

Amalgamated Transit Union, Local No. 615

Revisions to the Collective Agreement

October 7, 2024

Negotiations between the City and Amalgamated Transit Union (ATU) Local 615 started on February 20, 2024. The City and the ATU reached a tentative agreement on September 11, 2024. The September 11, 2024 tentative agreement was rejected by the ATU membership. Negotiations resumed and the City provided ATU 615 with an Offer for Settlement on October 1, 2024. The Offer for Settlement was ratified by the Union on October 7, 2024.

The contract is for a term of five (5) years from January 1, 2024 to December 31, 2028.

1. Wages

The following wage adjustments will be applied:

January 1, 2024	2.50%
January 1, 2025	2.50%
January 1, 2026	2.50%
January 1, 2027	3.00%
January 1, 2028	3.00%

2. Term

The term of the agreement is for five (5) years. The term is for the period January 1, 2024 to December 31, 2028.

3. Collective Agreement Changes

a) Article A2 – Scope of the Agreement

The changes include updating job titles and adding positions that were created during the term of the previous agreement that are excluded from the bargaining unit.

A clause was added to reinforce the parties' commitment to having a workforce that is representative of our community.

b) Article A6 - Statutory and Civic Holidays

The City agreed to include National Day for Truth and Reconciliation as a statutory holiday.

c) Article A8 Annual Vacation

The method for accruing vacation credits has been changed to align with the new ERP system. This results in a year where the employee is entitled to a change in vacation entitlements (e.g. 3 weeks to 4 weeks) the system has accrued the appropriate vacation time at the time the employee's service increment has been achieved. (i.e., 8 years of service to be entitled to 4 weeks vacation). This change also aligns better with the "earn and burn" vacation model.

Additional changes include:

The ability to change the vacation year to align with the calendar year provided notice is given.

The vacation carryover entitlement aligns the City's vacation administrative policy.

Greater clarity on the impact employee leaves have on vacation accruals, entitlements, and balances.

d) Article A9 Medical Leave

Effective January 1, 2025, Employee contributions to the sick bank increased as follows:

If the Sick Bank surplus funding falls below \$125,000 employee contribution will increase from \$10/month to \$20/pay period.

If the Sick Bank surplus funding falls below \$50,000 employee contribution will increase from \$20/month to \$50/pay period.

e) Article A12 – Pay Day

In the event the city wants to switch to a bi-monthly or bi-weekly pay structure Article A12 has been changed to permit this change with mutual agreement of the union.

f) Article A14 – Vacancies and New Positions

The change clarifies the City's ability to use competency exams in selecting applicants for vacant positions.

The second change allows an employee to retain their classification seniority when they move to temporary vacancy of less than 18 months.

g) Article A15 – Seniority Layoff and Recall

The new language confirms that employee who remain on layoff for twenty-four (24) months will be deemed to have terminated their employment.

h) Article A16 – Banking of Time

Access Transit employees are now included in the banking of statutory holiday and/or overtime of up to maximum of eighty (80) hours.

i) Article A17 – Leave of Absence

Parental leave language has been changed to require the leave to be consecutive weeks.

j) Article A28 – Trading Off Days

New language allows employees to trade full shifts. Shift trades will not incur any additional overtime or infringe on required rest periods.

k) Article B4 – Equipment of Buses.

The provision has been updated to allow for the implementation of electronic reporting systems.

l) Article B5 – Uniforms

Existing provision has been changed to permit the usage of uniform points towards footwear and/or seat cushions.

New language has also been introduced to establish uniform appearance standards.

m) Article C3 - Work Clothing

Language updated to include more types of high visibility clothing.

n) Article C5 – Differential Pay

On January 1, 2025, there will be an increase of thirty cents (\$0.30) per hour for maintenance night shift employees in moving it from one dollar and twenty cents (\$1.20) to one dollar and fifty cents (\$1.50) per hour.

