



MEMORANDUM

TO: All Presidents with members in the Ontario Clean Water Agency
All Stewards in the Ontario Clean Water Agency

FROM: Ruth Hamilton, OPS Supervisor

DATE: May 16, 2014

SUBJECT: Ontario Clean Water Agency
ERC Minutes – April 23, 2013

Attached, for your information, are the minutes of the above captioned meeting.

Please post or otherwise make them available to the members in your workplaces.

Please note a MERC referral form should be used when referring unresolved local issues to the ministry level. This form is available at https://www.opseu.org/sites/default/files/merc_action_form.pdf. Upon completion, the document should be forwarded care of the **Job Security Unit** with all supporting documentation e.g. minutes, correspondence, etc.

PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

A handwritten signature in black ink, appearing to read "Warren Thomas", written over a horizontal line.

Warren (Smokey) Thomas
President

A handwritten signature in black ink, appearing to read "Ruth Hamilton", written over a horizontal line.

Ruth Hamilton
OPS Supervisor

/el
att.

cc: MERC Chair
Ministry ERC

**Ontario Clean Water Agency
Employee Relations Committee Meeting #42
April 23, 2013 ~ 1:00-3:00 P.M.
1 Yonge Street, Main Boardroom**

ATTENDEES:

MANAGEMENT

Christine Gianino
Mike Manfredi
Hayley Rosenbaum

UNION

Chris Eckert (Co-Chair) *
Roland Kretschmer (Member)
Sandra Harper (OPSEU)

REGRETS:

MANAGEMENT

Jodi Travers (Co-Chair)
Marivel Mendiola
Dan Atkinson

UNION

Darren Aljoe (Member)

**Meeting Chair*

ITEM	LEAD	DISCUSSION	ACTION ITEMS
<i>Review of Previous Minutes</i>			
Review of Previous Minutes		<ul style="list-style-type: none"> Minutes from June 18, 2012 were reviewed and signed off. 	N/A
<i>Business Arising</i>			
On call Committee	OPSEU	<ul style="list-style-type: none"> Management shared that satellite phones have been found to be unreliable in inclement weather. There is an on call process in place where the alarm company will contact another on call employee or manager if they are unable to get into contact with the on call operator. To ensure health and safety at all times, staff should be aware of the working alone policy. Management indicated that if there are any issues with cell phone reception, employees should raise them to their manager. The Union indicated that they would advise us if there are aware of any problems with cell phone reception. 	N/A
Post Offer Screening	Employer	<ul style="list-style-type: none"> The Employer advised the Union that we are not proceeding with Post Offer Screening at this time. The employers shared PDA's with the Union. PDA's can be used for 	N/A

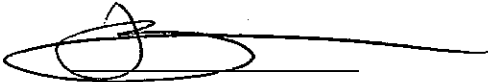
**Ontario Clean Water Agency
Employee Relations Committee Meeting #42
April 23, 2013 ~ 1:00-3:00 P.M.
1 Yonge Street, Main Boardroom**

		medical requests, accommodation, realistic job previews and more.	
Updates Lists			
1. Fixed Term Employees 2. Contract Acquisitions 3. Contract Terminations 4. Seniority List 5. Organization Chart 6. Surplus employees 7. VEO's 8. Telephone List	Employer	<ul style="list-style-type: none"> • Lists were provided and discussed. • Two Employees issued Surplus Notice Alert on April 9. • One new Lateral Transfer Request tabled. • No VEOs • No TEIs 	Employer to add a list on all Transition Exit Initiative (TEI) applications for upcoming ERC meetings
Health and Safety			
Health and Safety Update	Employer	<ul style="list-style-type: none"> • Employer provided a Health and Safety update. • To date, there are 7 approved medical aid claims and zero lost time claims for OCWA. 	N/A
New Business			
Leading at the Speed of Trust	Employer	<ul style="list-style-type: none"> • Management provided an update on the Leading at the Speed of Trust training. 94% of OCWA Managers have completed the training. 	N/A
Transition Exit Initiative (TEI) Process	Employer	<ul style="list-style-type: none"> • The TEI process was discussed and is as follows: • Employee to send application to Manager. • Manager to send to HR Director • President, in consultation with HR, makes assessment and recommendation • OCWA to send recommendation to MGS for final decision making 	N/A
Attendance Management Threshold	Union	<ul style="list-style-type: none"> • The enterprise wide threshold is 9 days (applicable to all ministries other than Corrections) 	Management to provide OPSEU with OCWA's average number of sick days for 2012
Training and Development		<ul style="list-style-type: none"> • OPSEU raised Appendix 29 in the collective agreement MERC terms of reference that requires training to be discussed at ERC 	Appendix 29 to be discussed more thoroughly at next ERC meeting.

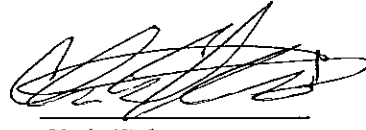
Next Meetings: TBD

Ontario Clean Water Agency
Employee Relations Committee Meeting #42
April 23, 2013 ~ 1:00-3:00 P.M.
1 Yonge Street, Main Boardroom

Original signed by:

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Jodi Travers
Management Co-Chair

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Chris Eckert
Union Co-Chair