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## COLLECTIVE AGREEMENT

BETWEEN **TRITON TRANSPORT LTD.**

AND **TRANSPORT, CONSTRUCTION AND  
GENERAL EMPLOYEES  
ASSOCIATION, LOCAL NO. 66**  
affiliated with the  
Christian Labour Association of Canada

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## **COLLECTIVE AGREEMENT**

Between **TRITON TRANSPORTATION LTD.**  
(hereinafter referred to as "the Employer")

And **TRANSPORT, CONSTRUCTION AND  
GENERAL EMPLOYEES ASSOCIATION,  
LOCAL NO. 66**  
affiliated with the  
Christian Labour Association of Canada  
(hereinafter referred to as "the Union")

### **ARTICLE 1 - PURPOSE**

1.01 It is the intent and purpose of the parties to this Agreement, which has been negotiated and entered into in good faith:

- a) to recognise mutually the respective rights, responsibilities, and functions of the parties hereto;
- b) to provide and maintain working conditions, hours of work, wage rates and benefits set forth herein;
- c) to establish an equitable system for the promotion, transfer, layoff and recall of employees;
- d) to establish a just and prompt procedure for the disposition of grievances;
- e) and generally, through the full and fair administration of all terms and provisions contained herein, to develop **and** achieve a relationship among the Union, the Employer, and the employees which will be conducive to their mutual wellbeing.

**ARTICLE 2 - RECOGNITION**

- 2.01 The Employer recognises the Union as the bargaining agent of all employees in the bargaining unit as defined in Article 2.02.
- 2.02 This Agreement covers all employees of the Employer in the bargaining unit as established in the certificate issued by the Canada Labour Relations board.
- 2.03 Except in cases of emergency, training and instructional purposes, or unanticipated occupational requirements, foremen, supervisors, and other non-bargaining unit (employees) personnel shall not normally perform work included in work or job classifications under this Agreement and normally performed by members of the bargaining unit.
- 2.04 The omission of specific mention in this Agreement of recognised rights and privileges, which have been or may be established by the Employer shall not be construed to deprive the employees or the Union of such rights and privileges.
- 2.05 It is agreed by the parties that there shall be no revision, amendment, or alteration of the bargaining unit as defined herein or of any of the terms and provisions of this Agreement or subcontracting of any work normally done by an employee in the bargaining unit, save and except work performed by current dependent contractors to an extent not exceeding commitments to such employees in place prior to the Union's certification. Without limiting the generality of the foregoing, no classification of work or jobs may be removed from the bargaining unit except by mutual agreement in writing of the parties, pursuant to consultation as set out in the Technological Provision of the Canada Labour Code.

- 2.06 The Employer agrees that the Christian Labour Association of Canada and its duly appointed Representatives are authorised to act on behalf of the Union for the purpose of supervising, administering and negotiating the terms and conditions of this Agreement and all matters related thereto.
- 2.07 The Union acknowledges that it is the function of the Employer:
- a) to manage the enterprise, including the scheduling of work and the control of materials, provided management exercises its rights in a manner that is fair, reasonable, and consistent with the purpose and terms of this agreement.
  - b) to maintain order, discipline and efficiency, and to make, alter, and amend rules of conduct and procedure for employees provided that such rules are consistent with the purpose and terms of this Agreement, are reviewed prior to their introduction by the Union-Management Committee, and are administered in a fair and reasonable manner.
  - c) to hire, direct, transfer, promote, layoff, suspend and discharge, provided that such actions are consistent with the purpose and terms of this Agreement and provided that a claim of unfair treatment by any employee will be subject to the Grievance Procedure.
- 2.10 The Employer shall not subcontract any bargaining unit work covered by this Agreement if qualified employees to do the work are on layoff and are available.
- 2.11 The Union and the employer may meet to determine if special dispensation is required for a specific job. If an agreement cannot be reached, the issue will be settled through binding arbitration.

