



AGREEMENT BETWEEN

TRANSFREIGHT INC.

AND

CAW LOCAL 4268

EFFECTIVE OCTOBER 29, 2002
TO OCTOBER 28, 2005

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TABLE OF CONTENTS

<u>ARTICLE</u>	<u>CONTENTS</u>	<u>PAGE</u>
Article 1	Recognition	1
Article 2	Management Rights	1
Article 3	Work By Supervisors	2
Article 4	Union Security	3
Article 5	Union Representation	5
Article 6	Union Office	6
Article 7	Bulletin Boards	7
Article 8	Workplace Discrimination and Harassment	8
Article 9	Human Rights Statement	10
Article 10	Strikes and Lockouts	10
Article 11	Grievance Procedure	11
Article 12	Seniority	13
Article 13	Loss of Seniority	14
Article 14	Layoffs and Recalls	14
Article 15	Job Posting	15
Article 16	Incapacitated Employees	15
Article 17	New Employee Orientation	16
Article 18	Technological Change	16
Article 19	Temporary Employees	16
Article 20	Administration of Discipline	17
Article 21	Leave of Absence	19
Article 22	Maternity, Adoption and Parental Leave	19
Article 23	Public Office Leave of Absence	20
Article 24	Paid Education Leave / Social Justice Fund	21
Article 25	Bereavement Leave	21
Article 26	Jury Duty or Court Duty	22
Article 27	Payday	23
Article 28	Classifications and Wages	23
Article 29	Wage Administration and Rate Protection	23
Article 30	New Job	23
Article 31	Pay Equity	24
Article 32	Hours of Work	24
Article 33	Reporting In Pay	25
Article 34	Emergency Call-Back Pay	26
Article 35	Injury on the Job	26

Article 36	Overtime Pay	26
Article 37	Vacations with Pay	27
Article 38	Paid Holidays	29
Article 39	Benefits and RRSP	30
Article 40	Parking	32
Article 41	Equipment and Tools	32
Article 42	Lunchroom, Washroom and First Aid	32
Article 43	Travelling Allowance	32
Article 44	Tuition Fees	32
Article 45	Protective Clothing	33
Article 46	Health and Safety	34
Article 47	National Day of Mourning.....	35
Article 48	Substance Abuse	35
Article 49	Copy of Agreement	36
Article 50	Adjustment Proposal	36
Article 51	Duration of Agreement	36
Schedule A	Wages and Classifications.....	37
Schedule B	Driver Compensation for Non-Route Tasks.....	37
Letters of Understanding		
#1	Violence Against Women.....	38
#2	Random Drug and Alcohol Testing.....	38
#3	Physician's Note	38
#4	Work Assignment Selection Guidelines.....	39
#5	Union Security	44
#6	Reinstated Grievances.....	45
#7	Employee Files	46
#8	Assignment of Extra Work	47
#9	Employee Files	49

ARTICLE 1 - RECOGNITION

1.01 Transfreight Inc., (solely owned by Mitsui & Co., Ltd.), hereinafter referred to as the Company recognizes the Union as the exclusive bargaining agent for all employees in London and Ingersoll, Ontario, excluding supervisors, persons above the rank of supervisor, office staff, clerical and sales staff, in accordance with the certificate of the Canada Industrial Relations Board, dated April 18, 2000.

The Company further agrees that it will recognize the Union as the exclusive bargaining agent in the event that it opens a new domicile to support CAMI.

1.02 **Merger and Representation Rights**

The provisions of this Agreement shall be binding upon any successor or merged Company or Companies in accordance with the Canada Labour Code, applicable at the time of ratification.

1.03 **Contracting Out**

Except in the case of emergency, the Company will not contract out bargaining unit work in any circumstances that would result in the layoff of bargaining unit employees.

ARTICLE 2 – MANAGEMENT RIGHTS

2.01 The Union recognizes and acknowledges that the management of the Company and the direction of working forces are the exclusive right of the Company and remain solely with management except as specifically limited by the provisions of this Agreement. Without limiting the generality of the foregoing the Union acknowledges that it is the exclusive function of the Company to:

- a) Hire, promote, classify, transfer, assign, demote, and lay off and recall employees and to suspend, discharge, or otherwise discipline employees with seniority for just cause subject to the right of any employee to lodge a grievance.
- b) Operate and manage its business in all respects in an efficient and economical manner as it sees fit and in accordance with its commitments, responsibilities and obligations to its customer, including the right to direct its work force, to determine the location of its facilities, the extent of its operations, the scheduling of service and its methods, processes, and means of transportation.
- c) Make and alter, from time to time, rules and regulations to be observed by employees, which rules and regulations shall not be inconsistent with the provisions of this Agreement. The Company will give the Union at least five (5) working days notice of any intended change in its rules and regulations. During this period the Company will meet with the Union to meaningfully discuss the reason for the change and any response the Union may have to the intended

change. The above will not apply where the change is due to an emergency. In such circumstances, the Company and the Union will meet immediately to discuss the change.

ARTICLE 3 – WORK BY SUPERVISORS

3.01 Supervisors and non-bargaining employees shall not perform bargaining unit work except for the purposes of:

- (a) filling in for absent employees for short periods of time
- (b) training employees
- (c) emergencies, including unanticipated changes in customer requirements
- (d) process and procedure assessment or measurements

The above exceptions shall not be used for the purpose of reducing any bargaining unit employee's regular hours of work. Furthermore, it is not the intention of the Company to utilize supervisors or non-bargaining unit employees to circumvent creation of full-time permanent bargaining unit positions where there exists sufficient work to permanently staff such positions on a full-time basis, that being forty (40) hours per week.

ARTICLE 4 - UNION SECURITY

- 4.01** All current employees who have not done so and all new employees will be required to complete and sign an Application for Membership and Authorization for Checkoff of Dues and Initiation Fee on Form A230-86, supplied by the Union to the Company.
- 4.02** The Local Union copy of this form will be forwarded to the Local Union Financial Secretary upon completion.
- 4.03** All dues and initiation fees deducted must be remitted to the Local Union Financial Secretary by the fifteenth (15) day of the following month along with a list of names and the amount of each deduction.
- 4.04** The Company will also include a list of those members who did not have Union dues deducted and the reason why no deduction took place.
- 4.05** The Financial Secretary of the Local Union will notify the Company of any change in the amount of Union Dues and/or Initiation Fee to be deducted in line with constitutional requirement of the National Union. Adjustments will be made within a reasonable amount of time.
- 4.06** To the extent permitted by the law of any provincial or federal forum, the following Union security provision shall be applicable:
- a) It shall be a condition of employment that all employees of the Employer, covered by this Agreement, who are members of the Union in good standing on the effective date of this Agreement, shall remain members in good standing, and those employees who are not members on the effective date of the Agreement shall, on the thirty-first (31st) date following the effective date of this Agreement, become and remain members in good standing in the Union. It shall also be a condition of employment that all Employees covered by this Agreement and hired on or after its effective date, shall on the thirty-first (31st) day following the beginning of such employment, become and remain members in good standing in the Union. The above shall not be applicable or effective in any provincial or federal forum in which such Union Security Provision is a violation of any provincial or federal law. If the law of any provincial or federal forum prohibits the enforce ability and applicability of any such provision, it shall not be effective in that province or federal forum and it shall be void. Member in good standing shall mean payment of periodic dues assessments and initiation fees uniformly received of Union members but shall not require Union membership as a condition of employment for the probationary period.
 - b) The Union hereby indemnifies the Employer and holds it harmless against any and all claims, suits, demands, and liabilities that may arise out of or by reason of any action that shall be taken by the employer for the purpose of complying with the foregoing provisions of this Article, or in reliance on any list, certificate,

document, or other information which shall have been furnished to the Employer by the Union, under this Agreement.

4.07 Union Dues: When to Deduct and Amount to be Deducted

The Company agrees that it will deduct current monthly Union dues on a monthly basis from the wages of the employees who are covered by this Agreement; provided that the Company has received from each employee, on whose account such deductions are made, written assignment, individually signed and authorizing the Employer to make such deductions. Dues shall be deducted from the payroll in each month and forwarded to the Union by the fifteenth (15) day of the following month.

The following information shall be given in writing by the Company to the Union on all new employees after the new employees have successfully completed their probationary period.

- a) Name, Home Address and Social Insurance Number
- b) Date Employed

Union dues are payable from the first **full** pay received by the employee following the date of hire. Minimum amount of union dues shall be:

- two hours, twenty minutes straight-time per month
- The dues shall be based on the amount earned per straight-time hour in the payroll period worked in which dues are deducted.

Amount Includes:

- any amounts considered regular pay
- incentive earnings

Amount Does Not Include:

- shift premiums-overtime premiums
- Saturday, Sunday and Holiday premiums.

Dues Are Payable When Member Receives Benefits in Lieu of Work Such As:

- vacation pay
- holiday pay
- jury-duty pay
- bereavement pay

Dues Are Not Payable When A Member Receives:

- sick and accident benefits
- workers compensation benefits

4.08 The Company will supply the union committee the following information monthly, accompanying the dues deduction submission report and send a copy to the local union office:

1. Employees who are in the bargaining unit regardless of whether or not they paid dues in the month.
2. Employee's employee number, their compensation rate and their classification.
3. Employees transferred in or out of the Bargaining Unit.
4. The number of hours paid or represented by work assignments in the month. as defined by the Company's fiscal calendar.
5. For employees who have not paid dues, the reason why they have not paid dues and the date of occurrence (i.e. STD, LTD, WSIB, retired in the month. unpaid leave of absence).
6. Layoffs and recalls.
7. Employees who have terminated.
8. Names, addresses, and postal codes of all active employees.
9. A list of new supervisors, and notification of new assignments with direct influence and impact to the bargaining unit members.
10. In addition, the Union Chairperson may request above employee information as required from the Human Resource Manager.

ARTICLE 5 – UNION REPRESENTATION

- 5.01** The Union shall notify the Company in writing the names of the Committee Members and alternates and advise the Company of subsequent changes in the choice of Committee Members and alternates. The Company will not be required to recognize Committee Members or alternates until such notification from the Union has been received.
- 5.02** The allocation, jurisdictions and zones of the committee members will be the responsibility of the Union.
- 5.03** The Company shall recognize a Union Chairperson in London or Ingersoll and shall compensate the Union Chairperson, forty (40) hours per week at his/her regular out-of-system rate for weeks in which any bargaining unit employee is working.
- Compensation for Union activity shall not be used in calculating overtime.
- The Company agrees that, in the event there is additional work available within the Union Chairperson's classification, he/she will have the option to work the additional hours subject to Hours of Work legislation.
- 5.04** The Union acknowledges that Committee Members have their work assignments to perform. Driver Committee Members shall be permitted to provide representation to employees provided that:
- (a) such representation does not interfere with their ability to carry out their work assignments; and

- (b) compensated time spent in providing such representation does not result in such Committee Members exceeding their regular hours of work and thereby becoming eligible for overtime.

For time spent in providing representation, which has been approved by the Company, driver Committee Members will be paid their out-of-system rate.

5.05 A dock Committee member shall report to and obtain permission from *his/her* supervisor whenever it becomes necessary to leave their work for the purpose of providing Union representation. Such permission will be granted immediately under normal conditions and, within a reasonable period of time, not to exceed thirty (30) minutes if a replacement has to be arranged. A dock Committee member will return to work without undue delay and shall notify their supervisor at the time they return to work. The Union recognizes and agrees that Union dock committee members have regular employment duties to *perform* in connection with their employment and that only such time as necessary will be spent by persons during working hours to attend to their respective Union duties.

5.06 The Company will meet with the Union Committee as required and attempt to resolve issues that either party may raise regarding the administration of the Agreement. A party wishing to raise an issue will inform the other party of its agenda issues before each meeting. The Company and the Union Chairperson will determine those parties needing to be in attendance. The Company shall provide a meeting room. Committee members shall be compensated for their time in support of such meetings at their regular hourly or out of system rate.

5.07 The Union shall not conduct Union business or activities on Company time or premises without the permission of the Company. On prior notification, the President of the Local and the national representative of the Union shall be granted admission to the locations covered by this Agreement on the understanding that there shall be no interference with normal operations of business.

ARTICLE 6 – UNION OFFICE

6.01 The Company agrees to provide the Union chairperson with an office equipped with a telephone, a computer (which will be stand alone and not connected to the network), a printer, filing cabinet, desk and two chairs and to provide access to the fax machine and a photocopier to carry out duties with respect to the administration of this Collective Agreement. The Union agrees to maintain this area and the equipment provided.

ARTICLE 7 – BULLETIN BOARDS

- 7.01** The Committee will have the use of enclosed bulletin boards which will be placed in conspicuous locations in each bargaining unit location for the posting of union notices. Such bulletin boards will be supplied by the Company and maintained by the Union, for the exclusive use of the Union and will be utilized in compliance with the Customer's usage restrictions and guidelines.

ARTICLE 8 - WORKPLACE DISCRIMINATION AND HARASSMENT

8.01 The Company and the Union agree that there will be no discrimination, harassment, interference, restraint or coercion exercised or practised by either of them, or by any of their representatives, with respect to any employee because of his/her race, national or ethnic origin, colour, religion, age, *sex*, sexual orientation, marital status, family status, disability or conviction for which a pardon has been granted, or because of his/her membership or activities or lack of membership or activities, in the Union, as provided for in the applicable Federal legislation.

8.02 The Company and the CAW are committed to providing a non-discriminatory and harassment free workplace. Harassment is defined as a "course of vexatious comment or conduct that is known or ought reasonably be known to be unwelcome", in regards to the grounds referred to in section 8.01. All employees are expected to treat others with courtesy and consideration and to discourage discrimination and harassment.

8.03 The workplace is defined as any company, supplier, or customer facility where an employee **is** required to attend as part of their regular duties and includes areas such as offices, shop floors, restrooms, cafeterias, lockers, conference rooms, trucks, parking lots or via two-way radios or cell phones.

8.04 *Harassment* may take many forms: verbal, physical or visual. The following examples could be considered as harassment but are not meant to cover all potential incidents:

- *Unwelcome* remarks, jokes, innuendoes, gestures, or taunting about those items identified in section 8.01.
- Posting or circulation of offensive photos or visual materials,
- Refusal to work or converse with an employee because of those items identified in section 8.01,
- Unwanted physical conduct such as touching, patting, pinching, etc.,
- Backlash or retaliation for the lodging of a complaint or participation in an investigation.

8.05 **HARASSMENT IS NOT:**

Harassment **is** in no way to be construed as properly discharged supervisory responsibilities including the delegation of work assignments, the assessment of discipline or any conduct that does not undermine the dignity of the individual. Neither is this article meant to inhibit appropriate free speech or interfere with appropriate normal social relations.

8.06 **FILING A COMPLAINT:**

If an employee believes that they have been harassed and/or discriminated against on the basis of any prohibited ground of discrimination as identified in section 8.01, there are specific actions that may be taken to put a stop to it. First, the employee should request a stop of the unwanted behaviour by informing the individual that is doing the harassing or the discriminating that such behaviour is unwanted and unwelcome. It is advisable to document the events, complete with times, dates, location, witnesses and details.

However, the Company and the Union acknowledge that some victims of discrimination or harassment may be reluctant to confront their harasser. In such circumstances they are to bring the incident to **the** attention of their supervisor, manager, Human Resource Manager and/or a Union Committee Member or the Unit Chairperson.

8.07 **INVESTIGATION:**

Upon receipt of the complaint, the person receiving the complaint will immediately inform their Union or Company counterpart. The appropriate Company and Union representatives will interview the employee making the complaint and determine if the complaint can be resolved immediately. If they determine that the complaint cannot be resolved immediately, the complaint will be put in writing and forwarded to the Human Resources Manager and the Union Chairperson.

The Union Chairperson and the Human Resource Manager will then determine if the complaint requires a special investigative team comprised of both a Management and Union representative. In the event of a complaint involving sexual harassment, the investigative team will be comprised of at least one person of the same gender as the complainant.

A formal investigation of the complaint may include interviewing the alleged harasser, witnesses and other persons named in the complaint. Any relevant documents may also be reviewed.

8.08 **RESOLUTION**

The joint investigators will complete a report on the findings of the investigation and a copy of this report will be forwarded to the Human Resource Manager and the Union Chairperson who will make a determination on an appropriate resolution. The Human Resource Manager and the Union Chairperson will attempt to resolve the complaint within fourteen **(14)** days of the receipt of the report.

At the conclusion of this step, the complaint, if not resolved to the satisfaction of the complaining employee, will be inserted into the second step of the Grievance Procedure for resolution. In the event that the complaint is not resolved by the parties

at the second step of the Grievance Procedure it may be appealed to arbitration in accordance with the provisions of the Collective Agreement.

The pursuit of frivolous allegations through this Article has a detrimental effect on the spirit and intent for which this Article was developed and should be discouraged.

8.09 INTERIM MEASURES:

A bargaining unit employee alleging discrimination or harassment in the workplace is encouraged to use the above procedure to resolve a complaint. In serious cases, or when the safety of the employee is being threatened, the Company and the Union will meet to determine appropriate interim measures.

This Article in no way precludes the complaining employee's right to seek action under the Canadian Human Rights Act. However, both the Company and the Union urge employees to use the process detailed in this Article.

ARTICLE 9 -- HUMAN RIGHTS STATEMENT

9.01 The Company and the Union agree to provide to all employees with an opportunity to receive human rights training, at non-compulsory Company meetings, of up to three (3) hours duration consisting of human rights awareness, explanation of Company and Union policies regarding equality in employment and complaint resolution procedures. The specifics of this program will be developed in consultation between the Company and the Union.

ARTICLE 10 -- STRIKES AND LOCKOUTS

10.01 There shall be no strikes or lockouts during the term of this Agreement. The words "strike" or "lockout" as used herein are agreed to have the meaning defined for those words in the *Canada Labour Code*.

ARTICLE 11 – GRIEVANCE PROCEDURE

- 11.01** The purpose of this Article is to establish a procedure for the settlement of all grievances. A grievance is defined as any difference arising out of the interpretation, application, administration or alleged violation of this Agreement.
- 11.02** Any employee having a grievance shall first take the matter **up** with his/her committee person who will discuss said complaint with the supervisor concerned (Dockworkers to Team Leaders/Dock Coordinators and Drivers to Fleet Coordinators) within five (5) working days of the time when the incident giving rise to the complaint became known or ought reasonably to have become known to the grievor.

Step One

- 11.03** If the complaint is not satisfactorily resolved within two (2) working days, the committee person will then submit the grievance in writing. The Union Chairperson and the Operations Manager shall meet to discuss the grievance and the Operations Manager shall give his/her decision in writing to the Union Chairperson within five (5) working days of the receipt of the grievance.

Step Two

- 11.04** Failing settlement at Step One, the Union may within five (5) working days refer the grievance to a meeting of the local members of the grievance committee and representatives of management, who shall meet within five (5) working days of the request for such meeting. The Union National Representative and/or President of the local union may be in attendance at this meeting. Management's decision relating to the grievance shall be in writing and, if not rendered during the conference, shall be rendered to the Chairperson of the Committee within five (5) working days after the holding of the conference. Either may waive the meeting at this step and proceed to Step Three.

If at any time during the first two steps of the Grievance Procedure, an agreeable solution is reached, written confirmation of the resolution will be signed by the Union Committee member, the grievor and the Company.

