

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: January 28, 2005

SUBJECT: **Ministry of Natural Resources
ERC Minutes – March 17, 2004**

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 our 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:

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Leah Casselman
President

/jm
att.

cc: MERC Chairs
Ministry ERC

Terry Baxter
OPS Supervisor/Negotiator

**Ministry Employee Relations Committee
OPSEU
March 17, 2004
Toronto**

Present for OPSEU:

Elaine Bagnall (Co-Chair)
Pat Schillemore
Peter Wall
John Berry
Ed Evans

Present for the Ministry:

Rob Kennedy (Co-Chair)
Tracy Demal (Minutes)
Paul Chamberlain
Lois Deacon
Graham Gordon (Guest - By Phone)
Bruce Bateman (Guest - By Phone)
Barry O'Brien (Guest - By Phone)

1. Ontario Parks

In response to a number of questions from the union concerning Ontario Parks, the ministry advised that it has no intention of selling off any of the Ontario Parks at this time. Additionally, the ministry advised the union that Ontario Parks is meeting the operational requirements of the new legislation surrounding water treatment upgrades and to date has spent approximately 40 million dollars in this area.

2. PAR-Q

The ministry provided an overview and handouts related to the ministry use of the PAR-Q questionnaire. The purpose of the questionnaire is to identify the presence of medical conditions that could pose a risk to individuals in physically demanding activities and that require follow-up evaluation by a physician. It was designed by the Canadian Society for Exercise Physiology and is supported by Health Canada. Currently Fire Rangers complete PAR-Q as part of the pre-clearance for taking the PRE-FIT Test. It is the ministry's intent to implement this national standard more broadly across the Fire Program in 2004 to include a range of support positions.

Action: The ministry will report back to MERC in the fall on how many Fire Program employees were deployed out of province in the 2004 fire season and on statistics related to the use of PAR-Q.

3. Nuisance Bears

The ministry advised the union that, further to the Minister's recent announcement, MNR will provide the lead role in coordinating a program for dealing with nuisance bears. The program components will include prevention, awareness, response and reporting including a toll-free hotline accessible 24 hours a day, seven days a week for reporting nuisance bear problems. The ministry indicated that initially it would be establishing a number of OAG10, and RT3 positions but staffing needs over the longer term had not been established. Updates on the program will be posted in the MNR shared folder in Outlook under NRMD, Bear Necessities.

Action: The ministry will provide copies of both the OAG10 and RT3 position specifications to the union once they have been completed.

4. Ontario Parks Audits

The ministry provided an overview on the findings of the 2003 Ontario Parks health and safety audits and indicated that the schedule for the 2004 audits will be set in the near future. The ministry agreed to include the local Joint Health and Safety Committees in its distribution of the report.

Action: A copy of the letter referenced on page 4, number 1 of the report dealing with work in confined spaces will be sent to the union cochair.

5. Helicopters

The ministry provided an update on the MNR helicopter issue and advised the union on some changes that the Aviation Program would be implementing as a result of its review. The ministry further advised that the report from the Transportation Safety Board has not yet been received however we may receive it in the spring of this year.

Action: The ministry will provide a copy to the union of any correspondence to staff concerning helicopter operations.

6. Outdoors Card Centre

The union raised an issue regarding the position status of a number of positions located in Toronto in the Outdoors Card program.

Action: The ministry will investigate the matter and report back at the next MERC meeting.

7. Conservation Officer Dog Handler Job Ad

The union expressed concern over the legitimacy of some of the qualifications on a recent CO Dog Handler job ad.

Action: The ministry will follow up on the issue and report back at the next MERC meeting.

8. Commercial Boating Certification and Training

The ministry confirmed that due to changes in the *Canada Shipping Act*, the ministry is required to provide MED (Medical Emergency Duties) training or the equivalent to any MNR employee who operates or crews vessels up to 12 meters in length. The ministry will be developing a MNR specific training package. It is not known at this time whether or not canoes are captured in the new requirements. Additionally, as a result of the changes to the *Act*, all MNR vessels must be licensed as Commercial Craft (Non Pleasure).

9. Owen Sound Tug

The union raised an issue around the number of nets being used on one of the Upper Great Lakes Management Unit's tugboats located in Owen Sound. The concern of the union is around whether or not the ministry is complying with the *Canada Shipping Act* and whether or not there are enough people on board the vessel to operate the nets.

Action: The ministry will follow up on the issue and report back at the next MERC meeting.

10. WIN

The union raised an issue around the inability to code union leave correctly in WIN as a result of conflicting definitions for the code U5.

Action: The ministry will advise the WIN contact person for SSB of this issue.

11. DCO

The ministry provided the union with statistics around the number of Deputy Conservation Officers as requested at the January 2004 MERC meeting.

12. Draft Bear Policy

The union raised an issue concerning some apparent inconsistencies between the draft Bear Policy and the Forest Fire Management Bear Directive.

Action: The ministry will follow up on this issue and report back at the next MERC meeting.

13. Financial Services Review

The ministry advised the union that there was nothing new to report at this time.

14. Compressed Work Week Agreements

The ministry confirmed that the HR rep for Fort Frances has been advised that compressed work week agreements should follow the model agreement language in the collective agreement as closely as possible.

15. Aggregates Training

The ministry provided the union with an update on the status of the aggregates training. The ministry advised the union that training courses are being prepared for conflict avoidance and self defense.

16. RT5 Class Standard

The ministry advised the union that MBS currently was seeking final approval on the RT5 classification standard.

17. Article 24 - Leave - Special

The ministry advised the union that leaves of absences for seasonal employees are governed by the usual considerations concerning the application of management discretion.

18. Computer Investigation

The union asked if there was currently a new computer usage investigation underway. The ministry advised the union that, other than the case currently before the Grievance Settlement Board, there were no significant new computer usage investigations underway.

19. Meal Allowance

The union advised the ministry of a situation in the NW Fire Region where a manager was requesting receipts from an employee for meals incurred under the \$34.00 daily meal rate approved by MBS.

Action: The ministry will follow up on the issue and report back at the next MERC meeting.

20. Boot Allowance

The ministry advised that there was nothing new to report at this time.

21. SSM Issue

The union advised the ministry that as a result of a number of employees' dissatisfaction in SSM District, OPSEU has filed both a Group Grievance and a Policy Grievance.



FOR MERC ACTION

Strategic Action from Local Employee Relations Committee
(to be used when an issue is not resolved at LERC table)

Ministry:

Workplace Location:

Local #:

Please use a Separate Form for Each Unresolved issue.

- ✓ Please include the specific details about the issue.
- ✓ Provide any documentation that may assist the discussion at your Ministry Employee Relations Committee (MERC).

Is the issue related to (please ✓):

- | | |
|---|--|
| <input type="checkbox"/> Job Security and Article 20 | <input type="checkbox"/> Reasonable Efforts - Divestment |
| <input type="checkbox"/> Employer's Corporate Initiative and work re-organization | |
| <input type="checkbox"/> Enforcing the Contract | <input type="checkbox"/> Contract Interpretation |
| <input type="checkbox"/> Health and Safety | |
| <input type="checkbox"/> Other: (please identify) | |

Statement of the Issue:

The Resolution sought by your Local Employee Relations Committee (LERC):

Date Issue was declared unresolved by your LERC:

Is the Relevant material attached? Yes No

LERC Minutes dated:

Correspondence. Please list:

Local ERC Member Contact

Name:
Address:

Home #:
Work #:

**FORWARD to: OPSEU Job Security Unit, 100 Lesmill, Toronto, Ontario M3B 2P8
Fax: (416)448-7462**

