



07/15/26

BTS Contract Implementation Update

Sisters, Brothers, and siblings,

Since the ratification of our new collective agreement, we have received a number of questions regarding implementation timelines, retroactive pay, reclassifications, voluntary separation packages, and the printing of the new collective agreement. We wanted to provide everyone with the latest information.

Retroactive Pay

If all goes according to plan, retroactive wage payments are expected to be processed on the July 31 pay.

Retroactive per diem payments are currently targeted for the August 14 pay. Please note that this date is not guaranteed. We know everyone is eager to receive their increases and retroactive payments, but we also want to avoid additional payroll issues. Our priority is to ensure these payments are processed accurately rather than rushed.

Voluntary Separation Packages (VSPs)

While nothing has been finalized, the current expectation is that targeted VSPs may begin mid-September, followed by province-wide seniority-based VSPs in mid-October.

These dates remain subject to further discussions with the Company, but we wanted to share the current targets so members who are waiting have the most up-to-date information available.

Leave of Absence Requests

Members who are waiting on a VSP and wish to request a Leave of Absence (LOA), or who have already requested one and been denied, should contact their Local President. Your Local President will work directly with the Bargaining Committee and/or your National Representative to review your situation.

Reclassifications

The negotiated reclassifications became effective on the date of ratification.

If you have not yet been properly scheduled into your new classification and, as a result, have been scheduled for more weekends than permitted under the new agreement during the current eight-week schedule, please contact your Local President or Chief Steward immediately and file a grievance so the matter can be addressed.

Collective Agreement Implementation & Printing

We have received several inquiries regarding when the new collective agreement will be finalized and printed.

First and foremost, unless otherwise specified within the agreement, the negotiated amendments became effective immediately upon ratification, regardless of when the final collective agreement is formally signed.

The Bargaining Committee received the fully amended version of the collective agreement yesterday. Due to previously scheduled vacations and other commitments, it has been difficult to assemble the full committee for a final review. To complete this process, the committee has scheduled a full week together at the end of August to conduct a comprehensive review and formally sign off on the agreement.

Our expectation is to have a final PDF version available by mid-September for distribution to the membership, with printed copies to follow later in the fall.

For those wondering, this timeline is normal for the completion, formatting, proofing, and printing of a new collective agreement.

In Closing

Thank you for your patience and support as we work through the implementation of the new collective agreement. We will continue to keep the membership informed as additional information becomes available.

In Solidarity,

Your Unifor BTS Ontario Bargaining Committee

Jim Fling	Local 34-O
Jeff Mark	Local 47
Drew Kerrigan	Local 42
Colum Lynn	Local 1996-O
Clayton Nunn	National Representative