Step Three

- 11.05** If the decision at Step 2 of the grievance procedure is not satisfactory to the other party, the grievance may be referred to arbitration provided written notice is given within ten (10) working days following the decision. The party delivering the notice to arbitrate will have the responsibility of contacting the Arbitrator next on the list for available dates. The parties shall then agree on a hearing date(s) which is acceptable to themselves and to the Arbitrator.

If an Arbitrator is not available or agreeable to commence hearings within ninety (90) days of being notified of the requested appointment, the next person on the list shall be selected, and so on, until one of those on the list is available. For the next arbitration thereafter, the person who appears on the list immediately after the arbitrator last selected shall be the next one in sequence of selection. However, by mutual consent in writing, the parties may select the listed arbitrator out of turn or select an arbitrator not on the list. The order of the list will be as follows:

Frank Reilly
Tim Armstrong
George Surdykowski
Dana Randell
Gord Luborsky
Rick MacDowell

- 1.06** The decision of the sole arbitrator shall be binding and final upon both parties. The sole arbitrator shall be restricted in the award to the provisions of this Collective Agreement, and shall not in the award add to, delete from, or otherwise alter or amend any provision of the Agreement.
- 1.07** Each of the parties will equally bear the fees and expenses of the sole arbitrator. Any witnesses called by the parties will be at their individual expense.
- 11.0R** The time limits of the grievance procedure are mandatory and any extension of the time limits under the grievance procedure or for referring a grievance to arbitration must be made by mutual written agreement between the parties. In the event the grievor fails to appeal a grievance on a timely basis as provided herein, the grievance shall be considered null, void and at an end.
- In the event the party being grieved fails to respond within the required time frame, the grievance shall be considered valid and filed for just cause, and the remedy sought by the grievor shall be awarded, without further recourse or delay.
- 11.09** Grievances alleging improper suspension or discharge may be presented at the Second Step within five (5) working days of the suspension or discharge.
- 11.10** The grievance procedure shall apply with any necessary modifications to a **group** grievance, a Company or Union policy grievance, any of which may be presented at the Second Step of the grievance procedure.
- 11.11** The term “working days” when used in this Article for grievance procedure, shall exclude Saturdays, Sundays, holidays and a shutdown resulting in the layoff of any employee(s) who either the Company or the Union believe will be of assistance in dealing with the grievance.

ARTICLE 12 - SENIORITY

- 12.01** The fundamental rules respecting seniority are designed to give employees an equitable measure of security based on continuous length of service with the company.
- 12.02** In the event that a driver's AZ license is revoked for a medical reason; the driver will be allowed to bump into the dock classification provided:
- (a) the driver has the skill, ability and qualifications to perform the required work; and
 - (b) the driver has more seniority than the most junior employee in the department.
- 12.03** Except as provided in this Collective Agreement, an employee's seniority date will be the date the employee commenced work. All employees' names will appear on a seniority list, which will identify job classifications and locations, and be revised every three months and posted on applicable notice boards. A copy of such list will be given to the Unit Chairperson.
- 12.04** Employees will be regarded as probationary employees for the first ninety (90) calendar days of employment. Upon completion of probation, seniority will start from the first date of work and their name will appear on the Seniority List in order of the first day of work. Where the Company, at any time during the probation, determines that, in its sole opinion, the probationary employee does not have the potential, capability or general suitability for continued employment, it shall have the right to discharge such probationary employee, provided that it does not act in bad faith or in a discriminatory manner.
- 12.05** Seniority Sequence:
In the event that more than one employee starts work on the same date, seniority will be determined by the drawing of lots. First name drawn will be the most senior person, second name drawn the second most senior, and so on until all employees in the group receive their seniority order. A committee person will act as a witness to the draw.
- 12.06** Employee Transfers:
Subject to Letter of Understanding #4 – Work Assignment Selection Guidelines, transfers of not more than five (5) working days shall be considered as temporary and may be made according to seniority provided that no employee can be transferred more than once (1) per month unless seniority is followed. In the event that all employees based on seniority decline the transfer, the junior person must accept the assignment. Any authorised travel expenses, except those incurred in travel in the common domicile of London and Ingersoll, will be paid for by the Company.

ARTICLE 13 - LOSS OF SENIORITY

13.01 An employee's seniority will be lost and the employee deemed to be terminated if the employee:

- a) quits the employ of the Company for any reason;
- b) is discharged and is not reinstated through the Grievance Procedure or Arbitration;
- c) is laid off for a period exceeding eighteen (18) calendar months;
- d) fails to return to work within three (3) working days of being notified of recall. An employee shall be deemed to be notified of recall on the third (3rd) day following the posting of a registered letter to that effect, addressed to the employee's most recent address on the Company's file;

Note: It shall be the responsibility of the employee to keep the Company informed of their current address and telephone number.

- e) fails to return to work following the expiration of an authorized leave of absence, unless the reason is satisfactory to the Company;
- f) the leave of absence has been utilized for the purposes other than those for which the leave of absence was granted;
- g) is absent for three (3) consecutive working days without notifying the Company or is absent for this period without a reason that is satisfactory to the Company;
- h) retires or is retired

ARTICLE 14 – LAYOFFS AND RECALLS

14.01 Whenever practical, the Company will give at least seven (7) days notice to employees and the Union of any contemplated layoffs.

14.02 Whenever it becomes necessary to decrease the working force, probationary employees will be the first laid off. If further layoffs are necessary, employees with the least amount of seniority within the classification shall be laid off, provided those remaining employees with more seniority have the qualifications and ability to perform the required work. On consent of the Company, a senior employee may elect to accept a layoff.

14.03 In the event of a dispute regarding an employee's ability to perform available work within their classification, such employee will be given up to a five (5) working day trial for the purpose of determining their ability.

14.04 The Union Committee will be retained in the employ of the Company within their classification during their respective terms of office, notwithstanding their position on the seniority list, so long as the Company has work available for which they are qualified, have the ability and are willing to perform.

14.05 Employees who have been laid off in accordance with the above provisions will be returned to work in order of seniority by classification, provided they have the qualifications and ability to perform the required work. On consent of the Company, a senior employee may decline recall.

14.06 The Company will provide the Union Chairperson with a list of employees to be laid off or recalled, also any cancellation of such notices.

ARTICLE 15 – JOB POSTING

15.01 In the event new jobs are created or vacancies occur within the bargaining unit, the Company will post such new jobs or vacancies for a period of (5) working days in order to allow bargaining unit employees to apply.

15.02 In filling vacancies, the applicant with the greatest seniority will be awarded the vacancy, provided the employee has the qualifications and ability to perform the required work.

ARTICLE 16– INCAPACITATED EMPLOYEES

16.01 It is the intention of the Company and the Union that in the event an employee becomes physically disabled and is unable to continue his/her job, with or without modifications, that every reasonable attempt will be made to place such employee, as soon as possible, in a vacant position, for which the employee has the qualifications and ability. It is also the intention of both parties to assist the employee to return to his/her regular job, wherever possible, and employees are expected to work towards this objective, consistent with their functional abilities. In the event an employee has become incapacitated and will be unable to work for an unidentified period of time and notifies the Company that he/she is contemplating filing for STD or WSIB, the Company will advise the Union Chairperson of this information.

16.02 In the circumstances above, the Company may place the employee in the vacant position without the necessity of a job posting until such time as the employee is fit to return to his/her regular job.

16.03 An employee assigned under this provision must be prepared to submit current medical evidence of his/her disability with restrictions, limitations and expected duration clearly identified. The Company also reserves the right to require such an employee to be examined by an independent qualified medical specialist to review and evaluate the employee's restrictions and limitations.

- 16.04 The Company will review all circumstances with the Union Chairperson before exercising this provision. All other exceptions to seniority provisions of the Collective Agreement must be mutually agreed upon by the parties.

ARTICLE 17 – NEW EMPLOYEE ORIENTATION

- 17.01 The Company agrees that a Union representative will be given an opportunity to meet with each new employee within regular working hours, provided it will not interfere with their regular work assignment and without loss of pay, for fifteen (15) minutes, during the first thirty (30) calendar days of employment for the purpose of acquainting the new employee with the benefits and duties of Union membership **and** the employee's responsibilities and obligations to the Company and the Union. . When the Company hires a new employee it will advise the Unit Chairperson of such new employee's scheduled start date, location, position and shift.

ARTICLE 18 – TECHNOLOGICAL CHANGE

- 18.01 In circumstances of a technological change as defined in Section 51 of the Canada Labour Code, the Company and the Union will follow the relevant provisions of the Canada Labour Code in effect on the date of ratification of this Agreement.

ARTICLE 19 – TEMPORARY EMPLOYEES

- 19.01 Temporary employees shall be defined as personnel supplied from any source to replace regular employees who are not available for work, or in circumstances described in Article 3, sections 3.01, but temporary employees shall not be used to circumvent the hiring of full-time permanent regular employees where full-time permanent jobs are available as defined in Article 3, section 3.01.
- 19.02 The Company agrees that where it is necessary to **use** temporary employees, the following conditions will apply:
- (a) a laid-off employee who is qualified and able will be given the first opportunity to perform the work which would otherwise be assigned to a temporary employee(s); and
 - (b) a temporary employee shall not **be** used on a work assignment to deprive regular employees. who are qualified and able, of their work assignment.
- 19.03 Except for the circumstances described in Article 3, section 3.01, **a** full time work assignment shall be deemed to exist where:
- a) a temporary employee is assigned to a work assignment for a continuous ninety (90) days: or

- b) a work assignment is filled by temporary employee(s) for greater than 600 hours in a continuous 12 month period.

Where a position is deemed to be permanent, it will be filled by a probationary employee.

- 19.04 When the Company is seeking to hire full-time permanent employees: the Company will offer employment first to temporary employees who are considered by the Company to be qualified and suitable for the position available and who meet the conditions set out in 19.03.

