

Ontario Clean Water Agency
Management - Employee Relations Committee (MERC) Meeting
 March 10, 2022; 1:00p.m.
 WebEx (virtual)

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

* Meeting Chair

Item	Lead	Discussion	Action Items
Minutes			
Review of previous minutes	Joint	<ul style="list-style-type: none"> Minutes of December 3, 2021 reviewed and approved. 	For Information.
Business Arising			
Pandemic	Joint	<ul style="list-style-type: none"> Parties continue to meet with regards to the pandemic. April 4, 2022 return to the workplace as per the OPS Return to the Workplace Plan. Requirement to provide proof of vaccination or undergo regular testing will be lifted by April 4, 2022, except in high-risk congregate settings. Rapid antigen tests will be available at OPS pick-up hubs until March 18, 2022 for employees in non high-risk congregate settings. 	For information.
Updated Lists			
<ol style="list-style-type: none"> Fixed Term (FXT) Employees Contract Acquisitions 	Employer	<ul style="list-style-type: none"> Lists were provided. 	Reviewed.

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			
New Business			
Blended Rate	Joint	<ul style="list-style-type: none"> The Parties have agreed to an addendum which increased the Blended Rate to \$2.55 per hour retroactive to January 1, 2022. A joint memo was sent out on February 17, 2022. 	For information.
Pay for Cert	Union	<ul style="list-style-type: none"> The Parties discussed pay for certification. 	Further discussion to be held at next meeting.
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.

2022 Meeting Dates:

March 10

June 13

October 17

December 12

For the Union: Chris Eckert



Date: Mar 14, 2022.

For the Employer: Courtney Drew



Date: Mar 14/22