

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

In attendance:

For OPSEU:

Elaine Bagnall (Co-Chair)
Helene Scott
Glenna Caldwell
Antonio (Tony) Crispino
Christopher Bierman

For the Employer:

Peter Gray (Co-Chair)
Donna Walton
Laura Aitchison
Carly Jones (Minutes)
Kerri Boyd
Ross Hart

Administrative Items:

Approval of Agenda

Agenda was approved.

OPSEU added an item to the agenda.

Standing Items:

1. MYPP 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 the results of the Employee Experience Survey will be released soon – still waiting on final dates.

The Employer advised that the MNRF Accessibility and Inclusion Unit (AIU) has been working closely with the Anti-Racism Directorate (ARD). ARD has posted links on their intranet site, including: [Anti-Racism Educational Resources and Support Services for All OPS Staff](#).

3. Fixed Term Position Conversion/Seasonal Employee Statistics

Reports were provided to OPSEU.

OPSEU raised concerns about proper recruitment processes/collective agreement articles not being followed.

Action Item: The Employer to will review OPSEU's concerns and provide a response.

Business Arising:

4. Classification Issues

a) 2017-02 Conservation Officer Job Specs

The Employer provided OPSEU with an update on the status of the revised job descriptions.

Action Item: The Employer to provide an update as information becomes available.

b) Class Standards

OPSEU advised that they are still looking for an explanation as to why the average employee is not classified at the RTS3 level, in accordance with the class standards (circa 1970).

The Employer advised that the ministry is not the owner of the class standards and are not able to influence the class standards – this is held with Job Evaluation Initiatives Branch, MGCS.

Action Item: The Parties agreed to refer this item to CERC.

c) Appendix 7 – Special Cases

The AME presentation was heard by the parties. The Accommodation Officer special case is scheduled to be heard at the October 29, 2020 MERC meeting.

Action Items:

The Employer to provide OPSEU with a status update regarding the AME presentation within one month's time.

5. Indigenous Cultural Competency Training

The Employer confirmed that all employees are expected to participate in the training.

OPSEU expressed concern that this training may cause a negative reaction for some employees but understands that each case will be assessed by the Employer on a

case-by-case basis.

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

6. Workload Issue – job spec changes

The Employer advised that there are no updates at this time.

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

7. Coronavirus

OPSEU inquired about the Ministries' plans for returning employees to the workplace and requested that a minimum of 10 days' advance notice be given to staff. The Employer advised that plans have not yet been finalized.

OPSEU inquired if return to work planning is separate from planning to address a potential second wave of COVID-19 and whether the ministries would be adding to its fleet of vehicles.

The Employer advised that the Ministries' plans will address these items.

OPSEU expressed concern that some individuals are still required to attend the workplace because they have not been provided with a laptop. The Employer encouraged OPSEU to provide specific situations **for them** to look into.

8. LERCs

The Employer advised that they have reached out to Human Resources Advisory Services to obtain information on functioning LERCs within the ministries.

Action Item: The Employer to provide information when available.

9. Schedule for Canine Conservation Officers

Action Item: The Employer to work with OPSEU to send a joint letter to those who have not responded to OPSEU.

New Business:

10. King Air Pilots

OPSEU inquired about the King Air aircraft.

Action Item: The Employer to respond to OPSEU as information is available.

11. Land Registry Office

OPSEU inquired about the impact on workload for staff as the Land Registry Office has moved to a digital platform.

Action Item: The Employer to review and provide a response to OPSEU.

12. Next Meeting Date

Next meeting is scheduled for October 29, 2020. Location to be determined.

For the Union	Elaine Bagnall	Date
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For the Ministry	Peter Gray	Date
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July 16, 2020

11. Land Registry Office

OPSEU inquired about the impact on workload for staff as the Land Registry Office has moved to a digital platform.

Action Item: The Employer to review and provide a response to OPSEU.

12. Next Meeting Date

Next meeting is scheduled for October 29, 2020. Location to be determined.

For the Union Elaine Bagnall July 31, 2020
Elaine Bagnall Date

For the Ministry Peter Gray August 5, 2020
Peter Gray Date