

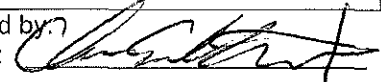
Ontario Clean Water Agency
Management - Employee Relations Committee (MERC) Meeting
 June 8, 2018, 11:00 a.m. – 1:00 p.m.
 1 Yonge Street, Toronto

For the Union	For the Employer	Guests	Regret
Chris Eckert (Co-Chair*) Patrick Dinel John Bristow (tele-conference) Bob Gooch Sandra Harper (OPSEU)	Courtney Drew Terry Bender Richard Junkin Sam Berton		

* Meeting Chair

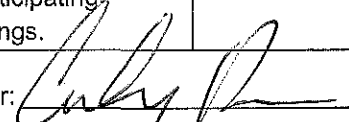
Item	Lead	Discussion	Action Items
Minutes			
Review of previous minutes	Joint	• Minutes of March 20, 2018.	Signed.
Business Arising			
Unified Special Cases	Joint	• Appendix 7 proposals to CERC.	Employer to follow-up on the status of reclassifications of the listed positions – Mechanics, Electricians and Operators.
Mechanic/Operator – Class 3 and 4 Licences	Union	• Pending outcome of decision re Unified Special Cases (above) at CERC.	Deferred based on above
LERC Level 2 Training	Joint	• Training deferred.	Remove from Agenda will be tabled once new dates set.
Updated Lists			
1. Fixed Term (FXT) Employees 2. Contract Acquisitions 3. Contract Terminations 4. Seniority List 5. Organization Chart 6. Surplus employees 7. Voluntary Exit Options (VEO) 8. Transit exit Initiative (TEI) 9. Telephone List	Employer	• Lists were provided. • OPSEU advocated for the Employer to consider TEI applications. • New acquisition of contract resulted in the hiring of 2 Operators from the Town of Erin through Employee Transfer Agreements.	For information.

New Business			
Blended Rate	OPSEU	<ul style="list-style-type: none"> The parties agreed that information regarding the blended rate agreement should be communicated on a regular basis. OPSEU proposed an increase to the Blended Rate. 	<p>Annual communication be sent out to reiterate the agreement, Qs & As document; including the increase to the Blended Rate.</p> <p>Employer to review.</p>
Overtime protocol	Joint	<ul style="list-style-type: none"> As a result of a grievance settlement, OPSEU tabled an overtime protocol for discussion. 	Parties to review.
Operations & Maintenance Team Lead (OST 15) Positions	OPSEU	<ul style="list-style-type: none"> Union highlighted that the incumbents have been assigned to temporary positions for >18 months. 	Employer to review.
Overall Responsibility Operator (ORO)	OPSEU	<ul style="list-style-type: none"> Union proposed that the rate be increased. 	Employer to review.
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 encourages training, pays for courses, licenses, including preparatory courses. 	It was agreed to put this proposal on the back burner and revisit in the future.
Other			
Senior Labour Relations Consultant	Employer	<ul style="list-style-type: none"> Members were notified that Brenley Haid, new Senior Labour Relations Consultant will be a participating member at future meetings. 	For information.

Original signed by:
For the Union: 

Chris Eckert

Date: July 28, 2018.

For the Employer: 

Courtney Drew

Date: July 31/18