

**Ontario Clean Water Agency  
Management - Employee Relations Committee (MERC) Meeting  
March 12, 2021;11:00a.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
<b>Minutes</b>			
Review of previous minutes	Joint	<ul style="list-style-type: none"> <li>Minutes of December 1, 2020 reviewed and approved.</li> </ul>	For Information.
<b>Business Arising</b>			
Reclassification of Maintenance Mechanic	Joint	<ul style="list-style-type: none"> <li>The parties continue to discuss and explore options to address the compensation lag amongst <u>maintenance mechanics</u>, operators and trades.</li> </ul>	Ongoing.
Pandemic	Joint	<ul style="list-style-type: none"> <li>No positive cases; continuing to monitor cases of self-isolation for potential exposure.</li> <li>Awaiting direction from OPS on GROW (Graduated Return of the Workplace).</li> <li>The parties continue to meet on a bi-weekly basis to discuss the evolving impact of the pandemic in the workplace.</li> </ul>	For information.
Diversity & Anti-Racism		<ul style="list-style-type: none"> <li>Developing Anti-Racism annual plans due March 31. Draft will be shared with the members.</li> <li>In 2019, embarked on a current state assessment and developed a 3-year strategic Diversity &amp; Inclusivity (D &amp; I) plan.</li> </ul>	For information.

		<ul style="list-style-type: none"> <li>• Presently, in year 2; plan includes providing more training and resources for staff</li> <li>• Formed D &amp; I Advisory Council.</li> </ul>	
<b>Updated Lists</b>			
<ol style="list-style-type: none"> <li>1. Fixed Term (FXT) Employees</li> <li>2. Contract Acquisitions</li> <li>3. Contract Terminations</li> <li>4. Seniority List</li> <li>5. Organization Chart</li> <li>6. Surplus employees</li> <li>7. Voluntary Exit Options (VEO)</li> <li>8. Transit Exit Initiative (TEI)</li> <li>9. Telephone List</li> </ol>	Employer	<ul style="list-style-type: none"> <li>• Lists were provided.</li> </ul>	Reviewed.
<b>New Business</b>			
Acknowledgement	Joint	<ul style="list-style-type: none"> <li>• The parties congratulated Bob Gooch on his retirement and recognized his contributions to MERC.</li> </ul>	For information.
<b>Deferral(s)</b>			
Unified Special Cases to CERC	Joint	<ul style="list-style-type: none"> <li>• Appendix 7 proposals.</li> </ul>	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"> <li>• Union outlined a proposal on recognition &amp; reward for pursuing and acquiring higher licensing through correspondence courses.</li> <li>• Employer has given due consideration and feels its current programs in place encourages training, pays for courses, licenses, including preparatory courses.</li> <li>• 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.</li> </ul>	For information.

2021 Meeting Dates:

March 12

June 8

September 28

December 9

For the Union: Chris Eckert



Date: Mar. 30, 2021.

For the Employer: Courtney Drew



Date: MAR 31 / 21