

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 – April 2, 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.

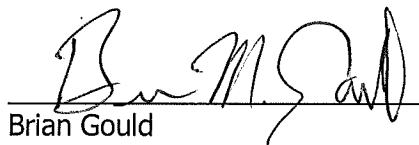
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

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

Wednesday, April 2, 2008
9:30 – 3:30

Present for OPSEU:

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

Present for the Ministry:

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

Guests:

Honourable Minister Donna Cansfield

Standing Item

1. Fish & Wildlife Review

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

2. Transformation

The employer commented that there were no updates to share regarding MNR transformation initiatives, however, there had been some recent activity as a result of phase 1 of HR transformation. The parties discussed HR transformation and broader implications for the functioning of labour relations generally.

3. Employee Engagement Survey

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

4. Ministry Early Intervention Pilot

The parties discussed the progress to date of the Ministry Early Intervention Pilot (MEIP). The parties discussed similar initiatives occurring in other ministries and the employer expressed optimism for the continuation of MEIP and potential for expansion as result of HR transformation.

5. Terms of Reference

The employer presented draft terms of reference document amended to reflect the comments provided by OPSEU and discussions between the parties. The parties discussed the amendments and agreed to adopt the revised terms of reference.

Action: The employer to prepare final terms of reference document for signature.

Action: The employer to prepare joint communication to announce to the organization the terms of reference and the MEIP.

6. Communication Survey

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 June if there is any information to share.

Business Arising:

1. DCO Review

The employer indicated that the final report for the DCO review is anticipated shortly. It is expected that at the next meeting the employer will be in a position to discuss the report and the steps taken to address those issues which were identified as being of concern.

Action: Dan Smith, Manager, Provincial Enforcement Operations Section will attend the MERC meeting in June to discuss the report.

2. Bush Meals

The employer provided the union with a memo scheduled to be release shortly announcing an increase to the bush meal reimbursement rate, as well as, the general meal expense claims reimbursement framework.

3. Ontario Parks - breakdown of infractions encountered by park wardens.

The employer provided OPSEU with the Ontario Park 2006 report as well as a summary of the data respecting infractions within the parks. The parties discussed the character of the infractions reported on. The union requested

further information with respect to the type of infraction that has been categorized as "other" in the report.

Action: The employer follow up with Ontario Parks and report back to OPSEU.

4. Results-based Plans

The employer indicated that there were no updates to provide at this time however the employer confirmed that as information related to the 2008-2009 RBP becomes available that information would be provided through the corporate disclosure process.

5. Défibrillators

Paul Chamberlain discussed the strategy developed for the installation of defibrillators in ministry work locations. The employer described the progress to date and considerations for future action. The parties discussed the various requirements that had to be met prior to installation in a government workplace

6. PRE-FIT

The employer indicated that no major changes were being implemented to the national fitness standard in 2008 and as a result, all Ontario firefighters who pass PRE-FIT in 2008 will meet the national standards.

7. Auditor's Report

The parties discussed the recommendations contained in the Auditor's report within the context of the recent budget announcement. OPSEU expressed interest in more detailed information with respect to strategies developed by the ministry to address the recommendations of the report.

Action: The employer to invite Ray Pichette, Director, Policy and Planning Coordination to attend the MERC meeting scheduled in June to discuss the ministry's plans to address the recommendations of the report.

8. Union Leave Billing

The employer confirmed that the union leave billing issue had been raised corporately. The parties discussed ongoing issues with the process established for union leave billing. The employer reiterated that outstanding issues with the union leave billing need to be handled corporately.

Action: The employer to provide OPSEU with a copy of the memo describing union leave for the purposes of the OPSEU convention.

9. King-Air Tariffs

The parties discussed the mechanism for the ministry to recoup the costs of the King-Air flights.

10. Pilot Hours

The employer provided OPSEU with a breakdown of the hours flown by management pilots broken down by aircraft type, as well as, the total number of hours flown by both management and bargaining unit pilots broken down by aircraft type.

New Business:

1. Minister Cansfield

The Honorable Donna Cansfield attended the meeting as a guest at the invitation of the parties. Minister Cansfield commented on the value and relevance of the work done by the MNR and the opportunity that the ministry has to position itself with the public on a going forward basis. The parties discussed the recent budget announcements and a number of strategic opportunities to raise the profile of MNR.

2. Notification Requirements for Position Changes

The union requested clarity around the requirements to notify the local president where positions are eliminated or reconfigured. The employer described instances where the disclosure process is triggered and discussed the interests of both parties in ensuring that the appropriate information is disclosed.

3. Fire Program Start Dates

OPSEU raised a concern with the required start dates of some of the seasonal fire staff where there may be a conflict between the required start date and the completion of post secondary exam schedules. The parties discussed past practice for accommodating similar issues, possible legitimate impediments to flexibility such as scheduling of mandatory training and the employer's business interests.

Action: OPSEU to obtain further details.

4. Canine Unit – Hours of Work Schedule

The employer raised the issue of the hours of work schedule for the Conservation Officer/Detector Dog Handlers. The employer communicated their intention to transfer the Conservation Officer/Detector Dog Handler staff to schedule A. The parties discussed the unique work requirements of those positions and recognition of those demands.

5. Compliments and Complaints

The employer introduced an initiative out of the Enforcement Branch to develop a formal process for compliments and complaints. The employer described the initiative as building on the code of professionalism and consistent with other law enforcement agencies.

Action: Wendell Ackerson, Corporate Compliance and Governance Officer to attend the meeting scheduled to be held in June to do a presentation on the compliments and complaints process.

6. ASP Threshold

The employer provided OPSEU with the ASP threshold numbers for the OPS and indicated that the threshold number for MNR remains the same as in previous years. The parties discussed MNR threshold relative to the threshold numbers for the OPS generally.

7. Park Warden Health and Safety

The union requested further information regarding the strategy of the employer to address communications concerns arising out of Rock Point Provincial Park on an ongoing basis.

Action: The employer will convey the concern to Ontario Parks and report back to OPSEU.

8. Student Employment in Ontario Parks

OPSEU raised a concern with the student employment level in Ontario Parks in the 2008 operating season relative to the level in the 2007 operating season. The parties discussed student staffing levels within the context of the external wage pressures and the ministry's strategic business interests.

Action: The employer will raise the issue with Ontario Parks and report back to OPSEU.

For the Union Elaine Bagnall June 24/08
Elaine Bagnall Date

For the Ministry Rob Kennedy 25/6/08
Rob Kennedy Date