

Ontario Clean Water Agency
Management - Employee Relations Committee (MERC) Meeting
 December 09, 2019, 1:30 p.m.
 Teleconference

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

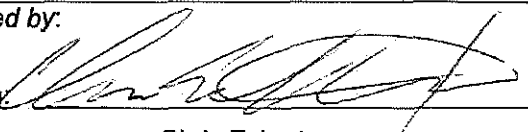
* Meeting Chair

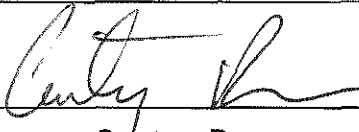
Item	Lead	Discussion	Action Items
Minutes			
New Member	Employer	<ul style="list-style-type: none"> The committee welcomed our new member, Alicia Fraser, VP - South Peel. 	For information.
Review of previous minutes	Joint	<ul style="list-style-type: none"> Minutes of May 30, 2019, reviewed and approved. 	For Information.
Business Arising			
Unified Special Cases	Joint	<ul style="list-style-type: none"> Appendix 7 proposals to CERC. 	The parties agreed to first take the approach of having the Maintenance Electricians and Mechanic/Operator job descriptions reclassified through ECU and if needed, to submit special case proposals to CERC along with the business case for pay-for-certification.
Public (adverse) Interactions	Union	<ul style="list-style-type: none"> Employer has included this as a component in the e-learning module for the Code of Business Conduct. 	Employer to provide an update at the next meeting.

		<ul style="list-style-type: none"> • Employer has further issued a communication to remind employees to report abnormal incidence/interaction with members of the public to their manager. • Employer will pursue to update their Fleet Policy to reflect the above reporting requirement. 	
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. 	Two FXT staff will be given notice in the new year to end their employment contracts as it is determined that there is no continuing need for that work to be performed.
New Business			
Safety Excellence	<p>Joint</p> <p>Employer</p>	<ul style="list-style-type: none"> • The parties acknowledged and recognized OCWA for being the 2019 recipient of the Gold Award for Canada's Safest Employers in the "Public / Non-profit Sector" by Canada's Safest Employers Awards. The award speaks to OCWA's outstanding accomplishments in promoting health and safety of its workers. • Don't Walk By (DWB) program launched. It is a hazard-reporting program which aims to continuously improve conditions at work by allowing OCWA employees to raise a concern or suggest a safety improvement in an environment of openness which will 	For information.

		lead to actions being taken to correct safety hazards. In conjunction, two videos have been produced to promote this program.	
Personal Protective Equipment (PPE)	Union	<ul style="list-style-type: none"> • Reflective clothing with extra stripes for low light and when working near traffic. 	Employer will have their OH & S unit evaluate the specific hazards for arc flash protective clothing.
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.
<u>2020 Meeting Dates at 1:30p.m.</u> March 31 June 23 October 6 December 1			

Original signed by:

For the Union: 
 Chris Eckert

For the Employer: 
 Courtney Drew

Date: Jan 28, 2020.

Date: Jan 28 / 2020