

UNIFOR BARGAINING REPORT

HIGHLIGHTS OF A TENTATIVE AGREEMENT

Between:

GREATER TORONTO AIRPORT AUTHORITY (GTAA)

-and-

UNIFOR AND ITS LOCAL 2002



Greetings,

Your Bargaining Committee ***unanimously*** recommends acceptance of this tentative agreement.

In solidarity,

Your Negotiating Committee

Richard Pucilowski, District Chairperson
Antonios Kourteridis, Committeeperson Facilities
Pauline Leloudas, Committeeperson Professionals & Support
Adriana Ragoonath, Committeeperson Operations
Mario Di Nardo, Committeeperson Airside
Rob Santo, Committeeperson Skilled Trades
Theresa Amicarelli, Assistant to the President-Local 2002
Tammy Moore, President-Local 2002
Paul Shiels, Unifor National Representative

June 13, 2023
PS:amcope343

MEMORANDUM OF AGREEMENT

BETWEEN:

**THE GREATER TORONTO AIRPORTS AUTHORITY
(Hereinafter referred to as the "Employer")**

And

**UNIFOR
(Hereinafter referred to as the "Union")**

Whereas the parties are bound by the terms of the Collective Agreement effective August 1, 2019 to July 31, 2023 (the 'Collective Agreement'); and

Whereas the parties have engaged in collective bargaining to renew the Collective Agreement and have reached agreement on the terms of renewal.

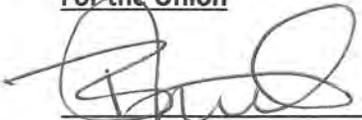
Therefore, the parties agree as follows:

1. Subject to ratification of the Collective Agreement, including all appendices and letters of understanding, the Collective Agreement is hereby renewed for a term of four (4) years, commencing August 1, 2023 and expiring July 31, 2027 with the attached amendments and wage increases as set out in Appendix A.
2. The Union agrees to strongly recommend ratification by the Bargaining Unit of the memorandum of agreement.
3. The Company agrees to strongly recommend ratification of this memorandum of agreement by its Board of Directors.
4. The changes to the Collective Agreement will be effective on August 1, 2023, unless otherwise indicated.
5. The parties agree that this memorandum of agreement is the entire agreement between the parties with respect to the renewal of the Collective Agreement that expires on July 31, 2023. Any amendment to the Memorandum of Agreement must be confirmed in writing and signed by the parties.
6. All items not addressed in this Memorandum of Agreement will be considered withdrawn.
7. The Employer and Union have consulted with the College of Applied Arts and Technology (CAAT) on the agreed to changes to the definition of "pensionable earnings" and have received confirmation from CAAT on the feasibility and permissibility on such changes, as per the agreed to changes to Article 28:09

8. Following ratification of this Memorandum of Agreement the Company will provide the Union with copies of the draft Collective Agreement within 30 days of ratification. The parties agree that the objective will be to have a finalized collective agreement within 60 days of ratification.
9. All gender specific pronouns in the Collective Agreement will be adjusted to neutral pronouns.
10. All errors and omissions will be honoured.

Signed this June 12, 2023 in Toronto, Ontario

For the Union



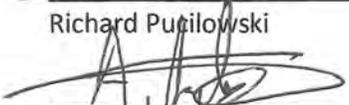
Paul Shiels



Theresa Amicarelli



Richard Putilowski



Antonios Kourteridis



Mario Di Nardo



Adriana Ragoonath

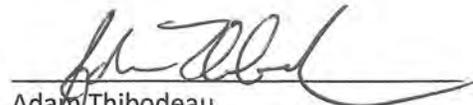


Pauline Leloudas

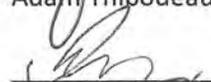


Robert Santo

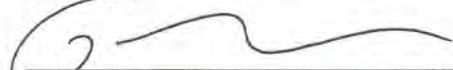
For the Employer



Adam Thibodeau



Sarah Lee



Peter Valila



Glen Henderson

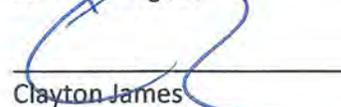


Ken Eastman



Dwayne MacIntosh

John Peallegoda



Clayton James

To be signed off

Amend to Read

Appendix B – Pay Equity

MEMORANDUM OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the “Employer”)

And

UNIFOR

(Hereinafter referred to as the “Union”)

The parties hereto agree that in order to address the potential Pay Equity issue raised through the collective bargaining process, this Memorandum of Understanding details how the Employer will address the outcome of potential Pay Equity impact if agreed to (or legislated) between Treasury Board and the Union.

Should there be a Pay Equity adjustment for CR, SCY and/or LS classifications, the Employer will recognize, by way of a one-time lump sum payment, the impact of adjustments made to these classifications subsequent to December 2, 1996 less the total annual costs for each respective year associated with collective agreement increases that have taken place for each of these years and salary range adjustments.

Adjustments will be made to any permanent incumbent Clerical (CR) or Secretarial (SCY) or Library Science (LS) classification who is employed with the Employer upon the effective date of the Treasury Board decision. Further, this will apply to any employee who formerly, during this period, occupied a permanent position of a CR, SCY or LS classification.

It is agreed that the Vice President, Human Resources and a representative of the Union will meet to identify and determine the periods of service associated with these potential payments.

Note: This is included for historical purposes only and makes reference to GTAA employees (former Transport Canada personnel) in the aforementioned classification groups which have been replaced by Band levels in the new Job Evaluation Plan.

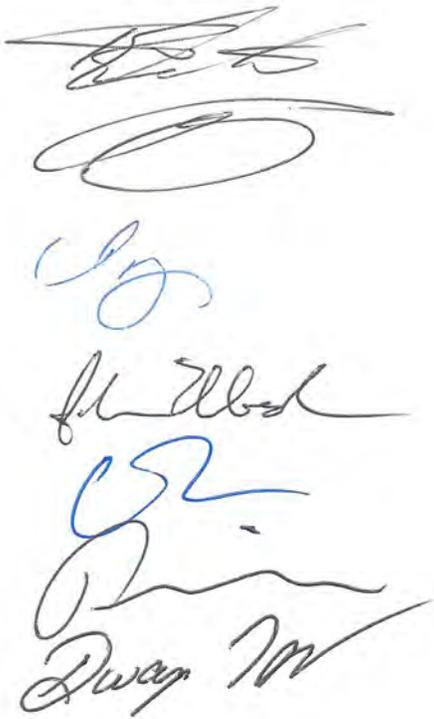
To be signed off

2023 Update

The Union and Employer acknowledge their responsibilities to comply with the federal Pay Equity Act.

Signed on June 8, 2023

Employer


A vertical list of seven handwritten signatures in black ink, representing the Employer. The signatures are: 1. A stylized signature starting with 'B'. 2. A signature starting with 'O'. 3. A signature starting with 'C'. 4. A signature starting with 'M'. 5. A signature starting with 'J'. 6. A signature starting with 'P'. 7. A signature starting with 'D' and 'W'.

Union


A vertical list of seven handwritten signatures in blue ink, representing the Union. The signatures are: 1. A signature starting with 'P. Salvadoras'. 2. A signature starting with 'J'. 3. A signature starting with 'J'. 4. A signature starting with 'F'. 5. A signature starting with 'P'. 6. A signature starting with 'A'. 7. A signature starting with 'Theresa Amicarella'.

To be signed off

Amend to Read

Appendix C – Travel Policy

(6) Mileage (Kilometer) Rates

The rates payable in cents per kilometer for pre-authorized use of private cars is \$0.475 **0.59**. Mileage rates will be paid from home or the office; whichever is closest to the destination.

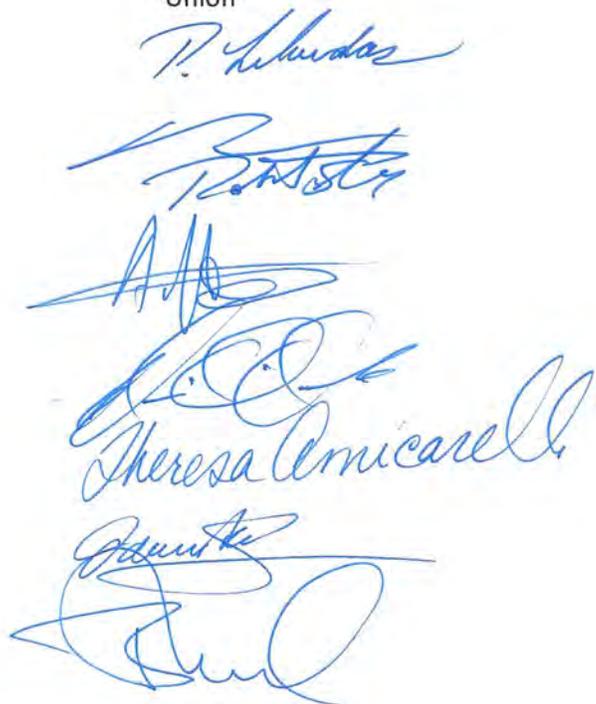
(7) Meals and Allowances

The rates payable in cents per kilometer for pre-authorized use of private cars is \$0.475 **0.59**.

Signed on June 1, 2023

Employer

Union



To be signed off

Amend to Read

Appendix C – Travel Policy

(7.1) In Canada:

Individual Meal Allowances	Can\$
Breakfast	12.15 15.00
Lunch	12.75 20.00
Dinner	34.10 45.00

Signed on June 12, 2023

Employer





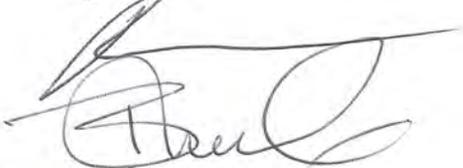




Union









To be signed off

Appendix D – Shift Scheduling Committee

Amend to Read

- (2) By the end of the first week in September, the Manager will determine and articulate the requirements of the schedule to the Shift Scheduling Committee, including:
 - (a) Headcount
 - (b) Required shift coverage (note - for vacation bidding purposes and operational effectiveness)
 - (c) ~~Desired~~ Staffing levels

Signed on May 26, 2023

Employer



Union



Theresa Amicarelli

To be signed off

Appendix I – Expedited Arbitration Process

E. ARBITRATION

4. The Arbitrator shall within ~~ten (10) days~~ a **reasonable period** after the close of the hearing deliver his decision, subject to any reasonable delay due to unforeseen circumstances. The decision shall be in writing and shall set forth the facts as found by the Arbitrator, apply the law and state the determination of the issues in dispute.

F. MEDIATOR/ARBITRATOR

The Union and Employer appoint Tom Hodges to serve as the sole mediator/arbitrator in this process. He may be replaced at any time by the written mutual agreement of the Union and Employer. If Tom Hodges or any replacement is unable to continue to serve as the sole mediator/arbitrator, the Union and Employer will attempt to agree on an alternate. If the parties do not reach an agreement each party will nominate a mediator/arbitrator. The nominees will serve on a rotating basis. The process for replacing any mediator/arbitrator must be completed within ~~thirty (30) calendar days~~ a **reasonable period of time** of the serving mediator/arbitrator's removal.

Signed on May 29, 2023

Employer



Union



To be signed off

Article 10 – No Discrimination, Harassment, Bullying or Retaliation

Amend to Read

Women’s Advocate

10:17 The parties recognize that women employees may sometimes need to discuss with another woman on matters such as violence or abuse at home, **domestic violence**, and/or harassment. There may also be a need to identify specialized resources in the community such as, counselors or women’s shelters, to assist in dealing with these and any other issue brought forward.

For this reason, the parties agree to recognize the role of Women’s Advocate in the workplace. The Women’s Advocate will be determined by the Union from amongst the female bargaining unit employees. The Advocate will meet and discuss with female members as required, and refer them to the appropriate resources when necessary. The Women’s Advocate may also, with the permission of the employee, engage with internal resources to provide support in certain situations.

Signed on June 8, 2023

Employer



Union



To be signed off

Article 10 – No Discrimination, Harassment, Bullying or Retaliation

Amend to Read and Move to Article 24

10:22 Paid Domestic Violence Leave & Leave for Victims of Family Violence

- (a) The Company agrees to recognize that ~~women sometimes~~ a **person may** face situations of violence or abuse in their personal life that may affect their attendance or performance at work. For that reason, the Company and the Union agree, when there is adequate verification from a recognized professional (i.e. doctor, lawyer, registered counsellor), a ~~woman~~ **person** who is in an abusive or violent situation will not be subjected to discipline if the absence can be linked to the abusive or violent situation. Absences which are not covered by sick leave or disability insurance may be granted as leave with pay in accordance with Article 24:04 – Leave with or Without Pay for Other Reasons.

- (b) Employees will be entitled to Leave for Victims of Family Violence in accordance with the provisions of the Canada Labour Code.

Signed on May 17, 2023

Employer



Union



To be signed off

Article 10 – No Discrimination, Harassment, Bullying or Retaliation

Delete and Amend to Read

Article 10 – **Workplace Conflict**, No Discrimination, Harassment, Bullying, **Violence** or Retaliation

10:01 The Employer and the Union agree that no discrimination, harassment **or sexual harassment**, bullying ~~or sexual harassment~~, **and violence** in employment shall be practiced by either party or their representatives and that no employee shall be subject to retaliation as a result of making a complaint ~~of discrimination, harassment or sexual harassment~~. The prohibited grounds of discrimination are race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability ~~and~~ conviction for which a pardon has been granted, gender identity, gender expression and genetic characteristics, as set out in the Canadian Human Rights Act (CHRA). The provisions of this Agreement shall be interpreted and applied in a manner consistent with the **Canada Labour Code (CLC)**, ~~and the~~ CHRA and its regulations, as amended.

10:02 ~~“Bullying and Harassment” means a course of vexatious comments or conduct that is known or ought to be known to be unwelcome that denies an employee dignity and respect on one or more of the grounds set out in the Canadian Human Rights Act and that results in a hostile work environment, impairs the employee's work performance and/or adversely affects the employee's relations in the workplace. Harassment may take many forms: verbal, physical or visual. It may involve a threat or an implied threat or be perceived as a condition of employment. Workplace harassment includes, but is not limited to the following examples:~~

~~(a) Unwelcome remarks, jokes, innuendos, gestures, or taunting about a person's body, disability, gender, racial or ethnic background, colour, place of birth, sexual orientation, citizenship or ancestry;~~

~~(b) Objectionable conduct, comment or display made on either a one time or continuous basis that is intended to bully, demean, belittle, or cause humiliation or embarrassment;~~

~~(c) Posting or circulation of visuals of a sexual, racial or otherwise offensive nature such as pornographic pictures, cartoons or graffiti;~~

~~(d) Refusal to work, converse or share facilities with another employee based on prohibited grounds (CHRA);~~

~~(e) Unwanted sexual solicitation or advances and physical conduct such as touching, patting, or pinching;~~

~~(f) Backlash or retaliation for the lodging of a complaint or participation in an investigation.~~

~~(g) Sexual harassment means any conduct, comment, gesture or contact of a sexual nature that might reasonably be expected to cause offense or humiliation; or that might~~

To be signed off

~~reasonably be perceived as placing a condition of a sexual nature on employment or on an opportunity for training or promotion.~~

Workplace harassment and violence is defined as any action, conduct or comment, including of sexual nature, that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee, including any prescribed action, conduct or comment. Definitions of discrimination, harassment, or sexual harassment, bullying, violence and all related terminology may be found within the GTAA's Workplace Harassment, Violence and Discrimination Prevention Policy (the "Policy").

- 10:03 Properly discharged management responsibilities, such as the assignment of work tasks, employee coaching, the imposition of discipline or any conduct that does not undermine the dignity of the individual is not harassment.
- 10:04 The Employer and the Union agree that discrimination, harassment and sexual harassment are serious misconduct that, if proven, may result in disciplinary action. In addition, the pursuit of frivolous allegations through this procedure has a detrimental effect on the spirit and intent for which this policy was rightfully developed and may result in disciplinary action by the Company.

Informal Conflict Resolution

An employee who believes they are the ~~victim of harassment~~ **subject of offence** is **encouraged to** make their objection known to the ~~alleged harasser~~ **necessary party**, directly or through a third party, and is encouraged to resolve the matter wherever possible on an informal basis. The employee may choose to ask for help from their local manager, **Human Resources Representative** and/or Union Representative to facilitate a resolve. The Union Representative, **Human Resources Representative** and/or local manager ~~will~~ **may** meet the ~~complainant~~ **employee** together to review ~~the employee's~~ **their** concerns and subsequently meet the ~~respondent~~ **other party** to ~~present~~ **share** those concerns. The Company and Union will undertake to meet in order to resolve the matter quickly and appropriately in the spirit of establishing a better working relationship/environment. Where it is not possible for the local manager, **Human Resources Representative** and Union Representative to resolve the matter ~~jointly~~, the ~~person attempting to resolve the matter~~ **should inform their counterpart of the complaint and the resolve employee may pursue a resolve through a Formal Complaint Resolution process.**

The informal conflict resolution process is best resolved as soon as possible.

At any point the ~~complainant, Management or the Union~~ **employee** may decide to ~~discontinue the informal process and proceed with a formal harassment complaint~~ **proceed directly with the filing of a formal Notice of Occurrence, either verbally or in writing as stated in the Policy.** The informal conflict resolution process should be completed within thirty (30) days from the date of the initial complaint.

