

COLLECTIVE AGREEMENT

BETWEEN

KEN JOHNSON TRUCKING LTD.



AND

TEAMSTERS LOCAL UNION NO. 31



JANUARY 1, 2024 TO DECEMBER 31, 2026

13639-09

**KEN JOHNSON TRUCKING
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BRITISH COLUMBIA

MASTER FREIGHT AND CARTAGE AGREEMENT

MEMORANDUM OF AGREEMENT made this day of , 2023

BETWEEN: **KEN JOHNSON TRUCKING LTD.**

(hereinafter called the "**Company**")

OF THE FIRST PART

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

(hereinafter called the "**Union**")

OF THE SECOND PART

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

ARTICLE 1

Section 1 - Recognition

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

Section 2 - Union Co-operation

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

ARTICLE 2

Section 1 - Certificate of Bargaining Authority

The Company agrees to recognize the Union as the Sole Bargaining Agent for:

- (a) employees and categories of employees referred to in the Certificate of Bargaining Authority held from time to time by the Union, and

- (b) all dependent contractors and owner operators employed by Companies signatory to this Agreement in the work categories falling within the area of jurisdiction of this Agreement.

Section 2 - Bargaining Authority

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

ARTICLE 3

Section 1 - Posting of Agreement

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

Section 2 - Check-off

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

Section 3 - Union Shop

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

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

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

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

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

Section 4 - Union Security

- (a) Every motor vehicle and every piece of mobile equipment used by the Company, categories of which are set out in Appendix "A" whether by the Company or leased by the Company shall be operated by a member of the Union. In the hiring of equipment on any basis, the Company shall first make every effort to obtain equipment operated by a member of the Union from a company signatory to this Agreement. However, if unable to do so and if equipment is to remain in the hire of the Company in excess of forty-eight (48) hours, it shall be replaced by equal equipment operated by a member of the Union if available in immediate or adjacent area from a company signatory to this Agreement.

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

- (b) All storing and handling of merchandise or other goods or materials shall be carried on by Company employees, members of the Union, categories of which are set out in Appendix "A" where such work is under the control of the Company.
- (c) Wherever physically possible and where such work is under the control or direction of the Company, all equipment shall be loaded and unloaded by the employees of the Company, members of the Union. The practice of loading and unloading equipment by other than employees of the Company where such work is under the control or the direction of the Company shall not be increased and shall wherever possible be discontinued.
- (d) The Company agrees not to contract out any work normally performed by employees covered by this Agreement if any employee is on lay-off for lack of work at the time such contracting out is introduced or if the contracting out would cause the lay-off of any employee.

- (c) Provided capable employees are available, all suitable equipment must be in use before additional equipment can be leased or hired.

ARTICLE 4 DEPENDENT CONTRACTORS

Section 1 - Definition

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

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

Section 2 - Retaining Services

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

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

Section 3 - Increases, Decreases in Services

- (a) In the event the Company increases or reduces the number of operational units within a branch, such increases or reductions shall be made on the basis of one Company unit to one dependent contractor unit. However, the foregoing shall not compel the Company to engage or retain the services of dependent contractors, nor shall the replacement of a dependent contractor with another dependent contractor be a consideration.

- (b) In the application of (a) of this Section the branch shall be defined as follows:
 - (i) in the line-haul within the jurisdiction of the Local Union in which he is a member
 - (ii) all reductions or additions of equipment shall be made as follows:
Line-haul tractor for tractor.
- (c) The Company shall not engage the service of a dependent contractor to replace or displace any regular employee. And they shall not be used to evade the conditions of the Agreement.
- (d) Companies with no dependent contractors would establish their differential as of the date of the first dependent contractor hired.

The Company after establishment of the said base fleet relationship may hire additional owner operators for an agreed term to provide services over and above the capacity of the established fleet. This can be done by separate short term agreement with the Union or Letter of Understanding which must be done prior to the implementation. It is understood this additional work will not be derived from work presently being performed by company driver employees.

Notwithstanding the foregoing the Company and the Union may, by mutual agreement by Letter of Understanding, agree to different Terms and Conditions than those contained herein concerning the base fleet relationship.

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

Section 4 - Company Not Lessor

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

Section 5 - Industry Standards

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

Section 6 - No Mandatory Source

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

ARTICLE 5**Section 1 - Regular Employee**

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

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

Section 2 - Part-Time Employees

A part-time employee shall:

- (a) be hired on an incidental and temporary basis to provide for additional manpower
- (b) be carried on a regular casual employee's seniority list in a branch or division not serviced by a Union Hiring Hall as provided under Article 3, Section 3 (b), Paragraph 1
- (c) be given first opportunity to qualify as a regular employee as openings become available providing he meets all Company qualifications and requirements
- (d) not be covered under the provisions of the Health and Welfare Plan until such time as he becomes a regular employee.
- (e) only be hired by the Company providing a Union member cannot be supplied and such

employee must be cleared or replaced by the Union Hall before starting his third shift

Section 3 - Regular Employee Reverting

Notwithstanding the provisions of Section 1 of this Article, the Company may employ a regular employee as a part-time employee provided the employee has been laid-off five (5) or more consecutive working days. Such employee may be called in to work and paid wages for less than ten (10) hours excepting that if he is called and reports for work on two (2) consecutive days, he shall be a regular employee on the second day. However, it is understood a reverting employee shall be subject to all conditions herein, i.e. Health and Welfare, Pension etc.

ARTICLE 6

Section 1 - Conflicting Agreements

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

Section 2 - Transfer of Company Title or Interest

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

Section 3 - Protection of Conditions

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

Section 4 - New Equipment and Classifications

Prior to any new types of equipment and/or new classifications of employment for which rates of pay are not established by this Agreement are put into use, the Company shall advise the Union as far in advance as possible and not less than thirty (30) days prior to implementation, the matter shall become the subject of discussion between the Parties for rates governing such equipment and classifications of employment. The Companies and the Union shall finalize within thirty (30) days after such implementation a rate to be established and such rate to be retro-active to date of implementation.

ARTICLE 7

Section 1 - Seniority

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

Section 2

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

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

Seniority shall prevail for the purpose of bidding, but there will be no job bumping privileges.

Section 3

Seniority shall be province wide.

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

Line drivers' seniority shall be recognized system wide within the jurisdiction of the Local Union in which he is a member for the purpose of bidding on new jobs and vacancies.

Section 4

All newly hired employees shall be considered as probationary employees for the first ninety (90) calendar days. There shall be no responsibility on the part of the Company in respect of the employment of probationary employees should they be laid-off for lack of work or discharged during the probationary period. However, the Company shall inform the probationary employee as to whether he has been discharged or laid-off and the reasons therefor with written notification to the

Union Dispatcher.

Upon the conclusion of any ninety (90) calendar day period, the employee's name shall forthwith be placed on the regular employee's seniority list, effective from the first day of employment of the ninety (90) calendar day period and the employee shall be entitled to all rights and privileges as provided in this Agreement with the exception of those as specified, i.e. Health and Welfare provisions.

Section 5

Part-time or casual employees will not be used to deprive any of the regular employees the conditions of this Agreement.

Section 6

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

Section 7

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

Section 8

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

Section 9

Any employee who has been on lack of work lay-off for one (1) year or more shall be removed from the seniority list and the Company shall be under no further obligation to such employee except in the case where a lay-off is a direct result of a labour dispute involving another company or when the laid-off employee has accrued five (5) years or more seniority in which case seniority will be carried for eighteen (18) months.

