

This Agreement made and entered this 2nd day of February 2019 by and between BRINK'S CANADA LIMITED, party of the first part (hereinafter referred to as the EMPLOYER), and THE TEAMSTERS LOCAL UNION NO. 362, party of the second part (hereinafter referred to as the UNION).

This agreement made and entered into at Calgary, Alberta by and between

BRINK'S CANADA LIMITED
(hereinafter referred to as the "Employer")
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

September 20, 2018 – September 19, 2022

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WITNESSETH whereas it is the desire of the Union and the Employer to enter into an Agreement, covering the wages, hours of work, and working conditions of all employees as set forth in CIRB Certificate number 30323-C issued June 3, 2014 and employed by the Employer, to avoid the possibility of strikes and lock-outs, the Parties hereto agree as follows:

ARTICLE NO. 1 - BARGAINING AGENT

- a) When either the masculine or feminine gender is used in this Agreement, it shall refer equally to either or both genders.
- b) The purpose of this Collective Agreement between the Employer and the Union is to enter into an agreement governing the wages, hours of work, other working conditions and conditions of employment of the employees in the classifications listed in the Addenda attached hereto and to provide appropriate procedures for the resolution of grievances and other problems during the term of this Agreement.

The Employer hereby recognizes the Union as the exclusive bargaining agent for a bargaining unit comprised of employees of Brink's Canada Limited as described by the Canada Labour Relations Board in its certificate dated April 12, 1996 and subject to any further decisions of the Board and any further amendments of that certificate.

The Employer recognizes the Union as the sole bargaining agent for all employees who during the term of this Agreement work in any of the classifications listed in this Agreement, throughout the Province of Alberta.

- c) As a condition of employment, all employees now employed by the Employer, and all employees hereinafter employed by the Employer in the classifications listed above, shall become members of the Union within thirty (30) days, and all such employees shall maintain their membership in good standing.

For the purpose of this Agreement, the sole definition of Membership in good standing means that they must pay in accordance with the monthly Check-off List as provided by the Union to the Company.

Except where conflicting with other Articles of this Agreement, the conduct of all employees shall be guided by reasonable rules and regulations promulgated by the Employer.

- d) A part-time employee shall be given first opportunity to qualify as a regular employee as openings become available.
- e) It is understood that the Employer reserves the right to hire and/or use part-time employees during the peak work periods, unanticipated contingencies, and to fill out and complete the work schedule over and above those hours guaranteed to regular full-time employees. Nothing herein contained shall be construed to restrict the branch manager/supervisor or office employees from performing bargaining unit work when no bargaining unit employees are available.

There shall be one Manager/Supervisor allowed to perform bargaining unit work in the satellite branches of Lethbridge, and Grande Prairie, Managers/Supervisors will be limited to the greater of three (3) shifts per week of bargaining unit work or a maximum of twenty-six (26) hours per week of bargaining unit work.

- f) All new employees shall be considered probationary for the first ninety (90) days from their first shift worked (excluding Basic Blue) or two hundred (200) hours worked, whichever is greater. There shall not be responsibility on the part of the company, respecting employment of probationary employees should they be laid off for lack of work or discharged during the probationary period.
- g) Regular full-time employees are those employees who are regularly scheduled for and guaranteed forty (40) hours of work per week in five consecutive days or less per week or the equivalent in pay provided the employee reports for work as scheduled.

- h) Part-time employees are those employees who are not regularly scheduled for forty (40) hours per week. Part-time employees shall not be guaranteed a specific number of hours of work per week. Part-time employees may be assigned to work during peak periods; to replace employees on leave of absence or on vacation; to fill out and complete the work schedule over and above those hours guaranteed to full-time employees; and generally to work any hours that are in excess of those guaranteed full-time employees.

