

**2019 HIGHLIGHTS  
OF A  
TENTATIVE AGREEMENT**

**-between-**

**GREATER TORONTO AIRPORT AUTHORITY (GTAA)**  
(the Company)

**-and-**

**UNIFOR AND IT'S LOCAL 2002**  
(the Union)



**YOUR BARGAINING COMMITTEE UNANIMOUSLY RECOMMENDS  
ACCEPTANCE OF THIS TENTATIVE AGREEMENT**

**YOUR BARGAINING COMMITTEE:**

Antonios Kourteridis, District Chairperson  
Pauline Leloudas, Committee  
Adriana Ragoonath, Committee  
Tony Brown, Committee  
Peter Piroli, Committee  
Mario Di Nardo, Committee  
Ashley Watkins, Assistant to the President Local 2002  
Euila Leonard, President Local 2002  
Gary Ellis, Unifor National Representative

## **MEMORANDUM OF UNDERSTANDING**

### **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, 2016 to July 31, 2019 (the 'Collective Agreement').

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, 2019 and expiring July 31, 2023 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 the date of ratification, 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, 2019. 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 All items not addressed in this Memorandum of Agreement will be considered withdrawn.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. 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.
8. All errors and omissions will be honoured.

Signed this June 20, 2019 in Toronto, Ontario

For the Union



Gary Ellis



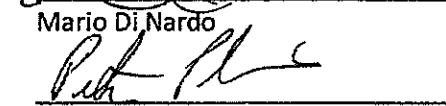
Ashley Watkins



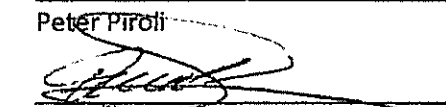
Antonios Kourteridis



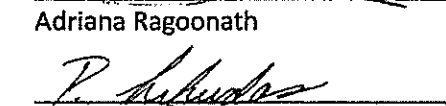
Mario Di Nardo



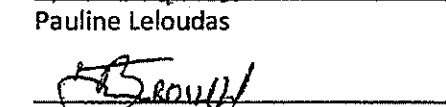
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Adriana Ragoonath



Pauline Leloudas

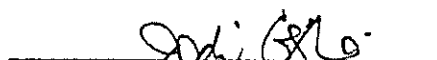


Tony Brown

For the Employer



Adam Thibodeau

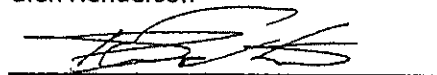


Jodi Giglio



Peter Valila

Glen Henderson



Ken Eastman



Darin Juby



Stephan Rouleau

Robyn Connelly



Nancy Pinto



John Peellegoda



Dwayne MacIntosh

To be signed off

## Article 2 – Interpretations and Definitions

2:01 For the purpose of this Agreement:

(k) "hourly rate of pay" means the basic rate of pay as specified in Appendix "A" ~~employee's~~  
~~weekly rate of pay divided by the employee's normal weekly hours;~~

~~(m) "pay" means basic rate of pay as specified in Appendix "A".~~

Signed on May 13, 2019



Employer

Jodi Gaglio

Gary Pinto

\* Wayne MacIntosh

\* [Signature]

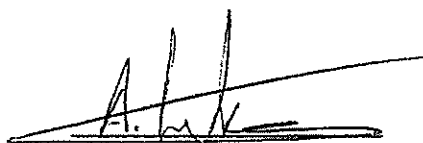
[Signature]

POORNEY

[Signature]

[Signature]

[Signature]



Union

Pete [Signature]

P. [Signature]

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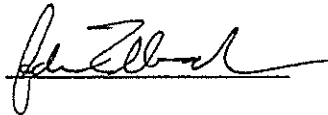
To be signed off

## Article 2 – Interpretations and Definitions

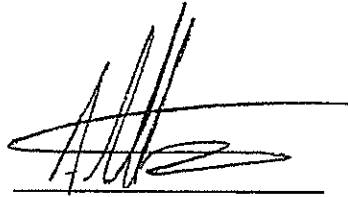
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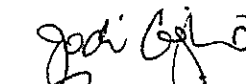
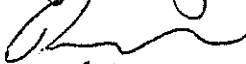

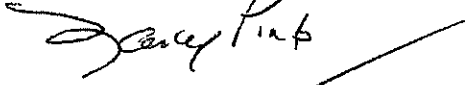



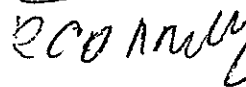

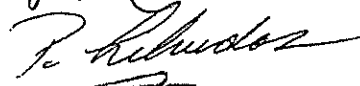
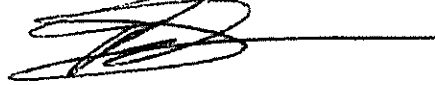

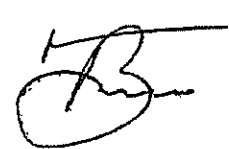
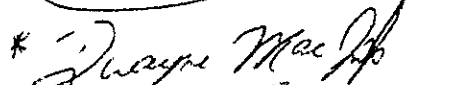

Signed on May 16, 2019



Employer



Union

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For the Union



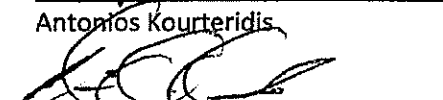
Gary Ellis



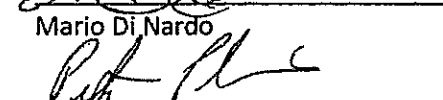
Ashley Watkins



Antonios Kourteridis



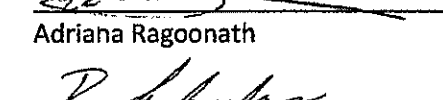
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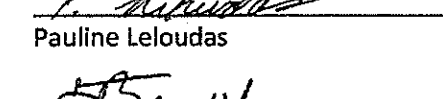
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Adriana Ragoonath



Pauline Leloudas

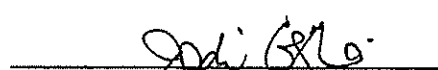


Tony Brown

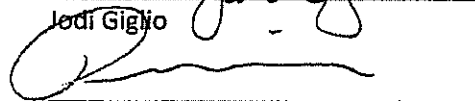
For the Employer



Adam Thibodeau



Jodi Giglio



Peter Valila

Glen Henderson



Ken Eastman



Darin Juby

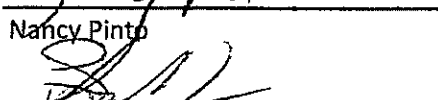


Stephan Rouleau

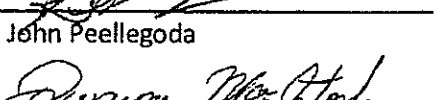
Robyn Connelly



Nancy Pinto



John Peellegoda



Dwayne Macintosh

To be signed off

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Signed on May 13, 2019



Employer

Jodi Gagliardi

Garay Pinetti

\* Duwayne MacIntosh

\* [Signature]

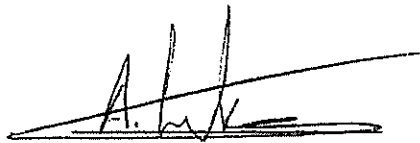
[Signature]

POORNEY

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Union

Pete [Signature]

P. Helander

[Signature]

[Signature]

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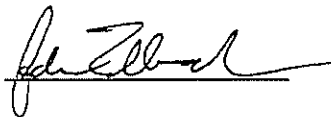
To be signed off

## Article 2 – Interpretations and Definitions

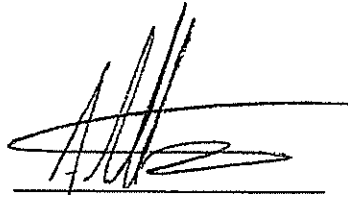
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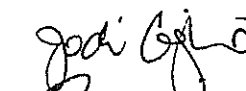

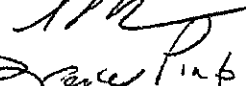





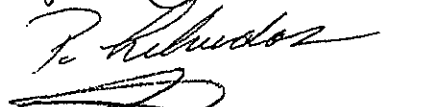
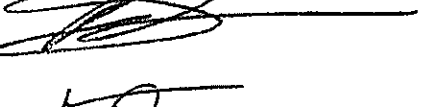





Signed on May 16 2019



Employer



Union

To be signed off

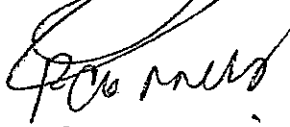
### Article 3 - Union Recognition

3:01 The employer recognizes UNIFOR as the exclusive bargaining agent for "all employees of the Greater Toronto Airports Authority working at Toronto Pearson International Airport at Mississauga, Ontario excluding, Senior Project Managers, Assistant Manager, persons above the rank of Assistant Manager, persons employed in the **Governance (Legal) Department (except Corporate Safety and Security)**, the Human Resources Department (**except Corporate Services**) and persons employed in the Fire Services Department (except the Administrative Assistant Emergency Services, Office Administrator and **Registration Officer**, Fire and Emergency Services Training Institute).


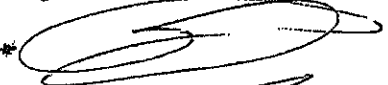
Signed on May 16, 2019



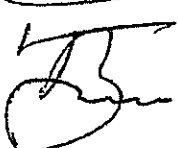
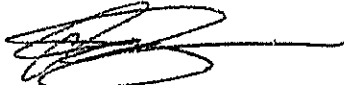

Employer



\* Wayne MacRae



Union



To be signed off

#### Article 5 - Union Security & Check-off

5:01 Every member of the bargaining unit will become a member of the Union and remain a member in good standing as a condition of employment. All new employees hired as of the date of signing of this Agreement shall, as a condition of employment, become Union members ~~within 30 days from the date of employment~~ from the first date of hire and shall, as a condition of employment, remain Union members in good standing.

5:09 The amount of the union dues shall be governed by the Constitution of the National Union and a ten (10) dollar initiation fee for new employees as per the UNIFOR Local 2002 Bylaw constitution. Initiation fees are subject to change according to the Union Local 2002 by-laws.

#### NEW/ADD

5:11 The Company agrees to deduct the Unifor Skilled Trades Council dues as may be adopted by the Unifor National Skilled Trades Council, ½ hour per year from those employees who are deemed by the Employer as a skilled tradesperson as recognized above. The first such deduction will be made from the employee's first pay following completion of their probationary period. Thereafter, deductions will be made in the third week of January of each succeeding calendar year. These deductions, along with the names of the employees, shall be remitted to the Financial Secretary of the Local Union, who will forward the dues to the Toronto Area Skilled Trades Council.

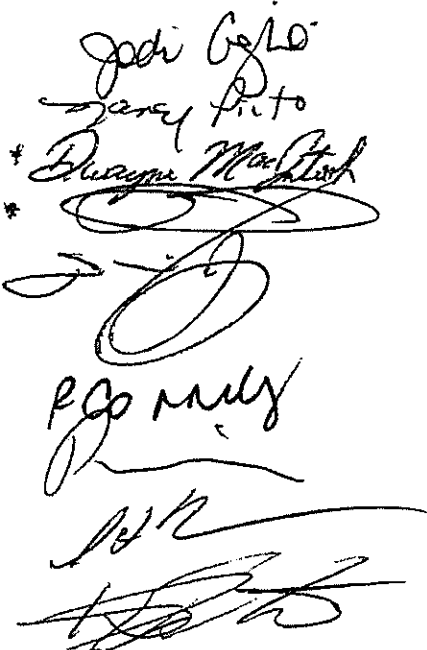
Signed on May 13, 2019



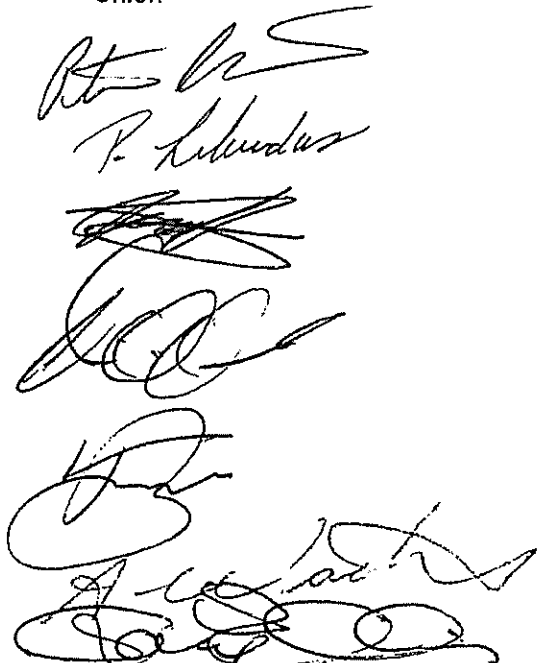
Employer



Union



Handwritten signatures of employees, including: Jodi Gaglio, Gary Pinto, \*Dwayne MacArthur, and others.



Handwritten signatures of employees, including: R. K. S., P. K. S., and others.

To be signed off

## Article 6 – Union Access

**6:02** The Employer shall provide the Union Local with two (2) office spaces, one in T1 and one in T3, and equipment it currently provides with no cost to the Local. The Local may have access to the Employer's e-mail to communicate with its members provided that the Union ~~acting~~ acts reasonably and does not communicate information that the Employer could reasonably consider adverse to its interests or the interests of its representatives, including information that is the subject-matter of a grievance or a litigious issue between the parties.

Signed on May 8, 2019

\_\_\_\_\_  
Employer

*[Handwritten signatures for Employer]*  
for *[illegible]*  
*[illegible]*  
Gary R. *[illegible]*  
+ *[illegible]*  
+ *[illegible]*  
R. *[illegible]*  
H. *[illegible]*  
Jodi *[illegible]*  
*[illegible]*

\_\_\_\_\_  
Union

*[Handwritten signatures for Union]*  
*[illegible]*  
*[illegible]*  
P. *[illegible]*  
P. *[illegible]*  
*[illegible]*  
*[illegible]*  
*[illegible]*  
*[illegible]*

To be signed-off

### Article 7 - Employee Representatives

7:04 The Employer shall allow new employees, up to fifteen (15) 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.

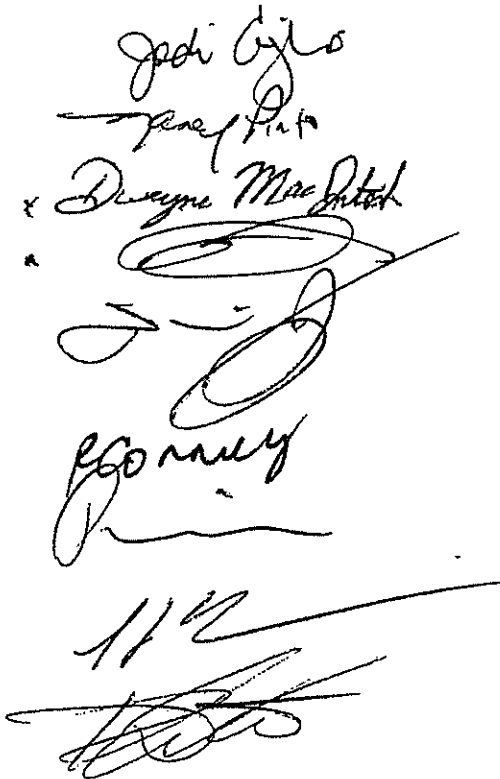
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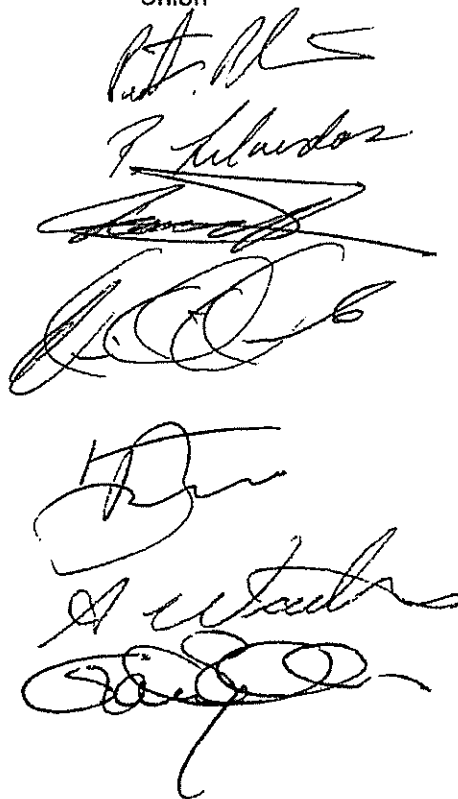
Employer



Union



A vertical stack of seven handwritten signatures for the Employer. From top to bottom, they appear to be: Jodi Gyles, Gary Pinta, Duane MacIntosh, a signature with a large circular flourish, a signature that looks like 'J. J.', 'Gonny', and a final signature at the bottom.



A vertical stack of seven handwritten signatures for the Union. From top to bottom, they appear to be: a signature starting with 'P.T.', a signature that looks like 'F. Melendez', a signature with a large flourish, a signature with a large circular flourish, a signature that looks like 'D.', a signature that looks like 'A. V...', and a final signature at the bottom.

To be signed off

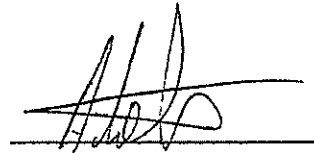
## Article 9 – Information

9:01 Upon ratification of the collective agreement the Employer shall provide the Local Union with a list of names, current departments, position titles, status (i.e Full time, term, seasonal), classifications, email address, phone numbers, and hire dates for all employees in the bargaining unit. The Employer shall subsequently provide the Union with an updated list and an organizational chart, including band levels and vacancies on a monthly basis. The Employer shall also provide to the Local Union upon ratification a list of names, current addresses and telephone numbers for all employees in the bargaining unit and shall provide an updated list monthly.

