



Human Resources  
Montreal, Quebec

Ressources humaines  
Montréal (Québec)

March 31, 2019

Dave Kissack  
President, Unifor Council 4000

Dear Mr. Kissack:

The parties agree that the provisions of the Memorandum of Settlement dated March 29, 2019 for the items described below, which are common to those of Agreement 5.1, will be applicable to employees governed under Agreement 5.4.

1. Duration of the contract, general wage increases, benefits improvements, Employee Share Investment Plan, and Train passes for the 2019, 2020, 2021 and 2022 term of the Collective Agreement.

The parties also agree to the following:

2. Article 18.4 (a) Daily Meal Allowance:

Effective the first of the month following ratification, the daily meal allowance of \$42.75 will be increased to \$43.00, effective January 1, 2020, it will increase to \$43.50, effective January 1, 2021 it will increase to \$44.00, effective January 1, 2022, it will increase to \$44.50.

3. Article 18.4 (b)- All inclusive allowance

Effective the first of the month following ratification, the all-inclusive allowance will be increased from \$107.00 to \$109.00.

Effective January 1, 2020, the all inclusive allowance will be increased from \$109 to \$111.

Effective January 1, 2021, the all inclusive allowance will be increased from \$111 to \$113.

Effective January 1, 2022, the all inclusive allowance will be increased from \$113 to \$115.

4. Bereavement Leave:

Amend Article 25 as follows:

- 25.1 Upon the death of an employee's spouse, child, stepchild, or parent, the employee shall be entitled to five (5) working days' bereavement leave without loss of pay provided the employee has not less than three months' cumulative compensated service.
- 25.2 Upon the death of an employee's brother, sister, stillborn child, step-parent, father-in-law, mother-in-law, step-brother, step-sister, grandchild or grandparent, or any relative of the employee who resides permanently with the employee or with whom the employee permanently resides, the employee shall be entitled to three (3) working days' bereavement leave without loss of pay provided the employee has not less than three months' cumulative compensated service.

This will serve as full and final resolution of all bargaining proposals associated with Agreement 5.4.

Yours truly,

I CONCUR,



Susan Blackmore  
Sr. Manager Labour Relations



Dave Kissack  
President, Council 4000