

**Ontario Clean Water Agency**  
**Management - Employee Relations Committee (MERC) Meeting**  
 June 13, 2022; 1:00p.m.  
 WebEx (virtual)

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

\* Meeting Chair

| Item   | Lead     | Discussion  | Action Items                                   |
|--|----------|---|--|
| <b>Minutes</b>   |          |   |  |
| Review of previous minutes   | Joint    | <ul style="list-style-type: none"> <li>Minutes of March 10, 2022 reviewed and approved.</li> </ul>                                    | For information.                               |
| <b>Business Arising</b>  |          |   |  |
| Pandemic   | Joint    | <ul style="list-style-type: none"> <li>OCWA following return to the workplace as per the OPS Return to the Workplace Plan.</li> </ul> | For information.                               |
| Pay for Cert   | Union    | <ul style="list-style-type: none"> <li>The Parties discussed pay for certification.</li> </ul>  | Further discussion to be held at next meeting. |
| <b>Updated Lists</b>   |          |   |  |
| <ol style="list-style-type: none"> <li>Fixed Term (FXT) Employees</li> <li>Contract Acquisitions</li> <li>Contract Terminations</li> <li>Seniority List</li> <li>Organization Chart</li> <li>Surplus employees</li> <li>Voluntary Exit Options (VEO)</li> <li>Transit Exit Initiative (TEI)</li> <li>Telephone List</li> </ol> | Employer | <ul style="list-style-type: none"> <li>Lists were provided.</li> </ul>  | Reviewed.                                      |
| <b>New Business</b>  |          |   |  |

|                               |       |   |   |
|-------------------------------|-------|---|---|
| SOP/Checklist Lagoon Work     | Union | <ul style="list-style-type: none"> <li>OCWA is reviewing existing SOPs/resources for Lagoon Work.</li> </ul>  | Further discussion to be held at next meeting.  |
| Clothing Policy               | Union | <ul style="list-style-type: none"> <li>The Parties discussed existing uniform policies in OCWA. OPSEU inquired whether these policies referred to women in the workplace who were pregnant.</li> </ul>  | Further discussion to be held at next meeting.  |
| Anti-Racism Plan              | Joint | <ul style="list-style-type: none"> <li>Employer presented OCWA's Anti-Racism Plan.</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.  |

**2022 Meeting Dates:**

March 10

June 13

October 17

December 12

For the Union: Chris Ecker



Date: June 17, 2022.

For the Employer: Courtney Drew



Date: June 28/22