

SOURCE	Union		
EFF.	2000	12	01
TERM.	2004	05	31
No. OF EMPLOYEES	520		
NOMBRE D'EMPLOYÉS	520		

COLLECTIVE AGREEMENT

BETWEEN

Securitor Cash Services
 (hereinafter referred to as, "The Employer")
 OF THE FIRST PART

AND

THE WESTERN CANADA COUNCIL OF TEAMSTERS
 affiliated with the
 INTERNATIONAL BROTHERHOOD OF TEAMSTERS
 representing
 General Teamsters Local Union No. 362 ✓
 Chauffeurs, Teamsters & Helpers Local 395 ✓
 and
 General Teamsters, Local Union No. 979
 (hereinafter referred to as "The Union")
 OF THE SECOND PART

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PREAMBLE: The Employer and the Union desire to co-operate in establishing and maintaining conditions which will promote an harmonious relationship between the Employer and employees covered by this Agreement, to provide methods for fair and amicable adjustment of disputes which may anse between them and to promote efficient operation.

NOW, THEREFORE, THE UNION AND THE EMPLOYER MUTUALLY AGREE AS FOLLOWS:

ARTICLE NO. 1 - RECOGNITION

- 1.01** The Employer recognizes the Western Canada Council of Teamsters as the sole collective bargaining agent on behalf of "all employees of **Securicor** Cash Services in the provinces of Alberta, Saskatchewan and Manitoba, excluding office and sales staff, supervisors and those above".
- 1.02** All **conditions** of employment relating to wages, hours of work, overtime, premium pay, vacations, holidays, and other general conditions of employment are specifically set forth and embodied herein, and no separate oral or written agreement shall be entered into with the individual members of the Union.
- 1.03** As a condition of employment, **all** employees shall become and remain members in good standing of the Union. All new employees shall immediately become and remain members in good standing of the Union, or be removed from the workplace until such time as they become members in good standing of the Union.
- 1.04**
- a) The Company and Union agree that supervisory staff shall be excluded from the bargaining unit and shall not **perform** any work which falls within the scope **of** this agreement, except in the event of unanticipated contingencies, in emergencies when no bargaining unit employees are available.
 - b) Satellite branches in Alberta (Red Deer, Medicine Hat, Lethbridge) one supervisor in each area may perform bargaining unit work to **fill** out the day, until such time as these branches can support a full-time supervisor. This workload shall be reviewed annually and subject to the Grievance Procedure. The Company shall pay the amount equal to the monthly dues for each such supervisor.

ARTICLE NO. 2 - DEFINITIONS

- 2.01** The following words or terms, when used in this agreement, shall mean the following:
- a) Employee is a Union member as described in 1.01 above.
 - b)
 - 1. Full-time employees are those employees who are regularly scheduled for, and guaranteed, forty (40) hours of work in five (5) or less consecutive days, or employees who are regularly scheduled for and guaranteed thirty-two (32) hours or more work per week. A part-time employee **shall** only be temporarily re-classified to full-time when a single absence that exceeds six (6) months, exclusive of vacation absence, exists.
 - 2. Those full-time employees who are not guaranteed forty (40) **hours** of work per week shall have the tight to draw hours of work from the part-time pool of hours, prior to assigning hours to part-time employees, provided said full-time employees have signed an availability sheet, and such draw will not put them in an overtime position.

- c) Part-time employees are those employees who are not guaranteed hours of work per week as per 2.01 (b) (i) and (ii) above.
- d) Promotion shall mean the transfer of an employee to a higher level position of more responsibility as well as rate of pay.
- e) Demotion shall mean the transfer of an employee to a lower level position of less responsibility as well as salary.
- f) Gender - When the masculine gender is used, it shall also mean the feminine gender wherever applicable and vice versa.
- g) Plural and Singular - When the plural is used it shall also mean the singular wherever applicable and vice versa.
- h) New Classification - In the event that an employee **performs** work covered by the Certificate of Bargaining Authority **and/or** this agreement and there is no previously established classification or wage rate covering the work performed, the Union and the Employer shall negotiate a classification and wage rate. Failing agreement by the parties, the matter shall be referred to an arbitrator as provided for in this agreement, who shall have the power to establish such classification and wage rate.
- i) Work Week - a work week in all areas is defined as **1201** a.m. Monday through to **1200** midnight Sunday.
- j) Job Descriptions - are intended to be a general description only, and do not limit jobs to those duties described.
 1. ABM employees will be those employees who access ABM machines. They will be responsible for **service**, replenishing and **performing** duties required to service an ABM machine. They shall have the responsibility for all night depository controlled by financial institutions.
 2. **Armored** Car employees shall **perform** the servicing of financial institutions with respect of all cash and securities and coin, as well as the collection of cash and coin from commercial accounts for delivery to the banks.
 3. Vault Custodian shall perform, in the vault, all those responsibilities required.
 4. In Plant - all employees handling loose coin and/or cash, data processing and **paperwork** excluding those functions performed by vault personnel. Coin and cash is not handled past the parcelling stage.
 5. **Lead/Custodian** shall be responsible for crew, parcels, and all required equipment. **Lead/Custodian** shall not apply to ABM crews.
 6. Driver - shall drive the vehicle and assist the **Lead/Custodian**.

7. Guard - shall perform the duty of guarding the crew and assisting the Lead/Custodian. The guard shall not drive the vehicle.
8. Turret Guard shall guard and control the access and egress from the building.
- k) Qualifications shall be defined as legal and proper permits and certificates to perform the work.
- l) Technological changes means the introduction by the Employer into his work, undertaking or business of equipment, material, or operational system, of a different nature or kind than previously utilized by him in the manner in which the Employer carries on the work, undertaking or business.

ARTICLE NO. 3 - DEDUCTION OF UNION DUES

- 3.01 The Employer shall deduct the Union **Initiation** Fee from all new employees during the month following the date of employment. Thereafter, the Employer shall deduct from all employees covered by this Collective Agreement, monthly Union dues and assessments or equivalent in the amount certified by the Union to the Employer. Such deductions shall be remitted within ten (10) days of the end of each month, and made payable to the appropriate Local Union, and sent to the Local Union Head Office, in care of the Secretary-Treasurer. Such monthly remittance shall be accompanied by a list of the employees from whom deductions were made, giving particulars of those employees on lay-off, sick leave, compensation, or who are no longer employed by the Employer.
- 3.02 The Company can only be held responsible for the actual deductions made for the Union, and the latter agrees to indemnify and save harmless the Company from any and all claims and disputes that could be made by an employee because of amounts deducted from his wage in conformity with the present agreement.

ARTICLE NO. 4 - PROBATIONARY PERIOD

- 4.01 All new hires shall be considered probationary employees, until such time as they have completed sixty (60) days worked or to a maximum of one hundred and twenty (120) calendar days. There shall be no responsibility on the part of the Employer respecting employment if probationary employees, should they be laid off or discharged during the probationary period.
- 4.02 No employee shall be required to complete more than one probationary period.

ARTICLE NO. 5 - HOURS OF WORK

- 5.01 Full-time employees shall be guaranteed a minimum of forty (40) hours of work, or the equivalent thereof in pay each week, in five (5) consecutive days or less. Full-time employees shall be entitled to such guarantee, provided they are available for work, and qualified to perform the work on each of their scheduled days of work for the week.

No employee shall be required to work a split shift, except as mutually agreed between the Company and the Union.

