

**MEMORANDUM**

**OPSEU**



**SEFPO**

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

**TO:** All Presidents with members in Management Board Secretariat  
All Stewards in Management Board Secretariat

**FROM:** Terry Baxter, OPS Supervisor/Negotiator

**DATE:** October 12, 2005

**SUBJECT:** **Ministry of Natural Resources  
ERC Minutes – September 1, 2005**

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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.**

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**Ministry Employee Relations Committee  
OPSEU Regional Office  
31 Wellesley St., Boardroom 3  
Toronto, Ontario**

**Thursday, September 1, 2005  
9:30 – 4:30**

Present for OPSEU:

Elaine Bagnall (Co-Chair)  
Dave Fluri  
Ed Evens  
Peter Wall

Present for the Ministry:

Rob Kennedy (Co-Chair)  
Laural Rueffer (Minutes)  
Paul Chamberlain  
Dale Scott (Guest)  
Kevin Smith (Guest – By Phone)  
Barry O'Brien (Guest - By Phone)  
Craig Greenwood (Guest – By Phone)

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**1. Bush Meals**

The Union raised the issue of consistent application of the Bush Meal policy. The parties discussed the intent of the policy and their mutual interest in ensuring consistent application.

*Action: The Ministry to confirm if there is an updated Bush Meal policy and if one exists, provide it to the Union.*

**2. Scent/Food Allergies**

The Union raised the issue of scent/food allergies in the workplace and suggested that a policy would be beneficial. The parties discussed the current approach to address issues of sensitivities as well as methods to raise awareness of scent/food allergies in the workplace. The Ministry indicated that as any policy reflecting scent/food allergies would be most appropriately addressed corporately.

*Action: The Union to share the OPSEU Scent Policy.*

*Action: The Ministry will issue a bulletin addressing fragrances in the workplace and consider policy options.*

### **3. Defibrillators**

The Union raised the issue of defibrillators in the MNR workplaces. The parties discussed the successes of the defibrillator pilot project at Queen's Park. The Ministry indicated that policies regarding defibrillators are being developed corporately.

### **4. Bear Wise Program**

The Union requested further information regarding the staff supporting the Bear Wise program. The Ministry provided a summary of the results of the program from 2004 as well as an update of the program for 2005.

### **5. Enforcement Interns**

The Union raised the issue of the enforcement interns and the potential impact on promotional opportunities for Deputy Conservation Officers (DCOs).

*Action: Ministry to confirm the status of DCO's coverage under WSIB while they are volunteering.*

*Action: Ministry to confirm the obstacles identified through the Conservation Officers (CO) recruitment strategy associated with recruiting qualified COs.*

### **6. Geographic Systems Officer Interns**

As with the enforcement interns, the Union raised the issue of the Geographic Systems Officer (GSO) interns and the potential for impact on promotional opportunities for their members.

*Action: Ministry to confirm recent recruitment of GSO interns in the north.*

### **7. Seasonal Fire Rangers Positions**

The Union requested clarification of the 2005 staffing strategy for fire crews. The Employer confirmed that a number of seasonal vacancies had not been filed this season. The parties discussed increased staffing needs that resulted from an active fire season and the successes of the 2005 season.

### **8. Fire Reorganization**

The Union requested confirmation of whether a reorganization was being planned for fire services. The Ministry indicated that no decisions have been made concerning a reorganization.

### **9. Surplus Listing**

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

## **10. Upcoming Constraints**

The Employer addressed the issue of upcoming fiscal constraints and suggested that hopefully there will be an opportunity for discussion in greater detail at the next meeting.

## **11. Fire Travel Time Memorandum of Understanding (MOU)**

The Union raised the issue of an MOU regarding fire related travel time. The parties discussed the previous agreement and their mutual interest in ensuring consistency in the application of collective agreement entitlements.

*Action: The Ministry to provide the Union with any guidelines which have been developed for the application of the travel time provisions for fire services staff as well as a decision with respect to whether it wished to pursue discussions toward a new agreement.*

## **12. OCWA Water Operator Salary Note**

The Union raised the issue of the salary note in the collective agreement that is specific to Ontario Clean Water Agency staff who maintain Class 1, 2, 3 or 4 licenses and noted that Ontario Parks also employs Water Treatment staff who maintain the same licenses but who do not benefit from the salary note. The Employer suggested that this is an issue to be addressed through collective bargaining.

## **13. Conservation Officers and Liquor Licensing Act**

The Ministry indicated that the MNR is considering pursuing an expansion of the authority of conservation officers that would enable them to enforce the *Liquor Licensing Act* outside of the provincial parks.

## **14. Bargaining Unit Work in Aviation Services**

The Union suggested that there is an issue with performance of bargaining unit work by the management of aviation services. Barry O'Brien, Manager of Aviation Services communicated the legal licensing requirements for pilots and clarified the requirement of using managers to validate pilot training, which necessitated them maintaining their own currency. Management pilots also fill in on the rotation when bargaining unit pilots are off unexpectedly.

## **15. Turbo Beaver Incident**

The Ministry provided an update on the Turbo Beaver Accident.

## **16. Aviation Services review**

The Ministry provided an update on the progress of the Aviation Services Review.

## **17. Health and Safety Training**

OPSEU raised the issue of additional health and safety training requirements arising out of new operational policies and procedures and whether new funding was available. The Employer indicated that training would be funded from within current budgets.

## **18. Update on MNR Transformation**

The Ministry addressed the issue of the possible impact of various transformation initiatives on MNR. The Ministry advised OPSEU of their continued commitment to the disclosure obligations which have been established between the parties and the particularly, the need to meet corporate disclosure requirements.

## **19. Fish and Wildlife Review**

Dale Scott attended to discuss the upcoming review of the Fish and Wildlife program. The parties discussed the background and objectives of the review and plans for obtaining input from staff and other stakeholders.

*Action: Dale to attend next meeting to provide further update on the review.*

## **20. LRC Recognition Program**

The Ministry advised OPSEU that the Land and Resources Cluster (LRC) will be announcing a recognition program for the LRC staff at Showcase Ontario in September.

## **21. Unclassified Listings**

The Union raised the issue of the obligation to provide a listing of all unclassified staff. The Ministry indicated that the commitment was made at the Central Employee Relations to provide the unclassified staff listing corporately.

## **22. MERC minutes posting**

The Ministry raised the issue of the provision in the newly negotiated collective agreement to post MERC minutes on the ministry intranet.

*Action: The ministry will endeavor to provide a draft set of minutes to the union within 10 days of the meeting and will investigate the mechanics of posting the minutes on the intranet site prior to the next meeting.*

## **22. Lateral Transfers**

The Union raised the issue of the lateral transfer agreement negotiated in November 2004. The ministry indicated that the agreement included a provision to periodically review the operation of the agreement but that had been postponed a couple of times due to ongoing collective bargaining. The expectation was that a meeting would be arranged in the near future with OPSEU's job security officer for that purpose.

**23. Terms of Reference**

The parties agreed to defer this item until the next meeting.

**24. Next Meeting Date**

The parties agreed that the next meeting date would be held on December 8, 2005 at 31 Wellesley St, Toronto.

**Signatures:**

*Elaine Bagnall*  
\_\_\_\_\_  
For the Union: Elaine Bagnall 4/10/05  
Date

*Rob Kennedy*  
\_\_\_\_\_  
For the Ministry: Rob Kennedy 4/10/05  
Date

**OPSEU**



**SEFPO**

**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"/> 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**

