

COLLECTIVE AGREEMENT BETWEEN:

TRI-LINE CARRIERS LP
Dedicated Services, Waste Division
Rocky View, Alberta
(hereinafter referred to as the "Company")
OF THE FIRST PART

AND:

GENERAL TEAMSTERS, LOCAL UNION NO. 362
affiliated with the International Brotherhood of Teamsters
(hereinafter referred to as the "Union")
OF THE SECOND PART

July 1, 2023 to June 30, 2026

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WITNESSETH that the Parties agree as follows;

PREAMBLE: - It is the intent and object of this Agreement that the Company and the Union co-operate to obtain efficient and unrestricted operation of the industry; to promote peaceful and harmonious relations between the Company and its employees, to provide for the amicable settlement of all disputes and grievances, and to establish rates of pay, hours of work, and other conditions of employment to be observed between the Parties hereto.

ARTICLE NO. 1 - BARGAINING AGENCY

- 1.1 The Union is recognized by the Company as the sole bargaining agent for its employees within the classifications hereinafter set forth, or from time to time added hereto it being intended that the Union represent all employees of the Company within the jurisdiction of the Teamsters Union. The Company shall not hereafter be obligated to deal with its employees either individually or in groups, as to matters within the purview of this Agreement, but shall deal only with the duly authorized representative of the Union.
- 1.2 The term "employees" or "employee" when herein used shall mean any workers or worker covered by this Agreement.

ARTICLE NO. 2 - UNION SECURITY

- 2.1 The Company shall, on the first pay period of each month, deduct from each employee of the bargaining unit who has been employed by the Company for seven (7) days the regular Union dues of the Union, and remit same together with a list of the names of the employees from whom the deductions were made, to the Secretary-Treasurer of the Union.
- 2.2 Each new employee, after seven (7) calendar days of employment, shall, as a condition of employment, become and remain a member in good standing of the Union for the duration of this Agreement, or while he/she is an employee covered by the terms and conditions of this Agreement.
- 2.3 The Union will supply the Company with application for Union membership, and dues deduction forms which shall be signed by all new employees on the day on which the new employee is hired. All completed copies of the application for membership forms shall be returned to the Union and shall serve as notification of commencement of employment.

ARTICLE NO. 3 – MANAGEMENT

- 3.1 The Union recognizes the right of the Company to manage and direct the Company's business in all respects, and in accordance with its commitments; and to alter from time to time rules and regulations to be observed by the employees, which rules and regulations shall not be inconsistent with this Agreement. Management shall exercise its rights in a fair and non-discriminatory manner.

The Company shall always have the right to discipline or discharge employees, providing there is proper cause.
- 3.2 An employee will be accompanied by a Shop Steward or Business Representative of the Union, if there is to be any meeting or discussion which may result in discipline, unless declined by the employee.
- 3.3 If possible, in the event that the Company desires to make any long term changes with respect to operations, such changes shall be discussed with the appropriate Business Agent of the Local Union, prior to implementation, with a view to avoiding misunderstandings.

- 3.4 The Company and the Union will endeavour to meet at least 3 times a year, for the purpose of promoting cooperation between the Employer and the Union and discussing issues relating to the workforce that affect the parties covered under this agreement.

ARTICLE NO. 4 - CHECK-OFF OF INITIATIONS

- 4.1 Upon written request of an employee, the Company will, in accordance with the tenor of the request, deduct the employee's Initiation Fee and/or assessments levied by the Union in accordance with the Union's Bylaws, and remit same, together with a list of the names of employees from whom the deductions have been made, to the Secretary-Treasurer of the Union, without delay.

ARTICLE NO. 5 – PROBATIONARY PERIOD

- 5.1 All newly hired regular employees shall be considered as probationary employees for the first ninety (90) calendar days from date of hire.

There shall be no responsibility on the part of the Company respecting employment of probationary employees, should they be laid off or discharged during the probationary period.

An employee shall be deemed a Regular Employee of the Company when:

- i. They have completed their probationary period
- ii. They make themselves available for full time employment (i.e. available for a minimum of five (5) loads / week).
- iii. They have no other outside employment which will in any manner interfere with their employment with the Company
- iv. They are fully qualified in regards to the Company required physical examination and/or all other Company hiring requirements

ARTICLE NO. 6 - SENIORITY

- 6.1 Seniority shall be based on the length of continuous time an employee has been referred to in the bargaining unit covered by this Agreement.
- 6.2 An employee shall lose all seniority rights, and be deemed terminated, for any one (1) or more of the following reasons:
- a) voluntary resignation
 - b) discharge for cause
 - c) failure to return to work after layoff
 - d) if layoff is longer than twelve (12) months.
 - e) failure to respond to a courier letter within seven (7) calendar days from the date received at the last address on the employees file.

- 6.3 a) The principle of Seniority shall be maintained in the reduction and restoration of the working force, providing the senior person is capable of performing the remaining job.
- b) An employee must inform the Company immediately of any change in his/her residential location and/or telephone number. This is required in the event the Company wants to contact him/her to return to work. If the Company is unable to do so at the last recorded address or phone number on our file, the Company will rehire the next driver on the Seniority List.
- 6.4 A list showing the seniority of each employee shall be compiled and kept posted on the bulletin board. This list shall be revised two (2) times a year. Any errors shall be reported to the Shop Steward for correction within thirty (30) calendar days after posting of such list.
- 6.5 Senior employees will be given first preference up to five (5) trips each week.
- For this purpose, the work week shall commence on Sunday.
- 6.6 Provided all regular employees have had the opportunity to maximize their number of trips for the week (i.e. 5 trips), additional work will be offered in seniority order, provided the employee has the available hours to complete the trip.

ARTICLE NO. 7 - SHOP STEWARDS

- 7.1 There may be elected or appointed by the employees, such number of Shop Stewards as the Union may determine, who shall perform such functions as the Union may assign them, provided the duties of the Shop Steward shall not conflict with their regular employment and duties with the Company.
- The Company shall only recognize such Shop Stewards and shall not discriminate against them for lawful Union activities. The Shop Steward will receive their regular hourly rate of pay when attending the disciplinary meeting.
- Shop Stewards may be granted an unpaid Leave of Absence when requested by the Local Union to perform duties on behalf of the Union. The Union will provide the Company with reasonable notice if it requires a Steward for Union business, and will co-operate with the Company in ensuring that operation and production are not negatively affected.
- 7.2 The Union and its representatives shall not interfere with any employee or group of employees during working hours, without the consent of the proper official of the Company. The Union understands that any Customer site visit must have prior Management approval.

ARTICLE NO. 8 - GENERAL

- 8.1 The Company shall inform all Management and personnel to abide by the rules of this Agreement.
- 8.2 The Company agrees to maintain clean, sanitary washrooms with toilet facilities.
- 8.3 A designated Teamster Bulletin Board will be made available in the lunch room for employees.
- 8.4 The Company agrees to supply and maintain First Aid Kits to standard. Kit supplies will be replenished as Drivers report use on Vehicle Condition Report forms.
- 8.5 The trucks will be equipped with air ride seats for both the driver and the passenger seats in the trucks designated as training units.

- 8.6 Paper towels, cleaning supplies, oil, coolant, windshield washer fluid, dolly pads, chains, ratchet straps etc will be available for Drivers as needed.

ARTICLE NO. 9 – PAY AND OTHER WORK CONDITIONS

- 9.1 All employees covered by this Agreement shall be paid on a biweekly basis.
- 9.2 The Company will provide every employee covered by this Agreement with an itemized statement showing rate of wages, amount of wages, and all deductions made from the gross amount of wages.

Employees are to be paid by direct bank deposit.

If an error occurs in payroll, and the amount is equal to one (1) day pay or more, the employer will reimburse by direct deposit within three (3) business days, providing that the employee has notified the company.

If a change is made to an employee's pay after they have submitted it, the employee will be notified of the change prior to pay day.

The Company will indicate the amount of monies deducted for Union dues in the appropriate box on the employee's T-4 Slip.

- 9.3 When an employee is sent out as a driver trainer, the driver trainer shall be paid their regular daily rate plus seventy-five dollars (\$75.00). The driver trainer may be required to submit a written report on his observations.
- 9.4 The Company shall reimburse all regular employees a maximum of two hundred dollars (\$200.00) per calendar year, towards the purchase of CSA approved safety boots. Employees will be reimbursed upon providing the proof of purchase.
- 9.5 A driver who has completed one (1) year of service with the Company, will be reimbursed the cost of a medical examination which the employee has undergone as a requirement for maintaining his Class 1 Alberta vehicle operator's license. The driver may use the Company designated physician for his medical examination, where applicable.
- 9.6 Health and Welfare Protection - When an employee goes off work ill, or on Compensation, the Company shall continue to pay both his/her Health and Welfare premiums, so the employee shall be protected to the utmost, provided that 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.

