

MEMORANDUM

TO: All Presidents and members in Ministry of Natural Resources
All Stewards in Ministry of Natural Resources

FROM: Ruth Hamilton, A/OPS Supervisor/Negotiator

DATE: February 11, 2011

SUBJECT: **Ministry of Natural Resources
ERC Minutes – December 8, 2010**

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

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

You will also find attached a MERC referral form which should be used when referring unresolved local issues to the ministry level. We request that you provide the Job Security Group with all supporting documentation, (i.e. 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



Ruth Hamilton
A.OPS Supervisor/Negotiator

/pb

att.

cc: MERC Chairs
Ministry ERC

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

**Tuesday, December 8, 2010
9:30 – 3:30**

Present for OPSEU:

Elaine Bagnall (Co-Chair)
Dave Fluri
Pierre Verhelst
Ed Evens

Present for the Ministry:

Joel English (Co-Chair)
Martha Baldwin
Kevin Smith
Dave Payne
Jay Nichols

Regrets:
Pat Freistatter
Cameron Walker

Standing Items:

1. RbP Disclosure/Transformation/ Budget Update

The parties discussed the Ministry level 2010/11 RbP disclosure of Dec, 7, 2010, which followed the corporate disclosure that was delivered on June 10, 2010. The parties discussed the content of the 2010/11 disclosure and the fact that 2011/12 discussions are now underway. The employer apologized for the disconnect in this year's process which was due to an oversight on the part of MGS. Discussions held at the CERC table were useful in uncovering the issues and will ensure that 2011/12 RbP disclosures will be better coordinated for more efficient information sharing.

The parties discussed the current FTE reduction strategy. The Employer confirmed that the 5% target within MNR is based on a defined set of positional categories. The Employer again confirmed that its plan is to focus on the achievement of the 5% through vacancy management, retirements as well as attrition.

Action Item: The Employer committed to sharing a guide with OPSEU MERC Co-Chair which helps to explain how FTEs are counted for the purposes of achieving the 5% reduction.

2. Employee Engagement

The Employer confirmed that MGS has announced the launch of a new Employee Engagement Survey which is slated for implementation in March 2011. MNR is seeking approval to disclose the details regarding initiatives that have been undertaken to respond to the priority areas identified in the 2010 results. The Employer clarified that summer students will not be included as participants of the upcoming March 2011 survey, as students were instead surveyed during their 2010 summer employment period.

The Employer shared information regarding the MNR Leadership Renewal Project and announced that there was great response received from staff who took the opportunity to provide input through the online forum. The project is currently being discussed at the Integrated Leadership Committee (ILC) level.

The MNR Diversity Mentorship Program was officially launched in Nov. 2010 and applications are currently being accepted from staff. Deadline for application is Friday Dec. 17, 2010 (note: since extended to January 6, 2011). The Employer shared information regarding the eligibility process; detailing that there is a wide eligibility criterion for mentors and mentees. Applicants are not required to self identify their diversity category. All information is available online through the MNR Pathfinder site.

3. Ministry File Review Committee (MFRC)

Ed Evens, OPSEU Co-Chair of MFRC, provided a general update regarding the committee's progress. Since its inception in Jan. 2010 there have been approximately 35 grievances referred to the Committee which have varied in nature. The committee is functioning well. It meets on a regular monthly basis and is comprised of three Management representatives and three OPSEU representatives.

4. New Position Listing & Fixed Term Position List

OPSEU confirmed receipt of the fixed term position list, but requested that related dates also be disclosed as soon as possible.

Action Item: Employer to provide related dates for the fixed term position list previously disclosed once the capability has been added in WIN.

5. Fixed Term Position Conversion/Seasonal Employee Statistics

No updates to provide.

6. Schedule for Towers in Parks

The Employer provided OPSEU with an updated list of the work that has been completed on the towers to date within the Southern Region.

Parties agreed that this item will remain as a standing item on the agenda for future update.

Business Arising

1. Enforcement Branch – Pre-Employment Testing & Final DCO Policy

There are no further updates to provide at this time.
Parties agreed to move this item to a standing item on the agenda.

2. 2010-10- National Fitness Exchange Standard Presentation

The Employer anticipates that a report from the consultant will be received by the end of December 2010 and that there may be updates to provide to MERC as of March 2011.

3. 2010-10 - Parks-H&S Issue around Garbage Handling

OPSEU confirmed that a garbage handling issue specific to Martin River and Finlayson Provincial Park was recently discussed at the Local Employee Relations Committee, and solutions towards the necessary changes required for updating garbage storing processes was successfully determined by the local parties. OPSEU requested that it be tabled at MERC in order to verify that the issue was not similarly an issue in other Parks across the Zones and to encourage that wherever possible the Employer look to identify and resolve any potential health and safety concerns that may be present.

Jay Nichols, Central Zone Manager spoke to the garbage handling practices across the Central Zone Parks and committed to discussing with other Zone managers to understand if there may be issues in other Parks.

4. 2010-10 - Healthy and Safe Workplace Project Update

The Employer confirmed that the Healthy & Safe Workplace Project is focused on three primary areas of focus towards fostering a healthy and safe workplace, including:
a) Healthy Living, b) Supportive Work Culture, c) Physical Safety

The project team held a teleconference on Nov. 9, 2010 with Joint Health and Safety Committees across the Ministry. The JHSC provided solid feedback regarding expansion of the role and engagement of the committee.

The Employer confirmed that it is committed to moving forward on the implementation of CSA Z1000 ministry wide safety model.

New Business

2010-12 – a) Attendance Policy

OPSEU inquired about whether there were any updates to provide regarding the Attendance Support Management Policy. The Employer stated that at this time there was no update to provide from MGS regarding the policy review that was announced in Feb. 2010. The Employer understands that consultation with the bargaining agents at the MGS Corporate level is still ongoing.

2010-12 b) Business Solutions Services – LRC

OPSEU inquired about a rumour regarding the development of generic job specs in the LRC BSS and for which staff may be required to bid on.

Action Item: The employer committed to looking into it and will report back.

2010-10-12 c) Professional Fee Payment for Foresters

OPSEU inquired about the reimbursement process for all eligible foresters entitled to a salary allowance for the Professional Forester Association membership fee.

Action Item: Dave Payne, District Manager, Regional Operations Branch will commit to looking into how the payment should be issued to staff.




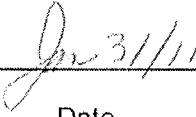
2011 MERC Meeting Dates:

March 9, 2011 - Note: 10:30am start

June 8, 2011 - 9:30am start

September 14, 2011 - 9:30am start

December 14, 2011 - 9:30am start

For the Union	 Elaine Bagnall	 Date
For the Ministry	 Pat Freistatter	 Date