

**COLLECTIVE AGREEMENT**

**Between**

**CONSOLIDATED FASTFRATE**

**And**

**Unifor LOCAL 114**



**Effective: March 01, 2019 until February 28, 2023**

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## **ARTICLE 1 – PREAMBLE**

### **1.01 Purpose of the Agreement**

The purpose of this Agreement is to secure for the Company and the employees, the full benefits of orderly and legal collective bargaining, and to ensure to the fullest extent possible, the safety and physical welfare of the employees, economy of operation, quality and quantity of output and protection of property. It is recognized by this Agreement to be the duty of the Company and the employees to co-operate fully, individually and collectively for the advancement of such conditions.

### **1.02 Binding Effect**

This Agreement shall be binding upon the parties, their successors, administrators, executors, and assignees. In the event an entire business or any part thereof is sold, leased, transferred or taken over by sale, transfer, lease, assignment, receivership or bankruptcy proceeding, such business or any part thereof, this agreement shall continue to be in full force and effect, and the parties to it are subject to the terms and conditions of the Agreement for the life thereof.

### **1.03 Interests of the Industry**

The Union, as well as the members thereof, agree at all times as fully as it may be within their power, to further the interests of the transportation industry and of the Company.

## **ARTICLE 2 - BARGAINING AGENCY**

### **2.01 Application of the Agreement**

This agreement shall apply to all employees, contractors and owner operators of the Employer's operation as set out in the Certificate issued by the British Columbia Labour Relations Board dated December 14, 1971 except for those specifically excluded by that certificate.

### **2.02 No Other Contract**

The Company agrees not to enter into any agreement or contract with the employees who are members of the Union, individually or collectively, which in any way conflicts with the terms and provisions of the Agreement. Any such agreement will be deemed to be null and void.



### **2.03 Highest Standard in Effect**

The Company agrees that all conditions of employment relating to wages, hours of work, overtime differentials and general working conditions shall be maintained at the highest standards in effect at the time of the signing of this Agreement.

### **2.04 Acquaint New Employees**

The Company will acquaint all new **employees/dependant contractors** of his/her rights and/or obligations and shall introduce all new **employees/dependant contractors** to a Union Shop Steward within the first 3 days of their employment, and, such introduction shall take place on Company paid time for not more than 30 minutes. Such time shall not attract overtime for either the new **employees/dependant contractors** or the shop steward.

### **2.05 Disclosure of Personal Information to the Union**

- a) Both parties recognize that in order to fulfill its obligations as the exclusive bargaining agent for members of the bargaining unit, the Union may require the disclosure by the Employer of personal employee information. As such, the Employer agrees to release the required information to the Union on the understanding that it will be relevant to a specific issue or grievance covered by the terms of this Collective Agreement. Release by the Employer of personal health information shall require the employee's prior written authorization.
- b) The Union agrees that it will use such information for the sole purpose of carrying out its duties and obligations as a representative of the employees and that it will use and maintain the information in a manner consistent with the Union's internal privacy policy and any applicable legislation. The Union further agrees to hold the Employer harmless against any claim which may arise in complying with the requirements of this clause.

## **ARTICLE 3 - UNION SECURITY**

### **3.01 Union Dues Remittance**

- a) Each new **employee/dependant contractor** when hired by the Company will be informed by the Company that he/she is to contact the Union Office or Shop Steward. The Company shall also provide to the new **employee/dependant contractor** for signing, a package of documents for the purpose of becoming a Union member and signing an authorization card, authorizing the Company to

deduct from his/her earnings Union initiation fees, Union dues and/or other charges as levied against him/her by the Union. After the documents are signed, the Company shall forward those documents to the Union within three (3) working days of them being signed.

- b) The new **employees/dependant contractors** shall appear on the monthly check-off list as provided by the Company to the Union.
- c) The Company will include all union dues, fees and assessments deducted in the calendar year for all employees as set out above on the T-4 slips issued by the Company. The Company will distribute Union dues receipt issued from the Local Union for all **dependant contractors** at the end of each year through the payroll department.

### **3.02 Membership in the Union**

- a) Every employee and **dependant contractor** of the Company covered by this Agreement shall be a member of the Union in good standing as a condition of employment with the Company.
- b) When additional employees and **dependant contractors** are required, the Company shall give the Union first opportunity to refer suitable Unifor members for employment.
- c) In the event that a person who is not a member of the Union is hired by the Company, that person shall join the Union within three (3) days of his/her hiring. The Company shall provide to the Union a list of new employees and **dependant contractors** hired by the Company within one (1) day of their hire date.

### **3.03 Union Bulletin Board**

The Company will provide a locking bulletin board in all buildings and facilities for the posting of Union notices and bulletins. Notices shall be posted by an elected or appointed shop steward or other authorized representative of the Union.

### **3.04 Protection of Bargaining Unit Work**

- a) **Driving**
  - i) Except in case of emergency or for training purposes, every motor vehicle and every piece of mobile equipment used by the Company, whether owned or leased by the Company, shall be operated by a member of the bargaining unit who is **qualified to perform the work available**.

- ii) Where the Company has complied with the provisions of Clauses 3.04, 3.05 and 15.01 b) in their entirety, and, there is additional work that needs to be performed and there is are not enough bargaining unit members (who are qualified to perform the work available) or equipment to perform the work, the Company may then utilize the services of a hired cartage Company that is able to perform the work.
- iii) For clarification regarding additional work as per ii) above, the Employer shall dispatch drivers who have the appropriate equipment, the space available for the entire pickup, who are available at the time required for the pickup, and also be within a 15 km radius of the customer's location. As long as these requirements are met, the Company will determine whether the employee or the dependant contractor is closer to the customer location and will be dispatched. When employees and dependent contractors do not meet the requirements to perform the work available, the Company may use hired cartage.

**b) Dock Work**

- i) All storing and handling of merchandise or other goods or materials shall be carried on by members of the Union, although dependant contractors shall be prohibited from working on the dock, but may use their own equipment to load their own units.
- ii) Where work is under the control or direction of the Company, all equipment shall be loaded and unloaded by members of the bargaining unit who are qualified to perform the work available.

**c) General**

- i) The Company shall not use any leasing device to a third party for the purpose of evading this Agreement.
- ii) Provided qualified employees/dependant contractors are available, all suitable equipment must be in use before additional equipment can be leased or hired.
- iii) Only persons covered by this collective agreement, shall perform bargaining unit work unless otherwise specifically set out in this agreement.

- iv) Work in any given classification shall not be transferred so as to fall within the duties of another classification without prior agreement in writing from the Union.
- v) The Company agrees not to purchase or operate another trucking, warehouse or LTL operation for the purpose of operating it as a competitor to CFF or which would be a competitor to CFF.
- vi) Where the Company plans to change the style of equipment being used in the performance of duties within the operation, the Company shall give notice of not less than three (3) months to the Union and all of the employees/dependant contractors that would be affected.
- vii) The purpose of the three (3) month period would be to allow the affected employees/dependant contractors to attain their upgraded qualifications to perform the work in the classification that has been subject to the changes.
- viii) As an example, where the Company were planning to reduce the number of straight truck drivers, those affected straight truck drivers would be given three (3) month's notice to upgrade their drivers qualifications to meet the new requirement.
- ix) All courses, training and costs for such upgrading shall be borne by the Company. The Company shall also provide where operationally feasible at no cost to the employees, the use of any equipment to obtain such upgrade whether for practice, training or taking tests.
- x) This article is applicable to every classification in this Collective Agreement.

### **3.05 Power Units and Posted Driving Positions**

#### **a) Minimum Requirements**

- i) The Employer shall post, fill and maintain a minimum of forty-two (42) total driving positions and a minimum of forty (40) total power units comprising of thirty (30) Company owned/leased power units and ten (10) dependant contractor power units.
- ii) The Employer agrees that dependant contractors shall never exceed a three (3) to one (1) ratio of hourly paid drivers to dependant contractors, unless prior mutual agreement is reached with the Union.

If the Employer decides to lower the number of dependant contractors, the number of hourly paid drivers will not be reduced except through lay-off due to a reduction of work.

- iii) With specific regard to day, afternoon and graveyard shift requirements, as of March 1, 2020, the Employer shall post, fill and maintain:
- thirty-one (31), Monday to Friday, day shift driving positions including a minimum of one (1) day shift shunt position, and
  - six (6) afternoon shift driving positions including a minimum of one (1) shunt position, and
  - five (5) graveyard shift driving positions including a minimum of one (1) shunt position.
- iv) The Company shall post all required driving positions (as per 3.05 a) above) annually for bid, and then ensure all posted positions are filled and scheduled on a daily basis. It is agreed that vacations of any length and absences due to illness, ATO or other approved absence are considered "scheduled" for purposes of this clause.
- v) As long as the required number of power units are maintained and driving positions are posted, filled and scheduled daily in accordance with 3.04 a) ii) and c) ii), 3.05 a) i), ii), iii) and iv) above along with clauses 5.03 and 15.01 b), the Employer may utilize hired cartage.
- vi) Dependant contractors and/or hired cartage will not be used in the shunt positions.
- vii) The Employer shall pay all affected posted drivers the driver rate for all time displaced to the dock due to the Company reducing the number of trucks or posted driving positions below the requirements stated in i), ii), iii) and iv) above. This applies whether done deliberately in violation of i), ii), iii) and iv) above, or during a temporary reduction under 15.01 b). It is understood that this clause in no way allows the Employer to violate i), ii), iii) and iv) above and only pay the driver rate in compensation. It is agreed that the driver must remain qualified to perform driving duties to be eligible for the driver rate of pay.

- b)
  - i) Except in the case of an emergency, violations of Clauses 3.04 and 3.05 will be penalized by the Company having to pay the senior affected driver(s) his/her regular rate of pay for up to the first eight (8) hours worked by the hired cartage.
  - ii) When hired cartage works over eight (8) hours in a day the penalty shall be that the affected hourly paid driver(s) (not including dependant contractors) working that day shall receive two (2) hours extra pay at straight time.
  - iii) The affected driver eligible for payment under this clause must have been in compliance with 3.04 a) iii).
- c) Any freight for delivery or for pick up in the Lower Mainland for points elsewhere will be performed by members of the bargaining unit.

**Note:** Existing clauses 3.05 b), c) & d) re: hourly conversion to owner operator (dependant contractor) shall be deleted from the Collective Agreement and moved into a LOU. Once the option for conversion has been offered and completed the LOU shall expire.

### **3.06 Refusal to Cross a Picket Line**

It shall not be considered a violation of this agreement where an **employee/dependant contractor** refuses to cross a legal picket line, nor shall that **employees/dependant contractors** be subject to discipline. Further, goods declared "HOT" by the BC Federation of Labour shall not be handled by **employees/dependant contractors** but shall only be removed from all inbound equipment.

### **3.07 Notification of a Picket Line**

The Union shall notify the Company as soon as possible after the Union is notified of the existence of such legal picket line as referred to above.

### **3.08 Other Unions**

The Union agrees that, in the event the Company becomes involved in a controversy with any other Union, the Union will do all in its power to help effect a fair settlement.

### **3.09 Union Label**

- a) It shall not be a violation of this Agreement for an **employee/dependant contractor** to post the Unifor label in a conspicuous place in the cab of the vehicle or equipment he/she is operating.

- b) Where an **employee/dependant contractor** wears Union clothing on Company premises, that **employee/dependant contractor** shall not be subject to discipline and may wear any authorized Unifor clothing provided that such clothing is not provocative or potentially damaging to the Company. Further, such clothing shall not be worn while working off of Company premises.

### **3.10 Shops Stewards – Dock and Drivers**

- a) The Union shall select from among its members, a Chief Shop Steward, one Shift Steward and one alternate for each shift. Shifts are defined as Drivers, Day Dock Crew, Afternoon Dock Crew, and Night Dock Crew.
- b) The Union shall, notify the Company in writing of such stewards and alternates and of any subsequent changes that are made to the filling of Union positions. The selection of stewards and alternates as contemplated in this clause shall not be done in a manner that is meant to interfere with or otherwise create undue harm to the Company's operation.

### **3.11 Shop Stewards – Office**

The Union shall select from among its office staff members a steward and alternate to represent the office staff.

### **3.12 Steward Recognition**

- a) The Company will recognize the Chief Shop Steward, the Shift Stewards and will not discriminate against them for lawful Union activity. Union representatives are required to obtain permission from the Supervisor to attend to Union business during the shift. Such permission will not be unreasonably withheld provided such activities are consistent to the efficient operation of the Company.
- b) The Company will notify the Union twenty-four (24) hours prior to the dismissal of a Chief Shop Steward or Shift Steward, giving the reason in writing.

### **3.13 Access to Company Premises**

Authorized agents of the Union shall have access to the Company's establishment during working hours for the purpose of adjusting disputes, investigating working conditions, and ascertaining that the Agreement is being adhered to, provided that there is no interruption of the Company's operation.



### **3.14 Paid Steward Time Off**

- a)
  - i) The Company shall allow Shop Stewards a maximum of twenty four (24) hours per week on Company paid time to investigate, settle grievances and otherwise do CFF business on behalf of the Union.
  - ii) All hours are to either be used in each week or forfeited. The Union shall schedule such hours the week prior and advise the Company as to when the scheduled hours are to be used.
- b) Any hours not scheduled the week prior shall be used on an ad-hoc basis, however, in using those hours, the Chief Shop Steward shall first contact the Operations Supervisor to ensure that the Company's operation is not negatively affected. Where the taking of such time negatively affects the Company's operation, the Operations Supervisor may deny the ability to use those hours on an ad-hoc basis. Such denials shall not be made unreasonably and shall be for Operational issues only.
- c) In any week where the hours as set out above have been used up and an issue arises, either the Company or the Union may contact the other party to arrange for additional Company paid time to resolve the issue. Both parties must agree to such additional time before it is taken.
- d) The Company and the Union shall develop a method for scheduling, time keeping and utilizing the Company paid hours as set out in this article. Both the Union and the Company shall be responsible for administering these hours.

### **3.15 Union Office**

The Company shall provide a locking filing cabinet for the sole access of and use by the Union.

### **3.16 Right to Have a Shop Steward Present (new)**

**An employee/dependant contractor has the right to the presence of a Steward at any meeting or discussion with management.**

## **ARTICLE 4 - MANAGEMENT RIGHTS**

### **4.01 Management Rights**

- a) The Union recognizes that the Company has the unfettered right to manage the business and to exercise all the prerogatives of management. Management has the right to determine the size of and direct the work force, to extend or curtail operations, to hire and promote, subject to the limitations as set out in this agreement. The Company also has the right to discharge, suspend or otherwise discipline **employees/dependant contractors** and owner operators for just and reasonable cause.
- b) The Company also reserves the right to supplement and alter from time to time reasonable rules and regulations to be observed by the **employee/dependant contractor**. The Company agrees said reasonable regulations and rules shall not be inconsistent with the provisions of this Agreement.

## **ARTICLE 5 – SENIORITY**

### **5.01 Seniority Established and Maintained**

Seniority shall be established and maintained from an **employee's/dependant contractor's** date of hire upon his/her successful completion of the probationary period.

### **5.02 Seniority**

- a) A probationary **employee/dependant contractor** shall not hold seniority but will be scheduled according to his/her date of hire.
- b) An **employee/dependant contractor** shall be considered a regular **employee/dependant contractor** and have his/her seniority backdated to his/her date of hire when:
  - i) The **employee/dependant contractor** makes himself/herself available to the Company for full-time employment and recognizes the Company as his/her primary employer, and
  - ii) The **employee/dependant contractor** has successfully completed his/her probationary period.

### 5.03 Seniority Principle

- a) The Parties recognize that job opportunity and seniority should increase in proportion to length of service. It is agreed that the term "seniority" as used herein shall have reference to an **employee's/dependant contractor's** right to a job based upon his/her length of service with the Company, and his/her ability to fulfil the job requirements.
- b) All shift bids, overtime, job postings (excluding job postings for Lead Hands, Dispatchers and Appointment Clerks as per Clause 7.04 a) ) and vacancies, layoffs, recalls and vacation bids will be done strictly in accordance with the principles set forth in Clause 5.03 a) above.

### 5.04 Seniority Branch Wide

In all areas, seniority shall be branch wide. Branch shall be deemed to mean all terminals or warehouses in the Lower Mainland.

### 5.05 Seniority Lists

- a) Within each terminal and/or terminals, the Company will post and maintain seniority listings. Listings will be posted as of January 31, May 31 and September 30 of each year. Copies of current lists will be provided to the Union and Chief Shop Steward.
- b) Each seniority list shall rank **employee/dependant contractor** by **employee/dependant contractor** number in seniority order. Seniority lists will also show an employee's service or start date which will only be used to determine vacation and severance entitlement.
- c) All new hires shall appear on the list in the order in which they are hired. On any day when more than one person is hired, seniority shall be established by drawing names of the new hires starting that day.
- d) Any objection to the accuracy of a posted seniority list must be lodged within thirty (30) calendar days of the list being posted.
- e) An **employee's/dependant contractor's** seniority standing and/or date shall be final and binding with no change allowed thereafter when such standing and/or date has appeared on two (2) consecutive seniority lists unless the incorrect seniority standing and/or date is protested in writing within the thirty (30) day period allowed for correctional purposes (except by mutual agreement between

the General Manager and the accredited Representative of the Union). When the seniority standing and/or date of an **employee/dependant contractor** is so corrected, the corrected date shall be final and binding.

#### **5.06 Seniority Lost**

Seniority will be lost and the **employee's/dependant contractor's** employment shall be terminated only for the following causes:

- a) Voluntary quitting;
- b) Discharge for just and reasonable cause;
- c) Absence without authorization for a period in excess of two (2) consecutively scheduled work days, except where the employee gives satisfactory reasons for his/her failure to do so. (The Employer shall make a reasonable attempt to contact the employee at his/her last known phone number after being absent without authorization for one (1) shift.);
- d) Failure to report for work within seven (7) calendar days of the dispatching of a recall notice after lay-off to the last address provided to the Company;
- e) On leave of absence and engaged in gainful employment without prior written permission from the Company and the Union, in following with Clause 5.07 a);
- f) On layoff exceeding twelve (12) consecutive months;
- g) Outside the bargaining unit for more than one hundred and twenty (120) calendar days in following with Clause 5.07 b).

#### **5.07 Other Employment and Seniority**

- a) Any **employee/dependant contractor** on leave of absence engaged in gainful employment without prior written permission from the Company and the Union shall forfeit his/her seniority rights and his/her name will be stricken from the seniority list and shall no longer be considered an **employee/dependant contractor** of the Company.
- b) Promotion - When an **employee/dependant contractor** within the bargaining unit covered by this Agreement takes a position within the Company, which is beyond the scope of the bargaining unit, he/she shall retain his/her seniority for a maximum of one hundred and twenty (120) calendar days.

- c) At the conclusion of this period of one hundred and twenty (120) calendar days, the **employee/dependant contractor** must exercise his/her seniority rights by returning to his/her former position or relinquish all seniority rights.

#### **5.08 Seniority - Classification and Department Defined**

- a) Classifications and Departments shall be defined as:
- **Drivers/Dock Department**
    - Driver
    - Dock Worker
    - Dispatcher/Appointment Clerk
  - **Office Department**
    - Clerical
- b) **Employees/dependant contractors** shall hold seniority within a classification, within a department.
- c) Each of the above noted departments shall have separate seniority lists and such lists will be posted as per the language as set out above.

#### **5.09 New Terminal**

Should the Company open a new facility or terminal anywhere in the Province of British Columbia, any Employees **employees/dependant contractor** covered by this collective agreement shall have the right of first refusal on all new jobs created as a result of that opening. **Employees/dependant contractors** availing themselves of such a transfer shall do so by seniority within the classification that they hold in their home terminal.

### **ARTICLE 6 - LAYOFF AND RECALL**

#### **6.01 Reduction or Lay Off By Seniority**

- a) i) When the Company has excess staff and needs to reduce the workforce, the Company shall do so in reverse order of seniority within a classification, where there are excess **employees/dependant contractors** working. The Company shall have the right to lay-off any number of **employees/dependant contractors**, on single or multiple shifts, whole or in part.