To be signed off

Formal Complaint Resolution

10:05 If the matter remains unresolved or the ~~Union or Company~~ **employee** has opted to file the matter as a formal harassment complaint **Notice of Occurrence**, the ~~complainant~~ **employee**, also referred to herein as the **Principal Party**, should document the incident, **where possible**, complete with times, dates, location, witness(es) and details of the incident and submit it to the Employer and the ~~Union Human Rights Coordinator or designate~~ **as stated in the Policy**.

Once submitted, all complaints will be reviewed with the Employer, herein referred to as the Designated Recipient, who will contact the Principal Party to review the complaint and discuss potential avenues of resolve, i.e. Negotiated Agreement, Conciliation, Investigation.

A witness may file a Notice of Occurrence, or a Notice of Occurrence may be filed anonymously. It must contain the name of the Principal Party and the Responding Party along with all relevant information such as details of the incident(s), date(s), etc. However, after gathering all necessary details related to the complaint from the witness or anonymous reporter, the Designated Recipient will contact the Principal Party who will determine next steps, if any. The witness and/or anonymous reporter will not be notified of these steps, the resolution process or the resolution.

Investigation

10:06 **As part of this Article, all formal Notice of Occurrence will be investigated jointly by one (1) qualified investigator for the Company and one (1) for the National, Local or District Union, as per the regulations under the Canada Labour Code. All complaints will be investigated promptly. If the complaint is not resolved at the Informal Conflict Resolution Stage or is a serious matter of personal harassment, the Company and Union will each select a competent individual who will act as an investigator and will communicate the names of their designate to each other. The Union and Company designates **Investigators** will then contact each other and arrange to conduct a joint investigation. At the beginning of the investigation the complainant's identity and the general nature of the complaint will be communicated to the alleged harasser (respondent) **Investigators will speak with the Principal Party to gather the facts of the complaint.** The respondent **Responding Party** will be given an appropriate amount of information regarding the complaint in order to make a detailed response.**

~~In the event the complainant, respondent or any relevant witness are non-unionized staff, they will have the ability to bring one support person of their choice to the interview, providing that person will not be called for any reason to an interview involving the investigation. When both the complainant and respondent are members of different Bargaining Units, the Senior Executive of the respondent's Bargaining Unit will be informed by the Company Investigator. The~~

To be signed off

~~respondent's Bargaining Unit will have the right to appoint an investigator to hear all evidence in the formal investigation. Should a Union member be the respondent in a complaint lodged under a Collective Agreement administered by another Bargaining Agent, the Union will appoint an investigator to hear all evidence in the investigatory hearing.~~

~~Whenever possible, the investigation will be completed within 15 business days from the date the complaint was presented to the Employer.~~

The Principal Party and the Responding Party may be represented by a person of their choice, providing that person will not be called for any reason to an interview involving the investigation, i.e. witness. To avoid a conflict of interest, the same person cannot represent both a Principal Party and a Responding Party. The selected representative may provide advice or guidance to the person that are supporting on any matter that the Principal Party or Responding Party feels are relevant.

Should a Union member be the Responding Party in a complaint lodged under a Collective Agreement administered by another Bargaining Agent, the Union will appoint a qualified Investigator to hear all evidence in the investigatory hearing.

- 10:07 ~~The Employer may implement interim measures during the investigation the Employer considers necessary and appropriate to enable the employee who has made the complaint~~ **Principal Party** to continue to perform ~~his or her~~ **their** duties without discrimination or harassment.
- 10:08 ~~At the completion of the investigation, a joint report will be prepared by the Human Rights Coordinator or Designate and the Company investigator~~ **Investigators of which a copy will be given to the Principal Party and the Responding Party. The report will not reveal directly or indirectly the identity of the persons who are involved in an occurrence or the resolution process.** ~~Where the preparation of a joint report is not possible, the Human Rights Coordinator or Designate and Company investigators may submit separate reports in which each will receive a copy of the other's report. The report(s) It will include the facts of the alleged harassment and will provide findings of the harassment complaint. Recommendations to resolve the complaint will be made by the Company investigator. The Union's Human Rights Coordinator or designate investigator may choose whether or not to submit recommendations, although these will not include recommendations involving disciplinary actions~~ **a general description of the alleged Occurrence(s), conclusions, including those related to the circumstances in the workplace that may have contributed to the Occurrence(s), and recommendations to eliminate or minimize the risk of similar Occurrence(s), if it is concluded incident(s) to have occurred. Recommendations as submitted by the Investigators will not include disciplinary actions.**
- 10:09 ~~The distribution of the investigator's report will~~ **also** be limited to the Director of Labour Relations, or their designate, ~~and~~ the President and/or Assistant to the President of the Local, **and the workplace health and safety committee.** ~~The Employer and the Union~~ **Investigators** will maintain, in confidence, information received during the investigation, ~~including the investigator's report,~~ subject to any specific disclosure that may be required in order for the Employer or the Union to

To be signed off

fulfill their respective responsibilities and/or as may be required in any subsequent arbitration or hearing.

Complaint Resolution

10:10 Within **ten (10)** days of receiving the report, the Employer will render their final decision ~~to resolve the complaint which summarizes the findings of the investigation and indicates whether harassment has been or has not been substantiated. This decision will be communicated in writing to the complainant and respondent, with copy to the Union investigator, President of the Local and/or the Assistant to the President of the Local~~ **should any administrative action be deemed necessary by the Employer.**

~~10:11 Any complaint not resolved through the investigation process may be dealt with through the grievance procedure.~~

Appeals Process

10:11 Appeal of the outcome/findings: Where the ~~complainant or respondent~~ **Principal Party or Responding Party** is not satisfied with the outcome/findings of the investigation, they may ~~request a review of the decision~~ **communicate their concerns in writing to the Director of Labour Relations, or their designate or to the Designated Recipient**. ~~The request for a review shall be sent in writing to the Director of Labour Relations and/or the President of the Local~~ within **fourteen (14)** days of receipt of the **decision report**. The request shall **must** contain sufficient information to detail the reasons for the appeal/review. The Director of Labour Relations, or their designate, and the President/Assistant to the President of the Local shall review the reasons for the appeal and the investigator's report to determine the merit of the appeal. A response to the appeal should be received in writing and within **fourteen (14)** days of receipt of the request.

Appeal of discipline: Despite other language in this Collective Agreement regarding the imposition of discipline and the filing of a grievance, the appeal of discipline, excluding discharge, arising from harassment and violence complaints that are initiated under this Article and thus subject to a joint investigation process, will be resolved through this review process. As such, the review of the imposition of discipline shall be reviewed by the Director of Labour Relations, or their designate, the President/Assistant to the President of the Local. Where the appeal of discipline is unresolved, it will be escalated to expedited arbitration with a single arbitrator who shall be selected by mutual agreement between the Company and the Union.

General

10:14 In collaboration with the ~~UNIFOR~~ **Unifor National** Human Rights Coordinator, the Employer has developed and will continue to make available, to all employees, an online training course aimed at raising awareness of and discouraging workplace discrimination, ~~and~~ **harassment and violence**. Any formal classroom training sessions will be jointly facilitated by GTAA Management and the Unifor **National** Human Rights Coordinator, **or their designate**.

To be signed off

Article 11 – Accommodation and Employment Equity

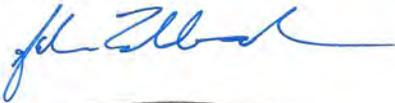
11:04 There will be a joint Employer and Union Accommodation Committee.

11:05 The Employer will disclose accommodations, findings and provide all documentation related to the accommodation with the exception of third-party reports.

11:06 Where an employee cannot perform the essential duties of their position, the Committee will review suitable, available work in other classifications in order to identify reasonable accommodation.

Signed on May 23, 2023

Employer







Union










To be signed off

Amend to Read

Article 14 – Employee Status

14:02(d) Term Employees

Pension and Benefit Coverage

- (ii) **Upon their first date of employment,** ~~¶~~ term employees are ~~not~~ eligible to participate in the pension plan.

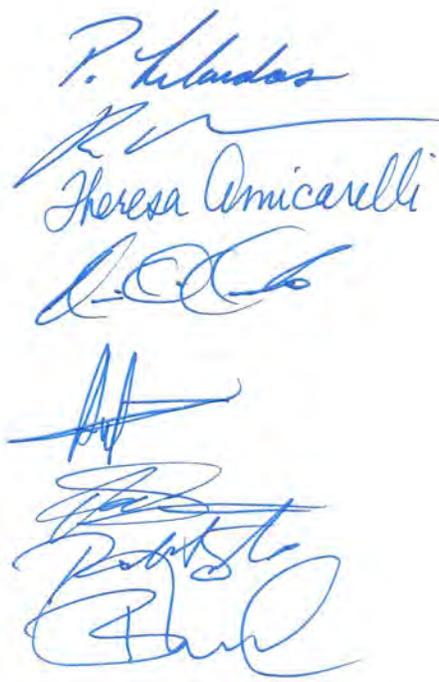
Signed on May 29, 2023

Employer



Five blue ink signatures for the Employer, including a large stylized signature at the top, followed by four smaller, more legible signatures.

Union



Five blue ink signatures for the Union, including a signature that appears to be 'P. Lelandos', followed by 'Theresa Amicarelli', and three other illegible signatures.

To be signed off

Article 14 – Employee Status

Amend to Read

14:02(e) Students

It is agreed that summer/co-op students are excluded from Article 3 – Union Recognition and the provisions of the collective agreement subject to the following conditions:

- (i) the summer student exclusion relates only to students hired for the summer who must provide a written declaration of their intent to return to school, ~~and~~
- (ii) the co-op student exclusion relates only to students hired through a recognized educational co-op program for a fixed term or terms. It is understood that co-op students will not be used to replace permanent positions;
- (iii) student through recognized government labour program;**
- (iv) the Union will be provided with the appropriate information in relation to the above;-
- (v) students shall not be employed during a labour dispute between the parties; ~~and-~~
- (vi) student employees will not be used to perform work in excess or outside of their normal hours of work, except where available bargaining unit employees in the respective work unit(s) have been provided with first opportunity to perform the overtime work.

Signed on May 17, 2023

Employer



Union



To be signed off

Article 15 - Seniority

Delete and Amend to Read

15:01

- (b) For the purpose of clause 15:01(a)(ii), a term employee who worked for Transport Canada in 1996 and who worked for the GTAA in 1997 will be deemed to have been in the bargaining unit on July 31, 1997 (date of CLRB Certificate) and to have transferred from Transport Canada on December 2, 1996, provided there was no break in service in excess of three (3) months.

Signed on May 17, 2023

Employer

Union

[Handwritten signatures for Employer]
Darcy J. P.

[Handwritten signatures for Union]
Theresa Amicarelli
Paul

To be signed off

Article 15 - Seniority

Amend to Read

15:02

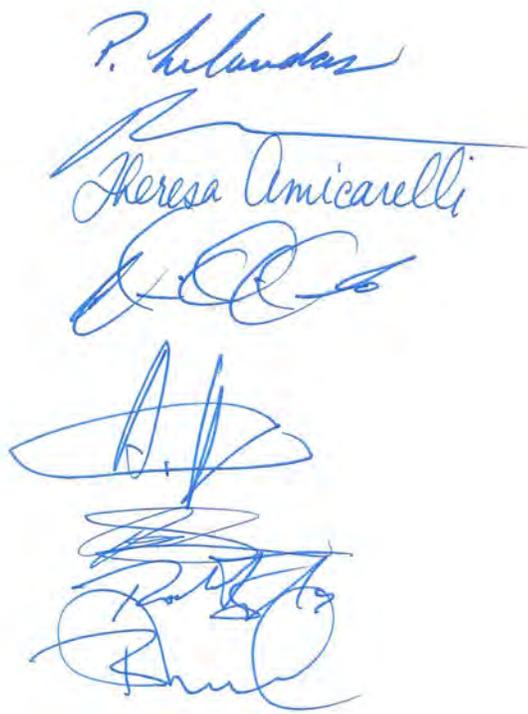
- (a) The seniority of a seasonal employee shall be determined on a prorated basis in accordance with the proportion of the year for which the employee is scheduled. **All seasonal employees employed a full winter season will receive the same amount of seniority for the winter season (i.e. to a maximum of 26 weeks for AMF or 29 weeks for CDF).**

Signed on May 29, 2023

Employer



Union



To be signed off

Article 15 - Seniority

Amend to Read

15:03 When two (2) or more employees in the bargaining unit commence employment on the same day, seniority shall be established by placing the names of the concerned employees on paper in a container and then selected at random in way of a mutually agreed upon automated name randomizer in the presence of the Employer and a Union Representative.

Signed on May 23, 2023

Employer


Four handwritten signatures in blue ink, stacked vertically. The first signature is 'fd Alon', the second is a large circular scribble, the third is 'Bryan MK', and the fourth is 'Bro'.

Union


Seven handwritten signatures in blue ink, stacked vertically. The signatures are: 'R. ...', 'P. ...', 'J. ...', 'A. ...', 'D. ...', 'T. ...', and 'Theresa Amicarella'.

To be signed off

Article 15 - Seniority

15:05

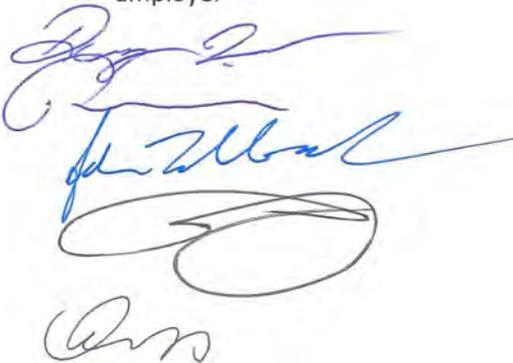
- (a) Employees temporarily assigned to a position outside the bargaining unit will continue to accrue and retain company union (excluding skilled trades seniority) seniority for a period of up to one year, or
- i. Up to a period of eighteen (18) months for a maternity/parental leave backfill; or
 - ii. Where the nature of the assignment is backfilling a leave of absence due to disability, the assignment and accruing and retaining of union seniority cannot be extended beyond twenty-four (24) months unless Union's consent is provided, which will not be unreasonably withheld; or
 - iii. Up to a period of twenty-four (24) months provided that the position of the employee temporarily assigned to the position outside of the bargaining unit is backfilled.

~~The temporary assignment will not exceed 12 months, with the exception of covering a maternity/paternity leave, where the assignment can be statutorily extended up to a maximum of 18 months, or except with the Union's consent, which will not be unreasonably withheld. In no case will a temporary assignment exceed 12 months, nor will an employee be permitted to act in assignments outside of the bargaining unit for a total of more than 12 months.~~

- (b) Any employee acting outside of the bargaining unit more than once during the life of the collective agreement will have a 6 month break between assignments.

Signed on May 23, 2023

Employer



Union



To be signed off

Article 15 - Seniority

Amend to Read

15:08

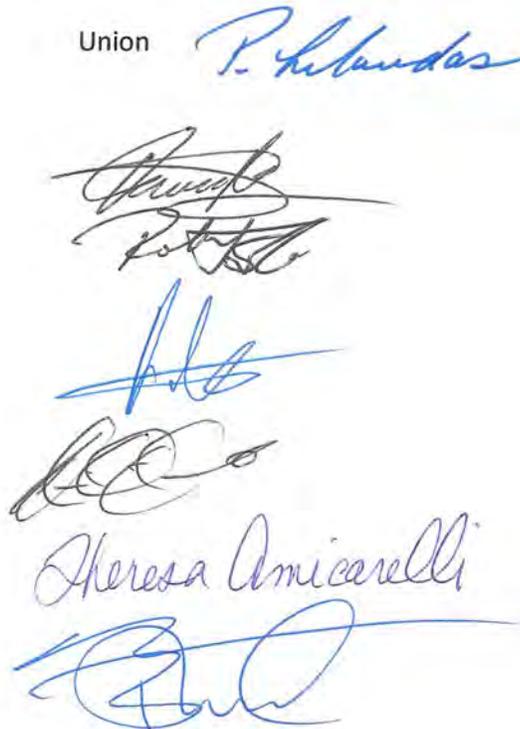
- (a) Seniority list shall identify the name and date of seniority of each employee. The list shall be revised on ~~September 1st of each year~~ a **monthly basis** by the Employer and posted on ~~bulletin boards in the work areas and online~~ **the Company's intranet**. A copy of the seniority list will be ~~forwarded to the District Chairperson of the Unit one week prior to posting.~~ Upon reasonable written request, the Employer shall provide the Local Union with a revised seniority list.

Signed on June 8, 2023

Employer



Union



To be signed off

Article 15 - Seniority

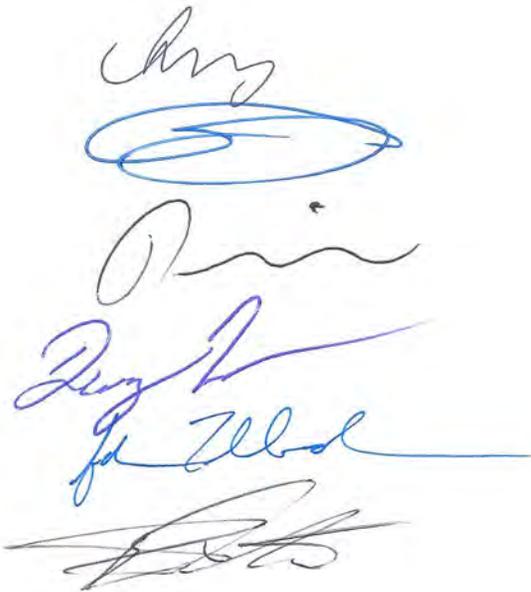
Add New

15:11

For any skilled trade, company seniority will only be utilized for vacation entitlement and bidding, non-skilled trade job postings and layoffs.