ARTICLE NO. 2 – MANAGEMENT RIGHTS

The Union recognizes and acknowledges that the management of the operations, and the direction of the working forces are the exclusive rights of the Employer, and without limiting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Employer to maintain order, productivity, discipline and efficiency; and in connection therewith to make, alter and enforce from time to time rules and regulations, policies and procedure to be observed by the employees; to assure the efficiency of the operations by, from time to time removing stops, changing starting times, revising, merging, eliminating runs, adding new runs, establish regular crew complements and schedules to best meet the business and clients needs and objectives; assign and direct the runs, crews, and crew complements, subject to the terms and conditions of the bid run procedure; provided however the Employer agrees that any exercising of these rights and powers shall not conflict with any provisions of this Agreement.

The Employer reserves the right to refuse permission to an employee to bid a certain weekly schedule as well as the right to remove him from a weekly schedule he has bid based on customer conflicts or areas that may result in discipline. Any dispute involving such refusal to assign, or the removal of an employee from a bid run, may be the subject of a grievance under the terms of this Agreement.

Except where conflicting with other Articles of this Agreement, the conduct of all employees shall be guided by reasonable rules and regulations promulgated by the Employer.

The Employer shall always have the right to hire, and to discipline, demote or discharge employees for just cause. The Employer agrees to recognize the principal of progressive discipline.

ARTICLE NO. 3 - WAGE RATES

- a) The Employer reserves the right to work employees interchangeably in any of the classifications herein. However, any employee assigned to work in a higher classification shall be paid the hourly rate applicable to the higher classification for the whole scheduled shift. No employee shall suffer a reduction in his basic hourly wage rate by reason of his being assigned to work in a lower classification, except for a permanent reduction, non-work related injury accommodations, religious accommodations, and family status accommodations all as permitted by law.
- b) The scale of wages contained herein shall apply to the first forty (40) hours of work in any week, or the first eight (8) hours or ten (10) or thirteen (13) of work in any one (1) day in accordance with the daily assigned shift. All hours worked in excess of forty (40) hours in any one (1) week, or in excess of eight (8) hours or ten (10) or thirteen (13) in any one (1) day, shall be paid for at one and one-half (1 ½) times the regular hourly wage rates. Provided the employee has worked or been compensated for a full work week (i.e. paid sick day, vacation, bereavement, jury selection, etc.), overtime shall be paid on a daily or weekly basis, whichever is greater, but not for both.

Where a part-time employee is scheduled eight (8), ten (10) or thirteen (13) hour shifts, overtime shall be paid in excess of eight (8), ten (10) hours or thirteen (13) hours per day or forty (40) hours in a week.

- c) There shall be no pyramiding of overtime.
- d) The normal pay period shall commence on Sunday, and run through the following Saturday.

ARTICLE NO. 4 - HOURS OF WORK

- a) Full-time employees shall be guaranteed a minimum of forty (40) regular hours of work, or the equivalent thereof in pay, each week in five (5) consecutive days or less.

Full-time employees shall be entitled to such guarantee provided they are available for work, and qualified to perform the work as scheduled.

Sunday, Holiday and "on-call" shall be treated as part of the regular work schedule. Employees shall be entitled to such work as provided below, by seniority.

- b) If Federal, Provincial or Local governments declare a state of emergency prohibiting the Employer from operating, the weekly guarantee shall be reduced by eight (8) hours for each full day that the Employer is prohibited from operating.

- c) 1. Full-time employees shall not be required to work split shifts.
2. In the event the Company wishes to establish a modified work schedule, or a shift, other than five (5) consecutive eight (8) hour shifts, four (4) consecutive ten (10) hour shifts or three (3) consecutive thirteen (13) hour shifts, they will meet with the Union to discuss the proposed shift schedule. Prior to such shift schedule being implemented, the Union and the Company shall agree on all terms and conditions of such shift schedule. Agreed to changes will be in writing as part of the Bid Committee review or otherwise agreed in writing.

3. 3 x 13 BIDS – The parties have established thirteen (13) hour consecutive shift work schedules.

4. 4 x 10 SPLIT DAYS OFF – The parties have established 4 x 10 split days off work schedules

Brink's will pay full time employees a premium of one dollar (\$1.00) per hour for each hour worked during a week in which the employee worked on a 4 x 10 split days off schedule.

