

BRITISH COLUMBIA

MEMORANDUM OF AGREEMENT made this day of ,2004.

BETWEEN: **ROBYN'S TRANSPORT AND DISTRIBUTION SERVICE LTD.**

(hereinafter called the "Company")

OF THE FIRST PART

AND: **TEAMSTERS LOCAL UNION NO. 31**

(hereinafter called the "Union")

OF THE SECOND PART

Gender: **Wherever the use of the male gender is used herein, it shall also apply to the female gender where applicable.**

ARTICLE 1

Section 1 - Recognition

It is recognized by this Agreement to be the duty of the Union, the Company or its bargaining agent and the employees to fully co-operate individually and collectively, for the advancement of conditions.

Section 2 - Union Co-operation

The Parties agree at all times as fully as it may be within their power to further the Interests of the industry.

ARTICLE 2

Section 1 - Certificate of Bargaining Authority

The Company agrees to recognize the Union as the sole bargaining agent for:

- (a) employees and categories of employees referred to in the Certificate of Bargaining Authority held from time to time by the Union, and**
- (b) all dependent contractors and owner/operators employed by Companies signatory to this Agreement in the work categories falling within the area of jurisdiction of this Agreement.**

Section 2 - Bargaining Authority

All members of the Union shall receive a copy of this Agreement which is binding upon the bargaining authority and every employee in the unit for which the Union has been certified or where no certification exists as recognized by this Agreement. The Union shall be responsible for the printing of these Collective Agreements and the Company will distribute such agreements so that each and every employee of the Company will receive a copy.

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ARTICLE 3**Section 1 - Posting of Agreement**

The **Company will provide a bulletin board** in each Company **lunchroom** or dispatch area **for the posting of this Agreement and for such notices as the Union or Company may from time to time wish to post.** The said Union notices **shall be posted and signed by an elected or appointed officer or other authorized representative of the Union.**

Section 2 - Check-off

Each new employee and owneroperator when hired by **the Company will be informed by the Company that he is to contact the Union office or shop steward for the purpose of becoming a Union member and signing the authorization card authorizing the Company to deduct from his earnings union initiation fees, union dues and/or other assessorial charges as levied against him in accordance with the constitution and bylaws of the Union of which he is a member and so indicated on the monthly or quarterly check-off list as provided by the Union to the Company. The Company shall remit same to the Union not later than (15) days from the date that the Company receives the Union's invoice for remittance.**

Section 3 - Union Shop

Every **employee** of the Company covered by this **Agreement shall be a member of the Union in good standing during the whole of the term of this Agreement as a condition of employment with the Company, save as hereinafter expressly provided.**

When additional employees are required within an area which **is** serviced by a permanently established and operating Union Hiring **Hall**, the Company **may** give the Union **first** opportunity to supply suitable members for employment. **In the event the Union is unable to supply suitable persons and the Company hires a person who is not a member of the Union, the Company must contact the appropriate Union office before the person commences work or else the Company will remove such person from the job at the request of the Union.**

When additional employees are required within an area which **is not serviced by** a permanently established and operating Union Hiring **Hall**, the Company **may extend first opportunity to Union members who meet the Company's requirements and who apply for employment or have been referred to the Company.**

In the event that a person, not a member of the Union, is taken into employment by the Company, such person shall make application to join the Union and if approved by the Union shall join the Union within three (3) days of his hiring and shall be added to the checkoff list forthwith. In the event the person is not approved such person shall be replaced forthwith.

The Company shall furnish to the appropriate Union area office designated in writing by the Union a list of new employees taken into employment by the Company, showing the location of their employment within seven (7) calendar days of their being hired.

Section 4 - Union Security

- (a) Every motor vehicle and every piece of mobile equipment **used** by the Company, categories of which are set out in Appendix "A", whether by the Company or **leased** by the Company, **shall**

be operated by a member of the Union. In the hiring of equipment on any basis, the Company shall ~~first~~ make every effort to obtain equipment ~~operated~~ by a member of the Union from a company signatory to this Agreement.

The Company agrees that where ~~leased or hired~~ equipment ~~is~~ used, such equipment shall only be used or hired from companies, individuals ~~or firms~~ whose employees are covered by Collective Agreement with Teamsters Local Union No. 31. If it ~~becomes~~ necessary for the Company to dry lease equipment, said equipment shall be ~~operated~~ by ~~members of the~~ Teamsters Local Union No. 31.

- (b) All ~~storing~~ and handling of merchandise ~~or other~~ goods or materials shall be carried on by Company employees, members of the Union, ~~categories~~ of ~~which~~ are set out in Appendix "A", where ~~such work is~~ under the control of the Company.
- (c) Wherever physically possible and where ~~such work~~ is under the control or direction of the Company, all equipment shall be loaded and unloaded by the employees ~~of~~ the Company, members of the Union. The practice ~~of~~ loading and unloading equipment by other than employees of the Company where such work is under the control ~~or~~ the direction of the Company.
- (d) The Company agrees ~~not to contract out~~ any work normally performed by employees covered by this Agreement if any employee is ~~or~~ lay-off for lack of work at the time such contracting out ~~is~~ introduced or if the contracting out would cause the lay-off of any employee.
- (e) Provided capable employees are available, all suitable equipment must be in use before additional equipment can be leased ~~or~~ hired.
- (f) Where physically possible and where such work is under the control and direction of the Company, the stripping and loading of containers shall be done by ~~members of the~~ Union, except where otherwise mutually agreed.

ARTICLE 4 DEPENDENT CONTRACTORS

Section 1 - Definition

A ~~dependent~~ contractor (which ~~for~~ the purposes herein, shall include owner/ operator) is the owner and/or purchaser and, ~~except~~ as permitted herein the exclusive operator of equipment supplied for the Company's ~~services~~ pursuant to this article and appendix "C".

The title to the equipment shall be in the name of the Company for registration and licensing purposes only, and the Company has no financial interest other than as required by the Motor Carrier Act.

Section 2 - Retaining Services

The Company may engage the services of dependent contractors provided the following conditions are complied with.

- (a) Dependent Contractor's Agreement, as provided in appendix "C" attached hereto and forming part of this Agreement, ~~is~~ entered into between the Company and the dependent contractor prior to the dependent contractor performing any services for the Company and,

in respect to those dependent **contractors** now engaged by the Company **not** later than fifteen (15) days following **the** signing of this Agreement. Signed copies of appendix "C" **shall** be **forwarded** to the Union **forthwith**.

- (b) The dependent contractor **shall** become and remain a member of the Union in accordance with article 3, sections 2 and 3 herein. **He shall** be identified on a checkoff list as a dependent contractor.
- (c) A **separate** seniority **list** shall be posted at the terminal showing **the** names and **truck** numbers of **all** dependent contractors. A copy of such list shall be **forwarded** to **the** Union forthwith in accordance with article 7, section 7.
- (d) The dependent contractor **shall** personally and exclusively operate the equipment supplied pursuant to this agreement with the Company, excepting **that** such **equipment** shall be operated by an **employee** of the Company in instances where **the** equipment **requires** more than one **operator** and **upon the** request of the dependent contractor in instances where **the** dependent contractor is absent because of vacations, **illness**, accident **or on** leave of absence for **reasons** acceptable to the Company. **On written** demand from **the** Union the Company must produce proof of ownership **or** equipment lease **agreement** by **said** dependent contractor.