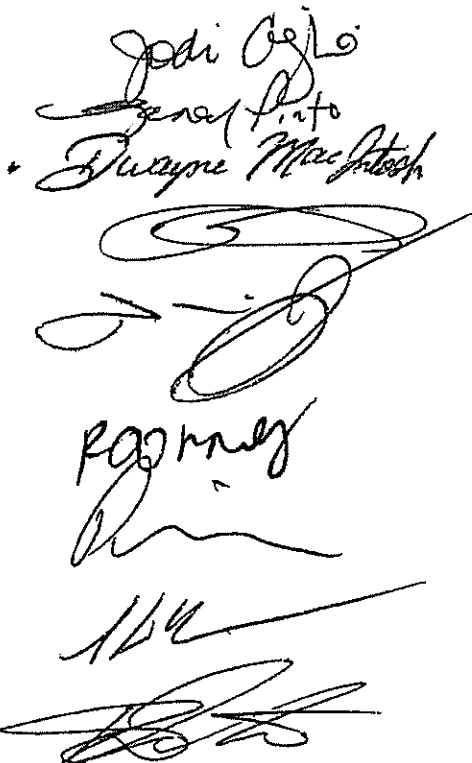
Signed on May 13, 2019



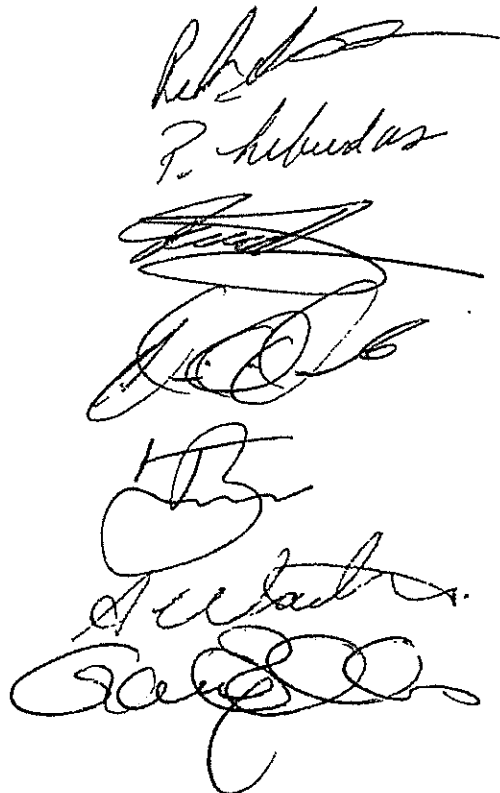
Employer



Union



A vertical list of seven handwritten signatures for the Employer. The first signature is legible and reads "Jodi Oglio". The second signature is partially legible and appears to be "Geny Pinto". The third signature is also partially legible and appears to be "Dwayne MacIntosh". The remaining four signatures are more stylized and difficult to read.



A vertical list of seven handwritten signatures for the Union. The first signature is legible and reads "Rebecca". The second signature is also legible and appears to be "F. Fernandes". The remaining five signatures are more stylized and difficult to read.

To be signed off

#### **Article 10 – No Discrimination, Harassment, Bullying or Retaliation**

10:01 The Employer and the Union agree that no discrimination, harassment, bullying or sexual harassment 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, **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 CHRA and its regulations, as amended.

#### **INFORMAL CONFLICT RESOLUTION**

~~The informal conflict resolution process will not be utilized to investigate and resolve Human Rights Harassment. An employee who believes they have a potential complaint of harassment should make their objection known to the alleged harasser and is encouraged to resolve the matter wherever possible on an informal basis. The employee may choose to ask for the help of their local Manager or Union Representative to facilitate a meeting between the parties. In an environment of confidentiality, the Manager and/or Union Representative will outline the complaint procedure, the definition of harassment, and discuss various possible courses of action with the parties in order to resolve the matter quickly and appropriately.~~

An employee who believes they are the victim of harassment should make their objection known to the alleged harasser, 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 and/or union representative to facilitate a resolve. The union representative and local manager will meet the complainant together to review the employee's concerns and subsequently meet the respondent to present 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 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.

At any point the complainant, Management or the Union may decide to discontinue the informal process and proceed with a formal harassment complaint.

The informal conflict resolution process should be completed within thirty (30) days from the date of the initial complaint.

To be signed off

## **INVESTIGATION**

~~10:06 All complaints will be investigated promptly. Whenever possible, the investigation will be completed within fifteen (15) business days from the date the complaint was presented to the Employer. The investigation will include interviewing the alleged complainant, respondent, witnesses and other persons who appear to have relevant information. The person alleged to have engaged in discrimination or harassment will be provided the particulars of the complaint and will be given the opportunity to respond. The UNIFOR Human Rights Coordinator or designate must be present at any investigation meeting involving a member of the bargaining unit.~~

**10:06 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 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). The respondent 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~~ **Harassment Coordinator**. The 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.**

~~10:08 Within 10 business days of the conclusion of the investigation, the individual designated by the Employer to investigate the complaint will deliver a report to the Employer setting out his or her findings. The investigator will not express any opinion as to whether or not the facts as found constitute discrimination, harassment or sexual harassment. The Employer will meet with the UNIFOR's Human Rights Coordinator or designate to review the report and to receive any representations from the UNIFOR Human Rights Coordinator or designate. The Employer will provide the UNIFOR Human Rights Coordinator or designate a copy of the report.~~



To be signed off

**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. 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) 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.

~~10:09 The distribution of the investigator's report will be limited to representatives of the Employer and the Union who have been involved in the investigation or who are involved in any subsequent proceedings related to the matters investigated. The Employer and the Union will maintain, in confidence, information received during the investigation including the investigator's report, subject to any disclosure that may be required in order for the Employer or the Union to fulfill their respective responsibilities and/or as may be required in any subsequent arbitration or hearing.~~

**10:09** The distribution of the investigator's report will be limited to the Director of Labour Relations, or their designate, and the President and/or Assistant to the President of the Local. The Employer and the Union 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 fulfill their respective responsibilities and/or as may be required in any subsequent arbitration or hearing.

#### **COMPLAINT RESOLUTION**

~~10:10 Within five (5) days of the receipt of the investigator's report, the Employer will inform the UNIFOR Human Rights Coordinator, in writing, of its determination of whether or not harassment or discrimination has been established, and of any action the Employer intends to take. The complainant will be informed of the determination and any remedial action that may affect the complainant. Any bargaining unit employee who is the subject of discipline or remedial action will be informed, in writing, with reasons, and a copy of the decision will be provided to the UNIFOR Human Rights Coordinator.~~

**10:10** Within 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.

To be signed off

~~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 is not satisfied with the outcome/findings of the investigation, they may request a review of the decision. The request for a review shall be sent in writing to the Director of Labour Relations and/or the President of the Local within 14 days of receipt of the decision. The request shall 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 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.

**10:12** Nothing in this Article shall prevent an employee from seeking redress under the Canadian Human Rights Act with respect to complaints of discrimination, harassment, or sexual harassment.

#### **Women's Advocate**

~~10:15 The parties recognize that female employees may sometimes need to discuss with another woman matters such as violence or abuse at home or harassment. They may also need to find out about specialized resources in the community such as counselors or women's shelters to assist them in dealing with these and other issues.~~

~~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 with female members as required, discuss problems with them and refer them to the appropriate agency when necessary.~~

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To be signed off

woman on matters such as violence or abuse at home, and/or harassment. There may also be a need to identify ~~may also need to find out about~~ specialized resources in the community such as, counselors or women's shelters, to assist them in dealing with these and ~~other~~ any other issue brought forward.

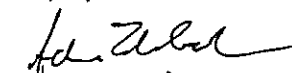

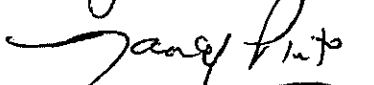

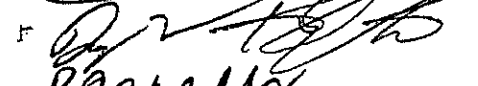

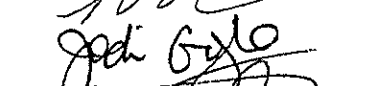

For this reason the parties agree to recognize the role of Women's Advocate in the workplace. The Women's Advocate will be determined by the Union from amongst the female bargaining unit employees. The Advocate will meet and discuss with female members as required, ~~discuss problems with them and refer them to the appropriate resources agency when necessary.~~ The Women's Advocate may also, with the permission of the female employee, engage with internal resources to provide support in certain situations. ~~Where there is a concern for the safety of the female employee, the Women's Advocate is required to advise Human Resources confidentially.~~

10:17 The Company and the Union will develop appropriate communications to inform female employees about the ~~advocacy~~ role of the Women's Advocate, including ~~providing~~ contact numbers. ~~to reach the Women's Advocate.~~ The Company will also assign a Human Resources ~~management~~ support person to assist the Women's Advocate ~~advocate~~ in her role.

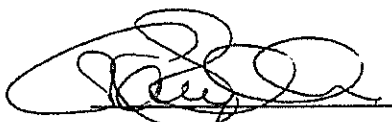
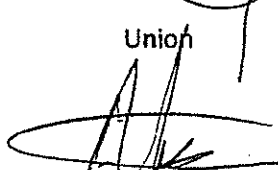
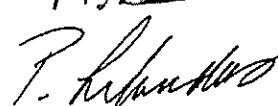
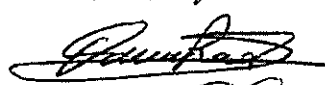


10:19 The Women's Advocate will be there to help women access workplace or community services and support them through this process. The Women's Advocate will also receive training by the Company on workplace harassment policy processes and appropriate referrals.

Signed on May 8, 2019

Employer

Union

To be signed off

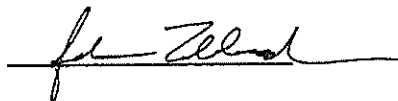
**Article 10 – No Discrimination, Harassment, Bullying or Retaliation**

**NEW/ADD**

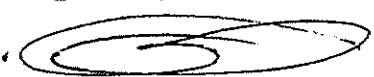
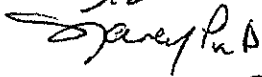
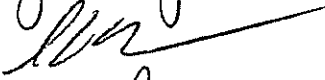
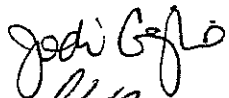
**10:12** An employee, whose concerns cannot be resolved through the informal or formal process, can request a lateral transfer. The Employer and the Union will consult over the transfer request, which will not be unreasonably withheld.

**10:132** Nothing in this Article shall prevent an employee from seeking redress under the Canadian Human Rights Act with respect to complaints of discrimination, harassment, or sexual harassment.


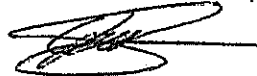
Signed on May 16, 2019



Employer



Union



To be signed off

**Article 11 – Accommodation & Employment Equity**

**11:01** Where employment barriers exist as a result of a prohibited ground identified by the Canadian Human Rights Act, and amended from time to time, ~~related to persons in designated groups have been identified~~, the Employer and Union in accordance with the provisions of the Employment Equity Act will consult concerning measures that may be taken to minimize any adverse impact. Employee seniority rights under this Collective Agreement are not considered employment barriers.

Signed on May 8, 2019

\_\_\_\_\_  
Employer

\_\_\_\_\_  
Union

*[Handwritten signatures for Employer]*  
for Zebad  
P...  
Gary Pint  
George M...  
R...  
H...  
Jodi Gaglio  
J...  
T...

*[Handwritten signatures for Union]*  
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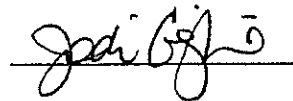
To be signed off

**Article 11 – Accommodation & Employment Equity**

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**11:03** The Employer will include the Union in all meetings and communications regarding workplace accommodations.

Signed on May 13, 2019

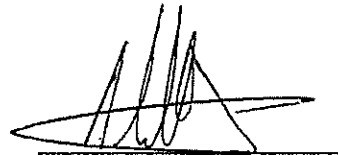
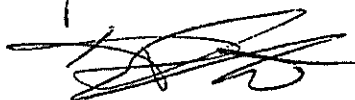
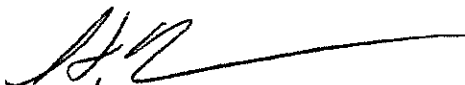


Employer

*Gary Pinto*  
*Dwayne MacIntosh*



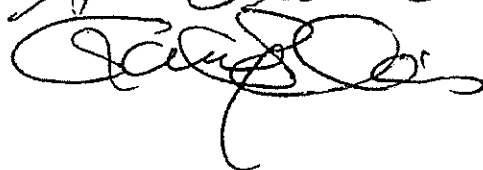

*Reem*



Union

*Peter U.S.*

*P. Liburdas*



To be signed off

### Article 13 - Grievance and Arbitration Procedure

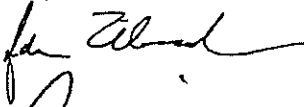
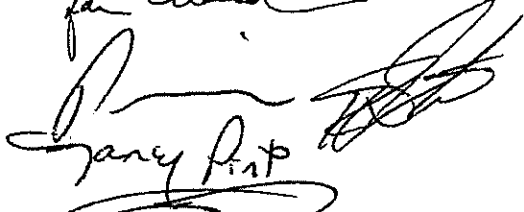

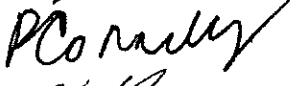
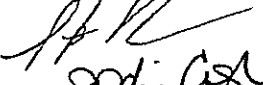
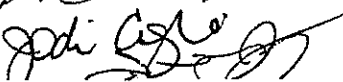
**13:05** The time limits set out in the Grievance and Arbitration procedures are mandatory and not **directory discretionary**. If the time limits set out are not complied with, then the grievance will be considered as being abandoned, unless the parties have mutually agreed, in writing, to extend the time limits or unless the opposing party is in default of the time limits.

**13:09** [Stage 2.] If the grievance is not settled to the grievor's satisfaction at Stage 1, the grievor may transmit the grievance to Stage 2 within ten business (10) days after receiving the Employer's response at Stage 1. Within ten (10) business days of the receipt of grievance transmittal form at Stage Step 2, the Employer and the Union shall schedule a date for a grievance meeting between the manager occupying a higher rated position than that of the responsible manager who met at Stage 1, the Union representative and the Employee(s). The manager shall give a written response to the Employee(s) and the Union Representative within ten (10) business days of the date of the grievance meeting. If, within the ten (10) business day period above, a date for the grievance meeting has not been scheduled, or if a written response is not given within ten (10) business days of the date of the grievance meeting, the Union may refer the grievance on to arbitration.

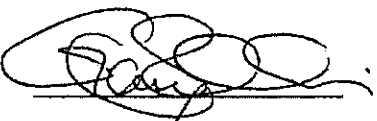
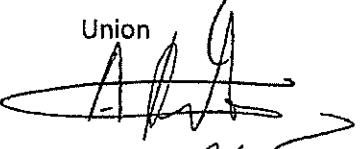





**13:13** The decision of the arbitrator shall be final and binding.

Signed on May 8, 2019

Employer

Union


  
  
  
  
  
  


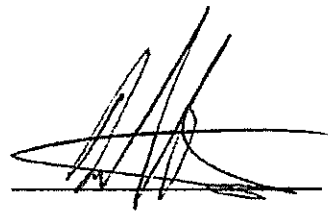


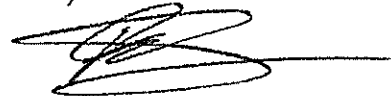

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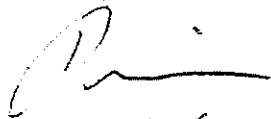




### Article 13 – Grievance and Arbitration Procedure

13:10 If the grievance is not settled at Stage 2, the Union may refer the grievance to arbitration within twenty-five (25) business days of receiving the Employer's response at Stage 2. The parties agree that grievances will be arbitrated under the Expedited Arbitration Process in Appendix 'I', subject to each party having the right to refer no more than one grievance to formal arbitration per contract year. **A formal grievance review will be held no less than quarterly per calendar year. The employer agrees to not unreasonably withhold their agreement to expedited arbitration .** A party may exercise this right to follow the formal arbitration procedure by giving the other notice in writing of its intention to do so within the time stipulated for referring the grievance to arbitration. After such notice is given, the parties will attempt to agree on the selection of a single arbitrator to hear the grievance and the remaining provisions of Article 13 will apply.

Signed on May 16, 2019

  
Employer

  
Union  
  
  
P. Anderson  
  


  
  
Jenny P. Hub  
  
K. O. Kelley  
  
Dwayne MacIntyre  




To be signed off

**Article 14 – Employee Status**

**(c) Seasonal Employees**

~~The seasonal employee must be notified by letter thirty (30) days prior to the end of the season of the Employer's intent to recall them.~~

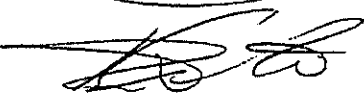
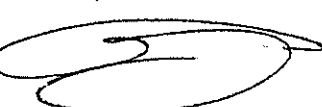
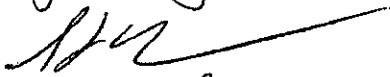
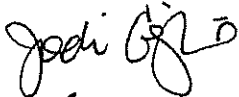
Seasonal employees will be automatically recalled for the following season, unless notified by letter thirty (30) days prior to the end of the season.

The seasonal employee will receive a recall date no later than July 15<sup>th</sup>.

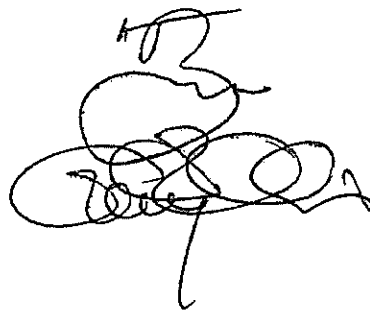
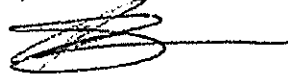
Signed on May 16, 2019



Employer



Union



To be signed off

## **Article 14 – Employee Status**

### **14:01 Probation**

- (c) A probationary employee shall have at least one (1) performance evaluation completed at approximately the midpoint of the probationary period (or sooner, if warranted). A copy of all performance evaluations shall be provided to the Union. **The midpoint of the probationary period shall be identified in the Employee's Letter of Offer.**

### **14:02**

#### **(d) Term Employees**

For the purposes of this Agreement, "term employees" include the following two types of employees and are defined as follows:

- (i) "term full-time employees" are persons who are not employed on an indeterminate basis and whose normal weekly scheduled hours of work are those established for full-time employees under Article 16 - Hours of Work, and
- (ii) "term part-time employees" are persons who are not employed on an indeterminate basis and whose normal weekly scheduled hours of work are less than those established for full-time employees under Article 16 – Hours of Work, but not less than ten (10) hours and not greater than thirty (30) hours per week, but does not include any other class of employee(s).
- (iii) Full time employees who are appointed to term positions will continue to be covered by all provisions of the collective agreement and will be returned to their former position upon completion of the term assignment.

## **Leaves of Absence**

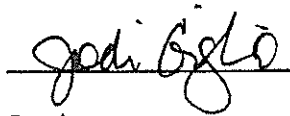
Term employees shall be entitled to Bereavement Leave, Injury on Duty Leave, Court Leave and Sick Leave prescribed by Article 24. Term employees shall be entitled to other leaves of absence prescribed by Article 24, and although an employee's request for such leave shall not be unreasonably withheld, such leave is subject to operational requirements.

