

MEMORANDUM OF UNDERSTANDING

BETWEEN:

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

And

Unifor, Local 2002, District 333
(Hereinafter referred to as the "Union")

Terminal 1 Baggage Operations and Maintenance

WHEREAS Baggage Operations and Maintenance within Terminal 1 has traditionally been outsourced by the Company to Webb Airport Services ("Webb"); and

WHEREAS Baggage Operations and Maintenance within Terminal 3 has traditionally been insourced by the Company and performed by members of the Union; and

WHEREAS the effects of COVID-19 has resulted in significant reduction in passengers and activity within Baggage Operations; and

WHEREAS the Company has significantly reduced the scope of services provided by Webb,

The parties hereby agree:

1. As an interim and temporary measure, the Company will be assuming the work of Webb with respect to Baggage Operations and Maintenance of the Terminal 1 Baggage System.
2. Once assumed by the GTAA, the Baggage Operations and Maintenance work of the Terminal 1 Baggage System will not be considered or deemed "bargaining unit work", and should the Company decide to resume the contracting out of any of the Baggage Operations or Maintenance work of the Terminal 1 Baggage System between the date of this Memorandum of Understanding and the end of the current collective agreement (expiring July 31, 2023), the Company shall have the absolute discretion to do so and any such action cannot be grieved by the Union. For certainty, the Company shall have the right to resume the contracting out of any of the Baggage Operations and Maintenance work of the Terminal 1 Baggage System at any time and in such event any restrictions or notice requirements in Article 45 or in any other provision of the collective agreement will not apply.
3. Should the Company not resume the contracting out of any of the Baggage Operations and Maintenance work of the Terminal 1 Baggage System prior to July 31, 2023, the Parties will discuss the matter as part of their contract negotiations for a renewal collective agreement in 2023.

4. The work being assumed by the Company does not extend to electrical and mechanical support services for the Original Equipment Manufacturer ("OEM") Sort Allocation Computer, OEM Supervisory Control and Data Acquisition systems and OEM LLC/PLC equipment, in Terminal 1, which will continue to be outsourced.
5. Should the Company decide to hire any or both of the two PLC Controls Specialists currently employed by Elite Line Services (ELS) formerly Webb Airport Services, these employees will be excluded from the bargaining unit.

Dated at Toronto this 19th day of May, 2020.

FOR THE EMPLOYER:

Darin Juby



FOR UNION:

Antoniou Kourteridis