- ii) There are three (3) levels of reductions:
  - 1) Shift Cancellation – where one (1) shift is cancelled;
  - 2) Short Term Lay-off – more than one (1) shift but less than eight (8);
  - 3) Long Term Lay-off – eight (8) or more consecutive days.
- b)
  - i) Where an **employee/dependant contractor** suffers a single day reduction (shift cancellation) that **employee/dependant contractor** shall have the right to bump the most junior **employee/dependant contractor** on another shift (day, afternoon or graveyard) in the same classification, within the **employee/dependant contractor** assigned building provided he/she has the seniority and qualifications to perform that work. An **employee/dependant contractor** shall be permitted to bump into the other building but only if he/she has been unsuccessful in exercising his or her seniority within their own building first. An **employee/dependant contractor** who chooses to bump due to a shift cancellation must be able to return to the shift from which he/she bumped as soon as a shift is available or he/she shall be prohibited from bumping to that shift.
  - ii) Where an **employee/dependant contractor** suffers a short or long term reduction that **employee/dependant contractor** shall have the right to bump the most junior **employee/dependant contractor** on another shift (day, afternoon or graveyard) in the same classification provided he/she has the seniority and qualifications to perform that work.
  - iii) An employee shall be permitted to bump into another classification but only if he/she has been unsuccessful in exercising his or her seniority within their own classification first. An employee shall not be permitted to bump outside of his/her department.
  - i) An employee that suffers a Long Term lay-off shall have the right to request his/her Record of Employment (ROE) after the seven (7) days has passed.
- c) When an employee is bumped out of a job pursuant to b) above, that employee shall also have the right to bump the most junior employee in the same manner as set out above. The bumping process shall continue until the most senior employee are working in any classification, with the maximum number of hours as possible.

- d) As an alternative to bumping, an employee shall have the option to accept the shift reduction or to utilize his/her attendance bank and/or banked overtime to cover the lost time. The employee must notify the Company at the point he/she is notified of the reduction as to what option he/she wishes to use.

## **6.02 Recall and Restoration of the Workforce**

- a) When the Company requires additional workers and they have **employees/dependant contractors on layoff**, the Company shall recall the most senior **employees/dependant contractors on layoff** who has the qualifications to perform the work in the classification in which the additional workers are required.
- b) In the event an employee is recalled to a position which is a lower paying classification than he or she previously held, that employee shall continue to work in that lower paying classification until an equal or more number of hours become available in his or her previous held classification at which time the employee shall be moved back to the higher paying classification in order of his or her seniority.
- c) Recall from lay off shall always be in reverse order of seniority and the most senior **employees/dependant contractors on lay off** shall be recalled to work before junior **employees/dependant contractors** provided that **employee/dependant contractor** being recalled has the qualifications to perform the work that the **employee/dependant contractor** is being recalled to fill.

## **6.03 Closure, Amalgamation or Move**

Where a terminal, whole or in part, is to be closed down, amalgamated, or moved to another location, the Union and all affected **employees/dependant contractors** shall receive a minimum of sixty (60) days written notice prior to implementation. Where proper notice has not been given, all affected **employees/dependant contractors** shall receive pay in lieu of notice not given. Within thirty (30) days of written notice being given, the Parties shall in good faith, meet to fully discuss and resolve all issues affecting the **employee/dependant contractor** arising from the closure, amalgamation or move. Where the parties are unable to reach agreement respecting the foregoing, the matter shall be referred to the Labour Relations Board and/or to arbitration to have matter(s) resolved.



#### **6.04 Employment Record Request**

Any employee that is without work for seven (7) consecutive days or more may request his or her Record of Employment. An employee making such a request shall not be considered terminated. Upon receipt of an employee's request, the Company will produce an employee's Record of Employment as soon as reasonably possible.

### **ARTICLE 7 - VACANCIES AND JOB POSTING**

#### **7.01 Vacancies**

All new jobs or vacancies of twenty one (21) consecutive days or more (whether temporary or permanent) and relief vacation coverage of **one (1) week** or more as per b) v) below shall be posted in a conspicuous place at all locations for seven (7) calendar days for bidding purposes.

- a)
  - i) The Chief Shop Steward shall be provided one (1) copy of all job postings.
  - ii) An employee absent by reason of accident, vacation, illness or leave of absence shall be allowed seven (7) calendar days upon his/her return to work to apply for jobs posted during his/her absence. Employees are responsible for reviewing what postings were put up during their absence. Employees being displaced by an application made under this clause shall be given a minimum two (2) weeks' notice prior to being displaced. The displacing employee will receive the rate of pay for the posted job as of the first day he/she commences work in that job.
  - iii) The Employer shall maintain and regularly update a binder which shall contain copies of all postings for new jobs, vacancies and training opportunities.
- b) A vacancy shall be defined as a position that has become vacant due to:
  - i) Resignation,
  - ii) Termination with just and reasonable cause, notwithstanding that a grievance may have been filed with respect to such termination,
  - iii) A leave of absence, illness or injury,
  - iv) Workers' Compensation,

- v) Vacation of a period of one (1) week or more, the Parties agree that there shall be no postings required to back-fill for the employee awarded the initial job posting. Should the Employer decide to backfill any subsequent related vacancy, no posting will be required, but the backfill will be offered in seniority order amongst qualified employees.
- vi) The creation of a new job or position.

## **7.02 Seniority Applied**

Seniority will be the determining factor for the purposes of preference on shift bids, overtime, lay-off and recall, vacation, jobs, or vacancies providing the employee is qualified.

## **7.03 Job Posting Detail**

- a) Postings shall contain the following information:
  - i) the job classification;
  - ii) a general outline of the included duties and responsibilities;
  - iii) the anticipated hours of work per week;
  - iv) the anticipated shifts to be worked; if known;
  - v) the applicable wage rate;
  - vi) the anticipated duration or permanence of the position;
  - vii) the commencement date (which must be no later than fourteen (14) days from the date of the vacancy occurring).
- b) If the vacancy referred to herein occurs without advance notice to the Employer, and the vacancy needs to be filled immediately, the Employer shall fill the vacancy from amongst employees qualified to perform the tasks of the job until the job posting procedure has been completed.

## **7.04 Lead Hands, Dispatchers and/or Appointment Clerks**

- a) i) When lead hands, dispatchers and appointment clerks are to be appointed by Management the positions will be posted as per 7.01. Where more than one person applies for a lead hand position, the successful candidate shall be the most senior employee where required skills, ability and qualifications to perform the work are relatively equal.

- ii) The existing lead hands and dispatchers and/or appointment clerks as set out below will be grandfathered into those positions. Should they decide to leave those positions they would then be subject to the applicable provisions of the Collective Agreement.
- iii) Should the Company decrease the amount of existing positions and then later reinstate those positions on any shift, the grandfathered lead hands, dispatchers and/or appointment clerks would be given the first opportunity to fill the positions before they went to posting pursuant to their seniority. Where any additional lead hand, dispatch and/or appointment clerk positions become available, or if any existing positions become vacant, the grandfathered lead hands, dispatchers and/or appointment clerks will be allowed to transfer from the position they presently hold, to that new or vacant position before it goes to posting.
- iv) The vacancy left by the transfer or transfers would then go to posting and be filled pursuant to the provisions of the Collective Agreement.
- v) The grandfathered lead hands, dispatchers and/or appointment clerks are:

Chris Bouwman  
Warren Henham

Wes Erickson  
Dave Reiter

Gary White

- vi) Outside of appointments made by customers, the making of customer appointments is a dispatch function and can only be made by appointment clerks, dispatchers, dock workers, or drivers. When the Company chooses to use a dock worker or a driver, the workers will be paid the dispatch premium. This will be a posted position subject to Article 7.
- b) Should a lead hand, dispatcher and/or appointment clerk decide to revert back to their previous position, they shall do so with no affect to their previously held position.

#### **7.05 Departmental Seniority Applied to Postings**

- a) In the application of the above language, it is agreed by the parties that when posting for vacancies and new positions, and, in the awarding of such jobs, qualified employees within the department will be awarded the jobs prior to employees outside of their department.

- b) When transferring from one department to another, employees shall commence a new seniority start date within that new department, while at the same time maintaining their previous departmental and Company seniority.

#### **7.06 Notification of Award**

- a) When a job posting has been awarded pursuant to this article, the Company shall post the successful applicants name(s) for five (5) working days on the Notice Board.
- b) If the Employer decides that a vacancy or new job, after being posted, is no longer required, the Chief Shop Steward shall be notified of the reason(s) for it not being filled.

#### **7.07 Training for Advancement**

The Company and the Union agree that ongoing training for current employees of the Company is beneficial to both parties. With that understanding, the Company shall provide training for advancement within the Company as follows:

- a) Before there is hiring of new employees, the Company shall first train existing employees to fill new and vacant positions for advancement, before looking outside the Company.
- b) Where such training is to be provided, the Company shall post a notice advising employees that training is being offered. Employees shall be able to bid for such training and shall be awarded pursuant to the guidelines as set out in the posting. The senior employee who meets the criteria in the training posting shall be offered such training.
- c) The posting referred to in b) above shall include all of the criteria, qualifications, skills, ability or other benchmark requisites that an employee must have to apply for such training.
- d) Where training is offered to employees out of seniority, this matter shall be deemed to be grievable and the affected party may file a grievance where the remedy shall be the requested training and retroactive remuneration for lost opportunities.

#### **7.08 Lay off of Lead Hands, Dispatchers and Appointment Clerks**

- a) Lead Hands, dispatchers and appointment clerks shall not have “super seniority” in the case of a lay off or a recall to work. Lead Hands and dispatchers and appointment clerks shall be laid off and recalled by virtue of their seniority and shall be scheduled to work pursuant to all of the applicable articles of this collective agreement.
- b) A Lead Hand, dispatcher and appointment clerk shall not be bumped except by a senior qualified employee who has lost one or more shifts while a junior Lead Hand, dispatcher or appointment clerk is still working. Seven (7) consecutive days must elapse prior to a junior Lead Hand, dispatcher or appointment clerk being bumped. The seven (7) consecutive days shall be counted from the first day of the senior qualified employee not being scheduled.

#### **7.09 Job Postings / Training Notice Board**

The Company will provide bulletin boards in all buildings for the posting of new jobs, vacancies, or training opportunities.

### **ARTICLE 8 - PROBATIONARY PERIOD**

#### **8.01 Probation Period**

- a) All newly hired **employees/dependant contractors** (excluding casual **employees/dependant contractors**) shall be considered as probationary for their first three hundred fifty (350) hours worked.
- b) Upon completion of the probationary period, **employees/dependant contractors** shall have their seniority calculated from their date of hire and shall thereafter be entitled to all rights and privileges of this Agreement. The Company may extend an **employee's/dependant contractor's** probationary period upon written agreement from the Union, which shall not be unreasonably withheld.
- c) During the probation period, an **employee/dependant contractor** may be discharged if the Employer believes he/she is unsuitable for status as a regular **employee/dependant contractor**.

## **ARTICLE 9 - REPRIMANDS AND EMPLOYEES'/DEPENDANT CONTRACTORS' PERSONNEL FILE**

### **9.01 Just and Reasonable Cause**

Employees/dependant contractors who have successfully completed their probation period can only be disciplined or discharged for just and reasonable cause.

### **9.02 Timelines for Discipline**

No complaint shall be recorded against an employee/dependant contractor nor may be used against him/her at any time unless said employee/dependant contractor and the Union are advised accordingly within eight (8) calendar days of the Company's first knowledge of the incident or occurrence, giving rise to the grievance or complaint. In circumstances where an investigation cannot reasonably be completed within the above stated eight (8) calendar days, the Company may request a time limit extension, which the Union shall not unreasonably deny.

### **9.03 Written Reasons for Suspension or Discharge**

The Company shall set out its written reasons for the discipline, suspension or discharge and provide a copy to the shop steward at the time the discipline is handed out.

### **9.04 Shop Steward Present**

The Company agrees that if it chooses to implement any discipline, including the suspension or discharge of an employee/dependant contractor, a Shop Steward or alternate Shop Steward shall be present or all discipline shall be deemed null and void. Where a Shop Steward or alternate Shop Steward is not reasonably available and the situation warrants immediate action, the employee/dependant contractor may be sent home and held out of service until a representative of the Union can be present. A meeting shall be convened as soon as all Parties are available. All time spent away from work by the employee/dependant contractor shall count towards any discipline the Employer decides to administer. If the Employer decides to discipline less than the time that the employee/dependant contractor has been held out of service the employee/dependant contractor shall be compensated for those lost wages and benefits and otherwise be made whole.

### **9.05 Cancellation of Recorded Complaints**

A reprimand shall be removed from an employee's/dependant contractor's record one (1) year after it was issued.

#### **9.06 Employees/Dependant Contractor Acknowledging Discipline**

Whenever an **employee/dependant contractor** chooses to sign a document pertaining to discipline, he/she does so only to acknowledge that he/she has been notified accordingly.

#### **9.07 Access to Personnel File**

The Company agrees that upon reasonable notice, an **employee/dependant contractor** shall have access to his/her personnel files once per year. Viewing the file shall be scheduled at a mutually convenient time. The file and its contents cannot be removed from the office although the Employer will provide photocopies upon request. A representative of the Employer shall be present any time an **employee/dependant contractor** views his/her file.

### **ARTICLE 10 - GRIEVANCE PROCEDURE**

#### **10.01 Grievance Steps**

Any difference concerning the interpretation, application, administration or alleged violation of the provisions of this Agreement, which cannot be resolved between the **employee/dependant contractor** (and/or Shop Steward) and his/her immediate supervisor, shall be dealt with in the following manner:

##### **Optional Step**

**Employees /dependant contractors** are encouraged to make an earnest effort to resolve issues directly with the management person to whom they report prior to filing grievances. **Employees/dependant contractors** may, at their option, be accompanied by a Shop Steward.

- a) **Step 1** - The **employee/dependant contractor** or Shop Steward shall, within eight (8) calendar days of the incident or occurrence giving rise to the grievance or complaint, submit a grievance in writing to the **employee's/dependant contractor's** department head who shall render a decision within seven (7) calendar days of receipt of the grievance.
- b) **Step 2** - Failing satisfactory settlement at Step 1, the Union's grievance representative shall submit the grievance in writing to the Company's chief terminal manager who shall meet with the Union representative and grievor



within five (5) calendar days of receipt of the grievance. The chief terminal manager shall render a decision within five (5) calendar days of the grievance meeting.

- c) **Step 3** - Failing satisfactory settlement at Step 2, the Union's grievance representative shall submit the grievance in writing to the Company's Vice-President, who shall render a decision within seven (7) calendar days of receipt of the grievance.
- d) **Step 4** - Failing satisfactory settlement at Step 3, either Party may refer the grievance to arbitration.

#### **10.02 Certain Grievances to Step 2**

Group, Union, Policy, Suspension or Discharge Grievances shall be submitted at Step 2 of the Grievance Procedure.

#### **10.03 Grievor May Attend**

The Grievor may be present at any stage of the Grievance Procedure.

#### **10.04 Grievance Handling - Time Worked**

All meetings as set out above shall be scheduled and held on Company paid time with no loss of pay for either the **employee/dependant contractor** or the Union officer(s) in attendance. Such paid time shall not attract overtime.

#### **10.05 Time Limits**

- a) Any grievance not responded to, by the party who has conduct of the grievance in the specified time in any step of the grievance procedure, the grievance shall be deemed to be settled in favour of the other party.
- b) Time limits at any stage may be extended by mutual agreement in writing between the Company and the Union Staff Representative. Time limit extensions shall not be unreasonably denied.

#### **10.06 Automatic Time Extensions**

Grievances and reprimands shall have automatic time limit extensions for absent **employees/dependant contractors** or Management.

## **ARTICLE 11 - ARBITRATION**

### **11.01 Matter Sent to an Arbitrator**

Where a matter is not resolved pursuant to Article 10 of this collective agreement, the matter must be referred to arbitration within thirty (30) days of the Company's answer as set out in Article 10. The Parties agree that a single arbitrator shall be used as provided for in the Labour Relations Code. The Company and the Union shall make every effort to agree on the selection of the arbitrator within ten (10) calendar days after the party requesting arbitration has delivered written notice of its intent. In the event that the Parties fail to agree on an arbitrator, they shall forthwith request the Minister of Labour to appoint one.

### **11.02 Arbitrator**

The arbitrator shall hear each Party's case, settle the terms of the question to be arbitrated, and make his/her award within fifteen (15) days from the day of the hearing. This time limit may be extended by the mutual agreement of the Parties.

### **11.03 Limitations**

The arbitrator shall not be vested with power to change, modify or alter any of the terms of this collective agreement.

### **11.04 Binding Decision**

The decision of the Arbitrator shall be final and binding.

### **11.05 Expenses of the Arbitrator**

The expenses and compensation of the Arbitrator shall be divided equally between the Company and the Union.

### **11.06 Arbitrator's Rules**

The Arbitrator shall establish his/her own rules of procedure.

### **11.07 No Work Stoppage**

There shall be no slowdown stoppage of work while such differences are being settled.

## **ARTICLE 12 - ANNUAL VACATION**

### **12.01 Vacation Allotment**

Employees shall be credited with annual vacation entitlement pursuant to the following schedule:

| <b><u>Years of Service</u></b> | <b><u>Weeks of Vacation</u></b> | <b><u>% of gross earnings</u></b> |
|--------------------------------|---------------------------------|-----------------------------------|
| Less than 1 year of Service    | 0 weeks                         | 4%                                |
| 1 Year but less than 2         | 2 weeks                         | 4%                                |
| 2 years but less than 4        | 3 weeks                         | 6%                                |
| 4 years but less than 10       | 4 weeks                         | 8%                                |
| 10 years but less than 23      | 5 weeks                         | 10%                               |
| 23 years or more               | 6 weeks                         | 12%                               |

Employees hired after June 22, 2013 shall be credited with annual vacation entitlement pursuant to the following schedule:

| <b><u>Years of Service</u></b> | <b><u>Weeks of Vacation</u></b> | <b><u>% of gross earnings</u></b> |
|--------------------------------|---------------------------------|-----------------------------------|
| Less than 1 year of Service    | 0 weeks                         | 4%                                |
| 1 Year but less than 4         | 2 weeks                         | 4%                                |
| 4 years but less than 10       | 3 weeks                         | 6%                                |
| 10 years but less than 18      | 4 weeks                         | 8%                                |
| 18 years or more               | 5 weeks                         | 10%                               |

### **12.02 Calendar Year**

A calendar year shall be the period between January 1st and December 31st.

### **12.03 Vacation Scheduling**

#### **a) General**

- i) Employees shall select their vacation dates in order of their seniority.**
- ii) Dispatchers and Appointment Clerks shall be considered within the Dock classification, but shall select vacation dates amongst themselves.**
- iii) For the purpose of calculating the number of employees eligible for vacation per week, every employee who has become eligible for vacation in each classification prior to January 1st shall be counted.**

- iv) When calculating the number of employees off at any one time, fractions of .5 or more shall be rounded up.
  - v) The annual vacation bid shall take place during the month following the annual job bid and the completed vacation list shall be posted by the first Monday in February.
  - vi) Vacation scheduling for the months of January through December will be arranged during the month of January of the vacation year, each year. The Employer shall, by December 1 of each year, post a notice that the vacation planning process is commencing and that employees complete and return their vacation selection sheet. Through the selection process the Company will post a weekly calendar identifying when individual weeks are no longer available for selection. The vacation calendar shall be updated and sent to the Payroll/Data Entry Clerk for posting each Thursday, no later than 10 AM, on the lunchroom bulletin board.
  - vii) Once an employee has signed for their vacation, that vacation cannot be moved or cancelled without the employee's permission in writing.
  - viii) Employees who don't schedule their yearly vacation allotment by the third Monday of January, shall apply for vacation on a "first come, first served" basis where the vacation schedule allows.
  - ix) When completed, the Shop Steward will be given a copy which will be kept current by department head.
  - x) After the approved vacation schedule has been finalized and posted by the Payroll/Data Entry Clerk, should any week (or weeks) that has been approved for vacation become available, the vacation week(s) will be posted in accordance with 12.03 c) (ii) and 12.03 c) (iii). The posting will occur when there is a minimum of two (2) weeks time prior to the vacation week being available. Interested employees will have one (1) week to apply to this posting. No domino postings will be required, unless another prime time week becomes available as a result of the original posting.
- a) **Booking Vacation Outside of Prime Time**
- i) Outside of the prime time stated in c) i) below, no fewer than twenty percent (20%) of the Dock and Office Employees in each classification shall be allowed to take their vacation at any one time.

