

**Ontario Clean Water Agency
 Management - Employee Relations Committee (MERC) Meeting
 December 1, 2020: 2:00p.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 Jennifer Uskov Sam Berton | N/A | Alicia Fraser |
| * Meeting Chair | | | |
| Item | Lead | Discussion | Action Items |
| Minutes Review of previous minutes | Joint | <ul style="list-style-type: none"> Minutes of October 6, 2020 reviewed and approved. | For Information. |
| Business Arising | | | |
| Reclassification of Maintenance Mechanic MM3 to MM3A | Joint | <ul style="list-style-type: none"> The OPS Enterprise Classification Unit responded that the contemplated change is presently not supported by the guidelines governing the reclassification. | The parties continue to explore options. |
| Pandemic | Joint | <ul style="list-style-type: none"> Tracked over 200 cases of Covid-19; with only 7 positive cases since the pandemic outbreak in March, of which none were transmitted through the workplace. Implemented protocols and guidelines to maintain the health & safety of its employees. The parties recognize the resiliency of staff who needed to stay in the workplace to perform essential tasks and to those administrative staff that supported continued operations. Acknowledgement of the commitment to support remote work and other flexible work arrangements as employees in the new year. | For information. |

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| | | <ul style="list-style-type: none"> workplaces as per the Gradual Reopening of the Workplace (GROW). The parties continue to meet on a weekly basis to discuss the evolving impact of the pandemic in the workplace. | |
| Updated Lists 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. | Reviewed. |
| New Business | | | |
| None | | | |
| Deferrals(s) | | | |
| Unified Special Cases to CERC | Joint | <ul style="list-style-type: none"> Appendix 7 proposals. | The parties on October 6, 2020 agreed to defer this matter until further updates from CERC. |
| 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. The parties revisited this matter on October 6, 2020 and the Employer informed that presently due to the pandemic situation, the CEU requirements for wastewater certification have been lowered by 10 hours and consequently a lot of the training courses, inclusive of those for water certification have switched to virtual mode. | For information. |

2021 Meeting Dates:

February 24

June 8

September 28

December 9

For the Union: Chris Ecker



Date:

Jan 29 2021

For the Employer: Courtney Drew



Date: