

ARTICLE 1 - PURPOSE OF AGREEMENT

1.01 The Union and the Company agree that the general purpose of this Agreement is to promote co-operation and harmony, to recognize mutual interests, to promote a channel through which information and problems may be transmitted from one to the other, to formulate rules to govern the relationship between the Company and the Union, to promote efficiency and service, and to set forth herein the basic agreement and undertaking covering rates of pay, hours of work, grievance procedures and conditions of employment.

1.02 **Joint Labour/Management Consultation Meetings**

The Company and the Union agree to meet for the purposes of promoting co-operation between the Company and the Union and discussing issues relating to the work force which affect the parties or any employees bound by this Agreement. Both parties agree to meet a minimum of once every two months, the chair rotates, the Company will take minutes and both parties to agree upon the minutes prior to distribution. The general guidelines for such meetings are described in Appendix “B” of this Agreement.

ARTICLE 2 - RECOGNITION

2.01 The Company recognizes the Union as the bargaining agent for all its employees of in the Province of Nova Scotia, save and except dispatchers, Supervisors, and those persons above the rank of supervisor, office, clerical employees, and sales staff.

2.02 Casual employees shall be covered by this Collective Agreement only as specifically set out in Appendix “A” to this Agreement.

2.03 Employees not covered by this Agreement shall not perform work normally performed by members of the bargaining unit while seniority bargaining unit employees who are qualified to perform such work are laid off or working less than a standard work week, nor to deprive them of overtime which would normally be assigned to them, except:

- (a) for the purpose of instruction or training, or
- (b) for emergency situations requiring immediate action which shall be subject to the grievance procedure, or
- (c) small Branch operations to promote efficiency.

2.04 **No Contracting Out Work**

No unionized work will be subcontracted unless agreed between the Company and the Union prior to subcontracting. If the parties are unable to reach an agreement the matter may be referred to arbitration as per Article 7.01 for final determination. No work will be subcontracted until the arbitrator’s decision is known.

2.05 **Outside Agreement**

The Company agrees not to enter into any agreement or contract with its employees, individually or collectively, which in any way conflicts with the terms and conditions of this Agreement.

2.06 **Gender Clause**

The word "employee" or "employees" wherever used in the Agreement shall mean respectively an employee or employees in the bargaining unit, and wherever the masculine gender is used in this Agreement, it shall include the feminine gender.

2.07 **Printing of Collective Agreement**

The Company will pay the cost of printing the Collective Agreement at a Unionized Printing Shop.

ARTICLE 3 - RESERVATIONS TO MANAGEMENT

3.01 The right to hire, transfer, promote, demote, classify, lay-off, suspend, discharge employees for proper cause or otherwise discipline employees.

3.02 The right to maintain order and establish and enforce rules and regulations governing the conduct of employees.

3.03 The right to reduce overtime wherever and whenever possible.

3.04 The right to determine the products to be handled and the methods of handling and processing and related scheduling of operations, and to manage this business in all respects.

3.05 The Company agrees that these functions will be exercised in a manner consistent with the provisions of this Collective Agreement.

3.06 The Company hereby reserves all rights and privileges not specifically modified by this Agreement.

ARTICLE 4 - UNION SECURITY

4.01 All employees who are presently employed by the Company must, as a condition of employment, become and/or maintain their Union membership in good standing. For the purposes of this Agreement, the sole definition of membership in good standing means that they must pay in accordance with the provisions of this Agreement, the regularly prescribed initiation fee, regular monthly Union dues, and periodic assessments uniformly required of all members in the bargaining unit.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

- 4.02 The Company agrees that when it hires new employees, the Company shall have such new employees fill in the required Union Application for membership cards prior to commencing work and mail same in to the Union office immediately. In addition, give the new employee a copy of the Collective Agreement and enable the employee to meet the Branch Steward as part of the induction training program.
- 4.03 The Company shall deduct and pay over to the Secretary-Treasurer of the Union, any monthly Union dues, Initiation fees and/or assessments which may be levied in accordance with the Union's By-laws, owing by said employees hereunder to the Union. The Company shall deduct the monies monthly from the first pay cheque of an eligible employee, and remit such monies to the Secretary-Treasurer of the Union on or before the twentieth (20th) day of the month in which the monies are deducted, together with one (1) copy of the check-off list as above mentioned.
- 4.04 The Company will, at the time of making each remittance hereunder to the Secretary-Treasurer of the Union, update the Union's Pre-Billing statement showing the following information from whose pay deductions have been made. The Secretary Treasurer of the Union shall notify the Company in writing of any change in the amount of Union dues and such notification shall be the Company's authorization to make the deductions specified.
- (a) All monthly dues for members to be submitted with current address, postal code and Social Insurance Number.
- (b) Twelve (12) checkoffs per year (calendar month).
- Monthly: Addresses to be updated as well as name changes i.e., marriage and terminations or resignations to be clearly identified.
- 4.05 The Company will list the annual regular Union dues paid by each employee on his Income Tax T-4 Statement.
- 4.06 The Union agrees to indemnify the Company and save it harmless against any and all claims which may arise in complying with the provisions of Article 4.

ARTICLE 5 - UNION REPRESENTATION

- 5.01 Shop Stewards shall be appointed or elected as the Union so wishes, to see whether the members of the Union and the Company follow the provisions of this Agreement and to report any infractions of such provisions to the Manager, who shall promptly deal with same. There shall be no discrimination against the Shop Stewards for lawful Union activities, and the Shop Steward shall not let his duties unduly interfere with his regular work assignment. One (1) Steward shall be located at each Branch, except that four (4) Stewards will be located at the Halifax Branch.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

- 5.02 The Union shall advise the Company in writing of the names of the Stewards, who shall be employees who have completed their probationary period, at the time of signing of the Agreement and within five (5) days of any change of employees selected to so act during the term of the Agreement.
- 5.03 Shop Stewards shall be permitted to take up grievances during working hours without loss of pay. In any meeting with the Company on Union business, including the renewal of this Agreement with the Company and any other Union business requested in writing by the Union, the Shop Steward will not suffer loss of wages and will be paid applicable rates per Collective Agreement by the Company.
- 5.04 All employee payroll details will be made available to the Stewards upon twenty-four (24) hours' notice. The Business Representative of the Union shall be admitted to the Company's premises during regular working hours at a mutually agreed time, upon proper identification and shall be permitted to inspect the time cards, payrolls and equipment used by employees in order to determine that the terms of this Agreement are being observed, provided he shall have no unescorted access to the security area.
- 5.05 The Company will recognize the Shop Stewards selected in accordance with the Union rules and regulations as the representatives of the employees in the respective groups or Branches for which they are chosen, and hereby recognizes that the power to appoint and removal thereof is solely vested with the Union.
- 5.06 **Alternate Stewards**
- The Company agrees to recognize any employees, selected by the Union Stewards, to act as alternate Stewards to assist in the presentation of any proper grievances that may arise, in the event that the Steward is absent from work.
- 5.07 If the Company discharges the Shop Steward, the Union shall be advised prior to such discharge and he shall have the right to representation from his Union Business Representative.

ARTICLE 6 - GRIEVANCE PROCEDURE

- 6.01 The Company and the Union agree that it is the purpose of the grievance procedure to amicably and fairly settle any complaints and disagreements concerning the employees, the Union, and the Company, without, so far as possible, resort to arbitration. The parties further agree that the settlement of any grievance shall not conflict with the provisions of the Agreement, and that it is of the utmost importance to address complaints and grievances as quickly as possible.
- 6.02 It is the mutual desire of the parties that complaints of employees shall be adjusted as quickly as possible, and it is agreed that an employee has no grievance until he has first given the Company the opportunity to adjust his complaint with the assistance of the Steward if required.

6.03 Any complaint, disagreement or difference of opinion between the Company, the Union or the employees covered by this Agreement, which concerns the interpretation or application of the terms and provisions of this Agreement shall be considered a grievance and shall be adjusted and settled with the terms and conditions set forth in this Agreement.

6.04 **Step One**

Any grievance of an employee shall first be taken up between such employee, his Shop Steward and his Supervisor, within seven (7) working days of the date of the decision under Article 6.02 thereof. The written decision of the Company shall be returned within seven (7) working days.

6.05 **Step Two**

Failing settlement under Step One, the matter will be taken up to Step Two. The Union designates shall be a Business Agent or the Chief Steward, as the case may be, and the Company designates shall be the Branch Manager and either the Human Resources Representative or the Regional Operations Director or his designate. This meeting must be conducted once a month and the grievor and his Steward shall be present and will not suffer any loss of wages.

6.06 **General Provisions**

A Union policy grievance or a group grievance which is defined as an alleged violation of this Agreement concerning the Union as such or all or a substantial number of employees in the bargaining unit in regard to which an individual employee could not grieve may be lodged by an authorized representative of the Union in writing with the Company at Step 2 of the grievance procedure at any time within fifteen (15) full working days after the circumstances giving rise to such grievance occurred or originated, and if it is not satisfactorily settled it may be processed to arbitration in the same manner and to the same extent as the grievance of an employee.

6.07 **Extension of Time Limits**

Any and all time limits set forth in Article 6 for the taking of action by either party or by an employee may be extended at any time by mutual agreement of the parties, which shall be confirmed in writing.

6.08 **Discharge or Suspension Notice**

If the Company suspends or discharges an employee, it shall notify both the employee concerned and the Steward, in writing, within two (2) working days, giving the reasons for such discharge or suspension.

6.09

Discharges and Suspensions

- (a) If an employee who has acquired seniority believes that he has been discharged or suspended without just cause, the grievance shall be presented at Step Two within five (5) working days after notice has been given to the employee and the Steward. If a suspension is grieved, the Company will not put the suspension into effect until the grievance is settled, abandoned, or determined by reference to arbitration. However, if an employee is suspended pending investigation, he shall not suffer any loss of pay for the duration of the Company's investigation.

At the conclusion of the investigation, the Company shall, upon proper and reasonable notice to the parties, convene a meeting with the suspended employee and the Steward. Upon the failure of the employee to attend the prescheduled meeting or, failure of the employee to inform the Company beforehand of his inability to attend the meeting, he shall be deemed to have abandoned his employment, unless the employee is unable to attend the meeting for reasons beyond his control. Notice of the Meeting shall be in writing and shall be deemed sufficient if sent by registered mail to the employee's last known address on file with the company, after an attempt has been made to contact the employee by phone.

While on a paid suspension, the employee shall be available at all times during his regular working hours, as if he was working and he shall report to his immediate Supervisor on a daily basis.

- (b) If, as a result of criminal charges, an employee's ability to carry a firearm for employment purposes is revoked, the employee shall be suspended without pay for as long as he or she is unable to carry a firearm.
- (c) If, as a result of criminal charges, there is no restriction placed on an employee's ability to carry a firearm for employment purposes or the bail conditions respecting the charges permit same, the Company can:
- (i) allow the employee to work and carry a firearm;
 - (ii) allow the employee to work by re-assigning the individual to a bargaining unit position which does not require the carrying of a firearm, and continue to pay the employee his normal wage rate; or
 - (iii) suspend the employee with pay until the final disposition of the charges.
- (d) The Union reserves the right to grieve and arbitrate Company involvement in the revocation of an employee's ability to carry a firearm, in circumstances where an employee is suspended without pay as per Article 6.09 (b) above.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

6.10 If the employee is discharged, such discharge will take effect immediately upon the employee receiving notice thereof, except the employee shall have the right to a ten (10) minute interview with his Steward, then he will immediately leave the premises.

6.11 **Stewards' Representation**

A Steward shall be present at any disciplinary meeting regarding verbal, written warnings, suspensions and discharges or any other meeting that could lead to discipline including security investigations. For greater clarity, the Company will only administer discipline at a meeting face-to-face with the employee concerned, and a Steward present, failing which, the discipline shall be deemed null and void.

6.12 **Employee's Record**

Any adverse statements, warnings, reprimands or suspensions will be removed from the employees file after twelve months from this occurrence provided there has been no re-occurrence of the same incident.

6.13 If adverse statements, warnings, reprimands , etc., are to be put into an employee's personnel file, a copy of same will be given to the employee with a copy to the Union, within seven (7) days of the event giving rise to the adverse statement, warning, reprimand, etc., otherwise it shall be considered null and void. For greater clarity, this time limit only begins from the date that the company has knowledge of circumstances that led to the discipline and this time limit shall not exceed four (4) weeks, except for theft or fraud. If the company becomes aware of circumstances that will result in a disciplinary response while an employee is absent from work, the discipline will be given out within the seven (7) day limit as spelled out herein, unless the employee remains unavailable and, if such is the case, then the discipline will be given out on the first day the employee is actively at work.

6.14 Any employee, with twenty-four (24) hours' notice and on his/her own time, shall be allowed to inspect his/her own personnel file. The business Representative acting on behalf of the Union, with the written permission of the employee, shall be permitted to inspect the personnel file of the employee upon reasonable notice of such request.

6.15 All decisions arrived at between the representatives of the union and the Company shall be in writing and shall be final and binding upon the Company, the union and the employee or employees concerned.

ARTICLE 7 - ARBITRATION

7.01 If final settlement of the grievance is not complete within five (5) working days after the Step 2 conference, and if the grievance is one which concerns the interpretation or alleged violation of the Agreement, the grievance may be referred by either party to a single arbitrator at any time within thirty (30) days thereafter, but not later, otherwise the grievance shall be deemed to have been abandoned without prejudice.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

- 7.02 The written notice referred to in Article 7.01 shall contain the names of three (3) proposed arbitrators. The recipient of such notice shall agree to one (1) arbitrator or propose the names of three (3) different arbitrators. If the parties fail to agree upon an arbitrator, the arbitrator shall be appointed by the Minister in accordance with the Canada Labour Code, as amended.
- 7.03 The arbitrator appointed shall hear and determine the matter and shall issue a decision which shall be final and binding upon the parties and upon any employee affected by it.
- 7.04 The arbitrator shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement.
- 7.05 The parties will each pay one-half of the remuneration and expenses of the arbitrator selected by the parties or appointed by the Minister.
- 7.06 Any and all time limits fixed by Article 7 for the taking of action by either party may be extended at any time by mutual agreement of the parties, which shall be confirmed in writing.

ARTICLE 8 – STRIKES AND LOCKOUT

- 8.01 During the life of this Agreement there shall be no strike/lockout by the Company or by the Union.

8.02 Legal Picket Line

It shall not be a violation of this Agreement, however, for the employees covered hereunder to refuse to cross a picket line established in support of a lawful strike.

ARTICLE 9 – CLASSIFICATIONS, RATES OF PAY AND SPECIAL ALLOWANCES

- 9.01 (a) The following straight-time hourly rates shall be in effect during the term of this Agreement.

| Position | Current Rate | Upon Ratification | Nov 1, 2008 | Nov 1, 2009 | Nov 1, 2010 | Nov 1, 2011 |
|-------------------|--------------|-------------------|-------------|-------------|-------------|-------------|
| Custodian/All-Off | \$17.96 | \$18.00 | \$18.25 | \$18.50 | \$19.00 | \$19.50 |
| Driver/Guard | \$16.67 | \$16.70 | \$16.95 | \$17.20 | \$17.70 | \$18.20 |
| SS/ED | \$12.03 | \$12.50 | \$12.75 | \$13.00 | \$13.50 | \$14.00 |
| Cash Room | \$11.75 | \$12.50 | \$13.00 | \$13.50 | \$14.00 | \$14.50 |
| Coin Room | \$11.75 | \$12.50 | \$13.00 | \$13.50 | \$14.00 | \$14.50 |
| Vault | \$14.54 | \$15.00 | \$15.50 | \$16.00 | \$16.50 | \$17.00 |
| Turret | \$11.30 | \$11.80 | \$12.30 | \$12.80 | \$13.30 | \$13.80 |
| On Call | \$15.38 | \$15.40 | \$15.65 | \$15.90 | \$16.40 | \$16.90 |

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

Note: All employees who at the time of ratification are in forty (40) hour full time positions will have their wage rate red circled at the forty (40) hour wage rate in the case their schedule is reduced to thirty-two (32) hours.

(b) All locations will manage their own “bid” system, “on-call” system and vacation entitlement procedures within their own location. Failure to reach a mutually workable agreement between the parties will be subject to the grievance and arbitration procedures. The last day shift spot bid will go to the Union Steward if his seniority did not already secure him a spot and the Union Steward will appoint an alternate Steward on the night shift

(c) **Lead Hands**

Lead Hands will be paid \$1.00 above the rate of the classification in which they are working. In choosing lead hands, seniority shall prevail. It is the responsibility of the Company to train the lead hand and the lead hand shall be able to perform all the duties required within thirty (30) working days.

9.02 **New Classifications**

When new work is required for which there is not a suitable classification established by this Agreement, the Company shall notify the Union in writing to this effect and shall negotiate an appropriate classification and rate with the Union. It shall be open to the Union to allege in writing at any time that there is new work and the Company shall discuss the matter with the Union. Where the matter is not disposed of between the Company and the Union, it may be referred to arbitration by either party pursuant to Article 7 hereof.

- 9.03
- (a) All employees covered by this Agreement shall be paid not less frequently than on a bi-weekly basis, all wages earned by such employees to a day not more than seven (7) days prior to the day of payment. Payment shall be by direct deposit. The Company will not access employee’s bank account to remove monies under any circumstances.
 - (b) The Company shall provide every employee covered by this Agreement on each pay day, with a separate or detachable written or printed itemized statement in respect to all wage payments to such employee. Such statement shall set forth the total hours worked, total overtime hours worked, the rate of wages applicable, and all deductions made from the gross amount of wages.
 - (c) Where there is an error of short payment or any other type of error, this shall be corrected as soon as possible. If the error is for an amount of seventy-five (\$75.00) dollars or more, the employee will receive payment by the Tuesday

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

following payday. Amounts less than seventy-five (\$75.00) dollars will be reimbursed on the Employee's following pay.

9.04 **Boot Allowance**

Once every two (2) years, the Employer will provide each employee with a voucher towards the purchase of a pair of safety boots. The Employer will select at least four (4) styles from which employees may select their boots. The boot selection will be done in consultation with the Labour Management committee.

9.05 (a) **Clothing Allowance:**

The Company shall furnish and pay for uniform equipment for employees as required. The style and quantity of specific items shall be determined by the Company. Such uniforms shall remain the property of the Company. All uniform items, including shirts, shall be replaced on a one to one basis only when deemed appropriate by management. The Company shall direct the appropriate uniform dress code.

(b) Each employee shall be assigned a locker. Once assigned, the locker shall be considered as that employee's private property and no-one may open and/or search the employee's locker unless that employee is present, or for security considerations when the employee or the union have been notified prior to opening the locker

9.06 All road crew employees (armoured and service) will be supplied with a bullet resistant garment that must be worn while on duty, replacement vests will be provided upon expiry. All bullet resistant garments must be returned to the Company upon an employee's resignation or termination from the company.

9.07 On over the road operations which are overnight or out for more than one (1) day, the following allowances will apply for the second and all subsequent days, and if necessary, the employees shall be provided with clean, comfortable lodging and single accommodation:

- a. Breakfast \$ 8.00
- b. Lunch \$12.00
- c. Dinner \$18.00

9.08 Such meal allowances for overnight runs will be paid in cash prior to the run leaving the Branch. Additionally, any employees who are required to lay over while out of town will be provided with reasonable hotel lodging (two (2) employees to a double room). In the event an overnight run is unable to continue and employees are required to lay-over for a period of time, such employees shall be paid for their regularly scheduled shift. However, if such employees are required to guard or remain on the armoured car they will be paid for all the time spent in so doing, at the applicable rates.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

9.09 Tools and equipment required by employees to properly perform the functions of their jobs shall be furnished by the Company, and shall remain the property of the Company at all times.

9.10 Any certificates or permits required by either the government or the Company to carry out an employee's duties for the Company shall be considered a condition of employment. The cost of obtaining and renewing said permits or certificates will be paid by the Company in addition to the cost of any course or course material in this regard. This shall not include the cost of the drivers licence or its renewal. Employees will bear the cost of their initial Possession and Acquisition License (PAL). The company will provide written notice to each employee six (6) months prior to the expiration of their PAL – Possession and Acquisition Licence. Each employee must provide the application to renew their PAL three (3) months prior to the expiration date to the Company. Should an employee submit their application to the Company after this time and not receive their renewed PAL prior to the expiration of their current PAL they will be placed on a leave of absence without pay until such time as they receive their renewed PAL.

The Company shall pay the cost of obtaining the ATC permit for employees who have been employed for more than thirty (30) days, who do not have an authorization to carry permit and wish to transfer to a position that requires an ATC.

The Company shall pay the employee at their applicable rate of pay as per the Collective Agreement for firearms training with an approved, qualified Company instructor.

Employees will maintain a valid Driver's licence for the vehicle they drive. Should an employee have their license revoked for any reason they must report this immediately to their manager. Any employee who has their license revoked will be removed from the schedule without pay until such time as their license has been reinstated.

For any current employee who desires to upgrade their licence, the Company will supply the truck for the test, pay for the licence fee, the lost time from work, and the fee to obtain their "Z" Endorsement (air brakes) Certificate. Reimbursement for the above will be made upon successful completion of a bid for Driver position, pre-approval of course content and costs and providing receipts.

9.11 The Company agrees to pay for all bonding for its employees.

9.12 At ratification any employee who is assigned to a "Night" shift shall receive a shift premium of fifty (\$0.50) cents per hour for all hours worked on each such shift. It is understood that the shift premium is an integral part of the employee's wage rate and therefore is payable for Stats, floaters, sick days (personal leave time), vacations, jury duty, bereavement and training. Overtime will not be applied to the shift premium.

9.13 The Company will pay \$13.00 meal money if any employee works twelve (12) hours or more in a twenty-four hour period, including inside workers. A receipt will not be

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

required. Meal periods will be flexible in order to provide time for personal appointments with prior authorization for inside employees.

ARTICLE 10 –STATUTORY HOLIDAYS

- 10.01 All regular full-time employees shall be entitled to the following legal holidays with pay:
- | | |
|-----------------|------------------|
| New Year's Day | Labour Day |
| Good Friday | Thanksgiving Day |
| Victoria Day | Christmas Day |
| Canada Day | Boxing Day |
| Remembrance Day | Natal Day |
- 10.02 If a Holiday or Holidays fall(s) within an employee's vacation period, he will be entitled to pay for the same and shall be entitled to an additional day of vacation prior to or immediately following his vacation period, or a mutually agreed upon time.
- 10.03 Eligible full-time employees are those guaranteed forty (40) hours a week and who have been employed in excess of thirty (30) calendar days.
- 10.04 In the event a Statutory (General) Holiday is proclaimed by the Federal or Provincial Government, such Holiday shall also be observed, if not already listed in the above Holidays.
- 10.05 Any employee requested to work on a Holiday shall be guaranteed a minimum of four (4) hours of work or the equivalent in pay at time and a half (1.5) the basic hourly rate applicable to the classification to which he is assigned to work on such Holiday, over and above his regular Holiday pay.
- 10.06 Notwithstanding Article 10.08, if a Holiday falls on an employee's day off, he shall be entitled to an additional day off with pay on his next regularly scheduled work day or a mutually agreed upon day within the pay period.
- 10.07 Any hours worked on a Statutory Holiday shall be paid at time and a half (1.5) the employee's hourly rate.
- 10.08
- (a) Employees assigned the five (5) day work week will be paid eight (8) hours' pay at the appropriate hourly rate for the Paid Holiday which falls on the employee's regular work week. If a Holiday falls on a five (5) day employee's scheduled day off, he shall be paid eight (8) hours' pay at his hourly rate for the Holiday and his work week shall remain unchanged for such week.
 - (b) Employees assigned the four (4) day work week will be paid ten (10) hours' pay at the appropriate hourly rate for the Paid Holiday which falls on the employee's regular work week. If a Holiday falls on a four (4) day employee's scheduled day off, he shall be paid ten (10) hours' pay at his hourly rate for the Holiday and his

work week shall remain unchanged for such week.

