

Ontario Clean Water Agency
Management - Employee Relations Committee (MERC) Meeting
 December 12, 2022; 1:00p.m.
 WebEx (virtual)

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

* Meeting Chair

Item	Lead	Discussion	Action Items
Minutes			
Review of previous minutes	Joint	<ul style="list-style-type: none"> Minutes of October 17, 2022 reviewed and approved. 	For information.
Business Arising			
Pandemic	Joint	<ul style="list-style-type: none"> Communication sent out to all OCWA staff on November 17, 2022 outlining the Province's updated COVID-19 and masking guidance, which included the updated COVID-19 Questions and Answers (Q&A) document provided by the OPS. 	For information.
Pay for Cert	Union	<ul style="list-style-type: none"> The Parties discussed pay for certification. 	Item will be deferred.
SOP / Checklist Lagoon Work		<ul style="list-style-type: none"> Employer shared SOP for Lagoon Work with Union. OPSEU provided input. SOP finalized and approved and will be implemented immediately. 	Remove from Agenda.
Clothing policy		<ul style="list-style-type: none"> Vendors have been issued award letters. Confirmed maternity items are treated as made to order and the user guide will be updated to reflect this. 	Remove from Agenda.

Updated Lists			
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"> • Lists were provided. 	
New Business			
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.

2023 Meeting Dates:

February 28

June 5

October 24

December 11

For the Union: Chris Eckert



Date:

Dec 26, 2022.

For the Employer: Courtney Drenth



Date:

DEC 25/22