- d) 1. Full time employees desiring overtime assignments shall be required to indicate their willingness for such assignment by signing the appropriate overtime availability list, posted by the Employer on a weekly basis. A new list shall be posted each Monday by 12:00 noon for the next week of the schedule. Assignments to such work shall be offered in seniority order, only to those employees who have signed the lists beforehand.

2. Overtime shall be offered through the use of a sign-up list, when allocating shifts that have become overtime. When it is necessary to call a full-time employee in, the principle of seniority shall apply, provided the employee is qualified to perform the work. Work will be offered to the most senior employee first, down to the most junior employee last, on the Overtime Lists.

3. The Employer shall utilize the following process prior to forcing the employee on shift to work overtime:

- a) part-time employees who indicate their availability, at straight time
- b) shuffle the employee on the bid to fill the spot and then back-fill that position, as per above
- c) full-time employees, as per the sign-up sheet
- d) part-time employees on overtime
- e) force the most junior full-time employee in the division, on the shift

- f) An Employee who feels that he is working an excessive amount of overtime, in conjunction with their regularly bided shift, will have the option of submitting a written request for an "Excessive Overtime Review". The request will be made in writing and presented to the Employees immediate Supervisor with a copy to the Shop Stewards. The Employee and/or crew (if applicable) will have a meeting with the Run Audit Committee and the Branch Manager or his designate within five (5) working days following the submission of the review request.

If necessary a Run Audit process will take place within seven (7) working days following the meeting with the Branch Manager or his designate. Any adjustments or revisions, as a result of the Excessive Overtime Review process will be noted and further provided to the Run Audit Committee for future reference and addressed by the Employer within a reasonable amount of time usually within fourteen (14) calendar days.

Notwithstanding the above, the Member reserves the right to file a grievance should the above process not result in a reduction in the average overtime hours worked. This will be determined by referencing the Kronos Report following the first full pay period from the time at which the adjustments or revisions are made. Time limitations in the grievance procedure will be adjusted to reflect the above.

The Union and the Company reserve the right to refer to all relevant documentation, adjustments or revisions as well as the above noted process in all discussion up to and including Arbitration should the grievance procedure be invoked.

- 4.
 - a) Shift extension overtime is defined as special work with less than four (4) hours notice, or book-offs with less than two (2) hours notice. In all other cases, the Employer shall utilize #3 above, in order, prior to forcing the junior, full-time employee in that division to work.
 - b) Shift extension overtime shall be allocated to employees at work, wherever possible, on the basis of seniority, on a voluntary basis, provided the employee is qualified to do the job. However, on reaching the bottom of the list with respect to seniority, the junior full-time employee in the division shall be required to work the overtime.
 - c) Seniority for such shift extension overtime is deemed to mean those full-time employees whose shift ends at the time the overtime commences.
 - d) Where the junior full-time employee on shift has worked at least one (1) overtime shift in a week, and the Employer is required to force a full-time employee to work, as per 4(d), 3(e) and 4(d) 4(b), then the Employer will force the next senior full-time employee on shift, in reverse order of seniority, in the division.
- e) An employee who commences a second tour of duty, prior to the expiration of eight (8) hours from his last tour of duty, shall be paid at the rate of one and one-half (1 ½) times the regular hourly wage for all hours worked on the second tour, until eight (8) hours have elapsed from the end of the first tour of duty.
- f) The Employer shall be privileged, but not obligated, to work employees in excess of the number of hours guaranteed per week, or on their scheduled day off.
- g) Part-time employees shall be guaranteed four (4) hours of work, or the equivalent thereof in pay, for each daily call to work, Monday through Sunday.
- h)
 - 1. Employees may be required to be available for work on an on-call basis. If called to work while on-call, an employee shall receive a guarantee of four (4) hours of work or the equivalent thereof in pay at the employee's regular hourly wage rate. The actual hours worked when called in to work while on-call shall be added to the accumulated hours of work for that week. On call shifts shall be eight (8) hours in length.

On call as described above is defined as all time not considered work time for which the employee will be responsible to be in communication with the Employer. Working time is defined as that time engaged in duties on behalf of the Employer at the work site.

