

May 10, 2018

**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  
Antonio (Tony) Crispino

**For the Employer:**

Tracy Demal (Co-Chair)  
Carly Jones (Minutes)  
Katie Cavanagh  
Bridget Schulte-Hostedde  
Ross Hart

**Regrets:**

Brooke Mahoney

**Administrative Items:**

**Approval of Agenda**

Agenda was approved.

**Standing Items:**

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

The Employer advised that there are no new updates.

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

The Employer advised that the Employee Experience Survey is completed and overall the response rate for MNRF was down while the rate went up for MIRR. The final response rates are anticipated to be available in August 2018.

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

Both OPSEU and the Employer agreed to review the Fixed Term Conversion Report and bring any concerns to the table to discuss.

**Action Item:** OPSEU to provide details to the Employer of any concerns.

### **Business Arising:**

#### **4. 2010-10 – National Fitness Exchange Standard**

OPSEU advised that the sub-committee has had some productive meetings.

**Action Item:** OPSEU corporate will review the submission by the sub-committee and advise of any concerns that need to be addressed. The sub-committee will continue to work on the document.

#### **5. 2016-14 – Pilots and Unpaid Overtime**

OPSEU raised concern that members are not permitted to record all of their hours on their timesheets.

**Action Item:** The Employer to review the hours worked for SAR work pilot inspections and work being performed during lunches.

#### **6. 2016-18 – PCU Workload issue and safety concerns of manning the radios**

OPSEU inquired about new training for employees.

**Action Item:** OPSEU to provide additional questions to the Employer regarding the new training.

#### **7. 2017-01 Health and Safety Issue Regarding Snow Removal**

The Employer advised that communication came out from CEHSW (MGCS) on April 17, 2018 offering health and safety courses/training for JHSC and HSRs.

**Action Item:** The parties agreed to remove this item from Agenda.

#### **8. 2017-02 Conservation Officer Job Specs**

The Employer advised that they have no updates to provide.

#### **9. 2017-05 Conservation Officer Meal Allowance/Terms of Reference**

The Employer advised that at this time they are not in agreement with having a sub-committee to deal with grievances.

**Action Item:** The parties agreed to remove this item from Agenda.

#### **10. 2017-09 Independent Forest Audits**

OPSEU advised that things are moving in the right direction.

**Action Items:** The parties agreed to remove this item from Agenda.

#### **11. 2017-11 MIRR New Mandatory Training**

The Employer advised that they put forward the names of MERC members for enrollment in Indigenous Cultural Competency Training to be completed this fiscal year.

#### **12. 2018-03 Increase Use of Fixed-Term Positions vs Regular Full-Time**

OPSEU raised concerns that there is an increased usage of fixed-term positions in the Ministry.

**Action Item:** OPSEU to provide additional information to the Employer.

#### **13. 2018-03 Update on Indigenous Initiatives**

The Employer advised that they have no information to share on this item.

**Action Item:** The parties agreed to remove this item from Agenda.

#### **14. 2018-03 Shift Scheduling Issue**

OPSEU raised this as an issue at the last meeting and was to provide additional information.

**Action Item:** The parties agreed to remove this item from Agenda as OPSEU was advised that this issue had been resolved.

**15. 2018-03 Joint ERC Training**

The Employer advised that there are no confirmed dates available for ERC training in 2019 at this time.

**Action Item:** The Parties agreed to wait for new training dates in 2019, after OPSEU elections.

**New Business**

**16. 2018-05 Forester Job Postings**

OPSEU raised concerns about a recent job posting that requires a Registered Professional Forester (RPF) designation and accurate screening of qualified candidates.

The Employer advised that there are currently conversations occurring at the local level.

**Action Item:** The Employer will follow-up with the program area.

**17. (Walk-On Item) Transforming the OPS – Community Hub**

OPSEU inquired about the support function of MIRR for the OPS Community Hub.

**Action Item:** The Employer to follow-up on MIRR's role.

**18. (Walk-On Item) Ontario Tree Seed Plant Closure**

OPSEU inquired about the number of people impacted and the Employer confirmed per original disclosure made to OPSEU.

**19. (Walk-On Item) Parry Sound District – Contract for 'Dollars Dam'**

OPSEU inquired about the distribution of the dam operations work between staff and the contractor procured by the District. OPSEU also inquired about whether the contractor receives the same training as staff.

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

**20. (Walk-On Item) Parks Scheduling – Sandbanks Provincial Park**

OPSEU raised concerns about the scheduling of staff at Sandbanks Provincial Park. There has been a change from previous scheduling practice and OPSEU is concerned about the length of consecutive days being worked and the ability for staff to plan when two (2) consecutive days off will fall.

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

**21. Next meeting dates**

The Parties agreed to reschedule the remaining two meetings for 2018 to the following:

- October 11, 2018 and
- November 29, 2018

For the Union Elaine Bagnall Elaine Bagnall June 27/18  
Date

For the Ministry Tracy Demal Tracy Demal June 27/18  
Date