Section 3 - Increases, Decreases in Services

- (a) The Company agrees to maintain their current **base** of company equipment (two city tractors). Said equipment **to** be operated **on** a daily basis.
- (b) In the application of (a) of this section **the** branch **shall** be defined as follows:
 - (i) in cartage operations - all terminals or operations **within** a particular city;
 - (ii) **all** reductions or **additions** of equipment shall be made **as follows**: City cartage truck for truck as **mutually** agreed between **the** Company **and** the Union.
- (c) The Company **shall** not **engage** the service of a dependent contractor to replace or **displace** any regular employee.
- (d) Companies with no dependent contractors would establish their differential as of the **date** of **the** first dependent contractor **hired**.

The Company after establishment of the **said** base fleet relationship may **hire** additional owner/operators for an agreed term to provide services **over** and above the capacity of **the** established fleet. **It is** understood this additional work will not be derived from **work** presently being performed by company driver **employees**.

All dependent contractors **shall** be bound by the maximum **hours** of work as **prescribed** by Labour Canada **in the** Safety Code and/or the U.S. Department of Transport and **this** **Collective** Agreement, and proof of failure to abide by such **hours** of work **shall** be grounds for such Company to be **denied** the use of **dependent** contractors as contained in this Collective Agreement and **the** Parties **shall** have recourse to the grievance procedure in this Collective Agreement in this matter,

Section 4 - Company Not Lessor

Under no circumstances shall the **Company** or a subsidiary or representative of the **Company**, either directly or indirectly, be a lessor, vendor or seller of equipment to a dependent contractor, nor shall the **Company** directly or indirectly specify a lessor of equipment to a dependent contractor as a condition of entering into an agreement with a dependent contractor,

Section 5 - Industry Standards

- (a) All Parties to the Agreement will exert every legal and ethical effort, individually and collectively, to promote the standards set forth in the foregoing and as contained in appendix "C", in every instance where the services of dependent contractors are utilized within the industry.
- (b) The dependent contractor and the Company must conform to not less than the minimum standards and practices as established by this Agreement regarding monetary compensation, hours of work and general working conditions.

Section 6 - No Mandatory Source

Under no circumstances shall the Company, directly or indirectly specify a mandatory source of fuel, tires, maintenance or insurance to be used by a dependent contractor as a condition of entering into a contract with a dependent contractor.

ARTICLE 5

Section 1 - Regular Employee

A regular employee shall be considered as such an employee of the Company when:

- (a) he has completed his probationary period;
- (b) he makes himself available to the Company for full time employment;
- (c) he has no other outside employment, except: where such employment may be specifically permitted under the provisions of this Agreement;
- (d) it shall not be a cause for discipline or discharge for an employee to seek and/or accept gainful employment while on lay-off, provided the employee complies with sub-section (b) herein;
- (e) when a Company tries to contact any regular employee who is either on lay-off in excess of two weeks or has failed to report for duty within twenty-four (24) hours of contact, and cannot be contacted by telephone regarding his availability for employment, the Company will then make final contact by registered mail, with copy to the Union. Failure to then contact the Company with sufficient justification may then constitute grounds for dismissal.

Section 2 - Regular Part-time Employee

A regular part-time employee shall be considered as such an employee of the company when;

- (a) he makes himself available to the company for regular part-time employment;

(b) is employed for less than thirty (30) hours per week on a continuing basis;

(c) will be given first opportunity to qualify as a regular fulltime employee as openings become available.

A regular part-time employee shall not be used to deprive regular fulltime employees of their hours of work.

Section 3 - Casual Employees

A Casual Employee shall:

- (a) be hired on an incidental and temporary basis to provide for additional manpower;
- (b) not be used to deprive any of the regular employees conditions of this collective agreement.
- (c) May be hired from the Teamsters Dispatch hall.

ARTICLE 6

Section 1 - Conflicting Agreements

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

Section 2 - Transfer of Company Title or Interest

This Agreement shall be binding upon the Parties hereto, their successors, administrators, executors and assigns. In the event an entire business or any part thereof is sold, leased, transferred or taken over by sale, transfer, lease, assignment, receivership or bankruptcy proceedings, such business or any part thereof shall continue to be subject to the terms and conditions of this Agreement for the life thereof. The Company shall notify the Union in writing, not later than the effective date of the fact of any sale, transfer, lease, assignment, receivership or bankruptcy proceeding, not including financial arrangements thereof.

Section 3 - Protection of Conditions

It shall be a violation of this Agreement for the Company to require that an employee purchase truck, tractor and/or tractor and trailer or other vehicular equipment or that any employee purchase or assume any proprietary interest or other obligation in the business as a condition of continued employment.

ARTICLE 7

Section 1 - Seniority

Seniority shall be maintained in the reduction and restoration of the working force, providing the senior man is capable of performing the remaining job or jobs.

Section 2

All new jobs and vacancies are subject to seniority and shall be posted promptly for seven (7) days in a conspicuous place at all terminals, stating starting time, job description and location. All regular employees shall be entitled to bid on such postings and the Company shall designate, on the original posting, the successful bidder within three (3) working days of the closing date of the posting. Any regular employee absent by reason of accident, sickness or vacation, shall have the opportunity to bid on such job posting or vacancy within three (3) days after he returns to work, provided he is capable.

Provided the employee is capable and is given the opportunity to demonstrate his capability, seniority shall prevail in the appointments to new jobs or vacancies and, except by mutual agreement of the Parties hereto, for the purpose of shift preferential on established shifts. Starting times preference shall be given to senior employees on established shifts and operators of mobile equipment will be given this preference wherever practical, Except where a job or shift has been discontinued, there will be no job or shift bumping privileges. Senior employees shall be given preference to fill vacancy on differential rated equipment if qualified.

Section 3

In all areas, seniority shall be branch wide and the branch will include all terminals or warehouses in a particular city and there may be two (2) separate groups.

Group #1: All employees employed in city warehouse pickup and delivery.

Group #2: Owner operators employed in the city Warehouse, pick up and delivery.

When an employee is laid-off for lack of work, he will then have the right to fill, if qualified and capable in all respects, provided he has been given the opportunity to demonstrate his capability any position to which his seniority will entitle him.

Section 4 - Probationary Period

All newly hired employees shall be considered as probationary employees for the first sixty (60) calendar days. There shall be no responsibility on the part of the Company in respect of the employment of probationary employees should they be laid-off for lack of work or discharged during the probationary period. However, the Company shall inform the probationary employee as to whether he has been discharged or laid-off and the reasons therefor with written notification to the Union Dispatcher.

