

**MEMORANDUM**

**TO:** All Presidents with members in the Ministry of Environment  
All Stewards in the Ministry of Environment

**FROM:** Brian Gould, OPS Supervisor

**DATE:** December 2, 2009

**SUBJECT:** **Ministry of Environment  
ERC Minutes – April 29, 2009**

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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 Job Security Unit with all the supporting documentation, (e.g. minutes, correspondence, etc.), with any referrals.

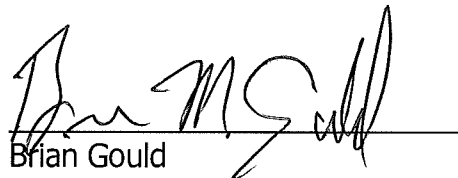
**PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.**

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas  
President



Brian Gould  
OPS Supervisor

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att.

cc: MERC Chairs  
Ministry ERC

**MINISTRY OF THE ENVIRONMENT  
MINISTRY EMPLOYEE RELATIONS COMMITTEE  
(OPSEU)  
JOINT HEALTH & SAFETY (OPSEU) COMMITTEE**

**Wednesday April 29, 2009  
1:00 p.m. to 4:00 p.m.  
Room 1040, 10<sup>th</sup> Floor  
40 St. Clair Ave. West  
Toronto**

**Management:**

Debra Sikora  
Jacques LeGris  
Gayla Campney  
Dean Hustwick

**Union**

Janis Pechinger  
Larry Lefebvre  
Charles Wakefield  
Dallas Takeuchi

**Advisors:**

Doug Milic, ERD, MGS

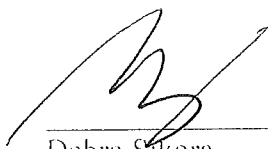
Sandra Harper, OPSEU

ITEM	DISCUSSION	ACTION
<b>A. Review Previous Minutes</b>	Minutes reviewed, modified & signed	
<b>B. Previous Business &amp; Standing Items</b>		
<b>1. Fixed Term Usage Report</b>	End of February Report sent to Union for review prior to the meeting	
<b>2. II&amp;E Secretariat-standing item</b>	There was nothing new to report. The organization may have been moved or changed. Management is checking into its status. If this is the case then II&ES will cease to be a standing item.	Management to follow up on status of secretariat.
<b>C. New Business</b>		
<b>1. Shift Work – Standing item</b>	<p>Management advised the union of the following on Shift Work in Abatement:</p> <ol style="list-style-type: none"> <li>1. Currently the MOE has 30 shift work Environmental Officers although some are unoccupied resulting from staff movement. The majority of these EO's commenced their positions in September of 2008.</li> <li>2. The program has been in operation for 7-8 months and the Division will undertake a review of the program. The Division advised that it will be speaking with the affected staff for getting their input on evaluating the current program, improvements that might be made to the program and any other operational changes to improve integration with daytime/regular compliance activities.</li> <li>3. The following aspects will be reviewed. In particular, discussions with shift workers will be the option of having them participate in the ERP: <ul style="list-style-type: none"> <li>• Scope of inspections</li> <li>• Range of duties across the districts</li> <li>• Shifts/hours of work</li> <li>• Health &amp; safety issues</li> <li>• Participation on ERP. Job description already includes it. If it is decided to</li> </ul> </li> </ol>	