2. Where an employee is on call for a whole shift and is not called to work they shall receive a flat fifty dollars (\$50.00) for the completed shift. A shift is defined as an eight (8) hour block of work. Should an employee who is on-call be required to work, such employee shall receive the four (4) hour guarantee, above the on-call flat rate.
3. Whenever employees are scheduled to work on-call on Christmas Day the employer will pay the regular on-call fee for all on-call hours and in the event an employee is called for service the employee will received four (4) hours guarantee at double time.
4. On-call hours shall not be considered as hours worked.
5. On-call work shall be offered first to part-time employees who are eligible for the shift at straight time. If on-call work cannot be assigned to part-time employees, it shall be offered first to full-time employees, then to part-time employees. On-call work forced to the junior full-time employees shall be done so in order of seniority provided the employee is qualified to do the work required.
6. Work performed in connection with being on-call shall not be considered as working a split shift.

ARTICLE NO. 5 - HOLIDAYS, SUNDAYS and SPECIAL NIGHT WORK

- a) The following days are hereby designated as Holidays under this Agreement:

New Years Day	Good Friday
Victoria Day	Canada Day
Civic Holiday	Labour Day
Thanksgiving Day	Remembrance Day
Christmas Day	Boxing Day
Employee's Birthday	

or such other days as may be observed in lieu of.

All work performed on Christmas Day will be at two (2) times the regular rate of pay for all hours worked.

- b) Full-time employees will receive eight (8) hours pay (10 or 13 hours for employees on compressed work week) at their regular hourly rate of pay for the Statutory Holidays as listed. This shall be considered as Statutory Holiday Pay. Such hours will be added to the accumulated hours for the week for the purpose of satisfying the weekly guarantee.

Part-time employees shall be granted Statutory Holiday entitlement and pay in accordance with the minimum provisions outlined in Part III of the Canada Labor Code. In the event a part-time employee is required to work on their Statutory Holiday, they shall receive the rate of time and one-half (1 ½) the regular hourly rate applicable to the classification to which they are assigned, for all hours worked for the Statutory Holiday, and Statutory Holiday pay should they qualify. Such hours shall not be added in the accumulated hours of work for that week.

In the event a full-time employee is required to work on their Statutory Holiday, they will receive the Statutory Holiday pay for the day. In addition, they shall receive the rate of time and one half (1 ½) the regular hourly rate applicable to the classification to which they are assigned, for all hours worked for the Statutory Holiday. Such hours shall not be added in the accumulated hours of work for that week.

When a Statutory Holiday falls on a full-time employee's regular day off, then such employee will be granted a day off in lieu of such Statutory Holiday at a time mutually agreed to by the Employer and the employee, but not to exceed sixty (60) calendar days. Where possible, the day shall be granted on either the last working day preceding, or the first working day following the Statutory Holiday.

In the event a Statutory Holiday falls during an employee's vacation, the employee will be allowed a day off in lieu of such Statutory Holiday, at a time mutually agreed to by the Employer and the employee, but not to exceed sixty (60) calendar days. Where possible, the day shall be granted either immediately preceding, or immediately following, the vacation period.

- c) All employees who shall be required to work on a recognized holiday shall be guaranteed a minimum of four (4) hours of work or the equivalent thereof in pay at one and one-half (1 ½) times the regular hourly wage rate applicable to the classification to which they are assigned on such work. Such hours shall not be added in the accumulated hours of work for that week.
- d) Any employee who shall be recalled to perform special work after he has completed his scheduled assignment for the day and has checked out shall be paid at one and one-half (1 ½) times the wage rate applicable to the classification to which they are assigned on such work. Such hours of work shall not be included in the accumulated hours of work for that week and shall not apply against the guaranteed hours of work for that week.
- e) Provided they have completed all their hours scheduled for the week, full-time employees required to work on their scheduled day off shall be guaranteed a minimum of four (4) hours of work, Monday through Sunday, or the equivalent thereof in pay, for such call to work, and such hours shall be paid for at the rate of one and one-half (1 ½) times the regular hourly rate applicable to the respective classification. Such hours shall not be included in the accumulated hours of work of that week.
- f) Employees who shall be required to work on Sunday shall be guaranteed four (4) hours of work or the equivalent thereof in pay at the hourly wage rate applicable to the classification to which they are assigned on such work.