Section 10 - Leave of Absence

- (a) (i) When the requirements of the Company's services will permit any employee hereunder upon written application to the Company with a copy of said application

- to the Union, may if approved by the Company, be granted a leave of absence in writing (with a copy to the Union) for a period of thirty (30) calendar days. Upon six (6) months prior notification an employee may request every three (3) years and may be granted up to thirty (30) days leave of absence in conjunction with his holidays. When considered by the Company approval or rejection is to be given, in writing, with a copy to the Union, within thirty (30) calendar days, and if approved such approval may not be withdrawn, except by mutual consent of the employee and the Company. Under such leaves the employee will retain and accrue seniority only.
- (ii) Such leave may be extended for additional periods of thirty (30) calendar days when approved by both the Company and the Union in writing and seniority will accrue during such extensions.
 - (iii) Any employee hereunder on leave of absence engaged in gainful employment without prior written permission from both the Company and the Union shall forfeit his seniority and his name will be stricken from the seniority list and he will no longer be considered as an employee of the Company.
 - (iv) If an employee, employed in a classification requiring a drivers license, suffers the revocation of his drivers license, he will be re-classified, provided he is capable and work is available and such work will not result in the bumping of regular employees. If such employee cannot be re-classified, the Company may grant a leave of absence to such an employee who has suffered a revocation of his drivers license of up to twelve (12) months duration in writing with a copy to the Union. The employee may only take advantage of this section once while in the employ of the Company.
 - (v) Any employee requesting leave of absence for compassionate reasons shall not be unreasonably denied such request.
 - (vi) If a regular employee for certified health reasons is unable to perform the work in his regular job, he will be re-classified according to his seniority and capability to perform work in another classification if it exists within the Company. The employee must provide a valid medical opinion of his physical and/or mental ability to perform the new job in accordance with the provisions of this Agreement as it relates to Company required medical examinations.
- (b) When an employee within the bargaining unit covered by this Agreement receives leave of absence in writing with a copy to the Union to take a position within the Company which is beyond the sphere of the bargaining unit, he may retain his seniority for a maximum of ninety (90) calendar days within the bargaining unit. The starting date of such an appointment shall be posted in the terminal. Notice shall be given to the Union, in writing, prior to the employee leaving the bargaining unit for any period of time. During this leave of absence such employee shall continue to be covered by the Health and Welfare and the Pension Plan as provided in this Agreement.

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

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

ARTICLE 8

Section 1 - Meal Period

The employee shall, except by mutual agreement between the Parties hereto, take at least one (1) continuous period for meals at not less than thirty (30) minutes or more than one (1) hour in any one day. No employee shall be compelled to take more than one (1) continuous hour during such period nor compelled to take any part of such continuous hour before he has been on duty four and one-half (4 1/2) hours or after he has been on duty six (6) hours. However, any employee directed by the Company to stay with or operate equipment during his meal period will be paid at the regular rate of pay.

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

Section 2 Rest Breaks

Any employee shall be entitled to one (1) break of fifteen (15) minutes during both the first half and second half of any shift and, where practical, during each two (2) hour period of overtime, excepting during that period where a meal period is provided under Section 1 above.

A rest break shall be provided if the overtime worked is to exceed thirty (30) minutes. The commencement of this break may be staggered, but not beyond one half hour.

Drivers are required to take all legislated or legally mandated rest breaks. ie. US 30 minute break.

ARTICLE 9**Section 1 - Safety Conditions**

- (a) Maintenance of Equipment - it is to the mutual advantage of both the Company and the employee that employees shall not operate vehicles, which are not in safe operating condition. No employee will be required to operate equipment on public streets and thoroughfares that is not in compliance with the appropriate provisions of the law dealing with safety requirements for mobile equipment; i.e. brakes, steering, adequate mirrors, signal lights or other lighting equipment.
- (b) It shall be the duty of the employee to report in writing on the appropriate forms of the company, promptly, but not later than the end of the shift, trip or tour all safety and/or mechanical defects on the equipment which they have operated during that shift, trip or tour.
- (c) In the event essential repairs cannot be effected to make the equipment safe, the equipment will be correctly identified and kept out of service until repaired and it shall not be considered a violation of his employment when a Company employee refuses to operate such identified equipment. Identification tags shall be supplied and made available by the Company.
- (d) It shall be the obligation of the Company to direct the repairs as necessary to conform with the safe and efficient operation of that equipment.
- (e) Bunks in tractors ordered by the Company after signing date of this Agreement, and which are intended for use as sleeper cab equipment, will be not less than twenty-eight inches (28") wide.
- (f) Wherever reasonably possible, trucks shall have installed steps or devices to allow reasonable access.
- (g) All tractors operating on the line-haul shall be equipped with properly functioning Electric Onboard Monitoring.
- (h) All linchaul power shall have a compartment for storing tools and fittings in a safe location, outside the cab area.
- (i) In isolated areas where the nature of cargo requires additional assistance to handle the cargo, the Company shall endeavour to arrange such assistance as may be required.
- (j) All new tractors will be equipped with brake retarders.
- (k) All tractors and trucks with air brakes shall be equipped with application gauges.
- (l) All tractors used during hours of darkness will be equipped with back-up lights.

- (m) The company will provide training to all employees on unfamiliar (new) jobs and unfamiliar equipment.
- (o) A training premium of five dollars (\$5.00) per hour will be paid to instructional drivers while training.

ARTICLE 10

Section 1 - Pay Period

- (a) Except as otherwise mutually agreed between the Parties all regular employees covered by this Agreement shall be paid not less frequently than on every other Thursday all wages earned on all Bills of Lading completed and remitted by Thursday 4 P.M. The Company shall provide every employee covered by this Agreement with a separate or detachable written or printed itemized statement in respect of all wage payments made to such employee. Such statement shall set forth the dated pay period, the total hours worked, the total miles driven or paid for, the total overtime hours worked, either time and one-half or double time, the rate of wages applicable and all deductions made from the gross amount of wages. The Company will pay by direct deposit into the employee's bank account on Thursday to ensure the funds are available to the employee on Friday. Each employee shall provide the Employer with a blank cancelled cheque designating the account to which the funds are to be deposited. The cutoff day to be changed to Thursday at 4:00 p.m. the week prior to pay day.
- (b) Except where otherwise mutually agreed immediately prior to an employee leaving on annual vacation, he shall be entitled to receive vacation pay by separate cheque in accordance with Article 25 of this Agreement, for that period of time that he will be absent from work. However, if the employee fails to exercise this entitlement, such vacation pay will be paid to him on the first regular pay day following his return to work.
- (c) Employees who miss Thursday 4:00 p.m. cut off may submit a written request for pay advance for an amount up to five hundred dollars (\$500.00). This amount to be deducted from the next regular pay period.

Section 2

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

Section 4 - Record of Employment

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

ARTICLE 11

Section 1 - Paid-For Time

- (a) All employees covered by this Agreement shall be paid for all time spent in the service of the Company. Rates of pay provided for by this Agreement shall be minimums. Time shall be computed from the time that the employee is ordered to report for work or registers in, whichever is later, until he is effectively released from duty.
- (b) When employees are required to ride ocean ferries with their equipment on ferry trips that exceed eight (8) hours (i.e. Port Hardy-Prince Rupert and Alaska ferries) they shall be compensated at their straight time hourly rate for one-half the total hours spent in making the trip. It is understood that the paid hours will not be used in the calculation of overtime.
- (c) Employees required to travel on public transportation or Company equipment in a deadhead manner shall be paid in accordance with Article 24, Section 1 (a) (b) and (c).

Section 2 - Bereavement Leave

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

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

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

A working day lost shall be not more than eight (8) or ten (10) hours for hourly employees or not more than ten (10) hours for line drivers.

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

Section 3

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

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

Section 4 - Medical

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

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

- (b) If following a medical examination under (a) of this Section, the employee is dissatisfied with the decision of the Company doctor, the employee may seek a decision from his personal doctor. Should the decision of the Company's doctor and the employee's doctor differ, the Company or the Union is entitled to direct that the employee be examined by a medical specialist whose speciality covers the disability. The Company's doctor and the employee's doctor together, shall then select such a specialist. The decision of the medical specialist shall be final and binding upon the parties involved and the employee shall not suffer loss in wages or Health and Welfare Plan benefits whichever applies as a result of such examination(s).
- (c) An employee who has been absent from work because of illness or accident shall not suffer a reduction in his regular wages only because the Company requires a medical examination prior to the employee resuming work. If such employee is entitled to work under seniority and recall procedures, he will be paid his regular wages for each day or days until he returns to work, provided the Company medical examiner certifies the employee fit to resume work.

Section 5 - Compensation Sickness Coverage

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

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

When an employee returns to work, the Company shall deduct from his earnings any monies the Company has paid out that were payable by the employee.

Section 6 - License Tests

- (a) Whenever it becomes necessary for an employee to undertake tests for renewal of licenses or tickets, the Company shall upon request provide appropriate equipment for this purpose. Time taken off for such purpose shall be paid for at the employee's straight time rate.
- (b) In the event that members of a union other than the union which is signatory to this Agreement attempt to encroach on the working practices and arrangements as laid down by the Company and that contravene the Union's jurisdiction pursuant to the certificate of bargaining authority, the Union agrees that it shall inform the employees affected of their obligation to carry out the terms and conditions of this Agreement.

