

MEMORANDUM

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

FROM: Brian Gould, OPS Supervisor/Negotiator

DATE: February 27, 2008

SUBJECT: **Ministry of Natural Resources
ERC Minutes – December 12, 2007**

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

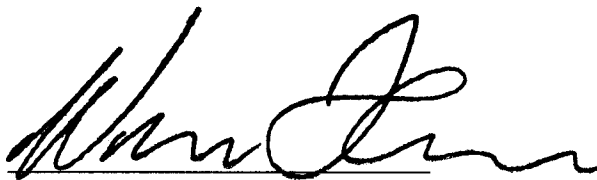
Please post or otherwise make them available to the members in your workplaces.

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.

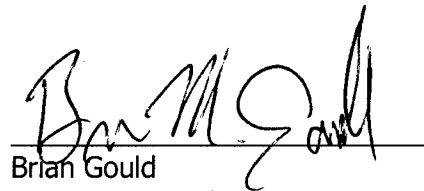
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor/Negotiator

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att.

cc: MERC Chairs
Ministry ERC

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

**Wednesday, December 12, 2007
9:30 – 4:30**

Present for OPSEU:

Elaine Bagnall (Co-Chair)
Kathleen Demareski
Ed Evens
Peter Wall

Present for the Ministry:

Rob Kennedy (Co-Chair)
Laural Rueffer (Minutes)
Paul Chamberlain
Kevin Smith
Dave Payne (via teleconference)

Guests:

Burton McClelland
Brooke Mahoney (via teleconference)
Laureen Watling (via teleconference)
Tom Jones (via teleconference)
Marg Simmons (via teleconference)

Regrets:

Dave Fluri

Standing Items

1. Fish & Wildlife Review

The employer indicated that there were no updates at this time however it was noted that Dale Scott was no longer leading the review.

Action: The employer to provide an update at the next meeting.

2. Transformation

The employer communicated that that there were no updates to share at this time. The parties discussed some of the implementation issues surrounding the HR transformation.

3. Employee Engagement Survey

The employer indicated that there were no updates to provide with respect to the ministry-wide employee engagement initiative. The parties discussed recent initiatives that have involved surveying bargaining unit member staff and the importance of appropriate consultation.

4. Ministry Early Intervention Pilot (MEIP)

The employer described the status and the intent of the MEIP as well as some of the anticipated benefits. The parties discussed the gaps in the current dispute resolution process that MEIP is intended to address as well as some of the critical success factors. The employer expressed optimism that both parties will realize the gains as a result of the pilot.

5. Terms of Reference

OPSEU provided some additional comments on the recent draft of the terms of reference and the parties discussed their respective perspectives.

Action: OPSEU to send their comments to the employer electronically.

Business Arising:

1. Bush Meals

The employer indicated that the proposed increase to the bush meal rate had been put forward to the Financial Management Committee (FMC) and that they were anticipating a response in the near future.

Action: The employer will communicate with OPSEU when FMC response is known.

2. DCO Review

The employer indicated that the Enforcement Branch was unable to locate the final 1997 report. The employer discussed the limited relevance of the report given the changes to the organization that had occurred since the 1997 review and noted that the current review addressed the concerns raised by OPSEU in the past. The employer described progress of the current review and described the next steps.

Action: The employer will share with OPSEU when a date is scheduled for Field Services Committee.

3. Use of Force

The employer provided an overview of the collection of use of force statistics to date. The parties discussed the purpose of comprehensive information being gathered.

Action: The employer to provide enforcement statistics specific to the Ontario Parks program.

4. Communication Survey

The employer indicated that there was no update to provide at this time.

Action: The employer to provide an update at the next meeting if there is any information to share.

5. AME Apprenticeship Program

The employer provided an update on the AME apprenticeship program and indicated that recruitment had begun for apprentice positions.

6. Park Warden Health and Safety

The employer provided OPSEU with a briefing note that addressed the concerns raised at the previous meeting around park warden safety at Earl Rowe Provincial Park.