ARTICLE NO. 6 - VACATIONS

- a) Any full-time employee who has completed one (1) year of service prior to December 31st, occurring during the term of this Agreement, shall be granted two (2) weeks vacation with pay.

Any such employee having completed five (5) or more years of service prior to December 31st shall be granted three (3) weeks of vacation with pay.

Any such employee having completed eleven (11) years or more of service prior to December 31st shall be granted four (4) weeks vacation with pay.

Any such employee having completed eighteen (18) years or more of service prior to December 31st shall be granted five (5) weeks vacation with pay.

- b) Full-time employees who have completed less than one (1) year of service prior to December 31st shall be granted one (1) day of vacation for each one (1) month of service prior to December 31st, with pay, provided such period of vacation shall not exceed ten (10) days.

Vacation pay shall be computed at four percent (4%) of total earnings for the period extending from date of employment to December 31st.

- c) A full-time employee who is terminated, and who has less than one (1) full year of service from his date of employment, shall be granted four percent (4%) of his total earnings from date of employment to date of termination as vacation pay.

- d) Employees entitled to vacation as above provided, shall be granted vacation pay computed on a percentage of their respective total annual earnings during the preceding calendar year as follows:
- less than two (2) weeks vacation, granted four percent (4%) of total annual earnings.
 - two (2) weeks vacation, granted four percent (4%) of total annual earnings.
 - three (3) weeks vacation, granted six percent (6%) of total annual earnings.
 - four (4) weeks vacation, granted eight percent (8%) of total annual earnings.
 - five (5) weeks vacation, granted ten percent (10%) of total annual earnings.

- e) Part-time employees shall be granted vacations in accordance with the minimum provision outlined in the Canada Labour Code, Part III.

Each year, part time employees shall receive their vacation monies in the first pay period of February.

- f) A vacation year shall be defined as January 1 through December 31. Employees shall select their respective vacations in order of their seniority within the bargaining unit. A vacation selection schedule will be posted by November 15th for the entire following year. Employees must submit their vacation request forms by the second Monday in December.

Full time employees who may be absent for any reason during the time when their vacation selection is to be made shall have the responsibility to advise the Employer of their selections by some appropriate means on a timely basis. Failure to advise the Employer shall result in that employee being assigned to the pool of unselected vacation and seniority will no longer be a governing factor.

The completed vacation schedule will be posted by the end of the first week in January of each year. Employees with four (4) weeks or more of vacation entitlements have the ability to select a maximum of forty (40) hours in single day allotments (e.g. 3 by 13, 4 by 10, 5 by 8). Employees wishing to utilize single vacation days must declare so at the time of the vacation selection and schedule them, subject to the maximum vacation allotments herein, after the vacation selection. After the vacation selection deadline, any employees with unscheduled vacation time including single vacation days must provide a vacation request form, and such requests will only be considered for weeks in the schedule with open blocks. With the exception of the single days, any unscheduled vacation time outstanding by August 15th will be scheduled by the Employer with a minimum two (2) weeks' notice to the said employee.

Unscheduled single vacation days outstanding by October 15th will be scheduled by the Employer with a minimum of one (1) week notice to the employee.

Provided operations permit, a minimum of fifteen percent (15%) of the total full-time employees in each respective division will be allowed off at the same time. During the time period of December 15 through to January 15 however, employees at the Edmonton and Calgary Branches may be restricted to a maximum of ten percent (10%). Employees may be restricted to a maximum of 3 weeks vacation during the months of July and August.

Should employees request, said employees shall receive their vacation pay not later than one (1) pay period prior to the day on which their vacation is scheduled to begin. Employees shall also have the option of Pay Continuance as per their entitlement during their vacation. Should there be an error or an omission on an employees vacation pay every effort shall be made to correct such error within 48 hours from the time the employee notifies the Employer.

Except as provided above, employees vacation date may only be changed by mutual consent of the Employer and the employee.