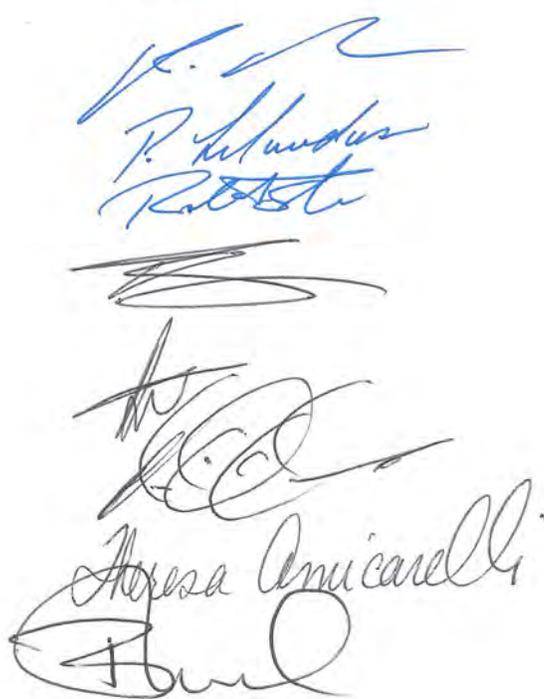
Signed on May 17, 2023

Employer



The Employer section contains five handwritten signatures in blue ink, stacked vertically. The signatures are stylized and vary in length and complexity.

Union



The Union section contains five handwritten signatures in blue ink, stacked vertically. The signatures are more varied in style, with some including names like 'P. Schneider' and 'Alexsa Amicarella'.

To be signed off

Article 16 – Hours of Work

Amend to Read

16:09

Double Shifts

Double 12-hour shifts are not permitted.

For employees on a 5X3 rotation working 8.58 hours a day, double shifts will only be permitted on the following basis:

- (a) There is a two-shift rest period between the double shift and the employee's next scheduled shift (e.g., 17.16 hours for those on 5x3 rotation). The employee will be noted as unavailable for overtime during these two shifts. **This article supersedes Article 17:04.**
- (b) Only one double shift will be permitted per eight (8) day work cycle by way of shift trading. One additional double shift is permitted per cycle through the overtime process, which must also meet the two-shift rest period referred to above.
- (c) For the period of overlap during a double shift the employee must make an election at the time of the shift trade initiation of taking this time without pay or covering it with earned leave credits.

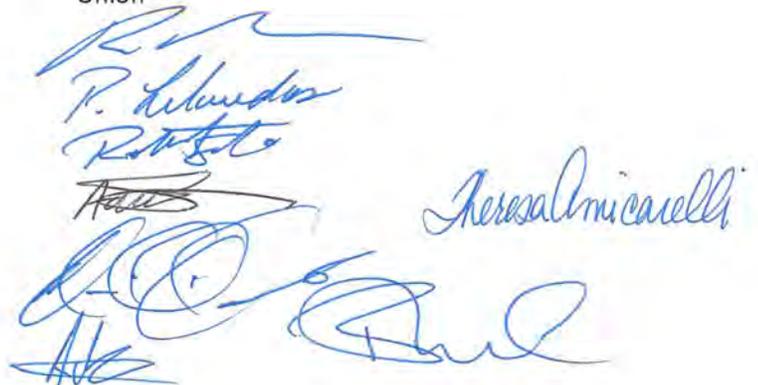
For shifts other than the 5X3 rotation or twelve (12) hour shifts which are created during the life of the agreement, the employer will provide parameters pertaining to double shifts.

Signed on May 26, 2023

Employer



Union



To be signed off

Article 16 – Hours of Work

Amend to Read

16:09 Double Shifts

- (a) There is a two-shift rest period between the double shift and the employee's next scheduled shift (e.g., ~~17.16~~ **16.58** hours for those on 5x3 rotation). The employee will be noted as unavailable for overtime during these two shifts.

Signed on May 17, 2023

Employer



Union



To be signed off

Article 16 – Hours of Work

Amend to Read

16:15

Wash-up Time

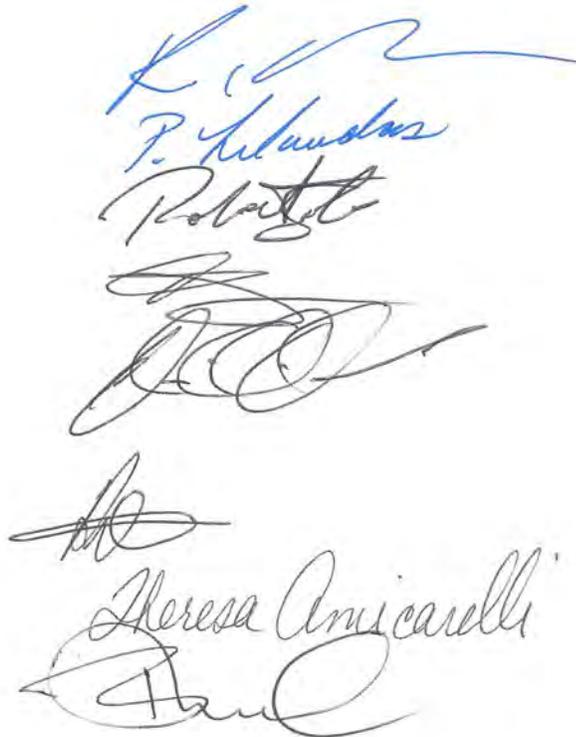
Where the Employer determines that due to the nature of the work there is a need, wash-up time up to a maximum of ten (10) minutes will be permitted before the end of the working day. **If an employee requires additional time for wash-up during their shift due to an event, i.e. chemical or biological exposure, the Employer will not unreasonably deny such a request.**

Signed on May 17, 2023

Employer


A collection of handwritten signatures in blue ink, including names like 'Dwight' and 'Paul'.

Union


A collection of handwritten signatures in blue ink, including names like 'Theresa Amicarelli' and 'Paul'.

To be signed off

Amend to Read

Article 17 - Overtime

17:02

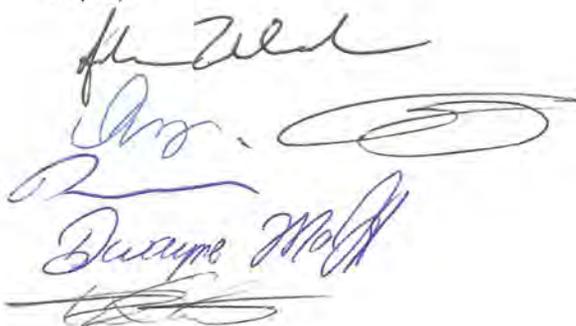
Overtime Compensation

- (b)
 - (i) an employee who works overtime will have the option of banking the time or being paid at the applicable overtime rate or banking up to a combined maximum of one hundred and twenty (120) hours of compensatory and lieu credits at any given time to be used at a later date. If the employee chooses to bank the time, the amount of the time banked will be equal to the hours of overtime worked multiplied by the applicable overtime rate. Leave must be approved by the manager and will be subject to operational requirements. Payment of such leave shall be at the employee's regular straight-time rate of pay in effect on the date immediately prior to the date on which the leave is taken. All banked overtime must be used within the year of January 1st to December 31st. Any unapproved time as of December 31st will be paid out at the employee's rate of pay at the rate it was earned. All banked time for which leave has not been scheduled will be paid out prior to an employee moving to a higher rated position (higher band as per job evaluation plan).

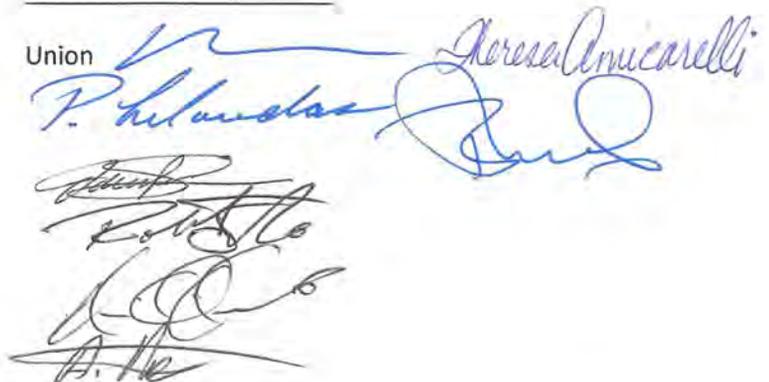
No period will be automatically blacked out. All ad-hoc leave requests must be made within a one-hundred and twenty (120) day rolling window. All requests for ad-hoc leave will be considered having regard for anticipated operational requirements at the time for which the leave is requested.

Signed on June 7, 2023

Employer



Union



To be signed off

Article 17 - Overtime

Amend to Read

17:02 Overtime Compensation

(b)(i) an employee who works overtime will have the option of being paid at the applicable overtime rate or banking up to a combined maximum of one hundred and twenty (120) hours of compensatory and lieu credits at any given time to be used at a later date. If the employee chooses to bank the time, the amount of the time banked will be equal to the hours of overtime worked multiplied by the applicable overtime rate. Leave must be approved by the manager and will be subject to operational requirements. Payment of such leave shall be at the employee's regular straight-time rate of pay in effect on the date immediately prior to the date on which the leave is taken. All banked overtime must be used within the year of January 1st to December 31st. Any unapproved time as of December 31st will be paid out at the employee's rate of pay at the rate it was earned. All banked time for which leave has not been scheduled will be paid out prior to an employee moving to a higher rated position (higher band as per job evaluation plan) **on a permanent basis.**

Signed on May 17, 2023

Employer



Union



To be signed off

Article 17 - Overtime

Amend to Read

17:02 Overtime Compensation

(b)(ii) subject to operational requirements, the Employer shall grant the above leave at times convenient to the employee. **Should an ad-hoc leave request be denied, a reason for such denial will be provided.**

Signed on May 26, 2023

Employer



Union



Theresa Amicarelli

To be signed off

Amend to Read

Article 17 - Overtime

17:03

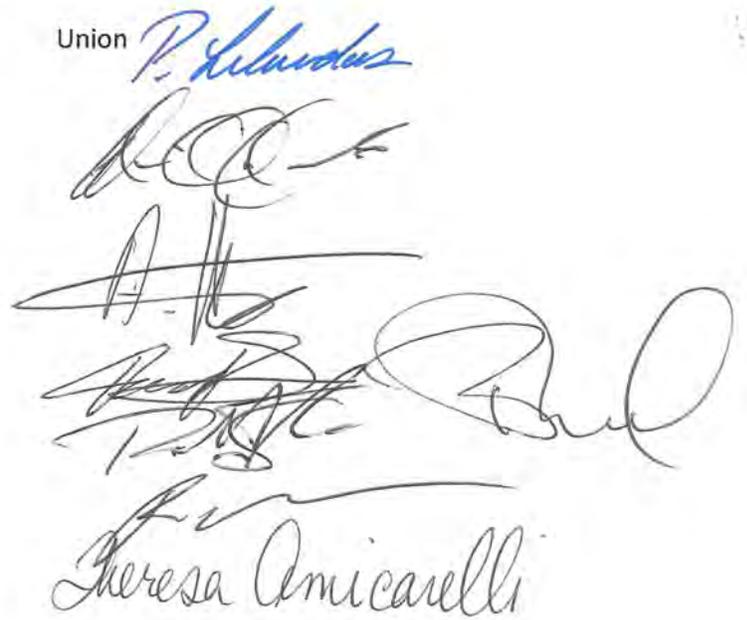
- (a) An employee who works three (3) or more hours of overtime,
 - (i) immediately before the employee's scheduled hours of work and who has not been notified of the requirement prior to the end of the employee's last scheduled work period, or who has not received sixteen (16) hours of advanced notice.
 - (ii) immediately following the employee's scheduled hours of work, shall be reimbursed for one (1) meal in the amount of ~~ten dollars (\$10.00)~~ **fifteen dollars (\$15.00)**, except where free meals are provided or when the employee is being compensated on some other basis.
- (b) Where an employee works overtime continuously beyond the period provided in (a) above, the employee shall be reimbursed for one (1) additional meal in the amount of ~~ten dollars (\$10.00)~~ **fifteen dollars (\$15.00)** for each four (4) hour period of overtime worked thereafter, except where free meals are provided or when the employee is being compensated on some other basis.

Signed on June 12, 2023

Employer



Union



To be signed off

Amend to Read

Article 17 - Overtime

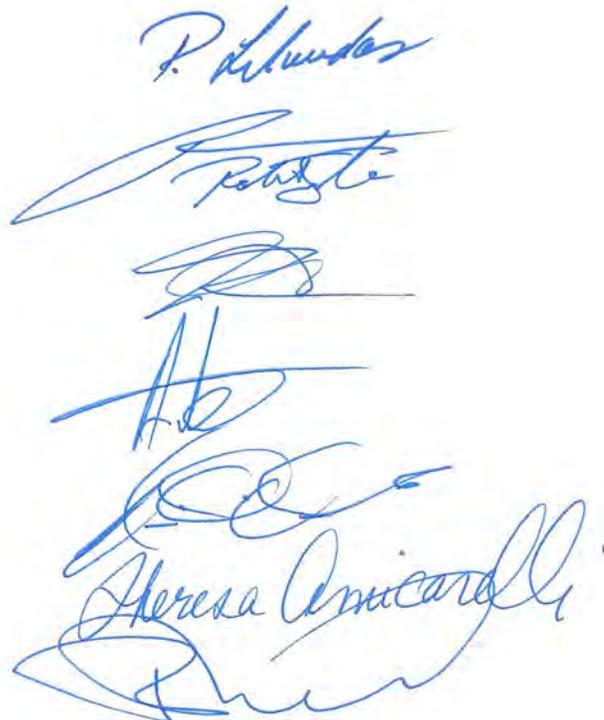
17:03

- (a) An employee who works three (3) or more hours of overtime,
 - (i) immediately before the employee's scheduled hours of work and who has not been notified of the requirement prior to the end of the employee's last scheduled work period, or
 - (ii) who has not received sixteen (16) hours of advanced notice, or
 - (iii) immediately following the employee's scheduled hours of work, shall be reimbursed for one (1) meal in the amount of ten dollars (\$10.00), except where free meals are provided or when the employee is being compensated on some other basis.

Signed on May 31, 2023

Employer

Union



To be signed off

Amend to Read

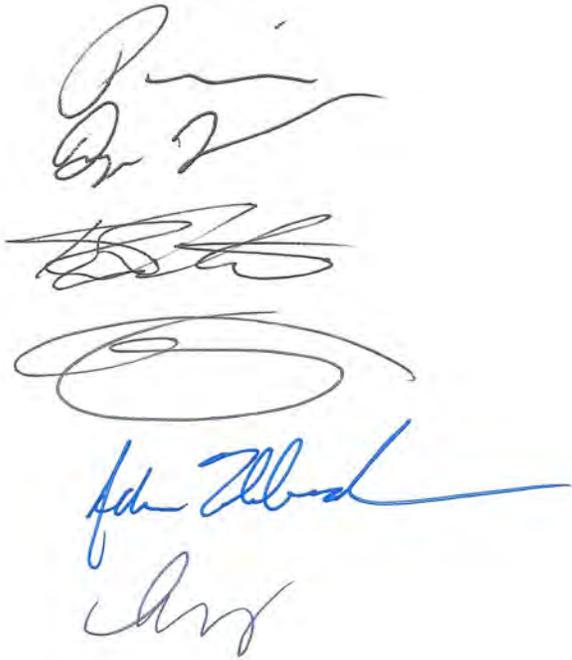
Article 17 - Overtime

17:04

- (a) When overtime is worked immediately following a shift, there shall be an elapsed time of eight (8) hours between the end of the overtime and the time the employee reports for his or her next regularly scheduled shift, with no reduction of earnings from his or her regular shift. **Where overtime is required for a full shift, the shift cannot be altered to meet the elapsed time requirements until after a full and partial overtime callout has been conducted.**

Signed on May 30, 2023

Employer



Union


Theresa Amicarella

To be signed off

Amend to Read

Article 18 – Designated Paid Holidays

18:01 The following days shall be designated as paid holidays and shall account for the normal daily hours specified in Article 16:03 and 16:04:

New Year's Day	Good Friday	Easter Monday
Victoria Day	Canada Day	Civic Holiday
Labour Day	Thanksgiving Day	Remembrance Day
Christmas Day	Boxing Day	
New Year's Day	Good Friday	
Easter Monday	Victoria Day	
Canada Day	Civic Holiday	
Labour Day	National Day for Truth and Reconciliation	
Thanksgiving Day	Remembrance Day	
Christmas Day	Boxing Day	

18:05 When an employee works on a holiday, ~~s/he~~ **they** shall be paid:

- (a) time and one-half (1 ½) for the first four (4) hours of work and double (2) time thereafter, in addition to the pay that the employee would have been granted had ~~s/he~~ **they** not worked on the holiday; or
- (b) upon request, the employee shall be granted:
 - (i) a lieu day with regular current, straight-time pay at a later date in lieu of the holiday, where **all hours earned will be automatically banked** ~~an employee can bank up to a combined maximum of one hundred and twenty hours (120hrs) of compensatory and lieu credits at any given time, and~~
 - (ii) cashing out banked lieu hours at their option , and**
 - (iii) pay at time and one-half (1 ½) times the straight time rate of pay for the first four (4) hours worked, and
 - (iv) pay at two (2) times the straight-time rate of pay for all hours worked on the holiday in excess of four (4) hours worked.