**ARTICLE 3 - UNION REPRESENTATION**

- 3.01 For the purpose of representation with the Employer, the Union shall function and be recognized as follows:
- a) The Union has the right to appoint Stewards. Stewards are representatives of the employees in certain matters pertaining to this Agreement, including the processing of Grievances.
  - b) CLAC Representatives are representing all employees in all matters pertaining to this Agreement, particularly for the processing of grievances, negotiating amendments to, or renewals of, this Agreement and enforcing the employees collective bargaining rights and any other rights under this Agreement and under the law.
- 3.02 The Union agrees to notify the Employer in writing of the names of its officials and the effective dates of their appointments.
- 3.03 Stewards will not absent themselves from their work to deal with grievances without first obtaining the permission of the Employer. Permission will not be withheld unreasonably and the Employer will pay such Stewards at their regular hourly rates while attending to such matters.
- 3.04 The Union has the right to appoint members to a Negotiating Committee. Employees on the Committee shall be paid by the Employer at the regular hourly rates for all time spent on negotiating a Collective Agreement with the Employer, whenever this takes place during the regular working hours of the employee concerned.
- 3.05 The Employer may meet periodically with his employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union, and the employees. A CLAC Representative may attend such meetings.

- 3.06 There shall be no Union activity on the Employer's time or premises unless otherwise authorised by management.

#### **ARTICLE 4 – CESSATION OF WORK**

- 4.01 During the term of this Agreement the Union will not permit or encourage any strike and the Company will not institute a lockout.

#### **ARTICLE 5 - EMPLOYMENT POLICY AND UNION MEMBERSHIP**

- 5.01 The Union and the Employer will cooperate in maintaining a desirable and competent labour force. The Employer will give preference in hiring to Union members, provided such applicants are qualified to meet the requirements of the work to be done.
- 5.02 a) The Employer has the right to hire new employees as needed, provided there are no employees on layoff who are qualified to do the work.
- b) The employer may hire dependant contractors but such dependant contractor shall not deprive employees on the seniority list of their normal work or unfavorably influence their workload.
- 5.03 New employees will be hired on a three (3) month probationary period **and** thereafter shall attain regular employment status, providing such service is satisfactory to the Employer. Their respective seniority shall be dated back to the date of beginning with the company
- 5.04 Neither the Employer nor the Union will compel employees to join the Union or discriminate against an employee because of Union membership or lack of it. The Employer agrees to inform new employees of the fact that a Collective Agreement is in effect

and to introduce new employees to a Union Representative in order to provide an opportunity to acquaint new employees with the Union's representation policies.

#### **ARTICLE 6 - CHECKOFF**

- 6.01 The Union agrees that it will make membership in the Union available to all employees covered by this Agreement on the same terms and conditions as are applicable to other members of the Union.
- 6.02 The Employer is authorised and shall deduct monthly Union dues or a sum in lieu of Union dues from each driver's pay in the amount of two times (2x) the hourly rate as a condition of employment or 1.4% of gross annual income, whichever is less. The deduction shall be made effective the first of the month following date of hire for all drivers who work six (6) days or more in the applicable period and during paid leaves.
- 6.03 Employees who, because of religious or conscientious objections, cannot support the CLAC may apply to the Union, in writing, for permission to redirect their dues to a charitable organisation of their choice. The Union will treat such requests in accordance with its stated policy and such permission shall not be unreasonably withheld.

#### **ARTICLE 7 - WAGES AND RATES OF PAY**

- 7.01 Wage schedules applicable to employees are as set forth on Schedule "A" attached hereto and made part hereof.
- 7.02 An employee who reports for work scheduled by the Employer in the usual manner who is prevented from starting work due to a cause not within his control shall be entitled to a minimum of two (2) hours' pay. If an employee begins work, he shall be entitled to a minimum of four (4) hours' pay.



- 7.03 Drivers shall be paid for all driving according to the agreed upon mileage, trip or hourly rate, as applicable. Mileage shall be based on the most direct legal truck route.
- 7.04 Employees shall be paid semi-monthly for all wages earned to a day not more than seven (7) days prior to the day of payment. The pay shall include an itemised statement of all deductions, hours or mileage, overtime hours and rates. Cheques shall be available on pay days before the employee starts his shift.
- 7.05 An employee reporting for duty on a call-out or call-back basis inconsistent with his regular scheduled work day or shift, shall be guaranteed a minimum of four (4) hours' pay.
- 7.06 If an employee must stay out of town overnight due to problems with his truck, waiting for a load or for any other reason, payment from the original trip is to be stopped when the employee quits working. Thereafter, payment is to be made at the regular hourly rates for the first eight (8) hours of each twenty-four (24) hour period, the first of which begins eight (8) hours after the employee quits working. The Employer shall also cover all reasonable meal and accommodation expenses.
- 7.07 Employees temporarily transferred to a lower rated classification shall receive the wage rate of their regular classification. Employees temporarily transferred to a higher rated classification shall receive the wage of the higher rate classification for all hours worked in that classification.

