

March 21, 2019

**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  
Rick Andrews  
Carly Jones (Minutes)

**Regrets:**

Ross Hart

**Administrative Items:**

**Approval of Agenda**

Agenda was approved.

OPSEU added an item to the agenda.

**Standing Items:**

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

The Employer advised that there are no updates.

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

The Employer advised that Inclusion Café Two of the OPS Multi-ministry Inclusion Café Speaker Series held on February 7, 2019 was well received. Over 1000 registrants in over 80 locations attended.

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

Prior to MERC, OPSEU provided the Employer with questions regarding the fixed-term conversion report, that was shared in advance of MERC.

**Action Item:** The Employer to respond to OPSEU's questions.

#### **Business Arising:**

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

OPSEU advised that they will reach out to the Employer to sign off the agreement.

### **5. 2016-14 – Rotary Wing Pilots and Unpaid Overtime**

The Employer advised that the proposed Transport Canada changes to flight duty time will not impact the Float Agreement. OPSEU advised that they are conducting further research into this matter.

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

The Employer advised that the workplace restoration committee is working well. OPSEU inquired if the work place policy had been updated to reflect two staff scheduled on the evening shift.

**Action Items:** The Employer to follow up.

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

The Employer advised that it has no updates to provide.

**Action Item:** The Parties agreed to rename this item "classification" and amalgamate with other agenda items.

### **8. IAO New Mandatory Training**

The Employer is waiting for the schedule for the next quarter.

### **9. Joint ERC Training**

The Employer advised that there are no updates.

### **10. Dams – contracting out of dam operations**

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

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

**Action Item:** Remove from the agenda and include with the new "classification" agenda item.

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

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

**13. Collaborative Research Agreement**

**Action Items:** OPSEU to provide the Employer with a list of CRAs.

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

The Parties agreed that agenda items "Status and Future of the Marine Enforcement Units" and "Future of Southern Marine Enforcement Unit" would be combined as one agenda item.

The Employer had no updates to provide and advised that should the ministry make any changes impacting working conditions of staff, the appropriate disclosure process would be followed.

**16. MNRF Classification (response for preamble for the Senior Resource Technician Class Standard)**

The Employer will endeavour to provide a timeline for its response to OPSEU.

**Action Item:** Remove from the agenda and include with the new "classification" agenda item.

**17. Request for a Copy of Class Standards**

OPSEU confirmed that they have the Class Standards.

**Action Item:** Remove from the agenda and include with the new "classification" agenda item.

**New Business:**

**18. Security Checks**

The Parties discussed ministry security checks and the changes to the Police Record Checks Reform Act, 2015 (PRCRA).

**19. Hiring Freeze – What is considered front-line and business critical?**

The Employer provided information to OPSEU in advance of the meeting.

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

**20. TEI**

OPSEU inquired about whether a TEI application follows an employee if they change jobs. The Employer advised that a TEI application is attached to an employee's home position.

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

**21. News Releases**

The Parties discussed the process for communicating news releases related to enforcement (for example, when charges are laid).

**22. Special Cases**

The Parties agreed to look at the AME special case submission first, when the MERC table reviews ministry submissions.

**Action Item:** Remove from the agenda and include with the new "classification" agenda item.

**23. 2019 Meeting Dates**

Next meeting is scheduled for June 6, 2019 at 31 Wellesley St. E. at 9:00am.

\_\_\_\_\_  
For the Union                      *Elaine Bagnall*                      *May 27/19*  
Elaine Bagnall                      Date

\_\_\_\_\_  
For the Ministry                      *Tracy Demal*                      *May 27/19*  
Tracy Demal                      Date