

Unifor / VIA Rail

BARGAINING REPORT

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN UNIFOR AND VIA RAIL

Unifor Local 100 Agreement 3

February 2021

HIGHLIGHTS

Wage
Increases

Hybrid Pension
Improvement

Stronger
Benefits

RECOMMENDATION

The bargaining committee has negotiated a tentative agreement that enhances our wages, conditions of work and improves our benefits.

Your bargaining committee unanimously recommends this tentative agreement and urges you to vote in favour of the recommendation for acceptance.

MASTER AGREEMENT HIGHLIGHTS

Wages

- 2% Increase - Retroactive to January 1, 2021
- A Lump Sum payment of **\$1000** for 2020.
Note: Members on lay off, the lump sum payment will be made one (1) month following the member's return to work from layoff.

Benefits

- Cap on Short Term Disability increased from \$670 to **\$750** weekly
- Physiotherapy increased from \$1250 to **\$1500**
- Massage therapy increased to \$50 per visit to a maximum of **\$750** per year
- Hearing aids increased to **\$500** per person every two years
- Increased allowances for eye exams to **\$75**
- Life insurance increased from \$44,000 to **\$48,000**
- **NEW** Orthodontics for dependants under the age of 21 to a maximum of **\$2000**
- Mammary prosthetics included with no maximum cap
- Effective one month following ratification, wig and hairpiece coverage will be extended to anyone who has hair loss due to a medical condition

Pensions

- Increases to employer match on the VIA Hybrid Pension Plan from .5% to **1.5%**, and the elimination of the point grid system

AGREEMENT 3 HIGHLIGHTS

- Med/Arb process moved into Rule 5/can go ex-parte without VIA agreement
- Lunch break must be given to members so it can be completed within the 5th hour of work
- Members changing shifts and commencing new shift within 24-hours will be paid overtime for their first shift at the change
- CLC leave language anchored into the collective agreement
- Strengthened New Technology language
- Provincially registered Apprentice receive full pay and benefits while going to school
- Unifor Skilled trades card qualifies members to receive their skilled trades increase
- Women’s Advocate Program anchored into the collective agreement
- Health and Safety Agreement renewed
- Mission Electrician positions protected at current level
- Skilled trades coordinator position continued at 16-hours per week with potential to increase
- Pension consent to retire at 55 with 85 points renewed
- Part-time employees will have a minimum guarantee of 20-hours per week
- MMC overtime banking continued
- TMC overtime banking continued

LOCAL 100 HOURLY RATES OF PAY		
JOB CLASSIFICATION	CURRENT	2021
LEADHANDS	\$36.54	\$37.27
TRADES	\$35.29	\$36.00
LEADHAND GENERAL WORKER	\$29.62	\$30.21
GENERAL WORKER	\$28.37	\$28.94
RED CIRCLE HELPER	\$29.00	\$29.58
APPRENTICE 1ST TERM	\$29.24	\$29.82
APPRENTICE 2ND TERM	\$30.70	\$31.31
APPRENTICE 3RD TERM	\$32.09	\$32.73
APPRENTICE 4TH TERM	\$33.51	\$34.18



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