ARTICLE 20 – ADMINISTRATION OF DISCIPLINE

- 20.01 A Union representative will be present at any time when a disciplinary warning, suspension and/or discharge, is issued.
- 20.02 No written disciplinary action shall remain on the employee's record longer than eighteen (18) calendar months.
- 20.03 The Company must take disciplinary action or give the notice required under section 20.04 within ten (10) working days from the date of the incident or the date upon which the incident became known to the Company. In the case of a preventable/non-preventable accident review, the Company must take disciplinary action within thirty-one (31) calendar days of the accident.
- 20.04 When the Company intends or contemplates suspending an employee for more than two (2) days or discharging an employee, the Company will provide the Union and the employee with written notification explaining the reasons for taking the action. An employee shall suffer no loss of employment until such notice has been given and the Union has had one (1) working day to investigate and make representations to the Company.
- 20.05 Notwithstanding the foregoing, where the circumstances of a case may make it inadvisable to retain an employee in the workplace, the employee will be suspended without pay immediately, pending a meeting between the Company and the Union which will be held within two (2) working days of the suspension. The Company or the Union may request an extension of up to two (2) additional working days to investigate the incident.
- 20.06 The term "working days" when used in this Article for the administration of discipline shall exclude Saturdays, Sundays, holidays and a shutdown resulting in the layoff of any employee(s) who either the Company or the Union believe are required for conducting a full and complete investigation of the alleged offence or the circumstances giving rise to the discipline.

20.07

In the event that a driver is convicted of a driving or other offence(s) and **loses** his/her AZ license as a result, the Company will consider the following circumstances in determining whether the driver will be permitted to bump into a non driving position:

- a) whether the offence was committed during the driver's hours of work;
- b) whether the offence occurred while operating Company equipment;
- c) the driver's discipline record; and,
- d) any other mitigating circumstances which the driver or Union brings to the Company's attention.

A decision by the Company not to permit a driver to bump into a non driving position shall be grievable.

ARTICLE 21 – LEAVE OF ABSENCE

- 21.01 Upon written request which will contain reasons, made at least ten (10) working days before the intended leave, a leave of absence of up to ninety (90) calendar days without pay may be granted to an employee with seniority for valid personal reasons. Seniority shall not be affected and the Company will maintain employee benefits for thirty (30) calendar days. The Company will advise the employee of its answer within five (5) working days with a copy of its answer to be provided to the Union Chairperson.
- 21.02 Any employee of the Company elected or appointed to a full-time position in the Local Union or National Union, CAW will be granted a leave of absence without pay or benefits by the Company. Such leaves will remain in effect until notice to cancel such leave is given by the Union.
- 21.03 Employees who are granted leave under section 21.02 shall have their seniority accrue, including for the purposes of the Company sponsored Registered Retirement Savings Plan (RRSP) enrolment entitlement and employer contribution levels, while on such leave.
- 21.04 Upon request, the company will make reasonable effort to grant up to ten (10) working days without pay, for compassionate reasons. Seniority shall not be affected and the Company will maintain employee benefits for the period of the leave.
- 21.05 If a driver's AZ license is suspended as a result of being charged with a driving or other offence(s) but the driver has not been convicted of such offence, the driver shall be granted a unpaid leave of absence until the earlier of:
- (a) the suspension being lifted; or
 - (b) the driver being acquitted or convicted of such offence(s)
- Seniority shall accrue during such leave of absence and the Company will maintain benefits for thirty (30) calendar days.

ARTICLE 22– MATERNITY, ADOPTION AND PARENTAL LEAVE

22.01 Maternity Leave

Maternity leave will be granted in accordance with Federal Legislation.

22.02 Parental Leave

Parental leave will be granted in accordance with Federal Legislation.

22.03 Return to work following maternity or parental leave shall be as follows:

Every employee who takes a maternity or parental leave of absence from employment under this Article is entitled to be reinstated in the position that the employee occupied when the leave of absence from employment commenced. Should the employee not have the seniority to be returned to his/her job, the employee will be placed in an existing vacancy. If no vacancy exists, the employee will have the right to bump a junior employee within his/her classification – seniority, qualifications and ability permitting.

- 22.04** Benefits during maternity and parental leave shall be as follows:
1. Benefit coverage shall be maintained for an employee while on maternity or parental leave in accordance with the provisions of the *Canada Labour Code*, as amended from time to time.
 2. An employee will be deemed to be in continuous employment during the period of maternity or parental leave in accordance with the provisions of the *Canada Labour Code*, as amended from time to time.

ARTICLE 23 – PUBLIC OFFICE LEAVE OF ABSENCE

- 23.01** An employee with seniority, elected or appointed to a full-time Federal, Provincial or Local public office, may make written application for a leave of absence without pay for the period of his/her first term of active service in such public office. If such leave is granted, additional leaves of absence without pay for a subsequent term of service in such office may be granted at the discretion of management upon further written application by the employee.
- 23.02** Any employee who is granted such leave of absence shall be entitled to reinstatement at the then current rate of pay, to such work as the employee may be entitled on the basis of his/her seniority, qualifications and ability. Seniority, including for the purposes of the Company sponsored Registered Retirement Savings Plan (RRSP) enrolment entitlement and employer contribution levels, will continue to accumulate during the period of such leave of absence.
- 23.03** Upon written request, the Company may grant an employee leave of absence without pay for the purpose of participating in an election campaign for a Federal, Provincial or Local public office in which the employee is the candidate.

ARTICLE 24 – PAID EDUCATION LEAVE / SOCIAL JUSTICE FUND

- 24.01** The Company agrees to pay 3.0 cents (\$0.03) per hour per employee for all compensated hours upon ratification for the purpose of providing paid education leave. Such leave will be for upgrading the employee skills in all aspects of trade union functions. Such monies to be paid by cheque made payable to: CAW Leadership Training Fund, on a quarterly basis into a trust fund established by the National Union, CAW effective from the date of ratification of this Agreement, and sent by the Company to the following address:

CAW Family Education Centre, PEL Training Fund
205 Placer Ct.
Willowdale, ON M2H 3H9
Attention: Ms. Andrea Bewish

- 24.02** The Company further agrees that members of the bargaining unit selected by the Union to attend such courses will, upon written request made at least five (5) working days in advance, be granted a leave of absence without pay for up to twenty (20) days class time, plus travel time where necessary. Such level of absence is to be intermittent over a twelve (12) month period from the first day of leave. The Union and the Company agree that a maximum of twenty (20) days leave will be allowed during each year of the term of this agreement. Employees on such leave will continue to accrue seniority and benefits during such leave.

- 24.03** The Company agrees to pay into a special fund one (\$0.01) cent per hour per employee for all compensated hours for the purpose of contributing to the C.A.W. – Social Justice Fund. The Fund is a registered non-profit charity which contributes to Canadian and international non-partisan, non-governmental relief and development organizations. Such monies are to be paid on a quarterly basis into the fund established by its Board of directors and sent by the Company to the following address:

C.A.W. Social Justice Fund
205 Placer Court
Willowdale, Ontario. M2H 3H9

ARTICLE 25 – BEREAVEMENT LEAVE

- 25.01** In the event of the death of a spouse (as defined in the current benefits program), child, parent, sibling, grandparent, grandchild, brother, sister, son or daughter in-law, current spouse's parent or sibling, legal guardian or ward or any relative of the employee who resides permanently with the employee or with whom the employee permanently resides, an employee with seniority covered by this Agreement, will be granted, upon application, a leave of absence of up to three (3) calendar days, immediately following the day of the death, for the purpose of attending the funeral and conducting other associated activities. To ensure continuous compensation, time

will be compensated for any scheduled work assignments occurring during those three (3) consecutive calendar days. The Company reserves the right to request documentation.

- 25.02** In the event of the death of an aunt, uncle, niece or nephew or current spouse's aunt, uncle, niece or nephew, an employee with seniority covered by this Agreement, will be granted, upon application, a leave of absence of one (1) calendar day at his/her regular hourly rate of pay for the purpose of attending the funeral and conducting other associated activities. To ensure continuous compensation, time will be compensated for any scheduled work assignments occurring during that one (1) calendar day. The Company reserves the right to request documentation.

ARTICLE 26 – JURY DUTY or COURT DUTY

- 26.01** An employee who is required to attend in court as a member of a jury or as a witness subpoenaed to testify in a criminal prosecution or a civil action in which the employee is not a party, is required to submit a copy of the notice to attend, to his/her immediate supervisor, as soon as it is received from the court.

For each day for which an employee with seniority is required to attend in court as a member of a jury or as a witness subpoenaed to testify in a criminal prosecution or a civil action in which the employee is not a party, the Company will compensate the employee the wages the employee would have been paid had he/she reported for work as scheduled.

ARTICLE 27 – PAYDAY

- 27.01** Bargaining unit members will be paid by automatic payroll deposit on a bi-weekly basis.
- 27.02** In the event that a payroll error of fifty dollars (\$50) net pay or more on an employee's payroll deposit has occurred, the Company will make payment to the employee, in the form of a cheque, within two (2) business days of the issue having been brought to the attention of the employee's supervisor. Cheques will be couriered to the employee's home address of record. Shortages of less than fifty dollars (\$50) net pay that have been brought to the attention of the employee's supervisor at least five (5) business days prior to the next scheduled payroll deposit, will be corrected on the next scheduled pay.

ARTICLE 28 – CLASSIFICATIONS AND WAGES

- 28.01** The Company will pay employees according to the Wage and Classification Structure which shall be written into the Collective Agreement and form a part of the Collective Agreement.