- 5.02 a) Overtime, Holidays and special night work assignments shall be offered to the senior qualified employee, provided however in the event of an insufficient number of employees accepting such overtime assignments, the Employer reserves the right to assign the junior, qualified, employees, in the reverse order, to such an assignment. Employees who are interested in securing overtime work, may be required to sign an availability sheet, Employees who accept an overtime shift, when contacted by the Company, will be responsible to finish that shift.
- b) Notwithstanding 5.02(a), employees who have completed eight (8) hours of overtime or more in one week, shall not be required to work additional overtime in that week, beyond their normal work day, provided they have notified their Supervisor at the completion of their previous shift.
- 5.03 All out-of-town scheduled runs, consisting of eight (8) hours or more, shall have full-time employees performing the work.
- 5.04 Full-time employees who are required to perform work on their scheduled day off shall be guaranteed four (4) hours of work or the equivalent thereof in pay at time and one-half the regular hourly wage rate applicable to the classification to which they are assigned on such work.
- 5.05 a) A full-time or part-time employee who is called back to work after he has completed his normal daily assignment and has punched out, shall be guaranteed four (4) hours of work or the equivalent thereof in pay and shall be paid therefore at one and one half (1½) times the regular hourly wage rate applicable to the classification to which he is assigned on such work.
- b) Employees, who do not have a guarantee, reporting for work shall be given a minimum of four (4) hours work and or pay.
- c) Employees who replace a full-time employee on a scheduled shift shall receive the full-time daily guarantee.
- 5.06 The hours shall be divided into one (1) minute units. Any portion of one (1) shall be paid for as one (1) minute. Any adjustment to an employee's time card will be communicated to that employee, prior to the change being made.
- 5.07 a) Employees shall not be required to report for work until eight (8) hours have elapsed from the time they have last been released from work. In the event the employee starts a shift before eight (8) hours have elapsed, they shall be paid the overtime rate until such eight (8) hour period is over.
- b) If an employee reports late for work, that employee will only be paid from the time he commences work.
- 5.08 Overtime shall be paid at one and one-half (1½) times the employee's regular rate of pay, and be applicable after an employee has worked forty (40) hours in any one (1) week, Monday to Sunday inclusive, or beyond eight (8) hours in any one (1) shift. Any hours worked after, any scheduled eight (8) hour shift, shall be paid at time and one half (1½) the employee's regular hourly rate of pay. There shall be no pyramiding of overtime.

The Employer reserves the right to initiate a compressed work week, consisting of four, ten (10) hour shifts. Overtime would be payable after ten (10) hours per day.

5.09 The forty (40) hour work week for full-time employees shall be reduced by eight (8) hours for each Statutory Holiday.

5.10 Bid Run Language

a) Twice annually, in six (6) month periods, the Employer shall post a schedule of runs and assignments. Such runs and assignments shall be grouped in weekly blocks. Each weekly block of runs or assignments which is posted, shall be described generally, showing the area served, the starting time and durations, the type of work involved, and the crew complements. The weekly blocks shall also designate which days in the week an employee shall normally be scheduled "off".

The schedule, so posted, shall remain posted for a period of two (2) weeks, to permit employees to study the schedule on which they will bid.

b) Eligible full-time employees will be called in order of their department classification for each classification, and shall be given a time limit in which they may bid for the weekly block assignment of their choice. Full-time employees who may be absent for any reason during the time when work selections are being made, shall have the responsibility to advise the Employer of their selections by some appropriate means on a timely basis.

c) Once an employee has been assigned to a weekly block of runs, such employee will normally remain on such block until the next general bid. Except:

1) Full-time employees will be offered forty (40) hour schedules due to absenteeism.

2) Employees that demonstrate a personal reason for changing their bid shall be accommodated on compassionate grounds.

3) Start time changes of one (1) hour or more of a bid shift, will allow the employee affected to bump a junior employee, or choose to stay on the changed route.

d) Part-time Preferential Bids - upon request of the Union, 1 & 2 below shall be applied:

1) All preferential bids shall be for a three (3) month period, based on seniority, by date of hire.

2) The Company will post all available work, including vacation openings for full-time employees, for bidding purposes, thirty (30) days prior to commencement of the schedule. Said schedule must be bid and posted by the fifteenth (15th) day of the month. Any work that becomes available after the schedule is posted shall become "pool" hours, and shall be assigned by seniority.

3) Part Time employees must submit an availability form by the fifteenth (15th) of each month, for the following month. Failure to submit an Availability Form by the fifteenth (15th) of the month shall result in "last" consideration when assigning hours.

4) Any available hours, after the bids are satisfied, shall be awarded based on seniority and properly submitted Availability Forms.

- 5) All employees are required to make themselves available for a minimum of four (4) shifts per month.
- e) A basic weekly schedule of work, showing the days of work, days off, starting times and standard run assignments for all employees will be posted each week on Thursday, the week prior to the work scheduled. Vacancies appearing in the assignments after the Thursday posting may be filled by available part-time employees.

Full-time employees bidding on vault positions must remain on their bid for a period of twelve (12) months.

ARTICLE NO. 6 - LUNCH AND REST PERIODS

- 6.01 Employees shall be allowed a minimum of one-half (½) hour off, unpaid, to eat his meal on a shift which involves a meal period. Such meal period shall commence whenever possible no earlier than three (3) hours after the start of the shift or no later than five (5) hours after the start of the shift. A mandatory lunch break shall be considered as time worked.
- 6.02 All employees shall be allowed to take a fifteen (15) minute rest period, with pay, during the first half of any shift and an additional fifteen (15) minute rest period, with pay upon completion of six (6) hours of work. Every effort shall be made to avoid taking such stops when high liabilities are on board the armored car and at times when the making of such stops will interfere with the Employer's obligations to the customer. Employees will receive an additional fifteen (15) minute break after ten (10) hours.

ARTICLE NO. 7 - RELIEVING RATES OF PAY

- 7.01 Any full-time employee assigned to work in a higher paying full-time classification, shall be paid for all hour worked in such classification, at the higher rate of pay, Any part-time employee assigned to a higher paying part-time classification shall be paid the higher rate of pay for all hour worked in the higher classification. It is also agreed that if an employee works more than half his shift in the higher paying classification, then he will be paid for the entire shift at the higher rate.
- 7.02 The Employer will pay a minimum of one dollar (\$1.00) per hour premium to any employee temporarily classified and working as a leadhand, on a shift-by-shift basis.

ARTICLE NO. 8 - STATUTORY HOLIDAYS

- 8.01 The following days shall be designated as Statutory Holidays, for which employees covered by this Agreement shall receive eight (8) hours' pay and it shall be considered as time worked.

New Year's Day	Family Day (AB)
Labour Day	Good Friday
Thanksgiving Day	Victoria Day
Christmas Day	Canada Day
Boxing Day	Civic Holiday (1 st Monday in August)
Remembrance Day	

It is understood that Statutory Holiday pay for part-time employees shall be paid for on a pro-rated basis.

- 8.02 Eligible employees are those employees who have been employed in excess of thirty (30) calendar days.

- 8.03** a) All employees who work on any of the designated Statutory Holidays will be guaranteed a minimum of four (4) hours work, and be paid for the time worked, at the rate of one and one-half (1½) times the employee's basic straight time rate, in addition to the Statutory Holiday pay.
- b) All work performed on Christmas Day will be paid for at two (2) times the regular rate of pay for all hours worked, in addition to the Statutory Holiday pay.
- 8.04** If a recognized Holiday, as indicated above, occurs during the employee's vacation, the employee shall receive a day off with pay in lieu of the Holiday or a day's pay at the option of the employee. If the extra day off is selected, the Employer shall have the option to grant the day either before or after the start of the employee's designated vacation period or some other mutually agreed-to date.
- 8.05** When a Statutory Holiday falls on a regular day off of work, then whenever possible, the immediately previous or following regular working day shall be observed as the Holiday. When a Statutory Holiday falls on a regular working day, then another day off may be scheduled by mutual agreement between the Employer and the employee. It is understood that said day off shall be deemed to be the Statutory Holiday, and must be taken no later than four (4) weeks after the holiday, and may be used as a long weekend.

ARTICLE NO. 9 - VACATIONS WITH PAY

- 9.01** No later than December 1st of each year, the Employer shall post a vacation list or lists on the bulletin board and each employee shall, in order of seniority, apply for his vacation on such list at a time same is desired and such request must be completed by February 1st of each year.
- 9.02** It is the Employer's responsibility to ensure that employees sign up for vacations in an expedient manner and eliminate any delays on the part of any employee in exercising his entitlement for vacation selection. No employee will be bypassed without two (2) working days notice in writing from the Employer. Once established, the vacation schedule shall not be changed unless mutually agreed and open periods are available. The vacation schedule must be finalized by March 1st.
- 9.03** In the event an employee shall fail to select his vacation on or before February 1st, the employee will only be allowed to select vacation periods that have not already been booked. If an employee has not selected vacation by July 1st, the employer reserves the right to assign such employees vacation period, however, the Employer will give two days notice to the employee.
- 9.04** a) The Employer will not be required to permit more than ten percent (10%) of each seniority list, rounded up to the nearest number, of employees to be off on vacation at any one time so that the Employer can maintain continuous operating efficiency and quality of client service. There shall be no reduction in Armored Division in Alberta - Calgary 4 route and 1 vault, Edmonton 3 route and 1 vault.
- b) During the second week of December, up to and including the first week of January, there shall be no more than one employee per week per seniority list off on vacation.
- 9.05** Vacations taken during the period of the third complete week of June up to and including the first complete week of September will be limited to three (3) weeks for any employee during this period but may be taken in conjunction with the immediately preceding week(s) in June or the immediately following week(s) in September.

