

# CONNECT

Bargaining news for Unifor 2002 members at the GTAA

## Recap of the Bargaining Proposal Meetings: February 20-21, 2019

Membership Proposal meetings were recently held on February 20-21, 2019, in Toronto. Results from the online bargaining survey were presented to the GTAA membership. These meetings provided an opportunity for our elected representatives to hear from the members about their key priorities for the next collective agreement.

### And the Bargaining Survey says....

The bargaining survey is an essential tool for the Union to determine what issues are important to the members. On January 24 to February 8, 2019, Unifor 2002 conducted an online bargaining survey for the membership to complete and submit. We received hundreds of completed surveys, and this confirms to us, that the membership is determined to play an active role in building their new collective agreement. Results were presented to the membership along with the top ten bargaining priorities submitted by the members.

### Bargaining Priority Number # 1-Pension Plan

It was identified through the surveys that the number one issue for the membership was bargaining a better pension plan. Currently, the majority of the members are on a Defined Contribution plan, members have expressed through the surveys that they would like to explore a Defined Benefit pension plan. Members have conveyed that they want their plans to have more value, certainty, and security, so they

can retire with a decent pension. Having a Defined Benefit plan promises the members a set amount of annual pension throughout their retirement.

As a result of the membership feedback, the Union held pension seminars at the Bargaining Proposal meetings on February 20 & 21 which was presented by CAAT pension plan professionals (Colleges of Applied Arts & Technology Pension Plan). CAAT representatives gave an overview of their DB Plus pension plan model and how it would benefit the members. These were just introductory meetings, the Union plans to schedule more meetings with CAAT in the near future. To learn more about the DB Plus pension plan members can visit [www.caatpension.on.ca](http://www.caatpension.on.ca)

A good workplace pension plan is important to our members, and that is why it is our priority at the bargaining table. It also benefits the Company as they can recruit and retain employees.

### Preparing your Bargaining Package

Based on the feedback of these meetings, and surveys, your Bargaining Committee will be meeting on March 5-7, 2019, to sort through the proposals and examine the current collective agreement language. The Committee will put together a comprehensive package of proposals both (monetary and non-monetary) that will be submitted to the Company on behalf of the members. The Company will also come to the negotiating table with their proposals for our Committee to review and debate.

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Both parties will exchange proposals and begin the bargaining process on April 5th, 2019.

The Union and the Company have blocked off the entire month of May for collective bargaining. The negotiating process involves a give-and-take-approach, rest assured that your Bargaining Committee is working at all times to gain and maintain as much as possible for its members.

## Proposals are split into two categories: non-monetary and monetary

Non-monetary proposals are items that will not cost the employer any money. Scheduling, language interpretations, and definitions, discrimination, harassment, seniority, and

union representation in meetings are just some examples.

Monetary proposals encompass items that carry a cost to the employer, for example, wages, pension plans, shift premiums, overtime, vacation, and sick leave credits. It is important to note; non-monetary items are brought to the negotiating table first and any proposals that have a cost associated to it are negotiated last.

## Keeping you in the Loop

We'd like to thank you, the membership, for your participation, interaction, and involvement. These membership meetings were very well attended and provided valuable feedback. We appreciate the trust that you have placed in us and look forward to bargaining the best deal possible for all GTAA members.

## *YOUR SUPPORT IS OUR STRENGTH*



### Your GTAA Bargaining Committee

Antonios Kourteridis, Bargaining Chairperson    Adriana Ragoonath, Bargaining Representative - Operations  
 Mario Di Nardo, Bargaining Representative - Airside    Tony Brown, Bargaining Representative - Facilities  
 Peter Piroli, Bargaining Representative - Skilled Trades    Ashley Watkins, Assistant to the Local President  
 Pauline Leloudas, Bargaining Representative - Professional & Support    Euila Leonard, Unifor Local 2002 President  
 Gary Ellis, Unifor National Representative