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

- 9.7 Reporting for Duty -
- 1) The Company will re-bid a minimum of two (2) times per year. The bids will normally take place in the spring and the fall but will occur at other times if the change in workload has been or is expected to be longer than two (2) weeks.
 - 2) Drivers will bid for their runs in order of seniority, and once they have a bid will not be forced to move to a different time.
 - 3) The employer will attempt to give as much notice as possible if one (1) or more loads will be cancelled.

- 4) Cancellations will occur in reverse seniority order.
- 5) The Company will make every reasonable effort to minimize the impact of cancelations on senior drivers.
- 6) Provided the hours of service won't be breached and the employee is legally able to return to their original schedule the following day.
- 7) If the Company does not provide the affected employee with a minimum of two (2) hours' notice of their load being cancelled, they will be compensated for three (3) hours of pay at their hourly rate.
- 8) If the employee reports to work and the load is then cancelled, failing option #6 above, they shall then be compensated for four (4) hours of pay at their hourly rate, provided no alternative work and/or equipment was provided.
- 9) If the employee reports to work and dispatch has assigned them equipment they know should be out of service, is known to be overloaded, needs to be repaired before operating, and this results in the employee being unable to do their run that day, the driver will be compensated for their missed day at their full day rate, provided no alternative work and/or equipment was provided.
- 10) If an employee reaches Coronation and is unable to tip their trailer for reasons including but not limited to, wind, freezing, equipment failure, weather events, they will be paid their full day rate, and any additional incurred wages or overtime.
- 11) Drivers delayed at coronation will be able to leave and head home when they have 5 (five) available hours remaining for their hours of service for the day, upon advance approval from dispatch.
- 12) When a driver takes holidays, is on WCB, or on a leave of absence for a minimum of two (2) consecutive weeks their run will be offered to another driver based on seniority. The remaining vacancy will be filed by a spareboard driver.
- 13) When that driver returns, all affected drivers will resume their regularly scheduled bid spots.
- 14) When making/scheduling bids the employer will maximize the number of Full-time runs

9.8 Spare Board Employees

- a) A Spare Board employee shall:
 - i. be hired on an incidental and temporary basis to provide additional manpower,
 - ii. be carried on the Spare Board roster for work availability

ARTICLE NO. 10 - ANNUAL HOLIDAYS

- 10.1 Upon completion of one (1) year or more service, employees shall receive two (2) weeks holiday with pay at four percent (4%) of their prior year's gross earnings.

- 10.2 All employees with five (5) years or more service, shall receive three (3) weeks holiday with pay at six percent (6%) of their gross earnings.
- 10.3 All employees who have completed ten (10) years' service with the Company shall receive four (4) weeks holiday with pay at eight percent (8%) of their gross earnings.
- 10.4 If an employee is laid off or their employment is terminated, he shall be paid out all his remaining vacation accrual.
- 10.5 For the purpose of determining a year's service, it shall be calculated in calendar years from the employee's seniority date.

Employees shall be allowed to book one (1) week of their vacation entitlement in increments of one (1) day after March 15th.

Employees are further allowed to request their vacation pay to be paid, on an adhoc basis, to cover unpaid days as a result of illness and/or cancelled loads.

The time of vacation shall be fixed by the Company consistent with the efficient operation of the business.

Any unused vacation accrual as of December 31st, will be paid out to the employee.

- 10.6 The Company shall post on January 2 of each year, a vacation calendar and eligibility for employees to book their vacation time. Employees will select their vacation time by seniority by March 1 of each year. Scheduling conflicts will be resolved between March 2nd and March 14th. The Company will post the approved vacation schedule on March 15th of each year. Where there are weeks in the vacation schedule where no employees have booked vacation time, those weeks will be available to employees on a first come basis provided sufficient notice has been provided. A maximum of ten percent (10%) of the drivers will be allowed off at any one time. Based on operational requirements, Management may allow additional employees to book off.

