

Ontario Clean Water Agency
Management - Employee Relations Committee (MERC) Meeting
 June 8, 2021; 1:00p.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 Alicia Fraser	N/A	Richard Junkin

* Meeting Chair

Item	Lead	Discussion	Action Items
Minutes			
Review of previous minutes	Joint	<ul style="list-style-type: none"> Minutes of March 12, 2021 reviewed and approved. 	For Information.
Business Arising			
Pandemic	Joint	<ul style="list-style-type: none"> No positive cases; currently tracking 2 cases Awaiting direction from OPS on GROW (Gradual Reopening of OPS Workplace) Rapid antigen testing implemented at GE Booth; rolled out successfully; discontinuing testing as there is not much uptake. Framework is in place, if needed in the future, it can be implemented quickly. The parties continue to meet on a weekly basis to discuss the evolving impact of the pandemic in the workplace. Next meeting will be on June 23rd. 	For information.
Updated Lists			
<ol style="list-style-type: none"> Fixed Term (FXT) Employees Contract Acquisitions Contract Terminations 	Employer	<ul style="list-style-type: none"> Lists were provided. 	Reviewed. Employer to include the location on TEI list

4. Seniority List 5. Organization Chart 6. Surplus employees 7. Voluntary Exit Options (VEO) 8. Transit Exit Initiative (TEI) 9. Telephone List			
New Business			
Leadership Development Programs	Employer	<ul style="list-style-type: none"> In 2018, introduced Aspiring Leaders Program and Aspiring Managers Program; launch was delayed in 2020 due to the pandemic. The program has been revised and it will be launched in the fall. 	For information.
Other			
Bargaining	Union	<ul style="list-style-type: none"> Chris Eckert announced he was successful in being elected to the bargaining team for OPSEU. 	For information.
Deferral(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: July 17, 2021

For the Employer: Courtney Drew Courtney Drew

Date: October 20, 2021