Section 7 - Sick Leave

The sick leave plan does not form a part of the Health and Welfare Plan.

- (a) All regular employees who have one (1) continuous year's service or more shall thereafter accumulate paid sick leave at the rate of one-half (1/2) day per employed month to a maximum of thirty (30) days. The accumulation of paid sick leave shall be based on the following provisions.
 - (i) The employee shall begin accumulation of sick leave at the start of the pay period immediately following the date he completes one (1) year of continuous employment.
 - (ii) The employee must be paid for not less than one hundred and twenty-eight (128) hours in a four (4) week period to be credited for a half (1/2) day in that month including vacation and general holidays.
 - (iii) Employees absent from work due to leave of absence for any reason, or sickness and compensation, will not accumulate sick leave during this absence.
- (b) Where any absence, occasioned by sickness or accident is not covered for payment for either the Teamsters - Transport Health and Welfare Trust Plan or Workers' Compensation, paid sick leave shall be applied as follows:
 - (i) one (1) day's pay for first day of sickness.
 - (ii) One (1) full day's pay for each of the second (2nd) and third (3rd) days of sickness, provided those days are regular work days.
 - (iii) A day's pay for employees will be eight (8) or ten (10) hours pay at the regular hourly rate for his classification.

- (iv) It shall be the responsibility of the employee to claim for accredited sick leave on such forms as the Company may prescribe.
- (c) Any proven abuse of the Sick Leave Provision will subject the employee to immediate dismissal without recourse to the Grievance Procedure.
- (d) A medical certificate may be required to claim benefits under this provision.

ARTICLE 12 **WORK ASSIGNMENTS**

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

ARTICLE 13 **DISCHARGE OR SUSPENSION - MANAGEMENT'S RIGHTS**

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

1. to maintain order, discipline and efficiency
2. to discharge, classify, suspend for proper cause, direct or transfer employees from one classification to another, move employees from one location to another for proper cause
3. to increase and decrease working forces
4. to make or alter from time to time rules and regulations to be complied with by its employees; these rules and regulations are to be filed with the Union
5. an employee will receive a copy of any written reprimand or warning letter placed on his file with a copy to the Union. Such written reprimand or warning letter shall become a permanent part of the employee's personal work history. However, any incident causing such written reprimand or warning letter over a period of twelve (12) months will not be used to compound other disciplinary action against the employee

ARTICLE 14

Section 1 - Protection of Rights

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

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

Section 2 - Controversy With Other Unions

If a dispute arises as the result of the employees of a Company bound by the terms of the B.C. Master Freight and Cartage Agreement handling or transporting any commodities for a company or business that is being legally picketed by a Local Union of Teamsters' Canadian Conference, the Company and the Union shall immediately meet with the objective of arriving at a mutually satisfactory solution.

Section 3

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

Section 4

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

ARTICLE 15 TECHNOLOGICAL AND MECHANICAL CHANGES

Definition - technological and mechanical changes shall be defined to mean the introduction and utilization of vehicular and other equipment changes which have not previously been used with the bargaining unit by the Company and the use of which results in the termination or the laying off of regular employees.

Recognition by Parties - all Parties to this Agreement recognize that technological and mechanical changes that result in the increased efficiency and productivity must be encouraged, and further that all Parties have a direct responsibility to reduce to a minimum the adverse effects that may result from such changes.

Prior Notification - the Company shall advise the Union as far in advance as possible, and not less than thirty (30) calendar days prior to the introduction of technological or mechanical changes and the matter shall immediately become the topic of general discussion and consultation between the Company and the Union and particularly in regard to:

- (a) the effect such changes will have on the number of employees within the bargaining unit
- (b) the probable effect on working conditions
- (c) any changes in job classifications

Dislocated Employees - in the event technological or mechanical changes result in a reduction in the work force or the demotion or promotion of employees, such reductions, demotions or promotions shall be done in accordance with the provisions of Article 7, Seniority, as contained herein.

Re-training and Upgrading - the Parties jointly and individually will undertake with the assistance of Canada Manpower and through recognized provincial or local adult training programs, if necessary, to re-train and upgrade regular employees, to enable them to become qualified and capable of performing new jobs resulting from or created by the technological mechanical changes.

ARTICLE 16

Section 1 - Inspection Privileges

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

Section 2 - Shop Stewards

- (a) The Union shall elect or appoint Shop Stewards from among its members in the bargaining unit and shall notify the Company in writing forthwith of such appointments and deletions of those employees so elected or appointed. The Company will recognize Shop Stewards and not discriminate against them for lawful Union activity. The Company will notify the Union forty-eight (48) hours prior to dismissal of a Shop Steward.
- (b) Grievances shall be processed during the normal working hours of the Shop Steward. A Steward shall receive his regular rate of pay when grievances or pending grievances are processed with the Employer on Employer property or at any other place which is mutually agreed upon by both the Union and the Employer.
- (c) If the Employer representative is unable to meet the Steward during the Steward's normal working hours, the Steward shall be paid for all the time spent during the processing of the grievances with the Employer on the Employer's property or at any other place which is mutually agreed upon by both the Union and the Employer.

ARTICLE 17

Section 1 - Sanitary Conditions

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

Section 2 - First Aid Supplies

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

Section 3 - First-Aid Attendant

Any employee holding a First-Aid Certificate recognized under the Workers' Compensation Board regulations who is designated by the Company to carry out duties of a First-Aid Attendant, Class C, shall receive in addition to his regular rate as provided in Schedule "A" herein, a premium of fifty (50) cents per hour. The employer shall be responsible for the cost of maintaining or upgrading the employee's First-Aid Certificate to the extent that course fees will be paid by the Employer.

ARTICLE 18

Section 1 - Union Label

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

Section 2 - Uniforms Supplied

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

However, the employee must furnish at his own expense suitable clothing, shoes, gloves and winter weather protective clothing in order to perform his job efficiently and safely except as provided in Section 3 (1), (b), (c) and (d) herein.

Section 3 - Protective Clothing

- (a) Any employee physically handling dangerous goods shall be provided with all recommended and approved protective clothing and/or devices to perform the job safely.
- (b) Any employee who is exposed to a hazard by reason of handling toxic or noxious chemicals shall be provided with adequate protective clothing and equipment as required by Workers' Compensation Board regulations and the cost shall be borne by the Company.
- (c) Maintenance shop employees shall be provided with clean coveralls and the cost and maintenance shall be borne by the Company.
- (d) Where the Company makes it a condition of employment for all employees to wear safety-toed boots, the Company will supply same.

ARTICLE 19 POSTING

Hourly rated employees shall be notified before quitting time the day previous to their not being required for duty, except as otherwise mutually agreed by the Parties hereto. Time shall be posted and remain posted until 9:00 a.m. the following day.

ARTICLE 20 PAID-FOR DAY ACCIDENT

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

ARTICLE 21

Section 1 - Driver Trainer

A driver trainer, when so designated and classified by the Company, shall be defined as an employee who trains other employees while performing similar work himself. He shall be a member of the Union and shall have seniority in accordance with Article 7 herein and will be paid a premium as defined in Article 9 Section 1(v).

Section 2

Any employee temporarily assigned by the Company to a terminal or operation located beyond reasonable commuting distance shall be reimbursed by the Company for reasonable expenditures for room and board.

ARTICLE 22 WAGES

The regular hourly and mileage rates paid shall be those set out in Appendix "A" attached hereto and

forming part of this Agreement.

ARTICLE 23

Section 1 - Health and Welfare

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

Section 2 - Payment of Dues and Contributions

- (a) The Company agrees to make remittances to the Union for union dues, the administrator of the health and welfare plan, the administrator of the pension plan and the administrator of any other program to which the Company is required to make contributions under this Agreement in accordance with the appropriate article or appendix to this Agreement.
- (b) The Company agrees to hold in trust, until remitted, all amounts payable in respect of union dues, the health and welfare plan, the pension plan, and any other plan which the Company is obliged to make contributions pursuant to this Agreement and shall be liable, as such, for failure to remit for any reason including, but not limited to liquidation, assignment or bankruptcy of the Company.

