



Hamilton

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November 1, 2023.

Re: Details of the City's Final Offer to HSR Employees

Dear HSR Employee:

This letter is to share with you details of the final offer made to the ATU Local 107 on October 24, 2023, at their request. The City and the ATU Local 107 started bargaining in February, and after 28 days of bargaining the ATU requested the City present a final offer. As you prepare to vote this Sunday, we wanted you to have the background and details on the offer from the City.

To reach an agreement, the City presented its best offer. If this offer is rejected, we expect that a strike will occur.

It should be noted, the City does not want a strike as that will negatively impact you, your families and the customers who rely on transit service each day. The City has made significant investments in Transit and plans to continue to do so.

This offer is similar to what the CUPE 5167 recently agreed to, mirroring the same wage increases. This offer also ensures that you remain amongst the highest paid Transit Operators in the province. The offer sets out that the 2023 base wages for an Operator will be \$35.08 hourly, or \$72, 966 a year, before any shift premiums. By the end of the Agreement, the annual salary increases to \$38.33 per hour, or \$79,726 a year. For your information, we included a chart of comparator Transit Operator wages at the end of this letter and for greater clarity, you will see a Hamilton's Transit Operators are the third highest paid amongst the comparators.

The key details of the four-year offer include:

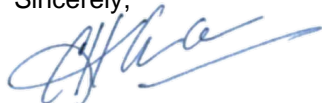
Table with 4 columns: January 1, 2023 (3.75% increase, Retro back to Jan 1), January 1, 2024 (3% increase), January 1, 2025 (3% increase), January 1, 2026 (3% increase)

- Benefit increases: Vision increased to \$450 from \$350 per 24 consecutive months. Mental health paramedical services increased to \$800 from \$500 per person per year and it includes more types of eligible mental health providers you can choose from.
Increases to the Maintenance uniform coveralls (increased to 11 from 8 bi-weekly) and yearly tool allowance payments. (increases in all categories, ranging from increases of \$100 - \$300)
The City withdrew their proposals to end Sunday shift premiums and have part-time Transit Operators.
New article on immunizations similar to the CUPE 5167 collective agreement language.
Language agreeing to pay for the Executive Board members to attend the monthly meeting and invoice the Union allowing for pensionable time for Executive Board Meetings.
Revised Short-term Disability Claim form removing the requirement for diagnosis and including more robust information respecting restrictions and limitations to facilitate quicker return to work.
Removal of vacation accrual during periods of absence due to sickness while on Long-term Disability only.
Discontinuation of the employee-only shuttle relief bus between the downtown area and the MTC as well as non-core relief points (Ancaster, Stoney Creek, Parkdale, Stone Church). Since all HSR employees already receive free transit, and the significant increases in service frequency since the shuttles were implemented years ago, the savings from this has been folded into other increases in the agreement and the vehicles will be used to grow transit for customers. Pick up and drop off buses are not impacted by this change.

You've probably heard a lot about the non-union increase. The City has a long-standing policy stating that the salaries for non-union position (e.g. administrative, clerical, managerial) should be at the 50<sup>th</sup> percentile (i.e. midpoint between the highest and the lowest paid) of comparator municipalities. Over several years, Hamilton's non-union wages had fallen behind the 50<sup>th</sup> percentile. This resulted in difficulty recruiting and retaining staff. Therefore, some non-union positions received wage adjustments. If you look at the wage chart below, you'll see that HSR Operators have always been paid competitively, above the midpoint, while non-union wages did not land above the midpoint against their comparators.

We encourage and support your right to vote on Sunday. The City remains hopeful that you will recognize the final offer as fair.

Sincerely,



**Carlyle Khan**  
Acting City Manager  
General Manager, Public Works

### Transit Operator Wage Rates

The chart below is a comparison of comparable Municipal Transit Agency wage rates available in descending order in 2023. If the Employer's offer is accepted, a Transit Operator would make the hourly wage highlighted in bold below. Based on historical wage rates, we expect Mississauga and Brampton will remain ahead of HSR Transit Operator wages, and you will remain in third position amongst comparators.

	ATU 107 Increase	1.75%	1.75%	1.75%	1.75%	3.75%	3.00%	3.00%	3.00%
Municipality/Transit Agency	2019	2020	2021	2022	2023	2024	2025	2026	
City of Brampton (Brampton Transit)	\$35.15	\$35.85	\$36.57	\$37.30	\$38.05				
City of Hamilton (HSR)	<b>\$32.10</b>	<b>\$32.66</b>	<b>\$33.23</b>	<b>\$33.81</b>	<b>\$35.08</b>	<b>\$36.13</b>	<b>\$37.21</b>	<b>\$38.33</b>	
Waterloo Region (Grand River Transit)	\$30.68	\$31.29	\$31.92	\$32.56	\$34.57	\$35.34	\$36.14		
City of London (London Transit Commission)	\$29.87	\$30.47	\$31.08	\$31.70	\$33.94	\$34.96	\$36.01	\$37.09	
City of Ottawa (OC Transpo)	\$31.56	\$32.04	\$32.52	\$33.09	\$33.68	\$34.36			
Town of Oakville (Oakville Transit)	\$30.61	\$31.22	\$31.85	\$32.49	\$33.14	\$33.80			
City of Burlington (Burlington Transit)	\$29.58	\$30.17	\$30.77	\$31.70	\$32.65	\$33.74	\$34.75		
City of Guelph (Guelph Transit)	\$29.78	\$30.31	\$30.91	\$31.37	\$31.92	\$32.48			
York Region (YRT, TOK Transit)	\$28.12	\$28.75	\$29.40	\$30.06	\$31.74	\$31.43			
City of Brantford (Brantford Transit)	\$28.38	\$28.88	\$29.17	\$29.68	\$30.37	\$30.88	\$31.50		
City of Mississauga (MiWay)	\$35.30	\$36.01	\$36.73	\$37.46	-	-	-	-	
York Region (YRT, Miller Transit)	\$29.51	\$30.13	\$30.76	\$31.41	-	-	-	-	
City of Niagara Falls (Niagara Falls Transit)	\$29.29	\$29.80	\$30.32	\$30.85	-	-	-	-	
Town of Milton (Milton Transit)	\$28.98	\$29.85	\$30.74		-	-	-	-	
City of Welland	\$28.50	\$29.07			-	-	-	-	
City of St. Catharines (St Catharines Transit Commission)	\$29.77				-	-	-	-	

#### Notes:

- GRT, LTC and BT have recently settled, and the wage calculation based on details of increases as the new collective agreements have not been released yet.