- What is everyone doing for remote work trends/policies?
  - Many companies are mandating their employees to come back to work in the office
  - For Enserva's members, anecdotally we know that majority of members are back in office with some flexibility to work from home.
- Future live poll ideas: Which members adopted the TRC Sept 30 holiday? Remote work trends? The use of dual-facing cameras and what had been done to get buy-in/due diligence? Trends on healthcare spending/wellness accounts?

#### 5. ENSERVA INFORMATION ITEMS

- a) Total Compensation Survey – Available online, What's helpful? Not helpful? Is it adding value?
  - Feedback is that there is a lot of value in the survey and the survey is helpful for benchmarking
  - Feedback that methodology on the total cash needs to compare apples to apples in the data output. For example, there are multiple jobs on different hourly schedules. It was hard to compare the compensation because there was no averaging of hours.
  - Is there any further talk on making the Total Compensation Survey part of the membership fees?
    - The new funding model has been approved by the Board, will go to members for feedback and which will become effective Fall 2025.
- b) AB WCB Advisory Committee – Any interested participants, reach out to Allison after
  - Meeting quarterly, run by our Health and Safety Manager
- c) Adding Team Members to the HR Council

- A few asks for the senior level group or is it better to break out into smaller focus groups on looking at specific topics
  - Feedback was that having a senior group, and a noon-senior group hasn't gotten lost of traction in the past. Having smaller groups to work on tasks like the compensation survey could be helpful.
- d) OnePath – Launched in June and complimentary to Core Members – software that simplifies ESG Reporting using a Q&A format and AI.
- e) Enserva Learning Series to be launched shortly
- Won't necessarily be over the lunch hour
  - Upcoming Topics: Tariffs on Chinese imports, PayScore, OnePath, Shift Critical (Modern Slavery)
  - Watch for details in the newsletter and on social media
- f) AGM and State of the Industry event – November 5<sup>th</sup>, 2024
- Emails with details for ticket purchases will be going out in the coming days

**6. NEXT MEETING**

- a) Tuesday, January 14, 2024 – 9:30am
- Looking to have the HR Council meetings quarterly vs semi-annually

**7. ADJOURNMENT**

The meeting was adjourned at 11:24 P.M.