- (c) Employees assigned the three (3) day work week will be paid twelve (12) or thirteen (13) hours' pay whichever applies, at the appropriate hourly rate for the Paid Holiday which falls on the employee's regular work week. If a Holiday falls on a three (3) day employee's scheduled day off, he shall be paid twelve (12) hours' pay or thirteen (13) hours' pay at his hourly rate for the Holiday and his work week shall remain unchanged for such week.

ARTICLE 11 – VACATIONS

11.01 The Company will grant all employees to whom this Agreement is applicable a vacation period. Choice of vacation periods will be based on seniority, provided it does not conflict with the Company's need to maintain an efficient work force.

The Employer is not bound to permit more than the following number of employees off on vacation during each week of the year. The Branch Manager has the authority to permit more employees off on vacation if the schedule permits.

The Company will recognize the following departments for employees taking vacation:

| | |
|---------------------|---|
| Day Route | 2 |
| Night Route | 2 |
| Vault | 1 |
| Turret | 1 |
| Floater | 1 |
| Cash Ops- Days | 2 |
| Cash Ops- Nights | 2 |
| Envelope Processing | 2 |
| Coin Room | 1 |
| Special Services | 1 |

The vacation period July 1st to September 5th will be limited to a maximum of two (2) weeks or 10 days per employee. Additional weeks of vacation may be taken in accordance of seniority if there are "open" weeks available, in the period of July 1st to September 5th, after the completion of the vacation posting.

No regular vacation will be scheduled during the last three (3) calendar weeks of December and the first calendar week of January.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

11.02 (a) The basis for payment of vacation pay and length of vacation will be as follows:

**Length of Service
at January 1**

Vacation Entitlement

Less than one (1) year

One (1) day's vacation with pay for each full calendar month of employment up to a maximum of ten (10) days with vacation pay of four percent (4%) of earnings in the previous calendar year

One (1) year

Two (2) weeks

Five (5) years

Three (3) weeks

Ten (10) years

Four (4) weeks

Fifteen (15) years

Five (5) weeks

Twenty-five (25)

Six (6) weeks

(b) Vacation entitlement shall be based on the full-time employee's anniversary date and vacation pay based on previous calendar year. If in any calendar year an employee reaches his or her conversion year he or she will be entitled to an extra week's vacation as listed above. The additional week's vacation will be awarded on January 1st of the year in which the anniversary falls.

The employee must reimburse the additional vacation pay if his employment terminates prior to having accrued the full amount of the vacation entitlement on a pro-rated basis except in the case of lay-off or retirement.

(c) Regular full-time employees will receive vacation pay on the basis of their hours of pay entitlement at the rate of pay they were receiving at the date of taking their vacation. The difference between the hours of pay entitlement and the percentage entitlement applied to their annual gross earnings for the previous year to which they are receiving their vacation shall be paid out once per year on the last pay period of the year.

11.03 Vacation pay shall be two percent (2%) of the employee's earnings during the previous calendar year for each week of any vacation entitlement of two (2) weeks or more.

11.04 Any employee who was prevented from taking his vacation during the calendar year due to illness, accident or lay-off and who will not return to work by the end of the calendar year shall, upon his giving the Company thirty (30) days' notice if possible, receive his vacation pay not later than December 31st, on a separate cheque.

11.05 An employee leaving on vacation will receive his vacation pay together with his regular pay on the last regular day before his vacation commences. The vacation pay shall be on

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

a separate pay stub.

- 11.06 Earnings for the purpose of this Article shall be those shown on the T-4 Income Tax form.
- 11.07 Vacations due in any year must be taken in the calendar year and based on their seniority employees shall have the right to take all weeks of their vacation at one time within their vacation year except that if any employee requests vacation in the period July 1st to Sept. 5th it will be limited to a period of two (2) weeks. Furthermore, no regular vacation will be scheduled during the last three (3) calendar weeks of December and the first calendar week of January.
- 11.08 All submissions for vacation shall be made in writing on forms supplied by the Company before February 15th for the current year's vacation period. These applications will be processed and approved subject to seniority provisions and posted by March 1st. These approvals cannot be changed without the consent of the affected employees.
- Any employees who do not submit their vacation request by February 15th will be assigned vacation time by the Company. The holiday schedule will be posted at all times by department. No seniority rights shall apply after February 15th in the choosing of vacation time.
- 11.09 In the event of a conflict arising between two (2) or more employees as to when they take their vacation, the most senior employee shall have the preference.
- 11.10 An employee who leaves the employment of the Company for any reason prior to December 31st shall receive vacation credits earned as per Article 11 herein.
- 11.11 Employees who have completed six (6) years of service will be entitled to six (6) per cent (6%) vacation pay, regardless of seniority, or pay under Article 11, whichever is greater.
- 11.12 If an employee's vacation is selected and then cancelled by the Company, causing the employee to lose monetary deposit on vacation accommodation and/or travel and provided the employee does everything reasonably possible to mitigate the loss, and provided the employee notifies the Company that the monetary deposit will be forfeited, the Company will reimburse the Employee for the monetary deposit.
- 11.13 If an employee is called back to work on a day scheduled as vacation, the employee shall be compensated at the rate of one and one half (1½) times the employees regular rate of pay for the hours worked. The interrupted vacation day shall be rescheduled as subject to a mutual agreement between the employee and management.

ARTICLE 12 - SENIORITY

12.01 Seniority shall be as defined in Article 12.02 hereof and shall be recognized on a bargaining unit wide basis, except as herein otherwise specifically stated.

12.02 **Probationary Period**

(a) Notwithstanding anything in this Agreement, an employee shall be on probation for a period of one hundred and eighty (180) calendar days from the date of hiring by the Company. During the probationary period, the Company may terminate a probationary employee's employment for any single or combination of reason(s) which is determined as being sufficient cause within the purpose and context of the probationary period and may be subject to the grievance procedure. After completing the probationary period, the employee's seniority will begin from the date he was hired as full-time.

(b) The probationary period is defined as the initial one hundred and eighty (180) calendar day employment period of a new employee which provides for on-the-job training, adaptation and the performance of the responsibilities established within any job classification. It provides the employee with a practical work experience and exposure to the Company, its operations, and the job responsibilities to which the employee is assigned. It also provides the Company with sufficient time to determine the employee's overall suitability and compatibility to perform the work for which he was employed.

12.03 (a) **Bumping Rights**

In the event of lay-off, seniority will determine the employees to be retained, skill and ability being sufficient. Employees being displaced due to a lay-off or job elimination will exercise their seniority by bumping in order of seniority. Only an employee bumped from his shift or classification shall be eligible to exercise his seniority in accordance with the above. If there are no-full-time positions available, the employee may bump a junior employee on the overall seniority list within the bargaining unit or will be subject to lay-off.

(b) **Lay-off Notice**

The Company shall give seniority employees at least one (1) week's notice of lay-off or pay in lieu thereof and if the period of lay-off is expected to exceed thirteen (13) consecutive weeks, the Company shall give two (2) weeks' notice of lay-off or pay in lieu thereof for seniority employees with two (2) years of service or more, or shall give notice under the Canada Labour Code, whichever is the greater. Such notice shall not apply in any case where an employee is displaced upon the return to work of another employee whom he was replacing.

(c) **Lay-off Benefits Coverage**

The Company shall continue to pay the premium for the Health & Welfare Plan (for the benefits listed below) and make the required contributions for the Company Pension Plan for a period of two (2) month following the date of lay-off.

- Group Life and Accidental Death & Dismemberment Insurance
- Prescription Drugs
- Major Medical
- Vision Care
- Dental

12.04 Employees who have not forfeited their seniority rights as hereunder provided shall be recalled in order of seniority, skill and ability being sufficient.

12.05 A Master and a Location Seniority List shall be placed on the bulletin board and will be revised by the Company every three (3) months. Copies of these lists shall be forwarded to the Union.

In the event two (2) or more employees have the same full time seniority date, their hire date shall determine their seniority. In the event of identical hire dates, seniority will be determined by random draw.

12.06 **Temporary Recall**

- (a) When temporarily recalled, laid off employees shall be paid the appropriate rate of pay for the classifications in which they are working.
- (b) When temporarily recalled, laid off employees will be given preference of available hours of work before casual employees.
- (c) A laid-off employee who works a minimum of eighty (80) hours in a month shall qualify for the benefits listed in Article 12.03 (c) for the following month.

12.07 In the event that a regular full-time employee cannot be guaranteed his regular scheduled hours due to a curtailment of business then the Employer will have the right to reduce the junior employee to laid-off status by reverse seniority. Regular full-time employees who may be demoted to laid off status and choose to remain with the Company shall hold seniority above the casual employees and shall, in order of their overall seniority have first call to assignments with greater earning opportunities. Said employees shall be the first in line for promotion to regular full-time status. No Casual employee will work in the case of a lay-off unless the laid off or regular employees refuse the work.

12.08 **Promotions Outside Bargaining Unit**

When an employee is transferred or promoted to a position outside the bargaining unit, he will retain his seniority and continue to accumulate seniority for a period not to exceed one hundred and eighty (180) calendar days from the date of such transfer or promotion. After such one hundred and eighty (180) calendar-day period, the employee shall not have any seniority under this Agreement.

Should the employee return to the bargaining unit within a period of one hundred and eighty (180) calendar days, and there is then no vacancy which, by reason of his seniority, he is entitled to fill, he may displace the employee with the least seniority, provided he has the skill and ability to do the work of the junior employee. In the event of such displacement, the senior employee will be reclassified into the job classification of the junior employee and be paid the rate of such job. Any employee returned to the bargaining unit following a transfer pursuant to this Article 12.08 shall qualify for benefits under this Agreement, based on his total continuous service with the Company. This shall be done once during the term of the employee's employment.

12.09 The Shop Stewards shall be the last employees laid off, and their lay-off shall be in reverse order of their respective seniority within the Branch. Once elected, the Steward shall remain with the Branch for the duration of his term.

12.10 **Change of Address**

It shall be the duty of the employee to notify the Company and the Union promptly of any change of address and phone number. If the employee fails to do so, the Company and the Union shall not be held responsible for failure of notice to reach such employee.

12.11 **Loss of Seniority**

Seniority rights and employment shall cease for any of the following reasons:

- (1) if an employee quits or retires;
- (2) if an employee is discharged and the discharge is not reversed through the grievance procedure;
- (3) if an employee has been absent from work for more than three (3) working days without notifying the Company and providing a bona fide reason for this absence;
- (4) if an employee fails to return to work promptly upon termination of an authorized leave of absence, except in case of a bona fide emergency;
- (5) if an employee fails to report for work within one (1) week when recalled by the Company after a lay-off, or failure of the employee to inform the Company within three (3) working days of recall that he will report for work, unless he has a bona

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

vide reason; notice to return to work shall be in writing and shall be deemed to be sufficient if sent by registered mail to the employee's last known address on file with the Company. When work of a temporary nature of a continuous four (4) weeks or less becomes available while seniority employees are on lay-off and they are recalled, they shall have the right to refuse or accept such temporary work without affecting their seniority status under this Agreement;

- (6) if an employee is laid off for a period of twelve (12) months, or his length of service, whichever comes first;
- (7) if an employee utilizes a leave of absence for purposes other than those for which the leave of absence was granted.
- (8) if an employee permanently loses a required licence or permit due to his own actions.