Section 3 - Trust Agreement

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

Section 4 - Delinquency

- (a) The Company acknowledges that the trustees of the Health and Welfare Plan and the Pension Plan or any other plan or trust to which contributions are payable shall have the right to take legal action against the Company to obtain payment of all contributions and interest thereon due pursuant to this Agreement.
- (b) The Company agrees to make contributions to the Union for union dues and to the trustees of the Health and Welfare Plan and the trustees of the Pension Plan within the time limits specified in this Agreement and further agrees that, if such contributions are not received by the Union or applicable plan administrator within the agreed time period (or postmark on the envelope enclosing the contributions is not with the agreed time period), then the Company shall be liable for the payment of such contributions plus interest on the contributions at the

rate of two percent (2%) per month from the date such contributions were due to the date of receipt by the Union or the appropriate plan administrator.

- (c) The Company agrees that, if the Union or the trustees of any plan to which the Company is required to make contributions pursuant to this Agreement incur any legal or other costs to recover contributions due and payable by the Company, the Company shall be liable to reimburse the Union or the applicable trustees for such costs.

ARTICLE 24

Section 1 - Regular Work Day/Week

- (a) The normal hours of work shall consist of:
- i. 4 consecutive shifts of 10 working hours, exclusive of meal breaks, with 3 consecutive days off. Such shifts may include regional highway trips paid by the mile that can be accomplished within the hours of service window for a single on-duty day of 10 hours. Overtime will be paid for work in excess of ten hours. OR
 - ii. 5 consecutive shifts of 8 working hours, exclusive of meal breaks, with 2 consecutive days off. Such shifts may include regional highway trips paid by the mile that can be accomplished within the hours of service window for a single on-duty day of 8 hours. Overtime will be paid for work in excess of 8 hours.
- (b) The start and quit times, and the days off shall be established by the Employer. By mutual agreement with the Employer, an employee may, on occasion, change his off-duty days.
- (c) The initial implementation of the new work shifts shall be posted and assigned by seniority provided the employee is fully qualified for the particular shift assignment.
- (d) The Employer may assign a driver to a particular work shift where there is no other qualified driver available, until such time as another qualified driver is trained.
- (e)
- i. Daily Guarantee – Any regular employee who is called out to work on a regular work day shall be paid not less than eight (8) or ten (10) hours pay depending on his posted shift.
 - ii. Any employee who is called out to work on an overtime day on a ten (10) hour shift shall be guaranteed five (5) hours pay. If he works in excess of five (5) hours he shall be guaranteed ten (10) hours. For hours worked in excess of ten (10) he shall be paid in accordance with the overtime provisions.
 - iii. Any employee who is called out to work on an eight (8) hour shift shall be guaranteed four (4) hours. If he works in excess of four (4) hours he shall be guaranteed eight (8) hours. For hours worked in excess of eight (8) he shall be paid in accordance with the overtime provisions.
 - iv. When a part-time hourly rated employee is called in for duty Monday through Friday he shall be guaranteed a minimum of five (5) hours.

- v. Any regular employee reporting for duty on a call-out or call-back basis inconsistent with his regular scheduled work day or shift shall be guaranteed a minimum of five (5) hours pay but after completion of the duty he was called for, he may book off work with a minimum of two and one-half (2 ½) hours pay.

(f) **Record of Employment**

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

Section 2 - Overtime Provisions

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

- (a) All time worked over and above either eight (8) or ten (10) hours per day on any shift shall be deemed overtime until a break of eight (8) hours occur, unless otherwise mutually agreed.
- (b)
 - i. Overtime pay at the rate of double time (2x) shall be paid for all hours worked in excess of eight (8) or ten (10) hours per day or forty (40) hours per week (exclusive of daily overtime). For the purpose of these provisions, a "week" is defined as the period between midnight Saturday and midnight on the following Saturday.
 - ii. For the first eight (8) hours worked on a General Holiday, an employee on an eight (8) hour shift shall be paid double his regular rate of wages. The rate to be paid for the ninth (9th) and tenth (10th) hours on an eight (8) hour shift shall be three (3) times the regular rate. The rate to be paid for the 11th and 12th hours on an eight (8) hour shift shall be four (4) times the regular rate.
 - iii. The rate to be paid for all hours on a ten (10) hour shift will be double the regular rate. On the 11th and 12th hours on a ten (10) hour shift the rate will be three (3) times the regular rate. The 13th and 14th hours on a ten (10) hour shift shall be four (4) times the regular rate.

With respect to General Holidays, the foregoing overtime provisions are in addition to eight (8) or ten (10) hours wages, which shall be paid in any event.

For those employees working the four (4) ten (10) hour shifts the overtime proviso contained herein will be applicable on the General Holiday in any seven (7) day period.

Where an employee works on his regular assigned rest day or days he shall be paid in accordance with i., ii. or iii. above.

- (c) Overtime shall be allocated wherever possible to capable senior employees in their classification in a voluntary manner. However, that upon reaching the bottom of the seniority list, the employee shall be required to work overtime.
- (d) Except in case of emergency or where it is unavoidable, no employee shall work weekly

overtime until all regular employees in their unit have worked the full quota of regular hours, provided there are capable and qualified regular employees amongst those who have not worked their full quota of regular hours. Provided the foregoing has been complied with, seniority will prevail in classifications for the allocation of overtime.

Section 3 - General Holidays

Pay for holidays when not worked shall be as follows:

- (a) Employees shall be paid for time not worked at the regular rate on New Year's Day, BC Family Day, Good Friday, Victoria Day, Canada Day, B.C. Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day. In the event a general holiday is proclaimed by the Federal or Provincial Government, such holiday shall be observed as a general holiday. The rates of pay for these general holidays will be at the regular applicable work time rate.
- (b) Employees entitled to those paid holidays shall have been on the payroll thirty (30) calendar days previous to the holiday.
- (c) Employees absent from work by reason of accident or illness not in excess of workers' compensation of six (6) months shall receive full pay for general holidays as designated herein.
- (d) Employees absent by reason of leave of absence, discharge, quit or suspension shall not be entitled to general holiday pay.
- (e) The employee who is terminated or discharged for just cause within the thirty (30) calendar day period shall not be entitled to general holiday pay. If an employee who has been laid off temporarily is returned to work within thirty (30) calendar days after the holiday, he shall be entitled to the paid general holiday.
- (f) Sick pay and statutory holiday pay will be paid based on *eight (8) or ten (10) consecutive hours per day.*
- (g) When a general holiday falls on a regular employee's regular day off, then such employee will be granted a day off in lieu of such general holiday on either the last working day preceding or the first working day following such general holiday. The company will designate the day to be granted as the day in lieu, and such day will be with pay.
- (h) Where a linehaul driver is required to work on a general holiday, the driver shall have the option to bank a day in lieu of the overtime payment. Such banked days may be taken off with pay at a mutually agreed time within sixty (60) days of the date of the general holiday.

ARTICLE 25**Section 1 - Two Weeks Vacation**

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

Section 2 - Three Weeks Vacation

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

Section 3 - Four Weeks Vacation

All employees with nine (9) years or more continuous service shall thereafter receive eight percent (8%) or one hundred and sixty (160) hours, at their hourly rate of pay in effect at the time they take their vacation, whichever is the greater.

Section 4 - Five Weeks Vacation

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

Section 5 - Six Weeks Vacation

All employees with twenty-one (21) years or more of continuous service shall thereafter receive twelve percent (12%) or two hundred and forty (240) hours at their hourly rate of pay in effect at the time they take their vacation, whichever is the greater.

Section 6

Absence by reason of accident or illness shall be counted as hours worked in the intervening years between the employee's first year and final year of employment. In any such year, the employee will be credited with a maximum of five hundred (500) hours for such absence if he has less than one thousand and five hundred (1,500) hours of work in that year to qualify for vacation herein stipulated.

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

Section 7

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

Section 8

- (a) A calendar year shall be the period between January 1st and December 31st.
- (b) Where the date of commencement of employment is the anniversary date for the purpose of calculating annual vacations, employees shall receive vacations in accordance with the provisions contained in Section 1 and/or 2, 3, 4, 5 and 6 of this Article.
- (c) Irrespective of whether vacation benefits are calculated on the basis of (a) or (b) of this Section, vacation pay cheques will be issued to all employees in accordance with the provisions of Article 10, Section 1 (b) of this Agreement.
- (d) An employee hired after January 1st in any year and who does not qualify for a full annual vacation, shall be paid an amount equal to four percent (4%) of his total wages from the date of employment to December 31st of that year.