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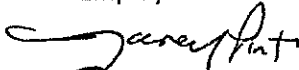
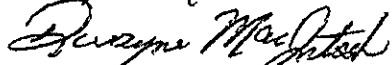
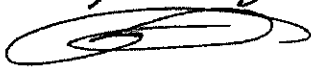
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~~Full time employees who are appointed to term positions will continue to be covered by all provisions of the collective agreement and will be returned to their former position upon completion of the term assignment.~~

Signed on May 13, 2019

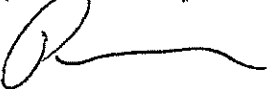


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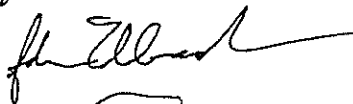
  
  

















Union

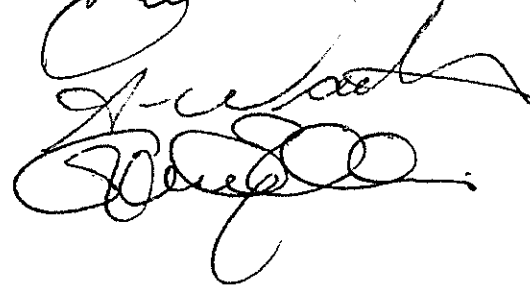












To be signed off

#### Article 14 – Employee Status

14:02 All employees, shall fall into one of the following categories and may not be transferred from one category to another without their consent:

(d) Term Employees

#### Overtime

For term full-time employees, overtime will be paid for work performed:

- (i) on a designated paid holiday, or
- (ii) in excess or outside of their normal scheduled daily hours of work, or
- (iii) in excess of their normal scheduled weekly hours of work as prescribed by Article 16 - Hours of Work, or
- (iv) on an employee's day of rest.

For term part-time employees, overtime will be paid for work performed:

- (i) on a designated paid holiday, or
- (ii) in excess of thirty (30) hours per week or seven and one half (7.5) / eight (8) hours per day as prescribed in Article 16 – Hours of Work
- ~~(iii) in excess or outside of their normal scheduled daily or weekly hours of work prescribed by Article 16 – Hours of Work, or in excess of thirty (30) hours per week.~~

Signed on June 19, 2019

Employer

Union

May 16, 2019

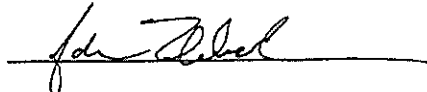
GTAA response to Unifor's proposal

## Article 15 – Seniority

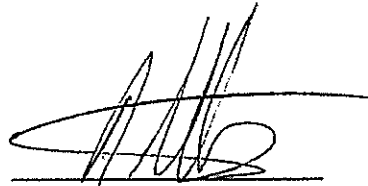
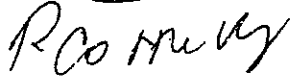
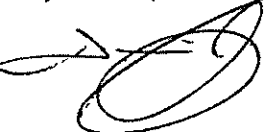
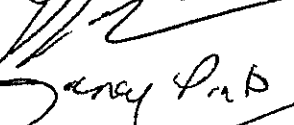
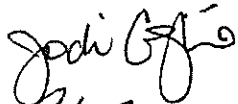
### Amend to Read

**15:05** Employees temporarily assigned to a position outside of the bargaining unit will continue to accrue and retain **company (excluding skilled trades seniority)** seniority for a period of up to one year. ~~Employees will retain and accrue their seniority for the duration of their assignment for up to one year, including seniority of up to 90 days accruing during the assignment.~~ The temporary assignment will not exceed 12 months, **with the exception of 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 ~~18~~ 12 months. **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.** ~~during the term of the collective agreement.~~

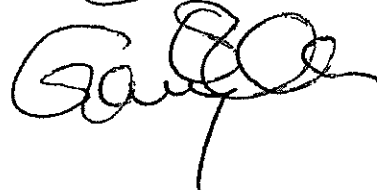
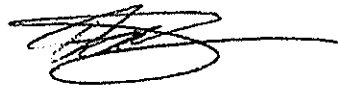
Signed on May 16, 2019



Employer



Union



To be signed off

## Article 16 - Hours of Work

16:06

### Short Notice Shift Change

Where notice is not provided to the employee within one (1) week, the employee will be paid for the first shift worked on the revised schedule at a rate of time and one half (1 ½), or at the rate of double the employee's regular rate after the first four (4) hours of overtime provided that the following day is the employee's scheduled work day. Subsequent shifts worked on the revised schedule shall be paid for at straight time.

Where notice is not provided to the employee within one (1) week, the employee will be paid for the first shift worked on the revised schedule at a rate of time and one half (1 ½), or at the rate of double the employee's regular rate after the first four (4) hours of overtime provided that the following day is the employee's scheduled work day. Subsequent shifts worked on the revised schedule shall be paid for at straight time.

16:09 **Double Shifts**

- (c) For the period of overlap during a double shift ~~(35 minutes)~~ 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.

16:16 **General Terms**

### (d) **Leave – General**

Except as provided in 16:14(b)(ii), when leave is granted, it will be granted on an hourly basis and the hours debited for each day of leave shall be the same as the hours the employee would normally have been scheduled to work on that day.

All leave provisions which specify days in the Agreement shall be converted to hours as follows:

	37.5 hrs/week	40 hrs/week
Five twelfths (5 1/12 ) day	3.125hrs	3.333hrs
One-half ( ½ day)	3.750	4.000
Five sixths (5/6) day	6.250	6.667

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One (1) day	7.500	8.000
One and one quarter (1 ¼ ) days	9.375	10.000
One and two-thirds (1 2/3) days	12.500	13.333
Two and one-twelfth (1 1/12) days	15.625	16.667
Two and one-half (2 ½ ) days	18.875	20.000

# HOURS

	<u>37 ½ Hrs/Week</u>	<u>40 Hrs/Week</u>
five-twelfths	3.125	3.333
(5/12) day		
one-half	3.750	4.000
(1/2) day		
five-sixths	6.250	6.667
(5/6) day		
one (1) day	7.500	8.000
one-and-one-quarter	9.375	10.000
(1¼) days		
one-and-two-thirds	12.500	13.333
(1 2/3) days		
two and one-twelfth	15.625	16.667
(2 1/12) days		
two and one-half	18.750	20.000
(2½) days		

Signed on May 13, 2019

Jodi G. G. G.

Employer

[Signature]

Union

[Signature]  
Brynn MacIntosh

[Signature]  
Pat O'Sullivan

[Signature]  
A. W. [Signature]

To be signed off

## Article 16 - Hours of Work

### 16:04 Pre-scheduling

~~The Employer will establish annual work schedules, with the exception of Airfield Maintenance and the Central Deicing Facility, who will have two separate seasonal six month schedules annually.~~  
~~replace 73:06 Union agree to remove Airfield electrical.~~

### 16:06 Shift Trades

Shift trades will be permitted with the following limitations:

1. ~~The following limitations will apply with respect to proficiencies required by a position (exclusive of vacation bidding):~~
  - a. ~~The employee must work one (1) scheduled Day and Evening Shift per calendar month,~~
  - b. ~~The employee must work one (1) midnight shift per calendar month where they are scheduled a bank of midnight shifts.~~

~~For the purposes of (a) and (b) above, if a cycle of a particular shift bridges between two months, the cycle will be considered to be part of the month in which the majority of the days fall.~~

2. An employee cannot be off work for more than seven (7) consecutive weeks at any one time through a combination of vacation and shift trading.
3. Payback for shift trades cannot result in an employee working more than seven (7) consecutive days.
4. Payback for shift trades must take place within a ninety (90) day rolling window.
5. Employees cannot shift trade out of pre-scheduled training sessions.

If any abuse with respect to shift trades is noted, individuals will be dealt with, which may include suspending shift trading privileges.

Where notice is not provided to the employee within one (1) week, the employee will be paid for the first shift worked on the revised schedule at a rate of time and one half (1 ½), or at the rate of double the employee's regular rate after the first four (4) hours of overtime provided that the following day is the employee's scheduled work day. Subsequent shifts worked on the revised schedule shall be paid for at straight time.

### 16:07 Partial Shift Trades

Partial Shift Trades will be permitted with the following limitations:

1. A partial trade cannot be used to circumvent the restriction in place around minimum time between shifts (ie. A partial trade cannot be used to facilitate a short turn);



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2. Paybacks must be completed hour for hour and within the 90 day active schedule;
3. A partial trade must occur at the beginning or end of a shift only, and the minimum amount of time for a partial shift trade is one half hour (1/2 hrs). **The employee is permitted to shift trade a full shift with two (2) partial shift trades. ~~and the maximum amount of time is 4 hours.~~** Any overlap created by a shift trade(s) may be covered by leave without pay or compensatory or lieu or vacation credits or a combination thereof.

16:09 **Double Shifts**

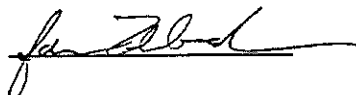
Double 12-hour shifts are not permitted.

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

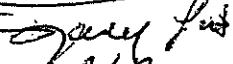
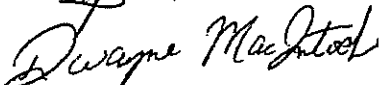
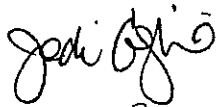
- (a) There is a two-shift rest period between the double shift and the employee's next scheduled shift (e.g., 17.16 hours for those on 5x3 rotation). The employee will be noted as unavailable for overtime during these two shifts.
- (b) Only ~~one~~ **two (2)** double shifts will be permitted per eight (8) day work cycle by way of shift trading and/or overtime. 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 (35 minutes) 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.

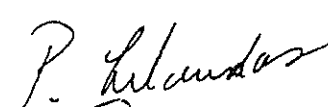

Signed on May 16, 2019



Employer



Union



## Article 17 – Overtime

### 17:02 Overtime Compensation

- (a) Overtime shall be paid for authorized hours worked in excess or outside of an employee's scheduled daily hours of work, and shall be compensated for each completed fifteen (15) minute period at the following rates:
  - (i) time and one-half (1 ½) the employee's regular rate, except as provided for in Clause 17:02(a)(ii) or (iii) below.
  - (ii) Two (2) times the employee's regular rate after the first four (4) hours of overtime provided that the following day is the employee's scheduled work day.
  - (iii) double time for each hour of overtime worked after sixteen (16) hours worked in any twenty-four (24) hour period or after the amount of hours worked as a regularly scheduled shift (i.e., 8.58 hours, 12 hours) on the employee's first day of rest, and for all hours worked on the second or subsequent day of rest, except that an employee who refuses overtime on the first day of rest but accepts overtime on the second day of rest shall be paid at the rate of time and one-half (1 ½) the employee's regular rate. Second or subsequent day of rest means the second or subsequent day in an unbroken series of consecutive and contiguous calendar days of rest, which may however, be separated by a designated paid holiday.

### NEW / ADD

- (iv) **Once awarded, an overtime shift must be worked by the employee as it becomes part of their schedule. An overtime shift cannot be reneged or traded.**
- (iv) An employee shall not be eligible for overtime pay after having been on sick leave with or without pay on his/her last regularly scheduled shift unless and until s/he first reports in for regular duty and completes his/her next regularly scheduled shift.
- (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 or lieu credits at any given time ~~of the hours to be used at a later date as compensatory leave. An employee's annual vacation leave entitlement must be booked first prior to the utilization of compensatory leave.~~ 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 1<sup>st</sup> to December 31<sup>st</sup> ~~at the rate it was earned~~ August

~~1<sup>st</sup> to July 31<sup>st</sup>~~. Any unapproved time as of **December 31<sup>st</sup>** ~~July 31<sup>st</sup>~~ will be paid out at the employee's rate of pay **at the rate it was earned as of December 31<sup>st</sup>** ~~July 31<sup>st</sup>~~. 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).

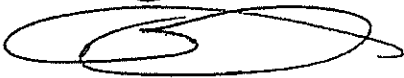
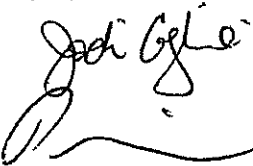
No period will be automatically blacked out. **All ad-hoc leave requests must be made with a one hundred and twenty (120) day rolling window.** All requests for ad-hoc leave will be considered having regard for anticipated operational requirements at the time for which the leave is requested.

- (ii) Subject to operational requirements, the Employer shall grant the above leave at times convenient to the employee.

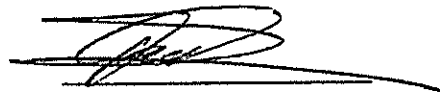

Signed on JUNE 19, 2019



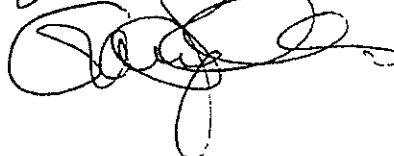
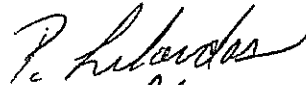
Employer



P Connery



Union



To be signed off

## Article 18 – Designated Paid Holidays

18:05 When an employee works on a holiday, s/he 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 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 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) pay at time and one-half (1 ½) times the straight time rate of pay for the first four (4) hours worked, and
  - (iii) 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.

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. ~~An employee's annual vacation entitlement must be booked first prior to the utilization of lieu credits/leave.~~ 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 1<sup>st</sup> to December 31<sup>st</sup>** ~~August 1<sup>st</sup> to July 31<sup>st</sup>~~. Any unapproved time as of **December 31<sup>st</sup> July 31<sup>st</sup>** will be paid out at the employee's rate of pay **at the rate it was earned as of December 31<sup>st</sup> July 31<sup>st</sup>**. 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 with 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 19, 2019

Employer

Union

To be signed off

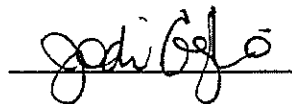
## Article 19 – Discipline

19:02 When an employee is required to attend a meeting with the Employer, and the Employer is considering discipline or termination, a union representative must be present.

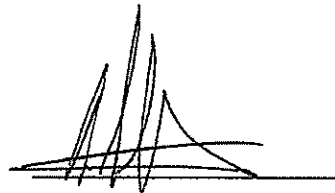
**A union representative must also be present for any investigative meetings involving other bargaining unit employees.**

Where practicable, the Employer will give the employee and the Union at least two (2) business days' notice of the meeting. At the same time, the Employer will notify the employee and the Union of the reason for the meeting.



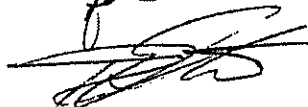
Signed on May 13, 2019

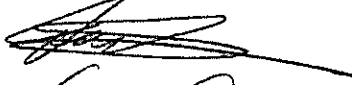


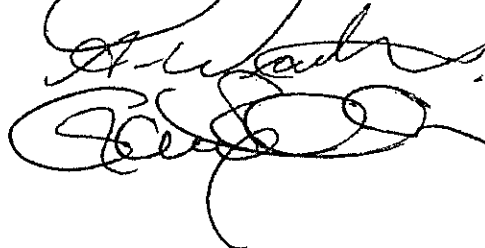


Employer



Union

*Jane Pinta*  
*Dwayne MacIntosh*  
  
  
*R. Connors*  
*Phin*  
*LBK*  
*Paul*  


*Pat RLS*  
*P. Klabous*  
  
  
  
*Stefan*  


To be signed off

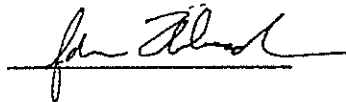
## Article 22 - Shift Premium

~~22:01 An employee working on shifts, of which half or more of the hours are regularly scheduled between 4:00 p.m. and 8:00 a.m., will receive a shift premium of \$1.95 per hour for all hours worked, including overtime. Shift premium will also be paid for regular work hours that commenced earlier than 7:00 a.m. or extended beyond 6:00 p.m., in which case employees working the shift would receive the greater of the premium for hours worked up to 8:00 a.m. and for time worked after 6:00 p.m., or a minimum of two (2) hours shift premium pay.~~

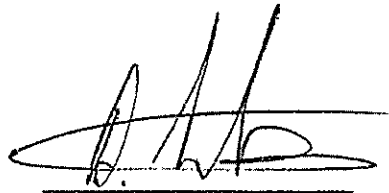
22:012 Employees working regularly scheduled shifts on a Saturday and/or Sunday shall receive an additional premium of \$1.95 per hour for all hours worked, including overtime. This clause does not apply to employees regularly scheduled on fixed days Monday to Friday who are assigned overtime on a Saturday and/or Sunday.

22:023 Effective January 1<sup>st</sup>, 2018, an employee working on shifts will receive a shift premium of \$1.95 per hour for all hours worked, including overtime for regular work hours between 7:00pm and 7:00am. For this purpose, Article 22:01 will cease to remain in effect moving forward from December 31, 2017.

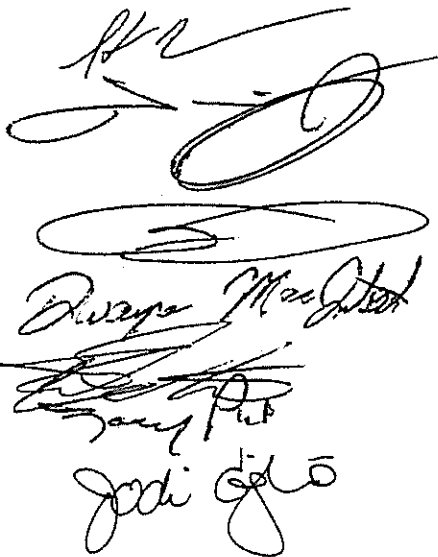
Signed on June <sup>20</sup>19, 2019



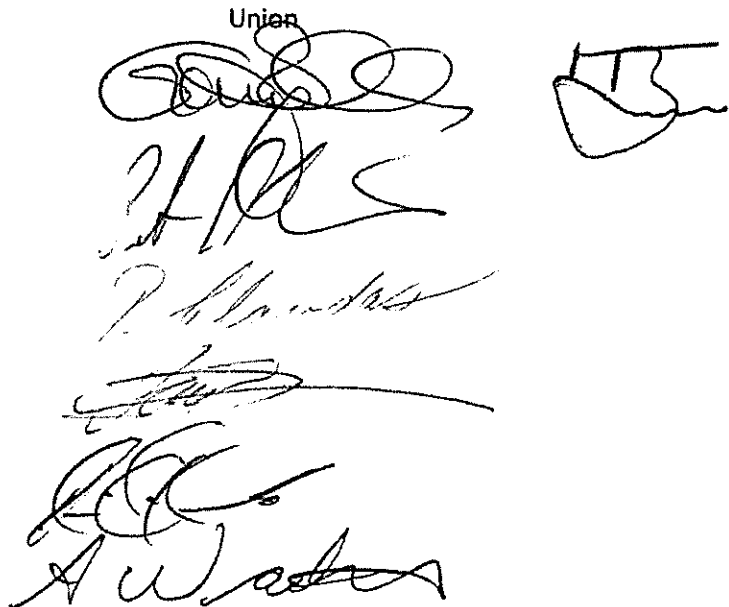
Employer



Union



Signatures of Employer representatives, including names like "Dwayne MacGill" and "Jodi Gilio".



