December 14, 2015

Honourable Perry Trimper
Minister of Environment and Conservation,
Minister Responsible for Climate Change and Energy Efficiency,
Minister Responsible for the Multi-Materials Stewardship Board,
Minister Responsible for the Labour Relations Agency,
and Minister Responsible for Francophone Affairs

Dear Minister Trimper:

I am honoured to welcome you to your role as Minister of Environment and Conservation, Minister Responsible for Climate Change and Energy Efficiency, Minister Responsible for the Multi-Materials Stewardship Board, Minister Responsible for the Labour Relations Agency, and Minister Responsible for Francophone Affairs. We have been given an extraordinary opportunity to serve the people of our province and together we will work to create a stronger tomorrow for Newfoundland and Labrador. Over the next four years, we will fulfill our commitments, building on the trust placed in us on November 30, 2015. We shall, without fail, act with integrity in all aspects of our service, striving for excellence in discharging our responsibilities.

Embarking on this journey together, we will be guided by A Stronger Tomorrow: Our Five Point Plan to Restore Openness, Transparency and Accountability; Build a Stronger, Smarter Economy; Improve Health and Healthcare; Support Safe and Sustainable Communities; and Invest in Our Future Through Education.

As Premier of Newfoundland and Labrador I expect you to follow the principles of openness, transparency and accountability. It is my intention to ensure policy decisions in government are informed by research, evidence, and evaluation so that citizens can understand how and why decisions are made. It is critical that our government’s decisions are also informed by engagement with stakeholders, including our Aboriginal partners, to ensure everyone’s voices are heard.

Our government is committed to modernizing our province’s legislative process in accordance with these principles and I call upon you to engage your fellow Members, constituents and the general public; avail of the Committee process of the House of Assembly; and seek opportunities for non-partisan cooperation.

We are also committed to creating an environment that captures the full potential of our province’s many riches, through diversification, job creation and growth. We will take action to improve the health and well-being of people, empower sustainable community development, protect public safety and advance educational opportunities and outcomes.
Our province is facing significant fiscal challenges that require our collective leadership and the engagement of the public. Together, our government will lead our province towards a more sustainable, economic future.

The protection and enhancement of this province’s environment, and management of the province’s wildlife, inland fish, water and parkland resources are vital to the preservation of Newfoundland and Labrador as an attractive place for residents, visitors and newcomers. As Minister, I expect you to oversee these aspects of our mandate, together with a number of specific items outlined below.

**Environmental Protection**

Advancing protected areas planning is central to environmental and cultural conservation, as well as to sustainable development. A well-governed and scientifically-based system for designating protected areas has the potential to benefit not only our environment, but our economy, through ecotourism and research endeavors. You are expected to finalize and publicly release a Natural Areas System Plan in collaboration with your colleagues. You must also develop a provincial wetlands strategy which will, among other things, guide development to avoid or reduce effects on our valuable wetlands. This strategy will provide a formal framework to support conservation work presently being undertaken by municipalities.

You will need to work with your colleagues to develop a water quality action plan to address infrastructure, expertise, and technology to ensure our water systems are safe and sustainable. This action plan should consider the roles of communities and the Federal Government and should aim to reduce, to the greatest extent possible, the number of long-term boil water advisories.

**Improving our Designated Hunting Regulations**

I ask that you review the current hunting regulations and bring forward amendments to allow persons with disabilities to participate in the activity of hunting in situations where remaining in sight of the designated hunter poses challenges.

Fighting climate change is arguably the greatest challenge of our time. It is a global issue that requires us to do our part here in Newfoundland and Labrador. As Minister Responsible, you are the lead in government for climate change policy and strategy development. You also play a key role with your colleagues in ensuring that climate change and energy efficiency are considered, where required, across departments.

**Large Scale Emission Reduction Targets**

In collaboration with your colleagues, you will work with large-scale industry to develop emissions reduction targets and publish these targets as part of the new greenhouse gas reduction strategy for the province. Properly designed and implemented, this strategy can be an opportunity to diversify our economy and boost the local environmental industry.
Energy Retrofits

You are directed to develop pay-as-you-save programs for residential, commercial and industrial energy retrofits that generate net benefits, which will improve the use of energy and generate savings for people and businesses in our province. These programs should include performance testing before and after a retrofit is undertaken. New opportunities to partner with municipalities to retrofit subsidized housing should also be explored.

As Minister Responsible for the Labour Relations Agency, you must ensure the protection of labour rights, provide assistance to resolve workplace issues in support of collective agreements and make certain that our employment relations regulatory framework is relevant. While leading the agency, I expect you to implement the priority outlined below.

Minimum Wage

Currently, the Minister Responsible for Labour Relations Agency must review minimum wage regulations every two years as prescribed by the Labour Standards Act. There are, however, no legislative requirements directing how the minimum wage should be calculated. I ask that you consult with labour organizations and employers to establish a consistent minimum wage formula that is reflective of changes to the cost of living. This will help both employers and employees with budgeting and business planning processes.

In fulfilling your responsibility as Minister you must ensure collaboration, in a positive and constructive manner, with your Cabinet colleagues. I take this opportunity to remind you that as you carry out your responsibilities, as a Member of the House of Assembly and Member of Cabinet, adhering to the Code of Conduct and the Conflict of Interest guidelines are mandatory, to ensure you discharge your duties with the highest ethical standards.

Deputy Ministers are your key source of support and will provide you with non-partisan advice in meeting your responsibilities. I expect you to develop a positive, respectful and trusting relationship with your Deputy Minister and the public service. I would also ask that you be mindful that Deputy Ministers, among their various responsibilities, are ultimately accountable to me, through the Clerk of the Executive Council.

Our government will report back to the public annually on the achievement of our commitments and make adjustments as required. As a Minister you are accountable for achieving these priorities and meeting other responsibilities within your Department.

Together, we will provide strong leadership to deliver the change we need to move beyond today’s challenges and on to a stronger tomorrow.

Sincerely,

DWIGHT BALL
Premier