

MEMORANDUM

OPSEU



SEFPO

Syndicat des Employé-e-s
de la Fonction Publique
de l'Ontario

TO: All Presidents with members in the Ministry of Natural Resources
All Stewards in the Ministry of Natural Resources

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: September 22, 2005

SUBJECT: **Ministry of Natural Resources
ERC Minutes – September 22, 2004**

Attached, for your information, are the minutes of the above captioned meeting.

Please post or otherwise make them available to the members in your workplaces.

Also attached is a MERC referral form which should be used when referring unresolved local issues to the ministry level. The referral should be sent care of the our Job Security Unit with all the supporting documentation, (e.g. minutes, correspondence, etc.), with any referrals.

PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

Leah Casselman
President

Terry Baxter
OPS Supervisor/Negotiator

/cm
att.

cc: MERC Chairs
Ministry ERC

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**Ministry Employee Relations Committee
OPSEU
September 22, 2004
Toronto**

Present for OPSEU:

Elaine Bagnall (Co-Chair)
Pat Schillemore
John Berry

Present for the Ministry:

Rob Kennedy (Co-Chair)
Tracy Demal (Minutes)
Stephen Boyd
Barry O'Brien (Guest - By Phone)
Rob Taylor (Guest - By Phone)

1. Health and Safety

The union raised an issue related to seasonal employees not being granted attendance credits while waiting for a response from WSIA. The ministry advised that the situation has been remedied and that there is a plan underway to meet with SSB to discuss a Business Plan around this issue.

Action: The ministry will provide MERC with a copy of the Business Plan once it has been formulated.

2. Fire Contracts

The union raised an issue around the start and end dates of unclassified employees working on fire contracts.

Action: The ministry will investigate the matter and report back to the union.

3. Overtime and Travel Time

The ministry provided the union with copies of the April 2000, overtime and travel time, Memorandum of Agreement related to fire.

4. Sick Time

The union raised an issue out of the North East around an employee calling in sick.

Action: The union will look into the matter further and raise the issue at LERC.

Action: The ministry will check to see if there is a written protocol for calling in sick and if one exists the ministry will provide it to the union.

5. Surplus List

The ministry provided the union with a copy of the active Surplus List.

6. Lateral Transfer

The union raised an issue related to the denial of a lateral transfer request.

Action: The ministry will follow up on the issue and get back to the union.

7. IDEAS Campaign

The ministry advised the union that approximately 12,000 ideas were submitted across the OPS with MNR submitting approximately 500. There is currently a review being conducted to determine which ideas may be suitable for implementation.

Action: The ministry will provide copies of any ideas which receive approval to MERC.

8. Helicopter

The ministry provided an update on the MNR helicopter issue and advised the union that a draft report has been received from the Transportation Safety Board. The final report is expected early in 2005.

9. Union Leave

The ministry provided a copy of the Union Association Leaves - Quick Reference Chart located in WIN and some related Q's and A's to the union.

10. Schedule A and Unclassified Contracts

The union raised an issue related to Schedule A not being applicable to biologist on unclassified contracts. The ministry advised the union that schedules in the collective agreement only apply to classified positions and not unclassified positions.

11. Job Competitions

The union raised an issue around management making notes in pencil when conducting job interviews. The ministry advised that as this is an OPS issue it would be better raised at CERC.

12. LRC

The union requested that all four of the MERC Chairs or their representatives have the opportunity to meet with management from OMAF, MNDM, MOE and MNR to ensure consistent messaging around the LRC.

Action: The union will send out a proposed agenda to the ministry for consideration.

The union further requested that no vacant SO3 positions be posted without first considering Direct Assignments.

Action: The ministry will bring this request forward to the LRC human resources staff.

13. Outdoor Card Centre

The union raised an issue related to unclassified employees from the Outdoor Card Centre moving from Group 1 to Group 3 and losing their attendance credits in the process.

Action: The ministry will have the Human Resources Consultant for that client group look into the issue.

14. Prefit Numbers

The union requested the total number of individuals who took the Prefit and the pass and fail numbers.

Action: The ministry will follow up and provide the requested information to the union.

15. Parks Legislative Review

The union requested information around who the stakeholders are that are mentioned in the Parks Legislative Review. The union also requested information around the dates for the public consultation.

Action: The ministry will follow up and report back to the union.

16. II & E

The union thanked the ministry for the opportunity for the MERC Chair to participate in the Code of Professionalism training. The ministry advised the union that there is a plan to create a web site where additional training dates will be posted.

Action: The ministry will provide web address to the union once the internet site has been established.

17. Wind Energy

In response to a question, the ministry advised that work related to wind energy is new for the ministry.

Signatures:

	<i>Elaine Bagnall</i>	<i>Sept 1/05</i>
For the Union:	Elaine Bagnall	Date

	<i>Rob Kennedy</i>	<i>1/9/05</i>
For the Ministry:	Rob Kennedy	Date

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FOR MERC ACTION

Strategic Action from Local Employee Relations Committee
(to be used when an issue is not resolved at LERC table)

Ministry:

Workplace Location:

Local #:

Please use a Separate Form for Each Unresolved issue.

- ✓ Please include the specific details about the issue.
- ✓ Provide any documentation that may assist the discussion at your Ministry Employee Relations Committee (MERC).

Is the issue related to (please ✓):

- | | | | |
|--------------------------|--|--------------------------|---------------------------------|
| <input type="checkbox"/> | Job Security and Article 20 | <input type="checkbox"/> | Reasonable Efforts - Divestment |
| <input type="checkbox"/> | Employer's Corporate Initiative and work re-organization | <input type="checkbox"/> | |
| <input type="checkbox"/> | Enforcing the Contract | <input type="checkbox"/> | Contract Interpretation |
| <input type="checkbox"/> | Health and Safety | | |
| <input type="checkbox"/> | Other: (please identify) | | |

Statement of the Issue:

The Resolution sought by your Local Employee Relations Committee (LERC):

Date Issue was declared unresolved by your LERC:

Is the Relevant material attached? Yes No

LERC Minutes dated:

Correspondence. Please list:

Local ERC Member Contact

Name:
Address:

Home #:
Work #:

**FORWARD to: OPSEU Job Security Unit, 100 Lesmill, Toronto, Ontario M3B 2P8
Fax: (416)448-7462**

