

# PORT OF MONTREAL STATUS REPORT

Do the longshoremen of the Maritime Employers Association really know what they are refusing?



On March 21<sup>st</sup>, 2021, the offer from the Maritime Employers Association (MEA) was rejected by a vote of 99.71%.

## PROPOSALS FOR THE 2019-2023 COLLECTIVE AGREEMENT:

Annual salary increases of 2% for the first 3 years and of 2.5% for the following 2 years.

SALARY	2018	2023
Hourly Rate (Day Shift)	\$36.09/h	\$40.24/h
Time and a Half (Evening Shift)	\$54.14/h	\$60.36/h
Double Time (Night and Weekend Shifts)	\$72.18/h	\$80.48/h

For a night or weekend shift in 2023, an employee will be paid \$643.84 for a 4-hour or a 5-hour and 20-minute day of work (\$160.96/h or \$120.79/h).

**No financial concession is being requested by the MEA.**

To promote a better work-life balance, the employer is proposing:

- 5 additional weekend days off annually per employee;
- The possibility of exchanging shifts between employees;
- The creation of positions with fixed working hours from Monday to Friday, on the day and evening shifts;
- The creation of a joint committee for the reform of the work schedules.

Plus:

- A 38% increase in the guaranteed wage for first reserve pool employees.
- More than 150 employees will see their guaranteed wage extended from 9 months to 12 months.
- A retirement bonus of \$25,000 per employee for 50 employees.
- A 25% increase of the life insurance coverage for every employee reaching 65 years old.

## CURRENT WORKING CONDITIONS:

- The average annual salary for a longshoreman in 2020 was \$126,000.
- Pension fund and insurance payments are fully covered by the employer, representing an additional \$20,000 per employee annually.
- All regular employees have a guaranteed wage. Depending on seniority, they are paid for between 32 and 40 hours per week, whether they work or not.
- All evening shifts are paid time and a half, and night and weekend shifts are paid double time.
- For an 8-hour paid shift, over 95% of employees work between 4 hours and 5 hours and 20 minutes in total.
- Regular employees must be available to work 19 out of 21 days. In 2020, they worked an average of 16 days out of 21.
- Overtime is worked on a voluntary basis only.
- Hiring criteria: High school diploma (or equivalent) and valid driver's licence.
- From recruitment to retirement, all training is paid for by the employer.