Employee then to work a full year before receiving a full annual vacation with pay. Time off (without pay) will be allowed during this year with such time off being calculated on the basis of holiday pay.

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

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

Section 9

- (a) All employees entitled to more than two (2) weeks vacation may receive them in one continuous period, only if they take their vacation in the off-season. The Union and the Company may, however, waive this provision where an employee requests, for compassionate reasons that he be granted all of his vacation continuously, within the prime season.

Prime Season defined:

June 1st	-	September 30th inclusive
December 15th	-	January 15th inclusive
Spring Break	-	When it occurs

- (b) Employees entitled to three (3) weeks vacation but whose seniority is such that they would not otherwise qualify for a vacation in the prime season, shall be given one week in that season.
- (c) Employees, with the exception of those described in (b) above, requesting a vacation during the prime season shall receive two (2) weeks in one (1) continuous period. The remainder of the vacation to which such employee is entitled shall be given during the off-season.
- (d) Employees shall be granted their vacation dates in order of their seniority, consistent with the efficient operation of the business. Vacation lists shall be posted and remain posted on or before January 31st of each year.
- (e) Vacation period to start on completion of employee's normal work week, and end on the first day of his normal work week on the completion of his vacation.
- (f) Where an employee has less than fifteen hundred (1500) hours and is terminating employment, voluntarily or otherwise, he shall receive 4%, 6%, 8%, 10% or 12% of his earnings in lieu of the holidays to which he is entitled.
- (g) Unless otherwise mutually agreed between the Company and the employee, every employee shall be notified at least fourteen (14) days prior to being required to take any vacation period. Once vacation periods are established the time shall not be changed, except where mutually agreed between the employee and the Company.
- (h) Any employee may accept employment only outside the tanker industry while on vacation.
- (i) Any regular employee receiving a differential or premium pay on a regular basis this differential or premium will become part of his regular hourly rate of pay and shall be paid on all General Holidays and annual vacations.
- (j) In the event a General Holiday falls during an employee's vacation, the employee will be allowed a day off, without pay, in lieu of such General Holiday, either immediately preceding or immediately following his vacation period. Such day off, without pay, in lieu of a General Holiday, will be designated on the final vacation schedule.

General Holidays that fall within the vacation periods that are not designated on the final vacation schedule, the day in lieu of such General Holiday will be designated at the time the vacations are booked and approved.
- (k) The company will allow 8% of employees on vacation at any one time during the designated prime time, except the vacation periods may overlap on weekends. The 8% calculation not to be rounded up.

ARTICLE 26 **Line-Haul Operations**

Section 1 - Mileage Conditions

- (a) EXCEPT AS OTHERWISE MUTUALLY AGREED BETWEEN THE PARTIES HERETO, ALL EMPLOYEES ENGAGED IN LINE OPERATIONS SHALL BE SUBJECT TO ALL TERMS AND CONDITIONS PROVIDED BY THIS AGREEMENT SAVE AS HEREAFTER EXPRESSLY PROVIDED.

Section 2 - Reporting Notice

- (a) Employees shall be given at least three (3) hours notice when ordered to report for duty at both the home terminal and at the end of the run or where they have been effectively released from duty by the Company.

(b) **Hours of Dispatch**

- (i) Drivers are to call in between 1400 and 1600 Monday to Friday for dispatch. Any driver not calling is presumed unavailable for dispatch.
- (ii) In the event a driver will not be available at his contact point after his rest period has expired, he will notify the dispatcher.
- (iii) Drivers who are off duty at their home terminal before 12:00 hours on a Saturday, and who are to be called to work prior to 24:00 hours Sunday, shall be notified on Saturday for a time of dispatch. It will be the drivers' responsibility to contact the dispatcher by 12:00 hours Saturday or prior thereto, if he will not be available for call at his normal contact point at that time.

- (c) The company will provide a sign-in, sign-out form to be placed in the drivers room showing time in, time out, destination, equipment, numbers and destination.

(d) **Mileage/Kilometer Calculation:**

The odometer reading in unit will be used for the calculation of mileage/kilometers driver. These readings will be used to determine remuneration.

(e) **10 Hour Guarantee**

When an employee has been called for duty and has begun his trip or tour, he shall be guaranteed a minimum of ten (10) hours work and/or pay at the hourly work time rate for the trip or any portion thereof.

- (f) When an employee reports to work after being called, and no work is available, he shall receive a minimum of five (5) hours pay at the work time rate.

(g) **5 Hour Guarantee**

When an employee reports in accordance with an established reporting time and no work is provided, he will receive the minimum number of hours pay (five (5) hours), UNLESS he has been notified at least two (2) hours ahead of the regular reporting time that no work is available.

An employee who has an established reporting time and is unable to report for duty for any reason, will advise the Company at least two (2) hours prior to such reporting time.

(h) **Local Dispatching Rules**

All drivers and operators shall be dispatched according to agreed upon local dispatching rules which shall be posted. Failure of the Company and the Union to agree on such rules result in applying the Grievance Procedure.

(i) **Runaround**

Time lost when an employee is available but not dispatched in proper order under agreed upon local dispatch rules between the Company and the Union, he shall be paid at the hourly rate from the time he should have been dispatched until actual time of departure on trip and/or tour with a maximum of ten (10) hours at the applicable work time rate in each twenty-four (24) hour period.

(j) Job applicants for the position of line-driver hired from sources outside the Company on trial trips and/or instructional trips and employees of the Company that have completed the training program for the position of line-driver as agreed between the Company and the Union, and who have been recommended for that position will be paid for the final instructional trips at a rate of five (5) cents per mile less than the single man rates as specified in this Agreement. Such trips to be made with qualified drivers and/or trainers who agree to train and will not exceed a total of two thousand (2000) miles on a single man operation. Line-drivers will be paid five (5) cents per mile above single man rate as specified in this Agreement on trips when he performs the function of trainer or instructor under this Article.

(k) **Weekly Guarantee**

Except as otherwise mutually agreed by the Parties hereto, the Company shall guarantee sixty percent (60%) of its employees in this classification, taken in order of their seniority and to a minimum of one out of two, two out of three, not less than forty (40) hours wages per week. The Company may average the guarantee over a two week pay period commencing on a Sunday and ending on the fourteenth day, Saturday pay period.

Section 3 - Worktime

Worktime shall include but not be limited to loading, unloading, repairs of equipment, chaining and unchaining (of tires), time spent on ferries or boats (except as otherwise provided in Article 26 herein, and when drivers are required to stay with the equipment). When the driver performs the function, fuelling at Company pumps, and key pumps, hooking up, unhooking, switching on complete interchange of equipment will be included as work time.

Where an employee works his regular week on a pure trip basis, overtime commences after ten (10) hours.

Where an employee works his regular weekly shift on a pure hourly basis, he will be on a forty (40) hour work week. Overtime commences after ten (10) hours.

Where an employee's regular work week is a mixture of trip and hours, i.e. alternate or random mixtures of days by the hour and days by the trip, he will work by the ten (10) hour day for the hourly day and by the trip on a ten (10) hour day for the trip.

Where an employee works by the hour for a portion of a day and by the trip for another portion of the same day, the hourly work for purposes of overtime shall be considered:

- a) part of a ten (10) hour day where such work is highway related, or
- b) part of ten (10) hour day where such work is of a local nature

Note:

1. Criteria used to determine when an employee is eligible for trip rates is a trip of one hundred miles or greater (excluding Vancouver Island).
2. Highway related work is defined as picking up of loads, loading and/or preparing loads or coupling equipment for highway transportation on a one-time basis by a driver who has returned from a highway trip.

Section 4 - Travel Time

- (a) All hours travelling on public transportation from the point deadhead commenced to the destination point designated by the Company shall be paid for at his regular straight time hourly rate plus the subsistence allowance if applicable and the cost of such transportation.
- (b) **Deadhead**

Each employee who is covered by this Agreement, and who is required by the Company to ride Company equipment in deadhead manner will be paid the regular straight time hourly rate for all hours spent in riding such equipment.