9.06 Service Requirements and Entitlement:

Years of Service	Vacation Entitlement	Hours of Pay	Percentage Rate
one (1)	two (2) weeks	80	4
one (1) Sask only	three (3) weeks	120	6
three (3)	three (3) weeks	120	6
eight (8)	four (4) weeks	160	8
fifteen (15)	five (5) weeks	200	10
twenty-one (21)	six (6) weeks	240	12

- employees who have worked less than fifteen hundred (1500) hours in the previous calendar year shall be paid vacation pay at the percentage entitlement applied to their annual gross earnings for the previous calendar year. The only exception will be an employee who is on Workers' Compensation and has worked at least two (2) weeks in a year.

9.08 For the purpose of determining an anniversary year of employment for vacation purposes the following shall apply:

- All employees hired in the period from January 01 to June 30, shall be deemed to have commenced employment, for vacation purposes only, on December 31 of the calendar year prior to their initial calendar year of employment.
- All employees hired in the period from July 01 to December 31, and each year thereafter shall be deemed to have commenced employment, for vacation entitlement purposes only, on December 31 of their initial calendar year of employment.
- Part-time employees shall receive vacation and vacation pay in accordance with the minimum requirements of the Federal Labour Standards.
- All employees full-time seniority date shall apply for any vacation entitlements over and above the minimum requirements of the Federal Labour Standards. Current Manitoba employees will be red circled for vacation entitlement based on date of hire.

All Alberta and Saskatchewan employees hired prior to ratification of this agreement, shall have January 1, of the year in which they commenced employment with the Company, as a common anniversary date for determination of vacation entitlement only.

- From the date of ratification, for the purpose of calculating vacation entitlement over and above the Code, any year in which a part-time employee works in excess of fifteen hundred (1,500) hours, that year shall be counted toward service requirements. This clause shall be retroactive for full-time employees hired after January 1, 1990.

- 9.09 In the event of an employee leaving the employ of the Employer after he had his vacation he earned for the previous anniversary year, he shall receive four (4) percent, six (6) percent, eight (8) percent, ten (10) percent or twelve (12) percent, as the case may be, of his pay earned for the anniversary year in which he ends his employment for which no vacation has been paid.
- 9.10 Upon request, two weeks prior to an employee going on vacation, the Employer shall furnish the employee with a statement showing the period for which the employee is receiving vacation pay, how the vacation was calculated (i.e. on a percentage or weekly guarantee). A separate payroll will be made up for payment of vacation pay.
- 9.11 Vacations must be taken within the calendar year except that an employee wishing to defer his vacation period to the following year to accommodate a planned trip during the period January 1st to April 1st will be allowed to do so. Deferred vacations shall be limited to two (2) employees per year and said vacations shall take precedence in the vacation schedule.
- 9.12 Employees on vacation cannot work on their normal days off, adjacent to their vacation period.

ARTICLE NO. 10 - MANAGEMENT RIGHTS

- 10.01 The right to hire, transfer, promote, demote, classify, lay-off, suspend, discharge employees for proper cause or other wise discipline employees.
- 10.02 The right to maintain order and establish and enforce rules and regulations governing the conduct of employees.
- 10.03 The right to utilize and/or hire part-time employees during peak work periods, emergencies, or unanticipated contingencies, and to fill out and complete the work schedule over and above those hours guaranteed to regular full-time employees.
- 10.04 The right to reduce overtime hours wherever and whenever possible.
- 10.05 The right to determine the products to be handled and the methods of handling and processing and related scheduling of operations.
- 10.06 The Employer agrees that these functions will be exercised in a manner consistent with the provisions of this Agreement. The Employer hereby reserves all rights and privileges not specifically modified by this Agreement.
- 10.07 Nothing herein contained shall be construed to prevent management, sales or office employees from performing bargaining unit work, in cases of emergency, unanticipated contingencies, and when no bargaining unit employees are available to perform such work.

ARTICLE NO. 11 - SENIORITY

- 11.01 The Employer shall accept the principle of seniority. Seniority shall be the determining factor for layoff and recall, promotion or demotion, work preference, daily call-in, provided the employee is available and qualified to perform the work, subject to the provisions herein.

11.02 Alberta Seniority

- a) Alberta Seniority Lists will be maintained by the Employer as follows:
1. Armored personnel, including vault,
 2. In-Plant personnel, Turret operator
 3. ABM personnel, Assistant Dispatcher
 4. Part-time personnel
 5. Satellite Branches / full-time / part-time
- b) Employees may not be moved from one seniority list to another without the prior mutual consent of the employee and the Employer. If such consent is given, the employee shall take the seniority position at the bottom of the other seniority list.
- c) The Employer shall immediately, and every six (6) months thereafter, post seniority lists, with a **copy** to the Local Union, setting out the name, classification, and date of employment of all employees. Seniority for regular full-time employees shall be determined by the date on which such employee became a regular full-time employee. Part-time seniority shall be by date of hire.
1. For the purpose of promotions to full-time status, whenever there are not reduced full-time employees eligible for promotion, current part-time employees shall be considered for promotion in accordance with their seniority, provided they possess the qualifications.
 2. Seniority shall be used for the purpose of daily call-in. The employee must have the qualifications to perform the work.
 3. Demotion on each seniority list, due to reduced work requirements of the Employer, shall be made in reverse order of seniority.
 4. Demoted full-time employees may use their overall seniority to bump the junior full-time employee. Said demoted employee shall be placed at the bottom of the new Department Seniority List. Company seniority will not be lost when changing departments.
 5. Full-time employees shall have seniority over part-time employees. Full-time employees demoted to part-time status shall be placed on the top of the part-time seniority list.

11.03 Manitoba Seniority

- a) Seniority for full-time employees in Manitoba shall be based on the most recent date on which such employee became full-time.
- b) The Employer shall provide to the Union every six (6) months thereafter, or on request, a seniority list setting out the name, **classifications** and seniority dates of all employees. Said seniority list shall also be posted on the bulletin. Seniority shall be terminal wide and the following ~~four (4)~~ ^{three (3)} seniority units shall be recognized as separate.
1. Armored, Vault, ABM
 2. Inplant
 3. Part time

- c) Full time employees shall have seniority over part time employees:
- d) A part time employee shall:
 1. Be carried on a part time seniority list and shall be called in to work according to their position on said list.
 2. Be given first opportunity to qualify as full time employees as openings become available and will then be placed at the bottom of the applicable enroute or in plant seniority list.
 3. Employees who make the Company their principle place of employment, and are available for work on a regular basis (dedicated), shall be carried on the part-time list ahead of those employees who are 'non-dedicated'. Students and seasonal employees shall be considered 'non-dedicated'.

11.04 Saskatchewan Seniority

- a) Five seniority lists will be maintained by the Employer:
 1. Enroute - ABM, Armored, Vault
 2. **Inplant**
 3. Part-time Enroute - ABM, Armored, Vault
 4. Part-time **Inplant**
 5. Satellite Branches
- b) Seniority for full-time employees shall be based on the most recent date on which such employee became full-time. Every six (6) months, or on request, the Employer shall post, and provide to the Union, a seniority list, setting out the names, classifications and seniority dates of all employees.
- c) Full-time employees shall have seniority over part-time employees.
- d)
 1. Part-time employees shall be called in to work according to their position on the appropriate seniority list.
 2. In the event a full-time position becomes available, consideration will be first given to the senior, available, qualified person who has no outside employment.
 3. Employees who make the company their principle place of employment and are available for work on a regular basis (dedicated), shall be carried on the part-time list ahead of those employees who are "non-dedicated". Students and seasonal employees shall be considered 'non-dedicated'.

11.05 Promotions to higher classifications shall be made in accordance with list seniority, subject to the job posting procedure. The applicant must possess the proper certificates *and/or permits* for any new position. The Employer shall provide the successful applicant the opportunity to train **for** this new position.

11.06 The necessary training required by an employee to perform the normal functions of the job shall be first determined by the Employer in a just and fair manner.

