

Ontario Clean Water Agency
Management - Employee Relations Committee (MERC) Meeting
 May 30, 2019, 12:00 p.m.
 Teleconference

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

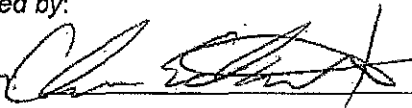
* Meeting Chair

Item	Lead	Discussion	Action Items
Minutes			
Review of previous minutes	Joint	<ul style="list-style-type: none"> Minutes of February 13, 2019 reviewed and approved. 	For Information.
Business Arising			
Unified Special Cases	Joint	<ul style="list-style-type: none"> Appendix 7 proposals to CERC. 	Pending - parties will continue to follow-up with CERC.
Mechanic/Operator – Class 3 and 4 Licenses	Union	<ul style="list-style-type: none"> Pending outcome of decision re Unified Special Cases at CERC. 	Deferred pending above – parties agreed to advocate for the class services of Mechanics to be redefined.
Public (adverse) Interactions	Union	<ul style="list-style-type: none"> Employer will be including this as a component in the e-learning module for the Code of Business Conduct. Employer will explore if such incidences can be reported through the Health & Safety "near-miss" reporting system in place. 	Employer to provide an update at the next meeting.
Training Costs	Union	<ul style="list-style-type: none"> Employer will continue to arrange in-house courses where it's operationally feasible and consider external training for specific skills gap which it is unable to address through internal courses. 	To be removed from agenda.

		Reimbursement issues will be raised on a case by case basis.	
Updated Lists			
<ol style="list-style-type: none"> 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"> • Lists were provided. 	<p>Contract termination report to reflect Southwest hub and not as reported.</p> <p>6 TEI applications active for on-going consideration. One (1) TEI approved to date.</p> <p>Staff telephone listing will be provided when updated.</p>
New Business			
Live Minutes	Union	<ul style="list-style-type: none"> • The parties agreed to implement "live minutes" from the next meeting. 	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 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.

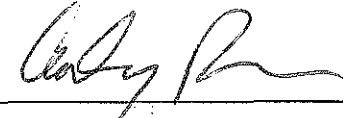
Original signed by:

For the Union:



Chris Eckert

For the Employer:



Courtney Drew

Date:

June 12, 2019.

Date:

June 13/19