- ii) An employee shall be able to take all of his/her vacation continuously or otherwise outside of the prime time.

**b) Booking Prime Time Vacation**

- i) Prime time is defined as the period from June 15<sup>th</sup> to September 15<sup>th</sup> and December 15<sup>th</sup> to January 15<sup>th</sup>
- ii) During prime time, no fewer than fifteen percent (15%) of the Dock and Office employees in each classification shall be allowed to take their vacation at any one time.
- iii) Throughout the year, regardless of prime, no fewer than twenty-five percent (25%) of the drivers shall be allowed to take their vacation at one time.
- iv) Booking of prime time vacation shall occur by rounds of vacation selection. Employees shall select their weeks off in the first round in following with iv), v), vi) and vii) and below. Any remaining weeks would be selected in subsequent rounds.
- v) All employees entitled to five (5) or more weeks vacation may not book more than three (3) weeks, continuous or otherwise, during the prime time unless time is available on the subsequent round of bids.
- vi) All employees entitled to four (4) weeks vacation may not book more than two (2) weeks, continuous or otherwise, during the prime time until all employees have placed their prime time vacation bids.
- vii) All employees entitled to three (3) weeks vacation may not book more than one (1) week, continuous or otherwise, during the prime time until all employees have placed their prime time vacation bids.
- viii) Employees entitled to two (2) weeks vacation may book not more than one (1) week during the prime time until all employees have placed their prime time vacation bids.
- ix) The Company will make every effort to accommodate all employees in arranging continuous vacation time during the prime time.

#### **12.04 Vacation by Seniority**

- a) Employees shall select their vacation dates in order of their seniority.
  - i) Outside of the prime holiday season stated in 12.03 above, no fewer than twenty percent (20%) of the Dock and Office employees in each classification shall be allowed to take their vacation at any one time. During prime holiday season, no fewer than fifteen percent (15%) of the Dock and Office employees in each classification shall be allowed to take their vacation at any one time.
  - ii) Throughout the year, regardless of prime holiday season, no fewer than twenty five percent (25%) of the drivers shall be allowed to take their vacation at any one time.
  - iii) Dispatchers and Appointment Clerks shall select vacation dates within the Dock classification.
  - iv) When calculating the number of employees off at any one time, fractions of .5 or more shall be rounded up.
- b) For the purpose of calculating the number of employees eligible for vacation per week, every employee who has become eligible for vacation in each classification prior to January 1<sup>st</sup> shall be counted.
- c) The annual vacation bid shall take place during the month following the annual job bid and the completed vacation list shall be posted by the first Monday in February.
- d) Once an employee has signed for their vacation, that vacation cannot be moved or cancelled without the employee's permission in writing.

#### **12.05 Termination of Employment**

Where an employee is terminating employment, voluntarily or otherwise, he/she shall receive their vacation earnings at the rate to which that employee is entitled at the time of their termination as set out in this article based on year's service.

#### **12.06 14 Days Notice for Annual Vacation Bid**

Unless otherwise agreed between the Company and the employee every employee shall be notified at least fourteen (14) calendar days prior to the annual vacation sign up.

#### **12.07 No Change to Vacation**

Once vacation periods are established the time shall not be changed except where mutually agreed between the employee and the Company.

#### **12.08 Payment for Vacation**

- a) An employee shall be paid for annual vacation at the percentage rate as prescribed in Clause 12.01.
- b) Upon three (3) weeks written notice employees shall receive their vacation pay on the payday immediately prior to the commencement of their vacation. In the absence of any written notice, employees shall receive their vacation pay on the regular payday as if they are working.

#### **12.09 Vacation Must Be Taken**

- a) An employee is required to take each week of his/her vacation time entitlement where there is an equivalent regular week's pay. Where there is less than a full regular week's pay available, the employee will not be required to take that week off, and in such case may request a pay-out of the partial week's vacation pay.
- b) It shall be mandatory for an employee to take his/her accrued vacation time as per a) above unless otherwise agreed between the Company and the Union.

#### **12.10 Vacation on Statutory and Paid Holidays**

- a) Should a Statutory or paid Holiday occur while an employee is on annual vacation, the employees shall have the option to:
  - i) Receive an additional day off with pay to be taken in conjunction with that vacation period, either prior to or immediately following the employee's vacation. For clarity, up to fifty percent (50%) of employees impacted can take the day off prior to their vacation, and up to fifty percent (50%) of employees can take the day off following their vacation, or
  - ii) take the day off with pay at a later date, but no later than thirty (30) days following the Statutory Holiday, or
  - iii) take a day's pay in lieu.



- b) The employee shall make his/her option known to the employer, in writing, a minimum of two (2) weeks prior to the commencement of the affected vacation period. In the absence of such notice the stat pay will be paid out on the first full pay period following the statutory holiday.

## **ARTICLE 13 - STATUTORY HOLIDAYS**

### **13.01 Statutory Holidays**

- a) Pay for holidays when not worked shall be as follows:

Employees shall be paid for time not worked at their regular rate on:

- New Year's Day
  - Family Day
  - Good Friday
  - Victoria Day
  - Canada Day
  - BC Day
  - Labour Day
  - Thanksgiving Day
  - Remembrance Day
  - Christmas Day
  - Boxing Day
  - Floater
  - and any other day formally designated or declared as a general and/or public holiday by Federal or Provincial Government.
- b) It is agreed that the Company and all employees will clean up and deliver all necessary work as quickly as possible on Christmas Eve. It is also agreed that employees will be required to stay no longer than four (4) hours on duty when on eight (8) hour shifts and no longer than five (5) hours when on ten (10) hour shifts and shall be paid for the full eight (8) hours or full ten (10) hours respectively, at the regular rate of pay.
- c) The "Floater" shall be taken during the calendar year at a time mutually agreed upon between the employees and the Employer.

### **13.02 Eligibility For Statutory Holiday Pay**

- a) To be eligible to receive pay for a statutory holiday, an employee must have been employed thirty (30) calendar days and worked their last regularly scheduled shift immediately prior to the holiday and their first regularly

scheduled shift following the holiday.

- b) The eligibility requirements in paragraph a) above will be waived by the Employer because of a bona fide illness or injury, Jury Duty (14.01), Time off for Tests (14.04), Bereavement Leave (14.05), Approved Time Off (14.09) and Leave for Negotiating Committee (14.12). Where there is an injury or illness, the employee will be required to attend a medical practitioner to obtain a certificate as proof of such illness or injury. The medical certificate will be at the employee's expense.
- c) If an employee is scheduled to work on a paid holiday but fails to report for work on the day of the holiday, without reasonable cause, or without leave of the Employer, he/she shall not receive any pay for the holiday.
- d) Notwithstanding b) above, an employee who misses his/her last regularly scheduled shift immediately prior to the holiday and his/her first regularly scheduled shift following the holiday due to being on Workers' Compensation, Weekly indemnity, Long Term Disability, or due to discharge, quit or suspension shall not be entitled to statutory holiday pay.

### **13.03 Calculation of Statutory Holiday Pay**

Employee shall be paid the following amount for the day off:

- a) if the employee has a regular schedule of hours and the employee has worked or earned wages for at least fifteen (15) of the last thirty (30) days before the statutory holiday, the same amount as if the employee had worked regular hours on the day off;
- b) for employees who do not have a regular schedule of hours and who have worked at least fifteen (15) of the last thirty (30) days before a statutory holiday, by dividing the employees' total wages, excluding overtime wages, for the thirty (30) day period by the number of days worked;
- c) for employees who have worked less than fifteen (15) of the last thirty (30) days before a statutory holiday, by dividing the employees' total wages, excluding overtime wages, for the thirty (30) day period by fifteen (15).

### **13.04 Terminated Within 30 Days**

- a) An employee who is terminated, or discharged for just and reasonable cause within the thirty (30) calendar day period shall not be entitled to this holiday pay.

- b) An employee who has worked an average of forty (40) hours per week in the month preceding the lay-off who has been laid off temporarily and is then returned to work within the thirty (30) days period after the holiday, he/she shall be entitled to the paid holiday.
- c) If an employee who has worked an average of less than forty (40) hours per week in the month preceding a lay-off and who has been laid off temporarily and is then returned to work within thirty (30) days after the holiday, he/she shall be entitled to the paid holiday and shall be paid pursuant to Clause 13.03 b).

#### **13.05 Holiday Falls on a Non-Working Day**

- a) Where a Statutory Holiday falls on a non-work day for an employee, either the immediately preceding workday or the immediately following workday shall be recognized in the place of the Statutory Holiday.
- b) If the Company requires a certain number of employees to take the Holiday on the day preceding or alternatively on the day following the Holiday, the employees shall be entitled to elect in order of seniority which day they wish to take in lieu of the Holiday, provided it is consistent with the efficient operation of the Company. Such election shall be made at least seven (7) days prior to the Holiday and shall be irrevocable.

#### **13.06 Holiday Falls on a Work Day**

- a) Where a Statutory Holiday falls on an employee's scheduled workday, and that employee works on the Statutory Holiday, employee shall be paid one hundred and fifty percent (150%) of the rate of pay for all hours worked to a minimum of eight (8) hours.
- b) That employee will then receive an additional day off with pay to be taken at a mutually agreeable time between the Company and the employee. Where possible, the Company shall schedule the aforementioned day off with pay to create a long weekend.

#### **13.07 Notice of Alternate Day**

The Company shall notify all employees fifteen (15) days before the Statutory Holiday as to which day is to be taken in lieu of the Holiday.

## **ARTICLE 14 - LEAVES OF ABSENCE**

### **14.01 Jury Duty**

- a) Any employee who is required to perform jury duty on a day on which he/she would normally have worked, or attends Court in response to a subpoena to give evidence as a witness concerning matters occurring during the regular course of employment with the Company, will be reimbursed by the Company for the difference between the pay received for Jury Duty or witness attendance, and his/her regular straight time hourly rate of pay for his/her regularly scheduled hours of work.
- b) It is understood that such reimbursement shall not be for hours in excess of (8) per day, or forty (40) per week, less pay received for jury duty. The employee will be required to furnish proof of:
  - i) jury service, and jury duty pay;
  - ii) witness attendance, and any witness fees ;
- c) An employee making a claim pursuant to Clause 14.01 is required to produce any document relating to time spent and fees or pay received and those amounts shall be deducted from the payments made as set out above.
- d) Any employee on jury duty or witness attendance shall, make himself/herself available for work before or after being required for such duty whenever practicable.
- e) This article will have no application for an employee on leave of absence, or when receiving benefits under the Health and Welfare Program, Annual Vacations, Workers' Compensation or as otherwise covered in this Agreement.

### **14.02 Attendance Bank**

All employees hired on or prior to July 5, 2008 are eligible for **ten (10) Attendance Bank days**. Employees hired after July 5, 2008 are eligible for **three (3) Attendance Bank days effective January 1, 2021**.

- a) The Company shall pay one (1) day's pay per month accumulative leave to a total of:
  - **ten (10) days – (80) eighty hours per year.**
  - **three (3) days - (24) twenty four hours per year.**

- b) Days used during each absence will be paid at one hundred percent (100%).
- c) Where an employee has used all of his/her attendance bank days, additional absences shall be drawn from any banked overtime days as set out in Article 19 of this Collective Agreement.
- d) Dental and doctor appointments can be used from the accumulated time to compensate for lost time.
- e) Time used for doctors or dentist's appointments will be paid at one hundred percent (100%).
- f) Employees shall give the Company at least twenty-four (24) hours notice of a Doctor's, Dentist's or other appointment unless such appointment is made on an emergency basis, in which case reasonable notice shall be given.
- g) The employees shall be compensated for any unused portion of the accumulated days at one hundred percent (100%) paid out at the end of the year.
- h) Payroll tax will be borne by the employees.
- i) The Union shall co-operate with the Company and shall assist the Company wherever possible to eliminate abuses of any sick plan.
- j) Employees will have the option of having their unused days paid into their pension plan (contribution not matched by the Company) without tax deducted.
- k) Employees will have the option of having their unused banked time pay directed into an RRSP without tax deductions.
- l) The Company shall distribute to all affected employees a form to select how they wish these monies be dispersed by December 21st of each year. The Company is required to have all monies paid by the last pay period in January. This is to apply to banked overtime and attendance bank day's payout.

#### **14.03 Time Off for Tests (Work Related, Medical or Otherwise)**

- a) Whenever it becomes necessary for an employee to undertake work related tests for renewal of licenses, tickets, or driver's medical the Employer shall, upon request, provide appropriate equipment for this purpose.
- b) Time taken off for such purpose shall be paid by the Employer at the employee's regular rate.

#### **14.04 Bereavement Leave**

- a)
  - i) In the event of a death of an employee's spouse, child **(and step child)**, sibling or parent, **employees** shall be granted, five (5) consecutive (excluding days off) straight time days off work which shall be paid for by the Company.
  - ii) In the event of a death of an employee's, grandparent, grandchild, **step-parent**, father-in-law, mother-in-law, foster child, or foster parent, employees shall be granted, three (3) straight time days off work which shall be paid for by the Company.
  - iii) In the event of a death of an employee's daughter-in-law or son-in-law, employees shall be granted, one (1) straight time day off work which shall be paid for by the Company.
  - iv) The designation "spouse" is defined as a person in a legally recognised marriage, and/or as a person who has cohabitated with his/her partner for a period of at least twelve (12) months.
  - v) The designation of "child" will include an unborn child of thirty (30) weeks or more.
  - vi) In addition, if the employee is notified of the death while he/she is working, he/she will be excused from, and paid for, the balance of that working shift, and such time shall not be charged against the five (5) or three (3) days of leave. Proof of such death shall be furnished upon request. Any cost associated with such a request shall be covered 100% by the Employer.
- b) Upon giving twenty-four (24) hours notice, an **employee/dependant contractor** shall be granted time off without pay for the purpose of attending a funeral, provided that the granting of such time off shall not be inconsistent with the efficient operation of the business.
- c) Employees who have worked less than forty (40) hours per week in the month preceding the death of his/her family member, shall be paid the appropriate amount of bereavement leave on a pro-rated basis, based on the number of hours worked in the month preceding the death of the family member for any day where that employee would have been scheduled to work.
- d) Additional time off without pay shall be granted as reasonably required.

#### **14.05 Union Leave for a Full Time or Part Time Position**

**a) Full Time Position**

Any employee elected or appointed to a full time position with the Unifor shall be granted an indefinite leave of absence without pay provided that thirty (30) days notice is given the Company prior to the beginning of such leave. During such leave, the employee's seniority shall accumulate, welfare benefits shall be suspended thirty (30) days after such leave commences and annual vacation benefits shall be suspended immediately. They will both again be in effect the first day the Employees employees/dependant contractor returns to work.

**b) Part Time Position**

- i) Any **employee/dependant contractor** elected or appointed to a part time position with Unifor shall be granted a leave of absence without pay provided that thirty (30) days notice is given the Company prior to the beginning of such leave. During such leave, the **employee's/dependant contractor's** seniority shall accumulate and the cost of the health and welfare benefits shall be paid by the Union and the Company as follows:
- ii) For each day per week that the employee is absent from work as set out above, the Union shall reimburse the Company for five percent (5%) of the monthly cost of the health and welfare package.
- iii) Clause b) above applies to **employee/dependant contractor** who work for the Union a specific number of days per week, or per month, but does not apply to those who are on leave for full time staff of the Local or National Union.

#### **14.06 Union Leave – Short Term**

- a) The Company will grant a leave of absence without pay to any **employee/dependant contractor** who attends essential Union business. The Union will give fourteen (14) days of notice of such a request.

**b) Dock and Drivers**

The Company will let a maximum of two (2) employees go with a notice of less than fourteen (14) days. With respect to continuation of U.B.T. and benefits during leave from work on Union business, benefits will cease after thirty (30) calendar days of continuous leave.

c) **Office Staff**

Leave for Union business, as set out in this agreement will be granted consistent with the efficient operation of the business as it relates to the office staff, to a maximum of one (1) person.

**14.07 Leave for Public Office or Personal Leave**

a) **Public Office:**

Leaves of absence will be granted if an **employee/dependant contractor** is elected or appointed to a Federal, Provincial, Municipal office.

b) **Personal Leave:**

The Company may grant "leave of absence", without pay, to any **employee/dependant contractor** under the following conditions:

- i) Every application for leave must be for a legitimate reason and must be submitted in writing to both the Company and the Union at least fourteen (14) days before requiring the leave of absence. The leave of absence must be for a period greater than one (1) week commencing with the start of a new workweek.
- ii) The Company, in conjunction with the Union, will consider the reasons for the request and the period of leave requested and, depending on the circumstances, will either approve or not approve the request. This approval will not be unreasonably withheld. Any request for extension of leave of absence will be considered by the Company and permission will not be unreasonably withheld, if there are no other requests for leave of absence during this extension period.
- iii) Only one (1) **employee/dependant contractor** will be granted a leave of absence at any one time and any additional leaves of absence requests will be considered at the sole discretion of the Company.
- iv) The granting of such request will be in accordance with the seniority of the **employee/dependant contractor** making the request, determined by the date of the application, and such time off shall not be inconsistent with the efficient operation of the business.



- v) During this leave of absence, the **employee/dependant contractor** will not be considered to be laid off, but will continue to accumulate seniority during his/her absence.

c) **Benefits During Leave:**

Benefits will be paid for any employee qualifying for leave of absence for the balance of the month in which the leave of absence is taken but will thereafter cease until such time that the employee returns to work full time.

#### **14.08 Approved Time Off**

- a) An **employee/dependant contractor** may request a day or days off without pay. Such requests shall be made in writing a minimum of forty-eight (48) hours in advance of the start time of the shift(s) being requested to be taken off.
- b) The Company may grant such requested time off at the Company's discretion. The granting of such leave shall be based on operational requirements, and, the availability of replacement **employees/dependant contractors**.
- c) Where the Company has available **employees/dependant contractors** to fill the spot being requested off, the Company shall grant the leave as requested.
- d) Where the Company does not grant the leave as outlined above, the **employee/dependant contractor** making the request shall be expected to report for work as scheduled.

#### **14.09 Paternity Leave**

Upon request, an **employee/dependant contractor** shall be granted two (2) consecutive days leave of absence. Such leave shall be deducted from the employee's attendance bank and paid for at one hundred percent (100%). Should the employee have no sick leave days remaining in his/her attendance bank, and then he/she shall be granted such leave of absence without pay.

