

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

**In attendance:**

**For OPSEU:**

Christopher Bierman (Co-Chair)  
Glenna Caldwell  
Jeremy Rouse  
Jessica O'Donnell  
Jeremy Verdiel

**For the Employer:**

Donna Walton (Co-Chair)  
Laura Aitchison  
Carly Jones (Minutes)  
Brian Locke  
Stephanie Maragna

**Administrative Items:**

**Approval of Agenda**

Agenda was approved.

\*Address inclusion of IAO.

**Standing Items:**

**1. Strategic Planning Process (SPP) Disclosure**

The Employer advised that there are no updates.

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

Employee Engagement: The Employer advised that both ministry (MNRF and IAO) survey results have been sent out.

OPSEU has requested that results be shared and discussed with employees in accordance with the Deputy's memo.

**Action Item:** The Employer will follow-up with OPSEU.

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

Reports were provided to OPSEU.

#### **Business Arising:**

### **4. Classification/Compensation Discussions**

#### **a) Class Standards**

OPSEU believes the class standards are outdated.

**Action Item:** Both the Employer and OPSEU to come back to the table with more specifics on any initiatives being done.

#### **b) Fair compensation/classification for members including Resource Technicians and special cases that were submitted by Conservation Officers and Aircraft Maintenance Engineers**

OPSEU updated the Employer on the Conservation Officers meeting with the Minister of Natural Resources.

The Employer advised that the ministry does not have the authority to change compensation/classification.

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

### **5. Future of Work in the OPS**

The Employer advised that they do not have any updates to provide at this time and continues to wait for updated direction from the Secretary of Cabinet. During this time, the Employer continues to remind management to review requests on a case-by-case basis and consider flexible solutions.

### **6. Vacancy Management**

**Action Item:** Remove item from the agenda.

### **7. Enforcement Uniform Policy in particular the wearing of steel toed boots.**

The Employer advised that they confirmed with Enforcement Branch that the policy will not be shared.

**Action Item:** The Employer will provide previous response to OPSEU.  
**8. Discussion on Organization Charts and Maintenance of InfoGO**

OPSEU requested organization charts.

The Employer advised that organization charts are not maintained for this ministry.

**Action Item:** Item has been referred to CERC.

### **9. Seasonal employees rights and entitlements**

OPSEU has indicated their intention to reopen the MOU with respect to seasonal rights and entitlements in AFFES.

**Action Item:** Letter from OPSEU will be sent to the ministry.

### **10. Intern positions classified under the Admin category vs the Tech category**

**Action Item:** OPSEU to provide the Employer with examples.

### **11. AFFES-Discussion in regard to Schedule A and fire rangers. Overtime concerns in how the rangers are paid out.**

The Parties clarified that Fire Rangers are not Schedule A.

The Employer confirmed that the overtime concerns have been resolved with respect to Fire Rangers.

OPSEU requested that the Employer consider whether Appendix UN 6, paragraph c can be applied to Schedule A employees in the ministry.

**Action Item:** The Employer to follow up by the next scheduled MERC meeting.

### **12. Retention of AFFES skillset**

**Action Item:** The Parties agreed to defer discussion of this item to the next meeting.

### **New Business:**

### **13. Unified Pay Equity Project**

OPSEU inquired if new position descriptions are being sent to the Unified Pay Equity Committee.

OPSEU requested information about the questionnaire rollout.

**Action Items:** OPSEU to advise of members of the committee.

Employer to report back on questionnaire rollout by the next scheduled MERC meeting.

**13. MERC Forward – Terms of Reference & Training**

**Action Item:** Employer to provide a copy of the Terms of Reference to OPSEU.

Training dates to be provided asap.

**14. Meeting Dates for 2023**

**Action Item:** The Employer to provide tentative meeting dates.

*Original approved on January 24, 2023*

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For the Union	Christopher Bierman	Date
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*Original approved on January 12, 2023*

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For the Ministry	Donna Walton	Date
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