Signatures of Union representatives, including names like "J. H. Henders" and "A. W. Adams".

To be signed off

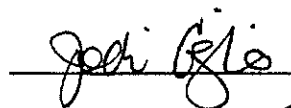
### Article 23 - Vacation Leave

23:02 An employee shall, during the vacation year, earn vacation leave credits at the following rates for each calendar month during which s/he receives at least ten (10) days wages:

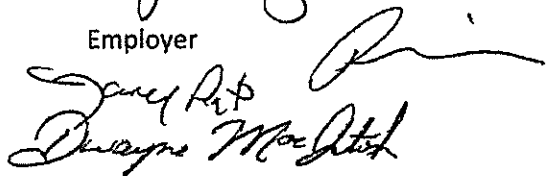
Weekly Hours of Work	Years of service	Hours month	per	Hours year	per
40hrs/wk	0 to 8 years	10.000		120	
	After 8 complete years	13.333		160	
	After 16 complete years	16.667		200	
	After 24 complete years	20.000		240	
37.5hrs/wk	0 to 8 years	9.375		112.5	
	After 8 complete years	12.500		150	
	After 16 complete years	15.625		187.5	
	After 24 complete years	18.750		225	


- (a) ~~one and one quarter (1 ¼ ) days until the month in which the anniversary of the employee's eighth year of service occurs;~~
- (b) ~~one and two thirds (1 2/3) days commencing with the month in which the employee's eighth anniversary of service occurs;~~
- (c) ~~two and one twelfth (2 1/12) days commencing with the month in which the employee's sixteenth anniversary of service occurs;~~
- (d) ~~two and one half (2 ½) days commencing with the month in which the employee's twenty-fourth anniversary of service occurs.~~

Signed on May 13, 2019



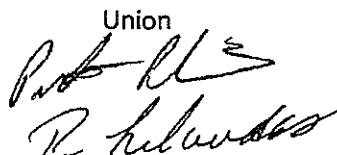
Employer








Union





To be signed off

**Article 23 - Vacation Leave &**

**Article 31 – Staffing / Job Posting**

23:06 Subject to operational requirements;

- (a) Each employee shall be permitted on the basis of service (as defined in clause 23:03) within the employee's department/work unit, one (1) selection to be made during vacation bidding of up to three (3) consecutive weeks of vacation. Following this selection and where practicable the Employer shall endeavour to accommodate employee requests for up to two (2) consecutive weeks of vacation on subsequent rounds of bidding. For shift employees outside of Airfield Maintenance and the Central Deicing Facility, final schedules, following vacation bidding, shall be posted as of December 1<sup>st</sup>.

Vacation bidding within Airfield Maintenance and the Central Deicing Facility shall take place twice ~~once~~ annually for the two (2) seasonal schedules.

31:03

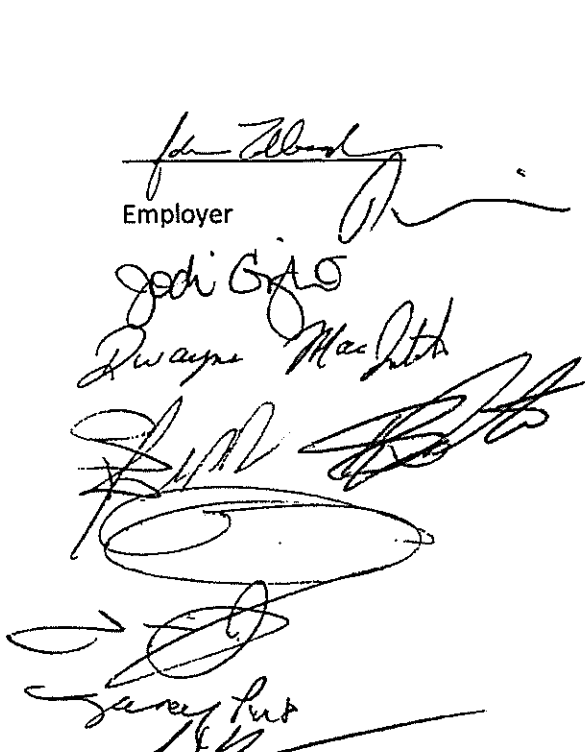
Seasonal employees hired in the Central Deicing Facility and Airfield Maintenance will be subject to a two (2) season commitment.

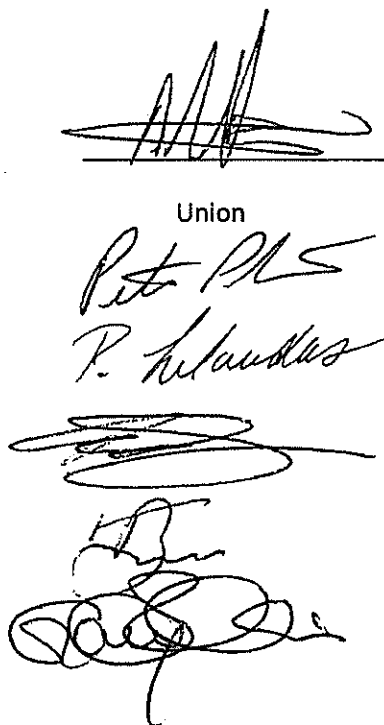
Other positions may be subject to a commitment period provided the Employer has the written consent of the Union.

Signed on MAY 16, 2019

Employer

Union

The Employer side contains several handwritten signatures. At the top is a signature that appears to be 'John Albion'. Below it is a signature that looks like 'Jodi Gino'. Further down is a signature that appears to be 'Dwayne MacIntosh'. There are several other scribbled-out or less legible signatures below these, including one that looks like 'Sandy' at the bottom.

The Union side contains several handwritten signatures. At the top is a signature that appears to be 'Pete PLS'. Below it is a signature that looks like 'P. K. L. L. L. L.'. There are several other scribbled-out or less legible signatures below these, including one that looks like 'Sandy' at the bottom.



To be signed off

## Article 23 - Vacation Leave

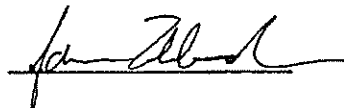
23:06 Subject to operational requirements;

- (a) Each employee shall be permitted on the basis of service (as defined in clause 23:03) within the employee's department/work unit, one (1) selection to be made during vacation bidding of up to three (3) consecutive weeks of vacation. Following this selection and where practicable the Employer shall endeavour to accommodate employee requests for up to two (2) consecutive weeks of vacation on subsequent rounds of bidding. For shift employees outside of Airfield Maintenance and the Central Deicing Facility, final schedules, following vacation bidding, shall be posted as of December 1<sup>st</sup>.

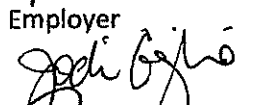
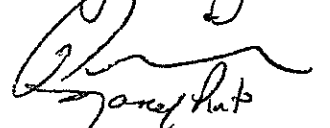
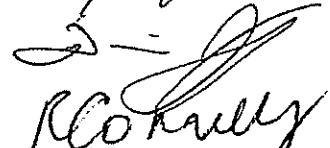

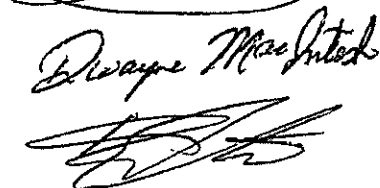
Vacation bidding within Airfield Maintenance and the Central Deicing Facility shall take place ~~twice~~ ~~once~~ annually for the two (2) seasonal schedules.

23:08 Where in any vacation year an employee has not been granted all vacation leave credited to the employee, the unused portion of the vacation leave may be carried over into the following vacation year or at the employee's election, paid out at the employee's then current daily rate of pay. Carry-over beyond one year shall be by mutual consent. ~~All unscheduled vacation leave as of July 31<sup>st</sup>, 2019 will be cashed out and paid to the employee at the current daily rate of pay.~~

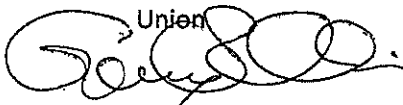

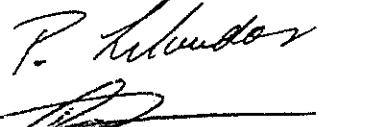

Signed on May 16, 2019



Employer

Union

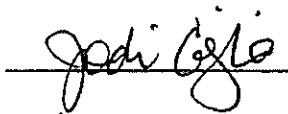
  
  
  


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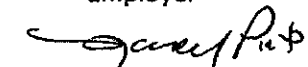
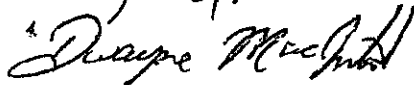
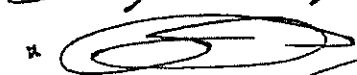
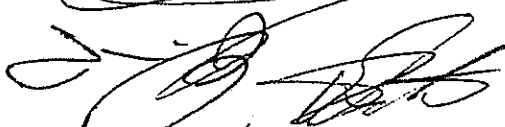



**24:02 Maternity, and Parental Leave Without Pay**

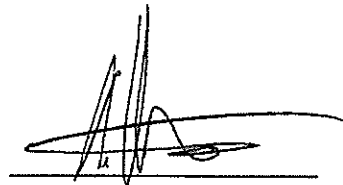
- a) (i) An employee shall notify the Employer in writing, at least four (4) weeks in advance of the initial date of the intended period of leave under this Article 24:02, unless there is a valid reason why the notice could not be given.
- (ii) Leave granted to any two employees under this Article 24:02 shall not exceed the aggregate amount of fifty-two (52) weeks for the **standard maternity/parental** leave in respect of the same child, or **seventy-eight (78) weeks for the extended maternity/parental leave** in respect of the same child.
- (iii) An employee who becomes pregnant shall, upon request, be granted maternity and/or parental leave for a period beginning before, on or after the termination date of pregnancy provided that the combined leave(s) in total shall not exceed fifty-two (52) weeks (**standard**) or **seventy-eight (78) weeks (extended)** of leave. Subject to the provisions of Article 24:02(a)(ii), an employee who has come into the care and custody of a newborn child and who has accepted custody of the child, or an employee who has come into the care and custody of a child through the completion of lawful adoption process, shall, upon request, be granted parental leave for a period commencing on or after the date of care and custody provided that the combined leave(s) shall not exceed fifty-two (52) weeks (**standard**) or **seventy-eight (78) weeks (extended)** of leave.

Signed on May 13, 2019

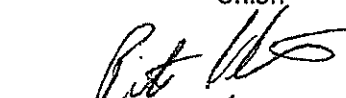

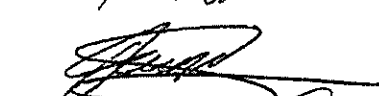



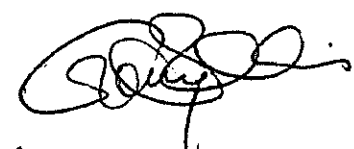


Employer



Union

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**24:02 Maternity, and Parental Leave Without Pay**

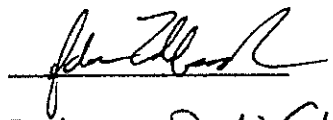

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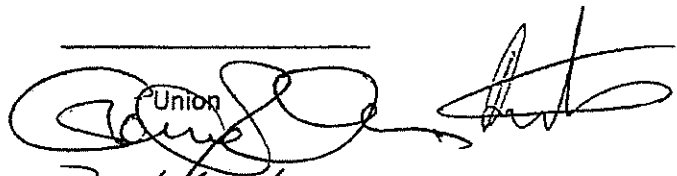
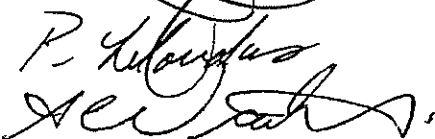

(ii) An employee who has completed six (6) months of continuous service, is entitled to be paid by the Employer a maternity leave and/or parental leave allowance as follows, provided the employee has qualified for Employment Insurance maternity and/or parental benefits:

(a) Where the employee is subject to a waiting period before receiving Employment Insurance maternity and/or parental benefits, a maternity and/or parental leave allowance of **one hundred (100%)** ~~ninety-three percent (93%)~~ of the employee's normal weekly rate of wages (excluding overtime) for each of the first two (2) weeks of such waiting period, less any other monies earned during this period and/or;

(b) Up to a maximum of thirty (30) week's payment equivalent to the difference between the Employment Insurance maternity and/or parental benefits the employee(s) receives **based on the duration of leave an employee selects. An employee selecting fifty-two (52) weeks for the standard maternity/parental leave will receive 100% and ninety-three percent (93%)** of his/her normal weekly rate of wages (excluding overtime), less any other monies earned during the **thirty (30) week** this period. **An employee selecting the seventy-eight (78) weeks for the extended maternity/parental leave will receive equivalent company contribution as those selecting the standard maternity/parental leave subject to the same conditions.** Where two (2) GTAA employees are parents of a child by birth or adoption, the maximum **thirty (30)** weeks of payment will be shared by the employees. The maximum **thirty (30)** weeks applies where multiples are born or adopted.

Signed on June 20, 2019

  
Employer 

  
Union  
  


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

- (e) The Employer shall grant a leave of absence with pay for ~~three (3)~~ **two (2)** full time union representatives. ~~The Union will be provided an additional seven hundred (700) hours of paid Union leave to be used at the Union's discretion.~~

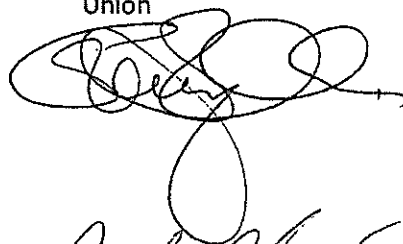
Signed on June 20, 2019



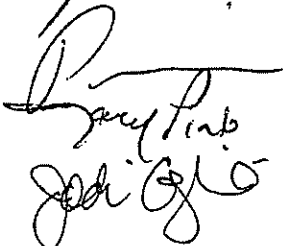
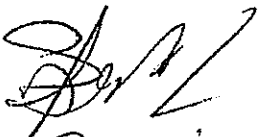
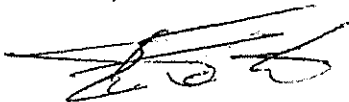
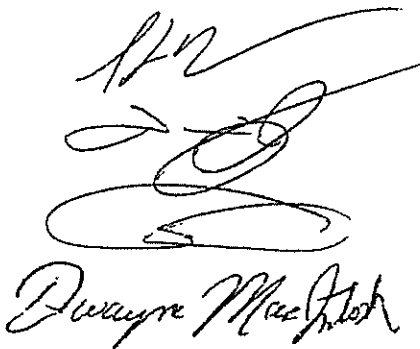
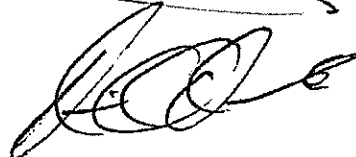
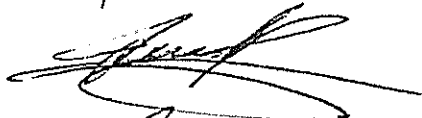
Employer



Union



P. J. Lelandos



To be signed off

#### **24:08 Sick Leave With Pay**

- (a) An employee who **commences employment prior to January 1, 2021 and who** is unable to perform his or her duties because of illness or injury (other than a work related illness or injury to which Article 24:04 applies) will be granted sick leave with pay in accordance with the terms of this Article 24:07.

- (b) Medical Certification

The Company will require an employee who is absent, because of illness or injury, to provide medical certification only in the following circumstances:

- (i) where the Employer has reasonable cause to suspect an abuse of sick leave; or
  - (i) where the employee is absent for five (5) consecutive working days or has used more than ten (10) days of uncertified sick leave in a fiscal year.

In the circumstances described in (b) (i) and (ii), a medical certificate from a qualified medical practitioner (including a chiropractor, where applicable) to verify the reasons for the employee's absence must be submitted by the employee. The costs associated with obtaining such a medical certificate shall be borne by the employee.

- (c) The medical certificate shall clearly indicate that the employee had an illness that precludes him/her from reporting to work and the exact number of days the employee was absent as a result of the illness. In cases where medical certificates do not contain this specific information, the employee will have to secure a replacement certificate on their own time.
- (d) Where, in respect of any period of compensatory leave, an employee is granted sick leave with pay on production of a medical certificate, the period of compensatory leave so displaced shall either be added to the compensatory leave period if requested by the employee and approved by the Employer or reinstated for use at a later date.

#### Sick Leave Credits

- (e) An employee shall earn sick leave credits at the rate of one and one-quarter (1 1/4) days for each calendar month for which the employee receives pay for at least ten (10) days. Employees from former CAW Local 2002 and the "Inclusions" who are grandfathered under their former Short Term Disability programs will receive entitlement as referenced in Appendix "Y".
- (f) When an employee has insufficient or no credits to cover the granting of sick leave with pay under the provisions of Article 24:07(a), sick leave with pay may, at the discretion of the Employer, be granted to an employee:
  - (i) for a period of up to twenty-five (25) days if a decision on an application for injury-

To be signed off

on-duty leave is being awaited; or

- (ii) for a period of up to fifteen (15) days in all other cases subject to the deduction of such advanced leave from any sick leave credits subsequently earned.
- (g) When an employee is granted sick leave with pay and injury-on-duty leave is subsequently approved for the same period, it shall be considered, for the purpose of the record of sick leave credits, that the employee was not granted sick leave with pay.
- (h) Sick leave credits earned after December 1, 1996 but unused by an employee shall be restored to an employee whose employment was terminated by reason of layoff and who is recalled by the GTAA within one (1) year from the date of layoff.
- (i) An employee must utilize his or her accumulated sick leave credits prior to qualifying for entitlement to long term disability benefits.

Accommodation

- (j) Where there is a legal duty on the Employer to accommodate an employee due to illness, injury or disability, in order that the Employer may objectively assess the accommodation, if any, the Employer may request a statement from the employee's attending physician (or Specialist if required by the Employer) verifying the medical restrictions/limitations, including the need for the current period of absence and a prognosis stating the anticipated duration of the absence. The costs associated with obtaining such a statement shall be borne by the Employer.
- (k) For certainty, an employee who is eligible for sick leave pay shall not be eligible for short term disability benefits under Article 24:09.

**24:09 Short Term Disability**

- (a) An employee who commences employment on or after January 1, 2021 and who is unable to perform his or her duties because of illness or injury (other than a work related injury to which Article 24:04 applies) shall be eligible for income protection benefits in accordance with and subject to the terms and conditions of the GTAA's Short Term Disability Policy ( the "Policy").
- (b) The GTAA will provide a booklet describing the income protection benefits, terms and conditions under the Policy.
- (c) The Employer reserves the right to change the third party service provider under the Policy at any time.
- (d) For certainty, employees who are eligible for income protection benefits under the Policy shall not be eligible for sick leave pay under Article 24:08.


