Ministry of Transportation
MERC Ministry Employee Relations Committee
Meeting Minutes

Thursday October 8, 2026 | 3:00 - 5:00PM
Virtual: via Microsoft Teams

In Attendance

* Meeting Chair

For the Union	For the Employer	Guests	Regrets
Handell Baptiste (Co-Chair) Jody Pringle (Vice-Chair) Adam Cygler (OPSEU/SEFPO Negotiator) Richard Hoch Stella Martin	Colin Simons (Acting Co-Chair) * Dorianne Emmerton Patricia Lopes Jessica Gallagher Alexandra Alexiou	Sean Doussept	Virginia McKimm Claudine Sutherland

Standing Items

#	Date Tabled	Agenda Item	Items	Referred to	Action
1	97-01-02	**Disclosures**	The Employer provided a disclosure report for the period of June 19, 2026 to August 27, 2026 on September 10, 2026. The Union has asked for further information on Downsview office location move.	Employer	The Employer will continue to share disclosure reports with the Union. The employer will provide further information, as available.
2	13-04-01	**Fixed-Term / Seasonal / Students Lists**	Reports as of July 31, 2026 were shared with the Union on September 10, 2026. The Union requested additional information on 3 employees.	Employer	The Employer will continue to share information as needed. The Union will provide the Employer with their specific concerns, and the Employer will provide a response.

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3	13-04-01	**Transition Exit Initiative (TEI)**	The Employer provided an update on the current status of MTO TEI applications as of September 10, 2026.	Employer	The Employer will continue to consider applications and provide updates on the status of the applications.

Update Items

#	Date Tabled	Agenda Item	Items	Referred to	Action
4	07-10-02	**Employee Experience Survey**	The Employer provided an overview of the 2026 OPS Employee Experience Survey results, including key strengths and areas identified for improvement. The Employer advised that division-specific results were shared with employees and that divisions are developing action plans to address survey findings and support meaningful outcomes.	Employer	The Employer will continue to provide updates as they become available. The Employer will share ministry survey results.
5	21-03-31	**Anti-Racism Strategy/ Mental Health & Wellness**	The Employer provided updates on National Day for Truth and Reconciliation activities, MTO's Path to Advancing Indigenous Relations e-learning program, and ongoing mental health and wellness initiatives and resources.	Employer	The Employer will continue to provide updates as they become available.

Discussion Items

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6	22-09-23	**DriveOn/Emissions Enforcement**	The Employer advised that implementation work is ongoing, including discussions regarding future training requirements and related activities.	Employer	The Employer will continue to provide updates as they become available.

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7	19-05-02	**Transportation Safety Division Enforcement Risk Assessment**	The Employer confirmed that PAVA (Pepperballer) recertification was completed in July 2026. The Employer further advised that work related to the Canadian Police Information Centre (CPIC) implementation continues.	Employer	The Employer will continue to provide updates as they become available. The Employer will re-share the ESRA disclosure for the Transportation Enforcement Officer position.
8	24-11-25	**Local Employee Relations Committee**	The Employer shared that management representation for Local 542 has been confirmed and relevant committee training materials have been provided. The parties discussed potential concerns regarding current LERC composition and representation. Any changes to the current LERC structure would require agreement between the parties.	Employer	Parties to set up a discussion with local representatives.
9	25-06-06	**TEO Vehicle Allocation**	No new updates.	Union	Item to remain on the agenda in the event further issues arise.
10	25-09-08	**TEO Job Specification**	The Employer advised that the review and assessment of TEO job descriptions remain ongoing. The Union requested engagement in the job description review process.	Employer	The Employer will provide updates as they become available.
11	25-09-25	**Return to Office 5 Days per Week**	No new updates.	Employer	The Employer will continue to provide updates as they become available.
12	25-09-23	**Naloxone in the Workplace**	The Employer provided an update on the ongoing review of a potential voluntary naloxone carriage program for frontline TEOs.	Employer	The Employer will continue to provide updates as they become available.

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			The Union's position is that all MTO workplaces should have Naloxone in the workplace.		The Union will be referring the matter of Naloxone in every workplace to CERC.

Business Arising

#	Date Tabled	Agenda Item	Items	Referred to	Action
13	**26-06-18**	**Ferry Recruitment & Retention Concerns (referral from FERC)**	The Employer advised that work continues to explore options to support recruitment and retention within ferry operations. The Union offered to work with the Employer on options to provide out of province training to employees.	Employer	The employer will continue to review the issues raised and follow up. Parties agree to a follow-up discussion on opportunities for training.
14	**26-06-19**	**Quality Assurance Positions Recruitment & Retention Concerns**	Item was deferred to a separate meeting.		Parties agree to set up a meeting to discuss further.
15	**26-09-08**	**Group Compressed Work Week (CWW) Process**	The Employer provided background regarding the planned implementation of 24/7 operations at several truck inspection stations by the end of 2027. This may require existing CWW agreements to be reviewed and amended. The Union raised concerns regarding the process that has been followed for CWW at the local level, and inquired about float days and meal breaks under the CWW agreement, The Employer shared that any scheduling and shift length changes are intended to be implemented collaboratively with employees, the union, and management at the local level.		Parties agree to a discussion on the schedule and process for amending group CWW agreements. The Union requested a copy of the 8-week schedule be provided.

#	Date Tabled	Agenda Item	Items	Referred to	Action
Next Meeting: December 10, 2026					

For the Union: Handell Baptiste

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Date: 2026-11-10

For the Employer: Colin Simons

Date: 2026-11-18