#### **14.10 Maternity/Parental Leave**

a) **Maternity Leave**

- i) A pregnant **employee/dependant contractor** who requests maternity leave under this Clause is entitled to up to seventeen (17) weeks of unpaid leave:

- A) beginning
  - 1) no earlier than eleven (11) weeks before the expected birth date, and
  - 2) no later than the actual birth date, and
- B) ending
  - 1) no earlier than six (6) weeks after the actual birth date, unless the **employee/dependant contractor** requests a shorter period, and
  - 2) no later than seventeen (17) weeks after the actual birth date.
- ii) An **employee/dependant contractor** who requests leave under this Clause after the birth of a child or the termination of a pregnancy is entitled to up to six (6) consecutive weeks of unpaid leave beginning on the date of the birth or of the termination of the pregnancy.
- iii) An **employee/dependant contractor** is entitled to up to six (6) additional consecutive weeks of unpaid leave if, for reasons related to the birth or the termination of the pregnancy, she is unable to return to work when her leave ends under sub-clauses A) and B).
- iv) A request for leave must:
  - A) be given in writing to the Employer,
  - B) if the request is made during the pregnancy, be given to the Employer at least four (4) weeks before the day the **employee/dependant contractor** proposes to begin leave, and
  - C) if required by the Employer, be accompanied by a medical practitioner's certificate stating the expected or actual birth date or the date the pregnancy terminated or stating the reasons for requesting additional leave under sub-clause iii).
- v) A pregnant **employee/dependant contractor** will be granted an unpaid leave of absence based on her medical practitioner's advice, provided to the Employer in writing, prior to childbirth but will not be required to go

on maternity leave until eleven (11) weeks prior to the expected delivery date.

vi) A request for a shorter period under sub-clause a) i) B) 1):

A) be given in writing to the Employer at least one (1) week before the date the **employee/dependant contractor** proposes to return to work, and

B) if required by the Employer, be accompanied by a medical practitioner's certificate stating the **employee/dependant contractor** is able to resume work.

b) Parental Leave

i) An **employee/dependant contractor** who requests parental leave under this Clause is entitled to:

A) for a birth mother who takes leave under a) in relation to the birth of the child or children with respect to whom the parental leave is to be taken, up to thirty-five (35) consecutive weeks of unpaid leave beginning immediately after the end of the leave under a) unless the Employer and **employee/dependant contractor** agree otherwise;

B) for a birth mother who does not take leave under a) in relation to the birth of the child or children with respect to whom the parental leave is to be taken, up to thirty-seven (37) consecutive weeks of unpaid leave beginning after the child's birth and within fifty-two (52) weeks after that event;

C) for a birth spouse/partner, up to thirty-seven (37) consecutive weeks of unpaid leave beginning after the child's birth and within fifty-two (52) weeks after that event, and

D) for an adopting parent, up to thirty-seven (37) consecutive weeks beginning within fifty-two (52) weeks after the child is placed with the parent. The date of adoption will be the date of the Order of Adoption that the **employee/dependant contractor** will furnish to the Employer.

ii) If the child has a physical, psychological or emotional condition(s) requiring an additional period of parental care, the **employee/dependant**

**contractor** is entitled to up to five (5) additional weeks of unpaid leave, beginning immediately after the end of the leave taken under sub-clause i).

iii) A request for leave must:

- A) be given in writing to the Employer;
- B) if the request is for leave under sub-clause i) A) or B), be given to the Employer at least four (4) weeks before the **employee/dependant contractor** proposes to begin leave, and
- C) if required by the Employer, be accompanied by a medical practitioner's certificate or other evidence of the **employee's/dependant contractor's** entitlement to leave.

c) Duties of Employer

- i) An employer must give an **employee/dependant contractor** who requests leave under Clause 14.10 a) and or b) the leave to which the **employee/dependant contractor** is entitled.
- ii) An employer must not, because of an **employee's/dependant contractor's** pregnancy or a leave allowed by this Clause:
  - A) terminate employment, or
  - B) change a condition of employment without the **employee's/dependant contractor's** written consent.
- iii) As soon as the leave ends, the Employer must place the **employee/dependant contractor**:
  - A) in the position the **employee/dependant contractor** held before taking leave under this Clause, or
  - B) in a comparable position.
- iv) If the Employer's operations are suspended or discontinued when the leave ends, the Employer must, subject to the seniority provisions in a collective agreement, comply with sub-clause iii) as soon as operations are resumed.

- d) **Employment deemed continuous while the employee is on leave or jury duty:**
  - i) **The services of an employee who is on leave under Clause 14.10 a) and or b) are deemed to be continuous for the purposes of:**
    - A) **calculating annual vacation entitlement and entitlement for individual or group severance pay, and**
    - B) **any pension, medical or other plan beneficial to the employee.**
  - ii) **In the following circumstances, the Employer must continue to make payments to a pension, medical or other plan beneficial to an employee as though the employee were not on leave:**
    - A) **if the Employer pays the total cost of the plan;**
    - B) **if both the Employer and the employee pay the cost of the plan and the employee chooses to continue to pay his or her share of the cost.**
  - iii) **The employee is entitled to all increases in wages and benefits the employee would have been entitled to had the leave not been taken.**
  - iv) **Sub-clause i) does not apply if the employee has, without the Employer's consent, taken a longer leave than is allowed under Clause 14.10 a) and or b).**

#### **14.11 Leave for the Negotiating Committee**

- a) **The Company will pay the lost wages for the Union Negotiating Committee to a maximum of twelve (12) hours pay per day for each member of the bargaining committee.**
- b) **For greater certainty, a negotiating committee member will only receive payment for:**
  - i) **up to three (3) days of pre-bargaining meetings;**
  - ii) **all days of bargaining spent with or without the Employer (i.e. caucus meetings) excluding membership meetings and/or ratification votes.**

## **14.12 Medical Leaves**

### **a) Medical Notes**

- i) The Company shall, at its own expense, be entitled to require satisfactory verification of illness or injury after an employee is absent more than two (2) consecutive days or in instances where there is a general absenteeism concern (meaning the Employer can demonstrate a pattern of absenteeism).**

**(Pattern absenteeism shall be defined as multiple absences that occur on particular days of the week or adjacent to scheduled days off, week-ends, paydays etc. and therefore reasonably appear on the surface to be suspicious. Pattern absenteeism is presumed to be "innocent absenteeism" unless there is evidence to the contrary since there is the possibility of a legitimate explanation for the absence. However, if after investigating the situation, it can be confirmed that the absenteeism pattern indicates abuse and no reasonable explanation is given for the absences and it is not substantiated by medical documentation, the absences shall then fall under the CFF Attendance Management Program.)**

- ii) Medical certificates need only state whether the employee is fit or unfit, the nature of the limitations (e.g. lifting restrictions, no stair climbing, etc.) and the expected duration of the condition.**

### **b) Medical Information on Return to Work**

**Where an employee declares herself/himself fit to return to work following a medical leave of more than seven (7) calendar days the Company may, at its own expense;**

- i) first, require the employee to attend his/her Physician (or for a second opinion an independent medical examiner) for a physical examination as soon as possible to determine whether the employee is fit to return to his/her regular duties, or if necessary, to modified work or light duties;**
- ii) If a second opinion is required, the employee shall authorize his/her physician to release pertinent information to the Independent medical examiner along with a copy of the physician's recommendation;**

- iii) All correspondence related to the issue at hand from any physician to the Company shall be immediately provided to the employee concerned.

## **ARTICLE 15 - OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT**

### **15.01 Maintenance of Equipment**

- a) It is to the mutual advantage of both the Company and the employees/dependant contractors that, employees/dependant contractors shall not operate vehicles, which are not in a safe operating condition. Therefore the Employer shall regularly maintain all Company power units (eg. heaters, radios, seats etc.).
- b) In the event that a power unit (i.e. shunt truck, straight truck, tractor or single axle) repair timeline exceeds fourteen (14) calendar days the Employer shall lease a comparable vehicle on the 15<sup>th</sup> day when equipment is not available for scheduled drivers. Violations of this clause shall be resolved as per 3.05 b).
- c) The Company shall schedule all Company power units to be washed a-once every four (4) calendar months, with a copy of the schedule to the Chief Shop Steward.

### **15.02 Employee Responsibility**

It shall be the duty of the employee to report in writing on the appropriate forms of the Company promptly but not later than the end of their shift, trip or tour, all safety and/or mechanical defects on the equipment, which they have operated during that shift, trip, or tour.

### **15.03 Employer Responsibility**

It shall be the obligation of the Company to so inform the employee as to which supervisor to whom such reports on such equipment will be made in the branch, division or area of operation.

### **15.04 Instruction to Repair**

It shall be the obligation of the Company to direct the repair as necessary to conform to the safe and efficient operation of that equipment.

### **15.05 Safety Conditions**

In the event repairs cannot be affected, the equipment will be correctly identified and be kept out of service until repaired, and it shall not be considered a violation of his/her employment when a Company employee refuses to operate such identified equipment.

### **15.06 Adequate Vision**

In order to provide adequate vision front and rear, the Company shall install heaters, defrosters, and mirrors on all trucks and tractors.

### **15.07 Steps**

Trucks shall have installed steps or devices to allow reasonable access to the body.

### **15.08 Truck Accessories**

Where required, all trucks shall be properly equipped with hand trucks, rope and tie downs, etc.

### **15.09 Clean Facilities**

- a) The Company agrees to maintain adequate clean sanitary washrooms and lunchrooms having hot and cold running water with toilet and shower facilities at its terminals. Lockers will be supplied in terminals and the Company shall not be responsible for contents.
- b) It shall be the responsibility of employees/dependant contractors to use lunchroom and washroom facilities carefully and considerately in order to keep them in a clean and sanitary condition and free from unnecessary damage insofar as same may be possible with normal usage.

### **15.10 Joint Health, Safety and Environment Committee**

- a) The Company and the Union agree to maintain the established Joint Health, Safety and Environment Committee in accordance with the Workers' Compensation Act, its regulations, codes of practice and guidelines and environmental laws, regulations, codes of practice, and guidelines.

The Union representation on this Committee shall be at least four (4) members chosen by the Union. At no time shall the number of Company members outnumber the amount of Union members.



- b) Two co-chairpersons shall be selected from and by the members of the Committee. One of the co-chairpersons shall be a union member chosen by the Union members of the Committee. The other co-chairperson shall be a Company member.
- c) During all absences of the Union co-chairperson the Company shall recognize an alternate co-chairperson designated by the Union.
- d) The Committee shall assist in creating a safe and healthy place to work and one which does not harm the environment, shall recommend actions which will improve the effectiveness of the health, safety and environmental program, and shall promote compliance with appropriate laws, regulations, codes of practice, and guidelines.
- e) Without limiting the generality of the foregoing, the Committee shall:
  - i) Determine that regular inspections have been carried out for all places of employment, including buildings, structures, grounds, vehicles, tools, equipment, machinery and work methods and practices.

Such inspections shall be made at intervals that will prevent the development of unsafe working conditions or conditions that may harm the environment.
  - ii) Ensure that accident and incident investigations have been made.
  - iii) Recommend measures required to attain compliance with appropriate laws or which will correct hazardous conditions or conditions which may harm the environment.
  - iv) The co-chairperson or their alternates shall participate in and keep a record of all types of inspections and work refusals.
  - v) Solicit and consider recommendations from the workforce with respect to health, safety and environmental matters and recommend implementation where warranted.
  - vi) Hold regular meetings at least once a month or more frequently if mutually agreed upon by the Union and the Company co-chairpersons for the review of:

- reports of current accidents, industrial diseases, and environmental accidents and incidents, and their causes and means of prevention
  - remedial action taken or required by the reports of investigations or inspections
  - any other matters pertinent to health, safety, and the environment.
- vii) Have access to and promptly receive copies of all reports, records, and documents in the Company's possession or obtainable by the Company pertaining to health, safety or environmental matters.
- e) Approved time spent by members of the Committee in the course of their duties shall be considered as time worked.

#### **15.11 First Aid Attendant**

There shall be one qualified first aid person on each shift. Where there is no certified, qualified First Aid Attendant available on any shift, the Company shall select an **employee/dependant contractor** to train as a certified First Aid attendant and, the training will be paid for by the Company.

#### **15.12 First Aid**

- a) The Company will provide first-aid provisions in accordance with the Workers' Compensation Act. Regardless of the Workers' Compensation Act First Aid requirements, the Employer shall ensure all First Aid Attendants hold at a minimum, a valid Level 2 First Aid certificate.
- b) For the purpose of shift selection, training and renewal of certificates for First Aid Attendants seniority shall prevail and the cost of training shall be paid by the Company where the employee successfully completes the training course taken.
- c) First Aid Attendants shall be selected by seniority on each shift where the Workers Compensation Act requires a First Aid Attendant.
- d) The Employer shall maintain a minimum of ten (10) First Aid Attendants who shall be paid one dollar (\$1.00) per hour more as part of their regular wage for all compensable hours whether or not they are scheduled as a First Aid Attendant.

- e) Once the requirements of d) above have been met the Employer shall have the right to train relief First Aid Attendants. Relief First Aid Attendants shall be paid a First Aid premium of one dollar (\$1.00) per hour but only when assigned first aid duties by the Employer.

#### **15.13 Dangerous Goods**

Any **employee/dependant contractor** physically handling hides, creosoted items, lamp black, ink, acids and ore concentrates in any quantities shall be provided with rubber or leather aprons or smocks and gloves, whichever is appropriate. The onus will be on the **employee/dependant contractor** to claim same.

#### **15.14 Union Counselling Program**

- a) The Company recognizes that a Union Counselling Program is to provide services which will assist **employee/dependant contractor** through referral to appropriate agencies to overcome problems such as emotional, financial, drugs, alcohol or otherwise, that may tend to jeopardize his/her continued employment or well-being.
- b) Therefore, the Company shall commit its support and encourage the establishment and operation of the Union Counselling Program.
- c) Leave of absence shall be granted without pay to an **employee/dependant contractor** who requires some form of rehabilitative treatment. Such requests shall be made in writing to the Branch Manager and shall be treated in confidence.
- d) 

|        |                |                |
|--------|----------------|----------------|
| Phone: | Lower Mainland | 604-524-9457   |
|        | Toll Free      | 1-800-841-5911 |

#### **15.15 Right to Refuse**

- a) The Employer must ensure the adequate direction and instruction of workers in the safe performance of their duties.
- b)
  - i) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.

- ii) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to sub-clause i) must immediately report the circumstances of the unsafe condition to his or her Employer.
- iii) The manager receiving a report made under sub-clause ii) must immediately investigate the matter, and
  - A) ensure that any unsafe condition is remedied without delay, or
  - B) if in his or her opinion the report is not valid, must so inform the person who made the report.
- iv) If the procedure under sub-clause iii) does not resolve the matter and the worker continues to refuse to carry out the work process or operate the tool, appliance or equipment, the Employer must investigate the matter in the presence of the worker who made the report and in the presence of:
  - A) a worker member of the occupational health and safety committee,
  - B) a worker who is selected by a trade union representing the worker, or
  - C) if there is no occupational health and safety committee, any other reasonably available worker selected by the worker.
- v) If the investigation under sub-clause iv) does not resolve the matter and the worker continues to refuse to carry out the work process or operate the tool, appliance or equipment, the Employer and the worker must immediately notify a WCB officer, who must investigate the matter without undue delay and issue whatever orders are deemed necessary.
- c) Temporary assignment to alternative work at no loss of pay to the worker until the matter is resolved is deemed not to constitute disciplinary action.
- d) **No Disciplinary Action**

No employee/dependant contractor shall be disciplined, penalized or discharged for refusing to work on a job or in any work place or to operate any equipment where he/she justifiably believes that it would be unsafe or unhealthy to himself/herself, an unborn child, a workmate or the public, or where it would be contrary to the applicable legislation or regulations. There

shall be no loss of pay, seniority or benefits during the period of refusal. No employee/dependant contractor shall be ordered to work on a job which another worker has refused, until the matter is investigated by the Health and Safety Committee or a regulatory body and deemed safe.

#### **15.16 Automated External Defibrillator (A.E.D)**

The Employer shall supply and maintain one (1) A.E.D. in each first aid room and ensure that all first aid attendants are properly trained in their operation.

#### **15.17 Education and Training**

- a) No employee/dependant contractor shall be required or allowed to work on any job or operate any piece of equipment until he/she has received proper education, training and/or instruction.
- b) The Company agrees to pay for eight (8) hours Unifor training for each Union member of the Occupational Health and Safety Committee.

#### **15.18 National Day of Mourning**

Each year on April 28 at 11:00 a.m., work will stop and one minute of silence will be observed in memory of workers killed or injured on the job.

### **ARTICLE 16 - SHIFTS AND SCHEDULING – OFFICE**

#### **16.01 Office Staff Scheduling**

- a) The regular work day shall consist of an eight (8) hour workday commencing between the hours of 6:00 AM and 9:00 AM with one-half (1/2) hour unpaid lunch break.
- b) The regular work week will be forty (40) hours per week, Monday to Friday.
- c) There will be two (2) fifteen (15) minute paid coffee breaks, one in the morning and one in the afternoon.
- d) Changes in hours of work will be made with at least one (1) week's advance notice.
- e) Changes to the workweek will only be made in agreement with the Union.

- f) The regular workweek shall consist of five (5) consecutive eight (8) hour days with Saturday and Sunday as regular assigned days off.
- g) In the event an employee, who is not regularly scheduled to work, is called to work, he/she will be paid a minimum of eight (8) hours pay.

#### **16.02 Absence from Work**

An employee is to notify the Company one (1) hour prior to his/her shift start that he/she is unavailable for duty.

#### **16.03 Bargaining Unit Work**

Only persons within the bargaining unit shall perform bargaining unit work except in a case where, for training purposes only, bargaining unit work may be done by non-bargaining unit members. Once such training is complete, any person who is not in the bargaining unit shall not be allowed to perform bargaining unit work.

#### **16.04 Minimum Number of Staff**

There shall be a minimum of five (5) full time, forty (40) hours per week, Monday to Friday, office staff positions for Union members.

#### **16.05 Alternate Shifts**

- a) The Company may implement non-day shift shifts provided they are providing at least five (5) Monday to Friday day shift positions as set out in 16.04 above.
- b) The Company may schedule shifts of less than eight (8) hours in length, but not less than four (4) hours in length provided they have met the terms and conditions as set out in Articles 16.04 and 16.05 (a).

### **ARTICLE 17 - SHIFTS AND SCHEDULING - DOCK AND DRIVERS**

#### **17.01 Scheduling Definitions**

- a) Definition of a Regular Work Week and Work Day

- i) Regular Work Week

A regular work week shall be defined as five (5) consecutive days, each being eight (8) hours in length.

ii) Regular Work Day

A regular work day shall be defined as eight (8) hours of consecutive work, exclusive of one unpaid meal period of thirty (30) minutes in the middle of an employee's shift, and two (2) paid fifteen (15) minute rest periods, one in the first half of an employee's shift, and, one in the second half of an employee's shift.

b) Definition of a Compressed Work Week and a Compressed Work Day

i) Compressed Work Week

A compressed work week shall be defined as four (4) consecutive days, each being ten (10) hours in length.

ii) Compressed Work Day

A compressed work day shall be defined as ten (10) hours of consecutive work exclusive of one (1) unpaid meal period of thirty (30) minutes in the middle of an employee's shift, and three (3) paid fifteen (15) minute rest periods that are to be spread out evenly throughout the employee's shift.

c) Definition of an Extended Work Week and an Extended Work Day

i) Extended Work Week

An extended work week shall be defined as three (3) consecutive days, each being twelve (12) hours in length.

ii) Extended Work Day

An extended work day shall be defined as twelve (12) hours of consecutive work exclusive of four (4) paid twenty (20) minute rest periods that are to be spread out evenly throughout the employee's shift.

d) Shift Times

Shifts Times shall be defined as follows:

i) Days: Any shift that starts between 06:00 hrs. and 13:59 hrs.

ii) Afternoons: Any shift that starts between 14:00 hrs. and 20:59 hrs.

- iii) Nights: Any shift that starts between 21:00 hrs. and 05:59 hrs.

## **17.02 Construction of Work Schedules**

- a) The Company shall construct weekly work schedules in a manner that efficiently and effectively has all work covered by all **employees/dependant contractors** covered by this collective agreement.
- b) All weekly work schedules shall comply with Clause 17.01.
- c) The Company, when filling shifts, shall use the **Annual Job Bid Form** in determining what shifts are to be assigned to which **employee/dependant contractor**.
- d) **Employees/dependant contractors** are required to report for all shifts assigned pursuant to the schedule as posted provided that the Company has properly applied the priorities on an **employee's/dependant contractor's Annual Job Bid Form**.
- e) In constructing the weekly work schedules the Company shall construct as many Day Shifts in work week blocks as described in Clause 17.01 that include Saturday and Sunday off as possible before constructing shifts with other start times and days off, keeping in mind the provisions of Clause 17.02 a) above.
- f) Once all full weekly work schedules have been constructed as set out in Clause 17.01, the Company shall then construct weekly work schedules that combine variations of work shifts and blocks of shifts together to construct as many full work weeks as possible. In constructing the weekly work schedules as set out in (f) herein, the following rules shall apply:
  - i) There shall be a minimum of 12 hours between the end of one scheduled shift and the start of the next scheduled shift.
  - ii) The Company shall assemble as many shifts of like start time and finish time as possible, (e.g. 3 days and 2 afternoons or 3 afternoons and 2 graveyards etc.)
  - iii) In this case, **employees/dependant contractors** shall be assigned the work that best fits the priorities as indicated on the **employee's/dependant contractor's Annual Job Bid Form**.



