

Ontario Clean Water Agency
Employee Relations Committee Meeting #45
 March 29, 2016 – 1:00 – 3:00 P.M.
 1 Yonge Street, Suite 1700, Toronto, ON, M5E 1E5

In Attendance

For the Union	For the Employer	Guests	Regrets
Chris Eckert (Co-Chair)* Terry Truant (Vice-Chair) Darren Aljoe (Member) Mark Yandt Sandra Harper (OPSEU)	Christine Gianino (Co-Chair) Bev Mollard Nevin McKeown Sam Berton	N/A	N/A

* Meeting chair

Item	Lead	Discussion	Action Items
Review of Previous Minutes			
Review of Previous Minutes	Joint	<ul style="list-style-type: none"> Minutes from September 10, 2014 were signed off. 	N/A
Business Arising			
ORO	Employer	<ul style="list-style-type: none"> The Employer provided the MOECC ORO guideline which clarified the role of the overall responsible operator (ORO). The Employer is currently reviewing its list of employees' certifications and encourages all employees to 	Employer to provide update.

		<p>increase their certification.</p> <ul style="list-style-type: none"> The members agreed to revisit the assignment of ORO responsibilities. at the next meeting. 	
Updates Lists			
<ol style="list-style-type: none"> Fixed Term Employees Contract Acquisitions Contract Terminations Seniority List Organization Chart Surplus employees VEO's TEI's Telephone List 	Employer	<ul style="list-style-type: none"> Lists were provided and accepted 	Employer to review fixed term contract end dates and provide update
Health and Safety Update			
WSIB	Employer	<ul style="list-style-type: none"> No new lost time to date in 2016. Managers and workers continue to cooperate on modified work and integration back to the workplace. 	
Asbestos exposure in South Peel	Joint	<ul style="list-style-type: none"> Test results show good to acceptable. Notwithstanding, an Incident Reporting Form will be filed. The Union shared that staff are well trained on Asbestos and to date no serious concerns have been raised by employees. 	
Air quality in the new control at the Lakeview Water Treatment Plant in South	Employer	<ul style="list-style-type: none"> The majority of indoor air quality measurements fell within the 	

Peel.		recommended ranges for an office environment. The final report received from the consultant contracted to test the air quality will be shared with the local JHSC and staff at the facility.	
New Business			
South Peel Update	Joint	<ul style="list-style-type: none"> • 1st LERC held on February 19, 2016. • Employer continues to explore the scheduling of workplace mediation in an effort to improve labour relations. • Due to operational and Client requirements, there is a need for each Electrician to be scheduled for a rotating afternoon shift, one week out of 4. 	N/A
Training Courses	Union	<ul style="list-style-type: none"> • To encourage a learning culture, succession planning and promote higher licensing and certifications, it is proposed that employee's who take correspondence courses to acquiring CEUs and work toward a higher license be compensated accordingly. • The Union noted that the Workers Health and Safety Centre provide associated courses that are approved by the Ontario Water Wastewater Certification Office that awards continuing education 	Employer will review the Union's proposal with the Management Team

		credits.	
ASMP Stats	Union	<ul style="list-style-type: none"> The Union requested that the Employer report on a quarterly basis, at ERC, how many employees are at each level in the ASMP and how many sick days all employees have. Union also requested to be advised in advance of employee terminations at level 4. 	Employer to follow up.
Anticipated Retirements by December 2016 and Impact	Joint	<ul style="list-style-type: none"> On March 22, 2016 the Employer sent out a general communication via email to all Employees communicating the need to have their "intent to retire" documentation in at least six months prior to ensure timely processing by OSS. 	
Other			
Organization Review	Employer	<ul style="list-style-type: none"> The draft organization structure is being presented for approvals to the Board of Directors and the Ministry. 	
2016 Meeting Dates	Joint	<ul style="list-style-type: none"> June 28 October 27 December 1 	

Next Meeting: June 28, 2016

Original signed by:

For the Union: _____

Chris Eckert

Date: _____

For the Employer: _____

Christine Gianino

Date: _____