ARTICLE 29 – WAGE ADMINISTRATION AND RATE PROTECTION

- 29.01** In the event of a successful job posting, an employee shall receive the rate of pay for the new position upon the employee commencing the new position.
- 29.02** In the event of a change of positions due to a lay off or recall, an employee shall be paid the rate of pay for the position into which he/she has bumped or been recalled.
- 29.03** In the event of a temporary transfer, the transferred employee shall receive;
- a) his/her current rate of pay; or
 - b) If the position to which the employee has been transferred has a higher rate of pay, the higher rate of pay will be paid for hours worked in the higher position.

Upon being temporarily transferred, an employee will receive orientation with respect to safety procedures and equipment applicable to the work he/she is to perform.

ARTICLE 30 – NEW JOB

- 30.01** When a new job, defined as a job not previously in existence in its current form, is created, the Company may assign an employee to such job for a period not to exceed forty-five (45) days. It shall be the responsibility of the Company to establish a wage rate and classification for such new job within twenty (20) days of commencement of

the new job. The Company agrees to discuss with the Union Committee and provide all such data used to arrive at the new classification and rate. If the committee and the Company fail to agree on the new rate or classification for such new job, a policy grievance may be filed. The arbitrator will have the authority to set the new wage rate and classification and award redress. It is understood that the Company may continue to operate with the new classification pending the conclusion of the arbitration process and subject to any adjustment which the arbitrator may order.

- 30.02** New jobs will be posted within thirty (30) days of start up, and experience gained as a result of a temporary assignment will not be considered as a qualification on the posting.

ARTICLE 31 – PAYEQUITY

- 31.01** The Company and the Union agree to comply with any pay equity requirements that may exist under Section 11 of the Canadian Human Rights Act.

ARTICLE 32 - HOURS OF WORK

- 32.01** Nothing in this agreement shall be construed as a guarantee by the Company of minimum hours of work **per** week, however the Company will endeavor to make work available that provides bargaining unit members with a minimum of forty (40) hours per week, provided the employee is qualified and available to work.

A city driver is a driver who's work assignment is within a 10 mile radius of his/her domicile.

- 32.02** The regular work week shall consist of the following:
- (a) For dockworkers the regular work week shall consist of eight (**8**) hours of work per day, five (5) days per week. Dockworkers will be allowed two (2) paid rest periods of fifteen (15) minutes each, one in each half of the shift, and an unpaid lunch break of thirty (30) minutes in each shift.
 - (b) For shunters the regular work week shall consist of eight (8) hours of work per day, five (5) days per week. Shunters will be allowed two (2) paid **rest** periods of fifteen (15) minutes each, one in each half of the shift, and an unpaid lunch break of thirty (30) minutes in each shift.
 - (c) For city drivers the regular work week shall consist of nine (**9**) hours of work per day, five (5) days per week. The Company will design work packages so as to afford drivers sufficient non driving time for breaks equal to above breaks in sections (a) and (b).

(d) For highway drivers, the regular work day and work week will be in accordance with their work assignment. The Company will design work assignments so as to afford drivers sufficient non driving time for breaks equal to above breaks in sections (a) and (b).

The Company will make every reasonable attempt to design highway driver work assignments that average fifty two hours (52) per week or more. In the event that the Company is unable to do so, they will meet with the Union Chairman to discuss options.

32.03 The Company and the Union agree to recognize normal shift times for dockworkers. At the time of this agreement, these times are as follows:

8:00 a.m.	to	4:30 p.m.
4:00 p.m.	to	12:30 a.m.
12:00 a.m.	to	8:30 a.m.

It is understood that employees work assignments may start and end their work scheduled at times other than the above. An employee's recognized shift will be based on the normal shift start time closest to the employee's work assignment start time. It is also understood that the normal times are subject to change based on customer requirements and other business demands.

32.04 In the event that it becomes necessary for the Company to discontinue a shift; or to change the starting time and stopping time of normal shifts, or to establish new shifts. the Company will meet with the Union to explain the rationale for the intended change and will consider any suggestions the Union may have with respect to the intended change. Wherever possible, employees will be given at least five (5) days' notice of a change in the normal shifts set out above.

ARTICLE 33 – REPORTING IN PAY

33.01 Any employee reporting to work on their regular scheduled shift, and who has not been notified not to report to **work**, will be provided at the Company's election either:

- a) four (4) hours of available work; or
- b) four (4) hours pay at the employee's applicable hourly or out of system rate.

The Company reserves the right to assign the employee four (4) hours of available work.

ARTICLE 34 – EMERGENCY CALL-BACK PAY

34.01 When the employee has completed their regular shift and left the work premises, and is called back to work, the employee will be provided at the Company's election either:

- a) four (4) hours of available work; or
- b) four (4) hours pay at the employee's applicable hourly or out of system rate.

The Company reserves the right to assign the employee four (4) hours of available work.

ARTICLE 35 – INJURY ON THE JOB

35.01 Employees who are injured at work and who are unable to continue at their job shall be paid their regular earnings for the balance of the shift on which the injury occurs.

ARTICLE 36 – OVERTIME PAY

36.01 It is acknowledged that, in the operation of the Company's business, defined under the Canada Labour Code as a continuous operation, there are circumstances in which full-time employees may be required to work hours in addition to regularly scheduled work assignments. Employees will be compensated for such additional work as follows:

- (a) Dockworkers will be paid equal to one and one half times their regular hourly rate for all hours worked in excess of eight (8) hours in a day or forty (40) hours in a week.
- (b) Shunters will be paid equal to one and one half times their regular hourly rate for all hours worked in excess of eight (8) hours in a day or forty (40) hours in a week.
- (c) City drivers will be paid equal to one and one half times their regular out-of-system rate for all hours worked in excess of nine (9) hours in a day or forty five (45) hours in a week.
- (d) Highway drivers will be paid:
 - i. one times their current out-of-system rate, for the quantum of time identified in Schedule "B", where they are directed to perform a task(s) as set out in Schedule B; or

- ii. where Schedule “B” does not apply, one and one half times their current out-of-system rate, in quarter hour increments, for time worked in excess of 30 minutes beyond their scheduled route assignment’s total daily hours.

Company meetings that are non-compulsory are not hours worked for the purposes of calculating overtime.

36.02 With respect to hours worked in addition to regularly scheduled work assignments, the Company agrees that it will proceed as follows:

- (a) In the event a sufficient number of regular full-time drivers or dockworkers do not volunteer for such work, the Company will first endeavour to fill its uncovered additional requirements through the use of qualified temporary employees before requiring regular full-time employees to work; then
- (b) In the case of drivers, if the Company’s operational requirements cannot be met with qualified temporary employees, the Company will determine the number of regular full-time drivers required to work and will identify a corresponding number of eligible drivers, who are qualified and able, from the bottom end of the seniority list. Subject to hours of work restrictions, the Company will make its best effort to ensure that the most senior driver required to work will be offered his/her choice of the available work first, with the next most senior driver being offered second choice of available work, and so on until all work assignments are covered; and
- (c) In the case of dockworkers, if the Company’s operational requirements cannot be met with qualified temporary employees, regular full-time dockworkers, who are qualified and able, will be required to work on their normal shift commencing with the most junior dockworker on the seniority list who normally works the shift for which overtime is required, and proceeding in reverse order of seniority until the Company’s requirements have been met.

36.03 For clarity, section 36.02 is not intended to deprive regular employees of the opportunity to volunteer for work hours in addition to regularly scheduled work assignments, nor to prevent the Company from requiring employees to work in order to meet its operational requirements where a sufficient number of employees do not volunteer.

ARTICLE 37 – VACATIONS WITH PAY

37.01 Each employee will be entitled to vacation entitlement in accordance with the following schedule:

- (1) Employees who have completed less than one year of continuous service by December 31 of the first calendar year of employment, will be entitled to one

vacation day for every full calendar month of service, to a maximum of ten (10) days, to be taken during the following calendar year. In the case of partial months, an additional day will be granted if employment began from the first to the fifteenth day of the partial month;

- (2) Employees who have completed one year, but less than five years of continuous service by December 31, will be entitled to ten (10) days, to be taken during the following calendar year;
- (3) Employees who have completed five years, but less than ten years of continuous service by December 31, will be entitled to fifteen (15) days, to be taken during the following calendar year;
- (4) Employees who have completed ten years or more of continuous service by December 31, will be entitled to twenty (20) days, to be taken during the following calendar year.

Each employee will be entitled to vacation pay, paid on a semi-annual basis, determined in consultation with the Union Chairman, in accordance with the following schedule:

- (1) Payment rate will be calculated as 4% of total earnings from the Company during the period since the previous payment of vacation pay, for employees who have completed less than five years of service;
- (2) Payment rate will be calculated as 6% of total earnings from the Company during the period since the previous payment of vacation pay, for employees who have completed more than five years, but less than ten years of service;
- (3) Payment rate will be calculated as 8% of total earnings from the Company during the period since the previous payment of vacation pay, for employees who have completed more than ten years of service.

37.02 For the purpose of utilizing vacation entitlement, the vacation year will be defined as the calendar year (January 1 – December 31).

37.03 It is agreed that an employee having been absent will receive no reduction in earned vacation entitlement because of such absence. Furthermore, no allowance will be made for sickness occurring during a scheduled vacation, unless it is a documented hospitalized illness.

37.04 It will be mandatory for an employee to take his/her vacation entitlement and pay within the defined twelve (12) month vacation year. The Company will post a vacation schedule on January 15th of each year of the collective agreement. Employees wishing to select their vacation time shall indicate their selection by

signing the vacation schedule by March 15th. Vacation time shall be scheduled according to the following:

- a) as a minimum of one week periods;
- b) no more than 5% of the classification shall be permitted to be scheduled for vacation during any production week; and,
- c) vacation entitlement shall be determined by seniority.

The Company shall post the vacation schedule by April 30th. Failure to sign the vacation schedule will result in an employee's vacation entitlement being deemed to be scheduled during shutdowns.

- 37.05** A statutory holiday, as observed falling within an employee's scheduled vacation, for which the employee would have otherwise qualified for statutory holiday pay, shall be paid the equivalent of what they would have been compensated had they been on duty or may elect to take another day off with pay at a later date which is mutually agreeable by the Company and the employee.

ARTICLE 38 -- PAID HOLIDAYS

- 38.01** For the purpose of this Agreement, the following days will be observed general holidays:

General Holidays
New Year's Day
Good Friday
Victoria Day
Canada Day
Remembrance Day
Labour Day
Thanksgiving Day
Christmas Day
Boxing Day

The Company and the Union agree that another day will be substituted for Remembrance Day as scheduled by the Company.

The specific calendar dates for these holidays will be published and communicated annually.

In addition, three (3) Floating Holidays common to all Bargaining Unit Members will be provided during the first year, with an additional two (2) floating holidays being added in the second year and an additional two (2) floating holidays being added in the third year. The Company and the Union agree to review the dates on which these holidays will fall within the first 30 days of each calendar year. Consideration will be made to assign up to all three (3) days during the CAMI Christmas shutdown period.

- 38.02** All holidays set out in this Agreement shall be celebrated Monday through Friday.
- 38.03** Holiday pay for a seniority employee shall be as follows:
- All employees shall receive a sum equivalent to what they would have been compensated had they been on duty.
- 38.04** All employees are entitled to holiday pay subject to the following:
- (a) An employee must be at work or on a pre-approved absence on his/her scheduled shifts immediately preceding and following the day on which the holiday is observed;
 - (b) If absent due to illness or injury, provided that sick benefits or WSIB benefits are not being supplied. In this instance, the Company may require a doctor's certificate supplied by the employee to substantiate reason for absence.
- A probationary employee, subject to (a) and (b) above, shall receive holiday pay if they have worked at least fifteen (15) days in the thirty (30) working days immediately preceding the holiday.
- Employees who are scheduled to work on a specific holiday, but who fail to report without reasonable cause, shall not receive holiday pay for that specific holiday.
- 38.05** Employees required to work on a general holiday shall receive, as determined by the Company, either:
- (a) pay equivalent to what would have been received had they been on duty for the day and an amount equivalent to one and one half times the work assignment compensation; or
 - (b) pay equivalent to their regular hourly or route compensation rate for the time worked and another day off with pay equivalent to their normal compensation, at a time convenient to both the Company and the employee.

ARTICLE 39– BENEFITS & REGISTERED RETIREMENT SAVINGS PLAN

- 39.01** The Company will pay one hundred percent (100%) of the premium cost for the following benefits:
- (a) Group Life Insurance at a flat rate of \$50,000. This benefit will be administered as a taxable benefit in accordance with the Federal Income Tax Act.
 - (b) Group Accidental Death and Dismemberment at a flat rate of \$25,000.

- (c) Short Term Disability at 66 2/3% of weekly earnings to a maximum taxable earning of \$413 per week.
- (d) Extended Health Insurance at 90% reimbursement, subject to \$25/\$50 deductible unless where noted.
 - (1) Prescription Drug (pay-direct drug card, \$7 dispensing fee cap, 90% reimbursement, deductible waived)
 - (2) Paramedical practitioner coverage at \$300 individual / \$600 family per practitioner per year
 - (3) Vision Care coverage at one set of lenses, \$100 for frames and \$250 for contacts per individual per 24-month period
 - (4) Hearing Aid coverage at \$250 per individual per individual per 24-month period
 - (5) Out-of-County coverage at 100% reimbursement co-ordinated between the insurance carrier and the home province.
- (e) Dental Plan coverage at \$1,500 maximum per individual per calendar year at 90% reimbursement, subject to \$25/\$50 deductible for basic service as defined in the plan design. After the defined twelve (12) month period of employment, 50% reimbursement for major service as defined in the plan design shall **apply**.

39.02 The Company will provide Long Term Disability coverage at \$1,000 per month. the premiums and any applicable premium taxes to be paid by the employee through payroll deduction, providing a non-taxable replacement income amount to the employee.

39.03 The Company will provide access to Optional Life Insurance for the employee and/or spouse, the premiums and any applicable taxes to be paid by the employee through payroll deduction. Coverage is subject to satisfactory evidence of insurability adjudicated by the insurance carrier.

39.04 Registered Retirement Savings Plan (RRSP)
 Full-time permanent employees, will be eligible to participate in the Company RRSP, beginning January 1, April 1, July 1 or October 1, following one (1) continuous year of service, in accordance with the terms set out in the RRSP booklet.

39.05 Terms and Conditions
 Eligibility to participate and entitlement under any of the above plans or any issue concerning benefits or the Registered Retirement Savings Plan shall be subject to the specific provisions of the insurance policies and the RRSP contract. The Company may select the insurance carrier(s) of its choice or may change insurance carrier(s) or self-insure if it sees fit; however, the level of benefits provided shall be equivalent to all those outlined in this Article.

ARTICLE 40 – PARKING

40.01 The Company will make available a suitable parking area for all employees at no cost to them.

ARTICLE 41– EQUIPMENT AND TOOLS

41.01 The Company agrees to supply at its expense all necessary tools and equipment, as it determines required and necessary.

ARTICLE 42 – LUNCHROOM, WASHROOM AND FIRST AID

42.01 The Company will provide access to lunchroom facilities.

In all facilities the Company will provide access to:

- Clean sanitary washrooms
- First aid equipment

ARTICLE 43 – TRAVELLING ALLOWANCE

43.01 The employee will be paid mileage at the current Company rate when the employee is required and authorized to use his/her personal vehicle to perform duties at the direction of the Company.

ARTICLE 44 – TUITION FEES

44.01 It is the policy of the Company to encourage employees to engage in personal self-development through enrolment in formal education courses.

44.02 Upon successful completion of the pre-approved course or program, the Company will reimburse the employee 100% of the cost of tuition fees to a maximum of \$1,000 in each calendar year to enable the employee to participate in a work-related program of study in accordance with the Company's tuition assistance policy.

ARTICLE 45 - PROTECTIVE CLOTHING

45.01 APPAREL PROGRAM

The Union recognizes that the wearing of clothing with the Transfreight logo is part of Transfreight's professional corporate image and is strongly recommended attire. The Company will provide an established credit of \$280.00 per annum to each employee to purchase apparel from the applicable Apparel Brochure, in accordance with the Company's defined Apparel Program.

45.02 FOOTWEAR

Rubber-type sole, green patch, work shoes or work boots must be worn while on duty. The Company will provide an annual total cost reimbursement up to one hundred dollars (\$100.00) to purchase this footwear. Receipts must be submitted prior to December 15 of each year to receive this reimbursement.

ARTICLE 46 – HEALTH AND SAFETY

- 46.01** The Company, the Union and employees in the bargaining unit will make every effort to comply in a timely manner with all applicable legislation pertaining to the health and safety of the employees at the Company.
- 46.02** The Union, the Company and employees in the bargaining unit agree to actively promote measures to assure the health and safety of all employees.
- 46.03** Joint health and safety committees will be continued in the following form:
- If will consist of four (4) members of the Union and four (4) Company representatives selected by the Company. This Committee shall meet as outlined below.
- Both sides will be entitled to invite an additional person to each meeting
- If the Union invites such person, the person will not be paid by the Company for his/her attendance.
- 46.04** During all absences, both parties will recognize a designated alternate.
- 46.05** Both parties agree to abide by Part II of the Canada Labour Code and its Regulations as in effect on January 1, 1997 and will continue to cooperate in the prevention of accidents and the promotion of health and safety. The parties further agree that Part II of the Canada Labour Code and Regulations in effect on January 1, 1997 will be considered a minimum standard.
- 46.06** The Company and the Union agree to identify a health and safety program to be provided by the Company for members of the Joint Health & Safety Committee not to exceed forty (40) hours. The Company will pay the Joint Health & Safety Committee members at their regular hourly or out-of-system rate for time spent attending the training.
- 46.07** For the purposes of performing Joint Health and Safety Committee business, including preparing for and participating in the workplace inspection and the Joint Health and Safety Committee meeting and for providing direction and input regarding incident/accident investigations, the Union Co-chair will receive:
- a) the equivalent of six (6) hours of compensation per week at his/her applicable out-of-system rate and such compensation shall not be used in calculating overtime eligibility;
 - b) a cell phone for the sole purpose of dealing with the health and safety related issues of the bargaining unit members. The Union Co-chair must be able to substantiate the cell phone usage upon request of the Company; and
 - c) an unpaid leave of absence for up to two (2) days per month provided a minimum of two (2) working days notice is given to the Company Co-chair.

ARTICLE 47 – NATIONAL DAY OF MOURNING

- 47.01** The Company agrees to allow employees one (1) minute's silence at 11:00 a.m. on April 28th of each year in observance of those workers killed on the job.

ARTICLE 48 – SUBSTANCE ABUSE

- 48.01** Substance abuse is recognised to be a serious medical and social problem. Substance abuse not only affects the wellbeing of the individual employee. but in the logistics and transportation industry, may also affect the safety of fellow employees and the public in general. The Company and the Union have a strong interest in encouraging employees to refrain from the use of prohibited substances and, where substance abuse does occur, to promote early detection and treatment. The Company and the Union acknowledge that any employee who has been diagnosed as having a substance abuse problem has an obligation to seek assistance and co-operatively participate in the treatment of the problem.
- 48.02** The Company will provide assistance to employees experiencing substance abuse problems in the form of the existing Employee Assistance Program (EAP).
- 48.03** This article is not intended to affect the Company's ability to determine fitness for work of an employee who has experienced a substance abuse problem, nor the right of the Company to take disciplinary action in appropriate circumstances.