ARTICLE NO. 11 - GENERAL HOLIDAYS

- 11.1 The eleven (11) recognized Statutory Holidays shall be:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Civic Day	Christmas Day
Canada Day	Boxing Day
Truth and Reconciliation Day*	

*will be observed on Family Day

- 11.2 All employees will be paid statutory holiday pay in accordance with the Canada Labour Code, which is the average daily earnings based on the two pay periods immediately preceding the statutory holiday (or 1/20th of their wages earned).
- 11.3 In the event any of the above-mentioned Holidays fall during an employee's annual vacation, he/she shall be given a day in lieu of, to be taken on a mutually agreed upon date.
- 11.4 If an employee is absent from work due to an accident or illness claim (e.g. EI, WCB), she/he shall not be entitled to receive payment for the Statutory Holiday, while receiving any of these benefits.

- 11.5 If the Federal Government declares any additional Statutory Holidays, the Company agrees to pay according to the above.
- 11.6 In the event that a General Holiday falls on a Saturday or Sunday the previous or following regular working day(s) shall be observed as the holiday.

ARTICLE NO. 12 – LEAVE OF ABSENCES

Bereavement Leave

- 12.1 1) In the event of death in the immediate family of an employee, the employee will be granted up to three (3) days paid leave.
- 2) The term “immediate family” shall mean: spouse, parent, step-parent, child, step-child, sibling, step-sibling, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandparent-in-law, grandchildren, aunt, uncle, niece, nephew, or anyone reasonably considered to be family
- 3) An additional day off will be granted for the purpose of attending the funeral should it not fall within the above four (4) days. It is understood that to qualify for this provision, the funeral must fall on one of the employee's regular work days, and the employee must attend the funeral.
- 4) All requests for additional unpaid travel time, or additional unpaid funeral/bereavement leave shall be fairly considered.
- 5) Common-law and same-sex spouses are to be recognized by the employer for the provisions of this Article.

Jury Duty

- 12.2 Any Regular Full-time employee who is required to perform Jury Duty, and/or is subpoenaed as a crown witness, on a day on which they normally would have worked, or attends court in response to a subpoena only to give evidence as a witness concerning matters resulting from an incident which directly involved the employee and/or the Company, occurring during the regular course of their employment with the Company, will be reimbursed by the Company for the difference between honorarium received and their regular straight time hourly rate of pay for their regular scheduled hours.

This clause shall have no application for an employee on Leave of Absence, or when receiving benefits under the Health and Welfare Program, annual vacations, Workers' Compensation or as otherwise covered by this Agreement.

- 12.3 Requests for leave of absence shall be in writing, and will consist of a maximum of thirty (30) days; except leaves protected under Federal legislation. All leaves of absence must be approved by the Company. Any extension of leave of absence over thirty (30) days shall be in writing, and agreed upon by the Union, the Company and the employee concerned.

Promotion

- 12.4 a) When an employee within the bargaining unit covered by this Agreement receives leave of absence to take a position within the Company which is beyond the sphere of the bargaining unit, he/she may retain his/her seniority for a maximum of ninety (90) days within the former unit.
- b) At the end of this period the employee must exercise his/her seniority rights by returning to his/her former unit, or relinquish all such seniority rights.

ARTICLE NO. 13 – DISCIPLINE

- 13.1 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 part of the employee's work history. However, the incident causing such written reprimand or warning letter will not be taken into account to compound other disciplinary action taken against the employee if the incidents are unrelated, or if such written reprimands or warning letters are more than eighteen (18) months old for accidents, and twelve (12) months old for all other violations. Reprimands must be given to the employee within fourteen (14) days from the date that the Company was aware of all the details of the infraction.

ARTICLE NO. 14 - GRIEVANCE PROCEDURE

- 14.1 All questions, disputes, and controversies arising under this Agreement or any supplement hereto, shall be adjusted and settled within the terms and conditions as set forth in this Agreement, in the manner provided in this Article, unless otherwise expressly provided in this Agreement. The procedure for such adjustment and settlement shall be as follows:

STEP 1 - Any grievance of an employee shall first be taken up between such employee and the supervisor.

Time limit to institute a grievance:

Fifteen (15) calendar days for all matters

For the purpose of the time limits above, the obligation shall only arise at the time the employee knew or ought to have known of an event.

