

**Ontario Clean Water Agency**  
**Management - Employee Relations Committee (MERC) Meeting**  
 March 20, 2018, 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 Bob Gooch Sandra Harper (OPSEU)	Courtney Drew (Co-Chair*) Terry Bender Sam Berton		Richard Junkin

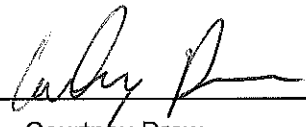
\* Meeting Chair

Item	Lead	Discussion	Action Items
<b>Minutes</b>			
Review of previous minutes	Joint	• Minutes of December 19, 2017	Signed
<b>Business Arising</b>			
Unified Special Cases	Joint	• Appendix 7 proposals to CERC	Decision Pending
Mechanic/Operator – Class 3 and 4 Licences	Union	• Pending outcome of decision re Unified Special Cases (above) at CERC.	Deferred
Safety Boots	Union	• Employees should use Vendor of Record. If unsuccessful, speak to Manager and use Safety Footwear Authorization Form to purchase and obtain reimbursement.	Remove from Agenda.
LERC Level 2 Training	Joint	• To revisit in the Fall of 2018 when dates are released.	To be determined
<b>Updated Lists</b>			
1. Fixed Term (FXT) Employees 2. Contract Acquisitions 3. Contract Terminations 4. Seniority List 5. Organization Chart	Employer	• Lists were provided. • And ER responded to the Union on FXT contracts exceeding 18 months.	Parties were in agreement to waive the posting requirement for one FXT position to be converted. Additionally one FXT will be

6. Surplus employees 7. VEOs 8. TEIs 9. Telephone List			placed in a different classification in a new FXT contract due to special circumstances.
<b>New Business</b>			
Aspiring Manager Development Program	Employer	<ul style="list-style-type: none"> <li>A pilot leadership program to determine readiness for non-managers will run for 1-2 years</li> </ul>	For information
<i>ClearView Connects</i>	Employer	<ul style="list-style-type: none"> <li>The Agency has partnered with <i>Clearview</i>, a hotline reporting channel to provide its employees with another avenue for ethics, WDHP and whistleblower reporting</li> </ul>	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>			
Acknowledgement	All	<ul style="list-style-type: none"> <li>Members wish to place on record their appreciation to Terry Truant for his contributions to the MERC Committee. And wish to welcome Bob Gooch.</li> </ul>	For information

Original signed by:

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

For the Employer:   
Courtney Drew

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

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