ARTICLE 49 – COPY OF AGREEMENT

- 49.01 The Company will provide a copy of the Collective Agreement in hooklet form to all Employees within ninety (90) days after the ratified draft Collective Agreement has been approved and signed by both parties.
- 49.02 The Company shall also supply a brochure describing the Company's applicable Health and Welfare benefit plan and the Company's applicable Registered Retirement Savings Plan (RRSP) within ninety (90) days after the ratified draft Collective Agreement has been approved and signed by both parties.

ARTICLE 50 – ADJUSTMENT PROPOSAL


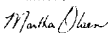


- 50.01 In the event of a permanent discontinuance of business, the Company and the Union agree to Follow the relevant Joint Planning Committee provisions set out in Section 214 of the Canada Labour Code in effect on the date of ratification of this agreement.

ARTICLE 51 – DURATION OF AGREEMENT







- 51.01 This Agreement will remain in effect for three (3) years from October 29, 2002, and unless either party gives to the other party written notice of termination or of a desire to amend the Agreement, then it shall continue in full force and effect from year to year thereafter. Notice that amendments are required or that either party intends to terminate the Agreement will only be given during the period of not more than ninety (00) days prior to the expiration of said Agreement.

This Agreement is hereby signed on behalf of the parties hereto by their authorized representatives on the 31st day of January, 2003.

FOR TRANSFREIGHT INC.


Chris Painter, Senior G.M. – NA Operations

Martha Olsen, G.M. – Human Resources

Alex Russell, **Manager** - Facility & Fleet Operations

David Burns, Vice President - Toyota NA Operations

FOR CAW – LOCAL 4268


John Smith, Unit Chairperson

Bob Whitton, Committee Member

Jeff Clarke, Committee Member

Richard Astridge, Committee Member

Len Poirier, President – Local 4268

Dave Tilley, National Representative

Schedule "A"

Classification and Wages

CLASSIFICATION	EFFECTIVE		
	October 29, 2002	October 29, 2003	October 29, 2004
Driver - Single (City/Highway)	\$16.85	\$17.53	\$18.40
Driver - Team	\$19.40	\$20.18	\$21.19
Shunt	\$18.59	\$19.34	\$20.30
Dock	\$14.04	\$14.95	\$15.70

Schedule "B"

Driver Compensation For Non-Route Tasks, When Directed by Traffic, and While On-Duty

	NON-ROUTE TASK	TIME (hours)
1	EXTRA DOCK DELIVERY – Main Route For example, making a delivery to a second Cami dock	1.00
2	EXTRA STOP – Main Route For example, making a delivery to a supplier en route to Cami	1.00
3	EXTRA STOP – Sub Route For example, directing a driver to pick up product from a vendor where they usually do not stop	2.00
4	SHUNT TRAILER Directing a driver to shunt a dropped trailer to a Cami dock and unload a specific part number	1.00
5	DELIVER ADDITIONAL FULL TRAILER For example, directing a driver to unload and/or reload at Cami	1.00
6	EXTRA DELIVERY TO CAMI – Sub Route Directing a driver to stop at Cami to deliver "hot" freight en route to the crossdock	1.00
7	DROP AND HOOK Directing a driver to "drop and hook" within the boundaries of the cross dock or Cami	0.50
8	OTHER For performance of non-route tasks, as directed by Traffic	actual time

LETTERS OF UNDERSTANDING

#1 - VIOLENCE AGAINST WOMEN

The parties agree that when there is adequate verification from a recognized professional (i.e. doctor, psychologist, psychiatrist or other professional counsellor) that the employee is in an abusive or violent personal situation, the Company will give full consideration to her circumstances in dealing with any imposed discipline.

#2 - RANDOM DRUG AND ALCOHOL TESTING

The Union recognizes that the Company is required by the laws of the United States to administer a program of random drug and alcohol testing for drivers who are required to operate in the United States. The Company agrees that random drug and alcohol testing will be limited to the group of drivers necessary to carry out the Company's operations in the United States and to those employees who have voluntarily submitted their names in writing to the Company in order to be eligible for work assignments that operate in the United States, therefore allowing themselves to be part of the random drug and alcohol pool. Upon confirmation that these drivers have been registered in the random drug and alcohol pool, the Company agrees to identify those employees' names with the bargaining unit by way of a notation on the seniority list.

#3 - PHYSICIAN'S NOTE

The Company will pay a flat fee of \$15.00 for a Company requested physician's note. The note is to be provided on a form provided by the Company certifying that:

- (a) the employee is under the physician's care
- (b) the employee has been/is disabled from work
- (c) the employee is fit to/will be fit to return to work, and the dates applicable

#4 – WORK ASSIGNMENT SELECTION GUIDELINES

Hereinafter, the term “work assignment” will be used to refer to any full time position available in the driving and dock classifications and will refer to, but not be limited to, the terms: “route, package, route package, specification, route specification or shift”.

The Company shall administer the selection process in a timely, fair and non-disruptive manner. For the purposes of administration of selections within the driving classification, the Company shall be represented by the appropriate Fleet staff in London and Ingersoll, and the Operations Supervisor, Fleet. For the purpose of administration of selections within the dock classification the Facility Manager. or his designate, shall represent the Company.

The Company will be responsible for:

- posting and distribution of all work assignment selection data as described herein;
- initiating and managing the “Full System Work Assignment Selection”, “Unscheduled Work Assignment Selection” and “Bumping” processes as described herein;
- ensuring all work assignment selection processes are completed as described herein; and
- updating the work assignment selection summary sheets and advising employees of the work assignment selection results as described.

The Company will make all reasonable efforts to ensure that the work assignments are accurate, achievable and comply with all applicable hours of service legislation. Company policy and Company health and safety compliance standards prior to being made available for bidding.

Following a reasonable trial period, in the event an employee believes that under normal circumstances, a work assignment is unable to be completed as designed, an employee will have the right to initiate a grievance pursuant to Article 11 – Grievance Procedure.

The Company reserves the right to identify work assignments as per work specification or work schedule. This permits the differentiation of work assignments that can be defined by specific function that have to operate based on the daily operational requirements of the Customer (shunting, sequencing runs. etc.).

New work assignments included in a work assignment selection process will be assigned a rotational or nonrotational status at the discretion of the Company. Employees will not be permitted to change rotational work assignments into single work assignments or to change a pair of work assignments into a rotational work assignment. It will be at the discretion of the Company to accommodate a request of

this nature if and only if an **Unscheduled Work Assignment Selection** is completed where all employees have an opportunity to select the new work assignment. “Full System Work Assignment Selection”, “Unscheduled Work Assignment Selection” and “Employee Requested Unscheduled Work Assignment Selection” will be administered in accordance with Article 15, sections 15.01 and 15.02.

FULL OR PARTIAL SYSTEM WORK ASSIGNMENT SELECTION

“Full System Work Assignment Selection” is defined as selecting by classification, all work assignments originating in the combined London/Ingersoll locations, for all employees within the driver classification, and all dock work assignments originating in a specific location. Full system work assignment selection will occur as operational requirements necessitate, or a minimum of twice per year to coincide with shutdowns.

A “Partial System Work Assignment Selection” will occur when one classification’s work assignments have been significantly modified. In this situation, a work assignment selection will only take place for that classification.

Employees who participate in a work assignment selection while on layoff shall be compensated one (1) hour at their regular out-of-system rate.

The Company will endeavour to provide as much notice as possible in advance of a pending full system work assignment selection. Work assignment selection summary packages, by classification, will be distributed to all affected employees prior to the scheduled selection date(s). For employees in the driving classification, work assignment specifications will be available in London and Ingersoll. Full system work assignment selection will start at least five (5) business days before the start of the new work assignments. A copy of the completed work assignment selection results will be provided to the Union Chairperson no later than three (3) business days after the last selection has been received. Results of the selection will be posted by the Company.

Work Assignment Selection Summary Packages

Work assignment selection summary packages will be given to all employees affected at least two (2) business days prior to the start of a full system work assignment selection.

All packages will include summary information relating to the work assignment (i.e. start and finish times, total weekly hours, pickup and delivery locations, origin of route, days of the week). The package will also include the selection seniority list and assigned dates and time slots for selection (which shall be fifteen (15) minutes in duration). It will also include an outline of the selection process to be followed.

Work assignment selection summary packages will be placed in individual mailboxes to ensure that everyone receives a copy. It is the employee's responsibility to ensure they have received their summary sheets.

More specific information, clearly outlining the specifications for each work assignment will be available at each facility. It should be noted that work assignments may be altered at any time in response to customer requirements.

General Work Assignment Selection Guidelines

All employees are obligated to be prepared to make a selection on the date and at the time specified on the selection schedule handed out with the selection summary packages. If an employee fails to contact the Company before the end of his designated selection time, he/she forfeits their seniority sequence and any claim to work assignments that may have been picked. The employee will be allowed to rejoin the selection process at the point that he/she contacts the Company representative.

Upon completion of any work assignment selection, the selected employee will be required to start the new assignment on the scheduled start date as determined by the Company.

UNSCHEDULED WORK ASSIGNMENT SELECTION

An "Unscheduled Work Assignment Selection" is defined as a posting and subsequent selection of any vacated or newly acquired work assignment, other than that created by an "Employee Requested Unscheduled Work Assignment Selection". This process will be conducted at any time there is an open work assignment, with the exception of those circumstances outlined under the heading "Temporary Work Assignments".

The work assignment vacated by the employee who is awarded the posting is in turn posted.

This process will continue until all such work assignments, that occur as a result of the initial "Unscheduled Work Assignment Selection", have been posted. Any openings that remain at the end of this process will be filled by the Company in any fashion they feel will continue a high level of service and cost effectiveness.

EMPLOYEE REQUESTED UNSCHEDULED WORK ASSIGNMENT SELECTION

If an employee, for whatever reason, wants to switch his/her work assignment, the employee must give his/her supervisor a written request for an "Employee Requested Unscheduled Work Assignment Selection".

