

**Ministry of the Natural Resources
Ministry Employee Relations Committee Meeting (MERC)**

November 27, 2025

OPSEU/SEFPO Wellesley Office

MERC Members:

OPSEU/SEFPO

Jake Rouse – Co-chair
Jessica O'Donnell – Vice Chair
Michelle Riley
Brenton Beeston, OPS Negotiator
Dave Hall

EMPLOYER REPRESENTATIVES

Donna Walton, Director – Co-Chair
Amber McNally
Brian Locke
Julie McArdle
Annie Leppington (TBS)

Additional Agenda Items/Changes to the Agenda (below)

Standing Items			
	Disclosures	No new items to discuss.	
	Employee Experience Survey	The MNR Seasonal Staff Employee Experience Survey was fielded from August 13 to September 26, 2025. The results will be shared with MERC as they become available.	
	Inclusion/Accessibility /Diversity	The Centre for Employee Health, Safety and Wellness is offering Manager and Employee information sessions on Disability Employment Accommodation Reporting and Monitoring. These sessions will take	

Date Tabled	Agenda Item	Discussion notes	Follow-up / Action
		place on Thursday, December 11 th at 1:30pm for Managers, and 2:30pm for Employees. Work continues as it pertains to the OPS Digital Accessibility Standard (ODAS) within the Ministry.	
	Fixed Term Position Conversion/Seasonal Employee Statistics	The FXT report will be sent back to the Employer.	
Business Arising			
February 1, 2024	ROD Positions – RMC/IRM/RMT concerns	The Parties agree to remove this item from the agenda.	
April 11, 2024	AFFES – Incentive MOA, other issues	The Union has no update with regard to the Incentive MOA but continues to discuss this item internally.	
September 11, 2025	Scheduling of Special Conservation Officers	The Union suggests that there are inconsistencies with compensation within a schedule within the same series class. The Employer confirmed that concerns have been raised to the Enforcement Branch. Questions around scheduling are being addressed at a local level, on a case-by-case basis.	
September 11, 2025	Conservation Officer Vehicles & Arrest Protocols	The Employer confirmed that the Enforcement Branch has established a staff and manager working group to review and update the Arrest Directive Protocols for the Branch.	

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		OPSEU requested further information about the working group meetings, including minutes or group make-up.	
September 11, 2025	Regional Position Placement Policy	The Employer confirmed that various factors, including management discretion and operational requirements are considered when determining which locations are advertised on job postings. OPSEU will be referring this item to CERC.	
September 11, 2025	Incident Management Team Deployments	The Employer presented on the IMT Deployment Selection Process. OPSEU raised concerns with perception of fairness in selecting IMT teams. OPSEU also inquired as to the waiver process while selecting staff that are either underqualified or overqualified to go on deployments on an IMT. The Employer agreed to follow up. The Parties agree to remove this item from the agenda.	
New Business (LERC Referrals)			
November 27, 2025	AWA Timing of Responses, denials, appendix 42 s.3	The Parties discussed Appendix 42 and the feasibility of a remote work arrangement being one factor that management would consider in assessing an AWA request.	
November 27, 2025	415 Pilot Scheduling Issues	The Parties discussed concerns about CL415 Pilots and the process following completion of their Compressed Work Year hours, as per the CL415	

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		MOU. The Employer agreed to look into this item further.	
November 27, 2025	Fair Competition Concern	The Parties had a conversation on fair competitions.	
November 27, 2025	Filling Regular Position with Existing Seasonal Work	The Employer confirmed that the Ministry will be creating 68 new Regular positions, which will all be filled through a competition process. OPSEU requested communication in writing from the Director indicating that the Employer misspoke, and the positions are not being converted. The Employer agreed to follow up on the communication of this item.	
November 27, 2025	MERC Meeting Dates for 2026	The Parties agreed to the following dates for the 2026 MERC Meetings: February 12, 2026 May 21, 2026 September 3, 2026 - TBD October 29, 2026 - TBD	

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Jeremy Rouse
OPSEU/SEFPO

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Donna Walton
Employer