12.12 (a) In the event that the Company opens a new Branch within the bargaining unit, any qualified employees, by overall seniority bargaining unit wide, will be allowed to transfer. It is understood that the employee will pay all costs of relocating and will be paid and work under the wages and job conditions then established at such new location.

(b) In the event that existing Branches are closing as a result of the opening of a new Branch, employees displaced will have first right of refusal to the new Branch by seniority.

(c) When a new Branch is opened, current employee seniority will be used to establish the new Branch seniority list after which the Branch seniority list will be closed and any movement between Branches will be as in Article 12.13.

(d) Employees will only bid within their own Branch.

12.13 When full-time positions are available in any Branch within the bargaining unit, such positions shall be posted within the Branch as per Article 13.01; the residual vacancies shall be posted bargaining unit wide. The successful applicants by seniority shall be awarded the jobs; all costs of relocating shall be borne by the employee. Any residual vacancy created by the posting shall be filled by the company from the affected Branch, from the pool by seniority; this person will hold the position until the next bid. The residual vacancy in the pool will be filled by casual upgrade.

12.14 **Buyout and Merger**

In the event that the Company acquires another Company and effects a merger, said employees shall be merged “dovetail”.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

- 12.15 Whenever any work normally performed by one Branch is transferred to another, all displaced employees shall have the first right of refusal to the transferred work. If the displaced employees refuse their right to transfer they will exercise their right to bump as per Article 12.03 (a). And the affected work will be posted in the originating Branch. Any positions not filled on said work will be posted in the receiving Branch Location and filled as per Article 13.01.
- 12.16 In the event an employee is displaced from employment as a result of a closure or a permanent lay-off, he shall be entitled to receive:
- (i) Notice under the Canada Labour Code;
 - (ii) Employees with one (1) year or more of service, whose employment is terminated, shall receive termination pay of one (1) week's pay for each year of service with the Employer to a maximum of ten (10) weeks pay at the rate of pay the employee was receiving on the date of termination;
 - (iii) the benefit premium will continue to be paid for a period equal to the required notice period to cover the benefits listed in 12.03 (c).

Should any employee commence work elsewhere and receive Health & Welfare benefits coverage that takes effect prior to the expiry date of the Company's above noted benefits, the employee shall immediately notify the Company of the effective date of the new coverage, and the Company shall be authorized to discontinue the employee's coverage as of that date.

ARTICLE 13 - JOB POSTINGS, PROMOTIONS, TRANSFERS

- 13.01 In the event a vacancy occurs in any of the classifications covered hereunder, the Company shall post a notice on the bulletin board for a minimum of seven (7) days, notifying employees that such a vacancy exists. Employees desiring consideration for such a job shall then apply in writing within seven (7) days of such posting. The filling of such vacancy shall be made within ten (10) working days of the initial posting and in accordance with seniority, provided the employee has the qualifications and ability. In the event an employee is on vacation, or on official leave of any type, the employee must notify the manager of their interest in any future posting that may occur while on vacation.

The following procedure shall be followed when a position becomes available:

1. All vacancies shall be posted within the Branch.
2. There will be no aptitude testing for employees when transferring from one Department to another.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

3. The Company is required to post all successful candidates.
 4. A copy of all postings shall be forwarded to all Stewards.
- 13.02 An employee temporarily transferred to another classification will receive his own rate or the rate for the other classification, whichever is the higher.
- 13.03 Notwithstanding anything to the contrary in this Agreement, where an employee elects voluntarily to work in a lower classification, he shall be paid the rate for that classification.
- 13.04 When the Company fills a vacancy resulting from the first posting, all relevant Stewards will be given the name of the transferred employee.

ARTICLE 14 - LEAVES OF ABSENCE

- 14.01 During an authorized leave of absence, an employee shall maintain and accumulate seniority.

14.02 Leave of Absence for Personal Reasons

The Company may grant leave of absence without pay for up to one (1) month if an employee requests it in writing from the management and if the leave is for good reason and does not unreasonably interfere with the efficient operation of the business. Employees on such leave will be maintained on applicable benefit plans, and the company will continue to pay the agreed monthly contributions for benefits.

- 14.03 (a) When an employee covered hereunder is either elected or appointed to a full-time position with the Teamsters Union, he shall be entitled to a leave of absence without pay for the period during which he is elected or appointed to fulfil such position.
- (b) Leave of absence without pay to attend Union conventions, conferences and seminars may be granted for up to three (3) days and to not more than one (1) steward in any one (1) calendar year. Applications for such leave of absence shall be made by the Union in writing at least two (2) weeks prior to the requested leave. Stewards on such leave will be maintained on applicable benefit plans.

14.04 Maternity/Parental Leave

An employee shall be granted a maternity/parental leave of absence in accordance with Canada Labour Code, maintaining seniority and benefits.

A paid leave of absence will be granted to the father for one (1) day upon the birth of a child and one (1) day to attend the homecoming of the child.

14.05 **Bereavement Leave**

- (a) In the case of death in the immediate family, defined for the purpose of this Agreement to be spouse (to include same-sex partner), child and/or parents/step/parents, the employee will be entitled to up to five (5) consecutive days bereavement leave, and will be compensated for all scheduled hours, within that five (5) day period. Bereavement leave will commence at a time to be determined, based on the following criteria:
- (i) If word of the passing is received with four (4) hours of the beginning of the effected employee's shift, bereavement leave commences on that day.
 - (ii) If word of the passing is received four (4) hours or more into the employee's scheduled shift, the bereavement leave will commence on the following day.
- (b) In the case of death in the remainder of the family (defined below), the employee will be entitled to up to three (3) days compassionate leave, and will be compensated for all scheduled hours, within that three (3) day period. Commencement of the leave will follow the same criteria as above. For the purpose of this Agreement, the "remainder" of the family, for which paid bereavement leave will be granted, are legal guardians, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, grandparents, grandchildren and step-children.

In both cases above, the employee must attend the funeral, in order to qualify for compensation. An additional day will be given, applicable to the three (3) day leave only, if the funeral is 600 kms (round trip) away, which the employee has to attend.

- (c) If a death occurs for which bereavement leave is provided and the employee has scheduled vacation days during the bereavement period, bereavement leave shall be substituted for the scheduled vacation days, which will have to be used with six (6) months, with management's approval.

14.06 All time lost by a full-time employee due to necessary attendance on Jury Duty or Court proceedings when subpoenaed as a witness, shall be paid for at the rate of pay applicable to said employee. All full-time employees shall make themselves available for work for the Company during said period when they are not required to serve on the Jury. Once an employee is released from Jury or Witness Duty, he shall be returned to the job classification and pay rate he was on prior to such duty wherever practicable. All Jury Duty pay or Witness payments received by the employee from the Courts or otherwise, shall be reimbursed to the Company by endorsement of Jury Duty cheque and/or Witness fees to the Company. This clause shall not apply to employees acting on behalf of themselves or as a result of alternate employment.

14.07 If an employee desires a leave of absence for reasons other than those referred to above, he must obtain permission, in writing, for the same from the Company.

14.08 Legitimate and reasonable requests for leaves of absence to extend a vacation must be for

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

good reason and must be in accordance with the vacation schedule; these will be limited to one (1) occasion every two (2) years, except in emergency conditions.

- 14.09 When on any authorized leave of absence from work it is the employee's responsibility to ensure that all required permits and licenses are current and maintained.

ARTICLE 15 – HEALTH AND WELFARE

- 15.01 The Company shall provide a Health and Welfare Plan. All full-time employees must be enrolled as a condition of employment. The Health and Welfare Plan, which is described in Schedule 1, is 100% Company paid (with the exception of the Long Term Disability benefit which is paid for by the employees). The Company shall have the right to make arrangements for the replacement of such master policies or contracts, provided the benefits are maintained.

15.02 (a) **Felonious Assault Insurance**

The Company will provide felonious assault insurance for all employees on the payroll from the date of employment in the amount of one hundred thousand (\$100,000.00) dollars.

(b) **Supplemental Worker's Compensation**

Any employee who shall sustain injuries through felonious assault which are compensable under the Worker's Compensation Act shall be paid by the Company as follows:

Commencing on the first scheduled working day of absence, said employee shall be paid his full earnings based on his guaranteed work week less the amount of compensation to which the employee is entitled under the Worker's Compensation Act. Payments by the Company shall be based on one-fifth (1/5th) or one-quarter (1/4) as the case may be, of the employee's guaranteed work week for each day of absence on their scheduled day of work; such payments shall not be made for Sunday and the employee's scheduled day off. The payments described herein shall be made for a maximum overall period of twenty-six (26) weeks, or until the employee returns to work, whichever occurs first.

15.03 **Personal Leave Time**

Full-time employees shall be granted forty-eight (48) hours paid personal leave time per year, after completing the probationary period, subject to the following conditions:

- (a) The Company will grant full-time employees forty-eight (48) hours paid personal leave time each January 1st, to be paid out the beginning of December, and employees who are sick in December, who have already received the personal leave time, will not be paid twice.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

- (b) Any unused personal leave time shall be paid for after November 30th. It is agreed that this payment shall occur in the first pay period ending in December.
- (c) It shall be payable on the first day of leave, based on your scheduled shift.
- (d) It is agreed that any employee who books off work and who agrees to work his scheduled day off in that week will not be paid overtime.
- (e) Personal leave time can be utilized to offset Weekly Indemnity. Employees must specifically request this.
- (f) Employees will provide the Company with as much advanced notice as possible when using this leave for pre-arranged personal commitments.

15.04 Any medical examination requested by the Company shall be promptly complied with by the employee, provided however, that the Company shall pay for all such examinations. When a medical examination is required by the Company, the following conditions shall apply:

- (a) If an employee takes a medical examination, it will be during his normal working hours, and he shall be paid for the time involved and thus, not lose any pay as a result of his taking a medical examination.
- (b) In addition to the above procedure on Company required medical examinations, the Company agrees that where any employee who drives a motor vehicle in the course of employment coming under the Motor Vehicle Classification Licenses is required by any agency to take a medical examination to verify his right to drive such motor vehicle coming under the aforesaid, or to operate a vehicle equipped with air brakes, the Company shall, where same is not paid for by any part of the Welfare Plan under which the employee is covered, pay for such medical examinations.

15.05 In the event an employee is injured while at work and unable to continue work, his pay shall continue for the remainder of his scheduled hours of work for that day.

15.06 The Company shall provide the employee and Steward with a copy of the Form "7" in the event of a compensable accidental injury.

15.07 The Company will not unduly request a medical examination while an employee is off on Worker's Compensation until he indicates that he is prepared to come back to work. Any examination requested of an employee who is off on sick leave shall only be to determine if or when he will be able to return to work. The employee will be notified well in advance of any such request for a medical examination, and if necessary, the Company will provide transportation.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

15.08 When an employee suffers an injury, whether on the job or not, or suffers any illness preventing him from reporting to work, he will automatically be granted leave of absence, without pay, and subject to any payments to which he is entitled under any Sick Pay Plan, until such time as his doctor states such employee can return to work, provided the Company reserves the right to require the employee to be examined on the employee's return to work by a doctor selected by the Company, which examination shall be paid for by the Company.

The Company will make every effort possible to locate a suitable position for an employee deemed physically incapable of performing his regularly assigned duties. Should an employee be re-classified as a result, he will be paid at the then existing rate of his new classification. In the event that no position can be identified to accommodate the employee, he will:

- (i) be placed on lay-off (medical leave of absence without pay);
- (ii) qualify for participation in any of the employee benefit programs to which he is entitled as a participating member;
- (iii) qualify for Workers Compensation Board payments if his incapacity resulted from an on-the-job illness or injury.