Upon the conclusion of any sixty (60) calendar day period during which a probationary employee has worked two hundred and forty (240) hours, the employee's name shall forthwith be placed on the regular employees' seniority list, effective from the first day of employment of the sixty (60) calendar day period, and the employee shall be entitled to all rights and privileges as provided in this Agreement with the exception of those as specified, i.e. Health and Welfare provisions,

Section 5

If, as and when terminals are closed down or partially closed down or amalgamated or moved to another location, the seniority of such employees shall immediately become a subject of discussion and failure of the Parties to agree may be submitted to the grievance procedure hereinafter provided for a final decision,

Section 6

Casual/part-time employees will not be used to deprive any of the regular employees the conditions of this Agreement.

Section 7

The Company will post and maintain seniority listings. Such up-to date listings will be posted as of January and July of each year. Copies of current lists will be provided to the Union. Such lists to state starting date of employee.

Section 8

When an employee's employment is terminated by the Company for proper cause or he leaves by his own choice, he will automatically be struck from the seniority list. If an employee on his own volition obtains a withdrawal card from Local 31 he shall be struck from the Company seniority list.

Section 9

In the event that the Company purchases a business or any part thereof, the employees of which are covered by a Collective Agreement with a Local Union of the International Brotherhood of Teamsters, the seniority of such employees shall be computed from the date that they respectively first become employees of the business aforesaid.

Section 10

Any employee who has been on lack of work lay-off for one year or more shall be removed from the seniority list and the Company shall be under no further obligation to such employee except in the case where a lay-off is a direct result of a labour dispute involving another company or when the laid-off employee has accrued five (5) years or more seniority in which case seniority will be carried for eighteen (18) months.

Section 11 - Leave of Absence

Workers covered under this collective agreement who have completed one calendar year of service may:

- (a) (i) When the requirements of the Company's services will permit any employee hereunder upon written application to the Company with a copy of said application to the Union may, if approved by the Company, be granted a leave of absence in writing (with a copy to the Union) for a period of thirty (30) calendar days.

Upon six (6) months prior notification an employee may request every three (3) years and may be granted up to thirty (30) days leave of absence in conjunction with his holidays. When considered by the Company approval or rejection is to be given in writing with a copy to the Union within thirty (30) calendar days and if approved such approval may not be withdrawn except by mutual consent of the employee and the Company. Under such leaves the employee will retain and accrue seniority only.

- (ii) Such leave may be extended for additional periods of thirty (30) calendar days when approved by both the Company and the Union in writing and seniority will accrue

during such extensions.

- (iii) Any **employee** hereunder on leave of absence **engaged** in gainful employment without prior written **permission** from both the Company and the Union shall **forfeit** his seniority **and** his name will be stricken **from** the seniority list and he will no longer be considered as an **employee** of the Company.
 - (iv) **If** an **employee**, employed in a classification requiring a drivers license, suffers the revocation of his **drivers** license, he will be **re-classified** provided he is **capable** and work is available and **such work will not result** in the bumping of regular employees. **If** such employee cannot be re-classified, the Company **may** grant a **leave of absence** to such an employee who **has** suffered a revocation of his drivers license of up to twelve (12) months duration in writing with a copy to the Union. The **employee** may only **take** advantage of this section **once** while **in** the **employ** of the Company.
 - (v) Any **employee** requesting **leave** of absence **for** Compassionate reasons shall not be unreasonably denied such **request**.
 - (vi) If a regular employee for certified **health** reasons is unable to perform the work in his regular **job**, he will be re-classified according to his **seniority** and capability to perform work in **another classification** if it exists within the Company. The **employee** **must provide** a **valid** medical opinion of his physical **and/or** mental ability to perform the new **job** in accordance with the provisions of this Agreement as it relates to Company required **medical** examinations.
- (b) When an employee within the bargaining unit covered by this Agreement receives **leave** of absence in writing with a copy to the Union to take a **position** within the Company which is **beyond** the sphere of the bargaining unit, he may retain his seniority **for** a **maximum** of ninety (90) calendar days within the bargaining unit.

The starting date of such an appointment shall **be posted** in the terminal. **Notice** shall be given to the Union in writing **prior to** the employee leaving the bargaining unit for any period of time. During this **leave** of absence such employee shall continue to be covered by the Health and Welfare.

Employees who have been granted such a **leave** of absence **must** remain a member of the Union and be **covered** under all benefits of the Collective Agreement **but** shall not perform any duties **covered** by the bargaining unit. **In** such **appointments** seniority **may** be a consideration, The **successful** appointee shall not have the right to **hire and fire** during the ninety (90) day leave of absence.

Not later than **on** the ninetieth (90) calendar day of this **period**, **the** **employee** **must** exercise his seniority rights by returning to his **former** unit or relinquish all **such** seniority rights, Should the employee return **or** be returned to the bargaining unit **for** any reason, he **must**: remain within the **unit** for a **minimum** period of one hundred and twenty (120) calendar days prior to **exercising** such **privilege** again.

ARTICLE 8

Section 1 - Meal Period

The employee shall, except by mutual agreement between the parties hereto, take at least one **(1)**

in

continuous period for meals at not less than thirty (30) minutes in any one day. Wherever reasonably possible, meal periods will be thirty (30) minutes, However, any employee directed by the Company to stay with or operate equipment during his meal period will be paid at the overtime rate of pay,

Where an employee is required to work in excess of two (2) hours overtime, he shall be entitled to paid time off for the purpose of eating at the end of his regular shift, except in a situation where interruption of work is not practical in which event the period may be staggered or postponed. Such meal period shall be paid at the applicable overtime rate of pay as provided in article 24, section 2 of this Agreement.

Section 2 Rest Breaks

Any employee shall be entitled to one (1) break of fifteen (15) minutes during both the first half and second half of any shift; and, where practical, during each two (2) hour period of overtime, excepting during that period where a meal period is provided under section 1 above. A rest break shall be provided if the overtime worked is to exceed thirty (30) minutes. The commencement of this break may be staggered, but not beyond one half hour.

ARTICLE 9

Section I - Safety Conditions

- (a) Maintenance of Equipment - it is to the mutual advantage of both the Company and the employee that employees shall not operate vehicles which are not in safe operating condition. No employee will be required to operate equipment on public streets and thoroughfares that is not in compliance with the appropriate provisions of the law dealing with safety requirements for mobile equipment: i.e. brakes, steering, adequate mirrors, signal lights or other lighting equipment.
- (b) It shall be the duty of the employee to report in writing on the appropriate forms of the company, promptly, but not later than the end of the shift, trip, or tour all safety and/or mechanical defects on the equipment which they have operated during that shift.
- (c) The Company shall designate the person to whom all defects reports of mobile equipment are submitted, and all employees will be notified the name of such person.
- (d) In the event essential repairs cannot be effected to make the equipment safe, the equipment will be correctly identified and kept out of service until repaired and it shall not be considered a violation of his employment when a Company employee refuses to operate such identified equipment, identification red tags shall be supplied and made available by the Company,
- (e) It shall be the obligation of the Company to direct the repairs as necessary to conform with the safe and efficient operation of that equipment,
- (f) Defective equipment will be put out of service.
- (g) All warehouses shall be equipped with efficient and safe loading plates properly anchored.
- (h) All tractors used during hours of darkness will be equipped with back-up lights.
- (i) The Company shall inform, direct and supply to the employees proper information and handling devices or equipment for handling dangerous cargo.