Signed on June 7, 2023

Employer



Union



To be signed off

Article 18 – Designated Paid Holidays

Amend to Read

18:06 Subject to operational requirements and advance notice of request, the Employer shall grant lieu days at such times as the employee may request. Payment of such leave shall be at the employee's regular straight-time rate of pay in effect on the date immediately prior to the date on which the leave is taken. All banked lieu time must be used within the year of January 1st to December 31st. Any unapproved time as of December 31st will be paid out at the employee's rate of pay at the rate it was earned. All banked time for which leave has not been scheduled will be paid out prior to an employee moving to a higher rated position (higher band as per job evaluation plan).

No period will be automatically blacked out. All ad-hoc leave requests must be made within a one-hundred and twenty (120) day rolling window. All requests for ad-hoc leave will be considered having regard for anticipated operational requirements at the time for which the leave is requested. **Should an ad-hoc leave request be denied, a reason for such denial will be provided.**

Signed on May 26, 2023

Employer



Handwritten signatures of the Employer, including a signature that appears to be 'John Zabad' and several other illegible signatures.

Union



Handwritten signatures of the Union, including a signature that appears to be 'P. Lakshanas' and several other illegible signatures, with the name 'Theresa Amicarella' written at the bottom.

To be signed off

Article 20 – Call Back

20:01

- (c) When an employee reports for overtime work or on a call back which is not contiguous to the employee's normal hours of work, the employee shall be reimbursed for actual mileage at the rate provided for in the GTAA Travel Policy (Appendix C) of \$0.475 for Employer requested travel to a maximum of 75 kilometers each way or out-of-pocket expenses for other means of commercial transportation up to a maximum amount equivalent to the mileage entitlement. This does not apply to regularly scheduled work which falls on a designated holiday.

Signed on June 12, 2023

Employer



A collection of handwritten signatures in black ink, including names like 'John Elwood', 'Liz', 'Dy 2', and others, written over a horizontal line.

Union



A collection of handwritten signatures in blue ink, including names like 'P. Mulvaney', 'Theresa Amicarelli', and others, written over a horizontal line.

To be signed off

Amend to Read

Article 21 - Standby

21:01 Where the Employer requires an employee to be available on standby during off-duty hours, for work urgently required to be done, an employee shall be entitled to a standby payment of ~~\$18.35~~ **\$21.35** for each eight (8) consecutive hours or portion thereof that the employee is on standby.

Signed on June 12, 2023

Employer



A collection of seven handwritten signatures in black and blue ink, representing the Employer. The signatures are written in a cursive style and are arranged vertically.

Union



A collection of seven handwritten signatures in black and blue ink, representing the Union. The signatures are written in a cursive style and are arranged vertically. The name "Theresa Amicarelli" is clearly legible in the lower portion of the list.

To be signed off

Amend to Read

Article 22 – Shift Premium

22:01 Employees working regularly scheduled shifts on a Saturday and/or Sunday shall receive an additional premium of ~~\$1.95~~ **\$2.25** per hour for all hours worked, including overtime **attached to a regularly scheduled shift**. This clause does not apply to employees regularly scheduled on fixed days Monday to Friday who are assigned overtime on a Saturday and/or Sunday.

22:02 An employee working on shifts will receive a shift premium of ~~\$1.95~~ **\$2.25** per hour for all hours worked, including overtime for regular work hours between 7:00pm and 7:00am.

22:03 An employee required to have a "D" AVOP as part of their position shall receive an additional premium of \$0.25 effective August 1, 2024 for all hours worked, including overtime attached to a regularly scheduled shift. Said premium shall be increased to \$0.50 cents effective August 1, 2025.

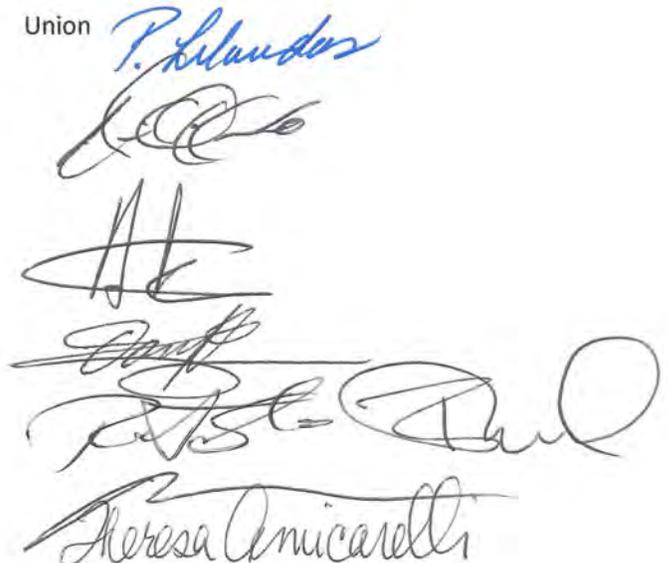
22:04 All skilled trades including apprentices shall receive an additional premium of \$0.50 effective January 1, 2024 for all hours worked, including overtime attached to a regularly scheduled shift. Said premium shall be increased to \$0.75 effective August 1, 2024 and \$1.00 effective August 1, 2025.

Signed on June 12, 2023

Employer



Union



To be signed off

Add New

Article 23 – Vacation Leave

23:06 Subject to operational requirements;

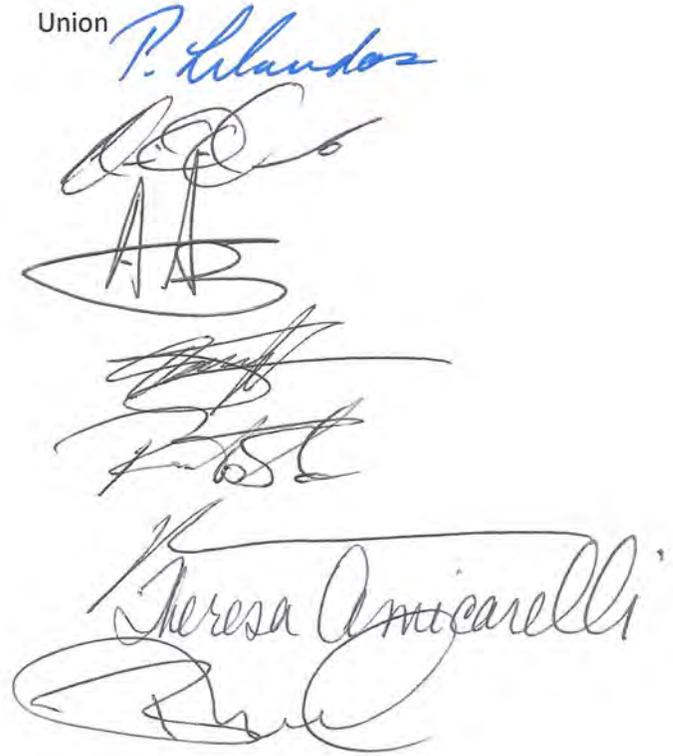
(b) Observance of religious holiday(s) other than those provided for under Article 18 may be granted with the use of Leave With Pay for Family-Related Responsibilities (FRR). Such leave will be in addition to an employee's annual vacation allotment and will be subject to the annual vacation bidding process as identified under clause 23:06(a). Leave requested outside of said process will be treated as ad hoc and will be subject to operational requirements.

Signed on June 12, 2023

Employer



Union



To be signed off

Article 23 – Vacation Leave

Amend to Read

23:06 Subject to operational requirements;

- (c) The Employer shall approve or deny a request for vacation leave under (b) above within ten (10) days of receipt of the request. If an employee does not provide at least 10 days' notice for a vacation leave request, the Employer will approve or deny the request as soon as possible.

Should an ad-hoc leave request be denied, a reason for such denial will be provided.

Signed on May 26, 2023

Employer



Union



Theresa Amicardi

To be signed off

Article 23 – Vacation Leave

Delete and Amend to Read

23:06 Subject to operational requirements;

- (c) The Employer shall approve or deny a request for vacation leave under (b) above within ten (10) days of receipt of the request. If an employee does not provide at least **ten** (10) days' notice for a vacation leave request, the Employer will approve or deny the request as soon as possible.

Signed on May 17, 2023

Employer



Union



To be signed off

Delete

Article 23 – Vacation Leave

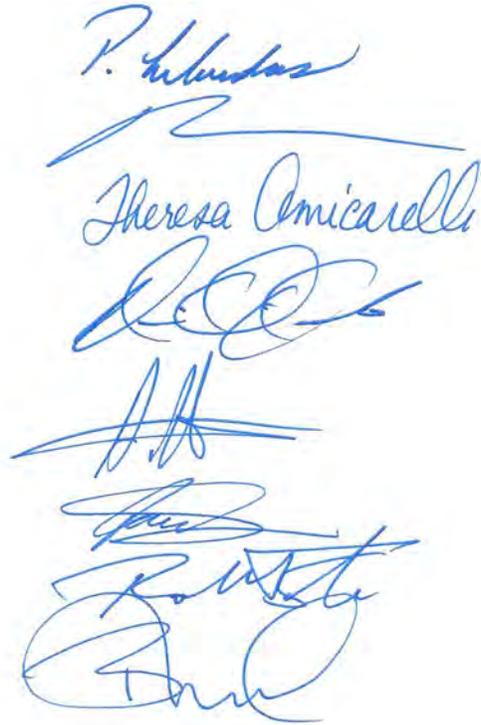
~~23:14 Vacation entitlements of former TBI staff as of the date of ratification will be “red-circled” until overtaken by the provisions in this article.~~

Signed on May 29, 2023

Employer



Union



To be signed off

Article 24 – Other Leave With or Without Pay

Amend to Read

24:01 Bereavement Leave

For the purposes of this Clause, “immediate family” means father, mother (or alternatively stepfather, stepmother, or foster parent), brother, sister, spouse (including common-law spouse permanently resident with the employee), child (including child of the common-law spouse) stepchild or ward of the employee, father-in-law, mother-in-law (including common-law spouse’s father and mother or alternatively stepfather, stepmother or foster parent), grandchild, and other relative(s) permanently residing in the employee’s household or with whom the employee permanently resides, and a deceased person with respect to whom the employee was:

- (i) primarily responsible for providing the necessities of life on a day-to-day basis in the period immediately before the death or the person’s final admission to hospital, palliative care or similar facilities;
- (ii) power of attorney for personal care and/or property; or
- (iii) administrator or executor of the estate.

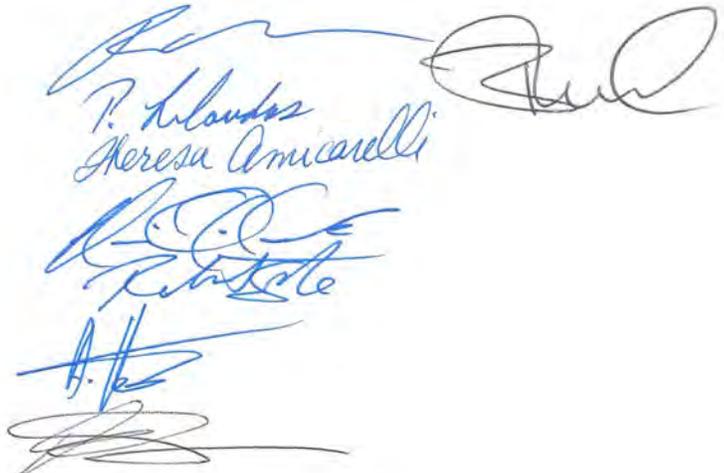
Leave request must indicate relationship with deceased, and the Employer reserves the right to request documentary proof with respect the last category above.

Signed on May 29, 2023

Employer



Union



To be signed off

Article 24 – Other Leave With or Without Pay

Amend to Read

24:01 Bereavement Leave

For the purposes of this Clause, "immediate family" means father, mother (or alternatively stepfather, stepmother, or foster parent), brother, sister, spouse (including common-law spouse permanently resident with the employee partner), child (including child of the common-law spouse partner) stepchild or ward of the employee, father-in-law, mother-in-law (including common-law spouse's partner's father and mother or alternatively stepfather, stepmother or foster parent), grandchild, and other relative(s) permanently residing in the employee's household or with whom the employee permanently resides. Leave request must indicate relationship with deceased.

Signed on May 17, 2023

Employer

Three handwritten signatures in blue ink, stacked vertically. The top signature is 'J. V.', the middle one is 'fd Ullrich', and the bottom one is 'D. J. Ford'.

Union

Five handwritten signatures in blue ink, stacked vertically. The top signature is 'P. Delandres', followed by 'P. Delandres', 'P. Delandres', 'Theresa Amicarelli', and 'Paul'.

To be signed off

Article 24 – Other Leave With or Without Pay

Amend to Read

Bereavement Leave

24:01

- (a) When a member of the employee's immediate family dies, an employee shall be entitled to a bereavement period of four (4) consecutive calendar days inclusive of the day of the funeral or celebration of life but not both, of which no less than two (2) of the days will be paid. In addition, the employee may be provided with an additional bereavement period of up to three (3) consecutive calendar days' leave for the purpose of travel for attendance directly related to the death and will only be paid if any of the travel days are regularly scheduled workdays.

Signed on May 17, 2023

Employer



Handwritten signatures for the Employer, including a blue signature and a black signature.

Union



Handwritten signatures for the Union, including a blue signature, a black signature, and a black signature with the name 'Theresa Amicarelli' written below it.

To be signed off

Amend to Read

Article 24 – Other Leave With or Without Pay

24:02 Maternity, and Parental Leave Without Pay

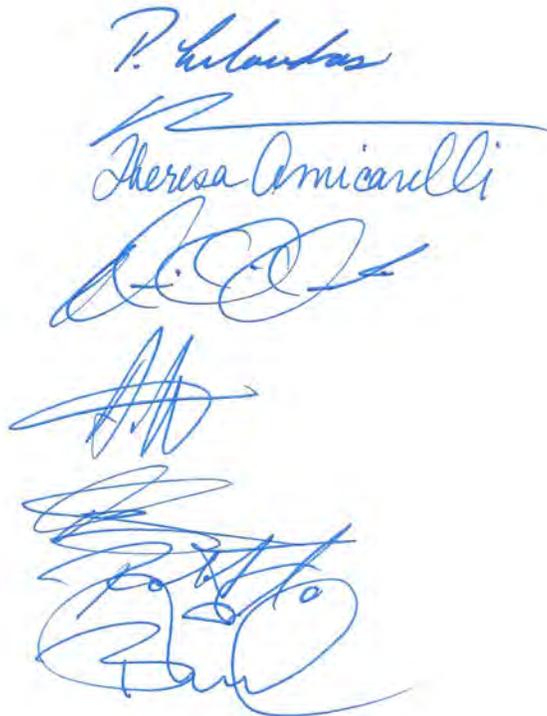
(a)(v) Leave granted under this Article 24:02 shall be counted for the calculation of ~~vacation leave credits~~, sick leave accrual, service for the purpose of severance pay, vacation leave, and pay increments under this Agreement.

Signed on May 29, 2023

Employer



Union



To be signed off

Amend to Read

Article 24 – Other Leave With or Without Pay

24:07 Union Leave(s) With Or Without Pay

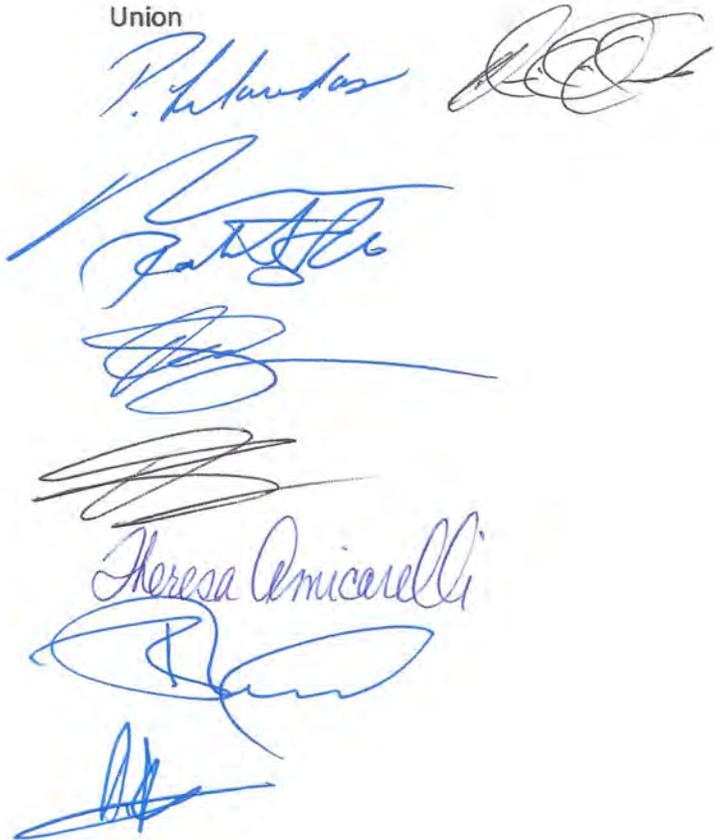
(e) The Employer shall grant a leave of absence with pay for ~~three (3)~~ **four (4)** full time union representatives.

