

**Ontario Clean Water Agency
Employee Relations Committee Meeting**
June 29, 2017, 9:00 – 10:00 a.m.
via Teleconference

In Attendance

For the Union	For the Employer	Guests	Regret
Chris Eckert (Co-Chair*) Terry Truant Patrick Dinel Mark Yandt Sandra Harper (OPSEU)	Courtney Harbord (Co-Chair) Richard Junkin Terry Bender Sam Berton	N/A	N/A

* Meeting Chair

Item	Lead	Discussion	Action Items
Minutes			
Review of previous minutes	All	<ul style="list-style-type: none"> Minutes of March 22, 2017 	Confirmed & approved.
Business Arising			
Overall Responsibility Operator	Union	<ul style="list-style-type: none"> It was agreed that where the client contract provisions permit and where the employees' licenses allow, the employer will be supportive of offering staff 'ORO' opportunities for rotation. 	To remove from agenda.
Unified Special Cases	Union	Special cases have been referred to CERC.	To remove from agenda.
Pay for Certification	Employer	<ul style="list-style-type: none"> With the omission of the Employer's proposal for Pay for Certification from the new CA, the Employer will be pursuing other options with TBS. 	Employer to continue to provide update as it becomes available.

Hours of Work	Union	The Employer has communicated that where employees are required to work after regular hours or being called-back to work and not being able to complete their following scheduled shift, they will be paid for a reasonable amount of time, without having to use any credits.	To remove from agenda.
Operator/Mechanic – Class 3 and 4 Licences	Union	<ul style="list-style-type: none"> With the MOA signed-off, the Employer will be sending out a communication and implementing the terms for the affected employees. Additionally, employees intending to pursue their higher level 3 certifications will need to send in their notification of intent in order for them to be accorded similar recognition upon qualification. It is also anticipated that this MOA may roll over. 	For information.
Mechanic/Operator – Class 3 and 4 Licences	Union	<ul style="list-style-type: none"> The Union requested and it is the Employer's intent to pursue something similar to that of the Operator/Mechanic classification. 	Employer to review.
OST15 Update	Union	<ul style="list-style-type: none"> Competitions have been held in some hubs and qualified candidates placed into the positions on a permanent basis. With the implementation of the MOA and the pursuant permanent placement of Senior Operators, the Employer will seek to fill those remaining Team Lead (OST15) positions on a permanent basis. 	Employer to provide update at next meeting.
Safety Glasses	Union	<ul style="list-style-type: none"> The Union asked for the Employer to look into the current selection of prescription safety glasses with side shield that hinder peripheral vision 	Employer to review. Union to provide Employer with model/type that has a flexible side shield.

		<ul style="list-style-type: none"> while driving. 	
Updated 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 	Potential impacts to Employment transition activities were discussed.
Health & Safety			
H & S Update		<ul style="list-style-type: none"> No noteworthy incidents/events. 	N/A
New Business			
On-call	Union	<ul style="list-style-type: none"> The Union clarified that it's the designated on-call Operator who should be called back and not the Operator who is not on-call. Each call is a 4 hr minimum. 	For information
ASMP program	Union	The Employer clarified that although the ASMP program has been discarded, Employer will still be managing attendance and managers will continue to have conversations with employees regarding attendance issues.	For information
Deferral(s)			
Training Courses (CEUs)	Union	<ul style="list-style-type: none"> Union outlined a proposal on recognition & reward for pursuing and acquiring higher licensing through correspondence courses. Employer has given due consideration and feels its current programs in place 	It was agreed to put this proposal on the back burner and revisit in the future.

		encourages training, pays for courses, licenses, including preparatory courses.	
Other			
2017 Next Meeting Dates	Joint	1 p.m. at One Yonge Street <ul style="list-style-type: none"> • October 18 • December 19 	For information

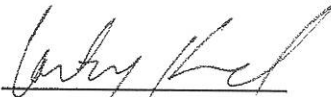
Original signed by:

For the Union:



Chris Eckert

For the Employer:



Courtney Harbord

Date:

Aug 02 / 2017.

Date:

Aug 2 / 17