ARTICLE 10**Section 1 - Pay Period**

- (a) Except as otherwise mutually agreed between the Parties all regular employees covered by this Agreement shall be paid not less frequently than on every other Friday all wages earned by such employee to a day not more than seven (7) days prior to the day of payment. The pay period shall commence each Sunday at 00:01 hours. The Company shall provide every employee covered by this Agreement with a separate or detachable written or printed itemized statement in respect of all wage payments made to such employee. Such statement shall set forth the dated pay period, the total hours worked, the total overtime hours worked, either time and one-half or double time, the rate of wages applicable and all deductions made from the gross amount of wages. Pay cheques shall be made available before an employee starts his shift except under circumstances beyond the control of the Company,
- (b) Except where otherwise mutually agreed immediately prior to an employee leaving on annual vacation, he shall be entitled to receive vacation pay by separate cheque in accordance with article 25 of this Agreement, for that period of time that he will be absent from work. However, if the employee fails to exercise this entitlement, such vacation pay will be paid to him on the first regular pay day following his return to work.

Section 2

Casual employees will be paid as per past practice.

Section 3

If an error occurs in an employee's pay cheque and the amount is equal to one (1) day or more, he shall be entitled on request to a cheque being issued in favour of such employee within two (2) working days.

Section 4 - Separation of Employment

Except as elsewhere herein provided, upon termination or quitting, the Company shall pay all money due to the employee as soon as possible, but not later than seven (7) calendar days thereafter.

ARTICLE 11**Section 1 - Paid for Time**

- (a) All employees covered by this Agreement shall be paid for all time spent in the service of the Company. Rates of pay provided for by this Agreement shall be minimums. Time shall be computed from the time that the employee is ordered to report for work or registers in, whichever is later, until he is effectively released from duty.

Section 2 - Bereavement Leave

An employee shall be granted a maximum of three (3) regularly scheduled work days leave, without loss of pay or benefits, in the case of death of a parent, spouse, brother, sister, child, parent-in-law, sister-in-law, brother-in-law, step-children, legal guardian and grandparents which include spouses grandparents and grand-children.

Funeral leave is not compensable when the employee is on leave of absence, bona fide lay-off, or annual vacation.

Upon giving twenty-four (24) hours notice, an employee shall be granted time off without pay for the purpose of attending a funeral provided that the granting of such time off shall not be inconsistent with the efficient operation of the business.

A working day lost shall be not more than eight (8) hours for hourly employees.

This clause will have no application for an employee on leave of absence or when receiving benefits under the health and welfare plan, annual vacations, workers' compensation, or as otherwise covered by this Agreement.

Section 3

An employee summoned to jury duty or subpoenaed as a witness on a day that he would normally have worked shall be paid wages amounting to the difference between the amount paid for such service and the amount they would have earned had they worked on such days. Employees on jury duty shall furnish the employer with such statements of earnings as the courts may supply. A working day lost shall not be more than the employees regular assigned shift.

This clause will have no application for an employee on leave of absence or when receiving benefits under the health and welfare plan, annual vacations, workers' compensation or as otherwise covered by this Agreement.

Section 4

- (a) Any Company required physical or medical examination shall be promptly complied with by all employees provided, however, the Company shall pay for all such physical or medical examinations or for any time lost as a result thereof during his working hours.

Where a regular employee is required by the Company to take a medical outside of his regular hours of work, the Company shall pay, to a maximum of two (2) hours straight time, wages for such time spent excepting in instances where an employee is returning to work or is about to return to work following illness or disability.

- (b) If following a medical examination under (a) of this section, the employee is dissatisfied with the decision of the Company doctor, the employee may seek a decision from his personal doctor. Should the decision of the Company's doctor and the employee's doctor differ, the Company or the Union is entitled to direct that the employee be examined by a medical specialist whose speciality covers the disability. The Company's doctor and the employee's doctor together, shall then select such a specialist.

The decision of the medical specialist shall be final and binding upon the parties involved and the employee shall not suffer loss in wages or health and welfare Plan benefits, whichever applies as a result of such examination(s).

- (c) An employee who has been absent from work because of illness or accident shall not suffer a reduction in his regular wages only because the Company requires a medical examination prior to the employee resuming work, If such employee is entitled to work under seniority and recall procedures, he will be paid his regular wages for each day or days until he returns

to work, provided the Company medical examiner certifies the employee fit to resume work.

Section 5 - Compensation Sickness Coverage

When an employee goes off work ~~ill or~~ on Compensation ~~or~~ grievance is invoked on ~~his~~ discharge, the Company shall continue ~~to pay~~ both ~~his~~ Health and Welfare Plan fees and Union dues so that the employee shall ~~be~~ protected ~~to~~ the utmost provided:

- (a) the employee reimburses the Company ~~for~~ such contributions normally paid by said employee and is at no time more than five (5) months in arrears; and
- (b) the period of such coverage shall exceed twelve (12) months only by mutual agreement of the two Parties.

When an employee returns to work, the Company shall deduct from his earnings any monies the Company has paid out in respect of his contributions.

In the event any employee does not return to work, and the employee refuses or neglects on demand at his last known address to make restitution for such monies paid out, the Union shall then reimburse the Company for said amount.

Section 6 - Licence Tests

- (a) Should an employee wish to upgrade his drivers license the Company shall upon request provide the appropriate equipment for this purpose.

ARTICLE 12 WORK ASSIGNMENTS

- (a) The Company agrees to respect the jurisdictional rules of the Union and assignments shall not direct ~~or~~ require its employees or persons, other than the employees in the bargaining unit here involved to perform work of the employees in the said unit. This is not to interfere with bona fide contracts with bona fide unions.
- (b) In the event that members of a union, other than the Union which is signatory to this Agreement, attempt to encroach on the working practices and arrangements as laid down by the Company and that contravene the Union's jurisdiction pursuant to the certificate of bargaining authority, the Union agrees that it shall inform the employees affected of their obligation to carry out the terms and conditions of this Agreement,

ARTICLE 13 DISCHARGE OR SUSPENSION - MANAGEMENT'S RIGHTS

Subject to the terms of this Agreement, all matters concerning the operations of the Company business shall be reserved to the management. The Union recognizes that it is the function of the Company:

1. to maintain order, discipline and efficiency;
2. to discharge, classify, suspend for proper cause, direct or transfer employees from one classification to another, move employees from one location to another for proper cause;
3. to increase and decrease working forces;

4. to make or alter from time to time rules and regulations to be complied with by its employees. These rules and regulations are to be filed with the Union; and
5. an employee will receive a copy of any written reprimand or warning letter placed on his file with a copy to the Union. Such written reprimand or warning letter shall become a permanent part of the employee's personal work history. However, any incident causing such written reprimand or warning letter over a period of twelve (12) months will not be used to compound other disciplinary action against the employee.

ARTICLE 14

Section 1 - Protection of Rights

It shall not be a violation of this Agreement or cause for discharge of any employee in the performance of his duties to refuse to cross a legal picket line recognized by the Union.

