

Ministry of Government Services

Ministère des Services gouvernementaux



Employee Relations Division

Division des relations de travail

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April 28, 2006

PRIVATE AND CONFIDENTIAL

Ms. Leah Casselman
President
Ontario Public Service Employees Union
100 Lesmill Road
North York, ON M3B 3P8

Dear Ms. Casselman,

Re: Ministry of Natural Resources – Transformation Initiatives

Further to the disclosure documents sent to you on April 7, 2006 regarding various transformation initiatives at the Ministry of Natural Resources, I would like to provide you with an update on the strategies that have been developed within Ontario Parks to assist them in achieving program priorities and obligations within existing budget allocations.

Ontario Parks has been required to look at different and more efficient ways of doing business in order to deliver on the desired government results while living within expenditure limits. In the 2006/07 operating season Ontario Parks will be implementing a number of strategies to achieve efficiencies. Although every effort has been made to minimize staffing reductions, some of these strategies will impact unclassified staff across the program. The implementation of these strategies will include reductions in seasonal contract length and weekly hours of work for some staff, abolishment of approximately ten seasonal positions and a number of both student and seasonal vacancies will remain vacant for the 2006/07 operating season.

Ontario Parks staff affected will be informed of these changes to the terms of their contracts when they receive notice of recall to their seasonal positions. Recall letters are issued by Provincial Parks at various times preceding the beginning of the operating season.

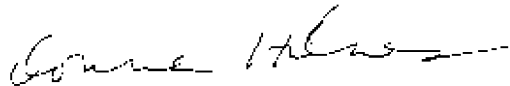
The following attached appendices provide details of the staff impacts:

Appendix A – Summary of the staff impacts in Ontario Parks

Appendix B – Detailed listing of the Ontario Parks positions that will be declared surplus including name, classification and work location

We ask that you keep this information confidential until such time as affected staff have been informed. If you have any questions or you require further information, please contact David Lynch, Director, Human Resources Branch, Ministry of Natural Resources at 705-755-3131.

Sincerely,



Donna Holmes
Director, Employee Relations
Employee Relations Division, MGS

cc: Gayle Fisher, ADM, Employee Relations Division, MGS
David Logan, Director, Union/Management Relations
Terry Baxter, OPSEU
Marg Simmons, OPSEU

Attachments: Appendix A - Ontario Parks 2006/07 Constraint Impacts
Appendix B - Ontario Parks Staff Listing

APPENDIX A
2006-07 CONSTRAINT IMPACT
ONTARIO PARKS

ZONE	# of SEASONAL contracts with delayed start	# of SEASONAL contracts with early termination	# of New SEASONAL contracts with reduced hours to 36.25	# of SEASONAL positions to surplus	# of vacant SEASONAL positions not filled	# of REG FT student positions not filled	# of NEW REG PT students to hire
TOTAL	293.5	319	61	10*	47	82	14

Based on July 2005 numbers, there are approximately 640 seasonal employees and 549 REG Student positions. DOES NOT INCLUDE SEP STUDENTS WHICH TOTAL 996.

In order to meet financial constraints for the 2006-2007 operating season, Ontario Parks proposes to reduce the 40-hr/wk for 9% of the seasonal unclassified positions to 36.25 hr/wk. In addition, Ontario Parks will take the following action:

1. Reduce the length of seasonal contracts for 50% of seasonal workforce (based on higher # indicated in Column 2)
2. Surplus seasonal positions by 1.8%*
3. Reduce Regular FT students by 15%
4. Hire Regular PT students to 2% of regular student workforce.

If Ontario Parks does not reduce the 40-hr/wk for 9% of the seasonal unclassified positions to 36.25 hr/wk., Ontario Parks will need to reduce the seasonal workforce by an additional 13.5 positions.