## **ARTICLE 8 - HOURS OF WORK, OVERTIME AND SUNDAY LABOUR**

- 8.01 The hours of work shall comply with the requirements of the National Safety Code and the Canada Labour Code.

- 8.02 Overtime shall be paid for hourly employees at the rate of one and one-half (1 1/2) times the regular rate beyond forty-five (45) hours worked in one week and nine (9) hours in one day.
- 8.03 There shall be maximum break period of one-half (1/2) hour per day, as near to the middle of the shift as possible.
- 8.04 There shall be no discrimination against any employee who refuses to report for work on the basis of religious conviction.
- 8.05 Where an employee works regular hours after 5 p.m., he will be paid a premium of \$1.00 per hour for all hours worked.

#### **ARTICLE 9 - VACATIONS**

- 9.01 Employees will receive annual vacations upon completion of the following years of service, with pay calculated as a percentage of their gross annual earnings:
- After one (1) years service -- three (3) week's vacation with pay at 6%;
- After five (5) year's service -- four (4) weeks' vacation with pay at 8%.
- 9.02 The following shall be considered as days actually worked for determining vacations for an employee after one (1) continuous year of employment:
- a) Absence on Workers' Compensation up to a period of one (1) year, provided the employee returns to his employment.
  - b) Absence due to illness up to a period of one (1) year, provided the employee returns to his employment. The Employer shall have the right to require a certificate from a qualified medical practitioner.

- c) any other absence with pay duly approved by the Employer in writing.
- 9.03 In the event of a public holiday falling during the employee's annual vacation with pay, such employee shall be entitled to be off, with pay, the day he would normally have returned to work.
- 9.04 Vacation requests shall be submitted to the Employer, for approval, at least thirty (30) days before the intended leave. The Employer shall confirm whether the request is granted within seven (7) days of receipt of the request.
- 9.05 The Employer will endeavour to grant vacations at the times requested, in the vacation season or period, considering business requirements. If a choice must be made between two or more requests for vacation at the same time, the first request will be granted.
- 9.06 Employees shall take no more than one (1) week of vacation between July 1<sup>st</sup> and September 30<sup>th</sup> of each year.

#### **ARTICLE 10 - HOLIDAYS**

- 10.01 The Employer agrees to pay eight (8) times the regular rate for the following ten (10) holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
British Columbia Day	Boxing Day

Any additional statutory holidays declared by the Federal Government shall be covered by the provisions of this Article.

- 10.02 Article 10.01 applies to employees who have attained regular employment status within thirty (30) days of the holiday in question, unless their absence is due to authorised leave of absence (as granted per Article 14.01) or vacation with pay.

- 10.03 Part-time employees shall receive payment for holidays proportionate to their actual time worked calculated on the basis of the four (4) calendar weeks preceding the holiday.
- 10.04 Where the Employer and the Union mutually agree a holiday may be observed on another day.

### **ARTICLE 11 - SENIORITY, LAYOFF AND PROMOTIONS**

- 11.01 Seniority of employees shall be recognized because the parties agree that job opportunity and security should increase in proportion to length of continuous service. New employees shall be placed on the seniority list upon completion their probationary period and their seniority shall be dated back to their most recent hiring. Seniority shall be applied in determining preference for job postings and resulting, promotions, shifts, layoffs, and recall, provided the employee with the greatest seniority has the skill and ability to perform the work in question.
- 11.02 The Employer shall maintain up-to-date seniority lists. A copy of such a list will be provided to the Union in order for it to ascertain the seniority status of an employee within its jurisdiction.
- 11.03 Seniority rights shall cease for an employee who:
- a) Voluntarily terminates his employment.
  - b) is discharged and such discharge be not reversed through the Grievance Procedure;
  - c) is laid off for a continuous period of more than twelve (12) consecutive months;
- 11.04 When a reduction of the workforce is inevitable, probationary employees shall be laid off first. If a further reduction of the workforce is necessary, the employees shall be laid off in order of seniority subject to the ability and skill of the employees to perform the available work.

The above considerations shall also guide the Employer when employees on layoff are recalled.