The Union shall notify the Company as soon as possible of the existence of such recognized legal picket lines.

Section 2

It is agreed in the event of a strike among the employees of any other firm with which the Company does business, the Company will not ask its employees to perform any labour they do not ordinarily perform.

Section 3

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

ARTICLE 15 TECHNOLOGICAL AND MECHANICAL CHANGES

As per the Canada Labour Code.

ARTICLE 16

Section 1 - Inspection Privileges

Authorized agents of the Union will request and have access to the Company's establishments during working hours for the purpose of investigating conditions related to this Agreement and shall in no way interrupt the Company's working schedule.

Section 2 - Shop Stewards

- (a) The Union shall elect or appoint shop' stewards from among its members in the bargaining unit and shall notify the Company in writing forthwith of such appointments and deletions of those employees so elected or appointed. The Company will recognize shop stewards and not discriminate against them for lawful Union activity. The Company will notify the Union forty-eight (48) hours prior to dismissal of a shop steward.
- (b) Grievances shall be processed during the normal working hours of the shop steward. A steward shall receive his regular rate of pay when grievances or pending grievances are

processed with the Employer on Employer property or at any other place which is mutually agreed upon by both the Union and the Employer.

- (c) If the Employer representative is unable to meet the steward during the steward's normal working hours, the steward shall be paid for all the time spent during the processing of the grievances with the Employer on the Employer's property or at any other place which is mutually agreed upon by both the Union and the Employer.

ARTICLE 17

Section 1 - Sanitary Conditions

- (a) Where possible, and where required, the Company agrees to maintain at its terminals adequate, **clean**, sanitary toilet facilities, lockers, lunchrooms and washrooms having hot and **cold** running water with proper ventilation. It shall be the responsibility of the employees to use all facilities **carefully** and considerately **without** unnecessary damage and dirtiness.
- (b) All **new** terminals shall be adequately equipped with facilities as per section 1 (a) above where required.

Section 2 - First Aid Supplies

The Company shall provide first-aid provisions in accordance with the Workers' Compensation Act.

Section 3 - First-Aid Attendant

The Company will pay the cost of an employee's lost wages and course expenses,

ARTICLE 18

Section 1 - Union Label

It shall not be a violation of this Agreement for an employee to **post** the Teamsters Union Label in a conspicuous place on the **glass** area of the equipment he is operating. The said label to be a size not in excess of three (3") by four inches (4") and not to be attached to any area which will impair the vision of the driver.

Section 2 - Uniforms Supplied

Where any employee is required to wear any kind of uniform or coveralls as a condition of continued employment, such uniform or coveralls shall be furnished and maintained by the Company at no cost to the employee. No employee shall be disciplined or discharged for refusing to wear a uniform or coveralls that are not clean or do not fit properly or that do not bear a Union label.

ARTICLE 19

Hourly rated employees shall be notified before quitting time the day previous to their not being required for duty except as otherwise mutually agreed by the Parties hereto,

ARTICLE 20

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

ARTICLE 21

Section 1 - Pay For Change in classification

When an employee from a higher rated classification ~~is~~ requested to work temporarily ~~or~~ until permanently reclassified at a lower-rated classification, he shall continue ~~to~~ be paid at the rate paid for the higher-rated classification.

Where an employee from a lower-rated classification is requested to work in a higher-rated classification for (a) one hour and up to two hours, he shall **be paid for the period worked** at the higher rate and (b) for two or more hours, he shall be paid for the entire day at the rate paid for the higher-rated classification.

An employee who is required, as a condition of employment, to be the holder of a valid and ~~subsisting license~~ shall receive the appropriate rate of pay for whichever license he is required to hold. This clause shall not apply if an employee exercises his seniority into a different classification.

Section 2 - Chargehand Defined

A chargehand, when so designated and classified by the Company, shall be defined as an employee who shall direct the work of other employees while performing similar work himself. He shall not have the authority to directly hire, fire, suspend, or discipline employees. He shall be a member of the Union and shall have seniority in accordance with article 7 herein. This clause will be left to the sale discretion of the Company.

ARTICLE 22

The regular hourly and owner operator rates paid shall be those set out in appendix "A" and "A-1" attached hereto and forming part of this Agreement.

ARTICLE 23

Section 1 - Health and Welfare

The Teamsters - Transport Health and Welfare Trust Plan (the Health and Welfare Plan) covering members of the Union as set out in appendix "B" hereunto annexed and forming part of this Agreement shall continue. The Company agrees to cover all members of the Union in the Health and Welfare Plan and to abide by the terms and conditions of the Teamsters-Transport Health and Welfare Trust Plan as set out in appendix "B" hereunder annexed and forming part of this Agreement.

Section 2 - Payment of Dues and Contributions

- (a) The Company agrees to make remittances to the Union for union dues, the administrator of the health and welfare plan to which the Company is required to make contributions under this Agreement in accordance with the appropriate article or appendix to this Agreement.
- (b) The Company agrees to hold in trust, until remitted, all amounts payable in respect of union

dues, the health and welfare plan to which the Company is obliged to make contributions pursuant to this Agreement and shall be liable, as such, for failure to remit for any reason including, but not limited to liquidation, assignment or bankruptcy of the Company.

Section 3 - Trust Agreement

The Company agrees that it shall be bound by the terms and conditions of the Agreement and Declaration of Trust (the Trust Agreement) covering the health and welfare plan to which the Company is required to make contributions pursuant to this Agreement.

Section 4 - Delinquency

- (a) The Company acknowledges that the trustees of the Health and Welfare Plan or trust to which contributions are payable shall have the right to take legal action against the Company to obtain payment of all contributions and interest thereon due pursuant to this Agreement.
- (b) The Company agrees that, if the Union or the trustees of any plan to which the Company is required to make contributions pursuant to this Agreement incur any legal or other costs to recover contributions due and payable by the Company, the Company shall be liable to reimburse the Union or the applicable trustees for such costs.

ARTICLE 24

Section 1 - Regular Work Day/Week

- (a) Except as hereafter provided the regular work day shall consist of eight (8) hours for warehousemen and nine (9) hours of work for drivers.
- (b) Shifts shall be allocated by seniority.
- (c) The regular work week shall be Monday to Sunday.
- (d) Part-time workers or casuals will not be used to deprive regular full-time employees of their regular hours of work.

Record of Employment

Any employee on lay-off who requests his Record of Employment shall not be considered terminated.

Section 2 - Overtime Provisions

The Company shall pay overtime rates of wages to every employee entitled thereto as follows:

- (a) **Warehousemen:** All time worked over and above eight (8) hours per day on any shift shall be deemed overtime until a break of eight (8) hours occurs.
Drivers: All time worked over and above nine (9) hours per day on any shift shall be deemed overtime until a break of nine (9) hours occurs.
- (b) For the first two (2) hours of overtime on any regular day, one and one-half times his regular

rate of wages and for all time worked thereafter, the employee shall be paid double his regular rate of wages

(c)

(i) For the first eight (8) hours worked (warehousemen) or nine (9) hours (drivers), on general holidays, employees will be paid one and one half (1½) times the Hourly rate. For all hours thereafter the rate of pay shall be two (2) times the hourly rate.

