

**Ontario Clean Water Agency**  
**Management - Employee Relations Committee (MERC) Meeting**  
 October 17, 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) Mike Mortimer Terry Bender Melody Waldock Brenley Haid	N/A	Richard Junkin

\* Meeting Chair

Item	Lead	Discussion	Action Items
<b>Minutes</b>			
Review of previous minutes	Joint	<ul style="list-style-type: none"> <li>Minutes of June 13, 2022 reviewed and approved.</li> </ul>	For information.
<b>Business Arising</b>			
Pandemic	Joint	<ul style="list-style-type: none"> <li>Updated COVID-19 Questions and Answers (Q&amp;A) document coinciding with recent COVID-19 provincial changes provided by the OPS.</li> </ul>	Employer to send out to all OCWA employees.
Pay for Cert	Union	<ul style="list-style-type: none"> <li>The Parties discussed pay for certification.</li> </ul>	For information.
SOP / Checklist Lagoon Work	Union	<ul style="list-style-type: none"> <li>SOP for Lagoon Work currently being drafted.</li> <li>Employer will share with Union prior to finalization.</li> </ul>	For information.
Clothing Policy	Union	<ul style="list-style-type: none"> <li>The Employer will evaluate whether updates need to be made to the clothing policy once a new vendor has been confirmed.</li> </ul>	For information.
<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> </ol>	Employer	<ul style="list-style-type: none"> <li>Lists were provided.</li> </ul>	Employer to provide updated telephone list.

5. Organization Chart 6. Surplus employees 7. Voluntary Exit Options (VEO) 8. Transit Exit Initiative (TEI) 9. Telephone List			
<b>New Business</b>			
<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 Eckert



Date: Dec 08, 2022.

For the Employer: Courtney Drew



Date: December 9, 2022