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Article 24:08 & new 24:09 Short Term Disability

Signed on June 20, 2019



Employer

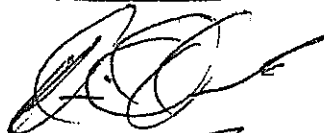
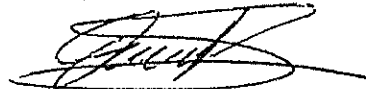
  
Amy Papp  
Jodi GJO



Union



P. Liburdas



A. Waters

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## Article 25 – Technological Change

### AMEND

- 25:01 The parties agree that they shall be governed by the definition of technological change in the Canada Labour Code.
- 25:XX A Joint Committee on Technological Change will be established which shall consist of three (3) persons representing the Employer and three (3) persons representing the Union. The Committee will meet on a regular basis, and not less than once per year. It shall be the function of the Committee to discuss the nature and effects of technological change, and consult over adjustment initiatives including impact, mitigation and retraining.**
- 25:02 Whenever the Employer proposes to effect a technological change that is likely to affect either the terms and conditions or the security of employment of a significant number of employees in an occupation, the Employer shall give notice of the technological change to the Union, **as well as the Joint Committee on Technological Change**, at least one hundred and twenty (120) days prior to the date on which the technological change is to be implemented.
- 25:03 The notice referred to in Clause 25:02 shall be in writing and shall state:
- (a) the nature of the technological change;
  - (b) the date on which the Employer proposes to effect the technological change;
  - (c) the approximate number and position of employees which are likely to be affected by the technological change; and
  - (d) the anticipated effect that the technological change is likely to have on the terms and conditions of employment ~~and~~ the security of employment of the affected employees.
  - (e) any proposed creation of new jobs, workplace roles or classifications not currently in the Collective agreement**
- 25:04 Once the Employer has provided the Union *and the Joint Committee on Technological Change* with the notice described in Clause 25:02, the Employer shall, on the written request of the Union ~~or the Committee~~, provide the Union ~~or Committee~~ with a written statement setting out:
- (a) a detailed description of the nature of the proposed technological change;
  - (b) the name(s) of the employee(s) who will initially be likely to be affected by the proposed technological change; and
  - (c) the rationale for the change.
- 25:05 During the notice period described in Clause 25:02, the parties shall undertake to **convene meetings of the Joint Committee on Technological Change** ~~meet~~ and ~~to~~ hold constructive meaningful joint consultation in an effort to reach agreement or solutions to the problems or implications arising from the proposed technological change, such as, but not limited to,



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employment protection. Where such consultations involve technological change which is likely to affect security of employment, the change shall not be introduced until the parties have reached agreement or the matter is resolved by arbitration.

25:06 Notwithstanding the provisions of Clause 25:05, where the delay in implementation of technological change would impede required major changes or progress to new construction or systems urgently required at the Employer's facilities, The Employer may implement such change forthwith where the parties have been unable to reach agreement in the interim, subject to the right of either party to have the related outstanding issues resolved at arbitration. Employees who may be affected by this change shall continue to receive their full salary and benefits during this period until the matter is resolved between the parties or by arbitration.

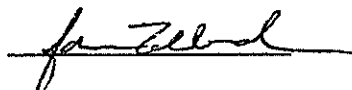
25:07 Notwithstanding the reference to significant number of employees in Article 25:02, where an employee's position is likely to be affected by a technological change prescribed in the notice referred to in Clause 25:02, the employee will be provided with a reasonable training opportunity in the position as changed, where available, during working hours, at no cost to the employee. **The opportunity for re-training will be offered on a seniority basis within affected classifications.**

25:08 Where a position is no longer available as a result of technological change, the Employer will provide the employee with a reasonable job opportunity, if available, for which the employee is qualified or would qualify within a reasonable training period.

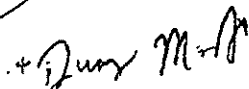
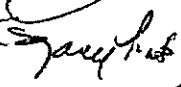
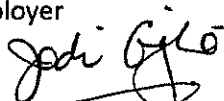
25:XX: If a position affected by technological change is reclassified to a lower band level, the employee's salary will be protected as per Article 34.05 (a).

25:XX At the request of the Joint Committee on Technological Change, after a reasonable time following the implementation of new technology, the Employer will share operational outcomes and results arising from that implementation of new technology.

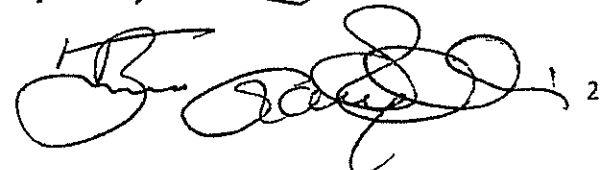

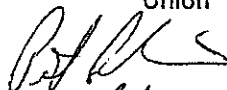
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Employer



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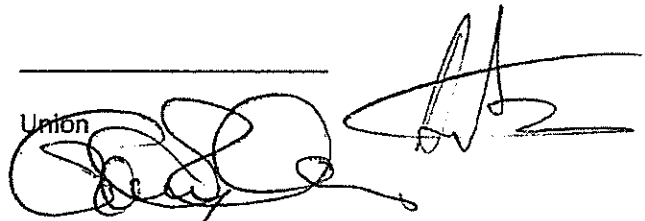


**Article 28 - Group Insurance Plan(s)/Pension Plan(s)**

**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 ~~\$375~~, every two years and PSA tests will additionally be included in the coverage.

Signed on June 20, 2019

  
Employer  


  
Union  
  
P. Chaudhary  
  
A. Chaudhary

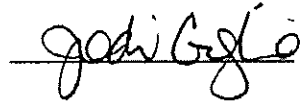
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**Article 28 - Group Insurance Plan(s)/Pension Plan(s)**

**28:07 General**

- (a) Entitlement to benefits under the plan(s) referred to above shall be determined by the carrier(s) in accordance with the terms and conditions of the plan(s). The scope of coverage and benefits referred to above and described in Sun Life contract # 56437 and PAI91032229. The Employer shall provide a copy of the booklet describing the entitlement provisions and benefit coverage contained in the consolidated group health plan referenced in Appendix 'Y' to the Union and each employee by ~~January 31, 2014~~.





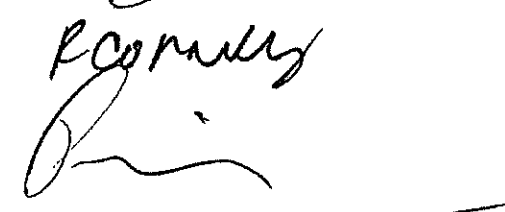

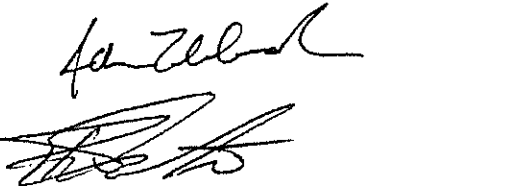
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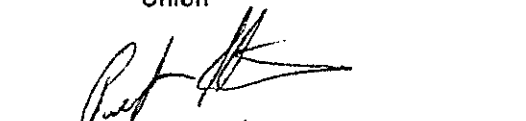
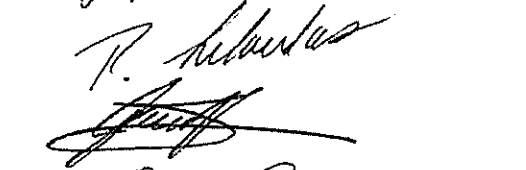






Employer



Union

  
\*   
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R. G. M. M.  
  
  
f. e. l. e. b. e. r.  


  
R. M. M.  
  
  
  
  


To be signed off

## **Article 28 - Group Insurance Plan(s)/Pension Plan(s)**

### **28:08 Pension Plan(s)**

#### **(a) Defined Benefit Plan**

The Defined Benefit Plan covers employees who immediately prior to joining the Employer were employees of the Federal Public Service and were accruing pension benefits under the Public Service Superannuation Act (PSSA Plan). Employees covered by this Plan are required to contribute, by payroll deduction, 7.5% of salary up to the Year's Basic Exemption, 4.7% of salary between the Year's Basic Exemption and the Year's Maximum Pensionable Earnings and 7.5% of salary in excess of the Year's Maximum Pensionable Earnings. The Employer shall contribute such amounts which will at least be equal to the total member's contributions in respect of current service as may be required to provide the benefits under the Plan, in accordance with the provisions of the Plan.

#### **(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:

<b>Membership Service*</b>	<b>Employee Contribution (% of Base Pay)</b>	<b>Authority Contribution</b>
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 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.

- (d) **General**

Details of the Pension Plans described above are described in the booklet: "Greater Toronto Airports Authority Employees' Pension Plan - Member Booklet"

- (e) **Amendment/Surplus/Termination or Windup**

Any amendment to the Plan(s), allocation of surplus, termination or windup of the Plan(s), shall be governed by the terms of the Plan(s) and applicable legislation, provided that no amendment or discontinuance of the Plan(s) shall have the effect of reducing the benefits accrued prior to such revision or discontinuance.

To be signed off

**NEW - 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 O 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)."

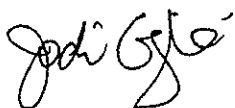
Subject to the terms and conditions set out in the Memorandum of Understanding in Appendix O to this collective bargaining agreement, as of the Transition Date the affected members of the bargaining unit, as agreed to in writing between the GTAA and Unifor, shall become members of the DBplus component 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 January 1, 2021.

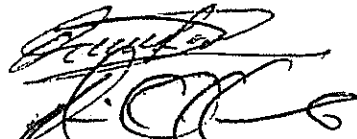
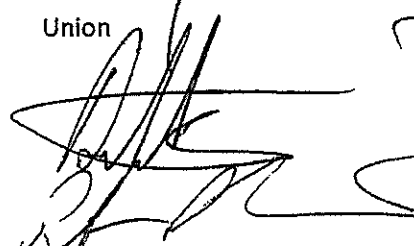
Signed on June 20, 2019



Employer



Union



To be signed off

**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 ~~\$200.00~~ 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.

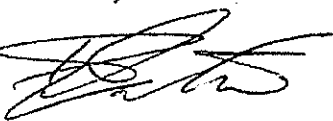
Signed on June 20, 2019



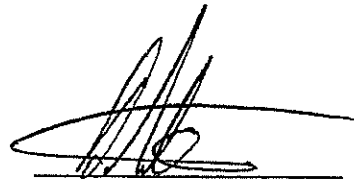
Employer



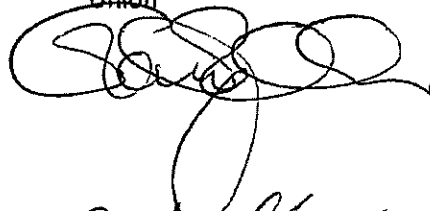
Ernest MacLachlan



Jodi Gagliardi

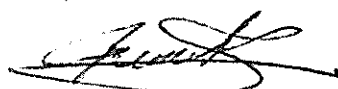


Union



Peter M. ...

P. ...



Stewart

To be signed off

## **Article 31 - Staffing/Job Posting**

31:03

(f) Identify whether the vacancy is subject to the 'commitment' provision below:

### **Commitment**

An employee who is a successful applicant to any of the positions listed below must remain in the position for a period of:

- a) 12 months from completion of the training/checkout period, or;
- b) 16 months from the start date in the position, whichever is shorter.

- Apron Operations Officer, AMU
- Resource Coordinator, RMU
- Specialist, Airport Operations Control
- Specialist, Security Operations Control
- Officer, Airside Safety – Aviation Services
- Officer, Public Safety – Customer & Terminal Services
- Deicing Movement Coordinators
- Security Response Coordinators (SRC)

**Seasonal employees hired in the Central Deicing Facility and Airfield Maintenance will be subject to a two (2) season commitment.**

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.

## **New Article and Amend to Read**

**31:08 (a)** The Employer will post, in accordance with Clauses 31:02 and 31:03, all term positions and acting assignments known to be for a period in excess of six (6) months.

- (i) **Employees in a term position, which can be shortened or lengthened, must complete their current assignment prior to commencing a new term assignment.**

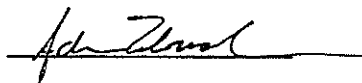


To be signed off - Article 31 - staffing / job posting

Voluntary Transfer

31:11 Should an employee with full time status elect to move to seasonal or part-time status in the exact same position, the Employer is not required to post the position and the employee will be appointed to the vacant role.

Signed on May 16, 2019

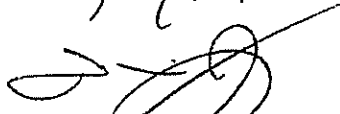


Employer

Jai Ggio

1/2

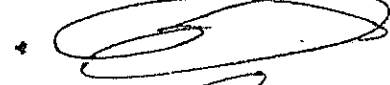
Gregg Puk

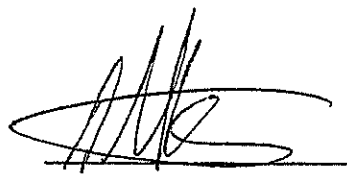


1/2 Corrally



\* Dwayne Mangib

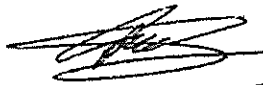
\* 



Union

P. Leland

Pet P



To be signed off

## Article 35 – Apprenticeship

35:10

Unifor's proposal - NEW/ADD

~~The Employer will look internally for qualified Apprenticeship candidates. Internal candidates shall take precedent over any external candidates.~~

GTAA counter proposal

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

Unifor's proposal - NEW/ADD

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 shall receive credit on the term of apprenticeship for only the actual hours of work overtime hours providing that the proper ratio of apprentices to journeyp standards are maintained.

↓  
s/he

GTAA counter proposal

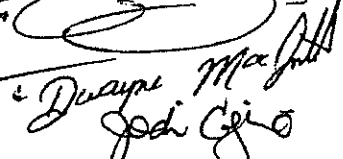
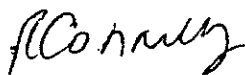
Apprentices shall work the same hours and be subject to the same conditions as the journeyperson employed by the Company. In case an apprentice is required to work overtime he shall receive credit on the term of apprenticeship for only the actual hours of work. ~~Apprentices may work overtime hours providing that the proper ratio of apprentices to journeyperson established these standards are maintained.~~

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

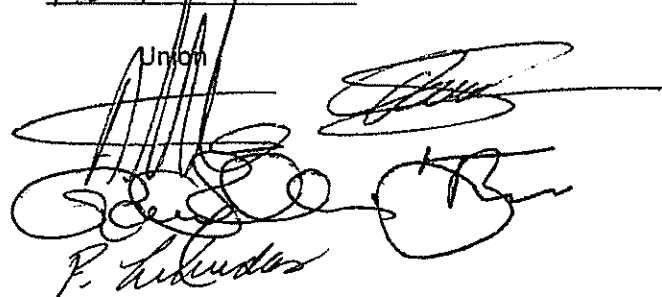
Signed on MAY 16, 2019



Employer



Union

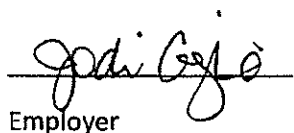


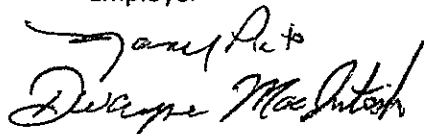
To be signed off

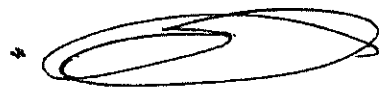
**Article 39 – Outside Employment**

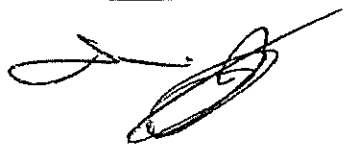
39:01 Unless otherwise specified by the Employer as being in an area that could represent a conflict of interest or being fit for duty, employees shall not be restricted in engaging in other employment outside the hours they are required to work for the Employer.

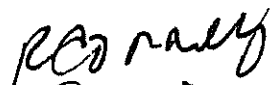
Signed on May 13, 2019

  
Employer

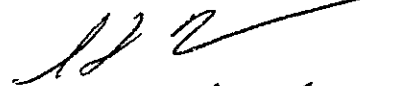






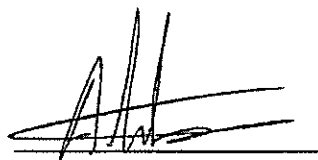




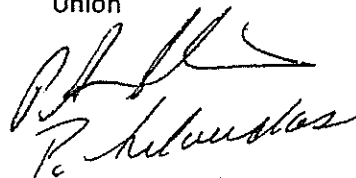


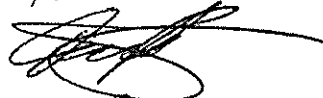






Union














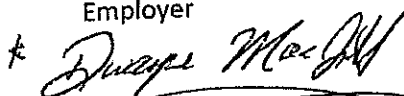
Article 42 – Struck Work

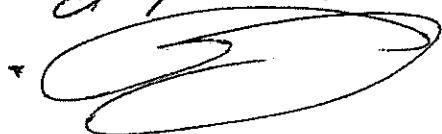
42:01 An employee will not be requested to do work normally done by a tenant's employees who are on strike or locked out ~~except in case of emergency.~~

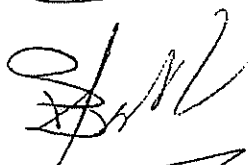
Signed on May 28, 2019

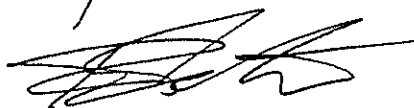


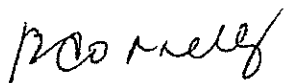
Employer


\* 

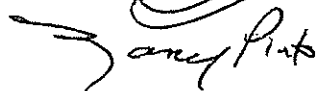
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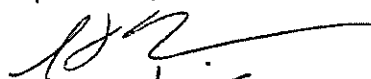


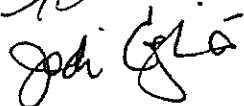








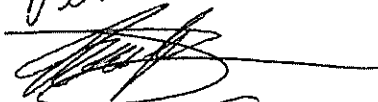


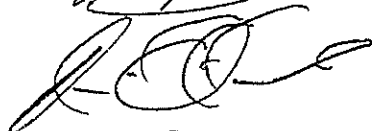


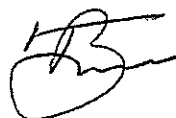


Union

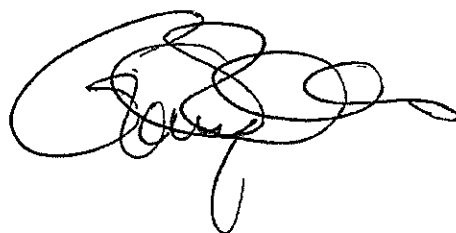













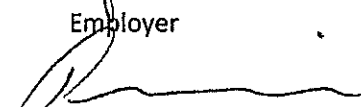

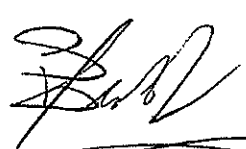
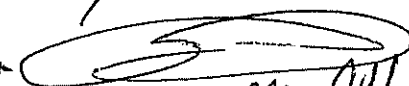

## Article 45 Contracting Out

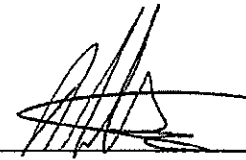



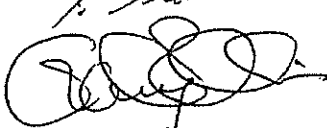

45:02 The Employer will provide the Union with ~~reasonable~~ **sixty (60) days** notice of any decision to contract out any work of the bargaining unit. Upon request of the Union and where practical, the Employer will meet with the Union to discuss any proposal that the Union may want to make that may allow the work to be performed by the bargaining unit in a satisfactory and cost efficient manner. The Employer reserves the right to proceed with the planned contracting out consistent with the provisions of 45:01.

