



**Greater Toronto
Airports Authority**

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September 15, 2015

Mr. Antonios Kourteridis
Chairperson, Unifor Local 2002, District 333

Dear Antonios:

**Re: Level 2 Grievance Response – GRV-49-15 (333-049-15) & GRV-50-15 (333-50-15) – AMF Shift
Schedule**

Further to our meetings of September 9th and 11th, 2015, please be advised that Management is prepared to resolve all differences with respect to the above-noted grievances by proposing the following terms of settlement:

- As per Article 16:04, Airfield Maintenance will continue to have two six month schedules;
- As per Appendix "D", the Shift Scheduling Committee will be composed of employees selected from the Unit, and will not exceed four (4) members in total. On a without prejudice basis, Management is prepared to increase the number to five (5) participants;
- The implementation date of the new schedule will be November 15th;
- The work previously performed by AMF staff at the CDF (2 sweepers, 1 loader with push blade) will revert back. Contracted resources at the CDF will remain to augment beyond this initial response;
- The Union will withdraw the above noted grievances, in addition to 333-24-14 – (policy grievance on Contracting Out).

The terms of this settlement are without prejudice to the respective positions of the parties regarding the merits of the case.



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Aéroport International

torontop Pearson.com



Should all parties agree to the conditions of this proposed settlement, all parties have to sign and return a copy with all original signatures to the undersigned, no later than September 15, 2015.

A handwritten signature in black ink, appearing to read "Chris Miles", written over a horizontal line.

Chris Miles
2nd level Management Representative

A handwritten date "15/9/15" written in black ink over a horizontal line.

Date

A handwritten signature in black ink, appearing to read "Antonios Kourteridis", written over a horizontal line.

Antonios Kourteridis
2nd level Union Representative

A handwritten date "Sept 15, 2015" written in black ink over a horizontal line.

Date

Sincerely,

Chris Miles
Director, Aviation Operations

c: Grievance File; Union; Function