

March 10, 2022

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

In attendance:

For OPSEU:

Elaine Bagnall (Co-Chair)
Helene Scott
Mike Grimaldi
Christopher Bierman
Antonio (Tony) Crispino

For the Employer:

Donna Walton (Co-Chair)
Laura Aitchison
Carly Jones (Minutes)
Brianna McGahey

Regrets:

Brian Locke
Wesley Woods

Administrative Items:

Approval of Agenda

Agenda was approved.

OPSEU added 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

On December 3, 2021, in celebration of the International Day of Persons with Disabilities, NDMNRF and IAO partnered with the OPS Accessibility Office, enterprise and ministry partners, and the OPD Leadership Network and the Disability Advisory Council to host an informative Café to over 760+ OPS/BPS staff in 45 cities across the province on topic of the power of accessibility – leveraging our diversity.

The Diversity Interview Panel Program (DIPP) has officially launched and is available for hiring managers to access to ensure we are cultivating an inclusive recruitment process by building diverse recruitment teams/panels that are more reflective of the public we serve.

OPSEU advised they are supportive of the DIPP.

Action Item: The Employer to report back on any developments/updates on DIPP.

3. Fixed Term Position Conversion/Seasonal Employee Statistics

Reports were provided to OPSEU.

Business Arising:

4. Classification Discussions

OPSEU raised issues again with current classification matters (Aircraft Maintenance Engineers, Conservation Officers, Resource Technicians). The Parties discussed classification matters and agreed to continue to follow the appropriate process(es) available.

a) Class Standards

The Parties forwarded the item (Resource Technician series) to CERC.

5. Coronavirus

OPSEU inquired and raised concerns with the current gradual return to the workplace direction, the mask mandate, people potentially coming to work sick and lack of consultations with OPSEU.

The Employer advised it will continue to communicate information to staff as it becomes available.

6. Administrative Assistant Job Spec (South Porcupine)

OPSEU confirmed that the matter has been resolved.

Action Item: Remove item from the agenda.

7. Managers/Outside Contractors doing OPSEU work and Vacancy Management

OPSEU advised that there is no further information to provide at this time.

The Employer reminded its management teams that their managers/outside contractors

should not be performing OPSEU work. The Employer also advised managers that OPSEU raised concerns about the priority of vacancies being filled.

8. Merger with MNDM – What is currently happening? When is it expected to be completed?

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

9. Enforcement Uniform Policy in particular the wearing of steel toed boots. Does the ministry have a badge for Sikhs to wear on their turbans with their dress uniform?

OPSEU inquired about how many JHSCs have this item on their agenda re steel toed boots as this is a provincial matter.

The Employer advised that the request for a badge for Sikhs has not been raised however, there is a Coat of Arms pin available upon request.

Action Item: The Employer to determine which committee is best to approach this matter re steel toed boots and bring back to MERC for discussion.

10. IAO new unit (Residential Schools Unit) – How many positions will be created? How many OPSEU? Contract or full-time?

The Employer advised that there is no new information to provide at this time. There are no OPSEU members currently in this unit.

11. Discussion on Organization Charts

The Employer confirmed that organizational charts are only maintained for the ministry at the executive level. OPSEU requested a detailed organizational chart of the ministry which would include the number of positions and classifications by location.

Action Item: The Employer to review this request and provide an update to OPSEU prior to the next meeting.

12. National Standard for Psychological Health & Safety in the Workplace

The Employer confirmed that the mental health standard has been implemented throughout the 'OPS Mental Health Framework' and the 'Occupational Health and Safety Management System Information'. This information is embedded in the work that the ministry does; the ministry continues to promote mental health through Employee and Family Assistance Program (EFAP) sessions and initiatives like "A Good Day".

Action Item: OPSEU to determine next steps for this agenda item.

New Business:

13. Seasonal employees going on temp assignment

OPSEU requested that the Employer communicate the changes to Managers and Employees and include a Q&A document.

14. Pilots issue

OPSEU requested that the Employer look into a current Pilot situation and provide a response to OPSEU.

15. Meeting Dates for 2022

The next meeting date is scheduled for June 16, 2021.

Original approved on March 22, 2022

For the Union

Elaine Bagnall

Date

Original approved on March 22, 2022

For the Ministry

Donna Walton

Date