

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

April 30, 2026

OPSEU/SEFPO Wellesley Office

MERC Members:

OPSEU/SEFPO

Jake Rouse – Co-chair

Jessica O'Donnell – Vice Chair

Michelle Riley

Brenton Beeston, OPSEU Negotiator

Dave Hall

EMPLOYER REPRESENTATIVES

Donna Walton, Director – Co-Chair

Laura Aitchison

Brian Locke

Julie McArdle

Annie Leppington (TBS)

Additional Agenda Items/Changes to the Agenda (below)

Standing Items			
Date Tabled	Agenda Item	Discussion notes	Follow-up / Action
	Disclosures	The Employer had no updates. OPSEU reminded the Employer of the requirement to provide offer letters to mnrmerc@outlook.com for OPSEU-represented employees.	
	Employee Experience Survey	In the recent Employee Experience Survey, MNR closed with a 68% response rate. The Employer will provide updates as they are available.	

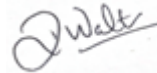
Date Tabled	Agenda Item	Discussion notes	Follow-up / Action
		The MNR MERC OPSEU-unified members distributed a survey to MNR OPSEU-represented employees. Results will be shared with the Employer as they are available.	
	Inclusion/Accessibility /Diversity/Mental Health	AIM nomination portal is now available for employees to submit a nomination. The 2026 “A Good Way” has launched. The focus for 2026 is “Stronger Connections. Better Mental Health”. A mandatory MNR training has been added this year “Being a Mindful Employee” related to psychological safety in the workplace. Launched 2026 DCCP on April 15, 2026. This program has been very well received in the ministry.	
	Fixed Term Position Conversion/Seasonal Employee Statistics	The Employer provided a report to OPSEU in advance of the meeting.	OPSEU will provide detailed questions following the meeting.
Business Arising			
April 11, 2024	AFFES – Incentive MOA, other issues	The Employer continues to review the incentive MOA payment raised. OPSEU continues to have an outstanding question that is currently being addressed corporately.	The Employer to follow-up.
November 27, 2025	AWA Timing of Responses, denials, appendix 42 s.3	The Employer did not have any updates to provide.	

Date Tabled	Agenda Item	Discussion notes	Follow-up / Action
		OPSEU confirmed that a response was received from the Deputy Minister related to Alternate Work Arrangements.	
November 27, 2025	415 Pilot Scheduling Issues	The Parties did not have any updates on this item.	The Parties agree to remove this item from the agenda.
November 27, 2025	Filling Regular Position with Existing Seasonal Work	Recruitment is ongoing and going well. The Employer intends to compete these positions as soon as possible.	The Parties agree to remove this item from the agenda.
New Business (LERC Referrals)			
April 30, 2026	Accommodation	OPSEU raised concerns with the timelines and information requested associated with accommodation requests and requested that compassion be exercised in conversations between employees and their manager. OPSEU expressed that medical accommodations are being managed appropriately.	
April 30, 2026	Right to Union Representation for OPSEU-Represented Employees	OPSEU reminded the Employer of OPSEU-represented employees' entitlement to have a union representative present, in accordance with Article 30.	The Parties agree to remove this item from the agenda.
April 30, 2026	Article 9.4 – Supply and Maintenance of Ministry Apparel	OPSEU advised that changes to uniforms, etc, in accordance with Article 9.4 are subject to union-management discussions and suggested if changes	The Parties agree to remove this item from the agenda.

Date Tabled	Agenda Item	Discussion notes	Follow-up / Action
		are being contemplated, MERC would be an appropriate forum to discuss those changes.	
November 27, 2025	MERC Meeting Dates for 2026	- September 24, 2026 - October 29, 2026 (virtual)	



Jeremy Rouse
OPSEU/SEFPO



Donna Walton
Employer