11.07 Demotion to a lower classification, due to reduced work requirements of the Employer, shall be made in reverse order of seniority.

11.08 Any employee who has moved to a different classification within or outside the Bargaining Unit and after a reasonable training and/or trial period, not to exceed ninety (90) calendar days, is found to be unsatisfactory for the new position, shall be restored to his former position and shall retain his seniority therein. Protection of seniority for an employee promoted outside of the Bargaining Unit shall apply only once during the term of this Agreement to any individual employee. The employee shall have the option to return to his former position during the ninety (90) day trial period.

11.09 The lay off and recall of employees will be based on seniority on each of the seniority lists: that is, the last hired will be the first laid off, and the last laid off will be the first recalled. Any employees laid off or reduced to part-time shall be notified in writing, with a copy to the Union office.

11.10 An employee shall lose seniority and his employment shall be terminated if:

- a) he is discharged for just and sufficient cause and not reinstated through the grievance and arbitration procedure of this Agreement;
- b) he voluntarily leaves the employ of the Employer;
- c) he fails to report to work after a lay off, within ten (10) calendar days after being notified by registered mail;
- d) he is absent from work for three (3) days without notifying the Employer, unless for a bonafide reason.
- e) he is promoted and remains outside of the Bargaining Unit for ninety (90) days or longer;
- f) he has been on lay off for a period of twelve (12) months.

ARTICLE NO. 12 -JOB POSTING, SHIFT TRADES and EMPLOYEE RIGHTS

12.01 In the event a vacancy occurs in any of the classifications covered hereunder, the Employer shall post a notice on the bulletin board notifying employees that such a vacancy exists. Employees desiring consideration for such a job shall then apply in writing within seven (7) working days of such posting. The filling of such vacancy shall be in accord with the terms and conditions listed above.

12.02 Full time employees wishing to trade shift with another co-worker in order to accommodate personal issues, shall do so by assuming the responsibility of ensuring that the shift(s) in question are covered.

All shift trades must be presented in writing to management for approval, a minimum of two weeks prior to the actual shift in question.

12.03 Subject to Article No. 10.00 of the Collective Agreement, the Company and the Union agree that run audits will be conducted at least once every six (6) months, or on request if there has been a significant change in work volumes.

The Audit Committee shall include the Branch Manager and/or his designate, applicable Supervisor, one (1) Union Steward and/or a Union representative, and one (1) employee per department as needed,

The purpose of the Route Audit Committee shall be to review the present route work, so as to determine the number of forty (40) and thirty-two (32) hour blocks of work available. To achieve this, the Committee shall consider the possibility of consolidation of part-time routes or parts thereof.

When it can be demonstrated that additional forty (40) or thirty-two (32) hour blocks of work are available, exclusive of Seasonal Work, then an additional block of work shall be created, and offered to part-time employees for re-classification to full-time.

In the event there is a disagreement in the findings of the Audit Committee, the dispute may be submitted to the Grievance Procedure.

ARTICLE NO. 13 - OPERATING POLICIES AND PROCEDURES

- 13.01 The Employer shall provide the Union office and each employee with an Employee Rule Book so the employees may become familiar with same. Employees will abide by all operating policies and procedures contained in the booklet and **all rules** as amended through posting by management from time to time. The Union will be advised in writing of any amendments to said rules.
- 13.02 The Employer agrees that the operating policies, procedures and rules contained in the employee Rule Book will be exercised in a manner consistent with the provisions of this Agreement.

ARTICLE NO. 14 - PAY DAY PROVISIONS

- 14.01 All employees covered by this Agreement shall be paid not less frequently than on a **bi-weekly** basis, all wages earned by such employees to a day not more than seven (7) days **prior** to the day of payment. Payment shall be by direct deposit to a bank account of the employee's choice.
- 14.02 The Employer shall provide every employee covered by this Agreement on each pay day with a separate or detachable written or printed itemized statement in respect of all wage payments to such employee. Such statement shall set forth the total hours worked, total overtime hours worked, the rate of wages applicable and all deductions made from the gross amount of wages.
- 14.03 When there is an error of short payment or any other type of error, this shall be corrected as soon as possible. If the error is for an amount of one hundred dollars (\$100.00) or more, the employee will receive payment within the next three (3) working days.

ARTICLE NO. 15 - STRIKES AND LOCKOUTS

- 15.01 During the life of this Agreement, there shall be no lockout by the Company or any strike, sit-down, slow-down or work stoppage or suspension of work either complete or partial for any reason by the Union.
- 15.02 It shall not be a violation of the Agreement or cause for any disciplinary action or discharge of any employee, in the performance of his duties, to refuse to cross a legal picket line recognized by the Local Union.
- 15.03 If a dispute arises as the result of the employees of the Employer handling or transporting any commodities for a company or business that is being legally picketed by a Local Union of the Teamsters, and the union so decides not to carry out the required work, management **reserves** the right to carry out the work and will so notify the union.

ARTICLE NO. 16 - SHOP STEWARDS

- 16.01** The Employer agrees to recognize Shop Stewards, for the purpose of overseeing the terms of the Collective Bargaining Agreement being implemented and for the purpose of presenting complaints or grievances to the Manager.
- 6.02** The Employer agrees not to discriminate against any member of the Bargaining Unit and/or Shop Steward when exercising their rights under the terms of the Collective Bargaining Agreement and presenting grievances.
- 6.03** Union representatives will be permitted access to the Branch.
- 6.04** The Employer agrees to make available Shop Stewards, to a maximum of two (2) per province, to the Union, upon request, for the purposes of negotiating the Collective Agreement. The Union shall compensate Shop Stewards for time spent attending negotiation meetings.

ARTICLE NO. 17 - LEAVES OF ABSENCE

- 17.01** During an authorized leave of absence, an employee shall maintain and accumulate seniority. Leave of absence in excess of 30 calendar days will not be granted until a request for same is submitted in writing to both the union and the employer and mutually agreed upon. Leave of absence for compassionate reasons shall not be unreasonably withheld.

If the leave of absence is to extend a vacation, then it must be in accordance with the vacation schedule.

In any instance where an employee accepts other employment without the consent of the Employer, while on leave of absence, his employment shall be terminated subject to proper proof of the same.

- 17.02** When an employee suffers an injury, whether on the job or not, or suffers any illness preventing him from reporting to work, he will automatically be granted leave of absence, without pay, and subject to any payments the employee is entitled to under any Sick Pay Plan, until such time as his doctor states such employee can return to work, provided the Employer reserves the right to require the employee to be examined on the employee's return to work by a doctor selected by the Employer which examination shall be paid by the Employer. Such absence will not exceed two (2) calendar years except by mutual consent of the parties.
- 17.03** Medical Leave -When an employee suffers any injury or illness which requires his absence, he shall report the fact to the Employer (as soon as possible and preferably with a minimum of three (3) hours' notice in advance of his actual starting time) so adequate replacement may be made if necessary. Employees must keep the Employer notified of their correct address and telephone number at all times,

In the event an employee shall be injured on the job and unable to continue to work, he shall be paid for his scheduled hours of work that day.

It is required that an employee on sick leave advises the Employer as to his availability to return to work with as much advance notice as possible for scheduling purposes with a minimum of twenty-four (24) hours' notice in advance of his availability.