(ii) For all employees assigned to a Monday to Friday work week, Saturday and Sunday shall be sixth and seventh shifts.

(iii) Where any employee works, on his regularly assigned rest day, except Sunday, he shall be paid at one and one-half times his regular rate for the first eight/nine (8/9) hours; two times his regular rate for all hours thereafter.

(d) Overtime shall be allocated wherever possible to capable senior employees in their classification in a voluntary manner provided, however, that upon reaching the bottom of the seniority list the employees shall be required to work overtime.

(e) Except in case of emergency or where it is unavoidable, no employee shall work weekly overtime until all regular employees in their unit have worked the full quota of regular hours provided there are capable and qualified regular employees amongst those who have not worked their full quota of regular hours. Provided the foregoing has been complied with, seniority will prevail in classifications for the allocation of overtime.

Section 3 - General Holidays

Pay for holidays when not worked shall be as follows:

Employees shall be paid for time not worked at the regular rate on New Year's Day, Good Friday, Victoria Day, Dominion Day, B.C. Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Pay, Boxing Day and in the event a general holiday is proclaimed by the Federal or Provincial Government, such holiday shall be observed as a general holiday. The rates of pay for these general holidays will be at the regular applicable work time rate.

Employees entitled to those paid holidays shall have been on the payroll thirty (30) calendar days previous to the holiday.

Employees absent by reason of leave of absence, discharge, quit or suspension shall not be entitled to general holiday pay.

The employee who is terminated or discharged for just cause within the thirty (30) calendar day period shall not be entitled to general holiday pay. If an employee who has been laid off temporarily is returned to work within thirty (30) calendar days after the holiday, he shall be entitled to the paid general holiday.

When a general holiday falls on a regular employee's regular day off, then such employee will be granted a day off in lieu of such general holiday on either the last working day preceding or the first working day following such general holiday.

ARTICLE 25

Section 1 - Two Weeks Vacation

Upon completion of one year's service employees shall receive two (2) consecutive weeks vacation with eighty (80) hours pay at their hourly rate of pay in effect at the time they take their vacation or four percent (4%) of annual gross earnings, whichever is the greater. Vacation pay at four percent (4%) shall be paid to all employees with less than one (1) year of service.

Section 2 - Three Weeks Vacation

Any employee completing four (3) years of continuous service shall thereafter receive six percent (6%) or one hundred and twenty (120) hours at their hourly rate of pay in effect at the time they take their vacation, whichever is the greater.

Section 3 - Four Weeks Vacation

All employees with ten (10) years, or more continuous service shall thereafter receive eight percent (8%) or one hundred and sixty (160) hours at their hourly rate of pay in effect at the time they take their vacation, whichever is the greater.

Section 4 -

All employees with fifteen (15) years or more continuous service shall thereafter receive ten percent (10%) or two hundred (200) hours at their hourly rate of pay in effect at the time they take their vacation, whichever is the greater.

Section 5

Absence by reason of accident or illness shall be counted as hours worked in the intervening years between the employee's first year and final year of employment. In any such year, the employee will be credited with a maximum of five hundred (500) hours for such absence if he has less than fifteen hundred (1500) hours of work in that year to qualify for vacation herein stipulated.

In any year where an employee has not qualified for a full vacation as a result of accident or illness, he will still be credited with a year of service to determine future vacations.

Section 6

Fifteen hundred (1500) hours shall constitute a year's service, but no employee will be permitted to accumulate more than one (1) year of service or any additional fraction thereof in any single calendar year. However, general holidays shall count as hours worked.

Section 7

- (a) A calendar year shall be the period between January 1st and December 31st.
- (b) Where the date of commencement of employment is the anniversary date for the purpose of calculating annual vacations, employees shall receive vacations in accordance with the provisions contained in sections 1 and/or 2, 3, 4, 5 and 6 of this article.
- (c) Irrespective of whether vacation benefits are calculated on the basis of (a) or (b) of this section, vacation pay cheques will be issued to all employees in accordance with the

provisions of **article 10, section 1 (b)** of this Agreement.

- (d) **Employees** who receive their vacation pay on the percentage basis shall be paid the appropriate percentage of gross income shown on their T4 income tax statement.

At the same time T4 slips are made available, the employer shall type on the amount of Union Dues paid by each Union member in that year.

Section 8

- (a) Employees shall be granted their **vacation** dates, in order of their **seniority**, consistent with the efficient operation of the business. Vacation lists shall be posted and remain posted on or before January 31st of each year and remain posted until **March 31st** of said year.
- (b) Vacation period to start on completion of employee's normal work week, and end on the first day of his normal work week on the completion of his vacation.
- (c) Where an employee has less than fifteen hundred (1500) hours and is terminating employment, voluntarily or otherwise, he shall receive 4%, 6%, or 8% of his earnings in lieu of the holidays to which he is entitled.
- (d) Unless otherwise mutually agreed between the Company and the employee, every employee shall be notified at least fourteen (14) days prior to being required to take any vacation period. Once vacation periods are established the time shall not be changed except where mutually agreed between the employee and the Company.
- (e) Any employee who accepts gainful employment while on vacation may be terminated.
- (f) Any regular employee receiving a differential or premium pay on a regular basis, this differential or premium will become part of his regular hourly rate of pay, and shall be paid on all general holidays and annual vacations.
- (g) In the event a general holiday falls during an employee's vacation, the employee will be allowed a day off without pay in lieu of such general holiday, either immediately preceding or immediately following his vacation period. Such day off without pay in lieu of a general holiday will be designated on the final vacation schedule.

General holidays that fall within the vacation periods that are not designated on the final vacation schedule, the day in lieu of such general holiday will be designated at the time the vacations are booked and approved.

ARTICLE 27

The Company agrees that all conditions of employment relating to wages, hours of work, overtime differentials and general working conditions shall be maintained at not less than the highest standards in effect at the time of signing of this Agreement.

ARTICLE 28

Section 1 - Savings Clause

If any article or section of this Agreement or any of the riders hereto should be held invalid by

operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any article or section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement and of any rider thereto or the application of such article or section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be effected thereby.

section 2 - Negotiations for Replacement of Articles Held Invalid

In the event that any article or section is held invalid or enforcement of or compliance with which has been restrained, as above set forth, the Parties affected thereby shall enter into immediate collective bargaining negotiations upon the request of either Party for the purpose of arriving at a mutually satisfactory replacement for such article or section during the period of invalidity or restraint. If the Parties do not agree on a mutually satisfactory replacement, they shall submit the dispute to the procedure as outlined in article 30 following.

ARTICLE 29

The marginal section and article heading shall be used for purposes of reference only, and may not be used as an aid in the interpretation of this Agreement.

ARTICLE 30

Section 1 - Grievance Procedure

Whenever any dispute arises between the Company and the Union or between the Company and one or more employees, the men shall continue to work and the dispute shall be adjusted in accordance with the following procedures.