STEP 2 - Failing settlement under Step 1, such grievance shall be reduced to writing, and taken up between the representative of the Local Union or Shop Steward, and the Manager. The grievance shall state the specific nature of the occurrence giving rise to the grievance, the section or sections of the Agreement claimed to have been violated, and the relief sought.

STEP 3 - Failing settlement under Step 2, such grievance and any question, dispute, or controversy that is not of the kind that is subject to Steps 1 and 2, shall be reduced to writing and referred to and taken up between the Secretary-Treasurer or other bargaining representative of the Union, and Management.

If the grievance is not settled at Step 3, the Parties may elect by mutual agreement to convene the Canadian Joint Grievance Panel (C.J.G.P.) or Federal Mediation/Conciliation Services to render a decision. The Parties agree that such decision will be binding however will not set precedent in any future grievances regarding the same issue. The cost of the Panel Hearing shall be shared equally between Parties.

Should the Parties not reach mutual agreement; the matter will advance to Arbitration. Step 5 of the Grievance Procedure.

Failing settlement as per the above, the matter will be referred to an agreed-upon neutral Arbitrator who will meet with the parties to hear both sides of the case. The Arbitrator's decision will be final and binding.

Failing to agree upon a neutral Arbitrator, the Department of Labour will be requested to appoint a neutral Arbitrator, whose decision will be final and binding.

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

- 14.2 If the Company desires to submit a grievance, it will do so in writing directed to the Union. Notice of the grievance shall be mailed to the Union within fifteen (15) days of the occurrence of the event upon which the grievance is based.

The notice of grievance shall state the specific nature of the occurrence giving rise to the grievance, the section or sections of the Agreement claimed to have been violated, and the relief sought. The Union shall meet with the Company within five (5) days of receipt of notice of the grievance. If no satisfactory solution is reached at this meeting, then the grievance may be referred as hereinbefore provided.

ARTICLE NO. 15 – NO STRIKE OR LOCK-OUT

- 15.1 During the term of this Agreement, there shall be no lockout by the Company, or any strike, sit-down, work stoppage, slow-down or suspension of work, either partial or complete, for any reason by the employees.
- 15.2 It shall not be a violation of this Agreement or cause for dismissal for an employee to refuse to cross a legal picket line recognized by the Union.

ARTICLE NO. 16 – CLOSURE AND PERMANENT LAY-OFFS

Closure and Permanent Lay-Off

- 16.1 In the event of a facility closure, or indefinite lay-off employees shall be paid severance in accordance with the Canada Labour Code.

ARTICLE NO. 17 – WORKPLACE SAFETY COMMITTEE

- 17.1 A Safety Committee consisting of one (1) Driver, plus one (1) alternate, a Dispatcher and a Manager will meet a minimum of nine (9) times per year in accordance with Occupational Health & Safety standards.

ARTICLE NO. 18 – MEDICAL AND PERSONAL DAYS

- 1) After thirty (30) days of continuous employment employees will receive 3 (three) paid days for medical leave. Each subsequent month employees will receive 1 (one) additional paid day of medical leave, up to a total of 10 (ten) days per year. Any unused medical leave days will carry over to the next year.
- 2) Any employee may take medical leave with pay for any of the following reasons:
 - personal illness or injury of the employee
 - organ or tissue donation from the employee
 - medical appointments for the employee during working hours
 - quarantine of the employee
- 3) Employees are entitled to take medical leave with pay when their employer:
 - schedules them to work, or
 - reasonably expects them to be available for assigned work
- 4) An employee is not permitted to take medical leave with pay on a day their employer does not schedule or expect them to be available for work.

- 5) If an employee takes any period of paid or unpaid medical leave of at least five (5) consecutive days, an employer may require, through a written request made within fifteen (15) days after the employee's return to work, that the employee provide a medical certificate with respect to that period. An employer may require that an employee take paid medical leave in periods of not less than one (1) day.
- 6) Employees will be entitled to five (5) personal days per calendar year.
- 7) After an employee has completed three (3) consecutive months of continuous employment, the first three (3) days of the leave are paid.
- 8) The personal days can be used for carrying out responsibilities related to the health or care of any of their family members, carrying out responsibilities related to the education of any of their family members who are under eighteen (18) years of age, addressing any urgent matter concerning themselves or their family members, or any other reason prescribed by regulation.

