

November 29, 2018

**Ministry of Natural Resources and Forestry and  
Ministry of Indigenous Affairs  
MERC Minutes**

**In attendance:**

**For OPSEU:**

Elaine Bagnall (Co-Chair)  
Helene Scott  
Chris Bierman  
Antonio (Tony) Crispino  
Roxanne Barnes

**For the Employer:**

Tracy Demal (Co-Chair)  
Laura Aitchison  
Carly Jones (Minutes)  
Ross Hart  
Rick Andrews

**Administrative Items:**

**Approval of Agenda**

Agenda was approved.

OPSEU added an additional item to the agenda.

**Standing Items:**

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

The Employer advised that disclosure from MECP regarding the organizational realignment and communication to staff was sent to OPSEU on November 16, 2018.

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

The Employer had no updates to provide on this item.

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

OPSEU did not raise any concerns with the Employer regarding the latest report.

**Business Arising:**

**4. 2010-10 – National Fitness Exchange Standard**

Both the Employer and OPSEU advised that there are no updates.

**5. 2016-14 – Pilots and Unpaid Overtime**

OPSEU inquired as to how the new "duty time" regulations being phased in by Transport Canada will affect the Float Agreement.

**Action Item:** The Employer to review and follow-up.

**6. 2016-18 – PCU Workload issue and safety concerns of manning the radios**

The Employer advised that the final stage of the workplace restoration is being implemented.

**7. 2017-02 Conservation Officer Job Specs**

The Employer advised that they have no updates to provide.

**8. IAO New Mandatory Training**

The Employer put names forward and Q4 scheduling is being worked on.

**9. Increase Use of Fixed-Term Positions vs Regular Full-Time**

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

**10. Joint ERC Training**

The Parties are waiting for new training dates in 2019.

**11. Parks Scheduling – Sandbank Provincial Parks**

**Action Item:** The Parties agreed to remove item from the agenda as Ontario Parks has transferred to MECP.

**12. Parry Sound District – Contract for Dollars Dam**

**Action Item:** OPSEU to provide specific details to the Employer.

**13. Aggregates Inspectors – lack of proper training, compliance vs enforcement**

OPSEU had no updates at this meeting.

**14. New IAO member to team**

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

**15. Potential outsourcing of Southern Region Engineering Unit**

The Employer advised that there has been no change and there are no plans to change the work that OPSEU is currently performing.

**Action Item:** Remove item from agenda.

**16. Invasive Species Work being given to OFAH with government funding under MNRF work**

**Action Item:** OPSEU to provide specific details to the Employer.

**17. Conservation Officer being denied fire duties**

The Parties discussed the circumstances surrounding the Conservation Officer being denied fire duties.

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

**18. Collaborative Research Agreements**

The Employer advised that it believes this issue is related to an ongoing grievance.

**19. Medical Marijuana – Benefits Coverage**

Item has been referred to CERC.

**New Business**

**20. Status and Future of the Marine Enforcement Units**

The Employer confirmed that Fisheries patrols continue to be scheduled across the province.

**21. Future of Southern Marine Enforcement Unit**

The Employer advised that should the ministry make any changes impacting working conditions of staff, the appropriate disclosure process would be followed.

## **22. Job Postings – 125 km restriction**

OPSEU raised concerns that employees are not able to apply to jobs when they live or work outside of 125 km, especially in the north and remote areas.

The Employer advised that management discretion is utilized when determining if a competition will be restricted.

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

## **23. Use of On-call vs Stand-by Time**

OPSEU expressed concern that the use of on-call has now been replaced by stand-by time in the Bearwise Program.

The Employer advised that some districts receive very few bear calls. Therefore, there is not currently a requirement for staff to have a level of readiness that requires them to be on stand by.

## **24. MNRF Classification**

OPSEU requested information on the average classification within the Senior Resource Technician Class Standard.

OPSEU inquired if the preamble of the class standard was taken into consideration when updating the Senior Resource Technician job description.

**Action Item:** The Employer to follow-up with the Job Evaluation and Initiatives Branch (JEIB).

## **25. Request for a Copy of Class Standards**

OPSEU requested a copy of the class standards for all OPSEU-represented jobs in the MNRF.

**Action Item:** The Employer to follow-up with JEIB.

## **26. Parks – Assistant Park Superintendent doing work of Management**

OPSEU raised concerns regarding an Assistant Park Superintendent doing the work of management.