Signed on May 27, 2019

Employer

Union

  
  
  
R. Connolly  
  
  
\* Dwayne MacIntosh  
  
Jodi G. Co

  
  
  
  
P. Hudson  
  




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 increase to the rates of pay effective on each of the following dates:
- August 1, 2019
  - August 1, 2020
  - August 1, 2021
  - August 1, 2022
- (b) Employees red-circled as of the date of ratification will receive the contract increases referred to in (a) above, as a lump sum paid bi-weekly.
- (c) Time periods for progression through the increments shall follow the dates specified in Appendix "A" attached hereto.
- (d) Retroactivity, if applicable, shall apply to wages only and shall be payable to eligible employees who are employees in the bargaining unit on the date of ratification, and based on all hours paid including overtime. Retroactivity shall not apply to any other provisions.

Signed on June 20, 2019

  
\_\_\_\_\_  
Employer 

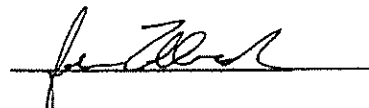
  
\_\_\_\_\_  
Union   
  
  


To be signed off

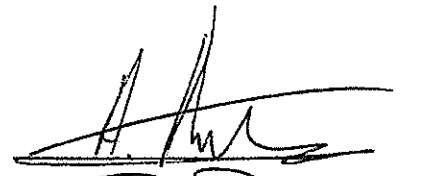



**Article 49 - Duration**

49:01 The term of the collective agreement shall be from August 1, 2019 until July 31, 2022.

Signed on June 20, 2019

  
Employer



  
Union   
  


To be signed off

## **Article 50 – Skilled Trades**

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

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

## **NEW/ADD**

**50:11** The Skilled Trades seniority date for all new skilled trades introduced after July 31<sup>st</sup>, 2019, will be subject to date hired as a Trade by the Employer.

## **Skilled Trades Committee:**

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 and discuss issues affecting the Skilled Trades such as:

- Planned and Predictive Maintenance;
- Technology based solutions;



To be signed off

- Upgrading core competencies and training;
- Utilization of the Skilled Trades;
- Communication of future work or installations;
- Outsourcing and subcontracting activities;
- Apprenticeship opportunities based on future attrition, to maintain a viable succession plan.

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 employee's 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.

#### 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.

Signed on May 13, 2019

Employer

Union

Jodi Géló  
Gary P. P.  
Dwayne MacIntosh  
[Signature]  
[Signature]  
[Signature]  
[Signature]

[Signature]  
[Signature]  
P. Leduc  
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**Article 50 - Skilled Trades**

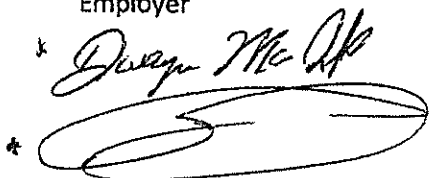
**50:03** A journeyperson in any of the designated skilled trades shall mean any person who:

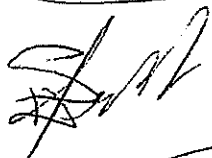
- (a) Has served an apprenticeship for four (4) years – eight thousand (8000) hours or five (5) years – nine thousand (9000) hours

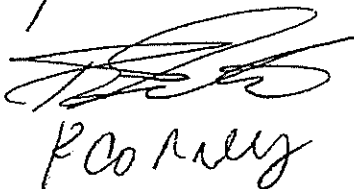
Signed on May 28, 2019



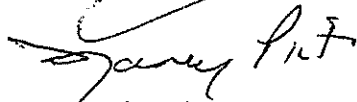
Employer

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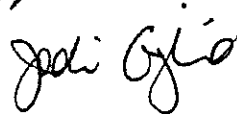


  
Kearney



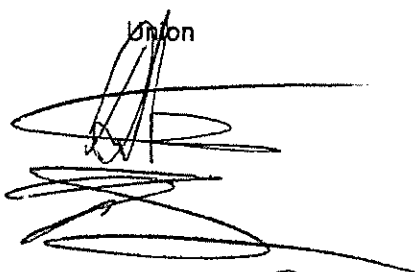
  
Gary Pitt

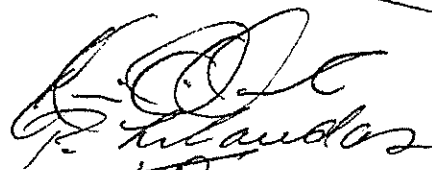


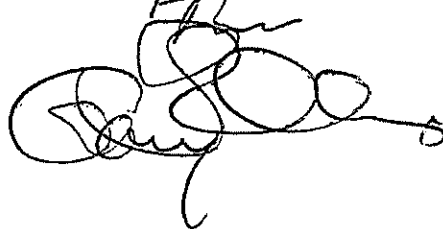
  
Jodi Gjo



Union



  
P. M. Santos



To be signed off

## Article 50 – Skilled Trades

50:01 ~~The purpose of this article is to define skilled trades and all other matters dealing with the skilled trades such as apprenticeships, new technology committee, planned maintenance, and skilled trades training.~~ The provisions of this Agreement shall apply to employees in the designated skilled trades.

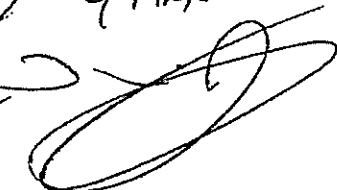
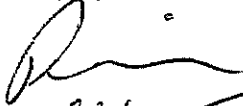
### Skilled Trades Committee:

ADD-02  
# The purpose of the Skilled Trades Committee is to deal with all matters of the Skill Trades<sup>ed</sup>. 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.

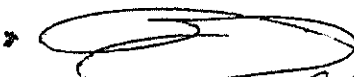
Signed on May 16, 2019



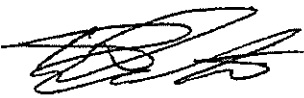
Employer



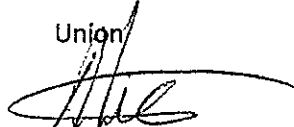
PCO only



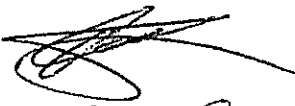
Wayne McIntosh



Union



P. Lelandos



A. J. Smith

To be signed off

## Article 51 – Apprenticeship Committee

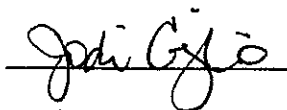
51:03 The Union has the following role:

- g) Apprentices shall be under the general direction of the skilled trade or designate representative and under the immediate direction of the maintenance supervisor of the department to which they are assigned.

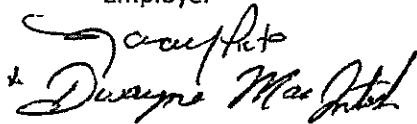
51:05 The Apprentice has the following role:

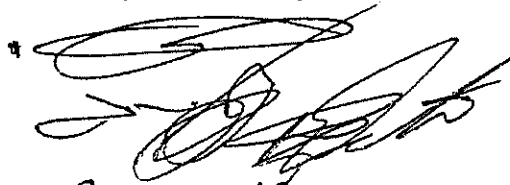
- a) Attend college classes in programs identified by the apprenticeship committee as being essential to the formation of a qualified tradesperson;
- b) Attend trade school at the designated times;
- c) Successfully complete the trade school portion;
- d) Work cooperatively with the leading journey person;
- e) Upon completion of the apprenticeship under these Apprenticeship Standards, the Joint Apprenticeship Committee will recommend to the Ministry of Training, Colleges, and Universities, that a certificate of completion of Apprenticeship, be issued to the apprentice;
- f) Once the apprentice has received their Completion of Apprenticeship, the apprentice will agree to write the Certificate of Qualification examination without delay, and must obtain the Certificate of Qualification within one (1) year. The Company will provide reasonable support needed to pass the exam, such as paying for the apprentice to attend a pre-exam course.

Signed on May 13, 2019



Employer



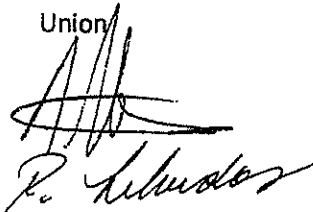


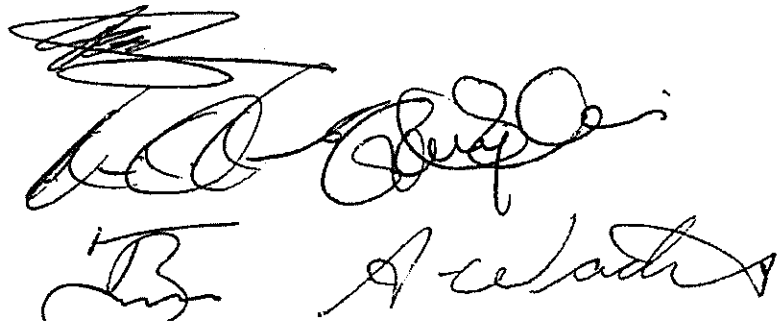
R. Cormier





Union





**Memorandum of Understanding**

**Between:**

**to Airports Authority**

**and to as the "Employer")**

**and**

**IIFOR**

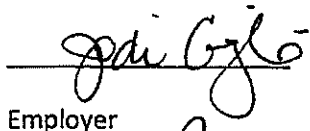
**(hereinafter referred to as the "Union")**

Shift Scheduling Committee

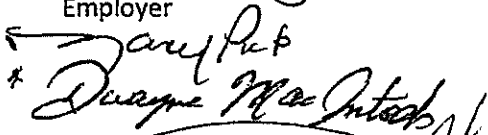

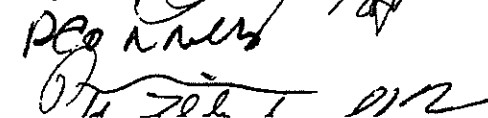
When there is an interest on the part of the manager and/or the majority of the unit to change the schedule, the following will take place:

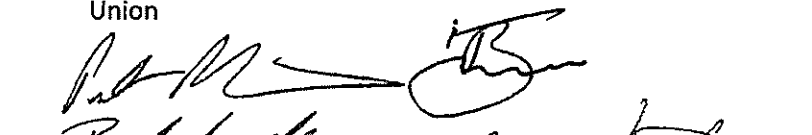


1. a) A Shift Scheduling Committee will be established, composed of employees from the unit, selected by the unit and will not exceed 4 or be less than 2 members in total. The Manager and the Committee will confer as required to ensure the effective administration of the procedure set out in this memorandum.
6. The Manager will confirm the results of the confidential vote to all employees of the unit (# of yes, # of no, # of not voted) and provide a copy of the schedule to the Unit.

Signed on May 13, 2019

  
Employer

  
Union

  
\* Duayne MacIntosh  
  
P. Deloukas  
  
P. Deloukas

  
P. Deloukas  
  
P. Deloukas  
  
P. Deloukas

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN:**

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

**And**

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

**Central Deicing Facility Seasonal Model**

**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) 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:

**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 <u>will not</u> 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 <u>will not</u> 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 1<sup>st</sup>, 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.
- 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 1<sup>st</sup> to October 31<sup>st</sup>, Seasonal leave requests will be approved on an ad-hoc basis.
- d. No later than November 1<sup>st</sup>, 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

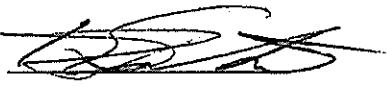
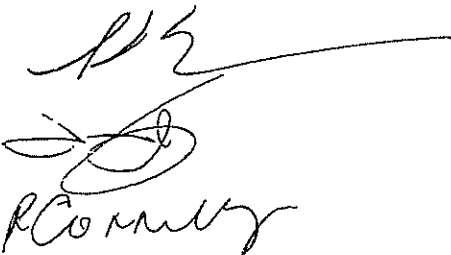
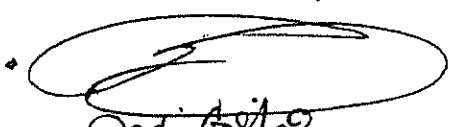
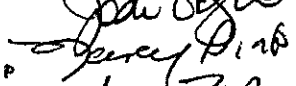

Wash up time will be governed by Article 16:15 of the Collective Agreement.

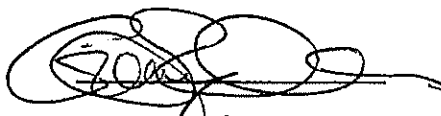
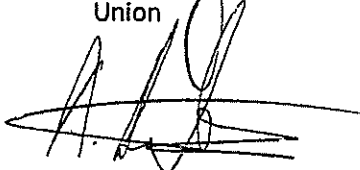
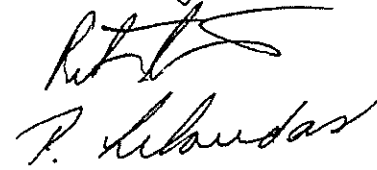

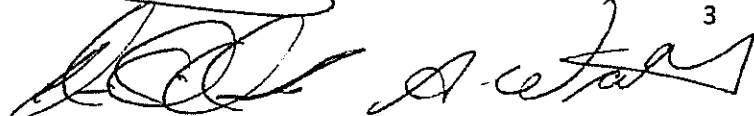
**\*\*The Employer agrees to implement and start the scheduling Appendix 'D' for the 2019-2020 CDF Seasonal year beginning September 2019 to April 2020.**

Signed on MAY 10, 2019

Employer

Union

  
  
P. Connery  
  
John Beglio  
  
Jerry P. 10  
  
John Alford  
6 Dawson M.A. 11

  
  
P. Subudus  
  
P. Subudus  
  
  
P. Subudus



**MEMORANDUM OF UNDERSTANDING  
BETWEEN:**

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

**And**

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

**LETTER OF UNDERSTANDING**

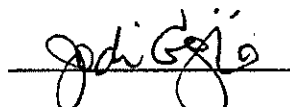
**Transitional Arrangement regarding Compensatory & Lieu  
Payout**

The parties have agreed to terms dealing with the use and payout of banked overtime (article 17.02b)i)) and banked lieu time (article 18.06).


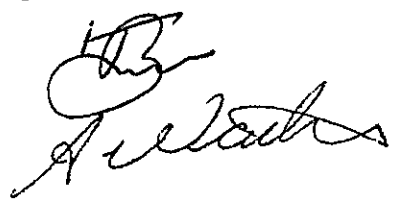
The purpose of this letter is to set out transitional arrangements for both full time and seasonal employees:

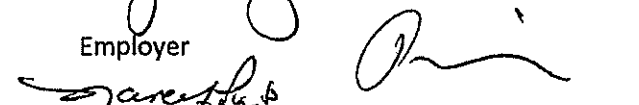
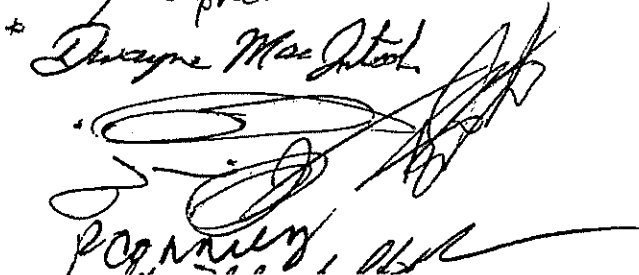
1. For both full time and seasonal employees all banked compensatory overtime and lieu time outstanding as of December 31, 2013 will be paid out. No banked time will be carried forward beyond December 31, 2013.
1. For seasonal employees, all compensatory overtime and lieu time banked following January 1, 2014 and outstanding as of the end of the winter season will be paid out. If a seasonal employees' contract is extended beyond the winter season, the employee may elect to maintain the hours in the bank until the earlier of the end of the extended contract or July 31st, 2014, at which time all banked time will be paid out.
3. Once these transitional arrangements have been completed, the terms of article 17.02 b)i) and article 18.06 will apply moving forward.

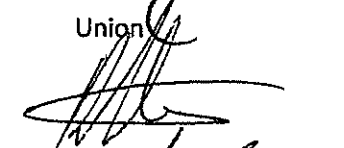
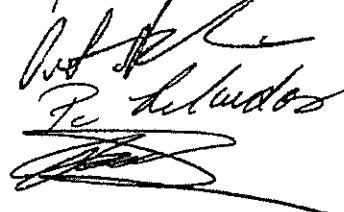
Signed on May 13, 2019

  
Employer

  
Union

**LETTER OF UNDERSTANDING**

**BETWEEN:**

**THE GREATER TORONTO AIRPORTS AUTHORITY**

**(Hereinafter referred to as the "Employer")**

**And**

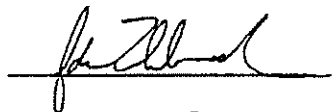
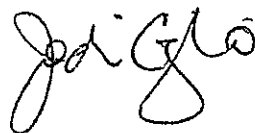
**UNIFOR**

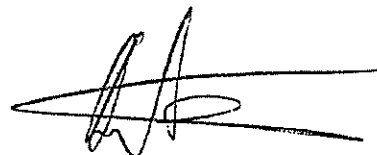



**(Hereinafter referred to as the "Union")**

**Group Health Benefit Plan – Massage**

The parties agree that effective January 1, 2020, the group health benefit plan will be amended to cap the annual massage entitlement at \$500 per claimant.

Signed on June 20, 2019

  
\_\_\_\_\_  
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")**

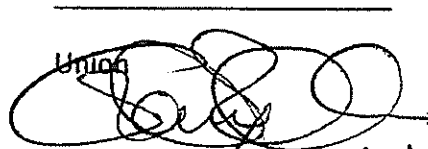

**Maternity Leave**

The parties agree that effective August 1, 2019, the practice of employees accruing paid vacation leave while on maternity/parental leave will cease.