ARTICLE NO. 19 – LAYOFF AND RECALL

- 1) In the event that any employee has not had a shift over two (2) weeks due to lack of work, the Company will begin lay offs.
- 2) Lay offs will occur in reverse order of seniority, with the junior most employee being laid off first.
- 3) If on a layoff, the employee will maintain their seniority and right to recall for one (1) year.
- 4) No new employees or temporary employees will be hired or used while employees are on lay off.
- 5) When recalling employees from a lay off the company will bring back the senior most employee on lay off first, and then follow seniority order.
- 6) A full-time Employee who is laid off may, at time of layoff, elect to place their name on the spare board. For laid off full-time Employees, placement on the spare board is ranked in accordance with their seniority attained as of the date of layoff, and placed ahead of spare board. Employees for call-in purposes, when spare board shifts become available. Turning down a shift will not impact the Employees recall rights.
- 7) Should the employee not be reached via phone or email, a written notice of recall shall be sent by verifiable mail to the employee's last known address on file. The employee is solely responsible for their proper address being on record with the Employer. Employees who have been recalled to a position and decline or do not respond within seven (7) calendar days of mailing of same and report to work as required, shall be deemed to have resigned the position and lose all seniority

ARTICLE NO. 20 - AMENDMENTS AND TERMINATION

- 20.1 This agreement shall remain in full force and effect from the 1st day of July, 2023 until the 30th day of June, 2026, and from year to year thereafter, until terminated by either Party giving the other Party ninety (90) days' notice, in writing.

- 20.2 Unless changed by mutual consent, the terms of this Agreement shall be effective July 1, 2023 and unless changed by mutual consent, shall continue in full force and effect until June 30, 2026 and shall continue automatically thereafter for annual periods of one (1) year unless either party notified the other in writing within a period of three (3) months immediately prior to the expiration date, that it desires to amend this agreement.

SIGNED THIS 15th DAY OF DECEMBER, 2023

ON BEHALF OF THE COMPANY:

Tri-Line Carriers LP
Rocky View, Alberta



Dave Stremick
Director of Operations



Brendon Clark
Division Manager Waste Division



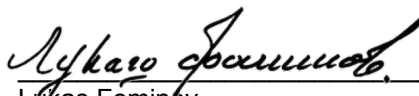
John Gallichan
Human Resources Business Partner

ON BEHALF OF THE UNION:

General Teamsters, Local Union No. 362



Steve Honer
Business Agent



Lukas Fominov
Business Agent

APPENDIX "A"

CLASSIFICATION	July 1, 2022	July 1, 2023 (2%)	July 1, 2024 (2.25%)	July 1, 2025 (2.5%)
Drivers				
Coronation (Calgary)				
0-2 years	\$306.05/load	\$312.17	\$319.19	\$327.17
2+ years – 4 years	\$316.99/load	\$323.32	\$330.59	\$338.85
4+ years	\$333.38/load	\$340.04	\$347.69	\$356.38
Spare Board Drivers	\$306.05/load	\$312.17/load	\$319.19/load	\$327.17/load
Shunter (Calgary)	\$26.78/hour	\$27.31/hour	\$27.92/hour	\$28.62/hour
Waste Driver	\$28.97/hour	\$29.54/hour	\$30.20/hour	\$30.95/hour

Calgary – Coronation Drivers will be paid the applicable hourly rate of pay for any time worked in excess of eleven (11) hours per day.

APPENDIX "B"

HEALTH AND WELFARE – Effective December 1, 2018

1. The Company shall provide the Prairie Teamsters Health and Welfare Plan to all employees or members of the Union and eligible dependents coming under the jurisdiction of this Agreement.
2. Any regular employee or member of the Union who is hired by the Company after the effective date of the Health and Welfare Plan shall join the Plan on the first day of the month immediately following ninety (90) calendar days from the date of employment with the Company.
3. It will be the responsibility of the Company to ensure that all employees are enrolled in the Health and Welfare Plan, and for making premium remittances on their behalf, and on the due date, that being the tenth (10th) day of each month, will forward all enrolment and claim forms completed by employees.
4. (a) It shall be the Union's responsibility to supply all necessary enrolment forms to the Company.

Effective January 1, 2023, the cost of the Prairie Teamsters Health and Welfare Plan shall be four hundred dollars (\$400.00) per month, or such lesser amount that may apply to Senior Drivers.

