

CONTRACT IMPLEMENTATION UPDATE

A Major Piece of Disciplinary Reform for RTO



“This is a significant piece of disciplinary reform for RTO. We set out to change the disciplinary culture in our department, and we’re doing just that. I’m extremely proud of this agreement, and I know it will save jobs for years to come.”

— VP Eric Loegel

JUNE 11, 2020 — Late last week, the union signed off on the “cell stip”— reducing the disciplinary penalties for electronic device violations.

Previously, these violations started with a penalty of dismissal, and typically settled for 30 day suspensions, and final warnings.

The new agreement provides the following protections:

- Instead of dismissal, demotion, or a 30 day suspension, a first offense is a 20 day suspension.
- That suspension = Five days served, with the remaining 15 for the record only.
- A “sunset clause” on these violations after three years.
- Electronic device violations are on a “separate track” from operational violations
- Retroactive to final contract ratification (January 23rd).

The agreement gives RTO parity with the Department of Buses, where a similar agreement has existed for a number of years.

