

Highlights:

- 10% Wage Increases over 4 Year Collective Agreement
- Increases to Weekly Short Term Disability Benefits
- Increase to Reimbursement Amounts for Safety Apparel
- Increase to Optional Life Insurance Amounts
- Bereavement Leave to now include loss of Step-Child
- Benefit Plan and ESIMA to be included in collective agreement

Recommendation

Your bargaining committee has negotiated a tentative agreement that enhances your wages, benefits and working conditions

The committee unanimously recommends this tentative agreement and urges you to vote in it's favour

A Good Agreement in Challenging Times

We began negotiations with Toronto Terminals Railway (TTR) December 8, 2015. From the moment we started we were met with the realities of the present work environment in the Union Station Rail Corridor (USRC), which is owned by Metrolinx (an agency of the Government of Ontario) and the operators of GO Transit and UP Express. It is a much more challenging time to negotiate with TTR today than it was back prior to the year 2000, when CN and CP owned Union Station and TTR owned the USRC.

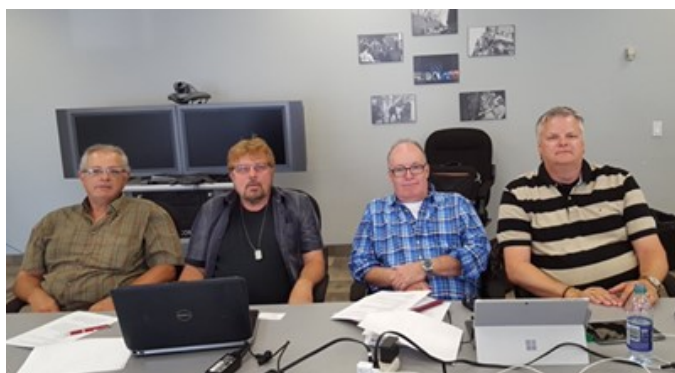
As you know, Metrolinx has been working to modernize and update the USRC and improve on-time performance, increase efficiency of the trains and allow for a better customer experience for its passengers. Metrolinx issues 'Requests for Tender' (RFT) or 'Requests for Proposals' (RFP) on work that is required on the USRC. This sees various contractors bidding on this work, including the work that has traditionally been performed by TTR and our membership. TTR now competes with other companies, many who have non-unionized workers, or who offer greater flexibility in terms of working conditions of workers than what TTR can offer based on the terms of our collective agreement. This had TTR, and CN and CP, telling our bargaining committee that they had to be more competitive to meet the demands from Metrolinx, or perhaps not secure new contracts with them. The Company said they needed greater productivity with greater flexibility to compete in the RFT/RFP process with Metrolinx. This meant TTR had several, significant concessionary demands on the Union, which as we had previously reported to our membership, saw TTR wanting us to turn the clock back to a time before the Industrial Relations and Disputes Investigation Act of 1948, which pre-dates today's Canada Labour Code.

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Ratification

- Yes**
 No



Unifor Toronto Terminals Railway Bargaining Committee

From left to right: **Nick Ricci** - Vice Local Chair; **Bob Fitzgerald** - Unifor National Representative; **Barry Kennedy** - President Council 4000; **Mark Robinson** - Regional Representative Council 4000
Missing in the photo: **Jeff Ongena** - Local Chairperson

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We are happy to report that we fought back on these concessionary demands and have maintained 98% of our longstanding working conditions that have been enshrined in our collective agreement for many years. The only change that we agreed to was consistent with what other railway collective agreements presently have, that being if a member elects to be trained on a new job, they may be required to remain on the position or cover work on the position for 180 days, which was previously 120 days as described in Article 16.3 of our collective agreement. The Company's initial demand on this issue was for one year.

But we did not agree with the Company's demands to establish a new rule under Article 12.3 that would require members that are awarded a permanent position to be held on that position for a period of 180 days. Nor did we agree with the Company's desire to change the provisions of Articles 4 and 6 of the collective agreement to have the ability to change the hours and rest days of all TTR assignments with notice only at the end of a member's shift, instead of the present 48 hours notice. The Company also wanted to minimize meal periods. After several days of negotiations on these issues, and the Union not agreeing to these concessions, TTR withdrew these demands. The committee did, however, agree to permit the 48 hours notice to be reduced to 24 hours on flagging assignments only. This was to address the demands being placed on TTR by Metrolinx in terms of greater flexibility to address operational issues in the USRC.

We also did not agree in permitting the Company with the ability to implement 12 hour shifts on any assignments. The present rule in the collective agreement remains, this being that the Company may implement five days of 8 hour shifts, four days of 10 hour shifts, or "other shift arrangements as may be established by mutual agreement."

TTR (including CN and CP Rail) were offering wage increases in line with the forecast of inflation only. This is what is being tabled on Unions presently in negotiations with both CN and CP. The Company continued to suggest to get any wage increase above inflation, the Union would have to agree with their far reaching concessionary demands.

For your information, the wage forecast for collective bargaining in Canada for the year 2016, as compiled by the Labour Program of the Government of Canada, forecasts an average annual base rate wage adjustment (increase) of 1.8% for the 657 major negotiations that are to be settled in Canada in 2016 that cover 2.1 million employees. These averages over the lifetime of these agreements will be higher than the Bank of Canada's forecast for inflation, which is pegged at **1.5%** for the year 2016.

In view of the facts we have explained in the above two paragraphs, and considering the current economic climate and challenges, the bargaining committee is pleased with the 10% wage increases we negotiated over a four year contract: 2% retroactive at the ratification of the new agreement; 2.5% effective on January 1, 2017; 2.5% effective January 1, 2018; and 3% effective January 1, 2019.

We are also pleased with the overall agreement given the challenges we faced. We ask that you support this new agreement by voting '**YES**' at our ratification vote. See some additional improvements below:

IMPROVEMENTS:

- **Increases to Weekly Short Term Disability Benefits: From \$690 to \$700 effective 1st day of the month following ratification; \$710 effective Jan.1, 2017; \$720 effective Jan.1, 2018; \$730 effective Jan.1, 2019.**
- **Increase to \$235 effective Jan.1, 2018 for reimbursement for work boots/safety apparel**
- **Optional Life Insurance increased to \$150,000 effective 1st day of the month following ratification;**
- **New Bereavement Leave: Three (3) days bereavement pay for the loss of a Step-Child**
- **Benefit Plan and ESIMA to be included in the new Unifor-TTR Collective Agreement**



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