Signed on June 7, 2023

Employer



Union



To be signed off

Article 27 – Severance Pay

Delete and Amend to Read

27:01 In the circumstance of a layoff and subject to clause 27:02, an employee shall receive the following severance benefits calculated on the basis of the employee's weekly rate of pay:

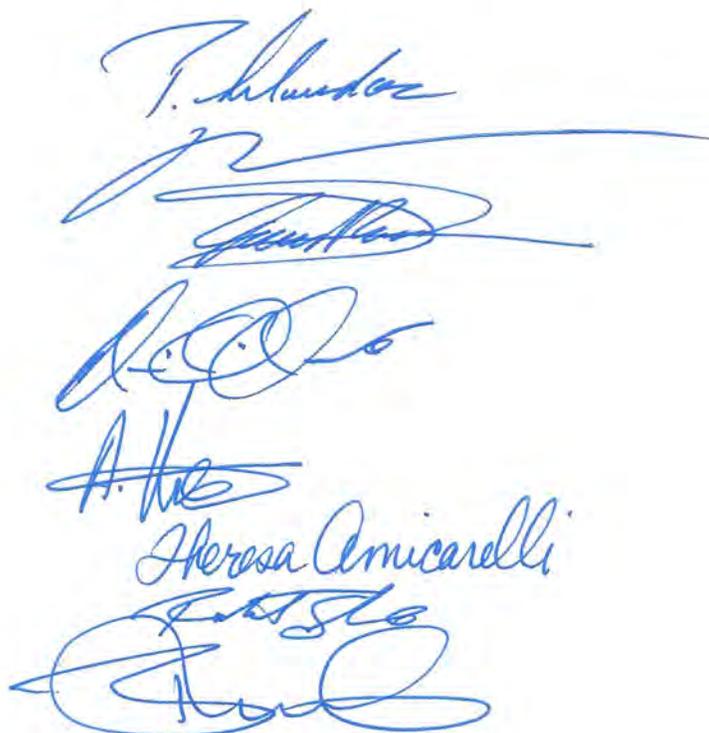
- (a) ~~On the first lay-off~~ two (2) weeks' pay for the first complete year of continuous employment and one (1) week's pay for each additional complete year of continuous employment.
- (b) ~~On second or subsequent lay-off one (1) week's pay for each complete year of continuous employment, less any period in respect of which the employee was granted severance pay under sub-clause (i) above.~~

Signed on May 30, 2023

Employer



Union



To be signed off

Amend to Read

Article 28 – Group Insurance Plan(s)/Pension Plan(s)

28:01 Extended Health Care

- (a) The Employer agrees to pay the full premium for the Extended Health Care Plan. Vision care coverage is ~~\$400~~ **\$450**, every two years and PSA tests will additionally be included in the coverage.

28:02 Dental

- (a) The Employer agrees to pay the full premium for the Dental Plan. Effective ~~January 1, 2014~~ **August 1, 2024**, Dental Plan coverage shall increase to a maximum of ~~\$2,000~~ **\$2,500** per calendar year based on the current ODA schedule.

Signed on June 12, 2023

Employer



Union



To be signed off

Article 30 – Health and Safety

Move to Article 11

30:07 When an employee who is pregnant expresses concern about the possible ill effects of her work or work location upon her health or the health of her unborn child and is supported in that concern by a medical certificate issued by a qualified medical practitioner or recognized alternative health practitioner which includes midwives, nurse practitioner and naturopath. The Employer will consider this information in the endeavour to find alternate duties for the employee within or outside the bargaining unit after consultation with the Union.

Signed on May 17, 2023

Employer



Union



To be signed off

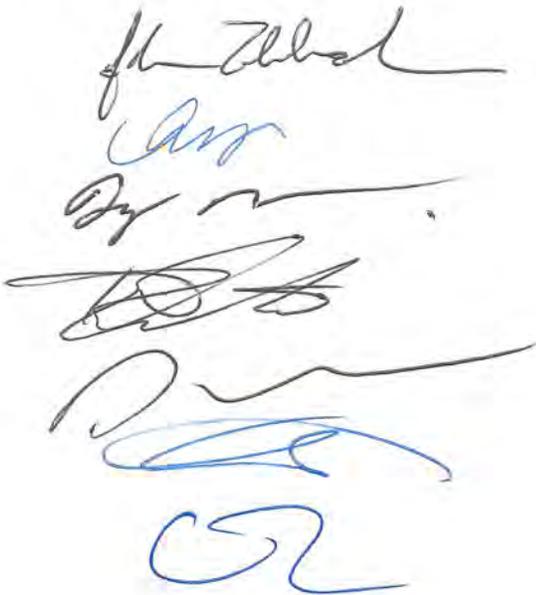
Amend to Read

Article 30 – Health and Safety

30:08 If the Employer requires an employee to wear safety footwear on a daily basis, it will provide an annual footwear allowance of ~~\$250.00~~ **\$300.00** per calendar year. If the Employer requires an employee to occasionally wear safety footwear, it will provide a footwear allowance at the applicable rate once during the life of the collective agreement. The Employer shall provide the footwear allowance one (1) additional time during the life of the collective agreement where the employee demonstrates that his/her boots are no longer serviceable.

Signed on June 12, 2023

Employer



Union



To be signed off

Amend to Read

Article 31 – Staffing/Job Posting

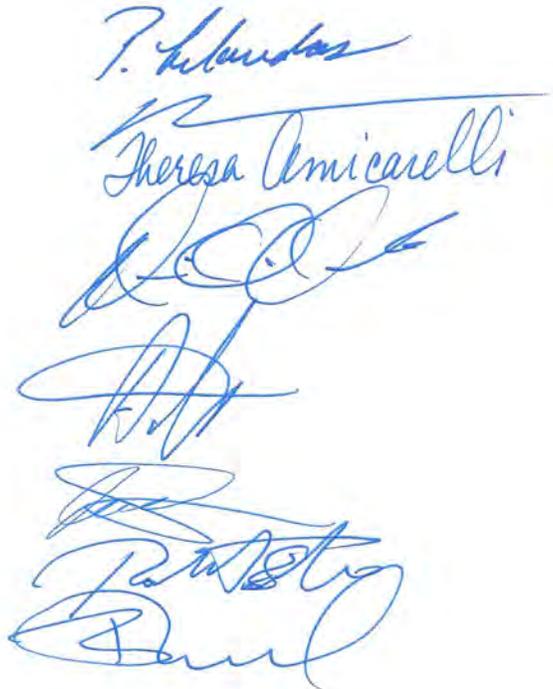
31:02 The postings shall be for a minimum of eight (8) ~~business~~ **calendar** days. The closing date shall be identified on all postings.

31:05 Except where a posting has been cancelled, in the event that a revised posting is issued prior to the closing date, the original closing date of the posting shall be extended by ~~five (5) business~~ **seven (7) calendar** days.

Signed on May 29, 2023

Employer

Union



To be signed off

Article 31 – Staffing/Job Posting

Amend to Read

31:02

Commitment

b) 16 months from the start date in the position, whichever is shorter.

- **Officer**, Apron Operations ~~Officer~~ – AMU
- Resource Coordinator – RMU
- Specialist, Airport Operations Control – **AOC**
- Specialist, Security Operations Control – **SOC**
- Officer, ~~Airside~~ **Aviation** Safety – ~~Aviation Services~~ **Ground Operations**
- Officer, Public Safety – ~~Customer & Terminal Services~~ **Terminal Operations**
- Deicing Movement Coordinators – CDF
- Security Response Coordinators – Security Operations

Signed on May 17, 2023

Employer



Union



To be signed off

Article 31 – Staffing/Job Posting

Amend to Read

31:03

Commitment

Seasonal employees hired in the Central Deicing Facility and Airfield Maintenance Facility will be subject to a two (2) season commitment. Seasonal employees will not be permitted to apply for other vacancies (outside of full-time opportunities in their position) during their first season. During the second season the employee can apply for other positions, and if successful, can be released subject to management's discretion based on operational requirements.

Other positions may be subject to a commitment period provided the Employer has the written consent of the Union.

The Employer may consider an applicant with demonstrated abilities and experience in lieu of other relevant qualifications. In such cases, the Employer will identify this on the posting.

31:04 A copy of the posting, in addition to any significant changes to testing from the previous posting, shall be forwarded to the District Chairperson at least two (2) business days prior to the posting on the notice board or other media. If the new posting information is different from the previous posting for the same position, the Employer will notify the District Chairperson at the time the posting information is forwarded. ~~Whenever possible,~~ The Employer will provide this information by identifying the track changes. If this is not possible, the Employer will communicate the changes. Where the Union expresses concern, the posting shall not be posted until the Employer and the Union have met to address the issues.

Signed on May 29, 2023

Employer



Union



To be signed off

Article 31 – Staffing/Job Posting

Amend to Read

31:06 All employees who apply for a job posting, must attach a resume and state how they qualify against the posted threshold qualifications for the position(s) through ~~Careerport~~ **the Company's Applicant Tracking System (ATS)** in a timely manner, shall be considered to be candidates in the selection process and shall be entitled to have their qualifications for the position(s) assessed by the Employer. The qualifications of the candidates will be evaluated against the posted threshold qualifications for the position(s). The Employer may interview any applicant. The purpose of the interview process is to determine whether the applicant meets the posted threshold requirements. The Employer will not use this process to compare relative qualifications among applicants. The applicant with the most seniority meeting the required posted threshold qualifications shall be awarded the position. The Employer will determine the successful applicant and notify him or her of the decision within thirty (30) business days from the closing date of the posting. If, for valid reasons, the Employer cannot determine the successful applicant within thirty (30) business days, the Employer will notify the Union. Where none of the candidates meet the posted threshold qualifications and requirements of the position(s), the Employer may cancel the posting, re-post the position, or recruit from outside to fill the position(s) at the Employer's discretion. The Employer shall notify, in writing, all successful candidates within five (5) calendar days of the Employer's decision.

The Employer reserves the right to establish the threshold qualifications for job postings identified in clause 31:03, including education, knowledge, abilities, skills and experience, provided that such qualifications are reasonable and relevant and reflect the minimum requirements of the position being posted. It is understood that such qualifications may be amended from time to time but, in every case, the threshold qualifications shall be set out on the posting(s).

31:07 The Employer shall notify, in writing, all unsuccessful applicants within seven (7) calendar days of its decision along with the reason(s) why their application was unsuccessful. At an employee's request, the Employer will schedule a post interview. The post interview will take place within seven (7) **calendar** days of the employee's request. This period may be extended by mutual agreement. If the meeting is requested in order to receive general feedback about the interview/testing process, the meeting will only include the employee and the hiring manager. If the meeting is requested because the employee disputes the outcome of the posting process, the meeting is subject to Article 13:02 of the Collective Agreement.

To be signed off

Signed on May 17, 2023

Employer

[Handwritten signatures for Employer]

Union

[Handwritten signatures for Union]
P. Delandras
Theresa Amicarelli

To be signed off

Article 31 – Staffing/Job Posting

Amend to Read

31:08

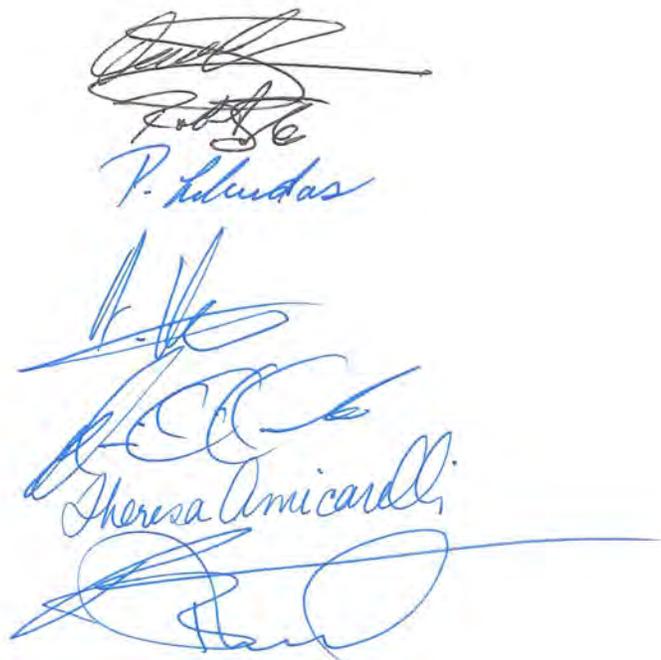
- (b) A term or acting assignment which was originally expected to be less than six (6) months may be extended, without posting, with the assignment not to exceed:
 - (i) ~~twelve (12)~~ **eighteen (18)** months in the aggregate in the case of maternity leave, paternity leave, or child care leave;
 - (ii) twelve (12) months in the case of long-term disability.

Signed on May 30, 2023

Employer



Union



To be signed off

Amend to Read

Article 34 – Pay Administration

34:05

- (a) An employee whose position is reclassified to a lower band level or step shall continue to be paid in the same range of rates prescribed for his/her position prior to the reclassification.

Signed on May 31, 2023

Employer



Union



To be signed off

Amend to Read

Article 34 – Pay Administration

34:15 In the event an employee is ~~erroneously~~ overpaid, the Employer consult with the Union and work towards a reasonable payback schedule based on the amount of overpayment.

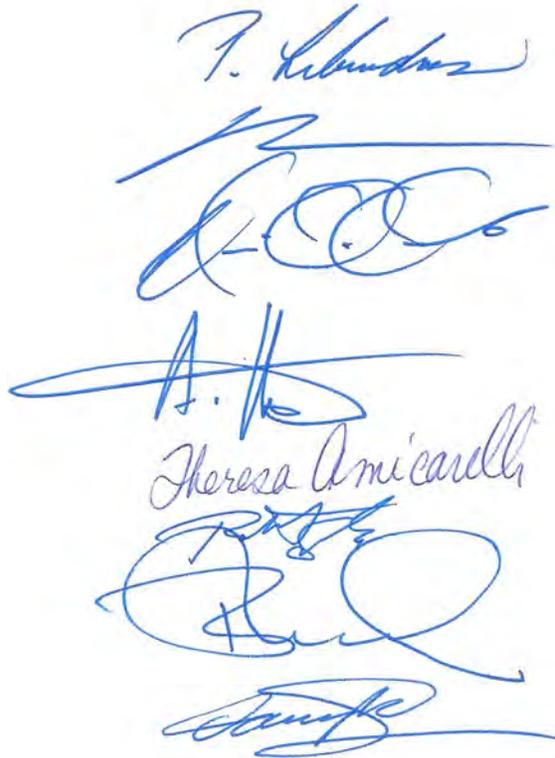
34:15 34:16 Daylight Saving Time

Signed on June 7, 2023

Employer



Union



To be signed off

Article 35 – Apprenticeship

Amend to Read

35:05

The apprenticeship program shall be governed by the rules and regulations of the **Ministry of Labour, Immigration, Training and Skills Development** which pertain to the apprenticeship programs in the province of Ontario.

Signed on May 17, 2023

Employer

Union



To be signed off

Article 35 – Apprenticeship

Add New

35:13

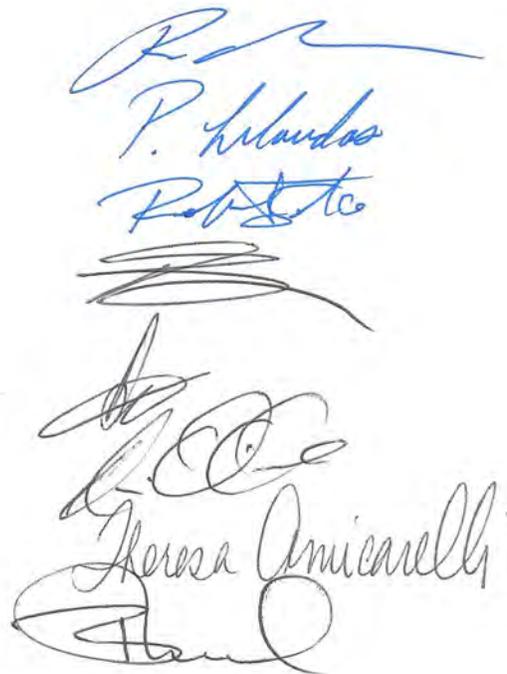
The apprentice may enroll for a refresher training course prior to writing the Certificate of Qualification exam, for which the course fee and time off to attend the course will be paid by the Employer.

