

**Ontario Clean Water Agency  
Employee Relations Committee Meeting**  
October 25, 2017, 1:00 – 3:00 p.m.  
1 Yonge Street, Toronto

For the Union	For the Employer	Guests	Regret
Chris Eckert (Co-Chair) Terry Truant Patrick Dinel John Bristow Sandra Harper (OPSEU)	Courtney Harbord (Co-Chair*) Richard Junkin Sam Berton	Randy Plener, Director H & S	Terry Bender

\* Meeting Chair

Item	Lead	Discussion	Action Items
<b>Minutes</b>			
Review of previous minutes	Joint	• Minutes of June 29, 2017	Confirmed & approved.
<b>Health &amp; Safety</b>			
H & S Update	Employer	<ul style="list-style-type: none"> <li>• R. Plener provided an update on the OHS system refresh.</li> <li>• Corporate Membership into "League of Champions", effective September 26<sup>th</sup></li> <li>• Respiratory Protection Program; use of the consent form to disclose a medical condition and accommodation measures in place.</li> </ul> Presentation of the H & S performance.	For information.
Safety Glasses	Union	<ul style="list-style-type: none"> <li>• The Union asked for the Employer to look into the current selection of prescription safety glasses with side shield that hinder peripheral vision while driving.</li> <li>• Employer responded that the existing supplier has been bought out and the</li> </ul>	The Union will take this back to their members for review.

		current supplier does not carry that range of versatile product to include flexible side-shield. Moreover, it is advisable that safety glasses not be used whilst driving.	
<b>Business Arising</b>			
Unified Special Cases	Joint	<ul style="list-style-type: none"> <li>Appendix 7 subcommittee meets on November 2, 2017; to discuss separate classifications for operational positions, outside of South Peel.</li> </ul>	ERC will be advocating for this.
Pay for Certification (P4C)	Joint	<ul style="list-style-type: none"> <li>In conjunction with the reclassification above, an increment to P4C</li> </ul>	Members to pursue this at the Appx. 7 subcommittee.
Operator/Mechanic – Class 3 and 4 Licences	Union	<ul style="list-style-type: none"> <li>ERC to review expiry of current MOA and consider renewal.</li> </ul>	Review and sign-off
Mechanic/Operator – Class 3 and 4 Licences	Union	<ul style="list-style-type: none"> <li>The Union requested for a review and career path initiative for the Maintenance Mechanics positions that have higher level certifications / licenses.</li> </ul>	Employer to review.
OST15 Update	Union	<ul style="list-style-type: none"> <li>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 fill those remaining Team Lead (OST15) positions on a permanent basis.</li> </ul>	To remove from agenda.
<b>Updated Lists</b>			
<ol style="list-style-type: none"> <li>Fixed Term (FXT) Employees</li> <li>Contract Acquisitions</li> <li>Contract Terminations</li> <li>Seniority List</li> <li>Organization Chart</li> <li>Surplus employees</li> <li>VEOs</li> <li>TEIs</li> <li>Telephone List</li> </ol>	Employer	<ul style="list-style-type: none"> <li>Lists were provided.</li> </ul>	Union will review and seek clarification from Employer of FXT contracts exceeding 18 months.

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<b>New Business</b>			
LERC Level 2 Training	Joint	Due to conflicting schedules, members agreed to defer participation to next Spring.	For information.
<b>Deferral(s)</b>			
Training Courses (CEUs)	Union	<ul style="list-style-type: none"> <li>• Union outlined a proposal on recognition &amp; reward for pursuing and acquiring higher licensing through correspondence courses.</li> <li>• Employer has given due consideration and feels its current programs in place encourages training, pays for courses, licenses, including preparatory courses.</li> </ul>	It was agreed to put this proposal on the back burner and revisit in the future.
<b>Other</b>			
2017 Next Meeting Date	Joint	1 p.m. at One Yonge Street  <ul style="list-style-type: none"> <li>• December 19</li> </ul>	For information.

Original signed by:

For the Union: \_\_\_\_\_  
Chris Eckert

For the Employer: \_\_\_\_\_  
Courtney Drew

Date: \_\_\_\_\_

Date: \_\_\_\_\_