

**Ontario Clean Water Agency**  
**Management - Employee Relations Committee (MERC) Meeting**  
 October 31, 2018, 12:00 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 (Co-Chair*) Terry Bender Richard Junkin Brenley Haid Sam Berton		

\* Meeting Chair


Item	Lead	Discussion	Action Items
<b>Minutes</b>			
Review of previous minutes	Joint	<ul style="list-style-type: none"> <li>Minutes of June 8, 2018 reviewed and approved.</li> </ul>	For information.
<b>Business Arising</b>			
Unified Special Cases	Joint	<ul style="list-style-type: none"> <li>Appendix 7 proposals to CERC.</li> </ul>	Employer to revisit the matter with its partners.
Mechanic/Operator – Class 3 and 4 Licenses	Union	<ul style="list-style-type: none"> <li>Pending outcome of decision re Unified Special Cases at CERC.</li> </ul>	Employer - in tandem with above.
<b>Updated Lists</b>			
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	<ul style="list-style-type: none"> <li>Lists were provided.</li> </ul>	Union will review listings and get back to the Employer if there are any questions.
<b>New Business</b>			
Blended Rate	Union	<ul style="list-style-type: none"> <li>Employer informed that the Blended Rate will remain unchanged in view of the current fiscal restraints.</li> </ul>	For information.

Overtime protocol	Joint	<ul style="list-style-type: none"> <li>The parties are in agreement that this issue is limited to the South Peel facility and will continue to adhere to the overtime system presently in place for that facility</li> </ul>	Remove from agenda..
Operations & Maintenance Team Lead (OST 15) Positions	Union	<ul style="list-style-type: none"> <li>Huron: Union highlighted that the incumbents have been assigned to temporary positions for &gt;18 months.</li> <li>Job Posting for Team Lead positions in Haileybury.</li> </ul>	<p>Employer responded that there were unique circumstances leading to the creation of these temporary positions at the Lake Huron facility.</p> <p>Employer to send copy of job posting to Union.</p>
Overall Responsibility Operator (ORO)	Union	<ul style="list-style-type: none"> <li>The Union indicated there are limited opportunities for employees to undertake ORO and for rate increase.</li> </ul> <p>Management responded that ORO is at the employer's discretion and often times involves a combination of factors such as structure structure (clusters), staffing, clients and contract requirements.</p> <ul style="list-style-type: none"> <li>The parties agree where there is availability, employees will be given the option and on a rotational basis.</li> </ul>	Remove agenda.

Operator Licensing Opportunities	Union	<ul style="list-style-type: none"> <li>Union stated that with the increasing stringent requirements for licensing by the Ontario Water Wastewater Certification Office (OWWCO), it becomes increasingly difficult for employees in the South Peel facility to meet the operational experience requirement for each of distribution/supply and treatment.</li> </ul>	Parties agreed to refer the matter to SP-LERC.
Retirement Eligibility Data	Union	<ul style="list-style-type: none"> <li>Review impact of retirement eligibility report.</li> </ul>	No immediate impact.
Filling of Vacant Positions	Union	<ul style="list-style-type: none"> <li>The Union inquired on impact if any, on the direction of filling essential positions.</li> </ul>	Employer is continuing to fill operational positions due to the nature of its business..
Meal Expenses	Union	<ul style="list-style-type: none"> <li>OPSEU reiterated that the meal rates are to be treated as an allowance and not subject to receipt reimbursements per the Travel, Meal and Hospitality Expenses Directive.</li> </ul>	Employer will send out a communication to this effect.
<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>			
South Peel Facility Contract	Union	<ul style="list-style-type: none"> <li>The client contract for South Peel facility with the Region was renewed for 20 years; 10 years + 5 years + 5 years at the client's option. This was largely made possible with the Agency's performance deliverables, client relationships and staff dedication.</li> <li>The Union congratulated OCWA on the renewal of the South Peel contract.</li> </ul>	Remove agenda.

Exit Interviews	Union	<ul style="list-style-type: none"> <li>• The Union asked if it was the Employer's intention to conduct exit interviews with all bargaining unit employees with depart the Agency.</li> <li>• The Employer responded to the affirmative.</li> </ul>	Remove agenda.
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Original signed by:

For the Union:   
Chris Eckert

For the Employer:   
Courtney Drew

Date: Dec, 25, 2018.

Date: Jan 7/19