Signed on May 17, 2023

Employer

Union





To be signed off

Amend to Read

Article 35 – Jeff Hatt Apprenticeship Program

- 35:01 An employee selected to participate in ~~an~~ the Jeff Hatt Apprenticeship Program who is already employed by GTAA shall not have his or her pay reduced while in the program. The employee shall receive the greater of his or her current rate of pay or the appropriate equivalent percentage of the journeyperson's rate of pay as established by the Apprenticeship Act. The Employer will supplement any training allowance or EI benefits to ninety-five (95%) percent of the apprentice's base salary and will ensure no loss of benefits (including health and pension) while attending school.
- 35:02 If an employee fails to complete or pass the required components of the Jeff Hatt Apprenticeship Program within a reasonable period of time, or fails to perform satisfactorily on the job, she/he may be demoted or voluntarily agree to return to his/her former position, or an equivalent position, if available.
- 35:03 An employee enrolled in the Jeff Hatt Apprenticeship Program training school shall not be entitled to premium payments (including overtime, call-back, reporting pay, or shift premiums) or travel/meal allowance.
- 35:04 The Jeff Hatt Apprenticeship Program will be reviewed regularly by a joint Employer/Union skilled trades committee. Such review shall not include the selection of candidates for apprenticeship.
- 35:05 The Jeff Hatt Apprenticeship Program shall be governed by the rules and regulations of the Ontario Ministry of Training, Colleges and Universities Ministry of Labour, Immigration, Training and Skills Development which pertain to the apprenticeship programs in the province of Ontario.
- 35:06 The employee must work as a journeyperson for two (2) years after having been placed in a journeyperson position or repay all costs incurred by the Employer during the apprenticeship period. The amount to be repaid shall be comprised of the Employer's costs for the following: any tuition paid on behalf of the apprentice, any books, tools or materials allowance paid for by the Employer on behalf of the apprentice, any top-up or allowance during the Employment Insurance (EI) waiting period on EI benefits paid to the apprentice while the apprentice is at school.
- In the event the Employee is not placed in a journeyperson position within nine (9) months completion of the Jeff Hatt Apprenticeship Program, the Employee does not have to repay any of the costs incurred by the Employer. The Employee has the option to leave her/his place of employment without penalty.
- 35:07 The first 90 days of employment for every apprentice shall be grace period. During this grace

To be signed off

period, the apprentice, if he/she is a seniority transferee, may elect to return to his/ her previous occupation if spot is available and the Joint Apprenticeship Committee will cancel his/her apprentice agreement. The Registration Agencies shall be advised of all such cancellations. An apprentice shall acquire seniority in the journeyperson's classification only when they have completed their apprenticeship and acquired their Certificate of Qualifications.

35:08 An apprentice shall work the same hours during the contractual workweek and will be subjected to the same conditions as the skilled workers of his/her trade employed by the Company. Apprentices may work overtime hours providing that all skilled workers of that trade in that department have been given first opportunity, also provided that they are working with a journeyperson of the same classification. In case an apprentice is required to work overtime, he/she shall receive credit on the term of apprenticeship for only the actual hours worked.

35:09 When a reduction in the workforce occurs in a trade where apprentices are employed, apprentices first shall be laid off. If the apprentice is laid off, he/she may elect to continue school classes. Tuition, books, and time spent in class during such lay off period will be paid upon the return of the apprentice to the **Jeff Hatt** Apprenticeship Program, tuition and book receipts will be presented to the Company by the apprentice.

35:10 To promote diversity into the skilled trades, the Employer will in its sole discretion set diversity goals for 50% of apprenticeship opportunities. Internal candidates will take preference over external candidates, pending meeting diversity requirements for 50% of the apprenticeship opportunities.

35:11 Apprentices shall work the same hours and be subject to the same conditions regarding overtime rate as the journeyperson employed by the Company. In case an apprentice is required to work overtime he/she shall receive credit on the term of apprenticeship for only the actual hours of work.

Apprentices shall be under the general direction of the skilled trades or designate representative when working any overtime.

Signed on May 31, 2023

Employer



Union



2

To be signed off

Article 38 – Employee Performance Review and Employee Files

Amend to Read

38:04 The Employer shall maintain one (1) personnel file for each employee which will contain documents related to an employee’s terms and conditions of employment and other information normally placed in such files. The parties to this agreement recognize that an individual’s personnel file shall be stored and treated in a confidential manner. Only those with a legitimate need and right will be given access to personnel files by the Vice President, Human Resources or his/her **an** authorized representative **within Human Resources**.

Signed on May 17, 2023

Employer

The Employer section contains three handwritten signatures in blue ink. The first signature is 'Amr', the second is 'for Zabd', and the third is 'Dwayne MW'.

Union

The Union section contains four handwritten signatures in blue ink. The first signature is 'P. J. Delgado', the second is 'Roberto', the third is 'Theresa Amicarelli', and the fourth is 'Paul'.

To be signed off

Article 4 – Management Rights

Amend to Read

4:04

The Employer shall not exercise its rights arbitrarily or in bad faith, and subject to and consistent with **all of** the provisions of the Collective Agreement.

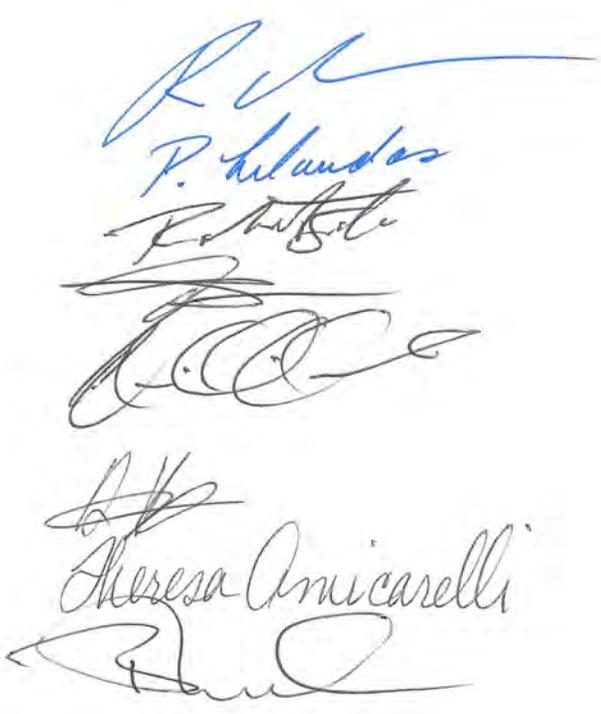
Signed on May 17, 2023

Employer



The Employer's section contains four handwritten signatures in blue ink. The first signature is a stylized 'AS' followed by 'for [unclear]'. The second is a large, circular flourish. The third is a signature that appears to be 'D. [unclear]'. The fourth is a signature that appears to be 'Dwight [unclear]'.

Union



The Union's section contains five handwritten signatures in blue ink. The first is a signature that appears to be 'P. [unclear]'. The second is 'P. [unclear]'. The third is a signature that appears to be 'R. [unclear]'. The fourth is a signature that appears to be 'J. [unclear]'. The fifth is a signature that appears to be 'Theresa Amicarelli'.

To be signed off

Article 48 - Wages

48:01 Wages shall be paid in accordance with Appendix "A" attached hereto and forming part of this collective agreement.

(a) There shall be a ~~2% across the board~~ **increases** to the rates of pay effective on each of the following dates **as follows:**

- ~~August 1, 2019~~
- ~~August 1, 2020~~
- ~~August 1, 2021~~
- August 1, 2022
- **4.5% on August 1, 2023**
- **3% on August 1, 2024**
- **3% on August 1, 2025**
- **3% on August 1, 2026**

Signed on June 12, 2023

Employer



Union



To be signed off

Article 49 - Duration

49:01 The term of the collective agreement shall be from August 1, 2019 August 1, 2023 until July 31, 2023 July 31, 2027.

Signed on June 12, 2023

Employer



Union



To be signed off

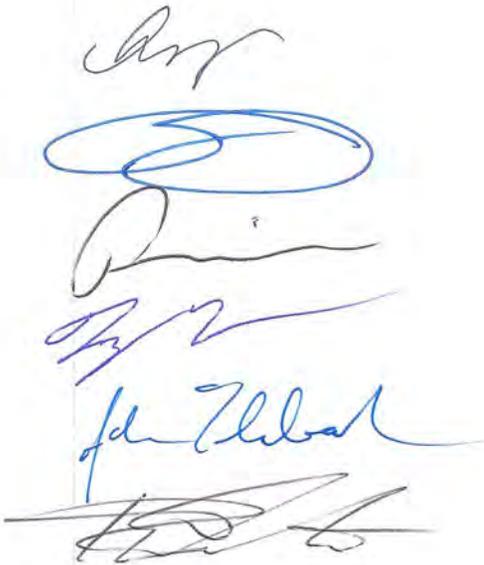
Article 50 – Skilled Trades

Amend to Read

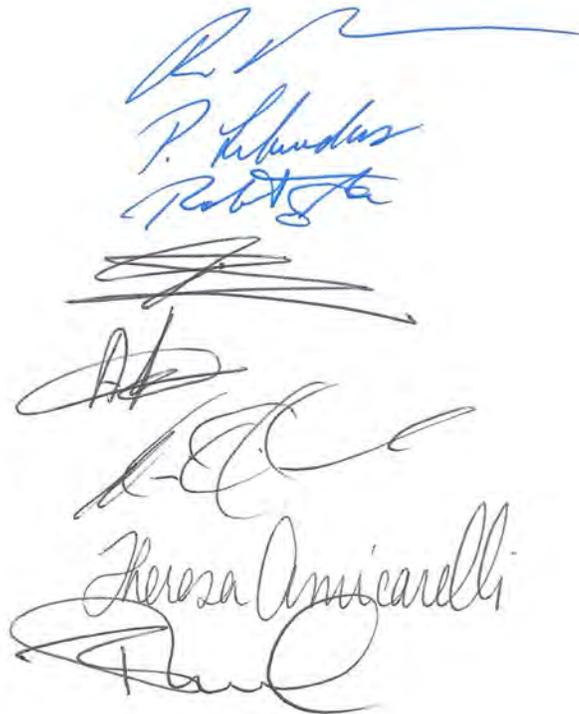
50:04 Trade specific seniority must be considered by the company in applications by employees for posted vacancies when vacancies require a license for a trade identified by Article 50:01(a). If two or more applicants have the same trade specific seniority Article 15:03 will apply. **For any skilled trade, company seniority will only be utilized for vacation entitlement and bidding, non-skilled trade job postings and layoffs.**

Signed on May 17, 2023

Employer



Union



To be signed off

Article 50 – Skilled Trades

50:12 Following an overtime call out within a work unit with no takers, Skilled Trades employees outside of the work unit will be offered overtime provided they have the required experience.

50:13 The Union shall conduct an annual Expression of Interest amongst the Skilled Trades for the purpose of filling any permanent vacancies or newly created Skilled Trades positions.

50:01 The provisions of this Agreement shall apply to employees in the designated skilled trades.

(a) For identification purposes only, the designated skilled trades covered under this Article are:

- (i) Electrician
 - (1) Construction and Maintenance 309A; and
 - (2) Industrial 442
- (ii) Plumber
 - (1) Plumber 306A
 - (2) Pipefitter; and
 - (3) Steamfitter
- (iii) Sprinkler and Fire Protection Installer 427A
- (iv) Mechanic
 - (1) Millwright mechanic 433A;
 - (2) Heating, ventilation and air conditioning mechanic;
- (v) Automotive mechanic 310S; and
 - (1) Heavy duty and/or Diesel mechanic 310T
- (vi) Carpenters
- (vii) Welders 456A

If the Employer introduces any new skill trades classifications during the life of the agreement, they will consult with the Union Skilled Trades representatives.

50:02 Entry into the designated skilled trades shall be restricted to persons who provide documents proving their claim to journeyman status both to the Company and the Union Skilled Trades Committee person.

50:03 A journeyman in any of the designated skilled trades shall mean any person who:

- (a) has served an apprenticeship of four (4) years – eight thousand (8000) hours or five (5) years – nine thousand (9000) hours, and possesses proof of such apprenticeship service; or
- (b) has eight (8) years practical and general experience covering all phases of the apprenticeship course applicable to the trade in which he/she claims journeyman status.

To be signed off

- 50:04 Trade specific seniority must be considered by the company in applications by employees for posted vacancies when vacancies require a license for a trade identified by Article 50:01(a). If two or more applicants have the same trade specific seniority Article 15:03 will apply.
- 50:05 Trade specific seniority will be the amount of time worked at the GTAA (including Transport Canada and TBI) with the trade license in a specific trade identified by Article 50:01(a);
- 50:06 Trade specific seniority will not be the combination of time accumulated in two (2) or more trades as identified by Article 50:01(a);
- 50:07 The accumulation of Trade specific seniority will stop when a member accepts a position which does not require a trade license. Such trade specific seniority gained by the member in a specific trade shall be retained and can be used in future postings which require a trade license;
- 50:08 If a skilled tradesperson identified in Article 50:01(a) is elected or appointed as a Full Time Union representative, they will continue to accumulate trade, Union, and company seniority;
- 50:09 Layoff/Recall language will remain the same as per Article 26 of the Collective Bargaining Agreement;
- 50:10 An applicant with a Trades license in a trade identified in Article 50:01(a) shall be deemed qualified for the same position in a different unit.
- 50:11 The Skilled Trades seniority date for all new skilled trades introduced after July 31st, 2019, will be subject to date hired as a Trade by the Employer.

Skilled Trades Committee:

The purpose of the Skilled Trades Committee is to deal with all matters of the Skilled Trades. The parties recognize that a knowledgeable Skilled Trades workforce equipped with the proper business systems and tools will enable us to effectively respond to changing business conditions, continually improve processes and ensure long-term sustainability.

With this in mind the parties agree to establish a Committee made up of two representatives from Management responsible for the Skilled Trades, or Engineering, and two GTAA Skilled Trades employees, appointed by the Union, one of which will be the Skilled Trades Representative.

The Committee will meet monthly to permit meaningful discussions of issues affecting the Skilled Trades such as:

- Planned and Predictive Maintenance;
- Technology based solutions;
- Upgrading core competencies and training;
- Full Utilization of the Skilled Trades;
- Communication of future work or installations;

To be signed off

- Outsourcing and subcontracting activities;
- Apprenticeship opportunities based on future attrition, to maintain a viable succession plan;
- Projected workloads;
- Seasonal Campaigns;
- Fabrications/modifications to equipment.

It is agreed that the minutes will be taken and made available to the Committee members. Prior to the monthly meeting, either party can submit items to be discussed at the monthly meeting, at least one week in advance of the meeting.

Through the discussions generated in these meetings, the parties will endeavor to alleviate the Skilled Trades employees' issues which are a concern and engage the Skilled Trades employees to put forward ideas and suggestions to improve the operations, productivity, quality, energy conservation and environmental improvements.

Contracting Out

(a) Planned Work Being Contracted Out on a Permanent Basis

Any permanent contracting out of skilled trades work is subject to Article 45 of the collective agreement.

(b) Planned Work Being Contracted Out on a Temporary Basis

For any planned work of the skilled trades which is being contracted out on a temporary basis, the Employer will provide 10 days' notice to the Union to permit meaningful conversations on the nature of the work being contracted out.

(c) Unplanned Work Being Contracted Out on an Ad-Hoc Basis

The Employer will utilize Blanket Purchase Agreements and Service Providers to perform ad-hoc unplanned work that cannot be performed by existing bargaining unit employees who are engaged in other work. Where practicable, the Employer will consider an overtime call-out as opposed to the use of a service provider or Blanket Purchase Agreement, but ultimately reserves the right to determine the course of action.

Skilled Trades Employees' Tools

The Company shall supply all tools required for the job to all skilled trades employees. No skilled trades employee will be allowed to bring their own tools to the workplace. When a skilled trades employee ceases employment with the Company, he/she shall return all tools to the Company. The Company shall replace tools that are damaged, stolen, or lost on the job with equal or better-quality tools, on the condition that such damage and/or loss is not as a result of the employee's carelessness and/or negligence.

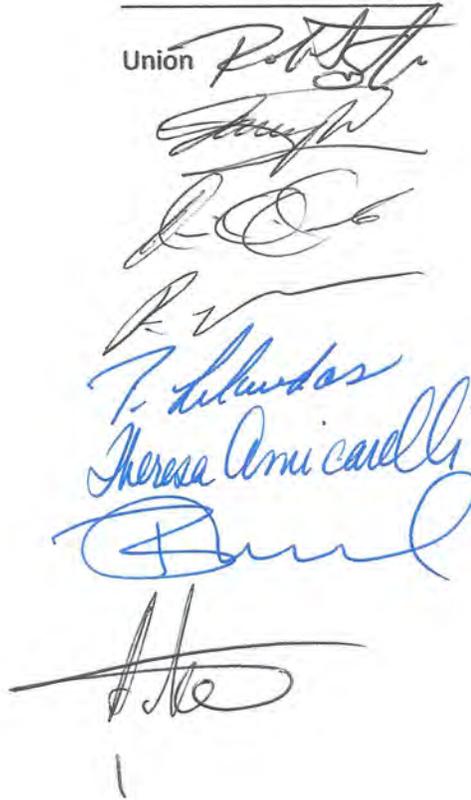
To be signed off

Signed on June 12, 2023

Employer

A vertical column of seven handwritten signatures in blue ink, starting with a signature that appears to be 'for [unclear]' and ending with a large, stylized signature.

