



Advance Employees' Association – GSU Local 8

## **Bargaining Proposals – October 18, 2021**

Re: Collective Agreement Covering  
Regina Plant Employees of Advance Tank Production Ltd.  
And Advance Tank Centres Ltd.

### **NOTE**

The following agreement renewal bargaining proposals with respect to the Collective Agreement that expires on October 31, 2021 are presented in the format of amendments to the Collective Agreement and are being submitted by AEA/GSU Local 8 without prejudice to the right to amend, revise or submit additional proposals as required or in response.

## **Article 6 – Adjustment of Grievances**

1. Amend section 6.10 to provide a new list of arbitrators.

## **Article 8 – Probation, Seniority, Temporary Transfers, Job Postings**

2. Amend section 8.04 by adding a new first sentence which will read:

“Temporary transfers shall be limited to five (5) working days.”

## **Article 9 – Layoffs, Bumping, Recall, Plant Closure**

3. Amend by deleting the second, third and fourth paragraphs and replace them with the following:

“In the event of plant closure the Employer will provide affected employees with working notice or pay in lieu or a combination thereof as required by section 2-60 of Part II of the Saskatchewan Employment Act and in addition the Employer will pay each employee one (1) week of severance pay for every year of seniority to a maximum of twenty-six (26) weeks’ severance pay.”

## **Article 15 – Wage Rates, Appendix A and Appendix B**

4. Amend section 15.01 Wages Rates to provide for across-the-board general wage increases applicable to all wage rates and employees’ rates of pay as follows:

- Effective November 1, 2021 and retroactive to that date – 5.0%
- Effective November 1, 2022 – 5.0%
- Effective November 1, 2023 – 5.0%

5. Amend section 15.03 Reporting Allowance to provide minimum reporting for work pay of six (6) hours per shift and thirty (30) hours per week.

6. Amend Appendix A by incorporating the above proposed general wage increases into the rates of pay.
7. Amend Appendix B by adding two job classes to all job classes to all job classifications except for Service Electrical II where three job classes shall be added. In addition, include the Seam Welder in the Rail classifications.
8. Amend Appendix B by collapsing all tiered job classifications into a single job classification with automatic progression.

## **Article 18 – Injury, Bereavement, Jury Duty Pay and Sick Leave**

9. Amend section 18.02 to read as follows:

“Leave of absence with pay up to four (4) days shall be granted to employees for bereavement purposes in relation to the death of a member of the employee’s immediate family. Where major travel or special circumstances are involved, approval may be given to extend the paid leave by the required number of unpaid days of leave. Immediate family shall be defined to include the employee’s spouse, child, spouse’s child, father, mother, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparent, spouse’s grandparent, grandchild, spouse’s grandchild, or equivalent relationship.

In the case of the death of an aunt, uncle, cousin or spouse’s aunt or uncle one day of paid leave of absence with pay shall be granted to employees.”

10. Amend Article 18 by adding the following section 18.04 Serious Illness Leave:

“In the event of a serious illness of a spouse, parent or child which requires the attendance of an employee, paid leave as provided in section 18.02 will be granted.

11. Amend Article 18 by adding a section 18.05 Sick leave which shall read as follows:

“In the case of illness or disability, all employees shall be entitled to use paid sick leave which shall be accumulated at the rate of 1.25 days for every 173.33 hours worked (not including overtime). Paid sick leave shall be at the applicable

rate of pay as if the employee is not absent from work to the limit of her/his accumulated sick leave and to a maximum of 119 calendar days.

If an employee has insufficient paid sick leave accumulated to carry her/him for 119 calendar days, short term disability benefits shall apply for the remainder of the employee's absence due to illness or disability.

## **Article 19 – Benefits**

12. Amend section 19.01 to provide that the Company will continue to pay the premiums to maintain a group insurance policy providing the benefits cited in sections 19.01 and 19.02 of the Collective Agreement to all employees, including those on Short-Term Disability and Long-Term Disability Benefits. In addition, amend section 19.01 to provide that the group insurance policy will be amended to provide for the waiver of employee premiums when employees are on short-term or long-term disability benefits or workers' compensation benefits.
13. Amend the group insurance policy to provide for short and long-term disability benefits equal to seventy-five percent (75%) of the claiming employee's total wage earned in the previous six (6) months.
14. Amend Article 19 to include a provision for retirement transition agreements which shall provide that, subject to the affected employee's consent, the Employer and AEA/GSU Local 8 may agree that an employee with twenty (20) or more years' seniority may be retained on a less than fulltime basis to facilitate their transition to retirement. The terms of a retirement transition agreement shall be subject to agreement between the Employer and AEA/GSU Local 8 and shall be limited to a six (6) month duration. Employees covered by a retirement transition agreement may terminate the agreement at any time provided they give one week's notice.

## **Article 20 – R.R.S.P.**

15. Amend Article 20 to include a Company paid retirement allowance of \$750 for employees with twenty (20) or more years' service and \$1500 for employees with twenty-five (25) or more years' service.

## **Article 25 – Duration**

16. Amend section 25.01 to provide that the Agreement shall be in force from November 1, 2021 to October 31, 2024.