



# 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

## TBH Services Tentative Agreement Vote

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December 19, 2024

Hello Brothers and Sisters,

As you are aware, your Union and the Company have been in discussions to make renegotiate our collective bargaining agreement (CBA). We are pleased to share with the members that we have reached a tentative agreement that will provide increases to base wages in all classifications and an increase to the premium for senior members.

We were all shocked when TBH lost the Common Baggage Handling Contract in October. TBH is optimistic that they will regain some contracts and be able to grow again. While most of the changes in the Tentative Agreement are language updates, we were able to make modest improvements.

The details of all proposed changes are attached to this document, once ratified these items will form the new Collective Agreement.

Highlights of the tentative agreement include:

- Wage increases in all classifications each year of the agreement.
- Increase in seniority premium from \$1.00 to \$1.20 per hour
- Increases had been in effect of June 1<sup>st</sup> each year, we improved on this to gain wage increases effective January 1<sup>st</sup> each year.
- We reduced the probationary period.
- Improved the Uniform allotment.

**Your Union strongly recommends that the membership accept these changes to the current CBA as proposed. Laila Hakimi and Dan Janssen will be in the workplace on December 27, 2024 between 10 am and 2 pm to answer any questions members may have.**

### Voting Details:

**This vote will be held online using Simply Voting.** Members emails have already been submitted. Email invites to vote will be sent throughout the day, just click on the link in the email and make your vote selection to participate.

**Date:** Monday, December 30, 2024

**Time:** 6:30 a.m. to 9:00 p.m.

**Location:** Online Vote – Simply Voting

For any additional details about the tentative agreement, please feel free to reach out to Laila Hakimi, Harjit Khurma, or myself at 416-827-8140 and/or by email at [djanssen@iam140.ca](mailto:djanssen@iam140.ca).

In solidarity,

Dan Janssen      General Chairperson  
Laila Hakimi      Chief Steward/ Negotiations Committee Representative  
Harjit Khurma      Negotiations Committee Representative