

Employer Proposal – April 20, 2018

WITHOUT PREJUDICE

MEMORANDUM OF SETTLEMENT

Between:

GO Transit (the "Employer")

-and-

Amalgamated Transit Union, Local 1587 (the "Union")

Re: Renewal of Collective Agreement for June 2, 2018 to June 1, 2022



WHEREAS the Parties are governed by a Collective Agreement that is in place for the period of June 2, 2014 to June 1, 2018; and


The Parties hereby agree to renew the Collective Agreement between them on the following terms:


1. The Parties agree that the Collective Agreement shall include the terms set out in the Collective Agreement which expires on June 1, 2018, incorporating the items agreed to in this memorandum of settlement together with those items attached as Schedules hereto.
2. The Collective Agreement shall be renewed for the period of June 2, 2018 to June 1, 2022.
3. All Letters of Agreement attached to the Collective Agreement shall be renewed for the period of June 2, 2018 to June 1, 2022.
4. Article 2.1 of the Collective Agreement shall be amended in accordance with Schedule B hereto.
5. Item ii of Article 5.8 of the Collective Agreement shall be amended as follows:
 - ii) no more than ~~six (6)~~ eight (8) board members, excluding full time Union Officers, at any one time shall be permitted such leave.

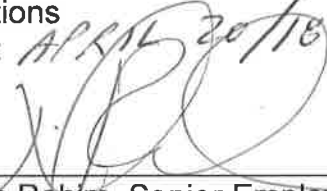
6. For all bargaining unit classifications, hourly wages shall increase as follows:
 - June 2, 2018: 2% increase
 - June 2, 2019: 2% increase
 - June 2, 2020: 2.25% increase
 - June 2, 2021: 2.50% increase
7. During parental leave, and effective the date of approval by the Employment Insurance Commission, eligible employees shall receive a SUB top-up of 93%, less Employment Insurance (EI) benefits, for 15 weeks. The corresponding language at Schedule A shall be added to the current article B14.07.
8. The Parties agree to the Letter of Agreement attached hereto regarding Station Attendants, and that the Letter of Agreement shall be attached to the Collective Agreement.
9. The Parties agree to the Letter of Agreement attached hereto regarding vacation credits and vacation entitlement dates while on Union leave, and that the Letter of Agreement shall be attached to the Collective Agreement.
10. The Parties undertake meet and jointly review the Collective Agreement for the purpose of discussing possible adjustments thereto, with a view to ensuring that the Collective Agreement is up to date, consistent with regulatory requirements, clear, and for other general housekeeping purposes throughout the period of June 2, 2018 to June 1, 2022.
11. The Parties undertake to meet and jointly review the Collective Agreement for the purpose of discussing possible operational matters within the collective agreement, throughout the period of June 2, 2018 to June 1, 2022, as is required.
12. This proposal shall expire on a date to be subject to the scheduling of discussion and to be determined by the Employer.
13. All of the undersigned representatives of the parties hereby agree to unanimously recommend the renewal Collective Agreement to their respective principals for ratification.

For the Employer:



Helen Ferreira-Walker, Chief Human
Resources Officer *Apr 20/2018*
Date: 

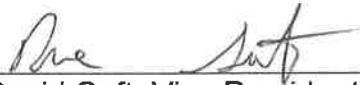

Fiona Gardner, Senior Manager, Human
Resources Business Partners –
Operations *04/20/18*
Date: *04/20/18*



Mark Gallina, Manager, Employee
Relations *APRIL 20/18*
Date: *APRIL 20/18*


Nazia Rahim, Senior Employee Relations
Consultant
Date: *April 20, 2018*

For the Union:


Christine Broeze, President
Date: *20-04-18*


David Saft, Vice President and Acting
Financial-Secretary
Date: *20-04-18*


Mario Ferrante, Acting Vice president
Date: *20-04-18*

Schedule "B"

WITHOUT PREJUDICE

Agreement Regarding the Amendment of the Collective Agreement

BETWEEN:

AMALGAMATED TRANSIT UNION, LOCAL 1587 (the Union)

and

METROLINX (the Employer)

The Parties agree to amend Article 2.1 of the Collective Agreement as follows:

ARTICLE 2 – RECOGNITION

- 2.1** The Employer recognizes the Union as the exclusive bargaining agent for all employees of the Employer employed in the Province of Ontario as specified in Schedule "A1" and "A2", or as developed through the application of Article 9, save and except supervisors and persons above the rank of supervisor, ~~office and technical staff (save and except classifications specified in Schedule "A1" and "A2")~~, employees represented by the International Association of Machinists and Aerospace Workers, Local 235 as of January 2, 2002, students, and persons excluded by the *Crown Employees Collective Bargaining Act, 1993*.

Dated this _____ day of _____ 2018

GO Transit (A Division of Metrolinx) Amalgamated Transit Union, Local, 1587

Christie Braye
Am Inf FST

LETTER OF AGREEMENT

BETWEEN:

AMALGAMATED TRANSIT UNION, LOCAL 1587 (the Union)

and


METROLINX (the Employer)

Re. Station Attendants

The Parties agree that in the event that the Station Attendant classification is amended, and/or a new classification is established which performs some or all of the duties performed by Station Attendants:

1. The terms and/or conditions applicable to the Station Attendant classification shall continue, as much as is practicable.
2. The wage rate applicable to any new, or evolved, classification performing some of all of the duties performed by Station Attendants, will not be less than the applicable rate of Station Attendants on the date the new, or evolved, classification is established.
3. The new, or evolved, classification will receive all applicable wage increases throughout the term of the Collective Agreement.
4. The parties will meet to negotiate changes in the Collective Agreement terms and/or conditions applicable to any new, or evolved, classification. In the event that any given matter cannot be resolved by agreement such matter may be submitted to interest arbitration.
5. The Parties shall agree to the terms and/or conditions applicable to any new, or evolved, classification prior to the implementation of said classification.

Dated this 20 day of April 2018



GO Transit (A Division of Metrolinx)


Christie Broeze

Amalgamated Transit Union, Local, 1587

Per [Signature] FST

LETTER OF AGREEMENT

BETWEEN:

AMALGAMATED TRANSIT UNION, LOCAL 1587 (the Union)

and

METROLINX (the Employer)

Re. Vacation Credit and Vacation Entitlement Date While on Union Leave

The Parties hereby agree:

For greater clarity, Union Officers on a leave of absence for Union business shall continue to earn vacation credits while on leave, and that there will be no adjustments to the vacation entitlement date related to the leave.

Dated this 20 day of April 2018



GO Transit (A Division of Metrolinx)



Christie Braye
Amalgamated Transit Union, Local, 1587


The Sup ESI