

**The Amalgamated Transit Union, Local No. 615
Revisions to the Collective Agreement
November 5, 2019**

Negotiations between the City and ATU Local 615 started on September 13, 2017 and a Tentative Agreement was reached on November 1, 2019. The contract is for a term of thirty-three (33) months from April 1, 2017 to December 31, 2019.

1. Wages

- The following wage adjustments will be applied:

December 1, 2017	0.50%
July 1, 2018	1.50%
July 1, 2019	1.75%

2. Term

- The term of the agreement is for thirty-three (33) months. The term is for the period April 1, 2017 to December 31, 2019.

3. Collective Agreement Changes

a) Article A8 – Annual Vacation

- The annual vacation provision entitles a minimum of 12% of Operator to be on vacation leave during prime vacation time (June 1 to August 31). The exception to this was management's right to determine the number of annual vacation leaves permitted during Exhibition Week. Due to changes in service demand the parties agreed to replace Exhibition Week with FolkFest.
- The parties agreed to improve vacation pay entitlements for employees with greater than 16 years' of service. Employees with greater than sixteen (16) years' of service, who are entitlement 5 weeks' vacation, will now receive vacation pay based 5/52 of their gross annual income. Employees with greater than twenty-four (24) years' of service, who are entitlement 6 weeks' vacation, will now receive vacation pay based 6/52 of their gross annual income. This entitlement is effective for the April 1, 2019 to March 31, 2020 vacation accrual period and beyond.

b) Article A22 – Sunday and Night Work

- The parties agreed to provide a \$0.25/hr. premium for all employees working after 21:00 hours (9:00 p.m.) until the end of their shift. This premium does not apply when employees are being paid overtime or when another premium is being paid.

c) Article B11 – Spareboard

- The parties agreed to meet and review of the spareboard (dispatch) rules within 60 days of ratification

d) Article C5 – Differential Pay

- Effective the first pay period 30 days after ratification, the parties agreed to improve the shift differential for afternoon and night shift maintenance employees by \$0.10/hr. This will result in the current differential pay increasing from \$1.10/hr. to \$1.20/hr.
- The parties also agreed that the senior regular journeyperson on the night shift would only receive responsibility pay for those hours that there is no mechanical supervisor on shift.

e) Certified Professional Bus Operator Wage Rate

- The premium paid for employees who hold a Professional Bus Operator Certification will be included in the base wage effective June 1, 2019.

f) Office Staff and Customer Service Compensation Evaluation

- The parties agreed to conduct a compensation evaluation for Office Staff and Customer Service prior to the next round of collective bargaining.

g) Superannuation “General” Plan – Administrative Expenses

The Union agreed to work with the City to ensure that the administrative expenses receive by the City and contained in the Agreement in Principle are implemented in accordance with the agreement reached in the previous round of collective bargaining.

h) Housekeeping and Administrative Changes

- A number of housekeeping items, including the use of gender neutral pronouns and the updating of division titles.