15.09 **Medical Leave**

When an employee suffers an injury or illness which requires his absence, he shall report the fact to the Company (as soon in advance as possible and preferably with a minimum of two (2) hours' notice in advance of his actual starting time) so that adequate replacement may be made if necessary. Employees must keep the Company and the Union notified of their correct address and telephone number at all times.

15.10 It is required that employees on sick or injury leave advise the Company as to their availability to return to work with as much advance notice as possible for scheduling purposes and preferably with a minimum of twenty-four (24) hours' notice in advance of availability. For any employee that is absent from work in excess of two (2) weeks must provide seventy-two (72) hours notice.

15.11 Full time employees hired after January 1, 1987, will be eligible to join the Company Defined Benefit (DB) Pension Plan after twenty-four (24) months of employment provided the Employee has earned thirty-five (35%) percent or more of YMPE in each of the two (2) consecutive calendar years.

Upon joining the Plan, pension benefits vest fully after two (2) years credited membership service.

All Full-time employees (guaranteed 40 or 32 hours) at December 31, 1986 will be deemed members of the Company Defined Benefit (DB) Pension Plan.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

The Defined Benefit (DB) Pension Plan shall be summarized and written into the Collective Agreement in Schedule 3.

ARTICLE 16 - TRAINING

- 16.01 Employees shall be encouraged to learn the duties of other positions and every opportunity shall be afforded them to learn the work of such positions in their own time, and during the regular working hours when it will not unduly interfere with the performance of their regularly assigned duties. The Supervisor may, for this purpose, arrange with the interested employees to exchange positions for temporary periods without affecting the rates of pay for the employees concerned.
- 16.02 Training will be paid at the employee's applicable rate of pay as per the Collective Agreement.
- 16.03 The Company, upon prior approval of the Manager, will reimburse those employees who have taken an approved First Aid Course and provide proof of successful completion of same.
- 16.04 Any newly hired employee will have at least sixteen (16) hours training. It is understood that this will include the time involved in procuring the Firearms Proficiency Certificate (to be counted as eight (8) hours) and eight (8) hours of job training, before he shall work on an armoured vehicle. For the second eight (8) hours, he will be paid according to Article 17.
- 16.05 The Company may from time to time provide employees with training programs or hold meetings (general or departmental) which may be scheduled for times outside normal working hours. These sessions may be deemed mandatory, in which case they are to be considered scheduled shifts and attended accordingly. The Company will provide no less than three (3) week's notice of the training days. Employees will be paid their applicable rate to attend.

ARTICLE 17 – HOURS OF WORK AND OVERTIME

- 17.01 The guaranteed scheduled work week for full-time employees shall consist of forty (40) hours per week and two (2) consecutive rest days for the five (5) day work week, two (2) consecutive rest days for the four (4) day work week and four (4) consecutive rest days for the three (3) day work week.

For all purposes herein, any shift which, during the regular work week, starts:

- On or after 12:00 noon and before 7:00 p.m. shall be an "afternoon shift" and shall be deemed wholly and only to be a shift on the day on which it starts;

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

- At or after 7:00 p.m. and before midnight shall be a “night shift” and shall be deemed wholly and only to be a shift on the day immediately following the day on which it starts;
 - At or after midnight and before or at 3:00 a.m. shall be a “night shift” and any other shift shall be a “day shift”.
- 17.02 (a) For full-time employees, guaranteed forty (40) hours per week, overtime pay will be provided at one and one half (1 1/2) times the applicable hourly rate for all hours worked in excess of their scheduled shift in a day and/or forty (40) hours in a week, and for all hours worked on the sixth or seventh day of the employee’s regular work week.
- (b) Any full-time employee requested to work on his rest day shall be guaranteed a minimum of four (4) hours pay at the applicable rate of pay.
- 17.03 Every employee will be entitled to an unpaid one-half (½) hour off to eat lunch on any shift of six (6) hours or more. Should the employee be requested not to exercise his right to a lunch period, then the one-half (½) hour will be counted as time worked and will be counted in his total hours for that day. All Crew members must take their lunch at the same time. ABM Service Crews are required to call in to request a lunch break. This shall be granted any time between the 4th and 6th hours of the shift.
- All employees shall be allowed to take a fifteen (15) minute rest period during the first four (4) hours of any shift and a fifteen (15) minute rest period during the second four (4) hours of any shift. If employees work twelve (12) hours, they are entitled to three (3) fifteen (15) minute) breaks. Such rest stops shall be made on the route without appreciable deviation from the approved or established schedule of the armoured car crew. Every effort shall be made to avoid taking such stops when high liabilities are on board the armoured car and at times when the making of such stops will interfere with the Company’s obligations to the customer.
- 17.04 Unless laid off according to his seniority, an employee shall be guaranteed forty (40) hours, exclusive of overtime, providing that he is available and able to perform work during the whole of his regularly scheduled work day and week.
- 17.05 Overtime shall be assigned in order of seniority by department, providing the individual has the qualifications, ability, and is available to perform the work. Employees wishing to work overtime will sign the departmental overtime sign-up list once each week. Failure to sign the list means employees are not available for overtime. Overtime shall be voluntary.
- 17.06 Subject to the seniority provisions above, a bi-weekly schedule of work showing the days of work, days off, starting times and run assignments for all full-time employees will be posted by 3:00 p.m. on Thursday of the preceding week, except when a Holiday occurs during such week, in which case the schedule shall be posted by 3:00 p.m. on Friday. Once posted, the schedule shall remain posted for the entire week, and any changes made

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

will only be to adjust for absenteeism, tardiness and emergencies, and to correct apparent errors.

There shall be one (1) schedule per department and any changes made to such schedule shall be clearly indicated within twenty-four (24) hours of the change.

17.07 There will be a minimum of eight (8) consecutive hours of rest in a twenty-four (24) hour period. In the event that an employee is recalled to work before a period of eight (8) full hours elapse, “actual hours worked”, he shall be paid on one and one-half (1 ½) times his regular hourly wage until the end of such eight (8) hour period is over. A minimum of six (6) hours shall be scheduled per shift.

17.08 **Overtime Before Vacations**

An employee leaving on vacation shall be eligible for work in the week before his vacation commences. He shall be ineligible for further work until Sunday midnight after his vacation. For greater clarification, employees who work on day shifts will be on vacation from Monday through Sunday and employees who work on night shifts will be on vacation from Sunday through Saturday.

17.09 Employees are required to complete all runs assigned to them and shall be required to work whatever time is necessary to complete the originally assigned run. For greater clarity, employees will not work overtime (unless they voluntarily agree) when the failure to complete the assigned runs is within the Company’s control.

17.10 Split shifts (if necessary) will be considered one (1) shift only, i.e., if any employees work four (4) hours in the morning and four (4) hours in the evening and the total hours eight (8) are all worked in one (1) day between 1:00 a.m. and 11:59 p.m. of a given day, then these eight (8) hours will be considered one (1) shift.

17.11 In the event the RCMP or the Nova Scotia Department of Transportation recommend no travel, the situation is to be reviewed with those drivers currently on route, the Steward on shift and the Shift Manager, before a decision to call routes off the road is made, and will not affect the guaranteed workweek as per Article 17.04 herein.

ARTICLE 18 - NO DISCRIMINATION

18.01 The Company and the Union shall not discriminate against employees with respect to terms and conditions of employment on the grounds of race, creed, colour, age, sex, marital or parental status, religion, nationality, ancestry, place of origin, family relationship, and place of residence or sexual orientation, in accordance with the provisions of the Human Rights Code.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

ARTICLE 19 - BULLETIN BOARD

- 19.01 The Company agrees to provide space that is readily accessible for the official Union notices of direct interest to the employees.
- 19.02 The following items must be posted on each such Notice Board:
- (a) A copy of this Agreement; and
 - (b) Seniority list to be revised by the Company every three (3) months.

ARTICLE 20 -HEALTH & SAFETY

- 20.01 The Company and the Union recognize the benefits to be derived from a safe and healthy place of employment. It is agreed that the Company, the employees and the Union will co-operate fully to promote safe work practices, health conditions and the enforcement of safety rules and procedures as established by the governing regulatory authorities and defined in the Canada Labour Code Part II.
- 20.02 The Company shall not require employees to operate any equipment which is not equipped with safety appliances required by law, or which is in unsafe operating condition.
- 20.03 The Company agrees to provide warm, clean, sanitary and adequate facilities in respect to lunch area and washroom facilities and to maintain the plant in a manner that is conducive to the safety and health of the employees. Road employees will normally take their lunch and rest period on route.
- 20.04 The Company agrees to maintain clean, sanitary washrooms having hot and cold running water and proper hand cleanser and towels in sufficient quantity, with toilet facilities. Employees shall observe the simple rules of cleanliness and good housekeeping in these facilities, and segregated facilities for female employees shall be provided where necessary.
- 20.05 Clothes closets or lockers of a suitable size for the protection of employees' clothes and personal belongings shall also be provided.
- 20.06 The garage and office shall be adequately heated and ventilated.
- 20.07 The Company shall make reasonable provisions for the safety and health of its employees during the hours of their employment, and provide proper first-aid kits, including a proper first-aid kit in each service vehicle.
- 20.08 The Company will ensure that there is someone on the premises to answer the radio or telephone in the event of an emergency while there are crews on the road engaged in

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

regularly scheduled work. The Company will make reasonable provisions to cover special runs, and/or any night time Airport runs.

20.09 The Company will pay straight time (at the last rate worked) for safety meetings, but will endeavour to hold these meetings during the shift of the employees concerned. Safety Representatives on off-shift shall be considered as having worked.

20.10 **Safety Committee**

The Company shall ensure that the Safety Committee established in accordance with the appropriate regulations meets at least on a monthly basis, provide appropriate parties with minutes, and take action on items mentioned that need to be corrected.

20.11 The Company will appoint a qualified person to check and maintain all pistols and shotguns for operational safety.

20.12 The Company will issue to all employees the Operating Procedure for street operations, i.e., safety and security.

20.13 All Company vehicles will be equipped with appropriate communication devices. The parties agree that there will be no abuse of their use.

20.14 Any Highway run regularly scheduled for more than fifteen (15) hours shall become an overnight run. There shall be two (2) qualified drivers on any overnight run, paid accordingly. Any CIT run schedule over fifteen (15) hours without an overnight stop shall have a three (3) person crew.

20.15 No employee will be required to work out of a vehicle for which there is no fixed seat and seat belt.

20.16 The Company will make all attempts to insure that there is communication between crews and base at all times.

20.17 No driver shall be required to violate traffic laws or loading regulations. If a driver shall be issued a traffic ticket or citation for parking violations made in accordance with instructions from the Company, the Company shall be responsible for such citation. Traffic tickets or citations issued to the employee must be submitted to the Company within forty-eight (48) hours and if not so delivered, the Company shall not be responsible for the payment thereof.

20.18 Moving violations shall be the sole responsibility of the driver: e.g., speeding, failure to stop at traffic stop signals, improper traffic driving and reckless driving. Any violations that occur while driving a company vehicle must be reported to a member of management within twenty-four (24) hours of the occurrence.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

- 20.19 The Company shall not compel any driver to operate a vehicle in excess of the legal load limits. If a driver is stopped by the Police or any scales, and is fined, the Company shall pay such fines.
- 20.20 All new armoured vehicles shall be equipped with air conditioning and hydraulic seats or air-ride seats.
- 20.21 It is to the mutual advantage of both the Company and the employees that employees should not operate vehicles which are not in a safe operating condition and not equipped with the safety appliances required by law. It shall be the duty of employees to complete vehicle inspection forms, and to report promptly in writing to the Company, all defects in equipment. It shall be the duty of the Company to maintain all vehicles in safe operating condition in accordance with the applicable regulations. The maintenance of equipment in sound operating condition is not only a function but a responsibility of management. The determination of, as well as the responsibility for, all decisions with regard to the roadability of equipment shall rest with a qualified and licensed motor vehicle mechanic. And may be subject to the grievance procedure.
- 20.22 Employees shall, immediately or at the end of their shift, report all defects of equipment to the Company. The reports shall be made on a suitable form supplied by the Company, and shall be made in multiple copies, one copy of which is to be retained by the employee.
- 20.23 Drivers will be responsible for checking their vehicles before leaving the Branch.
- 20.24 Vehicles will be washed and cleaned by truck employees as necessary.
- 20.25 All Drivers must produce a valid Driver's Licence and updated Driver's abstract once per year. With regards to the latter, the employee may choose to provide the company with written permission to obtain the item on their behalf. The cost of obtaining the Driver's Abstract will be borne by the Company.