The parties further agree that no changes are required to the collective agreement.

Signed on June 20, 2019

  
\_\_\_\_\_  
Employer 

\_\_\_\_\_  
Union   
  
P. Delandras  
A. Wachs

**LETTER OF UNDERSTANDING**

**GREATER TORONTO AIRPORTS AUTHORITY**

(hereinafter referred to as the "Company")

And

**UNIFOR, Local 2002, District 333**

(hereinafter referred to as the "Union")

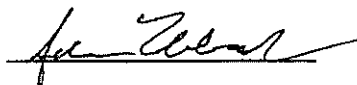
**Letter of Understanding – Appointment**

The Company and the Union (the "Parties") recognize that there will be situations where overtime opportunities exist and despite overtime callouts being performed, the opportunity is not accepted. In such situations, overtime is appointed as per language in the collective agreement.

The parties recognize that in a few operational areas, appointment is occurring at rates which far exceed the norm across the operation.

The parties agree to commence meeting no later than 60 days from ratification of a renewal collective agreement to share information behind the nature of appointment in the aforementioned "few operational areas", and to further consult pertaining to measures that can be taken to minimize appointment.

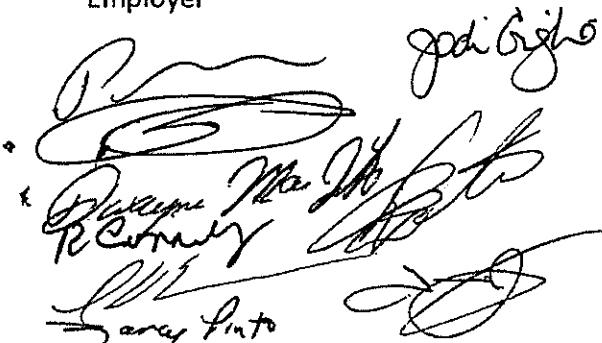
Signed on May 8, 2019



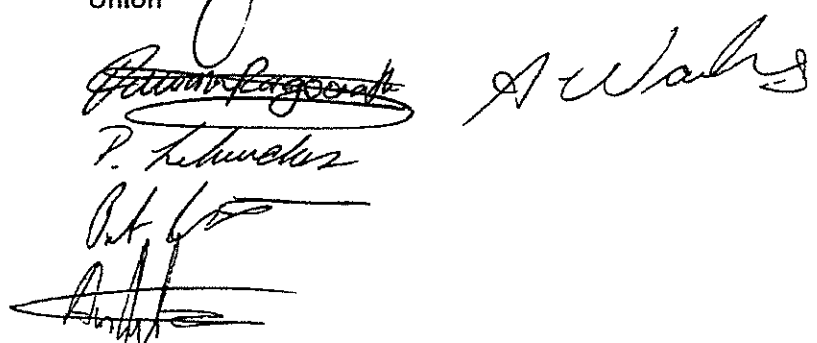
Employer



Union



Additional signatures of Employer representatives, including names like "John Gign" and "Gary Pinto".



Additional signatures of Union representatives, including names like "P. Kuchuk" and "A. Walsh".

**LETTER OF UNDERSTANDING – SCHEDULING, BALANCING, AND STAFF DEPLOYMENT**

**GREATER TORONTO AIRPORTS AUTHORITY**

(hereinafter referred to as the “Company”)

And

**UNIFOR, Local 2002, District 333**

(hereinafter referred to as the “Union”)

**Letter of Understanding – Scheduling, Balancing and SDP**

Whereas, the Company and the Union (the “Parties”) have tabled proposals under Article 16 – Hours of work; and

Whereas, the Parties have amended the collective agreement with some changes to Article 16; and

Whereas the Parties have discussed the need to jointly ensure consistency in the application of the collective agreement under Article 16; and

Whereas a Staff Deployment Procedure document exists outside of the collective agreement which addresses items covered by Article 16.

The parties agree:

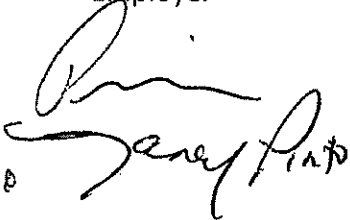
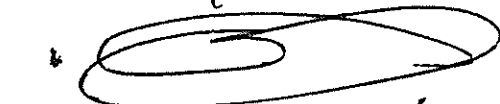
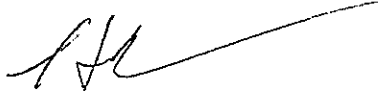
- a) To commence meetings leading up to the annual shift schedules, vacation bidding and balancing process, for the purpose of ensuring a consistent application of the collective agreement.
- b) To jointly review and update the Staff Deployment Procedures document, with the purpose of:
  - Ensuring clarity within the Staff Deployment Procedures document with respect to Article 16 – Hours of Work;
  - Ensuring principles are clear which apply to all departments that have shift employees;
  - Where applicable, having department specific standard operating procedures which are aligned with the overall principles of the collective agreement but also

take into consideration the different needs and realities of departments across the organization.

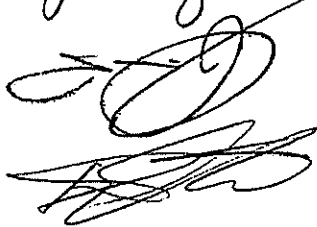
Signed on May 8, 2019



Employer

  
Gary Pinto  
Dwayne M. Smith  
RCO nally

Jodi Gagliardi

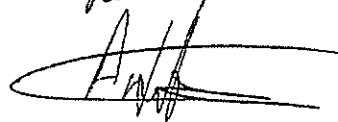


Union



P. L. L. L. L.

P. L. L. L. L.



A. W. L. L. L.

**LETTER OF UNDERSTANDING**

**GREATER TORONTO AIRPORTS AUTHORITY**

(hereinafter referred to as the "Company")

And

**UNIFOR, Local 2002, District 333**

(hereinafter referred to as the "Union")

**Baggage 2025**

The parties agree that the installation of the new Baggage 2025 system will require specialized skills, expertise and training and that employees of the general contractor, Beumer PCL, and its sub-contractors will perform the installation work.

The GTAA's contract with Beumer PCL, and its subcontractors, are for installation and support purposes only, and does not include post-installation and ongoing operation, maintenance, repair or servicing work related to the Baggage 2025 system.

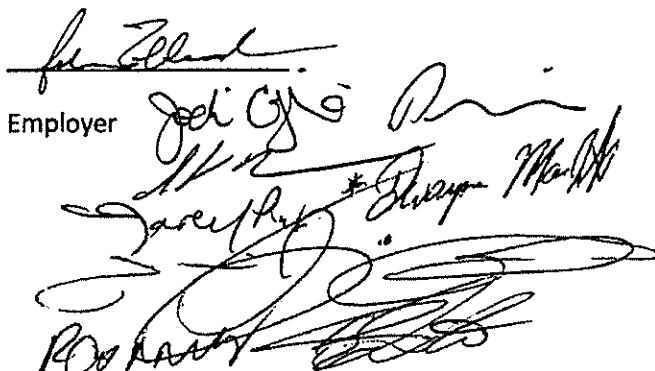
Under its current operating model, which may be subject to change as per the terms of the collective agreement, the GTAA's intention is to have ongoing operation, maintenance, repair and servicing work of the T3 baggage system performed by members of the bargaining unit.

Any member of the bargaining unit who is required to operate new equipment or technology related to Baggage 2025 will have the opportunity to undertake the necessary training and upskilling at the employer's expense, at the same time or in advance of any contractor.

The introduction and operation of any of the components of Baggage 2025 will not directly result in any loss of employment of bargaining unit members.

The GTAA will provide the Union with periodic progress reports on Baggage 2025 as developments warrant.

Signed on May 16, 2019

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"}**

**Project Managers**

WHEREAS the Parties have agreed that through attrition the current Project Managers will be phased out of the bargaining unit; and

WHEREAS the parties have agreed that the role of Senior Project Manager will be referenced in the Union Recognition clause as outside of the scope of the bargaining unit; and

WHEREAS there are existing Project Managers in the bargaining unit in Airport Development and Construction;

The parties agree to the following:

- a) any current Senior Project Manager within the bargaining unit will have their title changed to Project Manager and they will be green circled for the purposes of pay;
- b) the Employer will not be hiring any future bargaining unit Project Managers, but rather will hire non-unionized Senior Project Managers to perform project management type functions on behalf of the Employer;
- c) the Employer will retain the right to assign work across the bargaining unit Project Managers and non-unionized Senior Project Managers, without any Union challenges pertaining to scope;

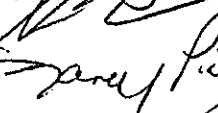
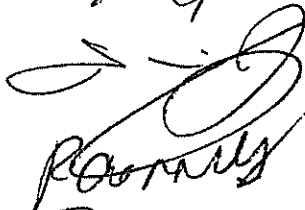


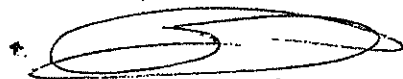
- d) all current grievances pertaining to Project Managers will be withdrawn;
- e) current Project Managers may apply for any Senior Project Manager vacancies;
- f) all current unionized Project Managers will be offered severance at two (2) week's per year of GTAA service. Release dates will be determined by the Employer for any employee who elects voluntary severance.

Signed on May 16, 2019



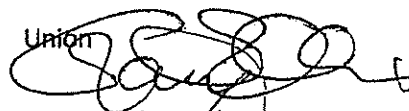
Employer










Union




LETTER OF UNDERSTANDING

BETWEEN:

THE GREATER TORONTO AIRPORTS AUTHORITY

(Hereinafter referred to as the "Employer")

And

UNIFOR

(Hereinafter referred to as the "Union")

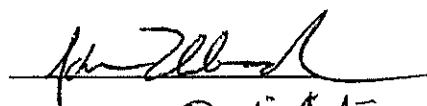
Washup Time

WHEREAS the parties have discussed Article 16:15 Washup Time in its negotiations for a renewal collective agreement; and

WHEREAS the language in the collective agreement has not been changed;

The parties agree that if an employee requires more than ten (10) minutes of wash-up time due to extenuating circumstances, the employee will request additional time from their Manager/Supervisor, which will not be unreasonably withheld.

Signed on May 27, 2019

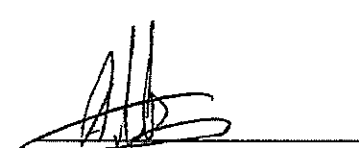
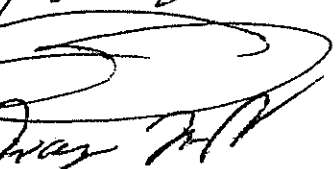


Employer

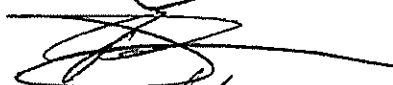
Jodi Gyle



Greg Pitt  
R Connolly

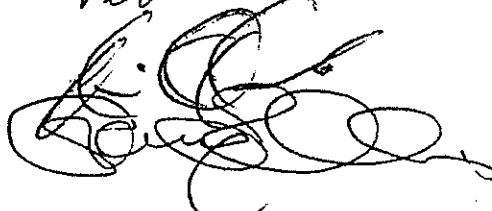


Union



P. Saunders

Pete PLS



**LETTER OF UNDERSTANDING -- 37.5 AND 40 HOUR WORK WEEKS**

**GREATER TORONTO AIRPORTS AUTHORITY**

(hereinafter referred to as the "Company")

And

**UNIFOR, Local 2002, District 333**

(hereinafter referred to as the "Union")

WHEREAS previous Transport Canada and GTAA collective agreements referenced 40-hour work weeks for General Labour and General Services classifications, and 37.5-hour work weeks for all other employees; and

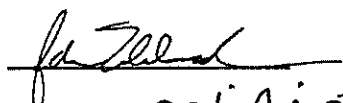
WHEREAS the aforementioned language applied to a previous job classification system which has since been replaced by the current GTAA Job Evaluation Plan; and

WHEREAS members of the Union continue to work 37.5 or 40-hour work weeks in accordance with the General Labour and General Services criteria referenced above;

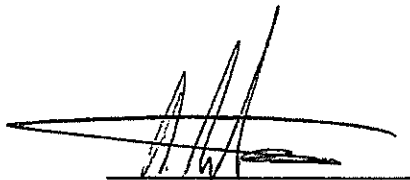
The attached appendix documents the positions which would fall under the General Labour and General Services criteria, and who currently work 40-hour work weeks.

The parties further agree that any new roles to the bargaining unit which fall in the realm of general labour, will work 40 hours per week.

Signed on May 17, 2019



Employer



Union

*John Gajo*  
*Randy P. ...*  
*...*  
*Dwayne ...*  
*...*

*F. ...*  
*...*  
*...*  
*...*

Position Name - 40 hour work weeks
Administrative Assistant, Corporate Services
Analyst, Asset Management
Analyst, Operational Performance
Apprentice, Mechanical
Apprentice, Millwright
Apprentice, Plumbing
Baggage Coordinator, System Operator Crew 1
Baggage Coordinator, System Operator Crew 2
Baggage Coordinator, System Operator Crew 3
Baggage Coordinator, System Operator Crew 4
Baggage Services Training Supervisor
Carpenter, Maintenance Response1
Carpenter, Structural Integrity2
Cleaner, T3RESTRUCTURE
Coordinator, Baggage Systems
Coordinator, Budgeting and Contracts
Coordinator, Distribution Services
Coordinator, Facilities Maintenance
Coordinator, Mail and GTAA Corp Admin Building Services
Coordinator, Maintenance Scheduling
Coordinator, Utilities
Deicing Movement Coordinator
Electrician Apprentice
Electrician, Airside Electrical Maintenance
Electrician, Maintenance Response1
Electrician, Terminal Distribution
Employee Shuttle Bus Driver
Health, Safety and Training Specialist
Information Coordinator, Infrastructure Activation
Inventory Control Associate
Inventory Specialist, Heavy Duty Fleet
Lead Hand, Airport Surface Maintenance
Lead Hand, IFT and Hardstand Bussing
Lead Hand, Painter
Maintenance Associate, Airside Electrical
Maintenance Associate, Aviation Infrastructure
Maintenance Associate, Maintenance Response1
Maintenance Associate, Structural Integrity2
Mechanic, Deicing Operations
Mechanic, Fleet Procurement
Mechanical Coordinator, Infrastructure Activation
Millwright Apprentice
Millwright, Aircraft Support Systems
Officer, Security Compliance
Operations Specialist, CUP and CHP
Operator, Building Management Systems

Operator, Maintenance Technical Center
Painter, Pavement and Markings
Painter, Structural
Plumber, Aviation Infrastructure
Plumber, Life Safety and Plumbing Systems
Plumber, Maintenance Response1
Proj Manager, Design Services and Terminal Construction
Security Response Coordinator
Senior Officer, Tours and Community Programs
Sign Maker
Specialist, Aircraft Deicing
Specialist, Airfield Maintenance Fleet
Specialist, Airport Surface Maintenance 1
Specialist, Airport Surface Maintenance Bussing4
Specialist, Energy
Specialist, Health, Safety and Training
Specialist, Structural
Supervisor, Airfield Maintenance1
Supervisor, Airside Electrical
Supervisor, Baggage Services Crew 1
Supervisor, Bussing and Hardstand Operations
Supervisor, Deicing Operations
Supervisor, Deicing Operations Mechanics
Supervisor, Deicing Operations Training
Supervisor, Fleet Maintenance
Supervisor, Maintenance
Supervisor, Maintenance Response1
Supervisor, Pavement Markings
Supervisor, Sign Painters
Supervisor, Structural Integrity1
Technical Inspector, Airfield Maintenance
Technical Specialist, Baggage
Technical Specialist, Bridges
Technical Specialist, Electrical
Technical Specialist, Electrical Vehicle Systems
Technical Specialist, Life Safety Systems
Technical Specialist, People Moving Devices
Technical Specialist, Plumber
Technical Support Specialist, BMS, HVAC and Controls
Technical Support Specialist, Millwright T3
Technical Support Specialist, Plumbing Systems
Technical Support Specialist, Utilities, Electrical
Technical Support Supervisor, Airside Electrical
Technical System Support Supervisor
Technical System Support Supervisor, Aircraft Support System
Technician, Power Procurement and Distribution
Welder

**LETTER OF UNDERSTANDING – AIRWAYS CENTRE**

**GREATER TORONTO AIRPORTS AUTHORITY**

(hereinafter referred to as the "Company")

And

**UNIFOR, Local 2002, District 333**

(hereinafter referred to as the "Union")

Whereas, approximately 11 employees from the Company within the Safety & Security Department, who are members of the Union, have moved their physical work location from Terminal 1 to the Airways Centre; and

Whereas, approximately 22 employees from the Company within the Airport Development & Construction Department, who are members of the Union, have moved their physical work location from the GTAA Administration Building to the Airways Centre; and

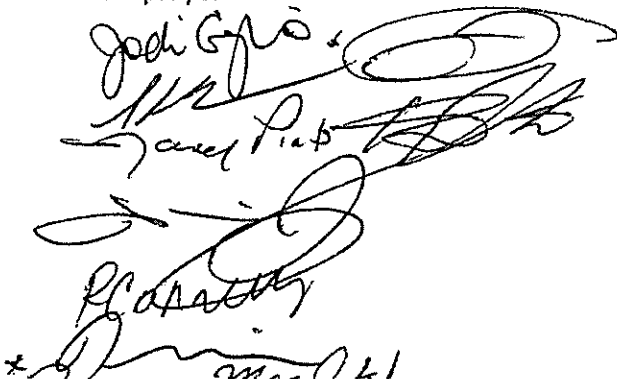
And whereas the above employees remain employees of the GTAA;

The parties agree that the collective agreement will be applied to employees of the GTAA who are members of the bargaining unit and who, in the future, are moved from Toronto Pearson to any other location in Ontario owned by the GTAA or any of its subsidiaries.

Signed on May 16, 2019



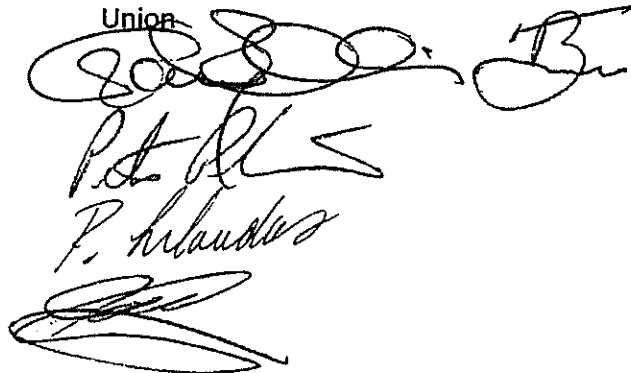
Employer



Handwritten signatures of Employer representatives, including names like Jodi G. and others.