7. Defibrillators

Paul Chamberlain described the presentation that was made to the Human Resources Planning Committee (HRPC) in October regarding installation of defibrillators. The employer indicated that a plan is being developed for the installation of defibrillators in locations where staff criteria are met to be presented at HRPC in February. The parties discussed criteria and options being considered.

Action: Employer will provide an update at the next meeting.

New Business:

1. Field Services Staffing Template

OPSEU expressed concern that the field services staffing template contains plans for a staff reduction. The employer indicated that there are no plans for a downsizing exercise and confirmed that where plans exist with a staffing impact there are disclosure obligations.

2. CWW Agreement in Southern Region

OPSEU expressed concern that there was an interest in cancelling CWW agreements in the Southwest region. The employer indicated that there are no specific plans to cancel CWW agreements and where manageable such agreements are generally encouraged.

3. Pre-fit

The employer introduced a Canadian Interagency Forest Fire Center (CIFFC) initiative to ensure consistency to inter-jurisdictional assignment of firefighters. The parties agreed to defer item until the next meeting when further details are available.

Action: Employer to provide details of the initiative to OPSEU when available.

4. Licensing Improvement Project

Burton McClelland attended to discuss the licensing improvement project. He provided a high level overview of the project. The parties discussed the milestones in the project where it will be beneficial attend MERC for further discussion in addition to any corporate disclosure obligations.

5. Results Based Plans

The employer described the corporate disclosure of the results based plans (RBP) and provided an overview of the impact on the ministry FTE envelop as a result of the RBP process. The parties discussed the context for the MNR FTE information and the importance of communication with the bargaining agent when there are any actions with staff impacts. The employer committed to continue to ensure that ongoing disclosure would be provided to MERC as per the protocol.

6. Moose Allocation Process (moose survey)

OPSEU requested an update on the Moose Allocation Process. The employer indicated that there was no information to share at this point in the project.

Action: The employer will provide an update to MERC when there is information to share.

7. Meeting Dates for 2008

The parties agreed to the following dates for 2008:

- a. April 2, 2008
- b. June 24, 2008
- c. September 10, 2008
- d. December 2, 2008

8. Pilot Hours

OPSEU requested a breakdown of the hours flown by both management and bargaining unit pilots broken down by aircraft type.

Action: The employer to provide information to OPSEU.

9. Underfill

OPSEU raised the issue of the staffing of positions on an underfill basis. The employer described the circumstances in which it is appropriate to underfill a position and indicated that this information is available in the Staffing Operating Policy.

Action: The employer to send the Staffing Operating Policy to OPSEU.

10. King Air Flights

OPSEU requested information with respect to cost of the King Air Flights and the portion that is subsidized by the ministry.

Action: The employer to provide information to OPSEU.

11. Auditor's Report

The parties briefly discussed the Auditors report and agreed to defer the item until the next meeting to allow both parties the opportunity study the report.

Action: The parties agree to discuss at the next meeting.

12. MTO Accommodation – Employer Request for Medical Information

Marg Simmons, Tom Jones, Brooke Mahoney, and Laureen Watling attended via teleconference to discuss a potential health reassignment. The parties discussed the specifics of the individual circumstance, the corporate policy requirements and the common goal of the parties to ensure that this individual is matched to an appropriate position.

Action: The parties agreed to convene a dedicated meeting to discuss options.


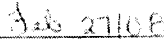
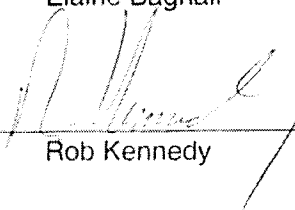

13. Meeting Minutes

The parties signed off the minutes from the previous meeting.

14. Union Leave

OPSEU raised the concern with the provision of leave for union members and inconsistency of the application across ministries. The parties discussed the previous direction and ministry practices.

Action: The employer to raise the issue with the Employee Relations Group (ERG) to confirm consensus and then repost back to OPSEU.

For the Union	 Elaine Bagnall	 Date
For the Ministry	 Rob Kennedy	 Date