- g) Any full-time employee who shall be absent from work due to service-connected sickness or non-service connected sickness or injury during any calendar year, shall for the sole purpose of having his vacation pay for that year computed, be credited with pay for forty (40) hours for each week of such absence up to a maximum of thirteen (13) weeks in any year during which he was entitled to a full weekly benefit under the Workers' Compensation Act, or the Group Insurance Plan. It is understood and agreed that no employee shall be entitled to such credit described above unless he shall have actually worked under this Agreement for a minimum period of thirteen (13) weeks during the year which the absence occurred.

ARTICLE NO. 7 - UNIFORMS

- a) The Employer shall furnish and pay for uniform equipment for employees as required. The style, type and quantity of specific items shall be determined by the Employer. Such uniforms shall remain the property of the Employer. All uniform items, including shirts, shall be replaced on a one (1) for one (1) exchange basis as reasonably required. The Employer shall direct the appropriate code of uniform dress. Items of uniform equipment must be returned to the Employer upon termination of employment.
- b) The Employer shall provide each CIT employee a bullet resistant vest. The vest shall be the type to be worn over the employee's uniform. The Employer and employee will ensure vests are properly measured. This vest shall be eligible for replacement every five (5) years, or as warranty reflects. The vest shall be a Level III A.

It will be mandatory for employees to wear such vest. Failure to wear an issued bullet resistant vest may result in discipline.

ARTICLE NO. 8 - SENIORITY

- a) Seniority for employees shall be by branch and division
 1. Full-time Armored/ATM
 2. Part-time Armored/ATM
 1. Full-time Cash Logistics
 2. Part-time Cash Logistics
 1. Full-time Vault
 2. Part-time Vault

For the purpose of this Article, the Calgary, Edmonton, Lethbridge, and Grande Prairie operations are considered as individual branches. Seniority shall not be transferred from one branch to another.

- b) Every six (6) months, the Employer shall send a current Seniority List to the Union.

Seniority shall be defined as :

- full-time seniority is by the date the employee became full-time.
- part-time seniority is by the date the employee was hired including "Basic Blue". A lottery system shall be done to determine seniority order on each new class during "Basic Blue" training.
- full-time employees shall have seniority over part-time employees.

- c) Promotions to higher classifications within the bargaining unit shall be made in accordance with seniority, provided the employees considered for promotion must possess the ability and qualifications necessary for the higher classification. The Employer shall determine the ability and qualifications of employees considered for promotion, provided such determination shall not be unreasonable and shall be subject to the Grievance Procedure. Any employee who has been promoted to a higher classification within the bargaining unit, and after a reasonable trial period not to exceed three (3) months, does not meet the Employer's requirements for the higher position shall be restored to his former position and retain his seniority.

Demotions to lower classifications within the bargaining unit due to reduced work requirements of the Employer, shall be made in reverse order of seniority.

Any employee of the Company transferring into the bargaining unit will be considered as a new employee and will be added to the bottom of the seniority list in the classification to which they're transferring. The seniority date will be the date of the transfer.

- d) Any employee who has been promoted to a position outside the bargaining unit, and after a reasonable trial period not to exceed six (6) months, does not meet the Employer's requirement for the new position, shall be restored to his former position, and shall retain his seniority therein.
- e) Seniority shall prevail with respect to layoff and re-employment after layoff, irrespective of classification.

Prior to invoking a layoff the Parties will utilize the terms in the Modified Work Schedule Letter of Understanding to preserve full-time employment.

In the event of a layoff, Employee(s) shall be laid off according to their branch divisional seniority and qualifications, in performing the remaining available work. A full-time employee who is subject to layoff, and who elects to remain employed as a part-time employee, will be placed at the top of the part-time employee seniority list and will be able to bump a temporary full-time employee or a part-time bid employee.

There will be no interruption of full-time benefit coverage and pension remittances in a case where a full-time employee immediately bumps into a temporary full-time position.

Employee(s) shall be recalled in the order of their divisional seniority providing they have the qualifications to perform the available work. An employee who has been recalled and who has elected to remain employed as a part-time employee, will have first right of recall over all other part-time employees, including those in Temporary full-time positions and those in part-time bid positions.

