

**Ontario Clean Water Agency**  
**Employee Relations Committee Meeting #43**  
 May 14, 2013 – 1:00 – 3:00 P.M.  
 1 Yonge Street, South Boardroom

**In Attendance**

For the Union	For the Employer	Guests	Regrets
Chris Eckert (Co-Chair) Roland Kretschmer Darren Aljoe Sandra Harper (OPSEU)	Jodi Travers (Co-Chair)* Christine Gianino Bev Mollard	N/A	Employer: Hayley Rosenbaum

\* Meeting chair

Item	Lead	Discussion	Action Items
<b>Review of Previous Minutes</b>			
Review of Previous Minutes		<ul style="list-style-type: none"> <li>Minutes from April 23, 2013 were reviewed and signed off.</li> </ul>	N/A
<b>Business Arising</b>			
Leading at the Speed of Trust	Employer	<ul style="list-style-type: none"> <li>Management provided an update and will follow up with Managers to recommend they discuss TRUST behaviors with their employees.</li> </ul>	N/A
<b>Updates Lists</b>			
1. Fixed Term Employees	Employer	<ul style="list-style-type: none"> <li>Lists were provided and</li> </ul>	N/A

2. Contract Acquisitions 3. Contract Terminations 4. Seniority List 5. Organization Chart 6. Surplus employees 7. VEO's 8. TEI's 9. Telephone List		discussed.	
<b>Health and Safety</b>			
Health and Safety Update	Employer	<ul style="list-style-type: none"> <li>• Employer provided a Health and Safety update.</li> <li>• To date, there are 7 allowed medical aid claims and zero lost time claims for OCWA.</li> </ul>	N/A
<b>New Business</b>			
OLRB unfair Labour Practice Claim	Union	<ul style="list-style-type: none"> <li>• The Union advised that MERC members will be attending the OLRB hearing on May 16, 2014</li> </ul>	N/A
Pay for Certification	Union	<ul style="list-style-type: none"> <li>• The Union expressed interest in having discussion to increase to the pay for certification rates in the collective agreement.</li> <li>• Management indicated that they encourage staff to get the highest level of certification possible and noted that pay for certification is a part of pensionable earnings.</li> <li>• Management would need to seek internal approval and consult with TBS before any discussions regarding increasing the rates. Further,</li> </ul>	N/A

		pay for certification is embedded in the collective agreement and therefore would need to be captured during collective bargaining.	
Compensation for Certification	Union	<ul style="list-style-type: none"> <li>The parties discussed that OCWA will provide an employee with pay for certification based on last day of the month relative to the date on their certification certificate. However, if the employee provides a letter from OWWCO indicating the exact date the certification was received, the employer will use that date instead.</li> </ul>	N/A
Position Postings	Union	<ul style="list-style-type: none"> <li>The Union requested that all OCWA positions be posted internally before being posted externally . The Employer responded that this would make the recruitment process longer and is not practical. OCWA follows the collective agreement regarding the positing of positions and currently reviewing online recruitment systems that would ensure that all resumes are tracked electronically.</li> <li>It was further discussed that the lateral transfer process is available to current OCWA</li> </ul>	N/A

		employees interested in lateral movement across the agency.	
Newsplash submissions	Union	<ul style="list-style-type: none"> <li>The Union indicated there are inconsistencies across OCWA in regards to what is posted in Newsplash. For example, one area may welcome a new employee or recognize years of service and/or certification upgrades whereas another area may not.</li> <li>Managers are encouraged to recognize staff via Newsplash where appropriate. It was agreed that the VP of Operations will discuss this with Regional Managers at the upcoming Operations and Compliance Committee meeting.</li> </ul>	N/A
OTEP – OCWA Tools Evolution Program	Management	<ul style="list-style-type: none"> <li>Management provided an update on the OTEP project. Information and updates are available on the OCWA intranet.</li> </ul>	N/A

**Next Meetings:**    **September 9, 2014**  
                              **November 27, 2014**

Original signed by:

For the Union:



Chris Eckert

Date:

Sept. 10, 2014.

For the Employer:

Christine Gianino

Christine Gianino

Date:

Sept 10, 2014