Effective January 1, 2023, the Company's share shall be one-half (1/2) of this amount, plus fifty-five dollars (\$55.00).
- (b) For the duration of this agreement, the Company will pay fifty percent (50%) of any monthly increase to the cost of the plan per calendar year. The maximum increase and exposure to the Company will be five dollars (\$5.00) to the monthly cost each calendar year.
5. The Company shall remit the premiums to the Administrator as designated by the Trustees of the Health and Welfare Plan. It shall be the Trustees' responsibility after receipt of the premiums to distribute same to the applicable carriers.
6. When a member of the Union is temporarily laid off, his complete Health and Welfare benefits will continue until the end of the month in which the layoff occurred. Upon return from lay-off, all the employee's benefits will be reinstated when he returns to work on a regular full-time basis.

LETTER OF UNDERSTANDING #1

BETWEEN: TRI-LINE CARRIERS LP
Rocky View, Alberta
(hereinafter referred to as the "Company")

AND: GENERAL TEAMSTERS, LOCAL UNION NO. 362
affiliated with the International Brotherhood of Teamsters
(hereinafter referred to as the "Union")

RE: TEAMSTERS UNION/INDUSTRY ADVANCEMENT FUND

This letter will confirm that the Company will contribute to the Union/Industry Advancement Fund, at the rate of eight dollars (\$8.00)/month for all regular full-time employees who have worked at least one (1) day in the month.

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

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

SIGNED THIS 15th DAY OF DECEMBER, 2023

ON BEHALF OF THE COMPANY:
Tri-Line Carriers LP
Rocky View, Alberta



Dave Stremick
Director of Operations



Brendon Clark
Division Manager Waste Division



John Gallichan
Human Resources Business Partner

ON BEHALF OF THE UNION:
General Teamsters, Local Union No. 362



Steve Honer
Business Agent



Lukas Fominov
Business Agent

LETTER OF UNDERSTANDING #2

BETWEEN: TRI-LINE CARRIERS LP
Rocky View, Alberta
(hereinafter referred to as the "Company")

AND: GENERAL TEAMSTERS, LOCAL UNION NO. 362
affiliated with the International Brotherhood of Teamsters
(hereinafter referred to as the "Union")

RE: LENGTH OF SERVICE RECOGNITION PROGRAM (LSRP)

The parties agree to implement the Length of Service Recognition Program (LSRP) to recognize an employee(s) tenure and to promote continued retention within the company. The LSRP will commence in December of the year of ratification, for each year of this agreement. A payment of sixty-five dollars (\$65.00) per each year of service, additionally a payment for each month actively and worked will receive an additional sixty-five dollars (\$65.00) before December 25 every calendar year (calendar year to be defined as December 1 – November 30). For example: a member has ten (10) years of service and has actively worked every month between December 1 – November 30 will receive the following compensation: ten (10) years x sixty five dollars (\$65.00) = six hundred and fifty dollars (\$650.00) + twelve (12) months x sixty-five dollars (\$65.00) = seven hundred and eighty dollars (\$780.00), totaling payment of one thousand, four hundred and thirty dollars (\$1,430.00) minus statutory deductions.

Eligibility requirements to receive payment under the LSRP are as follows: employees must be actively employed and working at the time of payment; those who are laid-off when payment occurs in December of each year will not be eligible for payment, while those who are on an approved protected leave (protected leaves as defined in the Canada Labour Code) will receive payment for months worked and for years of service. For example, an employee(s) with eight (8) years of seniority is approved to take Parental Leave and commences said leave on May 1 will receive the following compensation: eight (8) years x sixty-five dollars (\$65.00) = five hundred and twenty dollars (\$520.00) + five (5) months x sixty-five dollars (\$65.00) = three hundred and twenty-five dollars (\$325.00), equaling a total of eight hundred and forty-five dollars (\$845.00) minus statutory deductions. Employee(s) who are terminated or resign prior to payment in December of each year of this agreement will receive no compensation under the LSRP.

SIGNED THIS 15th DAY OF DECEMBER, 2023

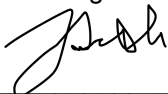
ON BEHALF OF THE COMPANY:
Tri-Line Carriers LP
Rocky View, Alberta



Dave Stremick
Director of Operations



Brendon Clark
Division Manager Waste Division



John Gallichan
Human Resources Business Partner

ON BEHALF OF THE UNION:
General Teamsters, Local Union No. 362



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