- 11.05 The Employer shall give two (2) weeks' notice of layoff or termination to all drivers who have attained seniority status. Similarly, drivers wishing to terminate their employment shall give two (2) weeks' notice, to allow the Employer to hire adequate replacement. Notice as required by this Article may be varied by agreement or if emergencies arise.
- 11.06 Employees with five (5) years' service or more are entitled, upon dismissal, except where terminated for cause, to severance pay of two (2) days' pay for each year of service, to a maximum of forty (40) days' pay.
- 11.07 Any appeal in regard to a layoff must be taken up under the first step of the Grievance Procedure hereinafter set forth within five (5) workdays after the layoff took place.
- 11.08 Any driver laid off and recalled for work must return within two (2) workdays when unemployed and within seven (7) workdays when employed elsewhere after being recalled, or make definite arrangements with the Employer to return.
- 11.09 The Employer shall post, for a minimum of three (3) workdays, in a conspicuous place, notice of all vacant positions, new positions and promotions. Any employee of the Employer covered by this Agreement may apply for such vacant or new position. Seniority shall prevail in the award of new jobs, newly established trips or filling of vacancies, provided the employee in question has the skill and ability to do the work.

## **ARTICLE 12 - INSURANCE & BENEFITS**

- 12.01 In order to protect employees and their families from the financial hazards of illness, the Employer agrees to pay fifty percent (50%) of the premium cost of the Health and Welfare Plan, administered by the CLAC Health and Welfare Trust Fund, on behalf of all eligible employees as per article 12.02. An outline of the Plan is found in Schedule "B".

- 12.02 It is understood that the employee contribution towards the benefit plan will first pay 100% of the Long Term disability portion on the benefit plan.
- 12.03 Employees become eligible for enrolment into the benefit plan, noted in Article 13.01, on the first of the month immediately following completion of their probationary period and upon attainment of full-time status. Employees become eligible for coverage under the plan on the first of the month after two (2) months' premiums have been received by the Union office.
- 12.04 At the date of ratification of this agreement, all employees shall be eligible to enrol in the Union RRSP Plan. The Employer shall match **up** to \$100.00 a month per employee and shall remit to the Union monthly.

### **ARTICLE 13 - LEAVES OF ABSENCE**

- 13.01 The Employer at their discretion may grant leaves of absence, without pay, and without loss of seniority rights, for compassionate. Such requests will not be unreasonably denied.
- 13.02 The above shall not preclude extensions for personal illness where it is established in an application submitted prior to the expiration of the leave of absence that such request for extension is justified.
- 13.03 In the event of death in an employee's immediate family (parents, sister or brother, spouse or children, mother-in-law, father-in-law), the employee shall be entitled to be absent from work three (3) days, with pay, calculated at regular hourly rates times eight (8) hours.

### **ARTICLE 14 - ACCIDENTS**

- 14.01 In the event an employee meets with a compensable time-loss accident on the job, the Employer shall pay the employee his normal earnings for the entire shift, regardless of actual hours worked. The benefit herein will be reduced by the amount payable under any group insurance or compensation scheme.

**ARTICLE 15 - JURY DUTY**

15.01 It is agreed that the Employer shall compensate employees for the difference between the hourly rate stipulated in Schedule "A" and payment received while performing Jury Duty or while serving as a subpoenaed witness in a Court Action or Coroner's Inquest other than where the employee is a defendant or complainant, to a maximum of two (2) weeks' pay.

**ARTICLE 16 – CLOTHING AND APPAREL**

16.01 At the date of ratification the employer will agree to supply coveralls and gloves to all employees at an employees request.

16.02 At the date of ratification the employer agrees to reimburse employees, upon submission of receipt, \$100 for safety boots per year.

**ARTICLE 17 - EMPLOYER RESPONSIBILITY FOR COMPLIANCE WITH LEGISLATION**

17.01 a) If an employee is charged with an infraction of any legislation or by-law enacted by any level of government and that infraction occurs as a result of non-compliance of such regulations by the Employer, the Employer shall reimburse the employee the full amount of any fines levied in connection with the infraction. The employee shall do all within his power to ensure that his load is in compliance with regulations. If the Employer orders the driver to proceed, the Employer shall assume responsibility for any infraction incurred if a load or vehicle proves to be in violation of any regulations about which the employee has questioned the Employer.

- b) If an employee is being charged with non-compliance and it is established that it is the result of negligence or lack of competence on the part of the employee, the employee will be responsible for the cost of the fines incurred.

### **ARTICLE 18 - SAFETY CONDITIONS AND EQUIPMENT REPAIRS**

- 18.01 The parties agree to maintain the highest standard of safety, health, sanitation, and working conditions throughout the Employer's operation.
- 18.02 The employees shall appoint a safety captain from among themselves, whose duties it shall be to foster a safety-oriented attitude among the employees and to report to the Employer any safety matters which are brought to his attention.
- 18.03 The Employer shall supply forms on which employees can note, both safety defects and other data relating to the functioning of the equipment.
- 18.04 The Employer is responsible to direct the repairs as necessary to conform with the safe and efficient operation of the equipment. No employee shall be required to use equipment that is considered unsafe.

