

May 18, 2017

Ministry of Natural Resources and Forestry and  
Ministry of Indigenous Relations and Reconciliation  
MERC Minutes

**In attendance:**

**For OPSEU:**

Elaine Bagnall (Co-Chair)

Roxanne Barnes

Helene Scott

Daryl Smith

Tony Crispino

**For the Employer:**

Tracy Demal (Co-Chair)

Carly Jones (Minutes)

Laura Aitchison

Brooke Mahoney

Graeme Swanwick

Amber Flynn (Guest)

Emma Root (Guest)

Janet Barker-Dalliday (Guest)

**Regrets:**

Ross Hart

Kevin Smith

**Administrative Items:**

**Approval of Agenda**

Agenda was approved, with the addition of one agenda item (added as Item 20).

**Standing Items:**

**1. PRRT Disclosure/Reductions and Vacancy/Surplus/New Position Listings/Temporary Employee Lists**

The Employer advised that there is no new information at this time.

**2. Employee Engagement/Inclusion/Accessibility/Diversity**

The Employer advised that the OPS-wide employee survey results were released on May 8, 2017 and the MNRF employee survey results were released on May 15, 2017.

OPSEU expressed concerns regarding low survey results.

The Employer advised that the Inclusion Café Speaker Series: Conversations on Inclusivity – Diversity within Indigenous People is happening on May 30, 2017 which will be hosted by the Inclusion Council in partnership with Nation2Nation.

**3. Fixed Term Position Conversion/Seasonal Employee Statistics**

The Employer provided the report to OPSEU.

**Action Item:** The Employer committed to looking at ways to improve the report and will review OPSEU's questions regarding the report.

**4. Surplus Employees/Temporary Assignment Lists**

The Employer advised that there is no new information at this time.

**Action Item:** The parties agreed to combine this item with item 1 above and remove from the "standing items".

**5. 2015-11e) – Workplace Violence Statistics (Appendix 29)**

The Employer advised that there are no new statistics to provide at this time. The statistics for 2016/17 will be provided to Deputy Ministers later this summer.

**Business Arising:**

**6. 2010-10 – National Fitness Exchange Standard**

The Employer provided the WFX-Fit statistics and the Parties confirmed their WFX MOU Sub-Committee leads.

**Action Item:** The Employer will have the Management Sub-Committee lead contact OPSEU.

**7. 2015-11 – Isolation Pay (Article 12)**

The Employer advised that they do not have any new updates to provide.

**Action Item:** The Parties agreed to remove this item from the agenda as being discussed at CERC table.

**8. 2016-05 – Number of Employees in ASMP**

The Employer provided Q3/Q4 data to OPSEU.

**Action Item:** The Employer to provide OPSEU with a revised report which includes the number of OPSEU employees in each division.

**9. 2016-12 – MOU Float Agreement**

**Action Item:** The Parties agreed to remove this item from the agenda.

**10. 2016-14 – Pilots and Unpaid Overtime**

**Action Items:** OPSEU to provide information to the Employer.

**11. 2016-16 – Health and Safety – Z-1000 System**

**Action Item:** The Parties agreed to remove this item from the agenda.

**12. 2016-17 – Niagara Escarpment Commission – Workload issue**

OPSEU advised that staff morale and workload issues have improved.

**Action Item:** The Parties agreed to remove this item from the agenda.

**13. 2016-18 – PCU Workload Issue (Safety Concerns - Radios)**

The Employer advised that recent enhancement have been made and staff meetings have been held with employees to address concerns. No specific concerns relating to the PCU radio coverage were raised. OPSEU advised that there are still a number of workplace issues and requested data on employee turnover within the unit.

**Action Item:** The Employer to review and respond.

**14. Boot Allowance Policy**

The Employer advised that in January 2016 a committee was formed to look at all personal protective equipment (PPE) documents in the ministry. The ministry is currently working on one consolidated document for all PPE requirements.

All restrictions have been removed with respect to specific employee groups (ie: fixed-term, students, etc.) eligibility for protective footwear reimbursement. Reimbursement rates are not changing. This will be communicated to managers and staff in the coming weeks.

**Action Item:** The Parties agreed to remove this item from the agenda.

**15. 2016-22 – Isolation Pay (Article 12) – Atikokan District Office**

The Employer advised that there are no updates. OPSEU expressed concerns with timelines for the collection of any overpayment.

**Action Item:** The parties agreed to refer this item to CERC.

**16. 2017-01 Health and Safety Issue Regarding Snow Removal**

The Employer advised that work sites, where information has been provided regarding inadequate service, have engaged with their service provider to address issues

The Employer advised that there is a protocol in place to initiate the resolution of building related issues.

**Action Item:** The Employer to review and respond.

**17. 2017-02 Conservation Officer Job Specs**

The Employer advised that there is no update at this time.

**Action Item:** The Employer committed to providing an update as soon as one is available.

**New Business**

**18. DZ License**

OPSEU raised a concern regarding the lack of compensation for individuals to obtain and maintain a DZ license for their job, within the Fish Hatcheries and AFFES.

**Action Item:** The Employer to follow up.

**19. Meal Allowance**

OPSEU advised that Conservation Officers are being denied meals due to an interpretation of the Collective Agreement.

**Action Item:** The Employer will review and respond.

## **20. Independent Forest Audit**

OPSEU advised that the schedules for independent forest audits are posted online and raised concerns about OPSEU notification and workload issues of their members.

The Employer advised that there is a prescribed process and a defined scope for the audits. The Employer also advised that an action plan is also prepared once the audit results are posted.

**Action Items:** The Employer to review and provide information on the prescribed scheduling of independent audits, and associated process required to fulfill audit requirements. The Employer will also provide a listing of forester position in the Ministry.

## **21. Parks Hiring Practice**

OPSEU raised a concern with a hiring practice at Arrowhead Provincial Park. Specifically, the issue is related to the backfill of a recently competed position.

**Action Item:** The Employer to review and respond.

## **22. Provincial Services Division - Respect Project**

Provincial Services Division (PSD) provided an overview of their "Respect project" and discussed information shared with staff and information that will be forthcoming.

OPSEU inquired about Union involvement in this project. The Employer advised that there are OPSEU-represented members on the Respect project team. OPSEU advised that they would like the OPSEU MERC members to be consulted prior to information going out to employees.

Action Item: The Employer will provide regular updates over the duration of the project.

23. Next meeting date is September 14, 2017 at 31 Wellesley, Boardroom B.

*Elaine Bagnall*  
For the Union                      Elaine Bagnall                      Date                      *June 20, 2017*

*Tracy Demal*  
For the Ministry                      Tracy Demal                      Date                      *June 28, 2017*