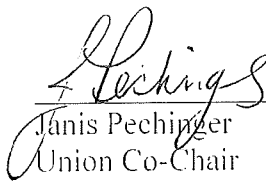
	<p>have shift workers participate in ERP they will be trained appropriately.</p> <ul style="list-style-type: none"> <li>• Training needs</li> <li>• Interface with daytime EO's/staff/workload</li> <li>• Effectiveness of the program.</li> </ul> <p>4. The review will be carried out internally by the Operations Management Committee (District Managers &amp; Supervisor representatives). The findings will be reviewed and recommendations will be presented to DDC. Decisions will be shared with the MERC and then subsequently with staff.</p> <p>Management anticipates the review starting in the next few weeks and that decisions are likely in the summer or fall of 2009.</p> <p>In response to the Union's query management advised that it did not get funding for the five pesticides positions.</p>	<p>Management to advise MERC what decision has been made when decided.</p>
<p><b>2. Visual identity</b></p>	<p>The management lead for this was unable to attend and accordingly either a teleconference would be arranged or an update would occur at the next meeting.</p>	
<p><b>3. Source Water Protection Positions</b></p>	<p>The Union raised concerns that it has not received job descriptions for positions such as the Drinking Water Liaison Positions. In addition the Union queried why most of the positions are in the AMAPCEO bargaining unit. The union requested the job descriptions related to the Lake Simcoe work.</p> <p>Management advised that with the HR transformation a number of items appear to not have been fully addressed. The issue of provision of job descriptions to the various MERCs has been raised.</p> <p>Management advised that under the new system determination of the classification and bargaining unit status of a position is determined corporately at HROntario and it did not have the information readily available.</p>	<p>Management to arrange provision of the job descriptions for Lake Simcoe.</p> <p>Management to advise once process has been clarified.</p>

<p><b>4. Reduction in Regulatory Approvals as a greening initiative (open for business)</b></p>	<p>The Union inquired about the status of the activity including if there will be impacts on jobs with specific ministries issuing particular permits where a number of ministries have input.</p> <p>Management indicated An Open for Business e-Bulletin is now available on the site. To access the information go to the HR Open web and under search enter Open for Business.</p> <p>Currently, discussions and review is underway; however, no decisions have been made. When things progress to the appropriate stages the union and staff will be advised.</p>	
<p><b>5. Delays in Hiring for vacancies &amp; impacts</b></p>	<p>The Union raised concerns related to delays in recruitment, which puts considerable workload pressure on the other employees. The Union asked if the process could be expedited and what the current status was.</p> <p>Management advised the Union that the review and approval process is somewhat lengthy or slow.</p>	
<p><b>6. GPS Telematics Pilot Project</b></p>	<p>The Union indicated that insufficient information has been provided to employees and the Union on the status of this project. Management advised the Union that the project had been disclosed corporately and that it was strictly related to odometer readings, fuel consumption, CO2 emissions, idling time and other vehicle diagnostics to assist in the maintenance and upkeep of the assets. No information on the volunteer employees are available though the pilot. MOE had 30 mobile units and met its target of 30 volunteers.</p> <p>Management described a variety of technical difficulties that were encountered with the equipment and issues such as hybrid vehicle battery drainage in cold weather.</p> <p>Upgrades are being installed with activation</p>	

	upon completion with a six month data collection period to start (anticipated) June 1, 2009.,	
<b>7. Employee Engagement</b>	The Union requested an update on the Employee Engagement when it becomes available.	
<b>8. Compressed Work Week Agreement</b>	The Union indicated that a key to employee engagement and frustration for employees is the compression cycle of the compressed work week agreements. Other corporate committees such as the Corporate Green Committee and the Employee Engagement have brought up this topic as a means of achieving their corporate goals and objectives e.g. working at home or remotely and or 2-3 week compression cycles.	
<b>9. Organization charts</b>	The Union asked management if it could provide update organization charts for the Ministry.  Management indicated that it would look into the matter as there is not HR branch to pull the materials together and the SBU will need to look to the branches for the information.	
<b>10. Business Between Meetings</b>	Nov. 27/08 – Lake Simcoe Plan Project Team Feb. 19/09 - EMRB Reporting Relationship change. March 12/09- Office of Francophone Affairs March 13/09-Update on Ajax Satellite Office March 17/09-Reporting change SDB	



Debra Sikora  
Management Co-Chair



Janis Pechinger  
Union Co-Chair

J. LEGRIS for