

February 2, 2017

**Ministry of Natural Resources and Forestry and  
Ministry of Indigenous Relations and Reconciliation  
MERC Minutes**

**In attendance:**

**For OPSEU:**

Elaine Bagnall (Co-Chair)  
Roxanne Barnes  
Steve Anderson  
Helene Scott  
Daryl Smith

**For the Employer:**

Tracy Demal (Co-Chair)  
Carly Jones (Minutes)  
Laura Aitchison  
Ross Hart  
Kevin Smith  
Amber Flynn (Guest)

**Administrative Items:**

**Approval of Agenda**

Agenda was approved.

**Standing Items:**

**1. PRRT Disclosure/Reductions and Vacancy/Surplus/New Position Listings**

The Employer advised that there is no new information at this time.

**2. Employee Engagement/Inclusion/Accessibility/Diversity**

The Employer advised that an Inclusion Café was held on January 9, 2017, and the meeting time was adjusted to accommodate employees in all time zones.

The Employer advised that the Inclusion e-Newsletter will be released early February 2017.

The Employer advised that the employee engagement survey is scheduled to be released in February 2017. Topical will also be releasing an article that will feature employee engagement initiatives from MNRF and across the OPS.

### **3. Fixed Term Position Conversion/Seasonal Employee Statistics**

OPSEU confirmed receipt of the fixed-term employee listing and brought questions forward for clarification.

**Action Item:** The Employer to review and respond.

### **4. Surplus Employees/Temporary Assignment Lists**

The Employer advised that there is no update at this time.

### **5. 2015-11e) – Workplace Violence Statistics (Appendix 20)**

The Employer advised that no workplace violence statistics will be included in future reporting, however, the Centre for Employee Health Safety and Wellness has advised that it will track the instances in which it is contacted regarding workplace violence.

**Action item:** OPSEU to review how this information is provided at other MERC tables.

### **Business Arising:**

### **6. 2010-10 – National Fitness Exchange Standard**

OPSEU advised that there has been a decision on a similar matter from the court in Saskatchewan and that OPSEU would like to re-engage to move forward with the outstanding Memorandum of Understanding (MOU).

**Action Item:** The Parties agreed to confirm members of the sub-committee. The Employer committed to providing statistics to OPSEU as soon as they are available.

### **7. 2015-11 – Isolation Pay (Article 12)**

The Employer advised that they continue to review this issue.

### **8. 2016-05 – Number of Employees in ASMP**

OPSEU confirmed receipt of Divisional ASMP statistics.

**Action Item:** The Employer agreed to update future reports to include the number of OPSEU employees in each Division.

**9. 2016-12 – MOU Float Agreement**

OPSEU advised that they continue to review this item.

**Action Item:** OPSEU to provide the Employer with information.

**10. 2016-14 – Pilots and Unpaid Overtime**

OPSEU advised that they continue to review this item. OPSEU requested that a sub-committee review this issue. The Employer will consider its interest in forming a sub-committee and respond to OPSEU.

**Action Item:** OPSEU to provide the Employer with information.

**11. 2016-16 – Health and Safety – CSA-Z1000 System**

OPSEU confirmed that the explanation provided by the Employer addressed their concerns.

**Action Item:** The Employer to provide OPSEU with a response to share with those impacted.

**12. 2016-17 – Niagara Escarpment Commission – Workload issue**

The Employer advised that the Niagara Escarpment Commission is actively working to address employee concerns.

**13. 2016-18 – PCU Workload issue and safety concerns of manning the radios**

The Employer advised that concerns from the PCU staff have been forwarded to the appropriate manager and Human Resources Advisor and will be addressed at an upcoming staff meeting.

**14. 2016-19 – Wasaga Beach Provincial Park and the Township of Wasaga Beach**

**Action Item:** The Parties agreed to remove this item from the agenda.

**15. 2016-20 – Boot Allowance Policy**

The Employer advised that the policy is still under review.

**Action Item:** The Employer agreed to share the policy with MERC prior to its implementation.

**16. 2016-22 – Isolation Pay (Article 12) – Atikokan District Office**

The Employer advised that they are continuing to review isolation pay.

**Action Item:** The Employer will provide an update to OPSEU as soon as one is available.

**17. 2016-23 – Maternity Leave – Biologist**

**Action Item:** The Parties agreed to remove this item from the agenda.

**18. 2016-24 – Bush Lunch Increase Request**

The Employer advised that the rate for the bush lunch has increased. OPSEU raised that Art 12.1.1 in regards to payment for a meal was not increased as were the Bush meals and the travel policy. Parties agreed to forward the issue to CERC.

**Action Item:** The Employer agreed to confirm how this information was shared with staff.

**New Business**

**19. 2017-01 – Health and Safety Issue Regarding Snow Removal**

OPSEU advised that a Ministry of Labour order was issued in Cochrane regarding the proper servicing of the parking lot and walkways at the ministry building. OPSEU acknowledged that there have been some positive improvements to the service since the order was issued. Further improvements are required in multiple work locations.

**Action Item:** The Employer to review and respond.

**20. 2017-02 – Conservation Officer Job Specs**

OPSEU advised that a group of Conservation Officers worked on updating their job description.

**Action Item:** The Employer to confirm if the revised job description has been submitted to the Enterprise Classification Unit.

**21. 2017 Meeting Dates**

The next meeting date has been adjusted to May 11, 2017.

For the Union	<u>Elaine Bagnall</u> Elaine Bagnall	<u>March 14/17</u> Date
For the Ministry	<u>Tracy Demal</u> Tracy Demal	<u>March 14, 2017</u> Date