ARTICLE 21 - POLYGRAPH

21.01 Polygraph

The Company will not ask any employee to submit to polygraph testing. Moreover, no employee will be disciplined for not submitting to the polygraph.

ARTICLE 22 – DURATION OF AGREEMENT

- 22.01 This agreement shall be effective as of November 1, 2007 and shall remain in effect in full accordance with the provisions of the Canada Labour Code Part I as amended up to and including October 31, 2012 and shall continue in full force and effect from year to year unless written notice is given by one party to the other at least ninety (90) days prior

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

to the above termination date or to any anniversary date thereafter requesting that the Agreement be either changed, modified, amended or cancelled.

SIGNED THIS 31st DAY OF MAY, 2008

FOR THE COMPANY

Jennifer Hinshelwood, Director, Employee & Labour Relations

Michael Morrissey, Regional Vice President, Eastern Canada

Pat Skerry, Branch Manager, Nova Scotia

Murray Carey, Service Manager, Halifax

Fran O'Connell, Section Manager, Cash Operations

FOR THE UNION

Tom Fraser, Teamsters Canada Vice President

John McCann – Director, Armoured Car Division, Teamsters Canada

Owen Lane, Ontario Chief Steward

Dana Sawler, Business Agent, Teamsters Local 927

Derek Doiron, Union Steward

Reid Croft, Union Steward

Dwayne McComber, Union Steward

Ray Theriault, Union Steward

Sandra Cromwell, Union Steward

Jason Gerdson, Union Steward

APPENDIX “A”

- A-1 Casual employees who work more than 24 hours in a month shall be required to pay an amount equal to the monthly Union dues paid by full-time employees, pursuant to Clause 4.03 of this Agreement, except that he shall not pay initiation fees.
- A-2 The purpose of casual help is to allow the Company the flexibility to perform relief work and work which is not feasible to schedule for regular assignment.
- A-3 Seniority for casual employees shall be for the purpose of promotion or to be hired for a full-time position.
- A-4 Casual employees will be paid for the hours worked and will be paid overtime after forty (40) hours.
- A-5 The use of casual employees shall not result in the lay-off or reduction of regular hours (forty (40) hours and/or thirty-two (32) hours) worked by any bargaining unit employees.
- A-6 Casual employees shall not be used while bargaining unit employees are on lay-off until said laid-off employees are first offered recall to work.
- A-7 Casual employees will only work overtime after all full-time employees have been offered the overtime opportunity first.
- A-8 Casual employees will:
- (a) be granted the rest period as set out in Article 17.03 of this Agreement;
 - (b) receive vacation pay as determined under the Canada Labour Code and such vacation pay shall be paid on the casual employee's normal regular pay;
 - (c) receive paid holidays as set out in Article 10 of this Agreement if the requirements of Statutory Holiday under the Canada Labour Code have been met;
 - (d) be entitled to file grievances according to the grievance and arbitration procedures of this Agreement.
 - (e) **Steward's Representation**

A Steward shall be present at any disciplinary meeting regarding verbal, written warnings, suspensions and discharges or any other meeting that could lead to discipline including security investigations.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

- A-9 A Casual Seniority List shall be placed on the bulletin board and will be revised by the Company every three (3) months. Copies of these lists shall be forwarded to the Union office.
- A-10 Casual employees shall be paid at eighty (80%) percent of the regular thirty-two (32) hour full time wage rate of the classification they are working. Effective October 31, 2012 casual employees shall be paid at ninety (90%) percent of the full time wage rate.
- A-11 Casual route employees shall be provided with a clothing allowance as described in Article 9.05 (a) and a bullet resistant vest as per Article 9.06.
- A-12 Whenever forty (40) hours of work per week shall be regularly available to a single casual employee in excess of the regularly scheduled work then guaranteed to full-time employees in five (5) or less consecutive days and exclusive of relief work performed for employees who are absent or on vacation or job posting and exclusive of seasonal work, over a period of four (4) consecutive weeks, then another employee will be added to the full-time list. This employee will be the senior qualified casual employee who has indicated a desire for full-time employment, if any. Scheduled shifts within seven (7) days need not be consecutive.
- A-13 For the purpose of this Appendix, casual employees, students and temporary agency employees shall all have the same meaning when either term is used and must provide the Company with at least four (4) shifts per month on the weekend or overnight.
- A-14 Casual employees shall be provided with felonious assault insurance as per Article 15.02 (a) and (b).

APPENDIX “AA”

FULL TIME THIRTY-TWO (32) HOUR EMPLOYEES

- AA-1 Thirty-two hour employees shall be guaranteed thirty-two (32) hours per week.
- AA-2 Thirty-two hour employees shall be dovetailed in the regular full-time employees’ seniority list.
- AA-3 Thirty-two hour employees shall be covered on the same basis as full-time employees under the Collective Agreement unless modified in this Appendix.
- AA-4 The following straight time hourly rates shall be in effect during the term of this Agreement:

| Position | Current Rate | Upon Ratification | Nov 1, 2008 | Nov 1, 2009 | Nov 1, 2010 | Nov 1, 2011 |
|--------------------------|---------------------|--------------------------|--------------------|--------------------|--------------------|--------------------|
| Custodian/All-Off | \$14.16 | \$15.40 | \$15.90 | \$16.40 | \$17.15 | \$17.90 |
| Driver/Guard | \$13.93 | \$14.60 | \$15.10 | \$15.60 | \$16.35 | \$17.10 |
| SS/ED | \$11.63 | \$12.00 | \$12.45 | \$12.90 | \$13.35 | \$13.80 |
| Cash Room | \$10.97 | \$11.50 | \$12.25 | \$12.75 | \$13.25 | \$13.75 |
| Coin Room | \$10.97 | \$11.50 | \$12.25 | \$12.75 | \$13.25 | \$13.75 |
| Vault | \$12.87 | \$13.50 | \$14.25 | \$15.00 | \$15.50 | \$16.00 |
| Turret | \$9.47 | \$10.20 | \$10.95 | \$11.45 | \$11.95 | \$12.45 |
| On Call | \$13.98 | \$14.50 | \$15.00 | \$15.50 | \$16.00 | \$16.50 |

Effective October 31, 2012 all full time employees will be paid at the forty (40) hour rate.

- AA-5 Any bid, posting and/or bumping applies equally to thirty-two hour employees per Article 12.13 and 13.01 respectively.
- AA-6 Notwithstanding Article 17, overtime, at one and one half times (1.5 X) the hourly rate will be paid after forty (40) hours.
- AA-7 Notwithstanding Article 10, statutory holiday pay will be calculated by taking the average of the last twenty (20) days worked, not counting overtime, before the holiday.

APPENDIX "B"

JOINT LABOUR/MANAGEMENT CONSULTATION MEETINGS

Objective

Recognizing the community interest in the efficient and economical operation of the Company as well as the satisfactory working life for all employees affected by the work of this Committee and believing that the basis of good relations rests upon co-operation and good communications between the parties, the Management and members of the Union hereby agree to work together in the successful operation of a Joint Consultation Committee.

1. Purpose and Commitment

The purpose of the Consultation Committee is to provide the parties with an open forum of communications in order to better understand each other and to resolve problems and issues in an open exchange of ideas and views between Union and Management. The parties will use the Committee to look for opportunities to improve the working relationship between them and between the people they represent and to build a more effective working team.

2. Structure of Committee

For the Company

For the Union

Branch Manager

All Branch Stewards

Either party may request guests pertinent to subject matter.

3. Limitations

In order to have a frank and open discussion, the Committee shall have no authority to change, delete or modify any terms of the Collective Agreement, or to settle grievances arising under the Agreement. Committee discussions shall not be publicized except for those recommendations that have been mutually agreed upon.

4. Protected Environment

Members of the Committee shall be free to discharge their duties in an independent manner without fear that their individual relationships with the Company shall be affected by any participation by them in good faith in their representative capacities.

5. Agenda

The co-chairs will meet seven (7) days prior to each meeting to exchange agendas for that meeting. The items in the agendas will be listed in order of priority. The Company will arrange to have both agendas typed and distributed to Committee members prior to the meeting. Items

from the agendas will be discussed at the meeting on an alternating basis with the first item being taken from either the Company's or the Union's agenda, depending on which party is chairing the meeting. Items not addressed at a meeting may be re-proposed for the next meeting's agendas. Emergency items arising after the agendas are prepared can be entertained on the agreement of the parties at the outset of the meeting. An item on the agendas may be disposed of by referral to a more appropriate forum or cancelled, by mutual agreement of the parties. The Union Representative who will be responsible for proposing the next list of Union agenda items will be identified at the conclusion of each meeting.

6. Method of Keeping Minutes

Preparation of Minutes of each meeting will be the responsibility of the Branch Manager. Approval for distribution of the Minutes will be the responsibility of the Committee at the conclusion of each meeting. The Minutes will contain a description of the topic and the action agreed upon. The discussion of the merits of the topic is not a proper matter for inclusion in the Minutes. The Minutes will be circulated to all members of the Committee and signed by the Co-chairs prior to being posted on the bulletin boards within one (1) week following the Committee meeting.

7. Chair Responsibility

The Company and the Union will alternate in filling the Chair from meeting to meeting. The Chair will seek to keep the discussion on topic and ensure that each Committee member has a chance to have input on each item discussed. In general, the Chair will try to establish an open, flexible style of discussion on agenda items.

APPENDIX “C”

BID AND BUMP GUIDELINES

Regular full-time employees who work CIT Nights, CIT Days or Vault shall bid for positions within their respective department, in order of seniority, hours, shifts and days of work. The above employees may transfer out of their departments by job posting only.

- (a) Every six (6) months, the Employer will post a schedule of runs and assignments. Such runs and assignments will be grouped in one week blocks. Each block of runs or assignments which is posted, shall be described generally, showing the starting time, projected duration and crew compliments. The blocks will also designate which days in the week an employee will normally be scheduled off. The schedule, so posted, shall remain posted for a period of one week or seven calendar days to permit employees to study the schedule on which they will bid. Employees shall be assigned to their selected weekly blocks or assignments schedules on Monday closest to February 1st and August 1st of each year.
- (b) Approximately seven (7) days after the posting of such schedule, eligible full time employees will be called in order of seniority of their department classification (CIT days, CIT nights and Vault) and shall be given a 30 minute time limit in which they may bid for the block assignment of their choice. If an employee shall fail or refuse to make any bid selection within the time limit allowed, the employee shall be assigned a position, by management after all other employees have made their selection. A schedule of the approximate time that each employee will be called will be posted, prior to the date of selection. It is to be agreed upon that all involved employees will be readily available to be contacted, by phone, during the determined selection ‘window’. Employees who may be absent for any reason during the time when work selections are being made, shall have the responsibility to advise the employer of their selection by some appropriate means on a timely basis.

