

Ontario Clean Water Agency
Employee Relations Committee Meeting
 December 12, 2016 – 1:00 – 3:00 P.M.
 1 Yonge Street, Toronto, ON M5E 1E5

In Attendance

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

* Meeting Chair

Item	Lead	Discussion	Action Items
Minutes			
Review of previous minutes	All	<ul style="list-style-type: none"> Minutes of June 28th 	Confirm & approve
Business Arising			
Overall Responsibility Operator	Union	<ul style="list-style-type: none"> The Employer further explained that in some instances the provision of 'ORO' is contract specific and in some instances it's the client determining. Therefore, management has to exercise discretion surrounding decisions in designating 'ORO'. Additionally, the Employer may not have operators licensed to the facility and it then comes down to a local decision. There is no overarching policy but the Employer is prepared to look into 'ORO' numbers, Management vs OPSEU. 	Employer to follow-up.

		<ul style="list-style-type: none"> The Union put forth, and the Employer is agreeable to have continuing dialogue with staff on their related interest. 	
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, they pay for courses, licenses, and preparatory courses are also paid for. 	It was agreed to put this proposal on the back burner and revisit in the future.
ASMP Quarterly Statistics		Employer agrees to disclose prior to implementation of the program.	Remove
Anticipated Retirements by Dec 2016 and impact	Union	<ul style="list-style-type: none"> With the influx of retirements, the Employer stated it is, and will continue to replace 32 operational positions. 	Remove
Organization Review	Employer	<ul style="list-style-type: none"> 10 regions created. Regional Hub Business Manager and Safety Process Compliance Manager positions created. Organizational development activities will continue. Regional Managers responsible for growing the business; a large part of this is seeking major maintenance business opportunities supported by the Capital Delivery and Engineering Services units. Revenue has increased in 2016 and the Agency is on track to double its business. 	For information
Updated Lists			
<ol style="list-style-type: none"> Fixed Term Employees Contract Acquisitions Contract Terminations Seniority List Organization Chart 	Employer	<ul style="list-style-type: none"> Lists were provided Loss of Ear Falls as at December 31, 2016 	Union to review

6. Surplus employees 7. VEO's 8. TEI's 9. Telephone List		<ul style="list-style-type: none"> Potentially 1 Operator impacted with the loss of Ear Falls contract 	
Health & Safety			
WSIB Update		<ul style="list-style-type: none"> For 2016, 8 cases of Loss Time filed, 5 allowed with 22.5 days lost compared to 21, 14 and 82 respectively in 2015. Medical Aid was 19 cases, similar to the previous year. 	For information
New Business			
Unified Special Cases	Union	<ul style="list-style-type: none"> At the last round of 2014 bargaining, there was a joint recommendation that the local MERCs would look at special cases for separate and different classifications. There were 5 positions listed. An example was provided for MM3; OCWA, Peel and rest of OPS. 	Employer to review.
Pay for Certification (P4C)	Employer	Employer is continuing to work with TBS and will provide updates.	For information
Hours of Work	Union	<ul style="list-style-type: none"> The Union requested that the Employer establish a practice for employees that end up working a 16 shift with another shift immediately following that they are unable to work due to exhaustion and that it violates the Employment Standards Act. Employees should not have to use a sick credit. The employer should arrange for the shift to be covered. . 	Employer to follow-up
Union Bulletin Boards	Union	The parties agree to the Union's right to bulletin board and that respectful content be posted.	For information
Overtime and Compensating Time-Off (CTO)	Union	<ul style="list-style-type: none"> The Union requested that the cap on overtime hours be revisited and could 	Union will take this back to SP-LERC for discussion

		<p>potentially accumulated and paid out quarterly.</p> <ul style="list-style-type: none"> • Employer stated that it varies and it is a local decision. In Peel the cap is 16 hours = 24 hours overtime and in Southwest, it is 40 hours of overtime. • The cap will vary as managers will have to look at financial decisions and its implications. 	
Contracting Out		<ul style="list-style-type: none"> • The Union requests that they be provided with information relevant to the work that is being reviewed for the potential of contracting out. 	For information.
Other			
2017 Meeting Dates	Joint	<p>1 p.m. at One Yonge Street</p> <ul style="list-style-type: none"> • March 22 • June 21 • October 18 • December 13 	For information

Original signed by:

For the Union: _____

Chris Eckert

For the Employer: _____

Courtney Harbord

Date: _____

Date: _____