

## 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:** December 13, 2007

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

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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.

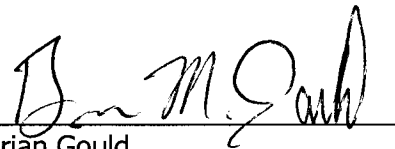
**PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.**

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, September 12, 2007  
9:30 – 4:30**

Present for OPSEU:

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

Present for the Ministry:

Rob Kennedy (Co-Chair)  
Laural Rueffer (Minutes)  
Paul Chamberlain  
Kevin Smith

Guests:

Bruce Vanstaalduinen

Regrets:

Dave Payne

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Standing Items

1. Fish & Wildlife Review

The employer communicated that there was no further information to share at this time.

2. Transformation

The employer indicated that there were no updates at this time. The parties discussed the progress of HR transformation and the potential implications.

3. Employee Engagement Survey

The employer indicated that there was no further information to share at this time.

4. Grievance Administration Project

The employer confirmed the status of the project at the corporate level and expressed optimism that the parties will see progress in the near future. As the project moves forward, the parties have a great opportunity to establish a better way to manage disputes across the organization.

#### 5. Terms of Reference

The employer provided a revised draft Terms of Reference for the operation of MERC/LERCs. The parties discussed the contents of the revised draft and the mechanics of adopting the Terms of Reference once finalized.

*Action: OPSEU to review the draft prior to the next meeting.*

#### Business Arising:

##### 1. Bush Meals – Employer and Union to Review

Bruce Vanstaalduinen, Manager, Operations & Development, Ontario Parks attended the meeting to discuss the application of the bush meal policy within Ontario Parks, particularly as it relates to the reimbursement of meals for individuals working in the interior of Algonquin park. The parties discussed adequacy of the current reimbursement rates and the consistency across programs within the Ministry.

*Action: OPSEU to provide business case rationale for increasing the bush meal rate.*

*Action: The employer to discuss concerns raised by OPSEU within the Ontario Parks Management Team.*

##### 2. DCO Review

The employer indicated that Enforcement Branch has not been able to locate the final version of the 1997 report at this time. Kevin Smith provided an update of the DCO review. The parties discussed issues explored through the review including new DCO appointments and training requirements.

*Action: The Employer to provide OPSEU with the final 1997 report if available.*

##### 3. Use of Force

The employer provided a high-level overview of the use of force statistics gathered to date. The employer communicated that the heightened awareness of the obligation to report use of force instances has contributed the marked increase.

*Action: The employer to provide use of force report once complete.*

##### 4. Passport

The parties agreed that this issue was resolved.

##### 5. Communication Survey

The employer indicated that there was no further information to share at this time.

*Action: The employer to provide update at December meeting if there is any information to share.*

#### 6. Permanent Positions turned into unclassified or seasonal

The employer discussed the use of unclassified staff within MNR and reported that statistics indicate a downward trend.

#### 7. AME Apprenticeship Program

The employer provided an update with respect to the proposed AME apprenticeship program. The ministry has been working to resolve the range of technical and administrative issues previously discussed. The parties discussed the principles informing the mechanics of the proposed apprenticeship.

### New Business:

#### 1. Vacation Scheduling

The parties agree that this issue will be referred to the LERC for discussion.

#### 2. Bear Dumping

The parties discussed the events relating to the article published in the Toronto newspaper, The Globe and Mail. The parties discussed the facts as represented in the media and the employer raised the time specific nature of the enforcement statistics relied upon in the article.

#### 3. Bear Wise Statistics

The ministry shared statistics gathered for the 2007 season. The statistics detail the number of calls received by the provincial call line that resulted in an occurrence being forwarded to a district and the number of bears dispatched by all sources including the OPP, private contractor and MNR staff.

#### 4. Pre-fit Numbers

The employer distributed the statistics from 2000-2007, which demonstrate that the failure rate has declined. 2007 there was a large increase from 2006 0.70% failure to 2.49% in 2007

#### 5. Park Warden Health and Safety

Bruce Vanstaalduinen addressed health and safety concerns raised at Rock Point Provincial Park. He described measures taken to resolve the issues related to radio communications and staffing. Bruce further outlined the ministry policy with respect

to pepper spray and vehicle cages. OPSEU raised further health and safety concerns of a similar nature arising out of Earl Rowe Provincial Park.

*Action: Ministry will look into the concerns arising out of Earl Rowe Provincial Park and report back to OPSEU.*

*Action: Ministry will provide OPSEU with use of force statistics for Ontario Parks.*

## 6. Lateral Transfers

The ministry indicated that there was at least one grievance outstanding relating to the application of the lateral transfer agreement. It is the expectation that the lateral transfer requests processed under the lateral transfer agreement will be consistent with the intent of the agreement.

## 7. Seasonal Position at Rushing River PP

OPSEU expressed concern that duties formerly assigned to a seasonal position in Rushing River PP have been assigned to student gate attendant positions resulting in the seasonal position being left vacant. Bruce Vanstaalduinen outlined the history of the position within Rushing River PP and further described staffing of gate attendant positions across the organization.

## 8. Defibrillators

The employer communicated that options with respect to the defibrillator program were being presented at an upcoming meeting of the Human Resources Planning Committee. The parties discussed the obligations associated with various options and programs.

## 9. OPS Drinking Water Quality

The ministry described the drinking water quality testing program undertaken by MGS. The ministry confirmed that MGS is testing for lead and has committed to test all facilities either owned or leased by the province.

## 10. Fleet Net

OPSEU inquired as to the status of Fleet Net implementation. The employer described the progress with the rollout to date and indicated that the responses from staff have been very positive.

## 11. North Bay Fish Culture Station

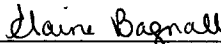
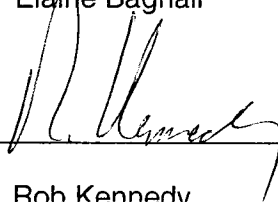
The union expressed concern that a manager appears to be attempting to investigate past events, where, in their view, such an investigation would be improper. The employer suggested circumstances in which past behaviour could be relevant and an appropriate avenue for management inquiry.

## 12. Boat Captain

The parties discussed the appropriate strategy to assess health and safety obligations where there are concerns regarding fitness of a crew member. The employer confirmed that, where concerns exist, the first level of recourse for any employee is his or her manager.

13. Minutes

Amendments to the June 19, 2007 draft meeting minutes were proposed by the employer. The minutes were finalized and signed by the parties.

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| For the Union    | <br>Elaine Bagnall | Dec 2/07<br>Date |
| For the Ministry | <br>Rob Kennedy   | 12/12/07<br>Date |