Other Conditions:

Once an employee has been assigned to a block of runs, that employee will normally remain on said block until the next general bid except:

- (a) Employees that demonstrate a personal reason for changing their bid shall be accommodated on compassionate grounds at the Employer’s discretion.
- (c) Start time changes of one (1) hour or more of a bid shift will allow the affected employees to bump less senior employees or choose to stay on the changed route.
- (c) In the event a run for which employees have bid shall be eliminated or two (2) or more runs merged together, the senior employees on the affected runs will have first rights to the new run or the option of bumping a less senior employee all others will follow the bump process.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

- (d) Special assignments may, at the election of the Employer, be assigned to junior employees, as is necessary, not necessarily involving bid runs.
- (e) Management, along with employees, who directly work in bid/run departments, shall form a consultation committee of not less than two employees, from each department. They have input into the formulation of bids/runs, timings, work involvement and days off, so that a fair system will be maintained. The employees will be chosen by their peers.
- (f) If the 'bidded' custodian of a run is absent, the following procedure will apply:

For sick/personal days-

The bidded driver of the run will become the custodian, during the absence.

For vacations, or other planned absence-

The bidded driver of the run will have right of first refusal, to take the custodian position. If declined by the driver, the custodian position will be filled with a qualified Part Time Floater.

For extended absence-

The bidded driver of the run will have right of first refusal, to take the custodian position. If declined by the driver, a re-bid, for the custodian position will take place.

- (g) Any Highway run, normally dispatched on a day that is recognized as a holiday, by the Company, and is therefore not dispatched on that day, may be rescheduled on another day in that week. The Company may, in such a case, split the crew of a Highway run, on the day that the 'holiday run' is rescheduled, to fill the required custodian shifts, on that day.

Furthermore, the Company may reduce the number of scheduled shifts, by one shift of as close to an eight hour duration as possible, within the two week schedule, of any employee scheduled off on a recognized holiday, in order to reduce the work week of the employee, and thereby reduce overtime. In determining the 'lieu day' priority will be given to qualifying shifts that occur at the beginning or the end of the employee's regularly scheduled day(s) off, unless otherwise agreed upon between the employee and management.

- (h) **Run Mergers**

All run mergers shall be posted and then follow the bump process.

- (i) **Refusal or Removal from a Run**

The Company may refuse assignment to a run which an employee has posted onto, for just cause, and once having assigned an employee to a run, may remove such employee

for just cause. The refusal or removal shall be subject to the grievance procedure.

2. **BUMP PROCESS**

- (a) Any employee losing their position due to a curtailment of work will exercise their seniority by bumping in order of seniority. Only employees bumped from their position shall be eligible to bump, providing the employee has the qualifications to perform all the required duties of the new position.
- (b) Providing that employees had advance notice of a bump, they will be given a designated time to bump and will have fifteen (15) minutes to decide their preferred position.
- (c) The junior overall employee bumped will have to take an available full-time position. If there are no full-time positions available, he will be subject to layoff or may bump a junior person on the overall seniority list within the bargaining unit.
- (d) Each bump will be documented and signed by the affected employees, the Union Steward and the Company Manager.

APPENDIX “D”

REMOTE EMPLOYEES

1. It is agreed and understood that the Company may employ and staff in any or all of the rural locations listed below and potentially employ people in other areas if business factors require.

Kingston, Nova Scotia
Digby, Nova Scotia
Yarmouth, Nova Scotia
Bridgewater, Nova Scotia

2. Retainer fees payable fully compensated for the following:
 - (a) Being available via pager to receive notification of emergency service and repair calls.
 - (b) Traveling to and from ABM machines to carry out emergency repairs and service calls.
 - (c) Performing necessary emergency repairs and service calls.
 - (d) Traveling to and from ABM machines to meet technical representatives.
 - (e) Waiting while technical representatives perform technical services, maximum 30 minutes per individual call.
 - (f) Mileage charges relating to any business travel required to carry out the above service.

NOTE: If technical calls exceed 30 minutes in duration, additional time will be paid at \$2.90 for each complete block of 15 minutes.

3. All remote employees shall be entitled to file grievances according to the grievance and arbitration procedures of this Agreement.
4. Remote staff required to use their own vehicle for work “outside the retainer work” will be paid \$0.32 per kilometer. Staff will further be paid the hourly full-time rate as per the contract for such work “outside the retainer work”.
5. Remote staff shall receive the medical and hospital service plan as per Article 15.01 as well as dental plan per Article 15.01, felonious assault insurance as per Article 15.02 (a) and (b) and to participate in the Company Pension Plan as per Article 15.11.
6. The Company shall provide cellular phones and/or pagers as required.
7. The remote employees will be entitled to leaves of absence as per Article 14.

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

8. Remote employees are covered by this Appendix as well as the Collective Agreement, where specified.
9. Should the Company wish to establish new remote locations, due to customer requirements and/or demands, such locations will be covered under this Appendix. If new remote locations are established that will affect the present locations, those employees will have first chance at those positions.
10. All employees will be paid Statutory Holidays in Article 10. Holiday pay will be computed in the following manner – Employees will receive the normal retainer fee for the week in which the Statutory Holiday falls. No additional payments or in Lieu Time will be awarded.
11. All employees shall keep their years of service from their employment with Pinkertons but can only be used for the purpose of promotions or to be hired to full-time status.
12. All remote employees will be entitled to Health and Safety provisions as outlined in Article 20.
13. All employees receive their vacation pay as set out in Article 11.
14. All remote employees shall receive their vacation as set out in Article 11.
15. All remote employees shall receive eye coverage as per Schedule 1.

Backup Remote Employees

1. The purpose of backup remote employees helps to provide relief for the primary remote employees.
2. Seniority for backup remote employees shall be for the purposes of promotion or to hire to primary position.
3. Backup remote employees will be paid one seventh (1/7th) of the weekly retainer for each day they provide relief.

Backup Remote Employees will:

4. Receive vacation pay as determined under the Canada Labour Code and such vacation pay shall be paid on the backup remote employee's normal pay.
5. Be entitled to file grievances according to the grievance and arbitration procedure of this Agreement.
6. Be provided with felonious assault insurance as per Article 15.02 (a) and (b).
7. Be entitled to Health and Safety provision in Article 20.

APPENDIX “E”

ON-CALL PROCEDURE

E-1 Stand-by pay of \$2.00 per ON CALL hour will be paid to all employees scheduled in an ON CALL shift. However, the wages earned, as a result of being called into work, will be subtracted from the stand-by pay, to an extent not to reduce the total stand-by pay, for that shift, to less than \$14.00. The Stand-by pay of \$2.00 per on call hour will be increased by fifteen (\$0.15) cents in each year of the Collective Agreement as in the grid below:

| Current | At Ratification | Nov. 1, 2008 | Nov. 1, 2009 | Nov. 1, 2010 | Nov. 1, 2011 |
|---------|-----------------|--------------|--------------|--------------|--------------|
| \$1.75 | \$2.00 | \$2.15 | \$2.30 | \$2.45 | \$2.60 |

E-2 (a) Any ON CALL that has to be responded to after twelve o'clock midnight (12:00 a.m.) but before six o'clock (6:00 a.m.) shall be paid one and a half (1 1/2) times the regular hourly rate.

(a) Any call that has to be responded to between twelve o'clock midnight (12:00 a.m.) and six o'clock (6:00 a.m.) shall receive a three (3) hour minimum. With any three (3) hour minimum (after 12:00 o'clock midnight) all employees shall be paid for all three (3) hours regardless of how long the call is and shall not be required to work what is left of the hours remaining.

E-3 Any employee scheduled in an ON-CALL shift on Christmas Day shall receive stand-by pay of \$3.50 per stand-by hour. This pay will not be reduced in any way, by the wages earned for responding to calls during this day only.

E-4 No employee will be scheduled ON CALL for more than three (3) consecutive shifts of fifteen (15) hours.

SCHEDULE 1

SUMMARY OF WELFARE BENEFITS

Benefits for Full Time Bargaining Unit Employees

Benefit Summary

This summary describes the principal features of the group benefit plan sponsored by G4S Cash Services (Canada) Ltd., but the Group Policy Documents issued by the applicable insurance company are the governing documents. If there are variations between the information in this summary and the provisions of the policies and plan documents, the policies and plan documents will prevail. Please refer to your Employee Benefit Booklet for full benefit coverage details and descriptions.

Employee Life Insurance 125% of annual earnings to a maximum of \$40,000

Basic Accidental Death and Dismemberment Insurance 125% of annual earnings to a maximum of \$40,000

Short Term Disability Income Benefits

Waiting Period

Injury No waiting period

Disease 3 days

Maximum Benefit Period 26 weeks

Amount 70% of your weekly earnings to a maximum benefit equal to the maximum weekly payment under the Employment Insurance Act for the first 15 weeks and \$300 per week maximum thereafter

*** Long Term Disability Income Benefits**

All eligible active members are covered for 70% of monthly earnings rounded to the nearest dollar up to a maximum of \$1,300 per month. Benefits are offset by the amounts you receive under WSIB only. The waiting period is 26 weeks from the date of disability. The benefit is payable to age 65. There is an all-source maximum which is 85% of your gross pre-disability earnings.

* The premium for this benefit is paid by each employee.

Healthcare

Deductibles

Individual \$25 each calendar year

Family \$50 each calendar year

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

The individual and family deductibles do not apply to Visioncare In-Canada Prescription Drugs and In-Canada Hospital expenses

Reimbursement Levels

| | |
|--|------|
| In-Canada Hospital and Visioncare Expenses | 100% |
| All Other Expenses | 80% |

Basic Expense Maximums

| | |
|--|---|
| Hospital | Semi-private room |
| Home Nursing Care | \$10,000 every 3 consecutive calendar years |
| In-Canada Prescription Drugs | Included |
| Drugs Used To Treat Erectile Dysfunction | \$1,000 each calendar year |
| Dispensing Fee Limit | The covered expense for the dispensing fee portion of a prescription drug charge is limited to \$6.00 |
| Smoking Cessation Products | \$125 lifetime |
| Fertility Drugs | \$6,000 lifetime |
| Custom-fitted Orthopedic Shoes | \$250 each calendar year |
| Custom-made Foot Orthotics | \$200 every 2 calendar years, \$200 each calendar year for dependents under 18 years |
| Myoelectric Arms | \$10,000 per prosthesis |
| External Breast Prosthesis | 1 every 12 months |
| Surgical Brassieres | 2 every 12 months |
| Mechanical or Hydraulic Patient Lifters | \$2,000 per lifter once every 5 years |
| Outdoor Wheelchair Ramps | \$2,000 lifetime |
| Blood-glucose Monitoring Machines | 1 every 4 years |
| Transcutaneous Nerve Stimulators | \$700 lifetime |
| Extremity Pumps for Lymphedema | \$1,500 lifetime |
| Custom-made Compression Hose | 4 pairs each calendar year |
| Wigs for Cancer Patients | \$200 lifetime |

Paramedical Expense Maximums

| | |
|---------------------------------|--------------------------|
| Chiropractors | \$300 each calendar year |
| Physiotherapists | Unlimited |
| Podiatrists | \$300 each calendar year |
| Naturopaths | \$300 each calendar year |
| Osteopaths | \$300 each calendar year |
| Psychologists | \$300 each calendar year |
| Speech Therapists | \$300 each calendar year |
| Massage Therapists | \$300 each calendar year |
| Christian Science Practitioners | \$300 each calendar year |

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

Visioncare Expense Maximum

Glasses and Contact Lenses \$200 every 24 months

Lifetime Healthcare Maximum Unlimited

Dentalcare

Payment Basis The dental fee guide in effect in your province of residence on the date treatment is rendered

Deductible Nil

Reimbursement Levels

Basic Coverage 100%

Major Coverage 50%

Accidental Dental Injury Coverage 80%

Plan Maximum Unlimited

Please Note: Orthodontic treatment is not covered

COMMENCEMENT AND TERMINATION OF COVERAGE

Full-Time Employees

You are eligible for

Life Insurance and Healthcare after 30 days of continuous employment,

Short Term Disability after 90 days of continuous employment, and

Dentalcare on the first day of the month coinciding with or next following the date you complete 3 months of continuous employment.