Time limit to institute this Grievance Procedure:

- (a) Termination or lay-off - ten (10) calendar days.
- (b) All other grievances - thirty (30) calendar days.

In any dispute over a pay cheque or pay statement or any matter thereon the time limit shall be calculated from the date the employee received the pay cheque or pay statement.

- Step 1:** Any grievance of an employee shall first be taken up between such employee and the Company supervisor, however, the employee will be entitled to be represented by a shop steward or a Union representative.
- Step 2:** Failing settlement under step 1, such grievance shall be taken up between a representative of the Union or a shop steward and the Company supervisor.
- Step 3:** Failing settlement under Step 2, such grievance and any dispute arising between the Union and the Company over the interpretation or application of the provisions of this Agreement, including any dispute as to whether a matter is subject to this grievance procedure shall be referred to two (2) authorized representatives of the Union and two (2) authorized representatives of the Company. The representatives of the Union and the Company shall exchange statements in writing setting forth their respective positions relative to the matter(s) in dispute not later than at their initial meeting.

Step 4: Failing settlement under Step 3, either Party may refer the matter to an agreed upon neutral arbitrator who will meet with the authorized representatives of the Union and the Company to hear both sides of the case.

Section 2 - Minister of Labour

If the Parties fail to agree upon a neutral arbitrator within five (5) days (excluding Saturdays, Sundays and General Holidays) after one Party has served written notice on the other Party of its intention to refer the matter to a neutral arbitrator, the Minister of Labour will be requested to appoint a neutral arbitrator.

Section 3 - Arbitrator's Decision

The arbitrator's decision will be final and binding on the two parties to the dispute and shall be applied forthwith.

The decision of the arbitrator shall be specifically limited to the matters submitted to him, and he shall have no authority in any manner to amend, alter, or change any provisions of this Agreement.

Section 4 - Costs

The cost of the arbitrator will be borne equally by the Union and by the Company.

ARTICLE 31

Section 1 - Term of Agreement

This Agreement shall be for the period from and including February 1, 2004 to and including January 31, 2007. Either Party to this Agreement may, within four months immediately preceding January 31, 2007, give to the other Party written notice to commence collective bargaining.

Section 2

After expiry of the term of this Collective Agreement, and subject to the limitations necessarily resulting from the exercise of the rights of the Parties under the Canada Labour Code including the right to strike or lockout the terms and conditions of employment as set out in this Agreement will be observed and not varied except by the Parties mutual consent during the period that the Union remains the bargaining agent for employees identified in this Agreement.

DATED THIS 16th DAY OF MARCH, 2004.

IN WITNESS WHEREOF the Parties hereto have set their hands and seals the day and year first above written.

SIGNED ON BEHALF OF THE PARTY OF THE FIRST PART

SIGNED ON BEHALF OF THE PARTY OF THE SECOND PART

W. J. Dennis
J. S.

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W. J. Dennis
Stan Dennis

APPENDIX "A" - WAGE SCHEDULE – COMPANY EMPLOYEES

CLASSIFICATION	FEB. 1/04	FEB. 1/05	FEB, 1/06
Tractor Driver	\$18.11	\$18.56	\$19.02
Warehouseman	\$17.58	\$18.03	\$18.48

All increases *for* Company employees and dependent: contractors shall take effect on February 29, 2004 upon ratification.

Leadhand – \$0.50 per hour (shift premium), Leadhand rate shall be 50¢ per hour over and above *the* highest rated classification.

Parttime employees shall be paid two dollars per hour (\$2.00) less than the established fulltime rate.

New hire fate: Newly hired employees shall be paid a starting rate of two dollars below the fulltime rate increased every six (6) months by 50¢ per hour until the fulltime rate is achieved.

APPENDIX "A-1" – DEPENDENT CONTRACTORS

	February / 2004	February 1, 2005	February 1, 2006
1-999 lb	16.36	16.56	16.76
1000-1999 lb	24.98	25.18	25.38
2000-3999 lb	36.79	36.97	37.15
4000-5999 lb	47.92	48.15	48.69
6000-7999 lb	64.66	64.98	65.30
8000-9999 lb	83.62	84.04	84.46
10000-11999 lb	108.24	108.78	109.32
12000-14999 lb	112.57	113.13	113.70
15000-19999 lb	121.22	121.83	122.44
20000 plus	129.89	130.54	131.19

1. Yard Moves \$10.30
2. Trailer spots EMPTY or LOADED \$51.50
3. Trailer spots EMPTY or LOADED
Richmond and Delta \$25.75
4. "Cube" paid when invoiced

Owner operator pays:

Cargo Deductible of \$2000.00

Administration with P.O. number = 5% (Maximum \$50.00)

Administration without P.O. number = 10% (Maximum \$100.00)

Health and Welfare re Teamsters Health and Welfare plan shall be paid at 100% of cost by the owner operator.

APPENDIX "B" - HEALTH AND WELFARE

Section 1 - Participation

It is agreed that the Company will participate in the Teamsters - Transport Health and Welfare Trust Plan (the Plan) instituted 1 July, 1971, and operated under an Agreement and Declaration of Trust revised on 26 November, 1990.

The Company's participation in the Plan will continue throughout **the life** of this Agreement.

Section 2 - Board of Trustees

A Board of Trustees **will be** constituted **of those persons provided for** in the Agreement and Declaration of Trust (the Trust Agreement) and will **include** no **less** than three (3) **people** appointed **by the Teamsters Local Union No. 31**.

Section 3 - Plan Administration

The terms of the Plan and its **administration shall** be entirely the responsibility of **the Board** of Trustees, provided the **Plan** is administered in accordance with the Collective Agreement and any applicable government **law** or regulation,

The Plan and the activities of the Board of Trustees will be governed by an Agreement and Declaration of Trust, **and** benefit entitlement will **be** subject to such rules, **limitations and exceptions contained** in Plan documents and **Insurance** contracts as are established and accepted **by the Trustees from time to time**.

Section 4 - Eligibility Conditions

- (a) **For the purposes, of** this section a regular employee **or member** of the Union hired by the Company shall include a dependent contractor as defined **under Article 4 of this Agreement**. A dependent contractor **shall be** considered a **regular** employee on **his** date of hire.
- (b) Any member of the **Union** who is a regular employee **in** the employ **of the** Company on the date of this Agreement **shall join the Plan** on the date **of this Agreement**.
- (c) Any member of the Union who is **hired by the Company after** the date of this Agreement **shall join the Plan on the first day of the month** coincident with **or** immediately following the month in which **the employee becomes a regular employee**.
- (d) Notwithstanding subparagraph **"(c)"** above, any **member** of the Union **who is** hired by the Company **after** the **date** of this Agreement who **has** been covered under the Plan within **the 30 day period** immediately prior **to the** date on which he **commences** work with **the** Company, and who becomes a regular employee, shall join the **Plan on the later** of **his** date of hire or the day following termination of his **previous** coverage,
- (e) If an employee whose coverage has **been terminated** due to **lay-off** is recalled **and** works a **minimum of** one full shift, **coverage for the weekly** indemnity and long term disability benefits **will** commence **on** the date of return **to** work, and **all other** benefits **will** be reinstated as of **the first day of the month** in which return to work occurs.

