

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

**In attendance:**

**For OPSEU:**

\*Bierman (Co-Chair)  
Jeremy (Jake) Rouse  
Jessica O'Donnell  
Jeremy Verdiel  
Kathleen Demareski, OPS Negotiator

**For the Employer:**

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

**Administrative Items:**

**Approval of Agenda**

Agenda was approved.

**Standing Items:**

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

The Employer advised that there are no updates.

**2. Employee Engagement**

Refer to Item 15.

**3. Inclusion/Accessibility/Diversity**

The Employer advised that the Ministry is partnering with TBS to put "R" in READI.

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

Reports were provided to OPSEU.

**Business Arising:**

**5. Classification/Compensation Discussions**

**a) Class Standards**

**Action Item:** Defer to next meeting.

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

**Action Item:** Defer to next meeting.

**6. Future of Work in the OPS**

The Parties agreed that the feasibility review as per Appendix 42 will start with the IRM position in the Regional Operational Division (ROD).

**Action Item:** The Parties to develop the scope of work by the next MERC meeting (September 2023).

**7. Discussion on Organization Charts and Maintenance of InfoGO**

No updates are available at this time.

**Action Item:** Parties to provide updates as available.

**8. Seasonal employees rights and entitlements**

**AFFES**

The Parties have agreed to establish a MERC subcommittee to discuss the following, including but not limited to:

- a) Seasonal Employee Rights and Entitlements**
- b) Retention of AFFES skillset**
- c) Compressed Work Agreements**

**Action Item:** The Parties to decide on who will sit on the subcommittee.

**9. Intern positions classified under the Admin category vs the Tech category**

OPSEU provided the Employer with examples of the Intern positions.

**Action Item:** The Employer to follow-up when information is available.

### **10. Unified Pay Equity Project (PIQ)**

The Parties agree that selected employees are permitted 3 hours of paid time to complete the Position Information Questionnaire (PIQ).

### **11. MERC Terms of Reference**

The Employer advised that a draft Terms of Reference will be sent to OPSEU by June 30, 2023.

**Action Item:** OPSEU to provide comments as applicable.

### **12. Statement of Issue re Biologist positions in Regional Operations Division (ROD)**

The A/Director, Southern Region attended MERC to provide responses to OPSEU's questions.

OPSEU advised that they will be forwarding this matter to the Deputy Minister.

### **13. Appendix UN 6c) – Schedule A**

**Action Item:** The Employer to follow-up by next meeting.

### **New Business:**

### **14. MNRF Critical Injury Protocol**

The Employer advised that the protocol is located on the Ministry website. As per the MNRF Critical Injury Protocol, critical injuries involving OPSEU-represented employees will be shared with the MNRF MERC Co-Chair.

**Action Item:** The Union will advise of any issues as they arise. Item to be removed from the agenda.

### **15. MNRF Bush Meal Business Practice**

OPSEU advised that there have been questions about what a bush meal is.

**Action Item:** The Employer to advise OPSEU when clarifying information is available.

**16. ROD Survey Results**

OPSEU requested the Southern Region Innovation Team Survey results.

**17. Next Meeting Dates**

The next meeting is scheduled for September 28, 2023.

*Originally Approved on June 22, 2023*

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For the Union	Christopher Bierman	Date
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*Originally Approved on June 22, 2023*

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For the Ministry	Donna Walton	Date
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