- 17.04 **Funeral Leave** - Any employee who shall suffer death in his immediate family (that is: parents, spouse's parents, spouse, grandparents, spouse's grandparents, children, brother or sister, brother-in-law or sister-in-law or grandchildren) while actively working shall be granted an appropriate leave of absence. Full time employees shall be paid eight (8) hours for each day of said leave, to a maximum of three (3) days. Part-time shall be paid for lost wages on said days absent. For the purposes of this provision, the term "immediate family" shall be deemed to include "step-family". Employees who are required to travel six hundred (600) kilometres or more round trip, to attend the funeral shall receive an addition one day's pay for such travel.
- 17.05 **Jury Duty** - In the event an employee is required to attend jury selection, serve on a jury or attend as a crown witness, they shall be paid the difference between the jury fees earned and their scheduled hourly wage, provided the employee shall make themselves available for work for the employer on those days and at the time when they are not required to serve on the jury. Part-time employees shall be entitled to pay for jury service under the same conditions; provided, their pay shall be based on earnings lost. The hours paid for, as above provided, shall be considered as hours worked.
- 17.06 **Maternity/Paternity Leave** - An employee shall be granted a maternity/paternity leave of absence by the Employer in accordance with the Canada Labour Code. Full-time and part-time employees shall be paid one (1) day's Paternity leave on the birth of a child.
- 17.07 **Medical Examinations**- Any medical examination requested by the Employer shall be promptly complied with by all employees, provided, however, that the Employer shall pay for all such examinations.
- a) If an employee takes a medical examination, he shall be paid for the time involved and thus not lose any pay as a result of his taking a medical examination. Such time shall be paid for at the straight time rate of pay.
- b) In addition to the above procedure an Employer required medical examinations, the Employer agrees that where any employee who drives a motor vehicle in the **course** of employment coming under the Motor Vehicle Classification Licenses is required by any agency, insurance or other appropriate agency to take a medical examination to verify his right to drive such motor vehicles coming under the aforesaid, or to operate a vehicle equipped with air brakes, the Employer hereunder shall, where same is not paid for by any part of the Welfare Plan under which the employee is covered, pay for such medical examination.
- 17.08 If following an Employer requested medical examination, any employee is deemed to be physically incapable of carrying out his regularly assigned duties, the following procedure shall be followed:
- a) The Employer shall notify the Union of the medical findings in respect to the employee. Should the Union or the employee disagree with said findings, the employee, at his own expense, shall have the right to be examined by his personal physician.
- b) Where there is no agreement between the Employer appointed physician and the employee appointed physician on the condition of the employee, the two physicians will agree on a professional doctor from the Medical School of Surgeons to arbitrate the case. The medical arbitrator's decision will be final and binding.

- c) Should the Professional Doctor deem the employee to be capable of carrying on his assigned duties, then the employee shall not suffer any loss of earnings caused by his having been removed from or temporarily suspended from his regularly assigned duties.
- d) The remuneration of the doctor shall be borne equally between the Employer and the Union.
- e) The Employer will make every effort possible to locate a suitable position for an employee deemed physically incapable of performing his regularly assigned duties. Should an employee be reclassified as a result, he will be paid at the then existing rate of his new classification. In the event that no position can be identified to accommodate the employee, he will:
 - 1. be placed on lay off (medical leave of absence without pay); or
 - 2. qualify for participation in any of the employees benefit programs to which he is entitled to as a participating member by arranging to pay all applicable premiums; or
 - 3. qualify for Workers' Compensation if his incapacity resulted from an on-the-job illness or injury.

17.09 Compensation Coverage -

- a) When an employee is injured at work or goes on compensation, he shall, when the Compensation Board signifies that the employee may go to work, be returned to the payroll at his previous job and rate of pay or work and rate of a position suitable to his ability to perform.
- b) If it is proven to the Employer the employee is unable to do the job the employee held at the time of injury, the Employer will try to place the employee in a job which said employee can do. If this is impractical, then the employee shall be entitled to two (2) weeks' notice, and/or pay.
- c) In the event of a disability injury on the job a full-time employee will be entitled to a full day's pay, and a part-time employee will be entitled to his scheduled hours for the day of injury.

ARTICLE NO. 18 - TECHNOLOGICAL CHANGE

- 18.01** The provisions of this Section are intended to assist employees affected by any technological change to adjust to the effects of the technological change through training.
- 18.02** The Parties to this Agreement recognize that the technological changes that result in increased efficiency and productivity must be encouraged and further that the Parties have a direct responsibility to reduce to a minimum the adverse effects to any employee that may result from such changes.
- 18.03** In the event the Employer proposes a technological change in its operation requiring training, the Employer agrees to give first opportunity to employees then on the payroll by seniority, in the classification, to train to perform the work.

18.04 The Company shall advise the Union as far in advance as possible, and not less than thirty (30) calendar days prior to the introduction of technological changes. The matter shall immediately become a topic of discussion between the Company and the Union particularly with regard to:

- a) The effect such changes will have on the number of employees within the branch.
- b) The effect on working conditions.
- c) Any changes in job classifications.

18.05 Employees with one (1) year or more of service, whose employment is terminated as a result of technological change, shall receive termination pay of one (1) week's pay for each year of service with the Employer, to a maximum of five (5) years or the Canada Labour Code whichever is greater, at the rate of pay the employee was receiving on the date of termination.

ARTICLE NO. 19 - SANITARY FACILITIES

19.01 The Employer agrees to maintain clean, sanitary washrooms, having hot and cold running water and proper hand cleanser and towels in sufficient quantity, with toilet facilities. Employees shall observe the simple rules of cleanliness and good housekeeping in these facilities, and segregated facilities for female employees shall be provided where necessary.

19.02 Clothes closets or lockers of a suitable size for the protection of employees' clothes and personal belongings shall also be provided.

19.03 The garage and office shall be adequately heated and ventilated.

ARTICLE NO. 20 - SAFETY AND HEALTH

20.01 The Employer shall make reasonable provisions for the safety and health of its employees during the hours of their employment and proper first aid kits, including a proper first aid kit in each service vehicle.

20.02 The Employer will provide a tool kit for each over the road vehicle.

20.03 The Company will reimburse each employee one hundred and twenty dollars (\$120.00) upon receipt of the purchase of Safety Boots, every 24 months. Boots must be hard toe, black leather.

ARTICLE NO. 21 - BULLETIN BOARDS AND DECALS

21.01 The Employer will provide two Bulletin Boards at its terminal on which to post changes in Company rules and regulations and on which the union may post notices to its members. All union notices are to be dated and signed by an official of the union. All union notices are to appear on the designated union board only.

21.02 It shall not be a violation of this Agreement for an employee to post the Teamsters Union Label in a conspicuous place in the cab of the vehicle or equipment he is operating. The said label is to be of a size not in excess of three inches by four inches (3" x 4"). Said label is not to be attached to any glass area.

ARTICLE NO. 22 - TRUCK MAINTENANCE

- 22.01** The Employer shall not require employees to take out on the streets or highways any vehicle that is not in safe operating condition or equipped with the safety appliances or stickers or passed the required inspections prescribed by law. It shall not be a violation of this Agreement where employees refuse to operate such equipment provided such refusal is justified.
- 22.02** In the event an employee determines that a vehicle is in unsafe operating condition, he shall request that a Supervisor confirm this. If the Supervisor concurs, he shall place a red tag in a conspicuous place on the vehicle. Such vehicle shall not be operated until the fault is corrected.
- 22.03** All trucks owned or leased by the Employer must have steps or similar devices to enable drivers to get in and out of the body for safety purposes and shall also be fitted with safety belts in accordance with the laws of the Province.
- 22.04** All units shall have adequate heaters, air conditioning, windshield wipers, weather stripping, and defrosters.
- 22.05** No driver shall be asked or required to service or maintain trucks or equipment. This shall not cover the driver's responsibility in checking his truck for gas, water and oil and to see that it is in proper operating condition, not in driving the vehicle to the proper place of maintenance and parking, This shall not apply to changing of flat tires or making minor emergency repairs when away from the plant. Each employee shall be required to maintain the cleanliness of their respective working compartments.
- 22.06** Employees shall immediately, or at the end of their shift, report all such defects of equipment. The reports shall be made on a suitable form furnished by the Employer and shall be made in multiple copies, one (1) copy to be retained by the employee.
- 22.07** A three part truck maintenance log book will be provided in each unit. One copy will be handed in to the company, one copy retained by the driver, and the original will remain with the unit. Repairs, when made, will be noted in the log book.

ARTICLE NO. 23 - TRAFFIC TICKETS

- 23.01** No driver shall be required to violate traffic laws. If a driver shall be issued a traffic ticket or citation for parking violations made in accord with instructions from the Employer, the Employer shall be responsible for such citation. Traffic tickets or citations issued to the employee must be submitted to the Employer within forty-eight (48) hours and if not so delivered, the Employer shall not be responsible for the payment thereof.
- 23.02** Moving violations shall be the sole responsibility of the driver; e.g. speeding, failure to stop at the traffic stop signals, improper traffic driving and reckless driving.
- 23.03** The Employer has the right to request a Drivers Abstract, however, if requested, the Employer must pay for the abstract.

ARTICLE NO. 24 - TOOLS

- 24.01** All tools and equipment required by employees to properly perform the functions of their job shall be furnished by the Employer and shall remain the property of the Employer at all times.