On January 1, 2027, there will be an increase of twenty cents (\$0.20) per hour for maintenance night shift employees in moving it from one dollar and fifty cents (\$1.50) to one dollar and seventy cents (\$1.70) per hour.

o) Article C7 b) and Schedule 1 – Apprentice Seniority Pilot

Article C7 b) and Schedule 1 in relation to apprentices will be modified by a pilot program to improve the overall apprenticeship program by having an appropriate balance of journey person and apprentices, introducing a preemployment program and better workforce planning.

p) Apprenticeship Rates

New language has been added to clarify the number of attempts an employee has to pass apprenticeship exams.

q) Interpersonal Violence Leave

A new article was added to recognize the addition of interpersonal violence leave to *the Saskatchewan Employment Act*. The parties agreed to two (2) additional paid days leave over the legislated minimum.

r) B1 - Wage Rate

Effective January 1, 2025, the Body Repair and Mechanic non - trades classification will be listed on B1 Wage Grid. The three non-journey person will be paid at the B1 Wage Rate for all hours worked. In addition, adjustments will be made to the B1 wage rate over the term of the agreement to move it from 75% of the B2 rate (2025) to 85% of the B2 rate by 2028.

s) C0 – Shop Assistant Wage Rate

Effective January 1, 2025 and annually thereafter, the Grade C0 wage rate to be increased relative to the Grade C1 Wage Grid Step 1. In addition, adjustments will be made to the B0 wage rate over the term of the agreement to move it from 80% of the C1 Step 1 rate (2025) to 100% of the C1 Step 1 rate by 2028.

t) Time Clerk/Booking & Scheduling Clerk

A targeted wage increase was introduced effective January 1, 2025 to align with other transit services in Western Canada, to maintain the wage relationship with the Bus Operator classification. The change also includes the introduction a third increment step to the wage grid.

u) Warehouse Person

The name of Parts/Storesman was changed to Warehouse Person. The first increment step in the wage grid was eliminated.

v) Operator Wage Rate

Effective January 1, 2025, the current Operator (Grade A1), Access Transit Operator (Grade E1) and CPBO Operator (Grade A2) Wage Grids will be combined.

The Operator Wage increments steps for year 1, 2 and 3 have been reduced to align with other transit services in Western Canada and a new rate created for Operators with four (4) or more years of driving experience.

w) Driver Instructor Rate

The Driver Instructor wage rate was adjusted to maintain the pay differential between the top step of the Operator wage rate.

x) Retroactivity

Retroactivity of wages and benefits are limited to employees actively employed by the City as at the date the tentative agreement is ratified or ATU members who retired from the City during the period of retroactive payments.

y) MOA – Representative Workforce

The parties agree to implement a pilot program whereby the employer and the union jointly have the discretion to identify vacancies wherein preference may be given to qualified members of a designated group (women, persons with disabilities, indigenous peoples and visible minorities).

z) MOA – Organizational Seniority

The parties agree to pilot organizational seniority among participating unions with eligible classification of “Operator, Utility, and Customer Service” positions. This will commence with new employees hired into this classification or employees working in the eligible classification of “Operator, Utility, and Customer Service” who elect to participate. CUPE 59 is also a participating union and have included the labourer classification in the pilot.

aa) Leisure Pass Subsidy for City Employees

The parties agree to renew the leisure pass subsidy pilot from the previous collective agreement. Eligible employees are entitled to a 50% discount on all Individual and Family Leisure Passes.

ab) Be at Work Program

The parties agree to set up a joint Employee Support and Accommodation Committee (ESAC) to address and manage accommodation request and other

related issues. This is intended to manage absenteeism and support accommodation or return to work plan when required.

ac) Occupational Health and Safety Commitment

The City has implemented a number of measures to date, however we are committed to continued collaboration and communication with the Union on initiatives and strategies that are focused on protecting the safety and well-being of employees.

ad) Trading of Off Days

A commitment has been made to look into the feasibility of implementing a partial trade system.

4. Housekeeping and Administrative Changes

Housekeeping changes in relation to the amendment of statutory titles, job titles, and department titles.