

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: November 21, 2008

SUBJECT: **Ministry of Natural Resources
ERC Minutes – June 24, 2008**

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.

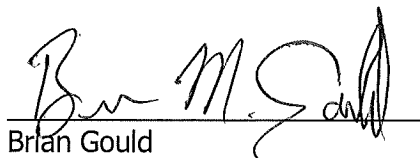
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

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 OF NATURAL RESOURCES

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

Tuesday, June 24, 2008
9:30 – 3:00

Present for OPSEU:

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

Present for the Ministry:

Stephen Boyd (Co-Chair)
Laural Rueffer (Minutes)
Kevin Smith
Dave Payne

Guests:

Wendall Ackerson
Dan Smith
Ralph Wheeler
Al Sippel (via teleconference)

Regrets:

Marg Simmons
Paul Chamberlain

Standing Items:

1. Fish & Wildlife Review

Al Sippel, Manager, Marketing and Client Services, Fish and Wildlife Branch attended to provide a brief update with respect to the Fish and Wildlife Review. The employer indicated that there had been no activity recently and consequently there was no information to provide at this time.

2. Transformation Updates

The employer indicated that there were no updates to share regarding MNR transformation initiatives. The employer provided a brief overview of the progress to date on HR transformation.

3. Employee Engagement

The employer communicated that there were no updates to share at this time.

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

4. Ministry Early Intervention Pilot

OPSEU provided an update on the progress to date of the Ministry Early Intervention Pilot (MEIP).

5. Terms of Reference

The employer indicated that the terms of reference document had been finalized and would be forwarded to OPSEU for signature.

Action: The employer to forward the final terms of reference document to OPSEU for signature.

Action: The employer to forward draft joint communication to announce to the organization the terms of reference and the MEIP to OPSEU

6. Communications Update

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

Action: the employer to provide an update at the meeting scheduled in September if there is any information to share.

Business Arising

1. DCO Review

Dan Smith, Manager of the Provincial Enforcement Operations Section attended to discuss DCO report and outline the steps taken to address those issues which were identified as being of concern in the past. The parties discussed the composition and capacity of the current DCO program as well as shifts in policy direction that have already occurred or are anticipated to occur as a result of the DCO review.

Action: The employer to provide OPSEU with a breakdown of the current DCO appointments based on gender and whether individuals are external or internal to the OPS.

Action: The employer to provide OPSEU with a copy of the review when it has been finalized.

2. Compliments and Complaints Process

Wendell Ackerson, Corporate Compliance and Governance Officer attended to present an overview of a draft process which is under development for processing compliments and complaints with respect to staff conduct. The parties discussed the scope and intent of the initiative as well timelines for resolution.

Action: OPSEU to review the draft process and provide comments to the employer.

3. Results Based Planning

The employer commented that there were no updates to provide at this time. The parties discussed the recent provincial budget and process by which that information is translated into an operating budget at the field level and communicated to staff for the purposes of planning.

Action: The employer to obtain information as to the level of information available at the field level and respond to OPSEU.

4. Auditors Report

Al Sippel, Manager, Marketing and Client Services, Fish and Wildlife Branch attended to discuss the ministry's plans to address the recommendations of the report. The parties discussed the specific recommendations and the strategic initiatives which have been undertaken that respond to some of the concerns raised by the Auditor General. OPSEU commented on the importance of conveying the strategic response to the staff as well as the general public.

5. Union Leave Billing

The parties discussed ongoing issues with the process established for union leave billing and consistency of application of a corporate process.

Action: The employer to obtain further information how the issues as raised are being addressed corporately.

6. Canine-Unit – Hours of Work Schedule

The employer suggested that it was anticipated that the transfer the Conservation Officer/Detector Dog Handler staff to schedule A would be implemented sometime before the fall.

7. Communications Plans for Ontario Parks

The employer indicated that there is currently a tower replacement project underway which will result in tower replacements around that province that will service OPS users including fire and Ontario Parks.

New Business

1. Usage of Article 6.1.2

In instances where the ministry utilizes article 6.1.2 to allow use of a previous competition held within the last twelve months to fill a similar vacancy or new position, OPSEU suggested that it would be useful to be provided with a copy of the job posting.

Action: The employer will consider the suggestion and report back to OPSEU.

2. Pandemic Planning

The parties agreed to defer this item until the meeting scheduled in September.

Action: The employer to invite Mike Flynn, Manager of Business & Service Improvement Section to attend the meeting scheduled in September to discuss Pandemic Planning within the ministry.

Action: OPSEU to provide with specific concerns to be addressed.

3. Results to Resources

The parties briefly discussed the results to resources project and agreed to defer further discussion of this item until the meeting scheduled in September.

Action: The employer to invite Jim MacKenzie, A3R Project Lead to attend the meeting scheduled in September to discuss the results to resources project.

4. Sudbury Fire Ranger Incident

The parties observed a moment of silence in memory of Kent Cousineau.

Ralph Wheeler, Director, Aviation and Forest Fire Management Branch attended to provide a summary of the facts surrounding the incident as well as a description of the actions taken by the Employer to date in response to the incident. The parties discussed the incident, the impact on the workplace and supports available for staff. OPSEU raised concerns regarding available support for a seasonal fire ranger with a non-work related illness.

Action: The employer to investigate the substance of the concerns raised by OPSEU.

5. Aboriginal Day

The parties agreed to defer this item until the meeting scheduled in September.

6. Samuel de Champlain Provincial Park

Randy Brousseau, OPSEU president of local #635 attended via teleconference to raise concerns with respect to opportunities for OPSEU to be engaged where there allegations of violations of the WDHP policy prior to engagement of an external investigator. The parties discussed the roles of parties and the accountabilities contemplated by the policy. The employer commented that the WDHP policy is a corporate policy.