Union

A vertical column of seven handwritten signatures in blue ink, starting with a signature that appears to be 'Robb' and ending with a signature that appears to be 'He'.

To be signed off

Add New

Article 54 – Racial Justice Advocate

54:01 As part of an ongoing commitment to diversity, equity and inclusion, the Parties agree to recognize the role of a Racial Justice Advocate in the workplace, who identifies as a member of the Black, Indigenous or racialized community.

54:02 The Unifor Local Union President is responsible for the selection of the facility Racial Justice Advocate with input of identifying Black, Indigenous and racialized union members.

54:03 A Racial Justice Advocate is a workplace representative who will assist and provide support for Black, Indigenous and racialized workers whose role in the workplace will include:

- Listening;
- Providing support to Black, Indigenous and racialized members including concerns related to racial discrimination and racial violence;
- Participate in racial justice initiatives;
- Promoting access to community culturally appropriate services;
- Working in collaboration on initiatives with Human Resource’s Diversity, Equity and Inclusion (DEI), Employee Resource Groups, and Inclusion Council;
- Working with facility leadership to develop, implement and monitor an anti-racism action plan that is aligned with both Company and Union anti-racism and equity strategies; and
- Networking with allied organizations and local community partners.

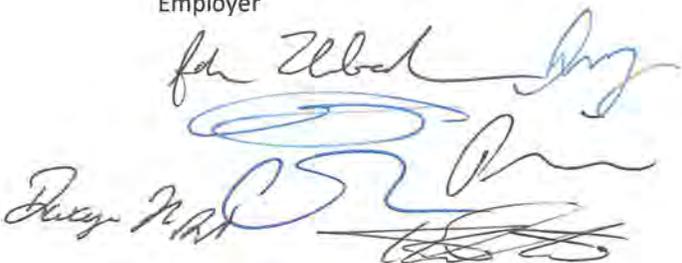
54:04 Should the Racial Justice Advocate require time off the job in order to fulfil their duties, the union, if in agreement, will submit a leave of absence request for approval by the Human Resources Department and such approval shall not be unreasonably withheld.

54:05 In recognition of the International Day for the Elimination of Racial Discrimination, the Parties agree to allow employees one (1) minute of silence at 11:00 a.m. on March 21st of each year to re-affirm their commitment to end racism.

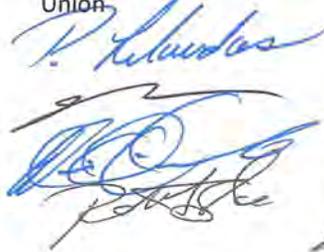
Signed on June 12, 2023

Employer

Union



Handwritten signatures of Employer representatives, including names like "John Zlobed" and "Darcy NAD".



Handwritten signatures of Union representatives, including names like "V. Kluvas" and "P. Kluvas".



Handwritten signatures of Theresa Amicarella, including a signature that says "Theresa Amicarella".

To be signed off

Article 7 – Employee Representatives

Amend to Read

7:04

The Employer shall allow new employees, up to ~~fifteen (15) minutes~~ **thirty (30) minutes**, to meet with a representative of the Union, at the request of either the Union or the Employee, within fifteen (15) calendar days of the Union being notified by the Employer of the commencement of employment or within fifteen (15) calendar days of the date of commencement of employment, whichever is later. The Employer will provide the Union copies of all signed letters of offer for new hires within three business days. The Employer will also include the Union in all new hire orientations.

Signed on May 17, 2023

Employer



Handwritten signatures of the Employer, including a large signature at the top and several smaller ones below.

Union



Handwritten signatures of the Union, including a large signature at the top and several smaller ones below, with the name 'Theresa Amicarelli' written in print.

To be signed off

Article 9 - Information

Amend to Read

9:02 The Employer agrees to **post a digital copy of the collective agreement on the Company's intranet and supply the Union with five hundred (500) copies** ~~each employee with a copy of the collective agreement~~ within one (1) month after receipt from the printer.

Signed on May 30, 2023

Employer






Union






Theresa Amicarella


LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

Appendix D – Shift Scheduling Committee

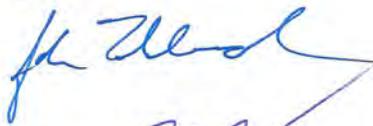
During the life of the collective agreement effective August 1, 2023, the Employer will permit employees on a trial basis to exercise the use of their seniority for the purpose of placement in newly created shift schedules, in accordance with the following:

1. This Letter of Understanding is in addition to Appendix "D" – Shift Scheduling Committee;
2. This trial will apply to new shift schedules only when there are different shift rotations and will not apply to changes in start and stop times only on the same rotation, nor work units other than those changing their shift schedule;
3. Each work unit will be able to exercise their seniority for the purpose of placement in new shift schedules to a maximum of one time during the life of the collective agreement effective August 1, 2023 when the Employees initiate the schedule change and a maximum of one time when the Employer initiates the schedule change;
4. The Union with the employer will solicit, gather and consolidate the employee expressions of interest and provide them to the Employer;

5. The Employer, acting reasonably, reserves the right to approve or deny employee requests to exercise their seniority for the purpose of placement in a new shift schedule due to experience and skill sets; and
6. This letter does not permit straight day/evening/midnight line bidding, nor limit the days of the week worked. Any such schedule would be subject to mutual agreement between the Employer and Union.

Signed on May 25, 2023

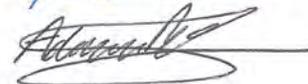
Employer


Dwight M. P.




Union


P. L. L. L.




Theresa Amicardi

LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

Appointment

The Employer will not appoint more than one shift per employee per month.

If the junior employee has been appointed to one shift within the month, the next junior employee will be appointed.

If an employee agrees to stay for overtime, for either a full or partial shift, it shall not be deemed as an appointment.

If there are no other options but to appoint an employee who has been appointed in the past month to ensure operational continuity, and thus be forced to deviate from the policy, the Employer will contact the Bargaining Committee Representative or debrief with the Union within one week.

The Union will not be unreasonable in discussing deviations from the policy with regard to ensuring operational continuity.

Signed on May 30, 2023

Employer

The Employer's section contains three handwritten signatures in blue ink. The top signature is the most prominent, followed by a second signature below it, and a third signature at the bottom left.

Union

The Union's section contains five handwritten signatures in blue ink. The top signature is the most prominent, followed by a second signature below it, and a third signature at the bottom right. The signature 'Theresa Amicarella' is clearly legible.

LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

Apprenticeship

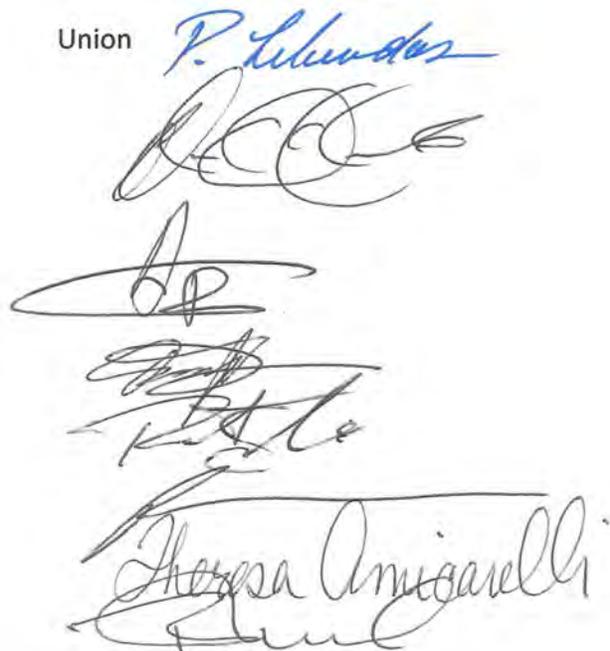
The Employer commits to introducing four (4) new apprentices in the first year of the renewal collective agreement commencing August 1, 2023, and intentions of adding additional apprentices during subsequent years of this renewal collective agreement.

Signed on June 7, 2023

Employer



Union



LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

Article 2 – Interpretations and Definitions – "Family"

Whereas the Union proposed language in its labour negotiations with the Employer to include step family members into the definition of family under Article 2 of the collective agreement, this letter shall confirm that step family members are already included into the definition of family under the collective agreement.

Signed on May 16, 2023

Employer




Union






LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

Baggage Services

The Employer commits to continued consultation and meaningful discussions with the Union on:

- The outsourcing of the encoding baggage services duties;
- The manual override functions of the Terminal 1 Baggage System; and,
- The requirement and feasibility of a workplace human factor and time study of the Baggage System Operators and Skilled Trades.

The Employer further agrees that sections #1 and #4 under the "Terminal 1 Baggage Operations and Maintenance" MOU dated April 6, 2022, shall be maintained, as follows:

#1 The Company will assume the following work with respect to Terminal 1 Baggage Operations only (not Maintenance), on an indefinite basis:

- Control room operations;
- Customer service (check-in/laterals);
- Clearing baggage jams;
- Inbound/outbound allocation and oversight; and,
- Tub return and stocking.

#4 Based on operational requirements, the Company agrees that qualified Baggage System Operators may be placed on an acting assignment on the day-of-operations to the role of Specialist, Baggage Operations. This process will be exercised after all eligible

Specialist, Baggage Operations have been first called and offered overtime to cover the shift.

Signed on June 6, 2023

Employer



Union



LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

Crisis Management Responders

The Employer and Union will form a joint Crisis Management Response Working Group for the purpose of developing a crisis management response program, inclusive of response to and debriefing of potential traumatic events.

In addition, the Employer will arrange for and provide de-escalation and self-defense training and will discuss the development of such training within this working group.

The first working group meeting will take place within thirty (30) days of ratification. The Employer will endeavour to implement all actions within ninety (90) days of the first working group meeting, and where practicable phase in actions earlier than the ninety (90) days.

Signed on May 29, 2023

Employer

A collection of handwritten signatures in blue ink, representing the Employer. The signatures are written over a horizontal line.

Union

A collection of handwritten signatures in blue ink, representing the Union. The signatures are written over a horizontal line. One signature is clearly legible as "Theresa Amicarelli".

LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

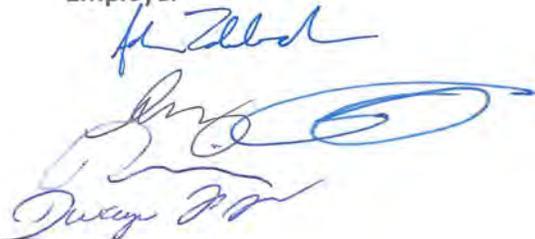
Job Posting Grievances

Further to discussions by the Parties at collective bargaining relative to Article 31 – Staffing/Job Posting, the Employer commits to:

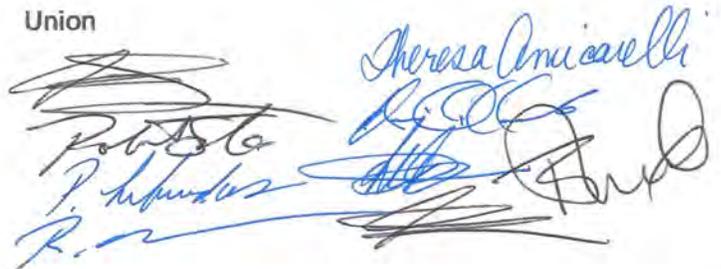
1. Within ninety (90) days of ratification, meeting with the Union to discuss the open grievances, as of the date of ratification, pertaining to job postings for which disclosure of all pertinent documents will be provided to the Union in advance of this meeting;
2. Provide the Union with all pertinent documents pertaining to job posting grievances filed following ratification as part of the second stage grievance response;
3. Discuss with the Union at its first Union Management Consultation Meeting in 2024, its joint review of the job posting grievances, the results of such reviews, and the concept of a union observer in interviews.

Signed on May 25, 2023

Employer



Union



LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

MYHR – Scheduling, Time and Attendance

The Employer commits to partnering with the Union to resolve concerns regarding MYHR with respect to line of sight to annual shift schedules and ability to access real time attendance data, including reports. The Employer shall provide employees with access to said data, inclusive of a view of a rolling 120-day schedule, and will endeavour to do so within ninety (90) days upon ratification.

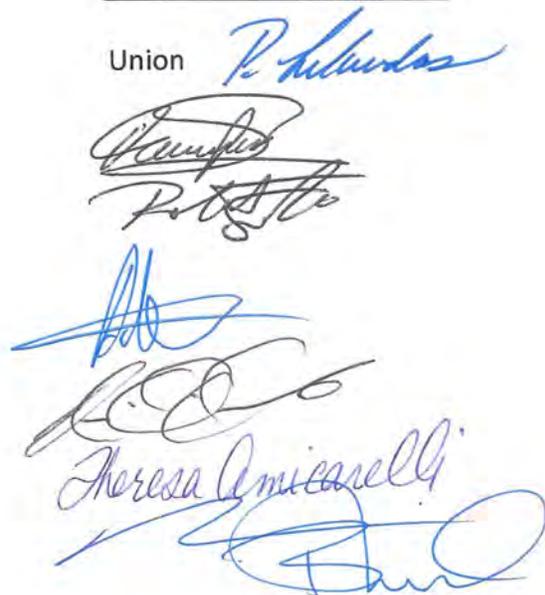
This partnership shall include consultation and having representatives of the Union engage with consultants of the Employer to work towards resolution of the aforementioned matters.

Signed on May 31, 2023

Employer



Union



LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

New Non-Unionized Positions

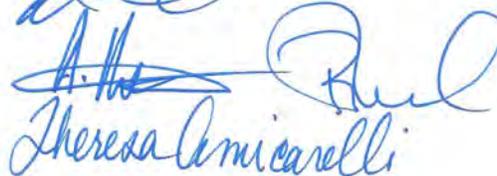
When creating a new non-unionized position, the Human Resources Business Partner will provide the job posting and consult with the Union on the nature of the duties and justification for being non-unionized.

Signed on May 26, 2023

Employer



Union



Theresa Amicarelli

LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

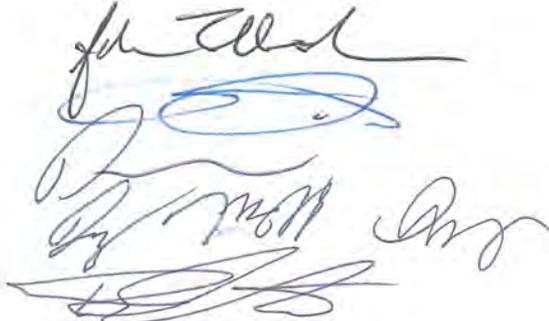
The Parties agree that as of May 31, 2023, all of the Parties' non-monetary proposals are deemed to have been withdrawn unless if otherwise agreed to and signed off or expressly referred to monetary discussions as referenced below.

For clarity, the items within the Union's non-monetary proposals which have been referred to monetary discussions include: Non-Monetary Proposal #3 (Baggage Service Manager, Baggage Controls portion only), Non-Monetary Proposal #6, Monetary Proposal #9 (Article 7 – Employee Representatives), Non-Monetary Proposal #31 (CDF portion only), Non-Monetary Proposal #38 (24:07e only), Non-Monetary Proposal #42 (Term Employee counter-proposal), Non-Monetary Proposal #53, Non-Monetary Proposal #56, Non-Monetary Proposal #58, Skilled Trades Proposal #2, Skilled Trades Proposal #4, Skilled Trades Proposal #6, Skilled Trades Proposal #8, and Skilled Trades Proposal #9. *PAY EQUITY P-S.A.T.*

For clarity, the following items represent the Employer's proposal that are part of monetary discussions: Article's 17:06, 20:01, 22:01, 23:08, 24:08, 24:09, 24:11, 28, 50:01, Appendix C, Appendix E, Appendix H, and Appendix J.

Signed on May 31, 2023

Employer

The Employer's section contains four handwritten signatures in blue ink, stacked vertically. The signatures are stylized and difficult to read.

Union

The Union's section contains five handwritten signatures in blue ink, stacked vertically. The signatures are stylized and difficult to read. The name "Theresa Amicarella" is clearly legible in the second signature from the bottom.

LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

Skilled Trades Rates of Pay

Effective January 1, 2024, the following changes shall be made to the rates of pay for the Skilled Trades employees in the Skilled Trades positions referenced below:

- Carpenters and Welders will be moved from their positioning (step) within Band 6 to Band 8 Step 1
- Millwrights, Mechanics, Plumbers and Sprinkler Fitters will be moved from their positioning (step) in Band 7 to the same positioning (step) in Band 8
- Supervisors, Specialists, and Coordinators (who are Skilled Trades and for which their position requires a Skilled Trades ticket) will be moved from their positioning (step) in Band 8 to the same positioning (step) in Band 9

Signed on June 12, 2023

Employer 

Union 

LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

Tactical Vests

The Employer shall meet with the Union within sixty (60) days of ratification of this collective agreement effective August 1, 2023. The Employer will have meaningful discussions on the implementation of tactical vests within Article 29:04.

A committee shall be formed and include the Director, Corporate Safety and Security, and Bargaining Representative, Operations as Co-Chairpersons. The Director, Airside Ground Operations and Director Terminal Operations will be standing members.

Signed on June 8, 2023

Employer

A collection of handwritten signatures in black and blue ink, representing the Employer. The signatures are written over a horizontal line.