Section 5 - Rehabilitative Employment

Any employee **who**, immediately following a period **of** disability for **which** benefits were payable **under the Plan, may, with** the approval of the Union, the Board of Trustees and **the** Company return to **work** on a trial basis, **either** on **full or** limited duties without right **or** entitlement coverage under the Plan **other** than would have been provided had such return to work **not** have occurred. **It is agreed** **that the provisions of Article 10 Section 5 shall not apply** until such period of **Rehabilitative Employment ceases**.

During **such periods** of "rehabilitative employment," **it is** agreed that:

- (a) The employee will be paid by the Company at his normal **rate** of pay for hours worked.
- (b) The **duration** of **such** rehabilitative employment **shall** exceed thirty (30) days only by **mutual** consent of **all** parties.

Section 6 - Benefits

Benefits **provided** by the **Plan** are established by the **Board** of Trustees, **Benefits** currently **provided** are:

- (a) Group Life Insurance
- (b) Accidental Death and Dismemberment Insurance
- (c) Weekly Indemnity
- (d) Long Term Disability
- (e) Dental
- (f) Extended Wealth
- (g) Medical Services Plan of **B.C.**

The **amounts** of **coverage** and details of each benefit are established by the **Board** of Trustees, **and** are **subject** to **amendment** by them from time to time.

It **is** understood that, should the provision of Medical **Services** Plan of **B.C.** coverage be removed **from the Plan, the Company will be** fully **responsible** for **providing** such coverage, and that the cost of such coverage **will be paid** for by the **Company**. It is further **understood** that entitlement to coverage for Medical Services Plan of **B.C.** coverage will **be** identical to entitlement to coverage under **the** Plan.

Section 7 - Cost

The Company shall contribute **one** hundred percent (100%) of **the** contribution rate established by the **Board** of Trustees for any month **in** which any employee **is** covered by the **Plan** for one day or more.

Definition: The Company **agrees** to the contribution rate established by the **Board** of Trustees from time to time and also **any** increase in the **premium rates** of the **B.C. Medical** Plan. This means that the **Company** will be **responsible** for any monies required to keep the Plan whole, as referred to by the **above** definition.

Section 8 - Payment

Contributions will be made on a calendar month **basis** for each eligible **employee** and the **Company** **shall** remit **the** total contribution to the Trust aforesaid, not **later** than the twentieth (**20th**) day of **the** month for which coverage **is** required,

Payment of contributions by the Company shall be subject to the conditions and provisions of Article 22 of this Agreement

Section 9 - Termination of Coverage

Except as provided under *Article 10, Section 5*, hereunder,

- (a) All coverages under the Plan will terminate at the end of the month in which lay-off or any other temporary interruption of employment commences.
- (b) If employment is terminated, coverage for the weekly indemnity and long term disability benefits will terminate immediately upon termination of employment and all other coverages will terminate at the end of the month in which termination of employment occurs.
- (c) It shall be the responsibility of the Company to advise the Administrator of the Plan in a timely fashion of termination of a member's coverage and the Company will be held responsible for any costs incurred by the Board of Trustees that result from late notification of termination of coverage.

Section 10 - General

- (a) It shall be the responsibilities of the Trustees of the Plan to provide all necessary enrolment and administrative forms to the Company.
- (b) It shall be the responsibility of the Company to provide the employee the necessary forms to enrol and make claim under the Plan.
- (c) It shall be the responsibility of the employee to Cause such forms to be completed.

**APPENDIX "C" - SECTION I
DEPENDENT CONTRACTORS AGREEMENT BETWEEN CITY CARTAGE
MEMBER COMPANIES AND TEAMSTERS LOCAL UNION NO. 31**

BETWEEN:

Company

(Known herein as "Company")

Address

AND: Dependent Contractor

(Known herein as "Dependent Contractor")

Address

1. The Company ~~agrees to~~ retain the ~~services of the~~ **vehicle** hereafter described **with driver:**

Make

Serial No.

Type

_____ **GVW**

Flat Deck

_____ **KG**

Van

_____ **KG**

Tractor

_____ **KG**

Pick-up

_____ **KG**

SPECIALIZED EQUIPMENT (as per attached certificate)

Trailer _____ **Truck (crane attached)** _____

Power Gates _____ **Winches** _____

Other _____

2. The Company shall be held responsible for the action of the dependent contractor respecting compliance with the Motor Carrier Act and regulations pursuant thereto only while such equipment is being operated as specifically directed or authorized by the Company. Where possible, the Company will use pilot cars operated by drivers who are members of the Teamsters Union.

3. The Company and the dependent contractor shall each maintain adequate insurance coverage appropriate to their areas of responsibility as required by statute and each shall file

with the other proof of insurance coverage.

4. The dependent contractor shall display the name of the Company on the vehicle and have it painted as required by the Company, plus whatever is required by the, Motor Carrier Commission and/or Motor Vehicle Regulations.
5. The dependent contractor shall be responsible for any expenditures made by the dependent contractor in the name of the Company subject to the dependent contractor having received authorization from the Company prior to the making of such expenditures. Such expenditures, on his own equipment shall be subject to deduction by the Company from the dependent contractor.
6. Except where otherwise mutually agreed in writing by the Union, the Company shall pay to the dependent contractor for service rendered. On the 15th of each month and month's end, the following revenue:
 - (a) As per appendix "A-1"
 - (b) All fuel surcharges where applicable,
7. In addition to item 7 provided herein, the Company shall assume complete financial responsibility for the following:
 - (a) M.C.C. Operating Authority Plates.
 - (b) Painting or installing of signs. The Company will be responsible for the initial installation and also if the owner operator purchases a new truck.
 - (c) Cargo insurance and trailer insurance.
8. The dependent contractor shall assume complete financial responsibility for the following:
 - (a) Union dues, initiation fees and assessments.
 - (b) Contributions normally assessed against an employee for C.P.P.
 - (c) Total cost of the operation of the vehicle.
 - (d) The insurance on the equipment.
 - (e) All licenses as required by provincial or municipal statutes, except M.C.C. Operating Authority Plates.
 - (f) W.C.B. premiums
 - (g) Total cost of the health and welfare plan,
9. Monetary
 - (a) Any alternate method of payment must be negotiated between the Union, the Company and the dependent contractor.

- 10. (a) Summary of daily, weekly, or monthly totals presented in writing to *the* dependent contractor.
- (b) Copies of all charges to dependent contractor account attached with above.
- (c) Copies of individual billings shall be available for scrutinizing upon request.
- 11. Within twenty-four (24) hours of employment termination the dependent contractor shall return to the Company the M.C.C. Operating Authority Plates and any other Company owned equipment, and shall remove all Company identification signed, but he will not be required to repaint his vehicle.
- 12. When the dependent contractor leaves the employ of the Company, he will not solicit Company accounts on his own behalf for a period of ninety (90) days.

SIGNED THIS DAY OF _____ 19 , AT _____, B.C.

Witness

Dependent Contractor

Witness

Company

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