ARTICLE NO. 25 - TRAINING AND MEETING ATTENDANCE

- 25.01** The Employer shall be responsible for providing sufficient training in the areas of vehicle operations, Company operational procedures, firearm training (including proficient use of weapons), and safety procedures in the performance of work away from the Branch (i.e. guarding, custodian, driving etc.)
- 25.02** Participation by employees is compulsory and participating employees will be paid at the applicable hourly rate of pay in the Collective Agreement. **Voluntary** practice will be paid, to a maximum of six (6) hours per year at their basic straight time hourly rate of pay, for actual time spent practising.
- 25.03** When the Employer requires an employee to be present at a meeting called by the Employer, **time** spent at such meeting shall be considered as time worked and shall be paid in accordance with the Collective Agreement.
- 25.04** The Employer upon prior approval will reimburse those employees who have taken an approved CPR, First Aid Course, etc., and provide proof of successful completion of same.
- 25.05** Any certificates or permits required by either the government or the Employer to carry out an employee's duties for the Employer, shall be considered a condition of employment. This shall not include the cost of the drivers licence renewal. The cost of obtaining and renewing said permits or certificates will be paid by the Employer, in addition to the cost of any course or course material in this regard.

The Employer will pay the straight time hourly rate of pay as described in the collective agreement, for all time spent in obtaining and/or renewing said permits and/or certificates.

The Employer shall provide sufficient in-house training prior to the employee taking any tests or qualification. The Company shall pay the cost of obtaining the ATC permit for employees who have been employed for more than thirty (30) days, who do not have an Authorization to Carry permit, and wish to transfer to a position that requires an ATC.

New hires will bear the initial cost of permits

- 25.06** The Employer shall pay the employee for firearms training, with a qualified instructor, at the employee's straight time rate of pay. Voluntary practice will be paid to a maximum of six (6) hour per year at their basic straight time hourly rate of pay, for actual time spent practising. The Employer shall provide a maximum of five hundred (500) rounds of ammunition per year for those employees who practice. Should an employee fail to qualify, management and the Union will meet as soon as possible to discuss the reasons for failure, and decide whether remedial training is in order.

ARTICLE NO. 26 - HEALTH and WELFARE AND PENSION

- 26.01** The Employer shall continue to provide the current comprehensive Health and Welfare Plan. All regular full-time employees must be enrolled as a condition of employment. The cost to employees, in Alberta only, will be the equivalent of one percent (1%) per month of regular earnings.
- a) The Employer will provide the applicable Provincial Health Care Plan for full-time employees.

- b) The Employer will provide for regular full-time employees who have completed probation, an **MSA** Dental Plan for such eligible employees and their eligible dependents. A copy of the Plan is attached.
- c) The Employer will provide Felonious Assault Insurance for all employees on the payroll from date of employment, in the amount of one hundred thousand dollars **(\$100,000.00)**

26.02 Employees hired after January 1, **1987** will be eligible to join the Company Pension Plan after twenty-four **(24)** months of employment, provided the employee has earned thirty-five percent **(35%)** or more of **YMPE** in each to two **(2)** consecutive calendar years.

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

All regular full-time employees at December **31, 1986** will be deemed members of the Company Pension Plan.

26.03 Pension Plan Committee - The Employer proposes establishing a Pension Plan Committee, consisting of employee representatives, management representatives and financial advisors, to review and recommend Pension Plan strategy.

This Committee will be established upon completion of a valuation and transfer of the **Mayne Nickless (Loomis)** plan to **Securicor Cash Services**

ARTICLE NO. **27** - SICK LEAVE PLAN

27.01 Full-time employees who shall be unable to work due to non-service connected sickness or injury shall be granted sick leave of six **(6)** days of eight **(8)** hours per day to a maximum of forty-eight **(48)** hours during the period of December **1** through November **30**.

It is understood that sick leave is non-accumulative, and that if not used during the period of December through November, it shall be paid out in December of each year, to a maximum of forty-eight **(48)** hours, at which time a further **forty-eight (48)** hours will be credited to each employee's account for the following year. Employees must be employed on December **1st** to be paid out.

Reasonable proof of illness, which shall include a Doctors' certificate, may be required after the fourth **(4th)** sick day. The employee will not be paid unless the said Doctors' certificate is produced upon returning to work. If the Company requires a Doctors' certificate, the Company will pay for the certificate.

ARTICLE NO. **28** - EQUAL OPPORTUNITY

28.01 The Employer and the Union agree that no person will be refused employment or in any manner be discriminated against, in accordance with the applicable Federal Human Rights Legislation.

ARTICLE NO. 29 - UNIFORMS

29.01 The Employer will provide the following to all full-time and part-time employees, on hiring and as require thereafter:

- One (1) tie
- Five (5) perma press shirts
- One (1) summer jacket (rainproof)
- Three (3) pairs of trousers
- One (1) winter jacket (drivers as required)
- Two pairs of coveralls or smocks (inplant workers, if requested)
- One (1) baseball cap
- One (1) sweater
- One (1) holster and belt

Employees shall be responsible for cleaning of all washable uniform parts.

- 29.02 a) The Employer shall pay the cost of an approved bullet resistant vest. At the employee's choice, said vest shall be the type to be worn either under or over the employee's uniform. Exterior carriers must be Company-approved, The Company will pay fifty percent (50%) of the cost of the vest, to a maximum of three hundred and fifty dollars (\$350.00). This vest shall be replaced every five (5) years at the above-noted payment system. This shall not be applied to used vests.
- b) Any employee who terminates their employment within the first year of employment, shall be required to reimburse the Employer's contribution for the bullet-resistant vest.
- c) The Employer shall deduct twenty dollars (\$20.00) per pay period to a maximum of the payment entitlement.

29.03 Duty ammunition is to be replaced as required.

ARTICLE NO. 30 - OVERNIGHT STAY / MEAL ALLOWANCE

30.01 Employees required to stay overnight, at a location outside of their base Branch, shall be provided with clean, comfortable lodging (double accommodation), single accommodation for gender, and shall be paid, in advance, **thirty-two** dollars (\$32.00) meal money for each layover.

Layover allowance shall be increased by one dollar (1.00) each anniversary of the collective agreement.

30.02 The current practice of meal allowance in Alberta, of paying meal allowance on one (1) day highway runs, is to be red circled at the current allowance.

ARTICLE NO. 31 - GRIEVANCE PROCEDURE AND ARBITRATION

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

STEP 1 - Any grievance of an employee shall first be taken up between such employee and the Supervisor within fifteen (15) calendar days of such occurrence.

Employees will be entitled to representation by a Shop Steward if requested.

STEP 2 - Failing Settlement under Step 1, a grievance shall be taken up between the representative of the Local Union and the Supervisor.

STEP 3 - Failing settlement under Step 2, such grievance and any question dispute or **controversy** that is not of a kind that is subject to Steps 1 and 2, shall be taken up between the bargaining representative of the Union and a Company representative. (Such grievance shall be in writing and signed by the employee).

STEP 4 - Failing settlement under Step 3, the matter will be taken up by the Board consisting of two (2) members selected by the Union and two (2) members selected by the Employer, which Board may resolve the grievance by Agreement and their decision shall be final and binding.

STEP 5 - Failing settlement under Step 4, the matter will be referred to an agreed upon neutral arbitrator whose decision will be final and binding.

Failing to agree upon a neutral arbitrator, the Department of Labour will be requested to appoint a neutral arbitrator. The arbitrator, so selected or appointed, shall have the authority to adjust and settle the controversy submitted to him, but he shall be confined to the subject submitted for decision and may in no event, as part of any decision rendered thereon, impose upon either

party any obligation which has not been agreed upon by the parties under the Terms of this Agreement or which may affect the reformation of this Agreement or any provisions thereof. The decision of the arbitrator shall be made in writing and shall be final, conclusive and binding on the parties to this Agreement.

The cost of the arbitrator shall be borne equally by the Employer and the Union.

ARTICLE NO. 32 - DISCIPLINE

32.01 Employees shall receive a copy of any verbal, written, or disciplinary letters that are placed on their file, with a copy to the Union. Such letters shall become part of the employee's work history. When the Employer schedules a meeting with the employee in this regard, the Employer shall ensure that a Shop Steward or alternate is present at such meeting.

32.02 Verbal, written or disciplinary letters shall not be used for the purpose of compounding discipline after one (1) year. If a re-occurrence of the same or similar infraction exists within said year, progressive discipline may apply.