- g) Once all full weekly work schedules have been constructed as set out in e) and f) above, the Company shall then construct work week schedules that have less than the required number of days in the work week, as set out in Clause 17.01. In this case, **employees/dependant contractors** shall be assigned the work that best fits the priorities as indicated on the **employee's/dependant contractor's Annual Job Bid Form**.
- h) The Company shall establish a minimum of **seven (7)** Dock Worker Day shifts as set out in the foregoing before establishing additional shifts. (For greater certainty, this Clause compels the Company to establish **seven (7)** Dock Worker Day shifts that have Saturday and Sunday off before establishing other shift combinations.)

### **17.03 Time Off Between Daily Shifts**

- i) An **employee/dependant contractor** must have a rest period of not less than eight (8) hours between shifts. An employee shall be permitted to bump to another shift and/or work a 6<sup>th</sup> day in the work week so as long as there is eight (8) hours between shifts and the **employee/dependant contractor** is not prevented from returning to his/her next regularly scheduled shift.
- ii) In an emergency situation where a first aid attendant is required and one is not readily available the eight (8) hour requirement may be waived by agreement between the Company and the Chief Shop Steward or his/her designate.

### **17.04 Shift Notice**

- a) The start time of an **employee's/dependant contractor's** regular shift for the following week shall be posted, or given to him/her no later than every Thursday by 3 PM.
- b) In the event the Employer fails to post or give notice of a schedule change as per a) above by 3 PM each Thursday it shall be presumed that the start time and work days of his/her shift for the following week shall be the same as the current week.
- c) Except where a job has been eliminated, whereby seven (7) calendar days' notice is required, and/or in the event of an unavoidable delay as per Clause 17.07 whereby a minimum of three (3) hours' notice is required, in the event the Employer changes an **employee's/dependant contractor's** following weekly scheduled shift the employer must give a minimum of seventy - two (72) hours' notice. Where seventy - two (72) hours' notice has not been given the Company shall pay the affected employee one (1) extra hour's pay per day in lieu of each

twenty – four (24) hour period (or portion thereof) of missed notice.

- d) Where an **employee/dependant contractor** is called and reports for work, he/she shall be paid a minimum of eight (8) hours pay.

#### **17.05 Work in More than One (1) Classification**

- a) Where an employee is assigned to works in more than one (1) classification for **one (1) hour or more**, that employee shall be paid at the higher rate of pay for the work performed.
- b) Where an employee is assigned to work in more than one (1) classification for more than four (4) hours, that employee shall be paid at the higher rate of pay for the entire shift.

#### **17.06 Scheduling Committee**

- a) The Company and the Union shall establish and maintain a Scheduling Committee. There shall be four (4) members on the Committee; two (2) from the Union and two (2) from Management. The committee shall meet on an as needed basis to deal with problems as they arise.
- b) The terms of reference of the Committee shall be to monitor the scheduling process and to ensure that the shifts are scheduled in the most efficient and effective manner, while providing the most preferable and favourable shifts as possible to the **employee/dependant contractor**.
- c) The Committee members shall review and consider suggestions by **employee/dependant contractor** as how to improve weekly work schedules. Further, where schedules have been established, and, complaints that may, or may not form the basis of a grievance by any **employee/dependant contractor**, those complaints shall be reviewed by the Committee and solutions to prevent such instances from happening again shall be implemented.
- d) Nothing in this Article is seen to prevent an **employee/dependant contractor** from filing a grievance should such an **employee/dependant contractor** feel that he/she has been scheduled improperly.

#### **17.07 Cancellation or Change of a Shift Due To Unavoidable Delay**

- a) Employees may have their shift cancelled or changed due to “unavoidable delay”. When such a shift cancellation occurs, that employee must be advised a minimum of three (3) hours in advance of the start time of the shift. Otherwise that employee shall report to work as scheduled and shall be paid accordingly.
- b)
  - i) Definition of Unavoidable Delay - An unavoidable delay is defined as any occasion whereby the units are not available for the employee to work outside of the Company’s control. The cause for same shall be deemed to be a result of a delay by a Rail or Ship Carrier to have the units available for the employee to work. Such delay could be the result of severe weather, labour relations matters with such Rail or Ship Carriers or poor planning on the part of those Carriers, etc.
  - ii) The second source of an unavoidable delay may involve extraordinary events such as severe weather, war, power outages that disable the ability of the Company to perform its duties. Should such a situation occur, the Company is obligated to contact the affected employee within a minimum of three (3) hours of their start time.
- c) In cases where a shift is cancelled or changed as outlined above, and, it is discovered that the shift(s) could have been changed back, those affected employee shall be entitled to file a grievance seeking a remedy. Any agreed to remedy shall be settled between the Union and the Company through the grievance procedure.

#### **17.08 Ten (10) Hour Shifts (Language and Hours Clarification)**

- a) Attendance Bank: Ten (10) hours per month to a maximum of eighty (80) hours, with the first day being paid out at one hundred percent (100%).
- b) Floater Stat: This is a paid day off, so when it comes to one of the ten (10) hour employees it’s a ten (10) hour paid day off.
- c) Banked Overtime: For ten (10) hour shift employees only, it will be at ten (10) hour withdrawal increments.

## **ARTICLE 18 – OVERTIME**

### **18.01 Daily Overtime**

- a) Five (5) Day Work Week
  - i) All time worked over and above eight (8) hours per day on any shift shall be deemed overtime until a break of eight (8) hours occurs.
  - ii) All work performed after eight (8) hours but less than ten (10) hours shall be paid at time and one half (150% of the regular rate of pay).
  - ii) All work performed after ten (10) hours shall be paid at double time (200% of the regular rate of pay).
- b) Four (4) Day Work Week
  - i) All time worked over and above ten (10) hours per day on any shift shall be deemed overtime until a break of eight (8) hours occurs.
  - ii) All work performed after ten (10) hours but less than twelve (12) hours shall be paid at time and one half (150% of the regular rate of pay).
  - iii) All work performed after twelve (12) hours shall be paid at double time (200% of the regular rate of pay).
- c) Three (3) Day Work Week
  - i) All time worked over and above twelve (12) hours per day on any shift shall be deemed overtime until a break of eight (8) hours occurs.
  - ii) All work performed after twelve (12) hours shall be paid at double time (200% of the regular rate of pay).

### **18.02 Overtime Worked on an Assigned Rest Day**

- a) All work performed on an employee's assigned rest day up to eight (8) hours shall be paid at double time (200% of the regular rate of pay).
- b) All work performed after eight (8) hours but less than ten (10) hours on an employee's assigned rest day shall be paid at triple time (300% of the regular rate of pay).

- c) All work performed after ten (10) hours on an employee's assigned rest day shall be paid at quadruple time (400% of the regular rate of pay).

#### **18.03 Overtime on a Statutory Holiday**

All overtime hours worked by an employee's on a Statutory Holiday shall be paid at double time (200% of the regular rate of pay).

#### **18.04 Maximization of Hours**

The Company shall make every reasonable attempt to ensure that any employees who have not worked a full forty (40) hour work week in any configuration, shall be given additional hours to bring their work week as close to forty (40) hours as possible before other employees who have worked a full forty (40) hour week are assigned overtime. The Shop Steward will have access to employees' time cards for verification.

#### **18.05 Overtime Breaks**

Employees who work daily overtime as set out in Clause 18.01 above shall receive additional breaks as set out below:

- a) One (1) paid fifteen (15) minute break upon completion of the first hour of overtime worked.
- b) Two (2) paid fifteen (15) minute breaks, one in the first (1st) two (2) hour period, and, a second (2nd) paid fifteen (15) minute break to be taken upon completion of the second (2nd) hour of overtime worked.
- c) Where an employee works more than four (4) hours of overtime in any day, that employee shall receive an additional one half hour (1/2) hour paid lunch break on top of the two (2) previously mentioned paid fifteen (15) minute breaks stated in a) and b) above. When the Employer knows in advance that more than two (2) hours of overtime is required, lunch and breaks shall be scheduled at a mutually agreeable time between the Company and the employee taking the efficient operation of the business into consideration.

## **18.06 Overtime Assignment**

### **a) Daily Overtime Assignment**

- i) Whenever possible, daily overtime shall be assigned by seniority on a voluntary basis to the most senior employee in the classifications that are required to complete the work.**
- ii) However, where the Company reaches the bottom of the seniority list in the required classifications, and does not have enough volunteers to complete the work, the Company shall assign the overtime to the most junior employees and work their way up the seniority list until they have assigned enough employees to complete the work.**
- iii) The Company may assign overtime to employees out of seniority where such overtime is assigned for the purpose of completing documentation for not more than fifteen (15) minutes after the completion of their regular shift, but not for handling freight or equipment.**

## **18.07 Notice of Overtime**

Employees shall be given one (1) hours' notice of overtime being required. However, the Company will at all times give as much advance notice over and above the one (1) hour, when possible.

## **18.08 Early Starts (NEW)**

- a) When an early start is needed, the Company shall ask employees/dependant contractors in seniority order if they are interested in starting their shift early. If the employee/dependant contractor agrees, then this early start will be the commencement of the employee's/dependant contractor's shift for that day. Overtime will be payable once the employee has worked more than eight (8) hours.**
- b) When the Company requires employees to start their shift early, (after the Employer has gone by seniority and asked all available employees/dependant contractors if they would volunteer) one (1) additional hour of overtime will be paid over and above the regular hours worked and any other overtime worked by employees only.**

## **18.09 Error by the Company**

Where the Company fails to assign overtime pursuant to this article and an employee is negatively affected, the effected employees shall be paid the overtime as though they had worked it.

## **ARTICLE 19 - BANKED OVERTIME**

### **19.01 Banked Overtime**

The Banked Overtime Plan shall work in the following manner:

- a) Where an employee desires to bank their overtime, they shall request in writing that the Company begin an accounting for their overtime hours banked, and they must remain in the Plan for the remainder of the calendar year. **Time off work on banked time shall not exceed eighty (80) hours in a calendar year.**
- b) Overtime which is banked shall be credited in terms of hours, and when taken as time off shall be paid out at the same hourly rate as banked. When an employee leaves the Company, all banked hours accumulated during that calendar year shall be paid out in total. Banked overtime will be taken in scheduled increments of eight (8) hour segments.
- c) The Company shall keep a record of all banked overtime, which shall be available for perusal by the employee.
- d) All overtime banked shall be banked at the rate for which it is earned as set out below:
  - i) The following schedule is based on every hour of overtime worked at the applicable rate of pay.

#### **Overtime Rate**

Time and one half (150%)  
Double Time (200%)  
Double Time and One half (250%)  
Triple Time (300%)  
Quadruple Time (400%)

#### **Overtime Banked**

One and one half (1½) hour banked  
Two (2) hours banked  
Two and one half (2 ½) hours banked  
Three (3) hours banked  
Four (4) hours banked

## **19.02 Requested Time Off**

Banked time off shall be granted in the following manner:

- a) Where an employee gives twenty one (21) days' notice to the Employer in writing that they intend to take a day off of banked overtime, that employee shall be granted that day off with pay. The day's pay to be paid shall be the normal amount of hours that the employee would have worked as set out in Article 17 of this Collective Agreement.
- b) Where an employee gives less than twenty one (21) days' notice, to the Employer that they would like a specific day off under this Article, the Employer will make every reasonable effort to give that Employees employees/dependant contractor the day off. The day's pay to be paid shall be the normal amount of hours that the employee would have worked as set out in Article 17 of this Collective Agreement. The granting of this day off under this Clause shall not be withheld unreasonably.
- c) The Company shall grant employees days off under this Article on a first come first served basis.
- d) The Company shall ensure that there is at least one spot per day available in each classification for employees to avail themselves for days off under this plan. Therefore, where employees who have been granted a day off as set out in a) or b) above, the Company is under no obligation to grant additional days off to other employees except at their discretion.

**Note:** The parties agree that Clause d) above is in full force and effect only during non-prime time vacation periods.

However, six (6) months after the ratification of this agreement, the Union and the Company agree to meet to review the absenteeism statistics, and where there has been a significant drop in absenteeism levels the Company may then agree to negate this provision after which Clause d) will then be in full force and during the entirety of the year, including prime time.

## **19.03 No Requirement to Take Time**

No employee shall be required to take time off that is not mutually agreed upon.



#### **19.04 Withdrawal from the Plan**

If an employee chooses to withdraw from the Banked Overtime Plan for the following calendar year, they must do so in writing previous to December 1st of the current calendar year.

#### **19.05 No Carry Over**

Employees shall not be entitled to carry over banked overtime hours from one calendar year to the next and will be paid out all unused hours by the 4th payroll of January the following year or that amount may be paid into the employee's pension account, non-taxable pursuant to Clause 14.02 j), k) and l).

#### **19.06 Notification**

The Company shall provide all employees who participate in the banked overtime program an accurate total of the banked hours once each month.

### **ARTICLE 20 - ANNUAL DRIVER BIDS**

#### **20.01 Annual Driver Bids**

- a) Once each year, all Drivers in the driving and dock departments may bid to transfer to other departments within their own terminal, providing they have the necessary qualifications and seniority.
- b) The bid shall be held annually beginning in the month of December and will be posted for seven (7) days commencing on the first Monday of that month. The bid will show the number of departmental openings and shift starting times. Each **employee/dependant contractor** will be brought into the office or contacted in order of seniority to sign the bid sheet, at which time he/she must indicate his/her preference. The transfer of **employees/dependant contractors** will be in effect commencing on the second Sunday of the month of January. The results of the job bid will be posted for at least seven (7) days prior to the annual change and the Local Union's area office concerned will be given copies when completed.

- (c) The job bid sheet for drivers will show:

|                 |                                  |
|-----------------|----------------------------------|
| T.A. Tractors   | starting between _____ and _____ |
| S.A. Tractors   | starting between _____ and _____ |
| Straight Trucks | starting between _____ and _____ |
| Shunt Trucks    | starting between _____ and _____ |

The job bid sheet for dock will show:

|                      |                                  |
|----------------------|----------------------------------|
| Day shift            | starting between _____ and _____ |
| Afternoon shift      | starting between _____ and _____ |
| Graveyard shift      | starting between _____ and _____ |
| Weekend (4X10) shift | starting between _____ and _____ |

- d) Using the same procedure for all starting times, seniority and qualifications will prevail for each category.
- e) Seniority and qualifications does not allow a person to pick a particular piece of equipment.
- f) All present drivers or warehouse employees shall not be required, as a condition of continued employment, to upgrade their driver's license.
- g) An employee bumped out of a department as a result of a bid will move to whatever department his/her seniority and qualifications entitle him/her to.
- h) Personnel transferring under the above conditions shall assume the positions according to, and, maintaining their terminal seniority.
- i) **Employees who have lost their driver's license at the time or prior to the time of the annual driver bid, and desire to bid into the driving department, will be permitted to do so in accordance with their seniority assuming that position when they regain their driver's license. Any driver having lost their driver's license shall be permitted to move to the bottom of the Dock Department seniority list.**
- j) If a driver loses his/her license through no fault of his/her own, i.e., medical reasons, he/she should be able to bump onto the dock where his/her seniority entitles him/her to.

## **ARTICLE 21 HEALTH AND WELFARE PLAN**

### **21.01 Health and Welfare Plan**

The following benefits shall be provided during the term of this Agreement. Any discrepancies in regards to the following benefits shall be resolved through the grievance and arbitration procedures of the Collective Agreement.

- a) Medical coverage as provided by British Columbia Medical Services Plan or equivalent.
- b) Drivers' medicals when required.
- c) All other health and welfare benefits shall be in following with the existing employees' Benefit Plan as provided through the Unifor Benefits Trust (UBT).

**Contact B.G. Benefits for coverage inquiries.**

**Bilsland Griffith Benefit Administrators**

**Telephone : 1-844-552-4477**

**Email : [ubt@bgbenefitsadmin.com](mailto:ubt@bgbenefitsadmin.com)**

### **21.02 Employees off Work**

When an employee goes off work due to any illness or injury, lay-off or any other recognized leave as provided for in this agreement (excluding a leave of absence for personal reasons), the Company shall continue to pay his/her health and welfare premiums on the following basis:

- a) Where the employee has no less than one (1) year's employment with the Company, the above noted premiums shall be paid for a period of three (3) months following the last day of the month in which the employee ceased working.
- b) Where the employees has no less than five (5) year's employment with the Company, the above noted premiums shall be paid for a period of up to nine (9) months following the last day of the month in which the employee ceased working.
- c) Where the employee has no less than ten (10) year's employment with the Company, the above noted premiums shall be paid for a period of up to twelve (12) months following the last day of the month in which the employee ceased working.

- d) Where an employee goes off work as provided in this Article but is not eligible for Company paid coverage pursuant to Clause 21.02 a), b) and c) above , the employee shall still be eligible for the benefit coverage provided the employee qualifies for the applicable Plan component(s). The employee shall supply the Company with monthly post-dated cheques for the monthly contribution amount paid on his/her behalf.

#### **21.03 Eligibility for Benefit Plans - All Employees**

|                   |  |
|-------------------|--|
| 1000 Hours Worked | - BC Medical   |
| 2000 Hours Worked | - EHB - (80% drug coverage and \$200 vision care only) and L.I. & A.D.D.   |
| 3000 Hours Worked | - Dental Plan – 100% basic; 50% major with a combined max of \$2500/person/calendar year; no ortho.                                  |
| 6000 Hours Worked | - Full benefits as per existing coverage along with LTD (the LTD will be paid 100% by the Employees employees/dependant contractor). |
| 7000 Hours Worked | - Pension  |

#### **21.04 Benefits to Continue**

Any employees in receipt of any of the foregoing benefit(s) at the time of the ratification of this collective agreement, shall, continue to receive that benefit regardless of the entitlement as set out in 21.03 above.

#### **21.05 Office Staff**

As of January 1, 2020, all Office Staff shall be covered in the same benefit plan as the rest of the bargaining unit with specific regards to Weekly Indemnity, Life insurance and AD & D coverages. This also means that: Albert Chan, Carla Warner, Jay Zielke & Liz Bird would, as of Jan. 1, 2020, be eligible for the ten (10) attendance days under clause 14.02 of the Collective Agreement. As such, this agreement also includes the deletion of clause 14.03.

#### **21.06 Paid for By the Employer**

- a) One hundred percent (100%) of the cost of the above referenced Plans shall be borne by the Company except as otherwise provided for in this Article.
- b) Any contribution increase of 5% or less per year shall be borne by the Company.

- c) Increases in excess of the 5% as set out in Clause 21.06 b) above shall be shared equally between the employees and the Company.

## **ARTICLE 22 - PENSION PLAN**

### **22.01 Pension Plan**

- a) The Company shall participate in the Unifor Pension Plan, subject to the applicable provisions of the Unifor Pension Trust Agreement and shall contribute to the Union's Pension Trust Fund.
- b) All employees shall be covered by the Plan as set out in this agreement.
- c) Employees shall contribute five (5%) of earnings as defined herein, which shall be deducted from their pay by the Company.
- d) The Company shall make a matching contribution of five (5%) percent for each member of the Plan.
- e) For the purposes of this Article, earnings shall be defined as gross earnings.
- f) The total amount shall be remitted monthly to the Unifor Pension Trust Fund, c/o the Plan Administrator, not later than the 15th day of the calendar month following deduction. The cheques should be made payable to "Manulife Financial" (Unifor Pension Plan)".
- g) The Company shall be provided with a statement (at least annually) of all transactions under the Plan.
- h) The Company shall, at date of entrance into the pension plan, provide employees with current information and details of the Pension Plan and an Enrolment Card.

