



# TORONTO SCREENERS LODGE 2921 I.A.M.A.W

## Administrative Office

August 4 2018

### **PEARSON AND BILLY BISHOP GARDA SCREENER'S 2018 COMPANY'S FINAL OFFER**

- **ARTICLE 25 WAGE RATES/LEVELS**

A lump sum payment of two thousand dollars (\$2,000) for full time employees and temporary full time employees, and one thousand dollars (\$1000) for Part time employees will be paid to all active employees within thirty (30) calendar days of notice of ratification. For those employees on probation at the time of ratification (including current pre-cert employees) the foregoing lump sum will be paid within thirty (30) calendar days of their successful completion of probation.

These lump sums are paid to the employees who are still employed by the Company when the collective agreement is signed.

All basic wage rates will be increased as follows:

<u>As of the pay period following notice of ratification</u> <u>or no later than the second pay period following ratification:</u>	<u>2.0%</u>
<u>Effective March 31, 2019:</u>	<u>2.0%</u>
<u>Effective April 12, 2020:</u>	<u>2.5%</u>

- **SECTION 28.2 IMPROVED:** The existing Health and Welfare Plan will be amended to include vision care for all employees at the cost of \$280 every two years.
- **SECTION 10.2** Each employee shall receive the first fifteen (15) minute break **after** the second (2<sup>nd</sup>) and **completed before the fourth** (4<sup>th</sup>) hour  
**ADDITION:** Part time employees who work only four (4) hours per day, a fifteen (15) minute break must be given closest to the midpoint of the shift and must be completed before the end of the third (3<sup>rd</sup>) hour of work.
- **SECTION 20.3:** In the event of payroll errors on pay cheques within the fiscal period, over seventy-five dollars (\$75.00), the Company agrees to make an Express Deposit for the exact amount within three (3) business days after receipt of full and complete discrepancy form. The Company must complete its investigation within (3) business days and provide accompanying backup to the employee. In case of failure of the Company's present system (SITT) / Non-billable sheet, the Company shall deem the employee has worked as per his/her schedule
- **SECTION 9.1: L)** If an employee works in a management position for a period of more than **90** days in a calendar year. It is understood that Grandfathered Point Leaders will be chosen by priority as acting SPMs without loss of seniority. Grandfather Point Leaders are obliged to act as acting SPMs when asked to do so. If there are not enough Grandfathered Point Leaders available, the company will refer to Screening Officers.



- **SECTION 8.2 ADDITION:** The date of hire is the first paid day of work after the first orientation.
- **SECTION 8.3 CHANGE:** Probation the first 90 calendar days after obtaining their certification or 180 days after first orientation whichever comes first. **UNION DISAGREES**
- **SECTION 8.5:** Garda agrees to the following cap: that there will always be more 40 hour shifts than part time shifts. Garda also agrees that as long as the budget for hours remains the same as at the last shift bid (summer 2018), the amount of 40 hour bids (1380) will remain the same.  
**UNION DISAGREES- PART TIME CAP 70 Full Time/30 Part Time.**
- **SECTION 21.5: ADDITION:** The Company will be responsible to repair or replace furniture in lunchrooms within five (5) business days, except in the event of vandalism.
- **SECTION 28.4**  
Effective on the first of September, all employees hired on or after that date will be subject to a) or b):
  - a) If the employee elects to have a parking pass, the Employer will cover fifty percent (50%) of the monthly cost. The employee will cover the remaining fifty percent (50%) of the monthly cost by payroll deductions made on each pay period; or
  - b) The employee may elect to be reimbursed by the Employer for an amount equal to fifty percent (50%) of the cost of a monthly parking pass, for his transit pass issued by city transport. The employee must provide evidence that a transit pass was purchased and the reimbursement will be made on a monthly basis.
  - c) Employees hired prior ratification who wish to surrender their GTAA parking card will be paid \$56.25 per month by the Employer as of the month following the surrender of the parking card.
- **LOU 6: UNION POSITION TO ASS LOU 6 BACK INTO THE CBA**

**RATIFICATION VOTE**  
**WEDNESDAY AUGUST 8, 2018**  
**Location: SHERATON GATEWAY HOTEL (LUGANO ROOM)**  
**(Terminal 3 Departures Level)**  
**Time: 0700-2100**

**NOTE:**

**YES to ACCEPT COMPANY'S OFFER & NO STRIKE VOTE= YES TO ACCEPTANCE**

**NO to ACCEPT COMPANY'S OFFER & NO STRIKE VOTE= YES TO ACCEPTANCE**

**NO to ACCEPT COMPANY'S OFFER & YES STRIKE VOTE= NO TO ACCEPTANCE**

**Please note: if the collective agreement is rejected and the 66 and 2/3 strike vote is not obtained, then the Company's offer will be considered accepted.**