

**Ontario Clean Water Agency**  
**Management - Employee Relations Committee (MERC) Meeting**  
 October 24, 2023; 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 Richard Junkin Melody Waldock Brenley Haid	N/A	Jeff St. Pierre

\* Meeting Chair

Item	Lead	Discussion	Action Items
<b>Minutes</b>			
Review of previous minutes	Joint	<ul style="list-style-type: none"> <li>Previous meeting (June 5, 2023) cancelled – no previous minutes</li> </ul>	For information.
<b>Business Arising</b>			
Pay for Cert	Union	<ul style="list-style-type: none"> <li>No update.</li> </ul>	To be removed from Agenda.
FORTE	Union	<ul style="list-style-type: none"> <li>Request was made to add water/wastewater certifications/licenses to FORTE talent profiles.</li> <li>OCWA worked with TBS to add 34 licenses, including trades licenses, that staff can select from a drop-down menu.</li> <li>Bargaining agent staff are expected to complete their Performance Development Plan's in FORTE in April 2024.</li> </ul>	To be removed from Agenda.
Use of Employer's Equipment for Union Communication	Union	<ul style="list-style-type: none"> <li>Article 5.6 of the Parties' Collective Agreement applies. As such, the Parties agreed to send out a joint communication annually with the dates of OCWA's Ministry Employee Relations Committee (MERC)</li> </ul>	

		meetings and a link to the minutes.	
<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> <li>• Contract acquisition: Town of Deseronto - one (1) employee.</li> </ul>	For information.
<b>New Business</b>			
Telematics Expansion		<ul style="list-style-type: none"> <li>• The Employer communicated to staff on Monday October 23 describing the expansion of the telematics program. Telematics currently exists in OCWA's South Peel, Conveyance and Glycol Regions. The Employer is expanding on these programs over a two (2) year period, starting with four (4) regions: Huron-Elgin, Southwest, Northwest, and Essex.</li> <li>• Devices will be installed over the next few weeks and orientation training will be provided for staff within all four (4) regions.</li> <li>• All staff will be provided training when its implemented within their region.</li> </ul>	For information.
Attestation		<ul style="list-style-type: none"> <li>• On September 20, the Employer sent out a reminder to all staff about the onsite attestation requirement for staff who have access to hybrid work.</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</li> </ul>	For information.

		<p>licensing through correspondence courses.</p> <ul style="list-style-type: none"> <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>	
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**2023 Meeting Dates:**

February 28

June 5

October 24

December 11

For the Union: Chris Eckert



Date:

*Nov. 08, 2023.*

For the Employer: Courtney Drew



Date:

November 8, 2023