

**Ministry of the Environment, Conservation and Parks
Ministry Employee Relations Committee (MERC)
Ministry Health and Safety Committee (OPSEU/SEFPO)**

Wednesday, December 2, 2020
1:00 – 4:00 p.m.
Held virtually via Microsoft Teams

In Attendance

For the Union	For the Employer	Guests	Regrets
Shawn Burr (Co-Chair) * Chris Johnston Julius Arscott Angelune DesLauriers Kathleen Demareski	Jacques LeGris (Co-Chair) Greg Wilson Teresa Polito Frank Miklas Joseph Odumeru Trevor Kavalchuck (Advisor) Madiha Syed (Support) Isabella Celano (Note Taker)	Michele Ratsch, Manager, Organizational Development Unit, SHRB, CMD Mark Dunn, Director, Divisional Compliance Branch, DWECD Karen Panetta, Manager, Divisional Training and Registrar, DWECD	

Date Tabled	Standing Items	Referred to	Action
December 2, 2020	1. Review Previous Minutes 'Live' minutes of the MERC meeting held on September 16, 2020 have been virtually agreed upon and posted on the Intranet site.		

Date Tabled	Standing Items	Referred to	Action
December 2, 2020	<p>2.1 Fixed Term Usage Report</p> <p>The Union identified eligible employees that may be converted under article 31A.15 on November 30, 2020.</p>	Management	Management is reviewing the information received from OPSEU.
December 2, 2020	<p>2.2 Training</p> <p>The Union expressed concern over the availability of refresher training and potential for disciplinary action.</p> <p>Management confirmed that there were delays due to COVID-19 in providing refresher training as may be required by staff.</p> <p>Employees will therefore not be subject to discipline for not completing refresher training courses currently not available.</p>		
December 2, 2020	<p>2.3 Employee Engagement</p> <p>MECP Pulse Survey Results The Union asked for copies of each Divisions' survey results as well as details on how the survey results would be used in the future.</p> <p>Management will use the results of the Pulse Survey to inform the Gradual Reopening of Work Places (GROW).</p>	Management	Management will provide to the Union a copy of the Divisional results that have already been shared with employees.

Date Tabled	Standing Items	Referred to	Action
December 2, 2020	<p>2.4 Environmental Assessment Act Modernization Implementation</p> <p>The Union expressed its concerns over the potential loss of positions within the unit involved with Environmental Assessments.</p> <p>The Union is concerned that the Provincial Environmental Protections are being lessened under the Environmental Assessment Act.</p> <p>A meeting was held on November 13, 2020 and Management responded to the comments and provided an update to the Union.</p> <p>Management confirmed that there will be no job losses as a result of the changes to the Environmental Assessment Act Modernization.</p>		

Date Tabled	New Business	Referred to	Action
December 2, 2020	<p>3.1 Recurring Seasonal Contracts</p> <p>The Union raised an issue with Seasonal Contracts between parks and enquired with the Employer on follow up meetings on this matter.</p> <p>The Union enquired about staffing levels at Ontario Parks throughout the year.</p>	Management	Management will provide the information about staffing levels at Ontario Parks.

Date Tabled	New Business	Referred to	Action
	<p>Management would welcome particulars from the Union so that further discussion can be had on this matter.</p>		
<p>December 2, 2020</p>	<p>3.2 Seasonal Workers Wages</p> <p>The Union enquired about seasonal workers being compensated at student rates at Ontario Parks.</p> <p>Management is unaware of this situation and has asked the Union to provide particulars so that it can be reviewed and addressed.</p>	<p>OPSEU</p>	<p>OPSEU to provide particulars to Management.</p>
<p>December 2, 2020</p>	<p>3.3 Excess Soils – Resource Productivity and Recovery Authority</p> <p>The Union raised concerns around the role a non-governmental third party, the Resource Productivity and Recovery Authority, may play in managing Excess Soils in the province.</p> <p>The Union sent an email to the Employer on November the 4th and a response was received on November the 18th.</p>		
<p>December 2, 2020</p>	<p>3.4 Appendix 7 Review</p> <p>Management has reviewed and made updates to the job descriptions for the Surface Water Specialist, Scientist 4 and Hydrogeologist,</p>	<p>Management</p>	<p>Management will provide the Union with the job descriptions.</p>

Date Tabled	New Business	Referred to	Action
	<p>Scientist 4 that were identified in the Appendix 7 Review of Special Classification Cases.</p> <p>Management is proposing to set up a special MERC meeting in the new year to go over the job descriptions.</p> <p>The Union will review the job descriptions when received and will meet with the Employer at the designated meeting time.</p>		
<p>December 2, 2020</p>	<p>3.5 Enforcement Duties under the Endangered Species Act</p> <p>The Union became aware that inspectors may become responsible for enforcement provisions under the Endangered Species Act (ESA).</p> <p>Management indicated that this is still under the discussion and planning phase and inspection staff are not being asked to enforce the provision of the ESA at this time.</p> <p>EIEB investigators that were appointed as Enforcement Officers in April 2019 will continue with investigative duties.</p>		

Date Tabled	Health and Safety	Referred to	Action
December 2, 2020	<p>4.1 Update on Risk Assessment Tool</p> <p>The Union enquired as to the Health and Safety Risk Assessment Tool and its status as expressed in an email on October 26, 2020.</p> <p>The Union asked for a demonstration of the tool prior to broader implementation to staff.</p> <p>Management advised the Union in an email dated October 26, 2020, that their comments have been shared with the various working groups.</p> <p>Management will provide an update to MERC.</p>	<p>Management</p> <p>Management</p>	<p>Management will report back on the comments to MERC.</p> <p>Management will provide a demonstration of the tool to MERC prior to broader implementation to staff.</p>
December 2, 2020	<p>4.2 Kingston Health and Safety Issue</p> <p>The Union enquired as to the status of the incident in Kingston.</p> <p>Management indicated that they can not comment as the incident is still under Police investigation.</p>		
Date Tabled	Sign-Off of Live Minutes	Referred to	Action
December 2, 2020	5. Sign-off of Live Minutes		

For the Union: Shawn Burr

Date: December 2, 2020

For the Employer: Jacques LeGris

Date: December 2, 2020

There was an agreement between the two parties that the above represent the formal minutes of this meeting.