Section 5 - Wait Time

- (a) Wait time shall be paid for all time spent waiting to load, unload, waiting for loads, waiting for equipment to be repaired and waiting for roads to be cleared with a maximum of ten (10) hours pay for waiting time in each twenty (20) hour period.

Wait time is clarified as follows: Wait time is not cumulative and shall not be subject to overtime. For the purpose of determining wait time pay, each stop shall be considered a separate waiting period.

When a driver is held more than one (1) day, he shall receive wait time pay for the first ten (10) hours of each twenty (20) hour period.

- (b) All time lost due to delays as a result of overloads or certification violations involving federal, state, provincial or city regulations shall be paid for at regular applicable wait time rate in this Agreement unless required to stay with equipment. Where possible it shall be the duty of the employee to ascertain that he is not hauling an overload.
- (c) All time lost due to delays as a result of overloads or certification violations involving federal, state, provincial or city regulations shall be paid for at regular applicable wait time rate in this Agreement unless required to stay with equipment. Where possible it shall be the duty of the employee to ascertain that he is not hauling an overload.

Section 6

- (a) In the event that drivers are required to lay over during any one round trip or tour away from their home terminals, they shall be compensated for layover time as follows:

It being understood that layover time shall not be cumulative, but shall mean only one layover on such round trip or tour.

For the first twelve (12) hours of each layover - No Pay

For the next ten (10) hours layover rates as stipulated in this Agreement

For the next twelve (12) hours - No Pay.

For the next ten (10) hours, rates as stipulated in this Agreement and continuing on the same basis for each twenty-two (22) hour period of continuing layover.

- (b) The layover point is to be designated on a man's original orders prior to his dispatch from point of origin of trip or tour, save and in the case of accident or breakdown whereby the layover point may be extended to a point beyond the original designated layover point.
- (c) When drivers arrive at the layover point and are placed on layover, they will be advised on arrival or else put on wait time, save and except where the drivers have been previously instructed on their drivers' orders.

Section 7 - Bobtail

Driving of tractor without trailer shall be paid for on the same basis as driving tractor-trailers 80,000 GVW.

Section 8 - Definition Mileage Rates

Mileage rates as specified in Appendix "A" are composite rates and shall be paid to compensate for the following duties performed.

Driving, checking equipment en route, making Company required reports.

Section 9 - Miles and Hours

All runs or trips shall be paid for at the mileage rate for miles driven except that the hourly rate shall apply in the event that the amount earned under the applicable mileage rates provides less than the hourly rate for the total driving time on a particular trip. The onus is upon the driver to question the rate of pay by marking his trip and pay report accordingly.

Section 10 - Bush Runs

- (a) For trips which include both main highway miles and off-line bush miles; main highway miles will be paid at the applicable mileage rate and off-line bush miles will be paid at hourly rate.
- (b) Off road trips into oil fields/oil patch will be paid at hourly rate of \$35.00.

Section 11 - Single Man Operation

- (a) For definition purposes the word "trip" will be used when referring to single man operations. A single man trip is considered from point of dispatch to point of rest, layover or book-off.
- (b) The regular hours of work, or employees engaged in a single man operation shall be ten (10) hours per trip, sixty (60) hours per week in any seven (7) day period, it being understood that there will be no pyramiding of overtime. The Company shall pay for all time driving and working in excess of the regular hours at the overtime rates as specified hereafter and shall continue at the overtime rates until a minimum rest period of four (4) hours is provided. This rate does not apply to the layover and wait time but is calculated on the miles driven and half the work time rate per hour.
- (c) No single man driver shall be called for dispatch until he has been off duty eight (8) hours excluding call time, after completing a trip at the home terminal. No single man driver, who has been put to rest or layover, shall be called for dispatch or duty until he has been off duty for four (4) hours at a point away from the home terminal. However, at points away from the home terminal the driver shall be entitled to if he so requires, up to eight (8) hours of

uninterrupted rest. Drivers held and/or waiting at a point other than the home terminal in excess of the maximum rest period will be paid wait time for hours in excess of the full rest period.

Section 12 - Sleeper Cab Operations

- (a) "Tour" will be used when referring to sleeper cab operations and shall mean the period between departure from and return to home terminal.
- (b) Sleeper cab operations shall be performed by two (2) drivers in equipment properly equipped with sleeper berths. The Company shall designate the home terminal of each driver team and designate the routes to be travelled on each tour from home terminal to destination and return to home terminal and each driver shall be paid for driving one-half (1/2) the mileage the vehicle travelled in making the tour. Wherever work time is involved both drivers shall receive applicable hourly rate of pay.
- (c) Once driver teams are established, it is understood that they are not to be separated unless mutually agreed to by the Company, the Union and the driver team involved except in cases of emergency or reduction in force or temporary training.
- (d) Only two (2) men shall be permitted in sleeper-cab equipment at any time, except in cases of emergency or where new type equipment is put into operation. In no event shall a driver, supervisor or other authorized personnel be in the cab in addition to the two (2) drivers for more than three hundred (300) miles.
- (e) No sleeper team under this Section 13 shall be placed on layover if routed on any tour with outbound mileage under five hundred (500) miles.
- (f) The Company may use a sleeper-cab driver or team to effect a single man operation, but will not do this when it adversely affects the single man board or when it creates excess layover time for sleeper-cab drivers.
- (g)
 - (i) Wherever possible sleeper-cab drivers shall be entitled to have a minimum of four (4) hours off duty, excluding call time after completion of their tour.
 - (ii) No sleeper-cab driver shall be allowed to take a solo trip of more than four (4) hours until he has had *ten (10) hours rest* since he was last on duty. Rest time does not include time in the sleeper-cab bunk.
 - (iii) Where driver teams are dispatched on long line trips or tours in excess of four thousand (4,000) miles, the Company shall give a four (4) hour call-out when ordering drivers to report for duty, except in extreme emergent circumstances, but in any event, not less than two (2) hours, at both the home terminal and at the end of the run where the driver has been effectively released from duty. At the completion of a tour away from the home terminal drivers shall be given eight (8) hours of duty,

except in the case of extreme emergent circumstances, but in any event, not less than four (4) hours off duty.

Section 13 - Exclusion of Mileage Condition

- (a) Employees engaged in the operation of motor vehicles on Vancouver Island and Sechelt Peninsula will be paid appropriate hourly rates.

Section 14 – Expenses

Company will provide all drivers with a company credit card to cover expenses that may be incurred for the maintenance of the truck, faxing of documents, or any other expense related to Company business. The credit cards will be issued in the driver's name and mailed to the Company. The cards are not to be used for personal use; any such charges will be deducted from the driver's pay.

ARTICLE 27

Maintenance of Standards

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

Higher rated Union employees shall be subject to all the terms and conditions of this Agreement.

ARTICLE 28

Section 1 - Savings Clause

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

Section 2 - Negotiations for Replacement of Articles Held Invalid

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

ARTICLE 29

Marginal Notations

The Marginal Section and Article heading shall be used for purposes of reference only and may not be used as an aid in the interpretation of this Agreement.

ARTICLE 30

Section 1 - Grievance Procedure

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

Time limit to institute this Grievance Procedure:

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

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

Step 1: Any grievance of an employee shall first be taken up between such employee and the Company supervisor, however, the employee will be entitled to be represented by a Shop Steward or a Union representative.

Step 2: Failing settlement under Step 1, such grievance shall be taken up between a representative of the Union or a Shop Steward and the Company supervisor.

Step 3: Failing settlement under Step 2, such grievance and any dispute arising between the Union and the Company over the interpretation or application of the provisions of this Agreement, including any dispute as to whether a matter is subject to this Grievance Procedure, shall be referred to two (2) authorized representatives of the Union and two (2) authorized representatives of the Company. The representatives of the Union and the Company shall exchange statements in writing setting forth their respective positions relative to the matter(s) in dispute not later than at their initial meeting.

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

Section 2 - Minister of Labour

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

Section 3 - Arbitrator's Decision

The Arbitrator shall be required to hand down his decision within fourteen (14) days (excluding Saturday, Sunday and General Holidays) following completion of the hearing and his decision will be final and binding on the two Parties to the dispute and shall be applied forthwith.

