

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

February 12, 2026

OPSEU/SEFPO Wellesley Office

MERC Members:

OPSEU/SEFPO

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

EMPLOYER REPRESENTATIVES

Donna Walton, Director – Co-Chair
Amber McNally
Brian Locke
Julie McArdle (Sends regrets)
Annie Leppington (TBS)
Callis Egbuchiem (Silent Observer)

Additional Agenda Items/Changes to the Agenda (below)

Standing Items			
	Disclosures	OPSEU: Raised concerns that hyperlink on templated offer letters is not working. Employer: Has engaged enterprise HR partners and will follow up once resolved.	
	Employee Experience Survey	Employer: Deputy Memo provided to all MNR Staff in late January reflects efforts that took place since the 2024 Employee Engagement survey results were	

Date Tabled	Agenda Item	Discussion notes	Follow-up / Action
		released. OPSEU: The union does not feel this is reflected in the current processes being undertaken by the employer and feels the memo was disingenuous. OPSEU recognizes that unionized employees are supporting engagement initiatives.	
	Inclusion/Accessibility /Diversity	The union desires updates on mental wellbeing as a standing item going forward. Agenda title to be updated.	
	Fixed Term Position Conversion/Seasonal Employee Statistics		
Business Arising			
April 11, 2024	AFFES – Incentive MOA, other issues	OPSEU corporate discussions continue.	
September 11, 2025	Conservation Officer Vehicles & Arrest Protocols	Employer: The terms of the MOL order were satisfied aligning with Arrest Directive Protocols and the order was closed. Enforcement Branch has established a staff and manager working group to actively review and update the Arrest Directive Protocols for the branch. Employees are encouraged to address concerns with their local manager, the Regional or Provincial Manager on a case-by-case basis. OPSEU: The union is not satisfied with Employers response and will be engaging the Deputy as a next step.	

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November 27, 2025	AWA Timing of Responses, denials, appendix 42 s.3	Employer: The ministry continues to actively review AWAs while ensuring consistent and fairness for comparable positions across the Ministry while appropriately considering individual circumstances and the collective agreement requirements. Discussions between the Union and Employer will continue at the corporate labour relations table/level. OPSEU: The union is considering other mechanisms to obtain clarity on MNR AWA process and is concerned about transparency. The union feels that the current AWA process is disrespectful to their members and does not align with the recent MNR Deputy Employee Engagement memo.	
November 27, 2025	415 Pilot Scheduling Issues	The Union is engaging the Pilots for feedback and will follow-up with the Employer.	
November 27, 2025	Filling Regular Position with Existing Seasonal Work	Remain on agenda as regular positions continue to be filled. The union requested clarity on step procession (compensation) and was satisfied with the Employers response.	
New Business (LERC Referrals)			
February 12, 2026	Enforcement Branch Health and Safety Committee	Employer: The committee ensure that nuanced health and safety needs across Enforcement Branch and the province are being delivered and does not replace local JHSC or line supervisor health and safety responsibilities. Workplace inspections within Enforcement Branch are delivered by local/MNR/OPS JHSC.	

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		OPSEU: The union disagrees that Enforcements Branch internal Health and Safety Committee does not deliver JHSC items under OHSA. Union is requesting the minutes and terms of reference. The Union will be engaging MOL to understand if they are operating as an JHSC.	
	Next Meeting Dates Confirmed	• April 30, 2026 • September 24, 2026 • October 29, 2026	

February 12, 2026

Jeremy Rouse
OPSEU/SEFPO

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Donna Walton
Employer