No new/additional full-time bargaining unit Employee(s) will be hired at that branch until those who are on layoff have been given an opportunity of re-employment provided they have the necessary qualifications for the available job.

- f) Whenever the guaranteed number of hours of work per week shall be regularly available to a part-time employee in a single division in excess of the regularly scheduled work then guaranteed to full-time employees, and exclusive of relief work performed for employees who are absent or on vacation, holiday and special night work, on-call/standby, then another employee will be added to the list of full-time employees.

For the purpose of promotions to full-time status whenever there are no reduced full-time employees eligible for promotions, current part-time employees shall be considered for promotion in accordance with seniority including as set out in Article 11 k) in the following manner:

1. The Company will post a part-time seniority list each January, with a copy to the Union, and such list shall be updated and posted within seven (7) days of each promotion.
2. Every employee shall have thirty (30) days to dispute their seniority from the posted date when their name first appeared on the seniority list.

- g) In the event that the guaranteed number of hours of work per week shall not be regularly available to a full-time employee, the Employer shall have the right to reduce the junior full-time employees to part-time status, or the employee may elect layoff.
- h) Should a full-time employee be laid off and if they revert to part-time, such employee shall be carried on the top of the part-time seniority list, and shall have the option of the next full-time position available. Should they refuse recall to their full-time position, such employee's name shall be removed from the top of the Part-time Seniority List and placed where their Company seniority will take them on that list.

- i) Employees shall lose their seniority in any of the following events:
- they are discharged for just cause
 - they quit.
 - they fail to report to work after a layoff within two (2) weeks after being notified.
 - they fail to report to work at the expiration of a leave of absence, except for a bona-fide emergency.
 - they are absent from work for three (3) days without immediately notifying the supervisor.
 - they are promoted and remain outside of the bargaining unit six (6) months or longer.
 - they have been on layoff for a period of twelve (12) months.
- j) Part-time employees shall have seniority rights under this Agreement for the purposes of part-time selection of bid runs, assignment from the pool, filling of full-time vacancies, and vacation selections.
- k) Should a full-time employee wish to eliminate his full-time seniority, and revert to part-time, they must provide such a request in writing at least two (2) weeks prior to the effective date. They shall be allowed to move to the bottom of the part-time seniority list rather than leaving employment of the Employer. All work shall then be allocated to this employee based on his new part-time seniority. For vacation purposes, his original date of hire shall apply.
- Retiring full-time employees may revert to part-time status and maintain their Company seniority for bidding purposes. This move is limited to one time only during their career.
- l) It is the employee's responsibility to maintain a valid Driver's License, PAL, ATC (Authorization To Carry), or BC Security Worker's Licence (if applicable). Failure to maintain these may result in discipline. In some cases, the Company may grant a Leave of Absence without pay in such cases remittances for Health and Welfare benefits will continue for a maximum of ninety (90) days. The Employer may grant other accommodation where appropriate until the required permits/licences are obtained.

ARTICLE NO. 9 – CLASSIFICATIONS

CASH IN TRANSIT (CIT) CLASSIFICATIONS:

- a) **MESSENGER** – the Messenger is under the supervision of Branch Management. The Messenger shall exercise immediate supervision over his/her crew for the full duration of the shift, and ensure the crew perform their respective duties in a proper and secure manner with particular reference to security, customer service.

The Duty of the Messenger is signing for shipments received, and for the safekeeping and security of all shipments taken into his/her custody, and/or receipting for parcels. It will also be his/her responsibility to provide the office with the necessary paperwork which supports all the transactions performed during the shift.

The Messenger may also be required if servicing ATM & Night Deposit Units maintain Dual Custody. In addition to regular ATM duties, the Messenger may be responsible for training Guards, drivers and new hires. The Messenger may be required to perform ALL functions and duties of the remaining Classifications.

- b) **GUARD** – Is considered to be under the supervision of Branch Management and Messenger. The Guard may be required to operate motor vehicles and/or perform guarding duties. Guarding, amongst other duties, may include working as an addition crew member on a Crew, or, assignments to the Turret for the purpose of protecting the Employer's personnel and the shipments and property for which the Employer is responsible.