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

Section 4 - Costs

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

Section 5 - Meeting Chairman and Minutes

Under Step 3, the Company will act as Recording Secretary and will furnish the Union with a copy of any such minutes. All copies of minutes will be signed by both the Union and the Company representative(s). Under Step 3, the meeting chairman will be rotated between the Union and the Company.

ARTICLE 31

Section 1 - Term of Agreement

This Agreement shall be for a term period from and including the first (1st) day of January A.D. 2024, to and including the 31st day of December A.D. 2026. Either Party to this Agreement may within four months immediately preceding the 31st day of December A.D. 2026 give to the other Party written notice to commence collective bargaining.

Section 2

After expiry of the term of this Collective Agreement, and subject to the limitations necessarily resulting from the exercise of the rights of the Parties under Part 5 of the Industrial Relations Act including the right to strike or lockout, the terms and conditions of employment as set out in this Agreement will be observed and not varied, except by the Parties mutual consent during the period that the Union remains the bargaining agent for employees identified in this Agreement.

Section 3

It is mutually agreed that the operation of Sub-Section 2 of Section 50 of the Labour Relations Code of British Columbia is specifically excluded from operation in this Agreement.

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

DATED THIS *20* DAY OF *December*, 2023

**SIGNED ON BEHALF OF THE
PARTY OF THE FIRST PART**



**SIGNED ON BEHALF OF THE
PARTY OF THE SECOND PART**



APPENDIX "A" - WAGE SCHEDULE

<i>Pay Rates</i>				
<i>Effective</i>	<i>Current</i>	<i>Jan. 1/24</i>	<i>Jan. 1/25</i>	<i>Jan. 1/26</i>
5 Axle Rate	\$28.60	\$30.03	\$31.23	\$32.17
6 Axle Rate	\$28.60	\$30.03	\$31.23	\$32.17
7 Axle Rate	\$28.60	\$30.03	\$31.23	\$32.17
8 Axle Rate	\$28.60	\$30.03	\$31.23	\$32.17
 <i>Mileage:</i>				
<i>Km.</i>	<i>Current</i>	<i>Jan. 1/24</i>	<i>Jan. 1/25</i>	<i>Jan. 1/26</i>
5 axle	.4120	.4326	.4499	.4634
6 axle	.4168	.4376	.4551	.4688
7 axle	.4223	.4434	.4611	.4749
8 axle	.4271	.4485	.4664	.4804
 <i>Sleeper Team Premium</i>				
5 axle	.0353	.0371	.0386	.0398
6 axle	.0353	.0371	.0386	.0398
7 axle	.0353	.0371	.0386	.0398
8 axle	.0353	.0371	.0386	.0398

On mileage trips one quarter hour (1/4) will be paid for each pre-trip inspection, post-trip inspection, and each time a driver fuels. Remove three (3) hour work time per load. Drivers paid for actual time.

New Hire Rates

All these rates – corresponding kilometer rates are applicable

Students referred from truck driving schools: \$19.00 first month (per hour)

\$21.00 second month

\$22.00 third month

\$23.00 fourth month

full rate fifth month

New hires with no tank truck experience:

90 day probationary period

\$21.00 first month (per hour)

\$22.00 second month

\$23.00 third month

full rate fourth month

New hires with tank truck experience:

start at full rate

TEAMSTERS' NATIONAL BENEFIT PLAN - APPENDIX B

1 - Participation

It is agreed that the Company will participate throughout the life of the Agreement in the Teamsters' National Benefit Plan (the Plan) as amended from time to time.

Section 2 - Board of Trustees

A Board of Trustees will be constituted of those persons provided for in the Trust Agreement.

Section 3 - Trust Agreement

The Plan and the activities of the Board of Trustees will be governed by an Agreement and Declaration of Trust (the Trust Agreement), established July 1, 1971 and revised on November 26, 1990.

The Company agrees that it shall be bound by the terms and conditions of the Trust Agreement.

Section 4 - Plan Administration

The terms of the Plan and its administration shall be entirely the responsibility of the Board of Trustees provided the Plan is administered in accordance with the Collective Agreement, the Trust Agreement and any applicable government law or regulation. Benefits provided will be determined by the Trustees and will be subject to such rules, limitations and exceptions contained in Plan documents and insurance contracts as are established and accepted by the Trustees from time to time.

Section 5 - Eligibility Conditions

- (a) Any member of the Union who is a regular employee on the date of this Agreement shall join the Plan on the first day of the month following the date of this Agreement.
- (b) Any member of the Union, employed pursuant to this Agreement, shall join the Plan on the first day of the month coincident with or immediately following the date on which the employee becomes a regular employee.
- (c) Notwithstanding subparagraph "(a)" above, any member of the Union, employed pursuant to this Agreement, who has been covered under the Plan within the 30 day period immediately prior to the date on which he commences work with the Company, and who becomes a regular employee, shall join the Plan on the later of his date of hire or the day following termination of his previous coverage.

- (d) If an employee whose coverage has been terminated due to lay-off or any other temporary interruption of work, is recalled and works a minimum of one shift, coverage for the weekly indemnity and long term disability benefits will commence on the date of return to work, and all other benefits will be reinstated as of the first day of the month in which return to work occurs.
- (e) For the purposes of this Appendix "B", a regular employee or member of the Union hired pursuant to this Agreement, shall include a dependent contractor as defined in the appropriate section(s) of this Agreement.
- (f) Notwithstanding the provisions of this section, any employee not covered under the Plan who is absent from work due to layoff, leave of absence, disability or any other temporary interruption of employment on the date coverage would normally take effect shall not be eligible to become covered until the date on which he returns to active employment and works one shift. Coverage for all benefits except weekly indemnity and long term disability will be established as of the first day of the month in which the return to work occurs. Weekly indemnity and long term disability benefits will be established as of the date of return to work.

Section 6 - Rehabilitative Employment

Any employee who, immediately following a period of disability for which benefits were payable under the Plan, may, with the approval of the Union, the Board of Trustees and the Company return to work on a trial basis, either on full or limited duties without right or entitlement to coverage under the Plan other than would have been provided had such return to work not have occurred.

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

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

Section 7 - Benefits

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

- (a) Group Life Insurance
- (b) Accidental Death and Dismemberment Insurance
- (c) Weekly Indemnity
- (d) Long Term Disability
- (e) Dental
- (f) Extended Health

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

In the event that the Plan's weekly indemnity benefit is maintained at a level that will allow the Company to qualify for premium reduction under the Employment Insurance Act, the employees' share of such reduction (5/12) shall be retained by the Company as payment in kind for benefits provided.

Section 8 – Costs

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

Section 9 - Payment of Contributions

- (a) Contributions will be made on a calendar month basis for each eligible employee and the Company shall remit the total contribution to the Plan not later than the twentieth (20th) day of the month for which coverage is being provided.
- (b) The Company agrees to hold in trust, until remitted, all amounts payable in respect of the Plan pursuant to this Agreement and shall be liable, as such, for failure to remit for any reason including, but not limited to liquidation, assignment or bankruptcy of the Company.
- (c) The Company agrees that the Trustees of the Plan shall have the right to take legal action against the Company to obtain payment of all contributions and interest thereon due pursuant to this Agreement.
- (d) The Company agrees that, if contributions are not received by the Plan Administrator within the agreed time period (or postmark on the envelope enclosing the contributions is not within the agreed time period), then the Company shall be liable for the payment of such contributions plus interest on the contributions at a rate determined by the Trustees but not to exceed 2% per month from the date such contributions were due to the date of receipt by the Union or the Plan Administrator.
- (e) The Company agrees that, if the Union or the Trustees of the Plan incur any legal or other costs to recover contributions due and payable by the Company, the Company shall be liable to reimburse the Union or the applicable Trustees for such costs.

Section 10 - Termination of Coverage

Except as provided under Section 5, subparagraph (c), hereunder,

- (a) All coverage under the Plan will terminate at the end of the month in which lay-off or any other temporary interruption of employment commences.

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

Section 11 - Failure to Remit Contributions

It is agreed that, if the Company fails, due to reasons other than clerical error, to remit contributions due under this Agreement on behalf of any eligible employee, the Company shall be liable for the payment of all benefits the employee does not receive from the Benefit Plan but would have received had the Company remitted the required contributions. In the event of clerical error, the Company shall be liable for the payment of any benefits for which the Trustees are unable to obtain insurance due to late application.

