

PORT OF MONTREAL STATUS REPORT

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



On March 21st, 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.