Union



Handwritten signatures of Union representatives, including names like P. Hlaudek and others.

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

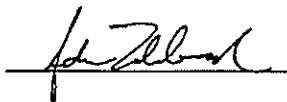
WHEREAS the Parties have discussed contract proposals for the skilled trades; and

WHEREAS the Parties have agreed to amend the collective agreement to accommodate some of the skilled trades proposals;

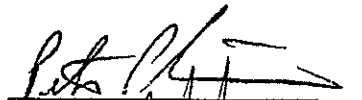
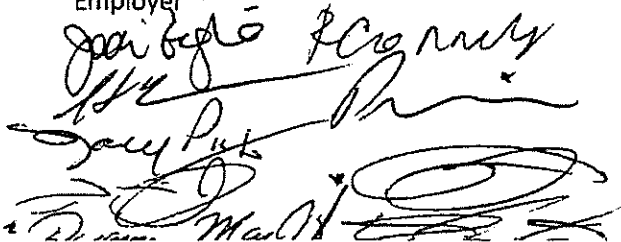
The Parties agree to deal with the remainder of outstanding proposals as follows:

- a) **Compulsory Trades:** The parties agree that any scope work currently performed by compulsory tradespeople shall not be engaged in by unauthorized individuals unless the individual is an apprentice working pursuant to a registered training agreement that is not suspended.
- b) **Electricians:** Two (2) or more qualified electrical workers (309A/442) shall work together on any energized circuit with a potential for over thirty (30) volts to the ground, as per z462 for the purposes of trouble shooting and repairs. Management, Supervisors and the Electricians all share responsibility to ensure work is always performed in accordance with the above.
- c) **College of Trades:** All current trades recognized by the Ontario College of Trades as at June 2018 will continue to be recognized by the Employer during the length of this collective agreement, regardless of any changes made by the potential winddown.

Signed on May 16, 2019



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"}


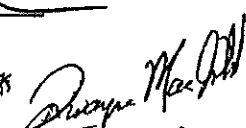
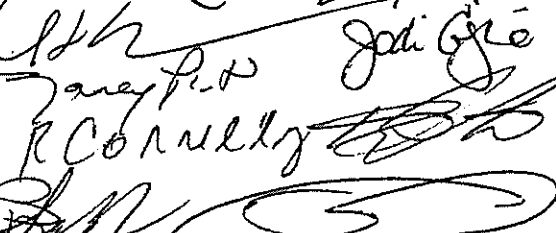
Technological Change



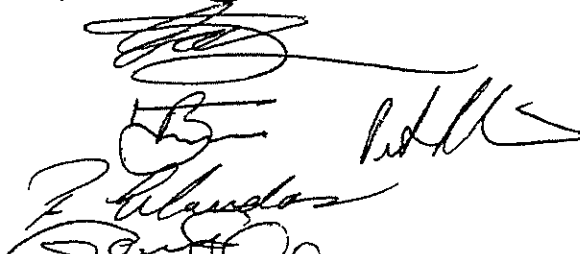
WHEREAS the Parties have agreed to amend Article 25 – Technological Change; and

WHEREAS the trigger of Article 25 is the Employer proposing to effect a technological change that is likely to affect either the terms and conditions or the security of employment of a significant number of employees in an occupation;

The parties agree that for situations where technological change is likely to affect either the terms and conditions or the security of employment of an insignificant number of employees, the Employer will consult with the Union, however, the process of Article 25 will not apply.

Signed on May 24, 2019

  
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")**

**Contracting Out**

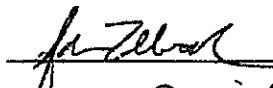




The GTAA commits that during the life of the renewal collective agreement commencing August 1, 2019, it will not contract out any significant amount of work currently performed solely by the bargaining unit. For the purpose of this letter, "significant" refers to any department wide contracting out, or the majority of duties within a classification.


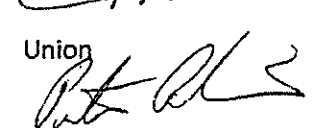
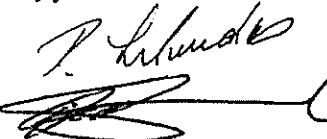

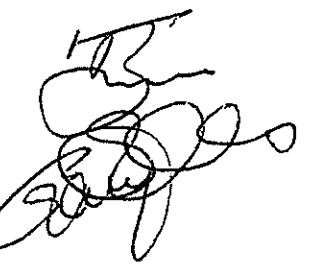
The GTAA commits that during the life of the renewal collective agreement commencing August 1, 2019, it will continue to employ a winter operations model that recalls seasonal Unifor snow removal and de-icing operations employees.

Should there be an operating model change in Baggage Operations and Baggage Maintenance during the life of the renewal collective agreement commencing August 1, 2019, which impacts bargaining unit work, the Employer will provide the Union with one hundred and twenty (120) days-notice.

This letter shall expire at the end of the renewal collective agreement commencing August 1, 2019.

Signed on MAY 28, 2019

  
Employer *Jodi Gjo*  
  
*Wayne MacArthur*  
  
  


  
Union  
  
  
  


**Letter of Understanding**

**Between**

**The Greater Toronto Airports Authority**

**(Hereinafter referred to as the "Employer")**

**And**

**UNIFOR**

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


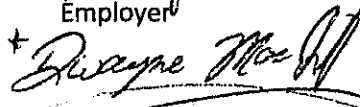
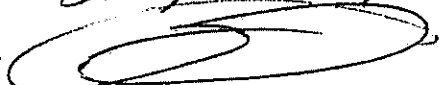
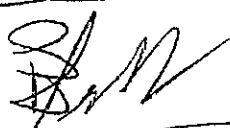
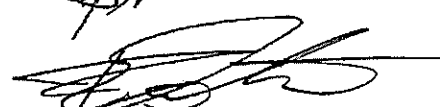

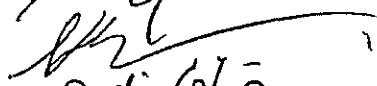
**Part Time Employees**



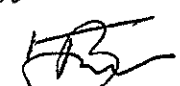

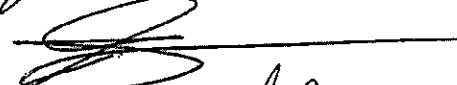
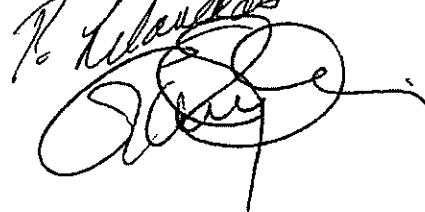
Within the renewal collective agreement commencing August 1, 2019, and for the purpose of Article 14:02 (b) Part Time Employees, the parties agree that the number of part time employees will not exceed ten per cent (10%) of the total unionized staffing complement for the duration of the renewal collective agreement.

Signed on May 28, 2019

Employer

Union

  
+   
  
  
  
R Connelly  
  
James Pitt  
  
Jodi Gibe

  
  
  
  
  
R. K. L. S.  


**LETTER OF UNDERSTANDING – JOINT AIRPORT HEALTH & SAFETY COMMITTEE**

**GREATER TORONTO AIRPORTS AUTHORITY**

(hereinafter referred to as the "Company")

And

**UNIFOR, Local 2002, District 333**

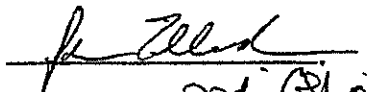
(hereinafter referred to as the "Union")

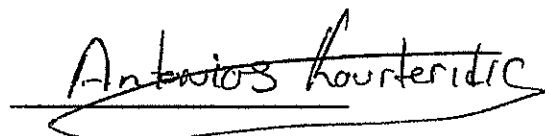
WHEREAS the GTAA has established a Joint Airport Wide Health & Safety Worker's Forum; and



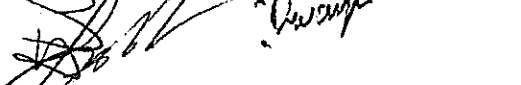



WHEREAS the Worker's Forum includes representation from the labour unions at Toronto Pearson;


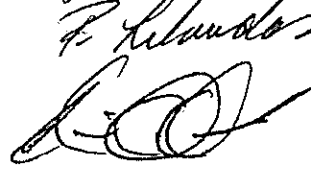


The GTAA commits to continue to work collaboratively through this forum to address safety issues at Toronto Pearson.

Signed on MAY 28, 2019

  
Employer *Jodi Gila*

  
Union

  
  
 \*Average MCA  
  
RCS met  
  
Garcia P. P.  


  
P. Leland  
  
  


**Letter of Understanding**

**Between**

**The Greater Toronto Airports Authority**

**(Hereinafter referred to as the "Employer")**

**And**

**UNIFOR**

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

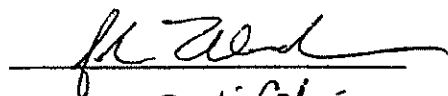
**UNION SUPPLEMENTAL PROPOSAL # 1**

Whereas the Union has proposed that the Employer agree that all Requests for Proposals and any contract tendered by the Employer has a minimum rate of pay of at least \$15 an hour; and that where workers have formed unions these collective bargaining contracts and the workers affected continue on as if the contract had not changed, even when the sub-contractor changes,

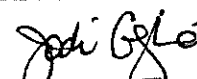




The parties agree that the Employer will continue working with Toronto Workers Airport Council in a collaborative and reasonable manner.

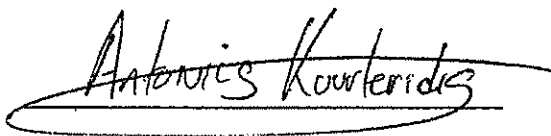
The parties further recognize that in the event of a contract retendering by the Employer, the Employer's procurement policy and contracts require that employee remuneration paid by the incoming contractor must not be less than the amount paid by the previous contractor, for the same or substantially similar services. Furthermore, in the competitive bidding processes, the Employer generally places a higher scoring priority on the ability to perform the work and achieve specified service level standards, than pricing.

Signed on May 28, 2019








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"}

Group Health Benefit Plan – Acupuncture and Physiotherapy Benefits

The parties agree that effective January 1, 2020, the group health benefit plan will be amended to cap the annual acupuncture entitlement to \$500 per claimant and the annual physiotherapy entitlement to \$1000 for dependents and spouses.

Signed on June 20, 2019



Employer



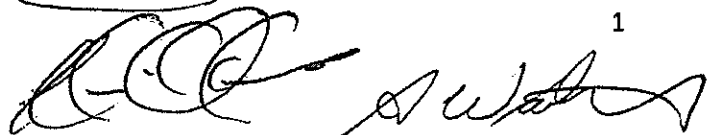
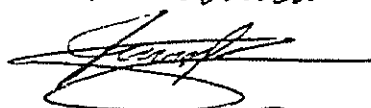
Bryan MacIntosh  
Chief of Staff  
John G. O.



Union



P. Mandos



**MEMORANDUM OF UNDERSTANDING**

**COLLEGE OF APPLIED ARTS AND TECHNOLOGY ("CAAT") DBPLUS PENSION PLAN**

**(Hereinafter referred to as "CAAT DBplus")**

**BETWEEN:**

**THE GREATER TORONTO AIRPORTS AUTHORITY**

**(Hereinafter referred to as the "Employer")**

**And**

**UNIFOR LOCAL 2002**

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

**Definition: Transition means the cessation of contributions to the DC Plan and commencement of contributions to CAAT DBplus on the transition date.**

**WHEREAS** the Union has requested, through its contract proposals, that the Employer transition its Unifor bargaining unit employees from the Defined Contribution Pension Plan maintained by the Employer (the "DC Plan") to CAAT DBplus, for future service on and after the Transition Date (as defined herein); and

**WHEREAS** the Parties have reached an agreement through their negotiations for a renewal collective agreement to transition the Employer's Unifor bargaining unit employees from the DC Plan to CAAT DBplus, for future service on and after the Transition Date; and

**WHEREAS** Article 28:09 of the renewal collective agreement refers to the Employer and Union members each making contributions of "6.5%" towards CAAT DBplus;

**NOW THEREFORE**, the Parties agree to the following:

1. At the request of the Union, the Employer intends to provide for the participation of the eligible Unifor bargaining unit employees in CAAT DBplus as of January 1, 2021, subject to the terms set out herein and in Article 28:09 of the collective agreement. However, it is acknowledged and agreed that the "Transition Date" for the purposes of Article 28:09 of the collective agreement and this Memorandum of Understanding may be a date that is on or after January 1, 2021, based upon factors including the ability of the administrator of CAAT DBplus to accommodate this transition as of January 1, 2021;

2. The Union represents and warrants that it has completed all due diligence that it deems necessary with respect to CAAT DBplus and has determined that it would be in the best interests of the Unifor bargaining unit employees to cease contributions in the DC Plan and to commence contributions in CAAT DBplus on and after the Transition Date. The Union acknowledges that in facilitating this transition at the request of the Union and in entering into this Memorandum of Understanding, the Employer provides no representations/warranties, assurances or guarantees to the Union or to the Unifor bargaining unit employees in respect of the same. The Union further acknowledges that the Employer is not entering into this Memorandum of Understanding in its capacity as administrator of the DC Plan;
3. The Union represents and warrants that it understands the risks associated with the participation of the Unifor bargaining unit employees in CAAT DBplus, that Unifor bargaining unit employees have received sufficient information about the terms of participation in and continued membership in CAAT DBplus including any related risks;
4. The Union acknowledges that the Employer is not the administrator of CAAT DBplus and it is understood and agreed that the legal obligations of the Employer under CAAT DBplus are limited to the Employer's express obligations under the terms of CAAT DBplus and applicable laws which, without limitation, would not include responsibility for the ongoing administration, investment or governance of CAAT DBplus;
5. The Employer contributions of "6.5%" (the "Fixed Employer Contributions") and the Employee contributions of "6.5%" are fixed and shall not change unless mutually negotiated otherwise between the Employer and the Union and any such change is accepted by the administrator of CAAT DBplus (provided, that it is understood and agreed that the Employer and Employee contribution rate may be equally reduced by CAAT, acting in its sole discretion, including where doing so would be required or permitted under CAAT's funding policy for CAAT DBplus). For greater certainty, it is acknowledged that the sole funding obligation of the Employer under CAAT DBplus is to remit the Fixed Employer Contributions identified in this paragraph (as such amounts may be modified as described herein) and that the Employer's initial and ongoing participation in CAAT DBplus is conditional upon the Employer having no obligation (or contingent obligation) to remit any additional contributions, including in respect of any solvency deficiency, going-concern unfunded liability or wind-up deficit under CAAT DBplus, and, other than as required under the participation agreement having no employer withdrawal liability under CAAT DBplus should the Employer ever cease to participate in the plan.
6. Within 90 days following ratification of the collective agreement, the Employer will consult with the Union regarding the ability/process for employees to transfer their account balances held under the DC Plan to CAAT DBplus, provided that in all circumstances the ability to do so, and timing thereof, remains subject to the discretion of the Employer to permit any such transfers (subject to applicable law), any required regulatory approvals and the consent of the administrator of CAAT DBplus to any such transfers;

7. Notwithstanding anything to the contrary in this Memorandum of Understanding or in Article 28:09 of the collective agreement, it is acknowledged and agreed that the participation of the Employer in CAAT DBplus in respect of the affected members of the bargaining unit is conditional upon the Employer entering into a participation agreement with CAAT on terms that are acceptable to the Employer, acting in its sole discretion (including, without limitation, the Employer obtaining any such assurances that it deems necessary to ensure that the Employer's funding obligations under CAAT DBplus shall at all times remain limited to remitting the Fixed Employer Contributions) and that Article 28:09 of the collective agreement and this Memorandum of Understanding (with the exception of paragraph 9) shall be deleted in their entirety and Articles 28:08(b)(i), (ii) and (iii) of the collective agreement shall continue to operate if the Employer is unable to do so. Provided the participation agreement with CAAT meets the criteria set forth above, the Employer shall not unreasonably refuse to enter into such participation agreement.
8. Notwithstanding anything to the contrary in this Memorandum of Understanding or in Article 28:09 of the collective agreement, it is acknowledged and agreed that the Employer may, in its sole discretion, elect to withdraw from CAAT DBplus in the event of any changes to applicable law or the terms of CAAT DBplus which result in the Employer's funding obligations ceasing to be limited to remitting the Fixed Employer Contributions. For greater certainty, this would include, without limitation, any requirement for the Employer to make any contributions to fund a solvency deficiency, going concern unfunded liability, wind-up deficit or the imposition of any employer withdrawal liability, including where any such funding requirement is contingent upon the occurrence of another event such as plan wind-up or the subsequent withdrawal of the Employer from CAAT DBplus. If the Employer has elected to cease its participation in CAAT DBplus in accordance with this paragraph, the Employer shall notify the Union and the Employer and the Union shall enter into good faith discussions regarding the establishment or participation in successor fixed cost pension and/or retirement plan arrangements for affected members of the bargaining unit (the "Successor Arrangements"). Until such time as the Successor Arrangements have been established, the Employer shall provide each affected member of the bargaining unit with additional compensation (in such form determined by the Employer) that is equal to the Fixed Employer Contributions that the Employer would have otherwise made under CAAT DBplus in respect of each such employee.
9. Subject to the Employer complying with its obligations under this Memorandum of Agreement and Article 28:09 of the collective agreement, the grievance process set forth in the collective agreement shall not apply to: (i) the ongoing participation of the Unifor bargaining unit employees in CAAT DBplus; (ii) the transition of Unifor bargaining unit employees from the DC Plan to CAAT DBplus; or (iii) the exercise of the Employer's discretion pursuant to paragraph 7 of this Memorandum of Understanding to not participate in CAAT DBplus or pursuant to paragraph 8 of this Memorandum of Understanding to cease its participation in CAAT DBplus.

***[Signature page to follow]***



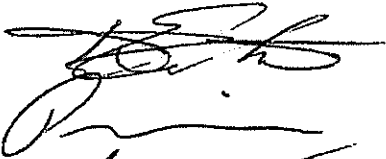
Appendix 'O'

MOU - CAAT

Signed on June 20, 2019



Employer



Devaugh Macintosh

→ angela

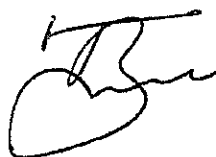
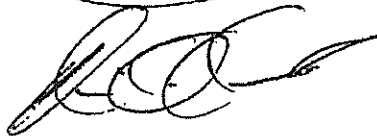
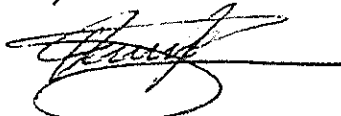
Jodi Gao



Union



P. Lelandas



Arelab