

MEMORANDUM

OPSEU



SEFPO

Syndicat des Employé-e-s
de la Fonction Publique
de l'Ontario

TO: All Presidents with members in the Ministry of Natural Resources
All Stewards in the Ministry of Natural Resources

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: March 13, 2006

SUBJECT: **Ministry of Natural Resources
ERC Minutes – December 8, 2005**

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

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

Also attached is a MERC referral form which should be used when referring unresolved local issues to the ministry level. The referral should be sent care of the Job Security Unit with all the supporting documentation, (e.g. minutes, correspondence, etc.), with any referrals.

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

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

Leah Casselman
President

Terry Baxter
OPS Supervisor/Negotiator

/jm
att.

cc: MERC Chairs
Ministry ERC

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**Ministry Employee Relations Committee
OPSEU Regional Office
31 Wellesley St., Boardroom 3
Toronto, Ontario**

**Thursday, December 8, 2005
9:30 – 4:30**

Present for OPSEU:

Elaine Bagnall (Co-Chair)
Ed Evens
Peter Wall

Present for the Ministry:

Rob Kennedy (Co-Chair)
Laural Rueffer (Minutes)
Paul Chamberlain
Kevin Smith
Dale Scott (Guest)
Dave Lynch (Guest)

New Items

1. Workload – Process

- The parties discussed the collective agreement language identifying MERC as the appropriate forum for discussion of workload issues.
- The parties agree to defer establishing a specific process for discussion until an issue is raised.

2. Joint Training

- The Employer suggested the parties may be interested in engaging in a joint training session focused on interest based negotiations and mediations.

Action: The Union to indicate interest in participating in joint training.

3. Successor Rights

- OPSEU raised the issue of their interest in the restoration of successor rights to the OPS.
- The Ministry indicated successor rights is a service wide issue and one over which the ministry has no authority.

Action: Employer MERC co-chair to discuss the concern with the Director Employee Relations, MGS

4. Surplus Listing

- The Ministry provided a copy of the current vacancy and surplus reports to the Union.

Action: The Ministry to provide the current vacancy report at each MERC meeting while transformation initiatives are underway.

5. HR Transformation

- David Lynch, Director, Human Resource Branch attended to provide an overview of the HR structure announced to HR staff across the OPS on Nov. 8, 2005.

6. Upcoming Constraints

- The parties discussed the potential implications of the upcoming constraints faced by the ministry.

7. Unclassified staff listing

- OPSEU requested a copy of the current seniority list.
- The parties discussed the collective agreement language regarding reducing reliance on unclassified staff.

Action: The Ministry agreed to provide a copy of the seniority list to OPSEU for classified staff.

Action: Further discussion on to unclassified staff usage deferred to the next meeting.

8. Draft Terms of Reference for MERC

- The Employer introduced a draft model terms of reference for MERC. The parties discussed the previously negotiated terms of reference, as well as, the model terms negotiated in the collective agreement.

Action: The Ministry to amend the draft terms as suggested by the parties.

Action: The Union to provide further comments at the next meeting.

9. Process for sharing new job specifications

- The Ministry provided a report of the all new positions for the month of November and job specifications for those positions and suggested that this report would be produced on a monthly basis as per new collective agreement language.

Action: The Union to review the report provided and confirm that it contained the information needed.

10. Posting of the minutes on the intranet

- The Ministry confirmed that the previous MERC meeting minutes were posted on the ministry's intranet site.

11. Employee Engagement

- Andy Rothfischer, Manager, Learning and Revitalization attended via teleconference to introduce the MNR Employee Engagement Strategy as it relates to Our Sustainable Future and related initiatives.
- The parties discussed employee communications and opportunities for meaningful staff recognition.

12. Fire Pre-fit numbers for 2005

- The ministry provided OPSEU with a summary of the results of the pre-fit testing for 2005.

Action: The Ministry to provide the union with a copy of the detailed 2005 pre-fit results as well as data from previous years.

13. Defibrillators

- Issue deferred to the next meeting.

14. Corpay issues

- Issue deferred to the next meeting

15. Lateral Transfers

- The parties agreed that a meeting should be scheduled to discuss the lateral transfer agreement.

Action: OPSEU MERC co-chair to contact job security officer to set up meeting with the ministry.

Follow Up Items:

16. Bush meals

- The Ministry provided OPSEU with a copy of the MNR Travel Expenses Guidelines which sets out the provisions for bush meals.

17. Scent Allergies

- The ministry provided OPSEU with a copy of the technical bulletin on "Fragrances in the Workplace" that the ministry developed and is planning to be distributed early in the New Year.
- The Ministry indicated that the issue of scents in the workplace has also been raised corporately.

Action: OPSEU to provide any comments to the ministry by January 12, 2006.

18. Enforcement Interns - Ministry to confirm status of DCO coverage under *Workplace Safety and Insurance Board Act (WSIB)*.

- The ministry indicated that volunteers are not covered under the WSIB as volunteers fall outside of the scope of the act.

- The parties discussed the types of arrangements in place for volunteers for the DCO program.
- The ministry stated that the policy for DCOs is currently under review.

19. Ministry to confirm the obstacles identified through the CO recruitment strategy associated with recruiting qualified COs.

- The parties discussed issues in CO recruitment experienced in the some districts.

20. GSO Interns

- The ministry confirmed recent recruitment for a District GSO Intern position.
- The parties discussed the issue of pay relationships between intern and regular staff positions.

Action: The ministry to look into issue of pay relationships.

21. Fire Travel Time Memorandum of Understanding (MOU).

- The Ministry noted that as the previously negotiated Fire MOU regarding travel time was terminated. The ministry is not interested in renegotiating a new MOU at this time.
- The Ministry tabled a draft interpretive guideline that is intended to be distributed prior to the 2006 season.

Action: OPSEU to provide any comments it has concerning the interpretive guidelines by January 12, 2006.

Action: The Ministry to send electronic copy of guidelines to OPSEU.

22. Fish & Wildlife Review

- Dale Scott attended to provide an update on the Fish and Wildlife Review.
- The parties discussed stakeholder engagement to date and opportunities for staff input.

23. Update on Aviation Review

- The Ministry gave a brief update on the results of the aviation review
- The Union commented on the discussion at the previous meeting regarding certification of pilots.

Action: Barry O'Brien to attend the next meeting to address the issue of pilot certification.

24. Any disclosure items

- The Ministry indicated that there were no further disclosure items as this time.

25. Water licensing from the parks

- Issue deferred to the next meeting

26. Meeting dates for 2006

- The parties agreed to the following dates for the 2006 meeting schedule:
 - March 22
 - June 14
 - September 13
 - December 6

For the Union: Elaine Bagnall Feb. 9/06
Date

For the Ministry: Rob Kennedy Feb. 9/06
Date