

MEMORANDUM OF AGREEMENT

between

HALIFAX REGIONAL MUNICIPALITY (HALIFAX TRANSIT)

and

AMALGAMATED TRANSIT UNION, LOCAL 508

WHEREAS Halifax Regional Municipality (Halifax Transit) and Amalgamated Transit Union, Local 508, are parties to a Collective Agreement from September 1, 2021 to August 31, 2025 (the “Collective Agreement”); and

WHEREAS Halifax Regional Municipality (Halifax Transit) and Amalgamated Transit Union, Local 508 agree to separate out the 1st Class Mechanic classification by trade; and

WHEREAS Halifax Regional Municipality (Halifax Transit) and Amalgamated Transit Union, Local 508 agree to a wage increase for Truck & Transport Mechanics, retroactive to May 4, 2025; and

WHEREAS Halifax Regional Municipality (Halifax Transit) and Amalgamated Transit Union, Local 508 wish to amend the Collective Agreement pursuant to Articles 64.09 and 67.01, and MOU #9.

NOW THEREFORE, effective May 4, 2025, the Collective Agreement is amended as follows:

1. The current language of Article 64.09:

A Shift worker’s regular shift will not be changed unless mutually agreed upon or they are given two (2) weeks’ notice. The maximum shift workers per classification will be as follows: six (6) mechanics and one (1) (Bodyperson) mechanic. Furthermore, there will be a full-time classification of four (4) Hostler/Repairperson that will also be shift workers. Hostler/Repairperson will be paid under the Repairperson wage scale.

Will be amended as follows:

A Shift worker’s regular shift will not be changed unless mutually agreed upon or they are given two (2) weeks’ notice. The maximum shift workers per classification will be as follows: six (6) Truck & Transport Mechanics and one (1) Autobody & Collisions Technician. Furthermore, there will be a full-time classification of four (4) Hostler/Repairperson that will also be shift workers. Hostler/Repairperson will be paid under the Repairperson wage scale.

2. The first table in Article 67.01, Rates of Pay and Classifications: Equipment Department:

	Old	3%	3%	3%	3%
	Sept 1, 2020	Sept 1, 2021	Sept 1, 2022	Sept 1, 2023	Sept 1, 2024
1st Class Mechanic	35.75	\$36.82	\$37.93	\$39.06	\$40.24
Industrial Mechanic		Same Steps and Rates as above			
Industrial Electrician					
Electronic Technician					

Will be deleted and replaced with the following:

	Old	3%	3%	3%	3%	
	Sept 1, 2020	Sept 1, 2021	Sept 1, 2022	Sept 1, 2023	Sept 1, 2024	May 4, 2025
Truck & Transport Mechanic	N/A	N/A	N/A	N/A	N/A	\$47.13
Automotive Mechanic	35.75	\$36.82	\$37.93	\$39.06	\$40.24	\$40.24
Autobody & Collisions Technician	35.75	\$36.82	\$37.93	\$39.06	\$40.24	\$40.24
Industrial Mechanic		\$36.82	\$37.93	\$39.06	\$40.24	\$40.24
Industrial Electrician		\$36.82	\$37.93	\$39.06	\$40.24	\$40.24
Electronic Technician		\$36.82	\$37.93	\$39.06	\$40.24	\$40.24

3. The second table in Article 67.01, Rates of Pay and Classifications: Equipment Department:

	Old	3%	3%	3%	3%
	Sept 1, 2020	Sept 1, 2021	Sept 1, 2022	Sept 1, 2023	Sept 1, 2024
2nd Class Mechanic	\$33.69	\$34.70	\$35.74	\$36.81	\$37.92
3rd Class Mechanic	\$33.08	\$34.07	\$35.09	\$36.15	\$37.23
Mechanic	\$32.10	\$33.06	\$34.05	\$35.08	\$36.13
Transit Infrastructure Field Technician [New 2021]	\$32.10	\$33.06	\$34.05	\$35.08	\$36.13
Facility Equipment Maintainer	\$32.10	\$33.06	\$34.05	\$35.08	\$36.13

Will be deleted and replaced with the following:

	Old	3%	3%	3%	3%
	Sept 1, 2020	Sept 1, 2021	Sept 1, 2022	Sept 1, 2023	Sept 1, 2024
2nd Class Mechanic	\$33.69	\$34.70	\$35.74	\$36.81	\$37.92**
3rd Class Mechanic	\$33.08	\$34.07	\$35.09	\$36.15	\$37.23
Mechanic	\$32.10	\$33.06	\$34.05	\$35.08	\$36.13
Transit Infrastructure Field Technician [New 2021]	\$32.10	\$33.06	\$34.05	\$35.08	\$36.13
Facility Equipment Maintainer	\$32.10	\$33.06	\$34.05	\$35.08	\$36.13

**2nd Class Mechanics in the Truck & Transport trade will receive \$42.42.

4. The current language of Memorandum #9, Mechanic Recruitment and Retention:

Mechanic Rate of Pay

Any licensed truck and transport mechanics with three (3) or more years of recent experience, upon hire at Halifax Transit, in the position of Mechanic, Industrial Mechanic, Industrial Electrician and Electronic Technician or equivalent position, will be placed at the 1st Class Mechanic rate of pay, outlined in Article 67.01 of the Collective Agreement. [2021]

An employee hired as an Apprentice for the position of Mechanic will be placed at the Mechanic rate of pay and will move through the pay increments contained in Article 67.01 at the accelerated rate upon the Employee providing sufficient written proof of successful completion of available tests in the apprenticeship program.

All increases will be processed at the start of the pay period following the submission of the written proof of successful completion of available tests in the apprenticeship program.

Will be amended as follows:

Mechanic Rate of Pay

Any licensed and certified mechanics, technicians, or electricians upon hire at Halifax Transit, will be placed at the rate of pay for the position that corresponds to the respective trade, as outlined in Article 67.01 of the Collective Agreement.

An employee hired as an Apprentice for any mechanic, technician, or electrician position will be placed at the Mechanic rate of pay and will move through the pay increments contained in Article 67.01 at the accelerated rate upon the Employee providing sufficient written proof of successful completion of available tests in the apprenticeship program.

All increases will be processed at the start of the pay period following the submission of the written proof of successful completion of available tests in the apprenticeship program.


The Parties hereto have executed this agreement on this 3rd day of June, 2025 at Halifax, Nova Scotia.

For Halifax Regional Municipality



Mayor


Clerk



Witness


Witness

For the Amalgamated Transit Union, Local 508



President



Witness

**Approved as to Form
and Authority**



Solicitor