

**The Amalgamated Transit Union, Local No. 615
Revisions to the Collective Agreement
September 28, 2020**

Negotiations between the City and the Amalgamated Transit Union (ATU) Local 615, on the renewal of the 2017 – 2019 collective agreement, commenced on September 22, 2020 and a tentative agreement was reached on September 28, 2020. The ATU ratified the tentative agreement on October 5, 2020.

The term of the agreement is for four (4) years, for the period January 1, 2020 to December 31, 2023. Terms of the new collective agreement include:

1. Wages

The following wage adjustments:

- January 1, 2020 1.60%
- January 1, 2021 1.60%
- January 1, 2022 1.95%
- There is no wage increase in 2023.

2. Terms

The term of the agreement is for four (4) years, for the period January 1, 2020 to December 31, 2023.

3. Collective Agreement Changes

Medical leave provisions

- Employees at Access Transit will be covered by the medical leave provisions (sick bank and the gainsharing program). Employees at Access Transit will require 5 years of service in the plan to be eligible for the gain sharing entitlement.
- The gainsharing program, which has been a pilot program since January 1, 2002, will now form part of the collective agreement.

Deferred Salary Leave Plan

- Effective October 28, 2020 employees will have access to a Deferred Salary Leave Plan that is comparable to other Salary Deferred Leave Plans in some of the other bargaining units at the City

Banking of Time

- There will be an additional signup space for 1 mechanic and 1 utility in June and July.

Selection of Runs

- The amount of time to complete a signup will increase by one day (from 7 days to 8 days). The Employer also agreed to clear mark the type of buses assigned to each run.

Instruction/Training Pay:

- The City agreed to include in the collective agreement the terms of a MOA that provides operators an additional 5% of their regular wage when they are required to give instructions or train other operators.
- Instruction/Training pay will apply to all employees who are assigned to instruct and/or mentor.

Operator Inspections

- Employees who are required to conduct circle check on a bus that has not had a circle checked that day will be allowed 15 minutes.

Journeyman Body Repairpersons

- Will be paid the same as Journeyman Mechanics effective the start of the first pay period after January 1, 2021.

Apprenticeship Rates

- Have been improved in exchange for a confirmation that the City is only responsible for sponsoring the first examinations. If the employee fails the examination the cost of subsequent testing is paid for by the employee.

Letters of Understanding

- Letters of Understanding that direct the parties to continue discussions over the next 12 months in relation to:
 - a. Improving staff mobility between Access Transit and Conventional Transit,
 - b. Scheduling work for operators including the operation of the spareboard,
 - c. Union Business/City Paid activities.