32.03 Where the Union requires an explanation of reasons for discipline, hours of work, seniority, the Employer agrees to promptly supply same within ten (10) calendar days from the request, either verbally or in writing to the Union.



- 32.04 Employees covered by this Agreement will have access to their personnel file upon written request by the employee involved during normal office hours.
- 32.05 Any document or discipline that is to be included in an employee's work file must have been brought to the employee's attention at the time the incident occurred, but no later than ten (10) days from each occurrence, or from the day of discovery of the violation.
- 32.06 In the event the Employer requests any Bargaining Unit employee to undergo a Polygraph Examination (lie detector) or similar mechanical or physical test for any reason, the Employer shall first notify the Union Officer affected to arrange a meeting with the employee, Union Representative, and the Employer, to discuss the test. The Employer shall clearly state that the examination is voluntary, and that there shall be no adverse consequence should the employee decline the requested Polygraph Examination. The employee shall be entitled to Union representation prior to and after the test, as well, the Union Representative shall be allowed to accompany the said employee to the location of the examination, however the Union Representative may not participate in the actual examination. Employees covered by this Agreement, who voluntarily agree to participate in a Polygraph Examination, shall be provided with a list of questions to be asked during the polygraph, prior to the actual Polygraph Examination.
- 32.07 Anonymous calls to the Company shall not be grounds for discipline, warning letters, etc. Nothing will be retained in an employee's personnel file in this regard.

ARTICLE NO. 33 - UNION/ INDUSTRY ADVANCEMENT FUND

The Teamsters Union/Industry Advancement Fund shall be for the enhancement of all persons dependent upon any industry represented by the Teamsters.

Effective January 1, 2001, the Employer shall make contributions of five cents (5¢) per hour for which wages are payable hereunder, for each employee covered by this Collective Agreement.

Payment of said funds shall be made to the appropriate Teamsters Local Union/Industry Advancement Fund by the fifteenth (15th) of the month following that to which they refer.

This payment will be independent and separate from any other payment made to the appropriate Locals.

ARTICLE NO. 34 - EXPIRATION AND RENEWAL

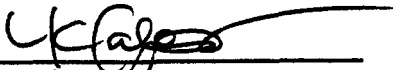
34.01 This Agreement shall be effective from December 1, 2000, and shall remain in effect until May 31, 2004 and thereafter from year to year, but either party may, within four (4) months of the expiry date or the anniversary of such expiry date from year to year thereafter give notice in writing to the other party of a desire to terminate such Agreement or to negotiate a revision thereof.

34.02 When the required notice for termination or revision is given by either party, negotiations in connection with same will be started promptly and expeditiously conducted, so that if it is reasonably possible, same may mutually and satisfactorily be concluded within the notification period.


IN WITNESS WHEREOF, THE PARTIES HERETO HAVE DULY EXECUTED THIS AGREEMENT

SIGNED THIS 08 DAY OF FEB, 2001


FOR THE EMPLOYER
Securicor Cash Services



Les Gateson




Rob Murray




Les Fisher
Karen Gateson

FOR THE UNION
Western Canada Council of Teamsters



Local 362 Calgary, AB



Local 362, Edmonton, AB



Local 395, Regina, SK



Local 395, Saskatoon, SK



Local 979, Winnipeg

-10.20

APPENDIX "A"
10569 - 10569

Wage Rates - CALGARY, LETHBRIDGE, MEDICINE HAT & RED DEER, AB

POSITION	DEC 1/00	AUG 1/01	AUG 1/02	JUNE 1/03	MAY 31/04
Custodians	16.40	16.65	16.90	17.15	17.25
Drivers	15.51	15.82	16.12	16.43	16.53
ABM Clerk	14.00	14.56	15.12	15.68	15.78
Night Service Clerk	14.53	15.07	15.62	16.16	16.26
Part Time	10.88	11.56	12.25	12.93	13.03
Guards	13.88	14.56	15.25	15.93	16.03
Leadhand (inplant)	10.97	11.65	12.32	13.00	13.10
Inplant	9.48	10.32	11.16	12.00	12.10
Part-time (inplant)	8.71	9.81	10.90	12.00	12.10
Asst Dispatcher	14.32	14.88	15.44	16.00	16.10
Vault Custodians	16.65	16.82	16.98	17.15	17.25
Probationary	9.88	10.50	11.25	11.93	12.03
Custodian - Lethbridge	16.63	16.80	16.98	17.15	17.25
Driver - Lethbridge	15.75	15.98	16.20	16.43	16.53
ABM Leadhand - Lethbridge	15.00	15.56	16.12	16.68	16.78
ABM - Lethbridge	14.62	14.97	15.33	15.68	15.78
Part-time - Lethbridge	10.08	11.10	12.01	12.93	13.03
Custodian - Red Deer	16.40	16.65	16.90	17.15	17.25
Driver - Red Deer	15.51	15.82	16.12	16.43	16.53
ABM - Red Deer	14.62	15.13	15.65	16.16	16.26
Service - Red Deer	14.40	14.83	15.25	15.68	15.78
Part-time - Red Deer	10.18	11.10	12.01	12.93	13.03
Custodian - Medicine Hat	16.40	16.65	16.90	17.15	17.25
Driver - Medicine Hat	15.51	15.82	16.12	16.43	16.53
ABM - Medicine Hat	14.62	14.97	15.33	15.68	15.78
Part-time - Medicine Hat	10.18	11.10	12.01	12.93	13.03

BR

EDMONTON, AB - 10431

POSITION	DEC 1/00	AUG 1/01	AUG 1/02	JUNE 1/03	MAY 3 1/04
Custodian	16.23	16.42	16.57	16.73	16.83
Driver	15.34	15.55	15.70	15.85	15.95
Guards	13.67	14.10	14.54	14.97	15.07
Vault	16.23	16.42	16.57	16.73	16.83
Vault/Data Entry	10.20	10.56	10.92	11.90	12.00
CC/CR/Leadhand	10.97	11.39	11.80	12.22	12.32
Inplant	8.69	9.63	10.76	11.90	12.00
Turret	9.60	10.16	10.76	11.90	12.00
ABM Leadhand (new)	13.01	13.87	14.73	15.59	15.69
ABM Leadhand	14.28	14.72	15.15	15.59	15.69
Service Crew	13.79	14.11	14.42	14.87	14.97
Balance Crews 1	13.05	13.61	14.18	14.87	14.97
Balance Crews 2	13.79	14.11	14.42	14.87	14.97
Balance Crews 3	13.05	13.61	14.18	14.87	14.97
ABM/CL1/NR1/A	13.43	14.02	14.60	15.19	15.29
ABM/CL2/NR2/A	13.05	13.61	14.18	14.87	14.97
ABM 2/Driver	12.60	13.31	14.03	14.87	14.97
Night Service	14.27	14.58	14.88	15.19	15.29
Part-time	9.76	10.75	11.75	12.74	12.84
Probationary	8.50	9.63	10.76	11.90	12.00

REGINA, SK 710438

POSITION	DEC 1/00	AUG 1/01	AUG 1/02	JUNE 1/03	MAY 31/04
Custodian	14.19	14.55	14.91	15.26	15.36
Driver	13.53	13.89	14.26	14.62	14.72
Guards	12.91	13.33	13.76	14.18	14.28
Inplant	9.73	10.05	10.76	11.90	12.00
Inplant Part-time	8.99	9.63	10.76	11.90	12.00
Leadhand Cash Cage	11.22	11.34	11.58	11.96	12.06
Part-time ABM/AC	9.73	10.47	11.21	11.96	12.06
ABM Promotion	10.95	11.95	12.95	14.43	14.53
ABM Year 1	11.60	12.38	13.17	14.43	14.53
ABM Year 2	11.99	12.65	13.30	14.43	14.53
ABM Year 3	12.43	12.94	13.45	14.43	14.53
Night Part-time	10.41	11.07	11.72	12.38	12.48
Night Promotion	11.95	12.76	13.57	14.87	14.97
-		13.10	13.74	14.87	14.97
Night Year 2	12.91	13.62	14.24	14.87	14.97
Night Year 3	13.22	13.62	14.24	14.87	14.97
Probation	8.50	9.63	10.76	11.90	12.00

