



**Memorandum of Settlement**

*for renewal of the collective agreement*

*between*

**GardaWorld Cash Services Canada Corporation or GardaWorld (Vancouver)**

*and*

**Unifor, Local 114**

*March 23, 2015*

**Subject to errors & omissions:**

**HOUSEKEEPING**

- **AGREED** Change all references to Unifor where applicable
- **AGREED** Renumber articles where necessary (specifically 36.08 onward)
- **AGREED** Change all references from Spencer Mohart Consultants to B.G. Benefits where applicable
- **AGREED** Replace all reference to “G4S Cash Solutions (Canada) Ltd.” with “GardaWorld Cash Services Canada Corporation” throughout the Collective Agreement
- **AGREED** Replace all reference to “G4S.” with “GardaWorld” throughout the Collective agreement
- **AGREED** Amend Company name to read as follows “GardaWorld Cash Services Canada Corporation”, referred to as “GardaWorld”.

**ARTICLE 2 – DURATION OF AGREEMENT**

- **AGREED Three Years**

**2.01 Duration of Agreement**

This Agreement shall be in full force and effect from and including February 1, **2015 up** to and including January 31, **2018** and shall continue in full force and effect from year to year thereafter, subject to the right of either party to this Agreement within four (4) months immediately preceding the expiry date, or immediately preceding the anniversary date in any year thereafter, by written notice to the other party, require the other party to commence collective bargaining with a view to a conclusion or renewal of a collective agreement or a new collective agreement.

## **ARTICLE 10 – UNIFORMS & WORK CLOTHES**

➤ **AGREED**

### **10.05 Bullet Resistant Vests**

The Company will purchase, maintain and distribute a bullet resistant vest for all eligible route employees. **It is mandatory, at all times, for all Route employees to wear and use a BR Vest when performing route work and/or driving company vehicles, at all times.**

The replacement policy is as follows:

Once a bullet resistant vest has expired, the Company will supply the eligible route employee with a replacement vest. Eligible route employees currently in possession of a bullet resistant vest will be issued with a replacement vest, once the vest is expired.

The vest supplied will be of the following standard:

CBA 22	Level 11 Male
FMBA	Level 11 Female

or equivalent (i.e. Spector Shield Level 2), and include a nylon exterior carrier or ply cotton washable covers for interior use. **The Company may increase the Level II BR vest to a higher level than a Level II standard, during the duration of this Collective Agreement.**

The vests will remain the property of the Company and will be returned when the eligible employee leaves the Company. Supply of the vest and carrier to the employee constitutes the mandatory use of said vest at all times while on duty for the Company.

~~Supply and use of the vest will only be done upon voluntary request by the employee. Employees who are issued a vest must wear it while on duty.~~

All employees requiring bullet resistant vests will be fitted according to the manufacturer's specifications. Further legitimate requests for readjustment will be made within thirty (30) days or sooner.

## **ARTICLE 14 – GRIEVANCE PROCEDURE**

- **AGREED DELETE three person arbitration board**
- **AGREED MODIFY single arbitrator clause**
- **AGREED REPLACE "Arbitration Board" or "Board of Arbitration" with "Arbitrator" where applicable**

**14.02 Steps**

**Delete (c) Step 3 – Arbitration Board**

**14.03 Arbitrator**

**Modify**

In the event the representative of the Company and the Union cannot reach agreement, either party may, by registered mail within sixty (60) days of the meeting described in Step 2, submit the grievance to binding arbitration. The parties shall, within ten (10) days of the sending of the notice requesting arbitration, select a mutually acceptable arbitrator. If the parties are unable to agree on the selection of an arbitrator within the ten (10) days, the Federal Minister of Labour shall be requested to appoint the arbitrator.

**ARTICLE 15 – PAY DAY AND PAY STATEMENTS ETC.**

➤ **Agreed**

**15.01 Frequency**

All employees covered by this Agreement will be paid not less frequently than every second (2<sup>nd</sup>) Friday, all wages earned by such employees to a day not more than seven (7) days prior to the day of payment.

Payment shall be direct deposit. ~~and the pay stubs will be given out at 3:00pm on the preceding Thursday or as soon as available if earlier.~~ There will be no cost to the employee for the direct deposit service.

**15.02 Statement**

(a) If requested, the Company shall provide every employee covered by this agreement ~~an a printed~~ itemized statement of all wage payments and hours worked in the previous week.

(b) The Company shall provide every employee covered by this Agreement on each pay day, with ~~an a separate or detachable written or printed~~ itemized statement in respect of all wage payments to such employee.

Such statement shall state the total hours worked, total overtime hours worked (either one and one-half (1 ½) times or two (2) times), the rate of wages applicable and all deductions made from the gross amount of wages.

**(c) Upon individual request, within 24 hours a printed itemized statement in respect of all wage payments shall be supplied**

## **ARTICLE 16 - ANNUAL VACATIONS**

- **AGREED AMEND** to increase numbers and add language

### **16.01 Vacation Times & Number**

#### **16.01 (c)**

The Company is not bound to permit more than fifteen percent (15%) of employees to be off on vacation between January 1 and the second Monday in December in each of the following lists:

Armoured, ABM, and In Plant units of Cash Room, EDC/Turret, and Vault/Coin Room.

