

June 6, 2019

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

In attendance:

For OPSEU:

Elaine Bagnall (Co-Chair)
Helene Scott
Chris Bierman
Antonio (Tony) Crispino
Roxanne Barnes

For the Employer:

Tracy Demal (Co-Chair)
Laura Aitchison
Carly Jones (Minutes)
Rick Andrews
Ross Hart

Administrative Items:

Approval of Agenda

Agenda was approved.

OPSEU added new items to the Agenda.

Standing Items:

1. MYP Disclosure/Reductions and Vacancy/Surplus/New Position Listings

The Employer advised that there are no updates.

2. Employee Engagement/Inclusion/Accessibility/Diversity

The Employer advised that on June 27, 2019 there is an Inclusion Café Speaker Series on Conversations on Truth and Reconciliation.

OPSEU advised that they have raised a concern corporately with respect to a question on the Multi-ministry Accessible Service Delivery Learning Needs Survey.

Action Item: The Employer to provide information on the ministry's participation in the Multi-ministry Accessible Service Delivery Learning Needs Survey.

3. Fixed Term Position Conversion/Seasonal Employee Statistics

OPSEU inquired if the number of fixed-term positions has increased?

The Employer advised that it is not aware of an increase in the number of fixed-term positions at this point in time.

Business Arising:

4. 2010-10 – National Fitness Exchange Standard

OPSEU advised that they are continuing to review the WFX MOU.

5. 2016-14 – Rotary Wing Pilots and Unpaid Overtime

OPSEU advised that since MERC is unable to resolve this issue they will be going back to the member to advise that there is the grievance process available.

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

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

The Employer advised that the workplace restoration consultant has completed their work. There continues to be a committee to address employee concerns.

The Employer confirmed that staffing practice in the PCU continues to have two (2) people on the midnight shift.

Action Item: The Employer to confirm the future plans of the committee.

7. a) 2017-02 Conservation Officer Job Specs

The Employer advised that the job description has been reviewed by management and has been sent to the Job Evaluation and Initiatives Branch (JEIB).

b) MNRFB vs MECF Boat Captain

OPSEU continues to express concerns related to the classification of similar positions and has requested that the Employer arrange to have a Classification Specialist speak at the next MERC meeting.

Action Items: The Parties agreed to invite a guest speaker from JEIB to MERC meeting. OPSEU requested that JEIB address how interns are classified.

c) Class Standards

The Employer has responded to OPSEU's concerns related to the RTS class standard previously raised.

d) Appendix 7 – Special Cases

OPSEU advised that the Terms of Reference related to Appendix 7 were signed off by the Parties on June 5, 2019.

8. IAO New Mandatory Training

The Employer put forward names for the San'yas Indigenous Cultural Safety Training Program.

Action Item: The Employer to follow-up on the members of the MERC who have not received the training.

9. Joint ERC Training

Parties are awaiting dates.

10. Dams – contracting out of dam operations

OPSEU advised that there is no new information.

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

11. Invasive Species Work being given to OFAH with government funding under MNR work

OPSEU advised that there is no new information available.

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

12. Collaborative Research Agreement

The Parties had no updates to provide on this item at this time.

13. Status and Future of the Marine Enforcement Units

The Employer advised that there is no new information.

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

14. Security Checks

The Employer advised that they are not aware of any additional security checks being conducted.

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

15. News Releases

The Employer advised that police agencies who are entitled to lay charges under the *Fish and Wildlife Conservation Act* are not obligated to report back to Enforcement Branch what charges they have laid, and the Enforcement Branch records management is not shared with OPP.

New Business:

20. What big/bold ideas is the ministry using to save costs?

The Employer advised that there are no big/bold ideas that have been put into cost savings plans at this time.

21. Modernization of Programs

The Employer advised that they continue to look for efficiencies. Any information would be shared through the applicable disclosure process.

22. TEIs

The Employer advised that each application was reviewed on a case-by-case basis to determine if the exit supported the transformation of the OPS. Positions may not be refilled.

23. Health and Safety – Thunder Bay

OPSEU advised that the incidents subject to investigations are not being released. The investigations are being sent to management for review but are not being returned to the JHSC for posting. This is a provincial issue.

Action Item: OPSEU to send more information to the Employer.

24. Date for November Meeting

The Parties are looking for dates for the last week of October.

25. Bear-wise Training

The Employer advised that MNRF is not the only ministry that can provide this training.

26. 2019 Meeting Dates

Next meeting is scheduled for August 22, 2019 at 31 Wellesley St. E.

For the Union *Elaine Bagnall* *July 22/19*
Elaine Bagnall Date

For the Ministry *Tracy Demal* *July 10/19*
Tracy Demal Date