### **ARTICLE 19 - UNION-MANAGEMENT COMMITTEE**

- 19.01
  - a) The Union and the Employer agree to schedule a Union-Management meeting every three (3) months, or as required, during the life of this Agreement. The meeting shall serve as a forum for discussion and consultation about policies and practices.
  - b) The Employer and the Union shall each appoint one (1) too two (2) representatives to the meeting. The minutes shall record the business of each meeting and a copy of same shall be made available to both parties.



## **ARTICLE 20 - EDUCATION AND TRAINING FUND**

- 20.01 The Company agrees to contribute three cents (3¢) per hour to the Union Education and Training Fund for all hours worked by all employees. Payment of funds shall be made to the CLAC Education and Training Fund at the same time that the union dues are submitted, however, this payment will be independent and separate from any other payments made.

## **ARTICLE 21 - GRIEVANCE PROCEDURE**

- 21.01 The parties to this Agreement recognise the Stewards, the Union Officers and the CLAC Representatives as the agents through which employees shall process their grievances and receive settlement thereof.
- 21.02 Neither the Employer nor the Union shall be required to consider or process any grievance which arose out of any action or condition more than five (5) workdays after the subject of such grievance occurred. The limitation period shall not apply to differences arising out of a policy grievance.
- 21.03 A "Policy Grievance" is defined as one which involves a question relating to the interpretation, application or administration of this Agreement. A Policy Grievance may be submitted by either party to arbitration under Article 21, by-passing Step 1 and Step 2. Such Policy Grievance shall be signed by a Steward, a Union Officer, CLAC Representative, or Employer representative.
- 21.04 A "Group Grievance" is defined as a single grievance, signed by a Steward, a Union Officer, or a CLAC Representative. Such grievances must be dealt with at successive stages of the Grievance Procedure commencing with Step 1. The grievors shall be listed on the grievance form.

21.05 Step 1 Any employee having a grievance will, accompanied by a Steward, a Union Officer, or a CLAC Representative, submit the same to his immediate supervisor within five (5) workdays of the act or condition causing the grievance. This supervisor will deal with the grievance not later than the fifth (5th) workday following the day upon which the grievance is received and will notify the grievor and Union of his decision in writing.

Step 2 If the grievance is not settled under Step 1, a Union Representative may, within five (5) workdays of the decision under Step 1, or within five (5) workdays of the day this decision should have been made, submit a written grievance to the Employer. The parties shall meet to discuss the grievance within one (1) week after the grievance has been filed. The Employer shall notify the grievor and the Union of his decision in writing within five (5) workdays following the said meeting.

## **ARTICLE 22 - ARBITRATION**

- 22.01 If the parties fail to settle the grievance at Step 2 of the Grievance Procedure, the grievance may be referred to arbitration under the following procedure.
- 22.02 The party requiring arbitration must serve the other party with written notice of desire to arbitrate within fourteen (14) days after receiving the decision given at Step 2 of the Grievance Procedure.
- 22.03 If a notice of desire to arbitrate is served, the two parties shall meet in an attempt to obtain an agreement to refer the matter to an agreed upon single Arbitrator within seven (7) days of service, who will meet with the authorised representatives of the Union and the Employer in a hearing to ascertain both sides of the case.
- 22.04 The decision of the single Arbitrator will be final and binding on the two parties to the dispute and shall be applied forthwith.
- 22.05 If the parties fail to agree to refer the matter to an agreed single Arbitrator within seven (7) days of service as aforesaid, either party may request the Minister of Labour to appoint a single Arbitrator.

- 22.06 No person may be appointed as Chairman who has been involved in an attempt to negotiate or settle the grievance.
- 22.07 Notice of desire to arbitrate and of nominations of an Arbitrator shall be served personally or by registered mail. If served by registered mail, the date of mailing shall be deemed to be the date of service.
- 22.08 If a party refuses or neglects to answer a grievance at any stage of the Grievance Procedure, the other party may commence arbitration proceedings and if the party in default refuses to meet to appoint an Arbitrator, the party not in default may apply to the Minister of Labour to appoint a single Arbitrator to hear the grievance. The decision of the Arbitrator shall be final and binding upon both parties.
- 22.09 It is agreed that the single Arbitrator shall have the jurisdiction, power and authority to give relief for default in complying with the time limits set out in Article 21 and 21 where it appears that the default was owing to a reliance upon the words or conduct of the other party.
- 22.10 An employee found to be wrongfully discharged or suspended will be reinstated without loss of seniority and with back pay calculated on the basis of hourly or trip rate times normal hours or trips, as applicable, less any monies earned, or by any other arrangement which is just and equitable in the opinion of the Arbitrator.
- 22.11 Where the Arbitrator is of the opinion that there is proper cause for disciplining an employee, but considers the penalty imposed too severe in view of the employee's employment record and the circumstances surrounding the discharge or suspension, the Arbitrator may substitute a penalty which is in the opinion of the Arbitrator just and equitable.
- 22.12 The parties will equally bear the expense of the single Arbitrator.

