



HIGHLIGHTS OF A TENTATIVE AGREEMENT

BETWEEN:

PROGISTIX SOLUTIONS INC.

-AND-

UNIFOR



December 11, 2014

Your Bargaining Committee

Denise Hazel, Unit Chair

Felix Adegboruwa, Bargaining Committeeperson

Al Uprichard, Bargaining Committeeperson

Ray Mortimer, Local President

Howard Law, National Representative

amcope343





Unifor - Progistix Collective Agreement
Summary of Tentative Contract Changes

1. Term

- 5 year contract.

2. Wages

- \$500 signing bonus for every employee.

Effective January 1, 2015

- 2.3% (44 cents per hour) increase to the Step 11 wage rate for Logistic Processors.
- 2 % increase to all other wage steps for Logistic Processors, Material Handlers, and BET.

Effective January 1, 2016

- 1.5 % increase to all wage rates

Effective January 1, 2017

- 1.5 % increase to all wage rates

Effective January 1, 2018

- 1.5% increase to all wage rates

Effective January 1, 2019

- 2% increase to all wage rates

3. Lump Sum Payments

- \$275 effective second pay period in February, 2015
- \$275 February 2016
- \$275 February 2017
- \$275 February 2018
- \$275 February 2019

4. Reclassification of Part Time to Full Time

- 40 RFT Material Handler jobs will be posted and filled by January 10, 2015
- 5 RFT Logistic Processor jobs will be posted and filled by January 10, 2015
- Up to 15 more LP RFT jobs will be posted and filled as vacancies arise during the life of the 5-year agreement; a minimum of 5 are guaranteed by January 1, 2018.

5. Other Monetary Improvements:

- Lead Hand Premium increased to \$1.25 per hour effective January 1, 2015
- Workplace Trainer Premium increased to \$1.25 per hour effective January 1, 2015.
- Meal Allowance increased from \$7 to \$10 effective January 1, 2015.
- Evening and Night Shift Differentials increased by 3 cents in 2015, 2017 and 2019.
- Safety Boot Allowances increased by \$5 in 2015, 2017, and 2019.
- Weekly Overtime for Part Timers (after 40 hours) is increased by counting all paid leaves as part of the 40: e.g. paid sick leave, banked time taken, etc.

6. Job Security

- Managers are expressly forbidden from performing union work.
- Some Quality Assurance jobs will become management.
- Clear language on the employer's responsibility to disabled employees.

7. Record of Discipline

- The "sunset" period to remove discipline from an employee's record is reduced from 24 to 18 months.

8. Vacation Scheduling

The language has been changed to reflect "**Departments**" instead of work groups for vacation selection and to black-out periods from blocked-out periods.

21.4 The following departments have been identified solely for the purpose of vacation selection:

- Signet Internet Services Day Shift
- Signet Internet Services Off Normal Shift
 - Signet Cable
- Signet COE Pack & Hold
- Signet Receiving
- Signet Return Materials
- Signet Selection

- Signet Shipping
- Signet Unit 100
 - Attwell
 - Thunder Bay
 - Huddersfield

9. Shift Preference

- You no longer have to bump into cable to bump into the day shift.

10. Paid Education Leave

- The company will contribute 3 cents per hour per employee to the Unifor Paid Education Leave fund for Progistix union stewards and activists.

11. Union Orientation Session for New Hires

- The union has 30 minutes of time with new employees to explain the rights of the collective agreement.

12. “Housekeeping” Changes:

A number of editorial changes were made to the contract:

- to clarify language without changing the intent, for example “tour of duty” becomes “shift.”
- to move contract language that is difficult to find and put it where it is more easily found, for example MOA on Hours of Work moves to article 18, “Hours of Work” article.
- to update the list of grandfathered employees for LH 150, 6 weeks vacation, etc. to reflect recent retirements.
- To remove or “unpublish” outdated language that is of no use anymore, or the reason for having the language has past, for example;
 - Pension plan actuarial valuation letter (deleted);
 - List of Headquarters (unpublished, still in force);
 - Income Stability letter (deleted);
 - Requirement for French-English translation at bargaining (deleted)

