

**Ministry of Natural Resources and Forestry and
Ministry of Aboriginal Affairs
MERC Minutes**

In attendance:

For OPSEU:

Elaine Bagnall (Co-Chair)
Steve Anderson
Helene Scott
Dave Fluri
Mark Casey

For the Employer:

Tracy Demal (Co-Chair)
Joel English
Denise Bloomer (Minutes)
Brian Shultz
Graham Swanwick

Administrative Items:

Approval of Agenda

Agenda was approved.

OPSEU added four items to the agenda.

Standing Items:

1. Transformation/RbP Disclosure/Reductions and Vacancy/Surplus/New Position

Future Agendas will reflect that RbP is now called the Program Review, Renewal and Transformation (PRRT).

2. Employee Engagement/Inclusion/Accessibility/Diversity

The Employer confirmed that a questionnaire on the Appreciation in Motion (AIM) program was released and the Ministry is in the process of reviewing and analyzing the responses received. In 2015, there were 183 nominations and 612 people received awards.

3. Fixed Term Position Conversion/Seasonal Employee Statistics

The Employer confirmed that the fixed term report was issued on April 6, 2016. The parties discussed employee categories contained within the report.

4. Surplus Employees/Temporary Assignment Lists

The Parties confirmed that there are no issues to discuss.

Business Arising:

5. MNRF 2010-10 – National Fitness Exchange Standard

The Parties confirmed that detailed statistics for the 2015 testing year were discussed at the WFX Subcommittee in February. OPSEU raised some additional questions.

Action Item: The Union requested a comparison chart form – the Union to provide an example of previous years. The Employer to follow up.

6. 2014-04 a) H&S Training Agreement

The Employer confirmed that there are no recent instances known where the Worker Health and Safety Centre (WHSC) was not utilized. The Employer confirmed that the Centre for Employee Health, Safety and Wellness (CEHSW) recently sent a process piece out regarding training which included reference to the requirement to use the WHSC. The Employer confirmed CEHSW's role in updating the Joint Health and Safety Committee (JHSC) membership list.

7. 2014-03 b) MTO Email regarding Drivers' Licenses

The Employer confirmed that this has not been discussed at CERC. The Parties confirmed that OPSEU will follow up corporately regarding their intention to discuss the matter at CERC.

8. 2014-06 e) Ministry ERC Training

The Parties confirmed that they are awaiting additional information from CERC regarding a new training schedule.

9. 2015-11 b) Out of Province Fire Assignments

The Parties confirmed that as there is a current grievance on this matter; the issue will not be discussed at MERC at this time.

10. 2015-11 c) 2014 AFFES Employees with Recall Rights

OPSEU confirmed their interest in a specific piece of data related to 32 fire fighters with recall rights that failed the test in 2014.

Action Item: The Employer to provide further information.

11. 2015-11 e) Workplace Violence Statistics under Appendix 29

The Employer confirmed that they are awaiting additional information from MGCS as to the potential for new reports and MERC's ability to discuss related issues.

12. 2015-11 Special case discussion

The Parties discussed the special cases that will be put forward by OPSEU.

Action Item: The Employer to confirm the process to refer special cases to CERC. OPSEU to confirm the number of special cases being referred to CERC.

13. 2015-11 Isolation Pay – Article 12

The Parties confirmed that there is no update at this time. The Employer confirmed that OSS plays a role in the review process.

Action Item: The Employer to follow up.

14. 2015-11 French Language Services (FLS) Designation

The Employer confirmed that there is a guide to designating positions on The Office of the Francophone Affairs website. This guide references factors such as the services provided, whether the office is open to the public and what hours the office is open. OPSEU raised concerns as to how positions are deemed to be designated.

Action Item: The Employer to follow up on a specific instance.

New Business:

15. 2016-03 EAP Orientation Session at MERC

The Parties discussed an EAP survey that was released in some ministries. The union had questions in regards to the sampling intensity, who received the survey in Dec 2015 and was it beneficial?

Action Item: The Employer to follow up.

16. Medical Marijuana

OPSEU inquired about a member's ability to smoke medical marijuana on government property. The Employer confirmed that smoking tobacco or

marijuana in the workplace is not supported as it impacts more than just that person. The Employer confirmed that should an employee require accommodation, they should discuss this with their manager. The Union voiced concerns over individuals being singled out

17. Forester's Dues

The Employer confirmed that this is a special case and as a result should be referred to CERC under the new process.

18. Dam Operation Contract

OPSEU raised concerns regarding dams being operated by contract within the Province.

Action Item: The Employer to follow up.

19. Parks Employee – Probationary Release

OPSEU raised concerns regarding a former Parks employee. The Employee was also looking to have a discussion with management regarding the particulars of the situation.

Action Item: The Employer to follow up.

20. The number of employees in ASMP

The Employer confirmed that they do not have the total number of employees in the program. OPSEU inquired if there is proration for seasonal positions and requested a copy of the proration table if there is one. OPSEU inquired as to whether employees would receive training on the program. The Parties confirmed that ASMP training is being discussed at CERC.

Action Item: The Employer to follow up regarding the proration issue.

21. The number of employees eligible to retire

OPSEU inquired about statistics on the number of employees eligible to retire.

Action Item: The Employer to follow up.

22. Conservation Officer Training

OPSEU inquired as to the purpose of Conservation Officers providing training to the Port Hope Police Department, which is referenced in a recent news article.

Action Item: OPSEU to provide a copy of the article and the Employer will follow up.

23. Recognizing midwives

OPSEU advised they are aware of supervisors not accepting medical notes from midwives.

Action Item: The Employer to follow up.

24. Conservation Officer Provincial Training

OPSEU raised concerns regarding the eligibility of a current instructor to teach a specific course.

Action Item: OPSEU will provide more detail in writing and the Employer will follow up.

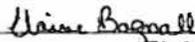
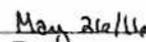
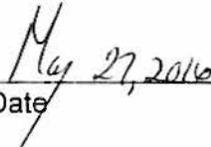
25. AFFES not advertising positions over 6 months

OPSEU inquired as to whether the mass recruitment initiative for the Fire Operations Technician position was still being utilized given not all 6 month seasonal positions were posted.

Action Item: The Employer will confirm the date the eligibility list expires.

26. Next meeting date

The Parties confirmed that the next MERC meeting scheduled for June 9, 2016; will be rescheduled to June 8, 2016. The Parties also noted a conflict with the November 24, 2016, MERC meeting date and will reschedule it to November 3, 2016.

For the Union	 Elaine Bagnall	 Date
For the Ministry	 Tracy Demal	 Date