The employee who requested the "Unscheduled Work Assignment Selection" must stay on his/her current work assignment if the "Unscheduled Work Assignment Selection" does not result in the posting being filled. If the position is filled, the employee who requested the selection has the option of taking the work assignment that was vacated by the employee who chose his/her work assignment or let that work assignment up for bid as well. This can happen up to a maximum of three (3) times, at which time the employee that initiated the "Unscheduled Work Assignment Selection" must take the remaining open work assignment. This process can only be initiated by the same employee once between "Full System Work Assignments Selection". Once an "Unscheduled Work Assignment Selection" is initiated, the process must continue through to completion.

BUMPING

A full time employee who is affected by one or more of the following, will have the right to bump in accordance with Article 14, section 14.02.

- if a work assignment is permanently eliminated;
- if a work assignment is permanently altered by an increase or decrease of more than thirty (30) minutes per day from the work assignment originally bid on; or,
- if the start time of a work assignment is permanently altered by more than sixty (60) minutes per day.

In cases where a work assignment is anticipated to be temporarily altered for an extended period of time greater than ten (10) consecutive work days, as a result of a partial plant shutdown for example, the Company and the Union will meet to discuss options that will cause the least amount of disruption in service to the customer and the least adverse affect on the bargaining unit employees. In the event the Company and the Union are unable to reach agreement, permanently, as used above, will be defined as occurring for more than ten (10) consecutive work days.

In cases where a work assignment is anticipated to be temporarily eliminated for a period of time equal to ten (10) working days or less, the Company and the Union will meet to discuss options that will cause the least amount of disruption in service to the customer and the least adverse effect on the bargaining unit employees. In the event the Company and the Union are unable to reach agreement, the following procedure will apply:

- (a) The Company will identify the work assignments filled by temporary employees and subcontractors and if necessary, junior employees in the classification who may be bumped; and
- (b) affected employees will be permitted to select by seniority from these work assignments.

This process will continue until all open work assignments that occur as a result of the initial bump have been filled. Any openings that remain at the end of this process will be filled by the Company in any fashion it feels will continue a high level of service and cost effectiveness.

Subject to Article 14, section 14.02, employees must be prepared to bump and be prepared to start their new work assignment at the beginning of the next work week. Employees will remain in their current work assignment until such time. If the process was initiated as a result of a work assignment having been eliminated, that employee will be assigned temporary work, provided there is work available and that the employee has the qualification and ability to perform such work, until the new work assignment takes effect.

TEMPORARY WORK ASSIGNMENTS

In cases where an employee is anticipated to be absent for an extended period of time, the Company and the Union will meet to discuss options that will cause the least disruption in service to the customer and the least adverse affect on the rights of the employees. In the event the Company and the Union cannot reach an agreement, the Union recognizes the right of the Company to temporarily fill the position at its discretion. The Company recognizes the Union's right to file a grievance at Step 2 over any dispute that may arise under the letter.

#5 – UNION SECURITY

Sample Letter for Employers

Date

Company Contact
Address

Dear Sir or Madam:

You are herewith advised that in accordance with provisions of the Constitution of the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) the dues structure is as follows:

AN dues are payable during the current month to the Financial Secretary of the Local Union. Minimum union dues shall be a sum equivalent to two hours and twenty minutes straight-time pay per month. Members dues shall be based on the amount earned per straight time hour in the payroll period worked when dues are deducted, including any amounts normally considered as part of regular pay, but excluding shift premium, Saturday, Sunday and Holiday premiums.

Beginning with the month of _____, 2000, dues will be deducted according to the above, and forwarded to the Financial Secretary of Local 4268, CAW, along with a list of members from whom the dues were deducted and amounts.

The Local Union would **also** appreciate for clerical purposes a notation if a member is sick, on Workers Compensation, or vacation, as well as addresses of new employees, and change of addresses as you receive them.

The Initiation Fee for each new member is \$20.00, and will be deducted in addition to the dues, and forwarded in the same manner as above.

Dues are not deducted if a member has worked an amount equal to less than forty (40) hours in a month, is sick, or on workers compensation.

Yours truly,

Financial Secretary,
CAW Local 4268

#6 – REINSTATED GRIEVANCES

Sample Letter

During negotiations the parties acknowledged the desirability of ensuring prompt, fair and final resolution of employee grievances. The parties also recognize that the maintenance of a stable, effective and dependable grievance procedure is necessary to implement the foregoing principle to which they both subscribe. Accordingly, the parties view any attempt to reinstate a grievance properly disposed of as contrary to the purpose for which the grievance procedure was established and violation of the fundamental principles of collective bargaining.

However, in those instances where the National Union (CAW-Canada), by either its (i) Executive Board, (ii) Public Review Board or (iii) Constitutional Convention Appeal, Committee has reviewed the disposition of a grievance and found that such disposition of a grievance and found that such disposition was improperly effected by the Union or a Union representative involved, the National Union may inform the Manager, Staff Labour relations in writing that such grievance is reinstated in the grievance procedure at the step at which the original disposition of the grievance occurred.

It is agreed, however, that the Company will not be liable for any claims for damages, including back pay claims, arising out of the grievances that either (i) are already barred under the provisions of the aforementioned Agreement at the time of the reinstatement of the grievance or (ii) that relate to the period between the time of the original disposition and the time of reinstatement as provided herein. It is further agreed that the reinstatement of any such grievance shall be conditioned upon the prior agreement of the Union and the employee or employees involved that none of them will thereafter pursue such claims for damages against the Company in the grievance procedure, or in any court or before an) Federal, Provincial, or Municipal agency.

Notwithstanding the foregoing, a decision of the Impartial Chairperson of the Appeal Board or any other arbitrator on any grievance shall continue to be final and binding on the Union and its members, the employee or employees involved and the Company and such grievance shall not be subject to reinstatement.

This letter is not to be construed as modifying in any way either the rights or obligations of the parties under the terms of the aforementioned Agreement except as specifically limited herein, and does not affect sections thereof that cancel financial liability or limit the payment or retroactivity of any claim, including claims for back wages, or that provide for the final and binding nature of any Appeal Board decisions or other grievance resolutions.

It is understood this letter and the Company's obligations to reinstate grievances as provided herein can be terminated by either party upon thirty (30) days notice in writing to the other.

#7 – EMPLOYEE FILES

TO: CAW - Canada, Local 4268
FROM: Transfreight Inc.
RE: **Employee Files**

This will confirm that upon ratification of the first (1st) Collective Agreement between the Company and the Union, all discipline will be removed from the Bargaining Unit employee files.

This Letter of Understanding will not form part of the Collective Agreement.

Yours truly,

Transfreight Inc.

#8 – ASSIGNMENT OF EXTRA WORK

Extra work is defined as work that becomes available in a given domicile that would typically be performed by a Transfreight bargaining unit team member but does not include Schedule “B” work.

There will a distinction made between extra work available in London versus Ingersoll. Each location will be administered separately for the purpose of determining DTMs who have made themselves available for extra work and the work required. Therefore, DTMs, who have made themselves available for extra work will only be called for extra work that originates out of their assigned domicile.

- Extra work sign-up books are located at both the London and Ingersoll locations. DTMs who would like to make themselves available for extra work must sign the extra work sheet by 4:00 p.m. Thursday, for work available beginning on Sunday of the following week. When signing up for extra work, DTMs will be required to indicate the day(s) of the week and the time(s) of day they are available, along with their primary contact number in order to be eligible to be assigned for extra work. Please note that, unless extenuating circumstances arise, signing of the extra work sheet indicates a commitment to run any extra work assigned during the times you have indicated your availability.
- In the process of completing the weekly schedules, Fleet Coordinators will utilize the extra work sign-up sheet to allocate any extra work that is available. When contacted, DTMs will be notified of all of the extra work available to them at that time. Once assigned to extra work assignments, DTMs do not have the option of switching assignments should additional extra work become available.
- Fleet Coordinators will attempt to contact the most senior DTM who has signed-up for extra assignments within the time slot during which coverage is required. Fleet Coordinators will utilize the primary contact number provided by the DTM. A minimum of five minutes will be allowed prior to attempting to contact the next most senior DTM. Documentation will be kept.
- Fleet or Traffic using the same process and the same extra work sheet will cover any additional extra work that becomes available after the weekly schedules have been finalized. Traffic will use whatever means they feel appropriate for work assignments that require coverage where they have less than two hours until the required start of the work assignment.
- In the event that there are no available DTMs on the extra work list for the required time and date, the Company reserves the right to fill these routes in whatever manner it deems appropriate.
- When determining a DTM’s availability for extra work, the company will use “system hours” rather than “logged hours” (that is, past and future hours for the applicable period).

- It is the responsibility of each DTM to ensure that making themselves available for extra work will not compromise their availability to cover their regular assigned routes and will keep them in compliance with MOT/DOT Hours of Service regulations. Extra work will be assigned based on DTM availability as indicated on the sign-up sheet, contract seniority (by domicile), weekly scheduled hours and normal route assignments. DTMs will not be offered any extra work that conflicts with (a) their scheduled route(s), (b) company "hours of service" policies, or, (b) MOT/DOT Hours of Service regulations.
- Extra work allocated under this process will be compensated at one times the current out-of-system rate for the work assignment being covered or at the applicable route compensation rate, if such a rate exists.

51

#9 – EMPLOYEE FILES

TO: CAW – Canada, Local 4268

FROM: Transfreight Inc.

RE: **Employee Files**

This will confirm that upon ratification of the second (2nd) Collective Agreement between the Company and the Union (October 29, 2002 – October 28, 2005), ail discipline which was not imposed within the eighteen (18) calendar months preceding the ratification will be removed from the Bargaining Unit employee files.

This Letter of Understanding will not form part of the Collective Agreement

Yours truly,

Transfreight Inc.

52
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