

**Ontario Clean Water Agency**  
**Management - Employee Relations Committee (MERC) Meeting**  
 October 6, 2020;1:30 p.m.  
 WebEx

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 Alicia Fraser Jennifer Uskov Sam Berton	N/A	N/A

\* Meeting Chair

Item	Lead	Discussion	Action Items
<b>Minutes</b>			
Review of previous minutes	Joint	<ul style="list-style-type: none"> <li>Minutes of April 6, 2020 reviewed and approved.</li> </ul>	For Information.
<b>Business Arising</b>			
Introduction of new member	Employer	<ul style="list-style-type: none"> <li>The parties welcomed Jennifer Uskov, Senior Labour Relations Consultant.</li> </ul>	For information.
Reclassification of Maintenance Mechanic MM3 to MM3A	Joint	<ul style="list-style-type: none"> <li>Request submitted to ECU.</li> </ul>	Under review.
<b>Updated Lists</b>			
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"> <li>Lists were provided.</li> </ul>	Reviewed.
<b>New Business</b>			
Pandemic Planning (Covid)	Joint	<ul style="list-style-type: none"> <li>The parties continue to meet on a weekly</li> </ul>	For information.

		<p>basis to discuss the evolving impact in the workplace.</p> <ul style="list-style-type: none"> <li>• GROW plans for corporate office are being drafted per Infrastructure Ontario's recommendation and would be put in place with a view to gradually increase capacity by end December.</li> <li>• Employer continuing to promote remote work where feasible.</li> </ul>	
<b>Deferral(s)</b>			
Unified Special Cases to CERC		<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.

2020 Meeting Dates

April 3

October 6

December 1

***Sign-off on Minutes of Meeting; the parties agreed that this represents the formal minutes of this meeting***

For the Union: Chris Eckert

Date: December 01, 2020

For the Employer: Courtney Drew

Date: December 1, 2020