

August 22, 2019

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

**In attendance:**

**For OPSEU:**

Elaine Bagnall (Co-Chair)  
Helene Scott  
Christopher Bierman  
Roxanne Barnes

**For the Employer:**

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

**Guests:**

Margaret Watson (Job Evaluation Initiatives Branch)  
Greg McCambley (Job Evaluation Initiatives Branch)  
Kerri Boyd

**Regrets:**

Antonio (Tony) Crispino  
Ross Hart

**Guest Speakers:**

Presentation from Job Evaluation Initiatives Branch, Ministry of Government and Consumer Services on the Job Evaluation Process Overview for OPSEU Jobs.

**Administrative Items:**

**Approval of Agenda**

Agenda was approved.

OPSEU added new items to the Agenda.

**Standing Items:**

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

The Employer advised that there are no updates.

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

The Employer provided highlights of the June 27, 2019 multi-ministry Inclusion Café Speaker Series and advised that planning is underway for the next Inclusion Café Speaker Series scheduled for early 2020.

The Employer expects the Employee Experience Survey will be released between October 23 – November 6, 2019.

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

The most recent report was provided to OPSEU in advance of MERC.

**Business Arising:**

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

OPSEU advised that they will be making changes to the MOU and will schedule a meeting with management to review the changes.

**5. 2016-18 – PCU Workload issue and safety concerns of manning the radios**

The Employer advised that a working committee has been established to discuss issues as they arise.

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

**6. a) 2017-02 Conservation Officer Job Specs**

The Employer advised that there are no updates at this time.

**6. b) MNRF vs MECF Boat Captain**

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

**6. c) Class Standards**

OPSEU requested this item be deferred until the next meeting.

#### **6. d) Appendix 7 – Special Cases**

The Parties did not have any updates on this item.

#### **7. IAO New Mandatory Training**

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

#### **8. Joint ERC Training**

The Parties are awaiting future dates.

#### **9. Collaborative Research Agreement**

The Employer confirmed that the work contained in these agreements is not bargaining unit work.

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

#### **10. News Releases**

The Employer thanked OPSEU for bringing this forward and advised that this was an investigation by the OPP and did not involve MNRF.

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

#### **11. What big/bold ideas is the ministry using to save costs?**

The Employer advised that there are no updates and any ideas would be included in the Multi-Year Planning.

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

#### **12. Modernization of programs to streamline and looking for efficiencies**

OPSEU inquired if the Union would be included in any ministry reviews and reminded the Employer that if there are impacts to more than 150 OPSEU-represented employees, there must be consultation with the Union as per the collective agreement,

#### **13. TEIs**

OPSEU inquired whether positions that were approved for TEI would be filled. The Employer advised that the decision to fill positions is division and position specific.

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

**14. Health and Safety – Thunder Bay**

Action Item: OPSEU to provide additional information.

**New Business**

**15. Indigenous Cultural Competency Training**

The Employer advised that to date, 1,477 MNRF employees have been registered in this training.

**16. Firearm Training – Ear Protection**

OPSEU inquired about training requirements on how to use ear protection.

**17. 2020 Meeting Dates**

Action Item: The Employer will confirm dates proposed by OPSEU for MERC meetings in 2020.

**18. Next Meeting Date**

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

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For the Union *Elaine Bagnall* *Oct 1/19*  
Elaine Bagnall Date

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For the Ministry *Tracy Demal* *Oct-2, 2019*  
Tracy Demal Date