

Ontario Clean Water Agency
Management - Employee Relations Committee (MERC) Meeting
 February 28, 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 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 December 12, 2022 reviewed and approved. 	For information.
Business Arising			
Pay for Cert	Union	<ul style="list-style-type: none"> Employer and OPSEU will return to the bargaining table regarding the impact of Bill 124 on monetary issues. 	Further discussion to be held at next meeting.
Updated Lists			
<ol style="list-style-type: none"> Fixed Term (FXT) Employees Contract Acquisitions Contract Terminations Seniority List Organization Chart Surplus employees Voluntary Exit Options (VEO) Transit Exit Initiative (TEI) Telephone List 	Employer	<ul style="list-style-type: none"> Lists were provided. 	
New Business			
FORTE	Union		Further discussion to be

		<ul style="list-style-type: none"> • Within FORTE, there is a field on the Talent Profile page that allows employees to include their licenses and certifications. • The Union requested to add Water and Wastewater licenses/certifications to drop-down menu. • Employer advised that employees can enter a custom item under the Licenses and Certifications section which allows employees to enter any license or certification. Employer also advised that the FORTE team said the list is a living document and that they can add to the list. • Employer will request to add Water and Wastewater licenses/certifications, as well as trades certificates. 	held at next meeting.
Gender DEI Assessment Announcement/Status	Union	<ul style="list-style-type: none"> • OCWA partnered with Canadian Equality Consulting to complete a gender diversity, equity and inclusion (GDEI) assessment. • Examining the experiences of women and gender diverse employees in operations. • Goal is to improve safety and inclusion of women and gender diverse employees at OCWA. • Several components of the assessment, including the survey for women and gender diverse people working in operations, a policy review, consultations (1:1 interviews and focus groups), final report and recommendations. • Survey was sent out on Wednesday February 22, 2023 and closes on Tuesday March 7, 2023. The survey shouldn't take longer than 20 minutes and employees can complete survey during working hours. 	For information.
Use of Employer's Equipment for Union Communication	Joint	<ul style="list-style-type: none"> • Union requested the employer provide clarification in the MERC minutes with respect 	Further discussion to be held at next meeting.

		<p>to use of OCWA email with respect to labour relations issues pertaining to OCWA such as reaching out to new members or advise members of a MERC or union meeting.</p> <ul style="list-style-type: none"> • Union acknowledged that members must not conduct union business using employer equipment. • Employer to contact TBS for clarification. 	
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 CEU requirements for wastewater certification as of December 3, 2021, were revised again and now waste water operators can complete their annual training at any time during a three year period. So, 120 hours anytime from January 1, 2022, to December 31, 2024. Many training courses, inclusive of those for water certification, have switched to virtual mode. 	This item was not discussed at the MERC held on February 28, 2023 but updates have been made to reflect current requirements.

2023 Meeting Dates:

February 28

June 5

October 24

December 11

For the Union: Chris Eckert



Date:

May 26 2023

For the Employer: Courtney Drew



Date: May 29, 2023