During the second Monday in December to December 31 the vacation allowance will be:

- ~~Four~~ **Five (5)** Armoured employees
- ~~Four~~ **Five (5)** ABM employees
- One EDC/Turret
- One Vault/Coin Room
- One Cash Room

During the second Monday in December to December 31 the vacation booking by any one individual will not exceed one week.

**Where possible the Company will make its best effort to increase the minimum numbers set out above.**

## **ARTICLE 17 – GENERAL HOLIDAYS**

- **AGREED ADD** Family Day

### **17.01 Statutory Days**

The following days shall be recognized holidays:

- New Year's Day
- **Family Day**
- Good Friday
- Victoria Day
- Canada Day
- BC Day
- Labour Day
- Thanksgiving Day
- Remembrance Day
- Christmas Day
- Boxing Day

**17.05 Vacation & Banking**

**AGREED**

- (a) If a recognized holiday occurs during an employee's vacation or on the employee's regular scheduled day off, the employee shall receive a day off with pay at a mutually agreed upon time or a days pay, whichever the employee chooses.

~~If no mutually agreed up date, the scheduled day off will be taken adjacent to the holiday.~~

**ARTICLE 20– DAYS & HOURS OF WORK & OVERTIME**

**AGREED**

**20.06 OVERTIME GUARANTEE**

Regular full-time employees who volunteer to perform work on their scheduled day off, **with the exception of employees doing so under Article 38.04**, shall be guaranteed therefore, four (4) hours of work or the equivalent thereof in pay at one and one-half (1 ½) times the regular hourly wage rate applicable to the classification to which they are assigned on such work. Such hours of work shall not be included in the accumulated hours of work for that week.

**20.13 SCHEDULE**

(a) A weekly schedule of work showing the days of work, days off and starting times for all regular full-time and regular part-time in-plant employees will be posted on Thursday of the preceding week.

(b) A ~~daily~~ **weekly** schedule of work for regular part-time truck employees will be posted ~~by 5:00pm of the previous work day~~ **on Thursday of the preceding week.**

(c) **A daily schedule of work for regular part-time truck employees will be posted by 4:00 pm of the previous work day.**

Once posted, changes will be made in such schedules only to meet emergencies, adjust for absenteeism, tardiness, extra work, and to correct apparent errors.

Vacancies appearing in the assignments may be filled by casual employees, subject to provisions of the part-time bump up system.

(d) If routes work more than eleven (11) consecutive hours over a two week period then the route will be adjusted, and until such time as the route is adjusted, two (2) times the basic hourly rate will be paid after ten (10) consecutive hours.

**ARTICLE 33 – TRAFFIC TICKETS**

➤ **Agreed**

**33.02 RESPONSIBILITY**

Moving **vehicle** violations shall be the sole responsibility of the driver, e.g. speeding, failure to stop at a traffic stop signal, improper traffic driving and reckless driving.

**33.03 PARKING**

**Parking tickets may, after proper investigation, if found to be unauthorized and to violate security protocols or to occur on break, be the responsibility of the driver who incurs the ticket.**

**ARTICLE 36– SIGN-UP AND VACANCIES (VANCOUVER BRANCH)**

➤ **AGREED**

**36.02 GROUPING**

Once posted, full time employees will be divided into four ~~two~~ groups with ~~twenty five percent (25%)~~ **fifty percent (50%)** in each group. The employees in each group will, in order of seniority, sign-up for the available positions of their choice in the week allotted to their group in the months set out in Article 36.01.

The Company may instruct a senior employee to be by-passed if they are delaying the sign-up, but will not allow an employee to be by-passed until the employee has been advised in writing or notified by the sign-up representative that they will be by-passed after a specific time.

If after all full-time employees have signed and routes are still available, part-time employees will be able to sign the remaining routes in order of their seniority and will be reclassified as full-time employees for the duration of the sign-up.

**36.05 BLOCKS OF WORK**

(a) The Company will set up blocks of full-time routes which will show the days of work and days off for the scheduled work week, ~~Monday to Sunday~~ **Sunday to Saturday**.

(b) Whenever and wherever possible, the Company shall establish full-time routes. New weekly full-time routes shall be implemented in accordance with Article 36.12.

(c) Changes to route sheets will be made after consultation with employees affected.