## **ARTICLE 23 – WAGES**

### **23.01 New or Changed Job Classification**

- a) If any new job classifications are established, or if there is a significant change in the job content of any job classification(s) set forth in this Wage Schedule, or if

any job classification(s) have been overlooked in this Wage Schedule, the Parties hereto agree to negotiate a rate for the job(s) in question.

- b) If the Parties are unable to reach agreement then the dispute will be settled through the Grievance and Arbitration procedures of this Agreement.

#### **23.02 Payment**

- a) **Employees/dependant contractors** shall be paid on a bi-weekly basis, on Thursday.
- b) The cut off for every payday shall not be longer than five (5) calendar days prior to the payday.
- c) Pay periods shall be calculated from Sundays at 00:01 hrs.
- d) The Company shall provide a detailed summary of each **employee's/dependant contractor's** earnings on their pay stub that shall include:
  - i) All wages rates worked by that **employee/dependant contractor**;
  - ii) Regular hours worked;
  - iii) Overtime hours worked (either time and one half, double time, etc);
  - iv) All deductions made on behalf of that **employee/dependant contractor**.

#### **23.03 Errors and Pay Correction**

When an error occurs in an **employee's/dependant contractor's** pay cheque and the amount is the equivalent of one (1) day's pay or more, he/she shall be entitled, to a cheque being issued as soon as possible and not later than the first (1st) Friday following the pay day on which the error was made.

#### **23.04 Time Cards**

All **employees/dependant contractors** covered by this Agreement shall submit a daily time card to his/her supervisor.

### 23.05 Accident During Work

If an employee, after starting work, meets with a compensable accident which incapacitates him/her from carrying on his/her duties, he/she shall be paid his/her full days wages for the day of his/her injury, providing he/she is not in receipt of compensation from the Workers' Compensation Board for that day.

### 23.06 Wage Rates

| <b>DRIVERS</b>      |                                   |                  | <b>2.75%</b>    | <b>1.50%</b>    | <b>1.25%</b>    | <b>1.50%</b>    | <b>1.75%</b>    |
|---------------------|-----------------------------------|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <b>hours worked</b> |                                   | <b>OCT 19/19</b> | <b>MAR 1/20</b> | <b>MAR 1/21</b> | <b>SEP 1/21</b> | <b>MAR 1/22</b> | <b>SEP 1/22</b> |
| <b>HIRE</b>         | <b>\$4.00 less than full rate</b> | <b>\$22.00</b>   | <b>\$22.72</b>  | <b>\$23.12</b>  | <b>\$23.46</b>  | <b>\$23.87</b>  | <b>\$24.36</b>  |
| 1000                | \$3.50 less than full rate        | \$22.50          | \$23.22         | \$23.62         | \$23.96         | \$24.37         | \$24.86         |
| 2000                | \$3.00 less than full rate        | \$23.00          | \$23.72         | \$24.12         | \$24.46         | \$24.87         | \$25.36         |
| 3000                | \$2.50 less than full rate        | \$23.50          | \$24.22         | \$24.62         | \$24.96         | \$25.37         | \$25.86         |
| 4000                | \$2.00 less than full rate        | \$24.00          | \$24.72         | \$25.12         | \$25.46         | \$25.87         | \$26.36         |
| 5000                | \$1.50 less than full rate        | \$24.50          | \$25.22         | \$25.62         | \$25.96         | \$26.37         | \$26.86         |
| 6000                | \$1.00 less than full rate        | \$25.00          | \$25.72         | \$26.12         | \$26.46         | \$26.87         | \$27.36         |
| 7000                | \$.50 less than full rate         | \$25.50          | \$26.22         | \$26.62         | \$26.96         | \$27.37         | \$27.86         |
| <b>8000</b>         | <b>Full rate</b>                  | <b>\$26.00</b>   | <b>\$26.72</b>  | <b>\$27.12</b>  | <b>\$27.46</b>  | <b>\$27.87</b>  | <b>\$28.36</b>  |

| <b>DOCK</b>         |                                   |                  | <b>2.75%</b>    | <b>1.50%</b>    | <b>1.25%</b>    | <b>1.50%</b>    | <b>1.75%</b>    |
|---------------------|-----------------------------------|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <b>hours worked</b> |                                   | <b>OCT 19/19</b> | <b>MAR 1/20</b> | <b>MAR 1/21</b> | <b>SEP 1/21</b> | <b>MAR 1/22</b> | <b>SEP 1/22</b> |
| <b>HIRE</b>         | <b>\$5.00 less than full rate</b> | <b>\$18.60</b>   | <b>\$19.25</b>  | <b>\$19.61</b>  | <b>\$19.92</b>  | <b>\$20.29</b>  | <b>\$20.73</b>  |
| 1000                | \$4.50 less than full rate        | \$19.10          | \$19.75         | \$20.11         | \$20.42         | \$20.79         | \$21.23         |
| 2000                | \$4.00 less than full rate        | \$19.60          | \$20.25         | \$20.61         | \$20.92         | \$21.29         | \$21.73         |
| 3000                | \$3.50 less than full rate        | \$20.10          | \$20.75         | \$21.11         | \$21.42         | \$21.79         | \$22.23         |
| 4000                | \$3.00 less than full rate        | \$20.60          | \$21.25         | \$21.61         | \$21.92         | \$22.29         | \$22.73         |
| 5000                | \$2.50 less than full rate        | \$21.10          | \$21.75         | \$22.11         | \$22.42         | \$22.79         | \$23.23         |
| 6000                | \$2.00 less than full rate        | \$21.60          | \$22.25         | \$22.61         | \$22.92         | \$23.29         | \$23.73         |
| 7000                | \$1.50 less than full rate        | \$22.10          | \$22.75         | \$23.11         | \$23.42         | \$23.79         | \$24.23         |
| <b>8000</b>         | <b>Full rate</b>                  | <b>\$23.60</b>   | <b>\$24.25</b>  | <b>\$24.61</b>  | <b>\$24.92</b>  | <b>\$25.29</b>  | <b>\$25.73</b>  |

| OFFICE       |                            |           | 2.75%    | 1.50%    | 1.25%    | 1.50%    | 1.75%    |
|--------------|----------------------------|-----------|----------|----------|----------|----------|----------|
| hours worked |                            | OCT 19/19 | MAR 1/20 | MAR 1/21 | SEP 1/21 | MAR 1/22 | SEP 1/22 |
| HIRE         | \$4.00 less than full rate | \$18.83   | \$19.46  | \$19.81  | \$20.11  | \$20.47  | \$20.90  |
| 1000         | \$3.50 less than full rate | \$19.33   | \$19.96  | \$20.31  | \$20.61  | \$20.97  | \$21.40  |
| 2000         | \$3.00 less than full rate | \$19.83   | \$20.46  | \$20.81  | \$21.11  | \$21.47  | \$21.90  |
| 3000         | \$2.50 less than full rate | \$20.33   | \$20.96  | \$21.31  | \$21.61  | \$21.97  | \$22.40  |
| 4000         | \$2.00 less than full rate | \$20.83   | \$21.46  | \$21.81  | \$22.11  | \$22.47  | \$22.90  |
| 5000         | \$1.50 less than full rate | \$21.33   | \$21.96  | \$22.31  | \$22.61  | \$22.97  | \$23.40  |
| 6000         | \$1.00 less than full rate | \$21.83   | \$22.46  | \$22.81  | \$23.11  | \$23.47  | \$23.90  |
| 7000         | \$.50 less than full rate  | \$22.33   | \$22.96  | \$23.31  | \$23.61  | \$23.97  | \$24.40  |
| 8000         | Full rate                  | \$22.83   | \$23.46  | \$23.81  | \$24.11  | \$24.47  | \$24.90  |

- a) All hours worked and all recognized leaves of absence as provided for in this collective agreement, except those as set out in Clauses 14.08 and 14.09 shall be counted for the purposes of this Clause and the Collective Agreement.
- b) For greater certainty, this shall include all hours lost as a result of accepted and recognized Long Term Disability, Short Term Disability and WCB absences.

**c) Lump Sum Payment:**

The Employer will pay to all employees employed on October 19, 2019 a lump sum payment of \$1100.

**d) Premiums Pay:**

- Afternoon Shift - \$.50 cents per hour extra (Effective Sept.1/09)  
Start time between 14:00 and 18:00 hours
- Night Shift - \$1.00 per hour extra (Effective Sept.1/09)  
Start time between 18:01 and 05:59 hours
- Sunday Shifts - \$1.00 per hour extra (Effective Sept.1/09)
- Saturday Shifts - \$1.00 per hour extra
- Lead Hands - \$1.50 per hour extra (Effective Sept.1/09)
- Flat Deck - \$2.00 per hour extra (Effective Oct. 19, 2019)



## **ARTICLE 24 - GENERAL PROVISIONS**

### **24.01 Highest Standard In Effect**

The Union undertakes that no terms which are more advantageous than those contained herein will be extended to any competitor of the Company without the latter's prior knowledge.

### **24.02 Parking**

The Company shall provide suitable parking for the **employee/dependant contractors**.

### **24.03 Severance Pay**

a) All employees covered under this Collective Agreement shall be entitled to one (1) week's severance pay for each year of service with the Company after completion of two (2) years of service with the Company in the event of employment being terminated through a lay-off or retirement if the employee is between the ages of 52 and 60. The maximum allowance that any employee shall be entitled to under this article is as follows:

- up to eight (8) weeks' severance pay if the employee has less than ten (10) years' service,
- up to fifteen (15) weeks' pay for an employee that has more than ten (10) years of service,
- **up to sixteen (16) weeks' pay for an employee that has more than eighteen (18) years of service,**
- In any event, the severance pay payable shall be no less than the Provincial Labour Standards Act provides for.

b) In accordance with the severance pay in Clause 24.03 a), employees wishing to retire prior to age 67 will be paid as follows:

|                    |            |
|--------------------|------------|
| Ages 52 – 60       | 100%       |
| Age 61             | 80%        |
| Age 62             | 60%        |
| Age 63             | 40%        |
| Age 64 - 67        | 20%        |
| <b>Age 68 - 72</b> | <b>10%</b> |

#### **24.04 Payment Upon Termination**

Except as elsewhere herein provided, upon discharge, the Company shall pay on the next available pay period, all money due to the **employee/dependant contractor**. Upon quitting, the Company shall pay all money due to the **employee/dependant contractor** on or before the payday in the week following such quitting.

#### **24.05 Uniforms**

- a) The Company agrees that if any **employee/dependant contractor** is required to wear any kind of uniform as a condition of continued employment, such uniforms shall be furnished and maintained by the Company free of charge. No **employee/dependant contractor** shall be discharged for refusing to wear a uniform that does not bear a Union label. However, the **employee/dependant contractor** must furnish, at his/her own expense, suitable clothing, shoes, gloves and winter weather protective clothing in order to perform his/her job efficiently and safely.
- b) **Employees/dependant contractors** who have been employed by the Company for one (1) year shall receive a boot allowance of one hundred and twenty dollars (\$120.00) per year, and shall be paid to each **employee/dependant contractor** on his or her anniversary date. As of January 1, 2020 the boot allowance shall increase to one hundred and thirty dollars (\$130.00). As of January 1, 2021 the boot allowance shall increase to one hundred and forty dollars (\$140.00). As of January 1, 2022 the boot allowance shall increase to one hundred and fifty dollars (\$150.00). **Employees/dependant contractors** must have worked more than one thousand (1000) hours in the previous calendar year to qualify for this allowance. Time off work for Jury Duty (14.01), Time off for Tests (14.04), Bereavement Leave (14.05), Approved Time Off (14.09) and Leave for Negotiating Committee (14.12) shall count as hours worked.

#### **24.06 No Requirement to Purchase**

The Company shall not require, as a condition of continued employment, that an employee purchase truck, tractor, and/or tractor and trailer or other vehicular equipment, or that any employee purchase or assume any proprietary interest or other obligation in the business.

#### **24.07 Dispatcher**

The Dispatcher shall be permitted to perform work outside of his/her own classification and covered under the Collective Agreement when it is necessary providing that he/she does not at any time displace a regular **employee/dependant contractor**.

#### **24.08 Light Duty/Modified Work/Accommodation Language**

- a) The Union must be made aware of all current light duty, modified work or accommodation situations.
- b) The Union shall be involved in negotiating all light duty, modified work and accommodation arrangements.
- c) **It is understood that it may not be possible to provide light duties, modified work or accommodation to every employee who has presented medical information in h) below.**
- d) All light duty, modified, or accommodation arrangements will have an individually agreed upon mandatory review period.
- e) No person on light duty, modified work or accommodation shall displace any person or work hours that their seniority would not allow them to under normal circumstances. **Should the work available, which is compatible with the employee's ability and restrictions, only be available on a shift that would not normally be available to the employee, the parties agree to discuss the matter.**
- f) No arrangements under this section shall be used to abrogate a worker's right to WCB, weekly indemnity, long-term disability, or any other benefit.
- g) The Company shall provide the Union with a list of all ongoing light duty and modified work positions.
- h) Should an employee request a modified work program, a light duties program, or a medical accommodation due to disability, the Company may, at its own expense, require periodic medical information verifying the physical condition, duration, suitability and/or limitations of the **employee**.
- i) **The Parties agree that it may be appropriate to negotiate a different hourly rate for the work the employee is able to perform.**

## **ARTICLE 25 - OWNER OPERATORS**

### **25.01 Dependant Contractors**

The Company and the Union agree to negotiate the conditions for **Dependant Contractors** separately and these conditions shall become and remain an "Appendix" of the Collective Agreement.

## **ARTICLE 26 - DURATION OF THE AGREEMENT**

### **26.01 Duration of the Agreement**

This Agreement shall be effective from March 01, 2019 until February 28, 2023 and thereafter the Agreement shall be in effect from year to year unless written notice of contrary intention together with particulars of all proposed amendments or changes is given by either party to the other party. The notice and particulars required hereunder shall be delivered to the other party within ninety (90) days prior to the expiration of this Agreement in accordance with the provisions of the Mediation Act of the Province of British Columbia. Within fifteen (15) days after receipt of such notice the parties hereto shall begin negotiations unless extension of time is mutually agreed upon.

### **26.02 No Strike or Lockout During the Term of the Agreement**

It is mutually agreed that there shall be no strike, lockout, or slowdown, whether sympathetic or otherwise, during the term that this agreement shall be in force.

## **ARTICLE 27 - WORKPLACE HARASSMENT**

### **27.01 Company Commitment**

The Parties are committed to the prevention and elimination of harassment in the workplace. The Company, Union and all **employees/dependant contractors** recognize and accept without qualification, that it is to everyone's benefit that all staff feel safe from any kind of harassment in their working environment and that to create an environment free from harassment, work place relations need to be based on mutual respect, dignity, and cooperation. Therefore, the Company will make every effort to ensure that no **employee/dependant contractor** or anyone having a work relationship with any **employee/dependant contractor** is subject to any form of harassment.

## **27.02 All Allegations**

Any allegations of harassment involving **employees/dependant contractors** of CFF will be dealt with through this article.

## **27.03 Confidentiality**

- a) All parties will maintain strict confidence as much as possible so that any complainant feels free to come forward and that the reputations of all individuals involved are protected.
- b) The parties will make every reasonable effort to ensure that the name of the complainant and/or the circumstances relating to the complaint will be kept confidential except when disclosure is necessary for the purpose of investigation or disciplinary action.
- c) Confidentiality is not the same as anonymity. If the complainant chooses to pursue the informal complaint resolution or the formal review, he or she must be prepared to be identified so that the respondent is informed of the allegations and has the opportunity to respond.

## **27.04 Workplace harassment is defined as:**

Unacceptable, unwelcome conduct or comment that has the effect of:

- a) causing intimidation, offence or humiliation to any **employee/dependant contractor**, or
- b) undermining the employment relationship, or
- c) being perceived as placing an improper condition on employment, or
- d) being discriminatory under the Human Rights Act.

## **27.05 British Columbia Human Rights Act Discrimination is categorized into:**

- a) race;
- b) colour;
- c) ancestry;
- d) place of origin;
- e) religion;

- f) marital status;
- g) family status;
- h) physical or mental disability;
- i) sex;
- j) sexual orientation;
- k) age;
- l) political belief;
- m) conviction for a criminal charge unrelated to Company employment.

#### **27.06 How, Where and When**

Harassment may occur during one incident or over a series of related or unrelated incidents. Harassment may take place at work or away from work between or amongst **employees/dependant contractors** where there is a sufficient link between the conduct or comment complained of and the operation of the workplace.

#### **27.07 Also May Include**

Harassment can include, although not limited to, the following acts and/or behaviours:

- a) verbal or physical abuse;
- b) derogatory remarks;
- c) display of pornographic or offensive materials;
- d) unwelcome invitations or requests;
- e) innuendoes or taunts about a person's body or beliefs;
- f) unnecessary physical contact;
- g) threats;
- h) leering;
- i) outright physical assault;
- j) intimidation;
- k) practical jokes that cause awkwardness or embarrassment;
- l) retaliation against an individual who has filed a complaint of harassment.

#### **27.08 Forms of Harassment**

Harassment may take, although not limited to, the following forms:

- a) sexual harassment;
- b) personal harassment;
- c) place of origin/racial/ethnic/colour harassment;
- d) physical/mental disability harassment;
- e) religious harassment;
- f) age harassment;

- g) marital/family harassment;
- h) sexual orientation harassment.

## **27.09 Perception**

An action or behaviour can become harassment if the receiver perceives it as such, regardless of the intentions of the initiator.

## **27.10 Sexual Harassment**

Sexual harassment can include, although not limited to, the following actions or behaviours;

- a) sexual advances,
- b) request for sexual favours,
- c) other verbal or physical contact,

by a person who knows or ought to reasonably know that the conduct or comment is unacceptable and/or unwelcome.

## **27.11 Improper Conditions**

Improper condition on employment is when the comment or conduct:

- a) is accompanied by a reward, or the express or implied promise of a reward for the compliance, or
- b) is accompanied by reprisal, or the express or implied threat of reprisal, for refusal to comply, or
- c) is accompanied by the actual denial or threat of denial of opportunity for refusal to comply, or
- d) has the effect of creating an intimidating, hostile or offensive environment.

## **27.12 Workplace Harassment Advisors**

- a) CFF and Unifor Local 114 agree to appoint two (2) individuals to serve as Workplace Harassment Advisors. These individuals will receive Company-funded training on:

- i) the issue of harassment;
  - ii) harassment policy and procedures;
  - iii) their role as harassment advisors.
- b) The role of these advisors is to:
  - i) be neutral and non-advocacy in nature;
  - ii) advise and support, at each stage of the process, Employees employees/dependant contractors involved in harassment;
  - iii) provide advice to all Employees employees/dependant contractors on harassment issues;
  - iv) provide information on counselling available to individuals involved in harassment;
  - v) provide regular status reports, including statistical data on complaints.

### **27.13 Complaint and Investigation Procedure**

- a) The complaint and investigation procedure is not intended to be restrictive in any way. In addition to this procedure, bargaining unit **employees/dependant contractors** have the right, at any time, to seek the assistance and/or involvement of a union representative and to pursue existing grievance procedures. In the event that a grievance is filed, the grievance will start at a stage agreed to by the parties.
- b) This procedure is not intended to preclude any other existing recourse that may be available to an **employee/dependant contractor**.
- c) The complaint process, once initiated, will be expedited as quickly as possible.

### **27.14 Guidelines to Complainants**

- a) **Employees/dependant contractors** who believe that they have been harassed are encouraged to talk to whomever they feel comfortable talking to, including any one of the Harassment Advisors, Shop Stewards, Managers or Co-workers. They should then be encouraged to discuss their concerns with one of the Harassment Advisors. The Advisors have been trained to offer advice, assistance and support on how to deal with harassment concerns.



- b) Complainants are encouraged to make known to the alleged respondents(s) that their conduct is unwelcome and that it should cease immediately. If this is not successful in stopping the behaviour, the complainants should continue through the process.
- c) If the complainants feel uncomfortable or unsafe in approaching the alleged respondent directly this step may be skipped.

