



# BULLETIN

## TRANSPORTATION DISTRICT 140 DISTRICT DES TRANSPORTS 140

International Association of Machinists and Aerospace Workers  
Association internationale des machinistes et des travailleurs et travailleuses de l'aérospatiale

### IAMAW MEMBERS AT SWISSPORT CANADA INC. - YOW RE: PAY RATES & PAY INCREASES

Dear IAMAW Brothers and Sisters at Swissport Ottawa:

On January 10, 2018, your Union posted a notice indicating that when your Union Bargaining Committee negotiated your present Collective Bargaining Agreement (CBA), they were proactive and wisely negotiated and inserted language into your contract that allowed for the Union to re-negotiate wages in the event that the minimum wage increased above any of the wages in the agreement. The notice also indicated that the Union would likely be arbitrating this matter as the parties were at an impasse.

On April 26, 2018, the parties met at a mediated arbitration session with Arbitrator, Robert Herman. The outcome of this mediated arbitration is as follows:

**1) Effective June 1, 2018, the rates of Ramp and PSA & OPS employees on the Appendix "B" wage scale will be amended as follows:**

- Start to Level 3 will go to \$14.49
- Levels 4 and 5 will go to \$14.92
- Level 6 will go to \$15.37
- Level 7 will go to \$15.83
- Level 8 will go to \$16.30

**2) Effective June 1, 2018, the rates of Grooming employees on the Appendix "B" wage scale will be amended as follows:**

- Start to Level 4 will go to \$14.17
- Levels 5 and 6 will go to \$14.60

**3) Effective June 1, 2018, the Mechanic Helper rate will become \$14.50.**

Note: Notwithstanding any provisions in the Collective Agreement, all employees impacted by the above changes will not be eligible or receive any other wage rate increases in 2018.

While many Companies across Ontario are simply only raising workers rates to \$14/hr to meet their statutory new minimum wage obligations, the IAM has been successful in providing additional increases that apply to more than those who are at or below the new minimum wage. IAM members at the wage levels indicated above will receive an average of an additional 3% wage uplift and some as high as an additional 6% uplift. This is in addition to the uplift that many already received as a result of the new \$14/hr minimum wage in Ontario.

On January 1, 2018, many employees at Swissport Ottawa received wage increases ranging from 1.8% to 18%. The additional increases obtained through the mediated arbitration process will see these numbers will grow on June 1, 2018 to between 3% & 19.5%.

Please keep in mind that the Union is scheduled to begin full blown negotiations with the Company in approximately 4 months' time, when we will have yet another opportunity to increase wages even further.

None of this would have been achieved, if it were not for the wisdom and forward thinking of your bargaining team in negotiating wage re-opener language in the event of minimum wage increases.

In solidarity,

Michael Corrado  
General Chairperson - Central Region

MC: mdr

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