



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 2nd Tentative Agreement Vote

January 16, 2025

Hello Brothers and Sisters,

We are pleased to share that we have reached a second Tentative Agreement with the Company. Your Union raised all of the members concerns that we heard during our recent walk around and we had a difficult discussion about the challenges facing the Company with the upcoming GTAA contract bid process. As members are aware, TBH needs to secure a contract to continue operating. The Company is optimistic that they will be successful. The current GTAA contract expiration date is March 31, 2025.

Your Union was able to negotiate another level of seniority premiums at 3 years which will ensure the majority of members are earning a premium and that all members currently employed will be receive the premium in the next year or two. **All wage increases are retroactive to January 1st, and will be paid out within 30 days of ratification.**

Highlights of the tentative agreement include:

- Base wage rate increases in all classifications of 2% in each year
- Introduction of a 3 year seniority premium of \$0.25 per hour.
- Increase the 10 year seniority premium from \$1.00 to \$1.50 per hour
- Increases had been in effect as of June 1st each year, we improved on this to gain wage increases effective January 1st each year.

Your Union strongly recommends that the membership accept these changes to the current CBA as proposed. Due to the need to secure the next GTAA contract, there is an urgent need to move forward with this agreement.

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: Tuesday, January 21, 2025

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.

In solidarity,

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

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