

**MEMORANDUM**

**OPSEU**



**SEFPO**

Syndicat des Employé-e-s  
de la Fonction Publique  
de l'Ontario

**TO:** All Presidents with members in the Ontario Clean Water Agency  
All Stewards in the Ontario Clean Water Agency

**FROM:** Terry Baxter, OPS Supervisor/Negotiator

**DATE:** June 9, 2006

**SUBJECT:** **Ontario Clean Water Agency  
ERC Minutes – February 8, 2006**

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Attached, for your information, are the minutes of the above captioned meeting.

Please post or otherwise make them available to the members in your workplaces.

Also attached is a MERC referral form which should be used when referring unresolved local issues to the ministry level. The referral should be sent care of the Job Security Unit with all the supporting documentation, (e.g. minutes, correspondence, etc.), with any referrals.

**PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.**

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

100 Lesmill Road,  
Toronto, Ontario  
M3B 3P8

e-mail: [opseu@opseu.org](mailto:opseu@opseu.org)  
[www.opseu.org](http://www.opseu.org)

100 chemin Lesmill,  
Toronto, Ontario  
M3B 3P8

courrier électronique  
[opseu@opseu.org](mailto:opseu@opseu.org)  
[www.opseu.org](http://www.opseu.org)

Tel: (416) 443-8888  
Fax: (416) 443-9670

Ontario:

Toll free: 1-800-268-7376

TDD:

(416) 443-9898

or

1-800-663-1070

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Leah Casselman  
President

/jm  
att.

cc: MERC Chairs  
Ministry ERC

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Terry Baxter  
OPS Supervisor/Negotiator

**Ontario Clean Water Agency  
Employee Relations Committee Meeting #31  
February 8, 2006 – 12:00 P.M.  
1 Yonge Street, 17<sup>th</sup> Floor, Main Boardroom**

**ATTENDEES:**

**MANAGEMENT:**

Dan Atkinson  
Jodi Travers (Recording Secretary)  
Andrea Venantius (LR Intern)

**UNION**

Claude Brochu (Co-Chair)  
Mark Edgerton (Vice-Chair)  
Sandra Harper (OPSEU)

**REGRETS**

Janice Cameron  
Mike Manfredi

**DISCUSSION**

1. **Review of Previous Minutes**  
The minutes from November 25, 2005 were reviewed, accepted and signed.

2. **Business Arising**

**Grandparented Operators: Updated List with Notations**

An updated list was provided to OPSEU. One OCWA employee has taken the practical exam.

**Operator with Overall Responsibility: Communication and list of Designated OPSEU members**

The list is still being compiled. Retro payment for ORO is expected on a cheque in March 2006. Future payments should coincide with the monthly premium payments once Ontario Shared Services (OSS) has developed a salary note.

The Union raised concerns regarding managers who are designated as OROs and are not available to take calls when employees require assistance. Management reminded the Union of our Legal Indemnification Policy - if an employee makes an honest mistake, management would support them if they were charged. The Union also questioned whether back up OROs were receiving the ORO premium.

The Union requested that OCWA draft a protocol to deal with these issues, including Management's position on whether the employee, who is unable to contact the ORO or back up ORO, is entitled to the ORO compensation. Management will investigate whether there is a problem with contacting OROs across OCWA, or if it occurring only in isolated areas, before agreeing to develop a protocol.

**ACTION:** Management to provide a list of OPSEU OROs in the next two weeks, once the information has been received from the Regions. If determined necessary, management will expand on the previous ORO communication to address the issues raised by the Union.

**PIR Report - list of all OCWA projects**

A list of OCWA facilities was provided to OPSEU. This list was taken from the facilities database and is subject to change on a regular basis. Management confirmed that a consultant has been hired to review the PIR Report.

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**3. Updated Lists**

The following lists were provided to OPSEU:

- Surplus Employees
- Unclassified Employees
- Contract Acquisitions
- Seniority List
- Organization Chart

There were no contract terminations up until January 31, 2006.

The Union requested that the two employees from Fergus be added on the Voluntary Exit Option (VEO) list.

Two of the employees on the surplus list chose pay in lieu. One employee is being redeployed to Ministry of Attorney General, pending security clearance.

**ACTION:** Mike Manfredi to discuss the VEO list further with Sandra Harper.

**4. Health and Safety**

Management provided the Union with WSIB statistics for 2005. There were a total of 63 WSIB claims initiated during 2005, which is the same number of claims filed during 2004.

**5. New Business**

**Attendance Support Threshold**

OCWA's ASP threshold remains unchanged at 8.4 days. Communication will be going out to all OCWA employees and managers.

**Paperless Pay System**

OCWA did move to the paperless pay system effective December 1, 2005. Employees who were identified as not having access to WIN continue to receive paper pay stubs in the mail. If an employee is not receiving a paper pay stub and is unable to access WIN, they are advised to contact their manager or administrative assistant.

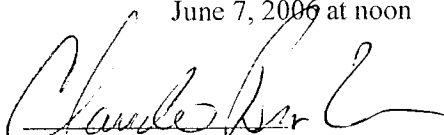
**Successor Rights**


Part of the current government's agenda was that successor rights would be reinstated. However, to date nothing has occurred. The Union requested that Management advise them of any knowledge they have regarding plans for reinstating successor rights.

**ACTION:** Management to advise OPSEU if they are aware of any plans regarding successor rights.

**6. Next Meeting**

June 7, 2006 at noon

  
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Claude Brochu

  
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Janice Cameron