SASKATOON, SK

POSITION	DEC 1/00	AUG 1/01	AUG 1/02	JUNE 1/03	MAY 31/00
Custodian	14.19	14.55	14.91	15.26	15.36
Driver	13.53	13.89	14.26	14.62	14.72
Guards	12.91	13.33	13.76	14.18	14.28
Inplant	9.73	10.05	10.76	11.90	12.00
Inplant - Part-time	8.99	9.63	10.76	11.90	12.00
Leadhand Cash Cage	11.22	11.34	11.58	11.96	12.06
Part-time ABM/AC	9.73	10.47	11.21	11.96	12.06
ABM Promotion	10.95	11.95	12.95	14.43	14.53
ABM Year 1	11.60	12.38	13.17	14.43	14.53
ABM Year 2	11.99	12.65	13.30	14.43	14.53
ABM Year 3	12.43	12.94	13.45	14.43	14.53
Night Part-time	10.41	11.07	11.72	12.38	12.48
Night Promotion	11.95	12.76	13.57	14.87	14.97
Night Year 1	12.46	13.10	13.74	14.87	14.97
Night Year 2	12.91	13.62	14.24	14.87	14.97
Night Year 3	13.22	13.62	14.24	14.87	14.97
Probation	8.50	9.63	10.76	11.90	12.00

WINNIPEG, MB

POSITION	DEC 1/00	AUG 1/01	AUG 1/02	JUNE 1/03	MAY 31/04
Custodians/Vault	15.66	15.85	16.00	16.16	16.26
Drivers	15.20	15.42	15.57	15.72	15.82
Guard	14.23	14.44	14.58	14.72	14.82
Night Driver	13.00	13.62	14.24	14.87	14.97
Night Guard	13.00	13.62	14.24	14.87	14.97
Night Custodian	13.00	13.62	14.24	14.87	14.97
Leadhand Cash Cage	10.81	11.19	11.58	11.96	12.06
Cash/Coin Clerks	9.25	9.85	10.76	11.90	12.00
ABM/Service	12.64	13.24	13.83	14.43	14.53
Part-time AC (pre 1993)	11.09	11.59	12.09	12.59	12.69
Part-time AC (pre 1993)	10.88	11.45	12.02	12.59	12.69
Part-time ABM	10.14	10.73	11.31	11.90	12.00
Part-time CC	8.71	9.63	10.76	11.90	12.00
Part-time Nights	10.39	11.04	11.69	12.34	12.44
Part-time Vault / Custodian	12.33	12.64	12.94	13.25	13.35
Probationary	8.50	9.63	10.76	11.90	12.00

Pager Rates -

1. Pager rate shall be utilized in all branches except Calgary and Edmonton. A call shall be defined as a maximum sixty (60) minutes or any portion thereof. Example: 1 **call** of **59** minutes or less = 1 call. 1 call of **60** minutes or more = 2 calls
2. A **shift** is defined as an eight (8) hour block of work for the purpose of Pager Rate per shift.
3. Medicine Hat, ~~Lethbridge~~, and Red Deer, Alberta pager rate - **twenty-six** dollars (\$26.00) per **shift** which includes the first call, then fourteen dollars (\$14.00) for each subsequent call.
4. Saskatchewan and Manitoba pager rate - twelve dollars (\$12.00) per **shift** and fourteen dollars (\$14.00) per hour worked.

LETTER OF UNDERSTANDING

BETWEEN: **Securicor Cash Services**
(hereinafter referred to as the "Employer")

AND; **WESTERN CANADA COUNCIL OF TEAMSTERS**
(hereinafter referred to as the "Union")

RE: **ACE LOCATIONS**

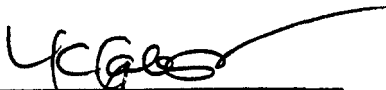
1. It is agreed and understood that the Employer will employ staff in the rural (ACE) locations of:
 - Wetaskiwin, AB**
 - Barrhead, AB**
 - Ft. McMurray, AB**
 - Swan River, MB**
 - Dauphin, MB**
2. All employees of the Employer who work at ACE locations shall work in the same capacity as ABM employees, but will not:
 - a) transfer or transport liability
 - b) expose liability in an unsecured or visible area
 - c) carry a sidearm, or
 - d) be required to wear any identifying markings
3. ACE employees shall respond to service calls as required, provide once per week cash loads and daily deposit clearing of ABM machines.
4. ACE employees shall be members of the Union.
5. ACE employees are part-time employees, and are covered under this Letter of Understanding only.
6. The Employer shall supply cellular phones or pagers as required.
7. Rates of Pay - ACE locations

Wetaskiwin, AB	- seventy-seven dollars (\$77.00) per person per day
Barrhead, AB	- eighty-five dollars (\$85.00) per person per day
Ft. McMurray, AB	- one hundred and eighty dollars (\$180.00) per person per day
Swan River, AB	- one hundred and fifty dollars (\$150.00) per person per week
Dauphin, AB	- one hundred and fifty dollars (\$150.00) per person per week
8. If employees are required to use their own vehicle for the purpose of performing their duties, they shall receive ~~thirty-five~~ **thirty-five** cents (~~35¢~~) per kilometre travelled.
9. There will not be any new ACE locations established during the term of this Collective Agreement. In the event that the Employer wishes to establish operations in an area **not** currently referred to in this Letter of Understanding, it shall be a matter of negotiation with the Union.

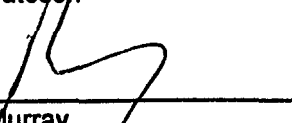
10. This Letter of Understanding may be withdrawn by the Union upon thirty (30) days written notice, and without prejudice at any time.

SIGNED THIS 15 DAY OF FEB, 2001


FOR THE EMPLOYER
Securitor Cash Services



Len Gateson




Rob Murray




Les Fisher
Karen Gateson

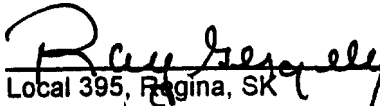
FOR THE UNION
Western Canada Council of Teamsters



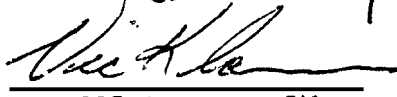
Local 362 Calgary, AB



Local 362, Edmonton, AB



Local 395, Regina, SK



Local 395, Saskatoon, SK



Local 979, Winnipeg

LETTER OF UNDERSTANDING

BETWEEN: **Securicor Cash Services**
(hereinafter referred to as the "Employer")


AND; **WESTERN CANADA COUNCIL OF TEAMSTERS**
(hereinafter referred to as the "Union")

RE: **ARTICLE NO. 25 - TRAINING**

The Parties hereto agree that the training required to complete the Justice Institute of BC Armored Car Training Course will be paid for a the employee's respective straight time hourly rate of pay. It is further agreed that this training shall take place one (1) time only in an employee's service with the Employer.

SIGNED THIS 08 DAY OF FEB, 2001


FOR THE EMPLOYER
Securicor Cash Services



Len Gateson



Rob Murray



Les Fisher



Karen Gateson

FOR THE UNION
~~Western Canada Council of Teamsters~~



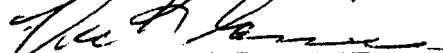
Local 362 Calgary, AB



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Local 395, Saskatoon, SK



Local 979, Winnipeg

LETTER OF UNDERSTANDING

BETWEEN: **Securicor Cash Services**
(hereinafter referred to as the "Employer")

AND; **WESTERN CANADA COUNCIL OF TEAMSTERS**
(hereinafter referred to as the "Union")


RE: **COMPRESSED WORK WEEK**

The Parties hereto agree as follows:


1. In all areas where a compressed work week is used, the Company shall increase the benefit level to reflect the compressed work week.
2. In all areas where the term 'day' is utilized, it shall also mean a day in a compressed work week.
3. Whenever the Company wishes to establish a new shift in any area, of other than eight (8) or ten (10) hours, the Company and Union will meet in this regard. If the new proposed shift is mutually agreeable to the Company and the Union, a Letter of Understanding will be signed by the Company and the Union identifying any exceptions to the collective agreement language that are applicable.

SIGNED THIS 08 DAY OF FEB, 2001

FOR THE EMPLOYER
Securicor Cash Services



Len Gateson



Rob Murray




Les Fisher

Karen Gateson

FOR THE UNION
Western Canada Council of Teamsters



Local 362 Calgary, AB



Local 362, Edmonton, AB



Local 395, Regina, SK



Local 395, Saskatoon, SK



Local 979, Winnipeg