Survivor Benefits

If you die while your coverage is still in force, the health and dental benefits for your dependents will be continued for a period of 2 years or until they no longer qualify, whichever happens first.

SCHEDULE 2

SUMMARY OF COMPANY DEFINED BENEFIT (DB) PENSION PLAN

Everyone hopes to enjoy a reasonable standard of living during their retirement years. This private Company Defined Benefit (DB) Plan, which is wholly paid for by the Company, is designed to make a significant contribution to your personal retirement planning. It is intended to supplement your personal retirement savings, registered retirement savings plans, Canada Pension Plan and Old Age Security benefits.

The following is a summary for general purposes only; for specific terms of the Plan, reference should be made to the actual Plan itself - copies of which are available from the Plan Administrator at **365 Bloor Street East, Suite 400, Toronto, ON.**

1. Eligibility

All employees of a Company or of a designated group within a Company not covered by another Company sponsored pension plan are eligible to participate. Employees who were members of the plan at December 31, 1986 continue to participate. New employees hired after 1986 and employees otherwise not covered at December 31, 1986 become members as follows:

- a) full-time employees join after 24 months of service.
- b) other employees join at the later of:
 - (i) 24 months of service; and
 - (ii) the first day of the calendar year after the employee's earnings exceed 35% of the Year's Maximum Pensionable Earnings (YMPE) under the Canada Pension Plan for two consecutive calendar years after 1984.

2. Contributions

You are neither required nor permitted to make contributions to this pension plan. The Company contributes such amounts as are required to provide the benefits. The Company's contributions are not less than those necessary to meet the requirements of the Pension Benefits Standards Act, 1985.

3. **Credited Service**

Service is credited while you are a member of plan. For service prior to 1987, credited service is calculated as one (1) year for each calendar year in which you were credited with 1800 or more employment hours, with pro-rate credit being given for the year of entry. For service after 1986, service is credited based on your actual period of employment (while a member).

4. **Normal Retirement**

Normal retirement is age 65. If you were born on the first day of the month, your normal retirement would be your 65th birthday, otherwise, your normal retirement date would be the first day of the month next following your 65th birthday.

5. **Early Retirement**

You may retire at or after age 55, if you have completed 2 or more years of credited service. Your retirement benefit will be reduced by 5/9 of 1% for each full month (6.7% per annum) that your early retirement date precedes your normal retirement date. This reduction will be waived on retirement where termination of employment takes place after age 60, provided you have completed at least 15 years of credited service under the plan. Alternatively, if you do not have 15 years of credited service, but have at least 10 years, or if you terminate your employment before age 60 (but after age 55), the 5/9 of 1% reduction per month below age 65 will be reduced to 1/3 of 1% per month (4% per annum).

The following table provides examples of the adjusted benefit that would be payable at various early retirement

Percentage of Normal Retirement Benefit

| | Early Retirement | If Age 60 With 15 Years | If Age 55 With 10 Years |
|------------|-------------------------|--------------------------------|--------------------------------|
| Age | Unrestricted | Years | Years |
| 64 | 93.3 | 100% | 96% |
| 63 | 86.7 | 100% | 92% |
| 62 | 80.0 | 100% | 88% |
| 61 | 73.3 | 100% | 84% |
| 60 | 66.7 | 100% | 80% |
| 59 | 60.0 | N/a | 76% |
| 58 | 53.3 | N/a | 72% |
| 57 | 46.7 | N/a | 68% |
| 56 | 40.0 | N/a | 64% |
| 55 | 33.3 | N/a | 60% |

6. Amount of Retirement Benefit

At your normal retirement date, you will receive an annual retirement benefit, payable monthly, equal to:

1% of your Final Average Salary below the average YMPE,
Plus
12% of your Final Average Salary that exceeds the average YMPE,
for each year of Credited Service.

The 1% rate in the above formula is increased to 13% for each year of credited service after January 1, 1990.

The "average YMPE" means the average of the Year's Maximum Pensionable Earnings under the Canada/Quebec Pension Plan for the same years used to calculate your Final Average Salary. "Final Average Salary" means the average of your earnings in the five consecutive calendar years of highest earnings during the 10 calendar years immediately preceding September 1, 2004.

For purposes of the pension plan, earnings means the basic annual rate of pay, i.e. excluding overtime and other additional amounts.

The earnings and service figures are modified for non full-time employees to ensure consistent treatment between part-time and full-time service in calculating benefit amounts.

The following example shows how the normal retirement benefit would be calculated for a hypothetical employee earning \$36,000 in 1991 (when the YMPE is \$30,500), assuming that these figures do not change until his retirement:

| | | | |
|------------------------------|-----------------------|-----------------------|----------|
| Hire Date | January 1, 1980 | | |
| Birth Date | January 1, 1940 | | |
| Normal Retirement Date | January 1, 2005 | | |
| Credited Service | 10 years to 12.31.89 | | |
| | 15 years after 1.1.90 | | |
| | 25 years in total | | |
| Final Average Salary (FAS) | \$36,000 | | |
| Average YMPE | \$30,500 | | |
| 1% of FAS below YMPE | 1% of \$30,500= | \$305.00 | |
| 13% of FAS below YMPE | 13% of \$30,500 | = | \$381.25 |
| 12% of FAS in excess of YMPE | 12% of \$ 5,500 | = | \$ 82.50 |
| Benefit calculation | = | \$305.00 x 10 years | |
| | | + \$381.25 x 15 years | |
| | | + \$ 82.50 x 25 years | |
| | = | \$10,831.25 per year | |
| | = | \$ 902.60 per month | |

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

Therefore, the pension at normal retirement for this employee would be \$902.60 per month. At age 65, you will also receive benefits from the government sponsored retirement plans. The Canada/Quebec Pension Plan currently pays a maximum monthly pension of \$604.86 and Old Age Security currently pays a maximum of \$354.92 per month (January, 1991 benefit amounts).

Please note that certain minimum benefit may be payable from the Company plan if you participated in the former plan(s) prior to January 1, 1984.

7. **Normal and Optional Form of Pension Payments**

The normal form of pension payments is a pension payable for your lifetime, subject to a guarantee that at least 120 monthly payments will be made. In other words, if you should die before receiving 120 pension payments, your beneficiary will continue to receive the monthly pension payments for the balance of the 120 months.

However, if you are married or party to a common-law relationship at the date of your retirement, Federal pension laws require that the pension be paid in a form which continues to your spouse after your death, for the rest of his/her life, in an amount not less than 60% of the pension you were receiving. Your initial pension will be reduced on an actuarial basis to reflect this requirement. Your spouse may waive his/her rights to this entitlement by completing a prescribed form, in which case you may receive the pension in the normal form.

8. **Termination of Employment Before Retirement**

If you have less than 2 years of credited service, no benefits are payable. If you have 2 or more years of credited service, you will be entitled to a pension at age 65, based on your credited service.

If you are below age 55 at the time of termination of your employment, you may elect to have your pension cancelled, and in lieu thereof to transfer the value of that pension to:

- your new Company's pension plan, provided that plan is willing to accept such a transfer; or
- a "locked-in" RRSP ("locked-in" means that it cannot be cashed out and must be used to provide a lifetime pension); or
- to purchase an immediate or deferred lifetime annuity.

Under certain very limited circumstances prescribed under the Federal pension laws, in the case of small pensions, the Plan will pay you a cash settlement of the full value of your pension credits, in lieu of a deferred pension, and in full settlement of your rights under the Plan. Currently (for terminations in 1991), pensions of less than \$50.83 per month will be paid out in cash.

Where the pension exceeds the above limit for cash settlements, but its value remains below another prescribed limit (currently \$5,000), the Company may require that you transfer the value of your pension to one of the arrangements described above, in full settlement of your rights under the Plan.

If your employment is terminated and you subsequently rejoin the Plan at some later date, you will be treated as a new member for all purposes of the Plan and your prior and new periods of service will not be combined for purposes of determining eligibility for membership or benefits, or for calculating amounts of benefits.

9. **Total Disability**

If you become totally and permanently disabled prior to your normal retirement date, you will continue to accrue credited service while you are receiving benefits from a disability plan provided by the Company. When such disability benefits cease, you will be deemed to be terminated and your pension entitlements, if any, will be determined at that time.

10. **Death Before Retirement**

Under certain conditions, benefits may become payable to your spouse if you die before retirement. Death benefits are not payable if:

- (a) you are not vested, or
- (b) there is no surviving spouse at your death.

Death benefits may become payable if:

- (a) you are vested, and
- (b) there is a surviving spouse at your death, as follows:
 - (i) if you die before age 55, your spouse is entitled to the value of the pension you had earned to the time of death, for service after 1986
 - (ii) if you die after age 55, your spouse is entitled to the 60% survivor portion of the pension as described earlier, calculated as follows:
 - based on your credited service after 1986 only,
 - reduced for early retirement as if you had retired just before you died, and
 - reduced for the 60% "optional" form of pension.

Where a benefit is payable to a spouse, it shall first be reduced by any group life insurance payable to the spouse, that is paid for by Company premiums.

For purposes of the above, you are "vested" if you have completed two or more years of credited service.

Under the Federal pension legislation, a spouse means

Canada Council of Teamsters and G4S Cash Services, Nova Scotia

- (a) if there is no person described in paragraph (b), a person who is married to the member or former member or who is party to a void marriage with the member or former member, or
- (b) a person of the opposite sex who is cohabiting with the member or former member in a conjugal relationship at the relevant time, having so cohabited with the member or former member for at least one year."

11. **Death After Retirement**

The benefit payable will depend on the type of retirement option that you may have elected. The normal and optional forms are discussed in a previous paragraph.

12. **Administration of Plan**

The plan is administered by a group of trustees comprising employees of the Company and independent persons who are Canadian citizens.

13. **Integration with RRSP**

The benefits payable from this plan are in addition to retirement benefits you may receive from other sources. However, the amount you can contribute to your personal Registered Retirement Savings Plan (RRSP) is affected by your participation in the Company Defined Benefit (DB) pension plan. Starting in 1991 the Company will report a "pension adjustment" (PA) on your T4 slip each year. This PA is an amount that is based on the pension that is deemed earned in the plan during the year; it is calculated according to a complex formula by steps described in the Income Tax legislation. Your total RRSP contribution limits are inclusive of the PA's deemed under the Company's plan. Also starting in 1991, the Government will assist in calculating your RRSP limits for you and will provide you with this information late each year, based on your T4's and tax return for the year.

14. **Claims or Questions**

All claims or questions should be referred to the Plan Administrator who may be contacted at 365 Bloor Street, Suite 400, Toronto, ON.

LETTER OF UNDERSTANDING

BETWEEN

CANADA COUNCIL OF TEAMSTERS

AND

G4S CASH SERVICES (NOVA SCOTIA)

Effective May 1, 2008 the health and welfare plan will include Long-term Disability (LTD) coverage for each full-time employee. Coverage will be 70% of monthly earnings, rounded to the nearest dollar to a maximum of \$1,300 per month or 85% of your pre-disability take-home pay, whichever is less. The waiting period is 26 weeks. Please refer to your employee benefit booklet for full details regarding this coverage.

The disability insurance premiums for this benefit will be paid for by each applicable employee. Since employees pay the full cost of the Long-term Disability contributions, benefits received are exempt from income tax.

The amount of employee paid disability insurance premium is dependent upon the exact amount of coverage in place, which is based on each employee's current annualized earnings as well as the insurance company's required premium rate. This premium cost will be deducted from each full-time employee's pay on the first pay of each month. Employees absent for any reason, other than long-term disability are still responsible for payment of these premiums.

Both parties agree to meet in the future to discuss the health and welfare benefits program. This discussion may include but is not limited to: current level of benefits, Company provider in comparison with Union provider, and cost improvements.