

MEMORANDUM

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

FROM: Brian Gould, OPS Supervisor

DATE: June 19, 2009

SUBJECT: **Ontario Clean Water Agency
ERC Minutes – October 23, 2008**

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,



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor

/sc
att.

cc: MERC Chairs
Ministry ERC

**Ontario Clean Water Agency
Employee Relations Committee Meeting #33
October 23, 2008 – 11:00 A.M.
1 Yonge Street, 17th Floor, Main Boardroom**

ATTENDEES:

MANAGEMENT

Dan Atkinson
Janice Cameron (Co-Chair)
Christine Fulton (Recording Secretary)

UNION

Dan Vincent (Co-Chair)
Mark Edgerton (Vice-Chair)
Sandra Harper (OPSEU)

Regrets: Mike Manfredi

ITEM	LEAD	DISCUSSION	ACTION ITEMS
<i>Review of Previous Minutes</i>			
Review of Previous Minutes	Janice Cameron/Dan Vincent	<ul style="list-style-type: none"> The minutes from August 29, 2008 were reviewed, accepted and signed. 	N/A
<i>Business Arising</i>			
Hours of Work Guideline	Janice Cameron	<ul style="list-style-type: none"> Draft Hours of Work Guideline will be presented at Senior Management Committee for review and approval. 	Once approved, management to share copy with Union.
Licenses: Pay for Certification	Dan Atkinson	<ul style="list-style-type: none"> Union provided a list of recommended licenses and certifications to be added to the pay for Certification Chart. <ol style="list-style-type: none"> Biosolids utilization license Class D Well Technician License (all 4 classes) Union suggested that each item on the pay for certification chart (table K3 in the collective agreement) be tripled. If the parties are in agreement, an Memorandum of Agreement will be prepared. Otherwise, either side may propose this in the upcoming round of collective bargaining. 	Management to review and assess list and suggestions provided.
Discounted gym/workout membership	Janice Cameron	<ul style="list-style-type: none"> Management looked into any special discounts that MOE employees may be able to receive. An MOE employee has arranged for a discounted membership and is willing to make it available for OCWA staff. 	A message will be sent out via Weekly Flows once the MOE employee is available to arrange discounts for OCWA staff.
Creation of New Training Courses	Dan Atkinson	<ul style="list-style-type: none"> The Union noted that they would like more Director Approved courses to be offered through OCWA to ensure that Operators have continuous learning on 	Union to talk with their membership at their upcoming divisional meeting in November.

**Ontario Clean Water Agency
Employee Relations Committee Meeting #33
October 23, 2008 – 11:00 A.M.
1 Yonge Street, 17th Floor, Main Boardroom**

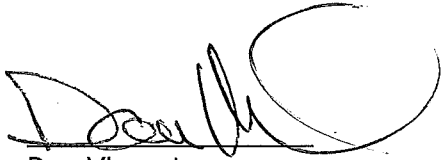
		<p>new/relevant topics.</p> <ul style="list-style-type: none"> • Management recommended that employees should also look into taking the Director Approved courses held by OETC. Management noted that consideration will be provided to create OCWA courses where there is a widespread need. • The Union agreed to talk to their members to see what their needs are and then share this with management. 	Management to discuss their suggestions with OCWA training department.
Blended Rate Agreement	Dan Atkinson	The Union requested that the blended rate be increased from \$1.50 per hour to \$2.50 per hour.	Management has reviewed and is unable to grant the increase.
Updates Lists			
<ol style="list-style-type: none"> 1. Unclassified Employees 2. Contract Acquisitions 3. Contract Terminations 4. Seniority List 5. Organization Chart 6. ORO List 7. Surplus employees 8. VEO's 9. Telephone List 	Christine Fulton/Mike Manfredi	All updated lists were provided to the Union There are no employees currently on the VEO list	N/A
Health and Safety			
Update on Q3 2008	Christine Fulton	<ul style="list-style-type: none"> • An update on OCWA Health and Safety Statistics was provided. OCWA continues to make the health and safety of OCWA employees a priority. There was no new lost time WSIB claims in the third quarter. • It was discussed that we could use Weekly Flows as a communication tool to provide employees with Health and Safety reminders. 	Management will make this suggestion to Compliance/Safety Department.

Next Meeting

December 3rd or 4th ? - 11:00 am

Original signed by:

**Ontario Clean Water Agency
Employee Relations Committee Meeting #33
October 23, 2008 – 11:00 A.M.
1 Yonge Street, 17th Floor, Main Boardroom**



Dan Vincent



Kathie Scott