**36.08 Part-time Bump Up & Vacant Shift System**

➤ **AGREED ADD Text messaging as an initial option to the notification of a bump up**

**36.08 (d)**

The dialling system for the bump-up system will be as follows:

- i. If unanswered, redial immediately and let it ring ten (10) times.
- ii. If busy, call back after ten (10) minutes, except for the first two (2) hours after the turret and/or dispatch opens when the call back will be after five (5) minutes
- iii. **An employee may choose to opt to be contacted initially by a text message followed in ten (10) minutes with a phone call.**

**ARTICLE 38 – SICK LEAVE BENEFITS**

Letter from Union to follow reflecting discussion at the table

**ARTICLE 47 – WAGE RATES AND CLASSIFICATIONS**

**While occupied by the current incumbent the excluded position of Admin Clerk will remain without prejudice nor precedence a Union member governed by the Collective Agreement and subject to all provisions of the Agreement including all pay increases and increased benefits.**

The following increases of 2% each year shall apply:

<u>Classification</u>	<u>Current</u>	<u>Increase</u>	<u>Feb.1/15</u>	<u>Increase</u>	<u>Feb.1/16</u>	<u>Increase</u>	<u>Feb.1/17</u>
Route Co-ordinator	28.14	0.56	28.70	0.57	29.28	0.59	29.86
<b>Route Custodian</b>							
Start	24.45	0.49	24.94	0.50	25.44	0.51	25.95
Year 1	24.82	0.50	25.32	0.51	25.82	0.52	26.34
Year 2	25.21	0.50	25.71	0.51	26.23	0.52	26.75
Year 3	25.59	0.51	26.10	0.52	26.62	0.53	27.16
<b>Vault/Coin Room</b>							
Start	22.20	0.44	22.64	0.45	23.10	0.46	23.56
Year 1	22.60	0.45	23.05	0.46	23.51	0.47	23.98
Year 2	23.03	0.46	23.49	0.47	23.96	0.48	24.44
Year 3	23.48	0.47	23.95	0.48	24.43	0.49	24.92
<b>Armoured Driver</b>							
Start	21.27	0.43	21.70	0.43	22.13	0.44	22.57
Year 1	21.70	0.43	22.13	0.44	22.58	0.45	23.03
Year 2	22.10	0.44	22.54	0.45	22.99	0.46	23.45
Year 3	22.54	0.45	22.99	0.46	23.45	0.47	23.92

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<u>Classification</u>	<u>Current</u>	<u>Increase</u>	<u>Feb.1/15</u>	<u>Increase</u>	<u>Feb.1/16</u>	<u>Increase</u>	<u>Feb.1/17</u>
<b>Guard</b>							
Start	20.53	0.41	20.94	0.42	21.36	0.43	21.79
Year 1	20.96	0.42	21.38	0.43	21.81	0.44	22.24
Year 2	21.38	0.43	21.81	0.44	22.24	0.44	22.69
Year 3	21.81	0.44	22.25	0.44	22.69	0.45	23.14
<b>Op Ctr/Dispatcher/Equip Room</b>							
Start	19.54	0.39	19.93	0.40	20.33	0.41	20.74
Year 1	20.05	0.40	20.45	0.41	20.86	0.42	21.28
Year 2	20.38	0.41	20.79	0.42	21.20	0.42	21.63
Year 3	20.81	0.42	21.23	0.42	21.65	0.43	22.08
<b>Balance</b>							
Start	19.30	0.39	19.69	0.39	20.08	0.40	20.48
Year 1	19.72	0.39	20.11	0.40	20.52	0.41	20.93
Year 2	20.14	0.40	20.54	0.41	20.95	0.42	21.37
Year 3	20.58	0.41	20.99	0.42	21.41	0.43	21.84
<b>ABM</b>							
Start	18.14	0.36	18.50	0.37	18.87	0.38	19.25
Year 1	18.57	0.37	18.94	0.38	19.32	0.39	19.71
Year 2	19.00	0.38	19.38	0.39	19.77	0.40	20.16
Year 3	19.42	0.39	19.81	0.40	20.20	0.40	20.61
<b>Janitor</b>							
Start	18.05	0.36	18.41	0.37	18.78	0.38	19.15
Year 1	18.24	0.36	18.60	0.37	18.98	0.38	19.36
Year 2	18.89	0.38	19.27	0.39	19.65	0.39	20.05
Year 3	19.34	0.39	19.73	0.39	20.12	0.40	20.52
<b>Cash Cage</b>							
Start	16.40	0.33	16.73	0.33	17.06	0.34	17.40
Year 1	16.82	0.34	17.16	0.34	17.50	0.35	17.85
Year 2	17.24	0.34	17.58	0.36	17.94	0.36	18.30
Year 3	17.67	0.35	18.02	0.36	18.38	0.37	18.75
<b>Route Casual</b>	<b>17.09</b>	0.34	17.43	0.35	17.78	0.36	18.14
<b>Inplant Casual</b>	<b>15.28</b>	0.31	15.59	0.31	15.90	0.32	16.22



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Signed:

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Martin Régimbald  
Vice President Human Resources

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Harry Moon  
Local 114 Representative

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Rob Murray  
Regional Vice President Western Canada

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Joe Wong  
Local 114 Unit Chair

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Greg Jorszen  
Branch Manager

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Don McIver  
Local 114 Bargaining Committee

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Todd Hovey  
Senior Manager of Operations

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Norm Lehman  
Local 114 Sign Up Steward

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David Fisher  
Senior Operations Manager

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Candace Young  
Human Resources Advisor

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Mark Cameron  
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