

Miller Transit

Best and Final Offer

- **Payment of \$400.00** – to each employee upon ratification of a new agreement
- **Increase in Training Rate** for all employees to 70% of your normal hourly rate with yearly increases as wages rise. Increase of approximately 33% for a senior driver.
- **Increased Wages**. Year 1: 3.4%, Year 2: 2.1%, Year 3: 2.1%, Year 4: 2.5%, Year 5: 3.0%. These increases add up to 13.1% but when they are compounded each year (the 2.1% in the second year is on top of the 3.4%) your wages increase is 13.8% over a 5 year contract, an average increase of over 2.7% per year.
- **New Pay Direct Prescription Drug Card** - prescriptions paid by your benefit plan when you purchase; you no longer pay for medications and apply for reimbursement.
- **New Employee Assistance Program** – free professional private advice for your personal affairs such as family matters, financial planning, health issues, life challenges and work related issues. Further information on the program is included in this package and on the website
- **Continued Employer's Contribution to your Miller Transit Pension** - Miller Transit matches your contribution to a maximum 5% of wages for a total of 10% contribution to your plan. An employee earning \$45,000 per year can contribute up to 5% (\$2,250) of pre-tax earnings., Miller Transit matches these funds dollar for dollar (\$2,250) immediately doubling your money. You then choose an investment plan from a menu provided by an independent Pension Plan Administrator. Your investments continue to earn money for your eventual retirement. The Pension Plan Administrator is paid by Miller Transit; there is no cost to you.
- **Increased Mechanics' and Cleaners' boot allowance to \$135** per year.
- **Restored Take Two Program** to a maximum of **\$400 per year**; incentives rewarding safe work habits and professional job performance.
- **Increased Tool Allowance to \$500** per year.
- **Accepted completely** the union proposal on Grievance Procedures (Article 12).
- **Accepted completely** the union proposal on Health & Safety (Article 22).
- **Benefit Plan** including prescription drugs, medical and dental, life insurance, which for a family adds 6.5% to your wage. The Miller benefit plan is recognized as one of the best in Canada. Including pension and the other items above your benefits amount to over 12% in addition to your wages.
- **Job Security** - a 5 year collective agreement to match the 5 year contract with York Region. You are assured of a job and guaranteed annual increases in wages to October 2016. This represents certainty that many York Region taxpayers do not enjoy.
- **Freedom to work anywhere** - your ongoing training is as good as you will find in our industry. Your accreditations and skills belong to you and are portable.

For more information, please go to our website at: www.back2work.me