- 22.13 An Arbitrator dealing with a matter other than discipline shall be empowered to render his decision or interpretation consistent with the provisions of this Agreement.

**ARTICLE 23 - DISCHARGE, SUSPENSION AND WARNING**

- 23.01 The parties agree to the adhere to the principle of progressive discipline. When the conduct or performance of an employee calls for a reprimand of record by the Employer, such a reprimand shall be in writing, with a copy of the reprimand forwarded immediately by the Employer to a Steward and the Union. Prior to issuing such a reprimand, the Employer shall interview the employee in the presence of a Steward or Union Representative, if requested by the employee.
- 23.02 An employee may be suspended or discharged for just cause. A written notification, describing the nature of the case and action taken shall be forwarded to the employee and the Union. Within five (5) workdays following the action the employee and the Union Representative may interview the Employer concerning the incident. Within five (5) workdays following the interview, the Union may submit the complaint to arbitration.
- 23.03 Employees may have access to their own file during regular office hours.



**ARTICLE 24 - DURATION**

24.01 This Agreement shall be effective on the first (1st) day of December, nineteen hundred and ninety-nine (1999), and shall remain in effect to and including the thirtieth (31st) day of November, two thousand (2002), and for further periods of one (1) year, unless notice in writing is given, by either party, of the desire to cancel, change or amend any of the provisions contained herein, within four (4) months immediately preceding the date of expiry of the Agreement. Should neither of the parties give such notice, this Agreement shall renew for a period of one (1) year.

**DATED** at Port Coquitlam, B.C., this 8th day of December, 99 1999.

Signed on behalf of  
**TRITON TRANSPORT LTD**

Signed on behalf of  
**TRANSPORT, CONSTRUCTION  
AND GENERAL EMPLOYEES  
ASSOCIATION, LOCAL NO. 66**  
affiliated with the Christian Labour  
Association of Canada

M.H. Seadry  
\_\_\_\_\_

[Signature]  
\_\_\_\_\_

Scott Lovell  
\_\_\_\_\_

## SCHEDULE "A"

### HOURLY WAGE

	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year
Hiboys, Stepdecks & probationary rate	18.36	18.54	18.72
5 Axle Lowbed	21.42	21.63	21.84
6 Axle Lowbed	22.95	23.17	23.39
7 Axle Lowbed	24.48	24.72	24.96
8 Axle Lowbed	25.50	25.75	26.00
9 Axle Lowbed	27.54	27.81	28.08

### MILEAGE RATES

	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year
5 & 6 Axle Hiboys & Stepdecks	\$0.40	\$0.404	\$0.408
5 & 6 Axle Lowbed	\$0.47	\$0.475	\$0.48
7 Axle Lowbed	\$0.51	\$0.515	\$0.52
8 Axle Lowbed	\$0.56	\$0.565	\$0.57
9 Axle Lowbed	\$0.61	\$0.615	\$0.62

#### Premiums:

Regular hours after 5:00 P.M. \$1.00

## Schedule "B"

### OUTLINE OF THE HEALTH AND WELFARE PLAN

(Division #21,22,23,24)

- a) \$40,000.00 life insurance per employee;
- b) \$40,000.00 A.D. & D. per employee;
- c) long term disability insurance with 66% of earnings, to a maximum of \$2,000.00 per month per employee, payable after 119 days until age 65;
- d) prescription drug plan for employee and family;
- e) comprehensive dental plan at the latest fee schedule available;
- f) extended health coverage for employee and family;
- g) semi-private hospital coverage with no deductible for employee and family;
- h) optical insurance for employee and family, with maximum benefit of \$100.00;
- i) short term disability insurance with 66% of earnings to a maximum equal to U.I.C. allowance per employee, payable after the first day of accident and the fourteenth (14th) day of sickness.