#### **27.15 Informal Complaint Process**

- a) At any stage of the complaint process, the complainant, respondent and any witnesses may be accompanied by a representative.
- b) The complainant, with the advice of the Workplace Harassment Advisor, will determine the best course of action. Some options are to:
  - i) discuss the concern directly with the respondent;
  - ii) discuss the concern directly with the respondent with the assistance of the Advisor;
  - iii) request that an Advisor meet with the respondent and discuss the complaint;
  - iv) request that a third party be appointed to assist in the complaint;
  - v) request a formal review;
  - vi) initiate a grievance.
- c) If the complaint is resolved through the informal process, the written record of the complaint and the resolution, other than statistical data reported to the Company, will be given to the complainant and respondent only.
- d) If the informal complaint resolution does not take place or takes place and the complaint remains unresolved, the complainant may refer the complaint to the formal review process.

#### **27.16 Third Party Involvement**

A request for third party involvement must be submitted in writing to the Company manager. The neutral role of the third party is to help the complainant and respondent

themselves come to an agreement, or to investigate and submit a report including recommendations, not to advocate a position or impose a decision.

#### **27.17 Formal Review**

A request for a formal review must be submitted in writing to the Company manager. If a request for a formal review is received that involves a bargaining unit member(s) designated representatives of the bargaining unit will be advised in writing. Once a formal review is requested the Company manager will investigate and submit a report including recommendations to the Company president. The Company manager will interview the complainant, respondent and any witnesses. These interviews will be conducted as discreetly as possible. Both the complainant and the respondent will be given equal opportunity to discuss their case. Each party will be advised of their right to representation at any stage of the process. The report resulting from the formal review will be submitted by the Company manager, with recommended resolutions to the Company president. The Company manager will advise the complainant and the respondent of the final resolution.

#### **27.18 Formal Review Resolution**

If, after an investigation and formal review, it is determined that an **employee/dependant contractor** has committed an act of harassment, the Company manager, in consultation with the Company president, will implement appropriate action, which may include education intended to change behaviour and eliminate harassment, and/or discipline, up to and including discharge.

#### **27.19 Appeal Procedure**

Bargaining unit members who wish to appeal discipline will do so through their relevant grievance procedures. Non-bargaining unit members who wish to appeal will do so through a neutral third party.

#### **27.20 Record of Complaints**

If informal or anonymous complaints are received, only statistical information required by the Company manager will be retained.

#### **27.21 Vexatious Complaints**

If, as a result of an investigation, a complaint is found to be vexatious, it will be considered a form of harassment and will be dealt with in accordance with this policy.

## 27.22 Retaliation

Retaliation against an individual who has been involved in a complaint of harassment will be considered a form of harassment and will be dealt with in accordance with this article.

## 27.23 Code of Conduct (Informal Complaint Process)

- a) The Parties agree to promote a workplace in which relationships are based on dignity and mutual respect, and as such, **employees/dependant contractors** can expect to be free from objectionable or abusive behaviour from other **employees/dependant contractors** or any other person, regardless of their position or title.
- b) The Parties agree personal conflict will be addressed immediately and if possible resolved on an informal basis, through this Code of Conduct process which is outside and separate of the grievance procedure. It will be at the complainants discretion as to whether this informal process is utilized or if it is addressed through the grievance procedure.
- c) To this end, the Parties agree separately and collectively that where Employees **employees/dependant contractors** of CFF are experiencing conflict, Code of Conduct committee members may be used to assist them in resolving such conflict.
- d) The Union and the Company will appoint or elect up to four (4) members each, on every occasion that the Code of Conduct Committee is required to meet. The Code of Conduct Committee will oversee the resolution meeting(s) and help promote an amicable resolution suitable to the Parties involved.
- e) Subject to operational requirements and prior authorization, Committee members may arrange to meet with **employees/dependant contractors** during scheduled work time, at no loss of pay to any of the participants. No wages will be paid for meetings that need to be held outside of working hours.
- f) Discussions between the Committee members and the **employees/dependant contractors** involved in a conflict will be maintained in confidence. It is further agreed that any resolve that results from this informal process will not constitute discipline nor will it preclude a separate grievance investigation or disciplinary action for just and reasonable cause. The Parties agree that the Code of Conduct does not supersede any provision of the applicable collective agreement nor will it be used as part of an investigation or findings related to matters covered under the Human Rights Code of British Columbia.

- g) The Code of Conduct committee members will complete a report on the meeting(s) stating whether or not a resolution was reached, and if so, what the resolution is. A copy of the completed report will be forwarded to the Human Resource Manager and the Union Representative.
- h) At the conclusion of this step, the complaint, if unresolved, may, at the complainant's discretion, be progressed through the grievance procedure for resolution.
- i) This process is not to be used as a method of retaliation or used for false accusations. If either is deemed to have occurred the complainant may be subject to discipline.

## **ARTICLE 28 - PAID EDUCATION LEAVE**

### **28.01 Paid Education Leave**

- a) As of date of ratification the Company agrees to pay into a special fund four cents (\$0.04) per hour per employee/ dependent contractor for all compensated hours for the purpose of providing paid location education and administration. This will increase to five cents (\$0.05) as of March 1, 2020. Such leave shall be for upgrading the employees'/dependant contractors' skills in all aspects of trade union functions. Payments should be made on a quarterly basis into a trust fund established by the National Union, Unifor. Cheques shall be made payable to:  
  

Unifor Leadership Training Fund  
205 Placer Court  
Toronto, Ontario M2H 3H9
- b) The Company further agrees that members of the bargaining unit, selected by the Union to attend such courses, shall be granted a leave of absence without pay for twenty (20) days class time, plus travel time where necessary, said leave of absence to be intermittent over a twelve (12) month period from the first day of leave. Employees/dependant contractors on said leave of absence shall continue to accrue seniority and benefits during such leave.

## **ARTICLE 29 - LOCAL UNION OH&S AND WCB PROGRAM TRAINING FUND**

### **29.01 Local Union OH&S and WCB Program and Training Fund**

As of March 1, 2020, the Company agrees to pay into a special fund five cents (\$.05) per hour per employee/dependant contractor for all compensated hours for the purpose of providing paid local education and administration. The purpose for this fund is to provide local training to activists in the Union, to assist in the administration of the collective agreement and provide funds especially for CFF activists to carry out CFF related business as it relates to Unifor. Payments shall be made monthly and forwarded to the Local Union Secretary Treasurer with the cheque is made payable to Unifor Local 114 Administration fund and forwarded to:

Unifor Local 114  
326 - 12th Street  
New Westminster, BC  
V3M 4H6

## **ARTICLE 30 - SOCIAL JUSTICE FUND**

### **30.01 Social Justice Fund**

- a) The Company and the Union agree to establish the Unifor Social Justice Fund. The purpose of this fund is to provide financial assistance to such entities as food banks, registered Canadian charities, and international relief measures to assist the innocent victims of droughts, famines and other dislocations.
- b) Subject to the following conditions, the Company will make quarterly contributions to such a fund equal two and one-half cents (\$.025) for each straight time hour worked. All contribution cheques shall be made out to Unifor Social Justice Fund and forwarded to:

Unifor Social Justice Fund  
205 Placer Court  
Toronto, ON M2H 3H9

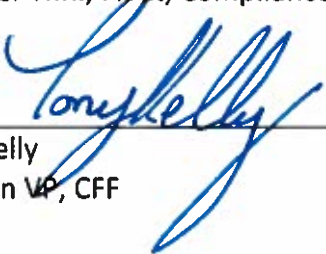
- c) The Company will make these quarterly payments provided that:
  - i) The Union maintains the fund as a non-profit corporation under the Canada Corporations Act, and ensures that all necessary steps are taken to maintain the corporation in proper legal standing and that all requirements of the Act are met.

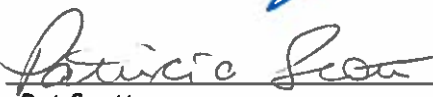
- ii) The Union maintains the registration of the non-profit corporation under the Income Tax Act of Canada in good standing.
- iii) The Union maintains a favourable Income Tax Ruling from the federal Department of National Revenue that all contributions which the Company makes to the non-profit corporation are tax deductible.
- iv) The Union provides the Company with annual audited financial statements of, and summaries of each year's donations made by the non-profit corporation.
- v) The objects, by-laws and resolutions of this non-profit corporation should limit it to making the following types of financial contributions:
  - A) Contributions to other Canadian non-partisan charities that are registered under the Income Tax Act;
  - B) Contributions to non-partisan international relief efforts that are recognized by the Canadian International Development Agency (CIDA), or any successor body that performs like functions.
  - C) Contributions to any Canadian or international non-partisan efforts to which other Canadian charities that are registered under the Income Tax Act are also making contributions.
  - D) Contributions to any non-governmental and non-partisan development group recognized by CIDA and registered as a charity under the Income Tax Act.

The Parties agree to this Collective Agreement on this \_\_\_\_\_ day of \_\_\_\_\_ 2019 in the City of New Westminster, BC.

FOR THE COMPANY:

  
\_\_\_\_\_  
Stan Carter  
Manager-H.R., Fleet, Compliance, H&S

  
\_\_\_\_\_  
Tony Kelly  
Western VP, CFF

  
\_\_\_\_\_  
Pat Scott  
CFF Vice President, Human Resources

FOR THE UNION:

  
\_\_\_\_\_  
Grant Drysdale  
Chief Shop Steward, Unifor-CFF

  
\_\_\_\_\_  
Rob Shaw  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Jay Zielke  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Tim Bernardo  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Mark Mistic  
Service Representative, Unifor Local 114

  
\_\_\_\_\_  
Kevin Hancock  
National Representative, Unifor Canada

**LETTER OF UNDERSTANDING #1**

Between:

CONSOLIDATED FASTFRATE INC.

And:

Unifor LOCAL 114

**RE: CASUAL EMPLOYEES**

- a) A casual employee is a person who is hired on an ad hoc basis to cover for employees on short notice, day to day absences, short term emergency help and/or temporary high volume work load relief.
- b) The employment of any casual employees will not result in the lay-off or reduction in regularly scheduled hours to a regular employees. On every work day and every scheduled work week all available regular employees must be working prior to any casuals being utilized.
- c) The Employer shall be limited to a maximum of **seven (7)** casual employees per shift per day.
- d) Casual employees shall not accrue seniority but shall be scheduled amongst other casual employees by their date of hire.
- e) A casual employee reclassified as a regular employee without a break in employment will have his/her seniority back-dated one (1) day for each shift worked as a casual employee. A break of thirty (30) calendar days or less will not be considered a break in employment.
- f) When a casual employee becomes a regular employee his/her vacation entitlement will commence as of his/her seniority date.
- g) A casual employee will be entitled to vacation pay at the rate of four percent (4%) of gross earnings every pay period.
- h) Casuals will receive a minimum of eight (8) hours pay per shift
- i) The rate of pay for casuals shall be pursuant to Clause 23.06 of the Collective Agreement.




- j) The Parties agree to meet every four (4) months to review the utilization of casual staff to determine if additional regular position(s) should be created. If the Parties cannot mutually agree on a resolution either Party has the right to proceed to arbitration for a resolve.
- k) A casual employee shall join the Union and pay Union dues. Should the employee not have earnings for the pay period when dues are normally deducted those dues will be deducted from the next available pay.
- l) Article 12 (Annual Vacation), Article 14 (Leaves of Absence), Article 19 (Banked Overtime), Article 21 (Health and Welfare) and Article 22 (Pension Plan) will not apply to casual employees. Except as otherwise stated in this LOU or in the Collective Agreement, all other terms of the Collective Agreement shall apply.
- m) Casual employees must make themselves available for work for a minimum of one shift per week, which shift(s) will be indicated on the bid form, and must report for work as scheduled when scheduled for work on their available shift(s).
- n) If a casual employee has not been scheduled to work on his/her available shift(s), and is called in for work on any of those available shift(s), the casual employee may refuse the call in, but if the casual employee refuses four call-ins to work on his/her available shift(s) within any 30-day period, the employee will lose his/her departmental seniority date, and a new departmental seniority date would be established as of the next shift worked.
- o) Casual employee have the right to refuse without penalty any work offered on shifts other than on their available shift(s).

Agreed to this \_\_\_\_\_ day of \_\_\_\_\_, 2019 in the City of New Westminster, BC.

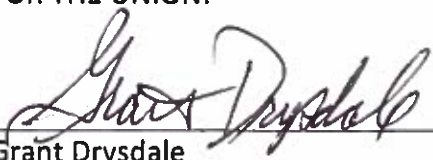
FOR THE COMPANY:

  
Stan Carter  
Manager-H.R., Fleet, Compliance, H&S


  
Tony Kelly  
Western VP, CFF

  
Pat Scott  
CFF Vice President, Human Resources

FOR THE UNION:

  
Grant Drysdale  
Chief Shop Steward, Unifor-CFF

  
Rob Shaw  
Bargaining Committee, Unifor

  
Jay Zielke  
Bargaining Committee, Unifor

  
Tim Bernardo  
Bargaining Committee, Unifor

  
Mark Mistic  
Service Representative, Unifor Local 114

  
Kevin Hancock  
National Representative, Unifor Canada

**LETTER OF UNDERSTANDING #2**

Between:

CONSOLIDATED FASTFRATE INC.

And:

Unifor LOCAL 114

(WITHOUT PREJUDICE OR PRECEDENT)

**RE: TEMPORARY DOCK HELP**

The Parties agree that the effective and efficient service to customers is of primary importance therefore the Parties agree to the use of temporary dock help on the following terms:

When regular and casual dock employees are unavailable for work the Company may use a maximum of two (2) agency, temporary or other third party labour at any one time per shift prior to scheduling overtime work. Temporary dock employees shall be paid and allocated hours in following with the Collective Agreement.

The Employer agrees that when employing agency, temporary or other third party labour, it is not their intent to erode bargaining unit work and that there will be no reduction of available hours of work for regular or casual employees due the use of temporary help.

The parties shall meet on a quarterly basis to discuss any concerns the Union may have in general with the use of temporary help and as to whether or not there is a continuing need for their use.

The Company will have a representative of the Union present when regular and casual employees are called to report to work and will notify the Union when temporary help will be scheduled. The Union will also be provided with the number of temporary help being used along with all hours worked by them.


It is agreed that either Party may, after a minimum of six (6) months of this L.O.U. being in force, cancel this L.O.U. at any time thereafter, upon thirty (30) days written notice. It is agreed that the Parties shall meet and discuss concerns relating to the use of temporary help prior to the thirty (30) day's notice being given.

Agreed to this \_\_\_\_\_ day of \_\_\_\_\_, 2019 in the City of New Westminster, BC.


FOR THE COMPANY:

  
\_\_\_\_\_  
Stan Carter  
Manager-H.R., Fleet, Compliance, H&S

  
\_\_\_\_\_  
Tony Kelly  
Western VP, CFF

  
\_\_\_\_\_  
Pat Scott  
CFF Vice President, Human Resources

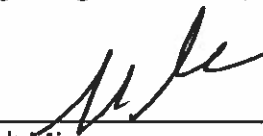
FOR THE UNION:


  
\_\_\_\_\_  
Grant Drysdale  
Chief Shop Steward, Unifor-CFF

  
\_\_\_\_\_  
Rob Shaw  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Jay Zielke  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Tim Bernardo  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Mark Mistic  
Service Representative, Unifor Local 114

  
\_\_\_\_\_  
Kevin Hancock  
National Representative, Unifor Canada

### **LETTER OF UNDERSTANDING #3**

**Between:**

**CONSOLIDATED FASTRATE INC.**

**And:**

**Unifor LOCAL 114**

**RE: LONDON DRUGS WORK AT CFF**

London Drugs is a customer of the Employer and generates work for the Employer's employees represented by the Union. The Parties to this Letter of Understanding agree that it is in their mutual best interest to facilitate London Drugs in its management and administration of material handled by the Employer and members of the Union. London Drugs wants to perform some administrative work at the CFF facility using London Drugs' own employees. This is work normally done at the London Drugs' warehouse. The Parties agree to the following terms to have this accomplished and further agree that this Letter of Understanding will be provided to London Drugs and that London Drugs may rely on the representations contained in this Letter of Understanding.

- 1) The London Drugs employees (LDEs) will not supervise or direct the work of CFF employees nor will the LDEs recommend discipline of a CFF employees.
- 2) The LDEs shall only count (which may include opening a box), scan, check numbers, label, verify block and tie London Drugs freight only.
- 3) The CFF employees will continue to count the freight as it exits/enters the trailers as is the current practice.
- 4) The LDEs will not use any of the CFF material handling equipment.
- 5) The LDEs will comply with all CFF Company policies and CFF health and safety procedures and policies.
- 6) The Union agrees that the LDEs are employees of another Employer and cannot be varied into the certification and therefore would not pursue certification of these employees.
- 7) The Union also agrees that the LDEs working at the CFF facility would not be a unit appropriate for collective bargaining and agrees and represents that it will not attempt

to organize or seek certification for the LDEs unless the LDEs were included in another unit appropriate for collective bargaining as provided for by the BC Labour Code.


- 8) The Parties agree that this Letter of Understanding will be expired February 28, 2023 unless renewed by the Parties.

Agreed to this \_\_\_\_\_ day of \_\_\_\_\_, 2019 in the City of New Westminster, BC.

FOR THE COMPANY:

  
\_\_\_\_\_  
Stan Carter  
Manager-H.R., Fleet, Compliance, H&S

  
\_\_\_\_\_  
Tony Kelly  
Western VP, CFF

  
\_\_\_\_\_  
Pat Scott  
CFF Vice President, Human Resources

FOR THE UNION:


  
\_\_\_\_\_  
Grant Drysdale  
Chief Shop Steward, Unifor-CFF

  
\_\_\_\_\_  
Rob Shaw  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Jay Zielke  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Tim Bernardo  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Mark Mistic  
Service Representative, Unifor Local 114

  
\_\_\_\_\_  
Kevin Hancock  
National Representative, Unifor Canada

**LETTER OF UNDERSTANDING #4**

**Between:**

**CONSOLIDATED FASTFRATE INC.**

**And:**

**Unifor LOCAL 114**

**RE: VOLUNTARY SEPARATION PACKAGES**

The Parties have agreed that Severance Packages will be offered to employees for a limited time only. Employees who are actively at work, or on an approved vacation, at the time of the offer will be eligible to apply for the Severance Package.

Employees can apply for the Severance Package commencing on the Date of Offer. Applications for the Severance Package will be accepted for a two (2) week period and will be accepted based on seniority of the Employees employees/dependant contractor.

| <b>Classification</b> | <b>Date of Offer</b>    | <b># of Packages Available</b> |
|-----------------------|-------------------------|--------------------------------|
| <b>Drivers</b>        | <b>November 1, 2019</b> | <b>2</b>                       |
|                       | <b>November 1, 2021</b> | <b>2</b>                       |
| <b>Dockworkers</b>    | <b>November 1, 2020</b> | <b>2</b>                       |
|                       | <b>November 1, 2022</b> | <b>2</b>                       |
| <b>Office Staff</b>   | <b>November 1, 2021</b> | <b>2</b>                       |
|                       | <b>November 1, 2022</b> | <b>2</b>                       |

**Details of the Severance Package are:**

- a) Employees actively employed by the Company at the time of the offer, and covered under this Collective Agreement shall be entitled to one (1) week's severance pay for each year of service with the Company after completion of two (2) years of service with the Company. The maximum allowance that any employee shall be entitled to under this article is as follows:
- up to eight (8) weeks' severance pay if the employee has less than ten (10) years' service,

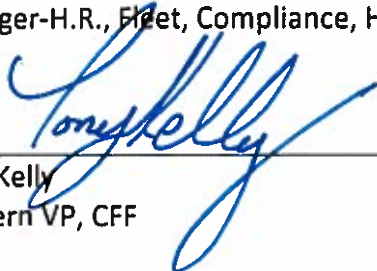
- up to fifteen (15) weeks pay for an employee that has more than ten (10) years of service,
- up to twenty (20) weeks pay for an employee that has more than eighteen (18) years of service,
- In any event, the severance pay payable shall be no less than the Provincial Labour Standards Act provides for.


b) It is understood that employees accepted for this Severance Package will not be eligible for payment of the Severance Pay contained in article 24.03.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2019

FOR THE COMPANY:

  
 Stan Carter  
 Manager-H.R., Fleet, Compliance, H&S

  
 Tony Kelly  
 Western VP, CFF


  
 Pat Scott  
 CFF Vice President, Human Resources

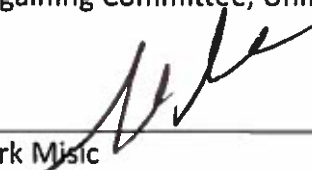
FOR THE UNION:


  
 Grant Drysdale  
 Chief Shop Steward, Unifor-CFF

  
 Rob Shaw  
 Bargaining Committee, Unifor

  
 Jay Zielke  
 Bargaining Committee, Unifor

  
 Tim Bernardo  
 Bargaining Committee, Unifor

  
 Mark Mistic  
 Service Representative, Unifor Local 114

  
 Kevin Hancock  
 National Representative, Unifor Canada



## **LETTER OF UNDERSTANDING #5**

**Between:**

**CONSOLIDATED FASTFRATE INC.**

**And:**

**UNIFOR LOCAL 114**

**RE: SUPPORTING EMPLOYEES/DEPENDANT CONTRACTORS WITH DISABILITIES IN THE  
WORKPLACE**

There are instances when we work with people who are challenged by a physical or mental disability but we may fail to treat them equally. The following provides information on how to support employees/dependant contractors with disabilities in the workplace.