Union

A collection of handwritten signatures in blue ink, representing the Union. The signatures are written over a horizontal line. One signature is clearly legible as "Theresa Amicarelli".

LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

Term Employees in Baggage

Within thirty (30) days of ratification for the renewal collective agreement commencing August 1, 2023, the Employer will convert twenty (20) term employees in Baggage Operations to full-time permanent.

Signed on June 12, 2023

Employer



Union



LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

Union Representatives

For the life of the renewal collective agreement commencing August 1, 2023, the 4 (four) paid union representatives referenced in Article 24:07 (e) will be: The District Chairperson, the Skilled Trades Representative, the Facilities Representative and the Airside Representative.

The Skilled Trade Representative will work with management on a day-to-day basis to oversee the administration of Articles 35 (Apprenticeship) and 50 (Skilled Trade) of the collective agreement including associated appendices.

It is recognized that the Operations and Professional Support Bargaining Committee Representatives and the Health & Safety Representative require time away from their duties to attend to employee matters and the administration of the collective agreement. These representatives require approximately 8 hours weekly to attend to such matters. The Employer will be reasonable in providing these representatives with time to attend to these matters.

The GTAA recognizes the bargaining committee as full time standing committee.

Signed on June 7, 2023

Employer



Union



LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

Work From Home

The Employer commits to meet with the Union within ninety (90) days of ratification for the purpose of consulting on matters pertaining to the portion of the workforce working in a hybrid manner with some remote work from home.

The aforementioned consultation shall include but not be limited to: a review of the GTAA's Interim Working from Home Policy, The Right to Disconnect, any training gaps, expenses, overtime and privacy.

The Employer and Union will continue to meet regularly, but not less than once per year.

Signed on May 31, 2023

Employer

Union





To be signed off

Amend to Read

Article 18 – Designated Paid Holidays

18:06 Subject to operational requirements and advance notice of request, the Employer shall grant lieu days at such times as the employee may request. Payment of such leave shall be at the employee's regular straight-time rate of pay in effect on the date immediately prior to the date on which the leave is taken. All banked lieu time must be used within the year of January 1st to December 31st. Any unapproved time as of December 31st will be paid out at the employee's rate of pay at the rate it was earned. All banked time for which leave has not been scheduled will be paid out prior to an employee moving to a higher rated position (higher band as per job evaluation plan).

All banked lieu time for CDF employees must be used within the year of August 1st to July 31st. Any unapproved time as of July 31st will be paid out at the employee's rate of pay at the rate it was earned.

No period will be automatically blacked out. All ad-hoc leave requests must be made within a one-hundred and twenty (120) day rolling window. All requests for ad-hoc leave will be considered having regard for anticipated operational requirements at the time for which the leave is requested.

Signed on _____, 2023

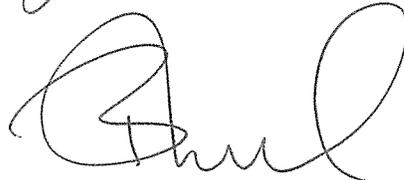
Employer



Union



Theresa Amicarella



To be signed off

Amend to Read

Article 17 - Overtime

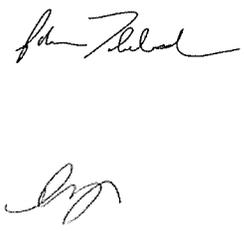
17:02

(b)

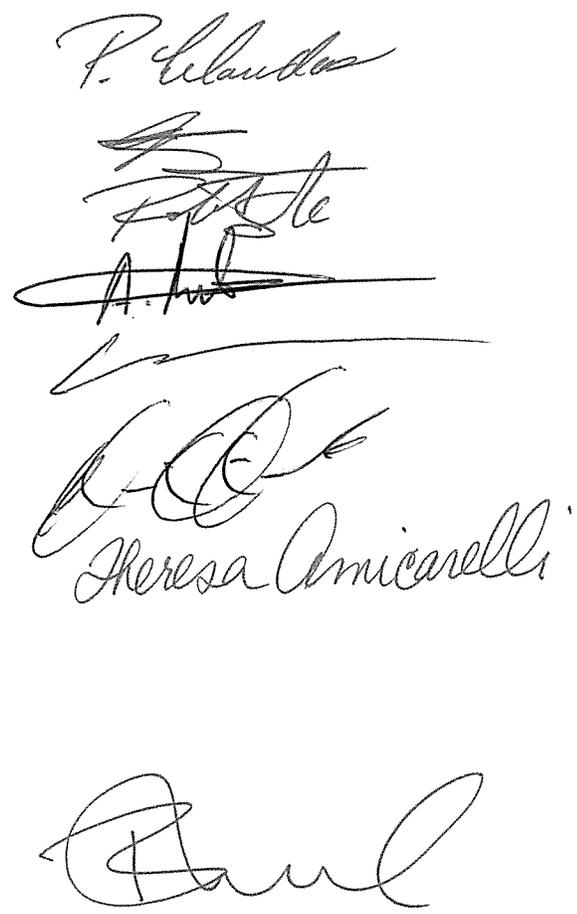
(iii) all banked compensatory time for CDF employees must be used within the year of August 1st to July 31st. Any unapproved time as of July 31st will be paid out at the employee's rate of pay at the rate it was earned.

Signed on _____, 2023

Employer



Union



F. Claudon
[Signature]
[Signature]
A. [Signature]
[Signature]
Theresa Amicarelli
[Signature]

To be signed off

Appendix E – Central Deicing Facility Seasonal Model

MEMORANDUM OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the “Employer”)

And

UNIFOR

(Hereinafter referred to as the “Union”)

The following Seasonal Model will apply to all Seasonal Deicing Specialists (herewith referred to as ‘Specialists’):

- (a) Specialists will be guaranteed 29 weeks of pay per Season (40 hrs per week for 29 weeks of the Season);
- (b) The averaging period for hours of work for Specialists on the CDF Seasonal Model will be from September to May with staggered seasonal start dates;
- (c) Specialists will be provided with a schedule. The schedule will set out the following:
 - (i) A fixed shift start time;
 - (ii) No shift will be less than four (4) hours;
 - (iii) End times will remain subject to operational requirements and will be determined day of, however, Specialist are expected to be available for 12- hour periods based on their start time;
 - (iv) There are to be no split shifts;
 - (v) A minimum of two (2) consecutive scheduled days of rest (RDO);
 - (vi) No Specialist will be scheduled for more than ~~six (6)~~ **five (5)** consecutive days;
 - (vii) Shift trades will be allowed in accordance with the provisions set out in the Collective Agreement.
- (d) Regardless of actual hours worked in a pay period, Specialists will be paid 80 hours bi-weekly;
- (e) Specialists are to report to work for each shift unless advised not to report to work with no less than eight (8) hours’ notice;
- (f) Shift end times and hours worked will be done so on an equitable basis and actual hours worked will be posted;
- (g) Shift times (Day/ Evening/ Midnight) will be evenly balanced across the Specialists, in accordance with the scheduling provisions in the Collective Agreement.

The hours worked during the Winter Season will be compensated as follows:

To be signed off

Season – September to May: Compensation Table

Actual hours worked – within the 29 weeks	Actual regular hours worked will go towards the bank of 1160 hours at straight time.
Actual hours worked – Exceeding 1160 hours	Actual hours worked exceeding 1160 hours will be compensated at the applicable overtime rate.
Actual hours worked on an RDO	Actual hours worked on an RDO will be paid or banked as compensatory time at the applicable overtime rate and will not go towards the bank of 1160 hours. All unused compensatory hours will be paid out at the end of the season.
Approved Leave	Any paid leave, with the exception of sick leave or any allowance (eg Maternity/Paternity Leave) will go towards the bank of 1160 hours at straight time.
Actual hours worked beyond a twelve (12) hour shift	Actual hours worked in addition to twelve (12) hours will be compensated at the applicable overtime rate and will not go towards the bank of 1160 hours.
Mileage	Applicable mileage to be paid on shifts in accordance with the Collective Agreement.

Statutory Holidays

With respect to Statutory Holidays:

- (a) The actual/basic hours worked will be applied towards the bank of 1160 hours.
- (b) The Statutory Holiday premiums will be paid out as follows:
 - (i) Time and one-half (1 ½ x) the straight time rate of pay for the first four (4) hours worked and two (2x) times the straight time rate of pay for all hours worked on the holiday in excess of four (4) hours worked.

Example:

10-hour shift worked

If a Specialist works 10 hours on a Statutory Holiday, the actual/basic hours worked will be applied to the bank of 1160 hours at straight time. The Statutory Holiday premiums will be paid out: 4 hours (x 1.5 = 6 hours) + 6 hours (x 2= 12hours) = 18 hours in total payment.

Seasonal Schedules

To ensure timely, fair and an equitable opportunity for Seasonal Specialists to address their schedule, the following parameters will apply:

- (a) By March 1st, if Management is changing the schedule for the following season/year or the majority of the unit request to change the schedule, the scheduling development process, as outlined in Appendix 'D' will commence. For this purpose, a change in schedule is deemed to have occurred only if the rotation or start and stop times have changed. If there are no changes or request to change, the current schedule will be retained.

To be signed off

- (b) Any grievances under Appendix 'D' shall be filed and heard at step 2 level by end of March. The parties will schedule the arbitration in a manner consistent with the timelines set out for vacation bidding, where possible.
- (c) During the period of September 1st to October 31st, Seasonal leave requests will be approved on an ad-hoc basis.
- (d) No later than November 1st, the Specialists will participate in the vacation bid process for the current season, in accordance with Article 16 and Article 23, and the final schedule will be posted.

Meals and Rest Breaks

Meals and rest breaks will be governed by Articles 16:10 and 16:11 of the Collective Agreement.

Wash Up Time

Wash up time will be governed by Article 16:15 of the Collective Agreement.

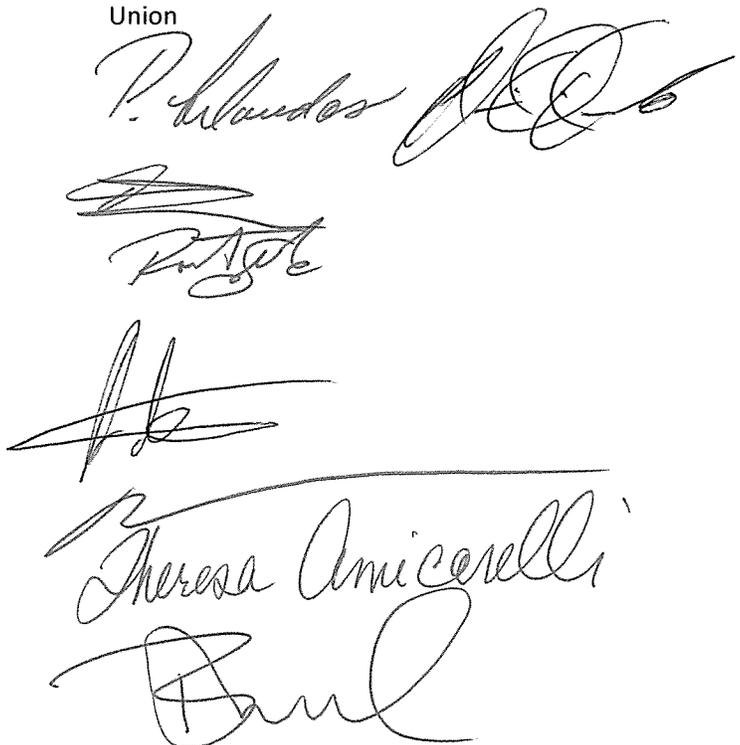
~~**The Employer agrees to implement and start the scheduling Appendix 'D' for the 2019-2020 CDF Seasonal year beginning September 2019 to April 2020.~~

Signed on _____, 2023

Employer



Union



To be signed off

Delete and Amend to Read

Article 28 – Group Insurance Plan(s)/Pension Plan(s)

28:08

~~(b) —~~ **Defined Contribution Plan**

~~(i) — The Defined Contribution Plan covers employees who were hired by the Employer subsequent to December 2, 1996, including those transferred term employees who were offered and accepted indeterminate status. Subject to 28:08 (b) (ii), employees shall become a member of the Defined Contribution Plan on the first day of the month coincident with or immediately following completion of one year employment with the Employer and are required to contribute 6% of their base salary by payroll deduction in accordance with the provisions of the Plan. The Employer shall contribute an amount to the Defined Contribution Plan on behalf of a member as follows:~~

Membership Service*	Employee Contribution (% of Base Pay)	Authority Contribution
Less than 5 years	6%	3.5% {58.3% of contributions made by the employee}
At least 5 years, but less than 10 years	6%	5% {83.3% of contributions made by the employee}
10 or more years	6%	6.5% {108.3% of contributions made by the employee}

***Years of membership as an active participant in the Pension Plan**

~~(ii) — Any current employee who was enrolled in the defined contribution plan prior to 2012, and who elected to contribute less than 6% of his/her base salary, will have the option of remaining at their current contribution level or changing to any contribution level up to 6%. Employer contributions will be determined on the basis of the percentage of contributions made by the employee that corresponds with their years of membership service, as depicted in the table in 28:08(b) i).~~

~~(iii) —~~ **Terminal 3 Defined Contribution Plan**

~~The Terminal 3 Defined Contribution Plan covers employees formerly employed by TBI~~

To be signed off

~~Canada or GTAA who were hired prior to July 24, 2009 and were grandfathered into this agreement. The Employer shall contribute an amount equal to 5.5% of the Member's earnings, and Members are not required to contribute to the Terminal 3 Defined Contribution Plan.~~

~~Between the period of August 3, 2016 to October 3, 2016, employees on the Terminal 3 Defined Contribution Plan will have the option of forgoing the above referenced increase to 5.5% and instead transferring to the 6% employee/5% employer contribution level as depicted in the table in 28:08 (b) (i). Employees who make this election will remain at the 6% employee/5% Employer contribution level for a period of 5 years prior to moving to the 6% employee/6.5% Employer contribution level.~~

- (b) The Defined Contribution Plan covers employees who were hired by the Employer subsequent to December 2, 1996, including those transferred term employees who were offered and accepted indeterminate status. The Employer and the members of the bargaining unit that participate in the Defined Contribution Plan shall cease making contributions to the Defined Contribution Plan as of the Transition Date (as such term is defined in Article 28:09).**

College of Applied Arts and Technology (CAAT) DBplus Pension Plan

~~28:09 Employees who currently participate in the Defined Contribution Plan shall continue to participate in the Defined Contribution Plan maintained by the Employer in accordance with Article 28:08 (b)(i), (ii) or (iii), as applicable, until the Transition Date (as such term is defined in this Article 28:09). However, subject to the Memorandum of Understanding in Appendix K to this collective bargaining agreement, as of the Transition Date Articles 28:08(b)(i), (ii) and (iii) shall be deleted in their entirety with the following substituted as new Article 28:08(b):~~

~~"The Defined Contribution Plan covers employees who were hired by the Employer subsequent to December 2, 1996, including those transferred term employees who were offered and accepted indeterminate status. The Employer and the members of the bargaining unit that participate in the Defined Contribution Plan shall cease making contributions to the Defined Contribution Plan as of the Transition Date (as such term is defined in Article 28:09)."~~

~~Subject to the terms and conditions set out in the Memorandum of Understanding in Appendix K to this collective bargaining agreement, as of the Transition Date the affected members of the bargaining unit, as agreed to in writing between the GTAA and Unifor, shall become members of the DBplus component of the College of Applied Arts and Technology Pension Plan ("CAAT DBplus"), with fixed contribution rates of 6.5% for both the Employer and the participating employees.~~

~~The Employer intends to provide for the participation of the eligible members of the bargaining unit in CAAT DBplus as of January 1, 2021. However, it is acknowledged and agreed that the "Transition Date" may occur on or after January 1, 2021, based upon factors including the ability of the Employer and the administrator of CAAT DBplus to accommodate this transition as of~~

To be signed off

~~January 1, 2021.~~

Subject to the terms and conditions set out in the Memorandum of Understanding in Appendix K, effective January 1, 2024, the Fixed Employer Contributions and Employee contributions in paragraph (5) in Appendix K of the Collective Agreement shall be changed to 7.00% of "Pensionable Earnings", which shall be defined as: base salary, retro pay, acting pay, bilingual bonus, maternity leave top-up, and instructor premium received by a participating employee and excludes any and all other monies which are received by a participating member from the Employer that are not specifically and explicitly set out in this definition.

Effective August 1, 2026, the Pensionable Earnings definition as defined above, for employees working standard schedule hours as per Article 16:03(a), shall be amended to reflect total employment earnings, including overtime, excluding taxable benefits and allowances and expense reimbursements.

Effective August 1, 2026, the Pensionable Earnings definition as defined above, for employees working extended schedule hours as per Article 16:03(b), shall be amended to include Statutory Holiday Premium Pay as per Article 18:05 and Evening and Weekend Premiums as per Article 22:01 and 22:02.

Move to Article 28:01 Extended Health Care

28:10 The Employer will provide a lifetime maximum of \$1,000 for wigs following chemotherapy or other diagnosed medical conditions upon submission of a valid receipt.

Signed on _____, 2023

Employer

Union

Theresa Amicarella



UNIFOR