Section 12 - General

- (a) It shall be the responsibility of the Trustees of the Plan to provide all necessary enrolment and administrative forms to the Company and, when necessary, the employee.
- (b) It shall be the responsibility of the Company to complete an Employer Authorization form enrolling eligible employees on the Plan. The employer shall provide the employees with the Member Data form necessary for dependent coverage and beneficiary appointment. Forms required to make claim under the Plan shall also be made available.
- (c) It shall be the responsibility of the employee to cause the Member Data form and claim forms to be completed and submitted to the Plan.
- (d) It shall be the responsibility of the Company to promptly provide the Plan with payroll information necessary for the adjudication of disability claims.

TEAMSTERS' NATIONAL PENSION PLAN - APPENDIX C

Section 1 - Participation

It is agreed that the Company will participate throughout the life of the Agreement in the Teamsters' National Pension Plan (the Plan) as amended from time to time.

Section 2 - Board of Trustees

A Board of Trustees will be constituted of those persons provided for in the Trust Agreement.

Section 3 - Trust Agreement

The Plan and the activities of the Board of Trustees will be governed by an Agreement and Declaration of Trust (the Trust Agreement), established January 1, 1982 and amended by the Trustees from time to time.

The Company agrees that it shall be bound by the terms and conditions of the Trust Agreement.

Section 4 - Plan Administration

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

Section 5 - Eligibility Conditions

- (a) Any member of the Union, employed pursuant to this Agreement, shall join the Plan on the first day of the month coincident with or immediately following the date on which the employee becomes a regular employee.
- (b) Notwithstanding subparagraph "(a)" above, any member of the Union, employed pursuant to this Agreement, who has been covered under the Plan within the 30 day period immediately prior to the date on which he commences work with the Company, and who becomes a regular employee, shall join the Plan on the later of his date of hire or the day following termination of his previous coverage.

It is understood that any person who is not subject to the terms of this Agreement, or any person employed on the basis of being a dependent contractor is not eligible to participate in this Plan.

Section 6 - Benefits

Benefits provided by the Plan are established by the Board of Trustees.

Section 7 - Contributions

- (a) The cost of contributions to the Plan shall be borne wholly by the Company.
- (b) The Company shall contribute in respect of each employee in accordance with the following:

Effective Date	Amount Per Hour
September 1, 1997	\$0.30
January 1, 2001	\$0.55
January 1, 2002	\$0.80
March 1, 2006	\$1.00
January 1, 2007	\$1.20
January 1, 2008	\$1.40
April 1, 2010	\$1.90
January 1, 2011	\$2.00
January 1, 2014	\$2.15
January 1, 2015	\$2.30
January 1, 2016	\$2.45
January 1, 2018	\$2.55
January 1, 2019	\$2.65
January 1, 2020	\$2.75
January 1, 2021	\$2.85
January 1, 2022	\$3.05
January 1, 2023	\$3.25
January 1st 2024	\$3.41
January 1st 2025	\$3.55
January 1st 2026	\$3.66

- (c) The following shall be deemed to be periods of work for which contributions are required to be paid by the Company:

- All hours worked
- Periods of Paid vacation
- Jury Duty
- Sick Leave (under the Sick Leave Provision of this Agreement)
- Bereavement leave
- Statutory holidays
- Special personal floating holiday

No contributions are required to be paid for:

- Plan Members in receipt of a pension while working or over the age of 71
- Change in shift penalty

- Call time - where a call involves a four hour minimum embodying call time and hours worked, contributions are only required for hours worked.

- Severance allowance.

- Non-work hours as described in Section 8, hereunder.

- (d) (i) Contributions shall be made on a calendar month basis for each eligible employee and the Company shall submit the total contribution to the Trust aforesaid, not later than the 20th day of the following month.
- (ii) The Company agrees to hold in trust, until remitted, all amounts payable in respect of the Plan pursuant to this Agreement and shall be liable, as such, for failure to remit for any reason including, but not limited to liquidation, assignment or bankruptcy of the Company.
- (iii) The Company acknowledges that the Trustees of the Plan shall have the right to take legal action against the Company to obtain payment of all contributions and interest thereon due pursuant to this Agreement.
- (iv) The Company agrees that, if contributions are not received by the Plan Administrator within the agreed time period (or postmark on the envelope enclosing the contributions is not within the agreed time period), then the Company shall be liable for the payment of such contributions plus interest on the contributions at a rate determined by the Trustees but not to exceed 2% per month from the date such contributions were due to the date of receipt by the Plan Administrator.
- (v) The Company agrees that, if the Union or the Trustees of the Plan incur any legal or other costs to recover contributions due and payable by the Company, the Company shall be liable to reimburse the Union or the Trustees for such costs.

Section 8 - Non-Work Hours

In order that the Trustees may properly adjudicate any pension credits that may be due to an employee during periods of absence from work due to disability, the Company agrees to provide, on a monthly basis, a report of all hours of work lost by any employee due to disability for which the employee is receiving temporary time loss benefits from the Workers Compensation Board, Weekly Indemnity or Long Term Disability Benefits under a group insurance plan provided pursuant to this Agreement or Maternity / Parental or Disability Benefits under the Employment Insurance Act. This report shall be provided no later than the 20th day of the month following the month in which the employee suffered loss of hours due to disability or maternity.

Revised June 1, 2022

APPENDIX "D"**TEAMSTERS LOCAL NO. 31 UNION/INDUSTRY ADVANCEMENT FUND**

The Teamsters Local No. 31 Union/Industry Advancement Fund shall be for the enhancement of all persons dependent upon any industry represented by Teamsters Local Union No. 31.

The Employer shall make contributions of five cents (\$.05) per hour for which wages are payable hereunder for each employee and dependent contractor covered by this Collective Agreement.

Payment of said funds shall be made to the Teamsters Local No. 31 Union/Industry Advancement Fund by the 15th of the month following that to which they refer.

This payment will be independent and separate from any other payment made to Teamsters Local Union No. 31.

LETTER OF UNDERSTANDING

BETWEEN: KEN JOHNSON TRUCKING LTD.

AND: TEAMSTERS LOCAL UNION NO. 31

Re: Fifth or Sixth Day Worked for Regional Drivers

The combination for miles and hours on a normal work week for a regional driver on linehaul (regional one-day trip) would be:

Mileage for trip: If anything over 10 hours, mileage would continue to be paid, but also the hourly drivers rate would be paid for those hours spent driving as well.

For an individual working a 5th or 6th day, the mileage would be paid as normal with all hours being paid by the overtime provision as they would be paid for a statutory holiday worked.

SIGNED THIS 20 DAY OF December, 2023

FOR THE COMPANY



FOR THE UNION



LETTER OF UNDERSTANDING

BETWEEN: KEN JOHNSON TRUCKING LTD.

AND: TEAMSTERS LOCAL UNION NO. 31

RE: TEAMSTERS' NATIONAL PENSION PLAN (the "Plan") PLAN APPENDIX IN CONJUNCTION WITH EMPLOYER PENSION CONTRIBUTIONS

WHEREAS:

- A. The Employer and the Union have entered into or are entering into a new collective agreement which requires contributions for employees who are members of the above referenced union to be made to the Plan;
- B. the Canada Revenue Agency ("CRA") has by regulation disallowed contributions to the plan in respect of re-employed retirees and employees who are over the age of 71 years contrary to the CRA regulations; and
- C. existing collective agreements require employers to continue making such pension contributions for such employees.

The Employer and the Union agree that, despite any contrary term in the Collective Agreement and effective January 1, 2023:

- 1. that the undersigned employer shall no longer be required to make such contributions to Plan but instead shall make the same amount of pension contributions previously required for each employee to the affected member as additional income.
- 2. That this substitution of a requirement to make the former contribution to the Plan and make such contribution to the member as income shall be in addition to the requirement previously designated in the collective agreement for credit to employee's name in the Plan.
- 3. The parties hereto further agree this Letter of Understanding shall continue through the term of the collective agreement recently concluded or any continuation thereof and beyond the term of any other collective agreement currently in force between the parties hereto unless otherwise specifically agreed to in writing by that collective agreement or otherwise.

SIGNED THIS

20

DAY OF *December*, 2023

FOR THE COMPANY

FOR THE UNION