All of us have been in contact with, knowingly or unknowingly, individuals who have a disability. Employees/dependant contractors with disabilities are typically categorized in two groups.

The first group includes the employees/dependant contractors who identify themselves as differently abled because of a strong physical or mental disability. Whereas the second group consist of those employees/dependant contractors who are uncomfortable with disclosing their disability, even though they might have one.

Both these groups are an important part of the Company's workforce because of their capabilities, intelligence and drive. Employees/dependant contractors with disabilities may often face discrimination from management and other staff with respect to productivity and speed. It is for each of us to understand, that we are not superior to any individual with a disability.

However, it is incumbent on all parties involved to provide support and help those who have a disability.

### **Supporting Employees/Dependant Contractors with Disabilities at Work**

Employees/dependant contractors with disabilities are able to do many jobs. However, sometimes employers have reservations when considering hiring persons with disabilities. Regardless, disabled persons should be put through the same recruitment process as others. Human Rights legislation provides that persons with disabilities are allowed to access the same training programs and growth opportunities as the rest of the employees/dependant contractors, if their performance deserves it.

## **No Discrimination**

The first rule for providing the required support to any co-worker or employees/dependant contractors with disabilities is treat him/her just like any other individual. It is very important to speak to them in an ordinary tone, not stare at them, and socialize with them the same way you would with other employees/dependant contractors. Even if you are giving them slightly more attention, a sober reaction to their presence is important, so that they do not feel like an outcast. Segregating them, while in training or while working, is also not advised as this will only make them feel they are not welcome in the group. Treating them equally will boost their confidence and help them succeed in their work.

## **Provide Opportunities**

When job related courses, training, job postings and promotions are available, depending on their performance, employees/dependant contractors with disabilities should be eligible for and be welcomed in, seeking such advancements. Therefore, employees/dependant contractors with disabilities should not be discriminated against by contemplating their physical or mental conditions, instead judge them on the basis of their hard work, experience, skills, and ability. They should be provided with equal growth and training opportunities.

## **Support While Training**

Employees/dependant contractors with disabilities may need special attention and guidance, thus training them may take some patience. While training them for the work that they are expected to perform it is important to keep in mind that they may be slower than other staff in learning the skills.

Therefore, being patient with them, explaining things repetitively and not being loud or aggressive may be required of you as an employer, co-worker or trainer. Working in a normal environment is already a challenge for them, thus making the workplace a comfortable one may well prove to be helpful.

## **Be A Mentor, Be A Guide**

Even though many people think it is easy to act normally around employees/dependant contractors it can be difficult to ignore their disability. This leads to individuals feeling awkward, and thus they tend to become loners and wanting to be left alone. However, this is a very unhealthy practice as they require more attention, care, and support than other employees/dependant contractors. Building a comfort zone around them, inquiring about their needs, showing concern and kindness, and inviting them on breaks will make them feel like part of the Company. Being a guide and mentor to them and helping them resolve

problems, will help make them more trusting and not give them a feeling of loneliness or isolation.

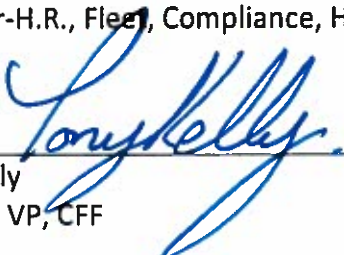
### Employer Expectations

All employees/dependant contractors are expected to meet the Employer's reasonable performance expectations. An employee's/dependant contractor's advancement within the Company, and the employee's/dependant contractor's compensation can progress when the employee/dependant contractor has demonstrated their on-going value to the Company.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

FOR THE COMPANY:

  
\_\_\_\_\_  
Stan Carter  
Manager-H.R., Fleet, Compliance, H&S

  
\_\_\_\_\_  
Tony Kelly  
Western VP, CFF

  
\_\_\_\_\_  
Pat Scott  
CFF Vice President, Human Resources

FOR THE UNION:


  
\_\_\_\_\_  
Grant Drysdale  
Chief Shop Steward, Unifor-CFF

  
\_\_\_\_\_  
Rob Shaw  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Jay Zielke  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Tim Bernardo  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Mark Mistic  
Service Representative, Unifor Local 114

  
\_\_\_\_\_  
Kevin Hancock  
National Representative, Unifor Canada

**LETTER OF UNDERSTANDING #6**

**Between:**

**CONSOLIDATED FASTFRATE INC**

**And**

**Unifor Local 114**

**Re: DRIVER TRAINING PROGRAM**

**Employees interested in becoming a Class 1 tractor trailer driver will be provided financial assistance to participate in a recognized driver training program.**

**Requirements of the program are:**

- 1. The employee will attend the driver training program on his/her own time. The employee will continue to be scheduled for his/her regular shift and duties. In exceptional circumstances an effort will be made to accommodate any scheduling difficulty the employee may have.**
- 2. The employee will identify a suitable training program to meet his/her schedule and personal needs.**
- 3. The employee's employment history and eligibility requirements below, as well as the training program content, schedule and program cost will be reviewed by management. Final approval of the employee's participation in the program will be given by the Company. If requested, the Company may provide a list of potential providers to the employee for consideration.**
- 4. The Company agrees to pay the cost of the program, to a maximum of three thousand dollars (\$3,000.). The training institution will invoice the Company for the cost of the program. Should the employee be unsuccessful at securing the appropriate Class 1 licensing within four (4) months of starting the course, or choose not to be re-classified as a driver, the full cost of the program will be immediately returned to the Company by the employee. Should the employee cease employment with the Company prior to the monies being returned, the Company will deduct the cost of the program from the employee's wages or on termination of employment from the employee's unpaid accruals such as vacation, banked overtime, or unused attendance days.**

5. The employee will be scheduled to work as a shunter, 5-ton or single axle driver until he/she has two thousand (2,000) hours of truck driving experience with the Company.
6. Once the employee has completed training hours in accordance with # 5 above, the employee will be assigned to any equipment.
7. The employee agrees to maintain regular employment as a driver with the Company based on the following guideline: one (1) year of service as a driver for each one thousand dollar (\$1,000) of program cost. For example, if the program costs one thousand, eight hundred dollars (\$1,800) the employee will maintain regular employment as a driver for twenty-two (22) months.
8. Acceptance into this program is at the sole discretion of the Company.

In order to qualify for the program employees must meet the following eligibility criteria:

**Candidate Eligibility:**

1. Must have a minimum of one year's full-time service.
2. Must have a discipline-free record.
3. Must meet department attendance and punctuality standards.
4. Must have a current valid driver's license to operate a personal vehicle.
5. Must submit a current driver's abstract indicating no infractions or demerit points.

I acknowledge that I have been given time to read and understand the parameters of this program and I accept the conditions outlined herein.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2019

\_\_\_\_\_  
Manager's Name

\_\_\_\_\_  
Employee's Name

\_\_\_\_\_  
Manager's Signature

\_\_\_\_\_  
Employee's Signature


Date \_\_\_\_\_

Date \_\_\_\_\_

FOR THE COMPANY:

  
\_\_\_\_\_  
Stan Carter  
Manager-H.R., Fleet, Compliance, H&S

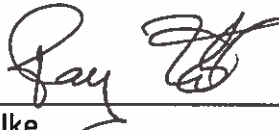
  
\_\_\_\_\_  
Tony Kelly  
Western VP, CFF

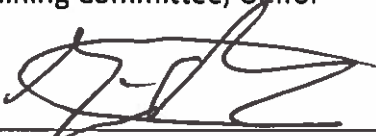
  
\_\_\_\_\_  
Pat Scott  
CFF Vice President, Human Resources

FOR THE UNION:

  
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Grant Drysdale  
Chief Shop Steward, Unifor-CFF

  
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Rob Shaw  
Bargaining Committee, Unifor

  
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Tim Bernardo  
Bargaining Committee, Unifor

  
\_\_\_\_\_  
Mark Music  
Service Representative, Unifor Local 114

  
\_\_\_\_\_  
Kevin Hancock  
National Representative, Unifor Canada

## **LETTER OF UNDERSTANDING #7**

**Between:**

**CONSOLIDATED FASTFRATE INC**

**And**

**Unifor Local 114**

**Re: DRIVER AND DEPENDENT CONTRACTOR REFERRAL PROGRAM**

The Company wishes to encourage our branch staff to introduce candidates for the positions of Driver and Dependent Contractor seeking employment with the Company. Should this introduction result in the candidate being offered a position with the Company, the employee/dependant contractor extending the introduction can receive a bonus in the amount of one thousand dollars (\$1,000). This bonus is subject to statutory withholdings.

### **Program Requirements:**


- At the time of introduction of a candidate, the employee/dependant contractor must provide a completed Staff Referral Form to the branch's Manager — Fleet, Compliance & Human Resources, who will administer the program.
- It is the responsibility of the referring employee/dependant contractor to ensure the Staff Referral Form is completed at the time the candidate's application is submitted.
- The employee/dependant contractor referring the candidate must be employed by the Company on the Date of Eligibility.
- The candidate referred must be employed by the Company for six (6) months before the bonus is payable. The day following six (6) months service will be considered the Date of Eligibility.
- Applications from candidates will be retained for three (3) months. Candidates wishing to re-submit their application after three (3) months are encouraged to do so; an updated Staff Referral Form will be required for eligibility under the program.
- Hiring Manager, Manager — Fleet, Compliance & Human Resources and the Regional Vice President for British Columbia will not be eligible to participate in this Staff Referral Program.

- This program will remain in force until February 28, 2023 and program may be extended at the Company's sole discretion.
- Referring employees/dependant contractors will be eligible for the bonus for candidates hired prior to the date of cancellation of the program if the employee/dependant contractor and candidate are employed on the Date of Eligibility.

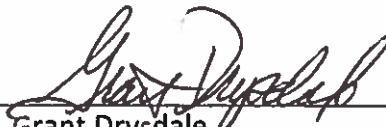
FOR THE COMPANY:

  
 Stan Carter  
 Manager-H.R., Fleet, Compliance, H&S

  
 Tony Kelly  
 Western VP, CFF

  
 Pat Scott  
 CFF Vice President, Human Resources

FOR THE UNION:

  
 Grant Drysdale  
 Chief Shop Steward, Unifor-CFF

  
 Rob Shaw  
 Bargaining Committee, Unifor

  
 Jay Zielke  
 Bargaining Committee, Unifor

  
 Tim Bernardo  
 Bargaining Committee, Unifor

  
 Mark Misic  
 Service Representative, Unifor Local 114

  
 Kevin Hancock  
 National Representative, Unifor Canada



**DRIVER AND DEPENDENT CONTRACTOR  
REFERRAL PROGRAM**

**Employee's Information:**

Name: \_\_\_\_\_

Clock #: \_\_\_\_\_

**Candidate's Information:**

Name: \_\_\_\_\_

Position Applying For: \_\_\_\_\_

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Candidate's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

## **APPENDIX A**

### **Dependant Contractors**

1. The Dependant Contractor shall assume complete financial responsibility for the following:
  - a. Full responsibility for operating a vehicle which meets customer and regulatory authority/ies requirements, including but not limited to carrier profile, driver abstract, maintenance of the equipment, fuel, operating authority, licenses, plates, radio, tests, licenses, tickets and medical exams on their own time and with their own equipment. The Company may provide trailers to Dependant Contractors if required upon request; however the Company is under no obligation to do so.
  - b. 3<sup>rd</sup> Party Liability insurance coverage of \$5,000,000.00 and cargo insurance of \$250,000.00 and vehicle registration at the required GVW. Copies of insurance and license must be provided to the Company upon request.
  - c. Remittances and assessments for taxes and premiums, including but not limited to provincial and federal taxes, workers' compensation, CPP premiums.
  - d. Appropriate phone equipment. The Company will reimburse the Dependant Contractor for data charges of \$35.00 per month worked.
  - e. Union dues, initiation fees and assessments
  - f. Health and Welfare coverage if the Dependent Contractor wishes to be enrolled.
2. The Company or a subsidiary or representative of the Company shall not, either directly or indirectly, be a lessor, vendor or seller of trucks and trailers to a Dependant Contractor, nor shall the Company directly or indirectly specify a lessor of trucks and trailers to a Dependant Contractor as a condition of entering into an agreement with the Dependant Contractor.
3. The Company shall not, directly or indirectly specify a mandatory source of fuel, tires, maintenance or insurance to be used by a Dependant Contractor as a condition of entering into a contract with a Dependant Contractor. When requested by the Dependant Contractor the Company can avail the Dependant Contractor of the company supplier/s; the Dependant Contractor will be invoiced directly for the fuel.
4. Dependant Contractors are required to make CFF their primary work and to meet all CFF scheduling requirements before taking any outside work.

5. The Company shall provide the Dependant Contractor with necessary decal/s for his equipment. If the Dependant Contractor is working for any other purpose than the business of the Company then the Dependant Contractor must remove the decals or provide acceptable cover on all corporate logos. The truck must be re-decaled or identification restored in accordance with the Company instructions at the expense of the Dependant Contractor prior to the truck returning to work for the Company.
6. The Company shall arrange the installation and payment of the vehicle tracking equipment.
7. The Dependant Contractor is considered a self-employed individual and is wholly responsible for any and all necessary withholding taxes and premiums.
8. The Dependant Contractor agrees to execute the Dependant Contractor contract supplied by the Employer.
9. Dependant Contractors must provide:
  - a. Tractors that are in sound mechanical condition and that are compliant with all provincial and federal regulations and upon request of the Company will provide proof of such compliance and maintenance records.
  - b. Reasonable efforts to keep the exterior of their tractors clean and the body work in good condition and repair
  - c. Up to date carrier profile, driver abstract and confirmation of valid insurance coverages as required from time to time by the Company.
10. The Dependant Contractor shall be paid \$56.00 per hour for single axle and tandem tractors, \$47.00 for straight trucks (short box) and \$49.00 for straight trucks (long box) with power tailgate, including fuel surcharge, for the term of this Collective Agreement. The Dependant Contractor will be reimbursed for bridge toll expenses incurred in the performance of his duties.
11. Dependant Contractors must remain in good standing with the Union and be eligible for dispatch or their name(s) will be removed from the seniority list and cease to be dispatched.
12. Hourly drivers and Dependant Contractors shall be on one (1) seniority list. Dependant Contractors shall bid with hourly drivers in seniority order for annual job bids and otherwise be dispatched in seniority order.
13. Hourly drivers and Dependant Contractors shall be scheduled in accordance with Clauses 3.04 and 3.05, for all regular hours and will be offered all hours over forty (40) in a scheduled work week (Sunday to Saturday) prior to hired cartage. Dependent

Contractors are prohibited from working on the dock, but may use their own equipment to load their units.

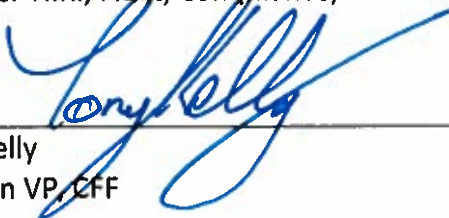
14. As Dependant Contractors are excluded from Article 12 Annual Vacation, they shall not be used in the calculation for the number of drivers allowed to take vacation at any one time.
15. Wherever the term “employee” is used in the collective agreement, it shall mean a union member who is either an employee or Dependent Contractor. This clause is not intended to give rights, under the laws of British Columbia, that would not normally apply to a Dependant Contractor or that the Parties otherwise agreed would not apply to the Dependant Contractor.
16. The following articles and clauses of the Collective Agreement do not apply to Dependant Contractors:
  - Clause 304 (c)(ix)
  - Clause 3.05 (a)(vii); Article 3.05 (b)(i) and (iii);
  - Clause 5.03 (b)
  - Clause 6.01 (b)(iii), (c) and (d)
  - Clause 6.02 (b)
  - Clause 6.04
  - Article 7
  - Article 12
  - Article 13
  - Clause 14.01
  - Clause 14.02
  - Clause 14.04 (a) and (c)
  - Clause 14.07 (c)
  - Clause 14.12
  - Clause 15.01 (b)
  - Clause 15.12 (b) and (c)
  - Article 16
  - Clause 17.01 (a), (b) and (c)
  - Clause 17.05
  - Clause 17.08
  - Clause 18.01 – 18.07
  - Clause 18.09
  - Article 19
  - Clause 20.01 (g), Clause 20.01 (i), Clause 20.01 (j)
  - Clause 21.02
  - Article 21.03
  - Clause 21.04
  - Clause 21.05


- Clause 21.06
  - Article 22
  - Clause 23.02 (d)(iii)
  - Clause 23.05
  - Clause 23.06
  - Clause 24.03
  - Clause 24.06
  - Article 30
  - LOU #1 (Casual Employees),
  - LOU #2 (Temporary Help),
  - LOU #3 London Drugs
  - LOU # 4 Voluntary Separation
  - LOU # 6 Driver Training
17. Consolidated Fastfrate drivers who are actively working (or on vacation) as of Date of Ratification who wish to become Dependant Contractors may elect to continue Health and Welfare benefits, as long as he remains eligible for coverage by the insurance provider, at his own cost. The Dependant Contractor may elect to continue his pension contributions. The Dependant Contractor will be wholly responsible for these premiums and contributions which will be deducted through payroll deduction.
18. The Company and the Union agree that Employees of Dependent Contractors shall not be members of the Union. The employment of dependant contractor employees shall in no way be construed, in any respect, to create between Company and the Employee of the Dependent Contractor, a legal relationship of partnership, employer and employee, or principal and agent unless otherwise set out in law.
19. Each Dependent Contractor employing a driver shall assume all costs and liabilities associated with the employment of the driver employee unless otherwise set out in this Agreement, including but not limited to payment of all rates and terms applicable to Employees under this Collective Agreement and other required deductions/statutory remittances and also for all liability for insurance and Workers' Compensation for any person operating their vehicle.
20. Upon demand by the Company and/or the Union, these Dependent Contractors shall produce evidence within forty-eight (48) hours that their drivers are direct employees and that such employment is in compliance with the provisions of this Collective Agreement and all statutory requirements. Such evidence may include but not be limited to payroll and other required documents (such as processed cheques) to confirm that appropriate payments, remittances, and deductions are properly processed and paid.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2019.


FOR THE COMPANY:

  
\_\_\_\_\_  
Stan Carter  
Manager-H.R., Fleet, Compliance, H&S

  
\_\_\_\_\_  
Tony Kelly  
Western VP, CFF

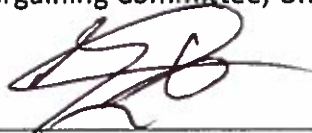
  
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