The Guard may be required if servicing ATM and night deposit units (dependent upon bid) maintain dual custody while performing servicing work. The Guard will be responsible for the safekeeping and security of all shipments taken into their custody.

- c) DRIVER – The driver is under the supervision of Branch Management and Messenger. The principle duty of the driver is to operate the armoured truck, or other vehicle to which the driver is assigned, safely and courteously; to guard and assist the Messenger as directed, without leaving the truck; and to attentively monitor any transmissions from the Messenger portable radio while the Messenger is away from the truck performing delivery or pick up duties. The driver will observe all security and safety procedures and will perform other miscellaneous duties as required. The Driver, amongst other duties, may be responsible for training new hires. The driver is also responsible for the housekeeping of the front and rear compartments of the vehicle.

CASH LOGISTICS CLASSIFICATIONS:

- d) MONEY ROOM CLERK - The duties of the Money Room Employees will amongst other things, consist of counting and receipting for shipments of currency, maintaining daily work records required by the currency processing operations, arrange bags, trays, carts, unwrapping material boxes, hand trucks and other supplies; they will also count, sort, package, load and unload currency load, unload and balance A.T.M. cassettes. Clean, adjust and maintain currency machines.
- e) CASH LOGISTICS PROCESSORS - The duties of the CLPs will amongst other things, consist of receiving, counting, validating, processing, balancing and dispatch (as applicable) of all deposit contents received from Financial Institution and commercial clients on the applicable operating platform/system in accordance with client and regulatory requirements. CLPs will also store, receive, count, validate, balance and prepare for dispatch (as applicable) all coin and currency ordered or shipped by clients, as well as for ATM replenishment on the applicable operating platform/system in accordance with client and regulatory requirements. They will also maintain all required work records and statistical data required by the operation, arrange bags, trays, carts, unwrap material boxes, hand trucks and other supplies, clean, adjust and maintain currency equipment.
- f) SENIOR CASH LOGISTICS PROCESSORS - In addition to performing the tasks assigned to Cash Logistics Processors (CLP), a Senior Cash Logistics Processor (SCLP) will provide leadership to staff, promote a positive work environment, delegate tasks and coordinate the flow of work to meet all deadlines, distribute and collect work, manage the treasuries and corresponding reconciliation. The SCLP will also assist staff with discrepancies and out of balance situations, resolve the more complex problems, maintain productivity tracking and other statistical data and assist with training.
- g) COIN ROLLER - Coin roller is under the supervision of Branch Management. The Coin Roller amongst other duties will be responsible for counting, receipting, sorting, wrapping and unwrapping of coin, managing treasuries, maintaining daily work records and the operation and general maintenance of coin equipment. This is a minimum one (1) year term bid position from the first bid.

VAULT CLASSIFICATION:

- h) VAULT / DATA ENTRY CLERK: Vault/Data Entry Clerk is under the supervision of Branch Management. The Data Entry Clerk amongst other duties will be responsible for entering inbound and outbound parcels, receiving, sorting and verifying, of all daily/nightly work. Upon request full-time vault employees shall have the opportunity to participate in “Basic Blue” training for the purpose of promotional opportunities.

When truck employees are assigned to perform Cashier duties in the Vault on a relief basis, they shall be paid the Messenger rate of pay for all hours worked as a cashier. This shall not apply when truck employees merely assist the cashier on duty. It is understood that no employee will suffer a reduction in pay when temporarily assigned to the position of Cashier.

- i) MAINTENANCE – Under the supervision of the Branch Management. The Maintenance employee maintains the building by providing housekeeping, general maintenance and repair services for both the interior and the exterior of the building.

ARTICLE NO. 10 - SHOP STEWARDS

- a) The Union shall appoint or elect Shop Stewards for each Division, and shall notify the Employer in writing of the appointment or election. The Employer shall only recognize such Shop Stewards when notified in writing by the Union, and shall not discriminate against them for lawful Union activity. Shop Stewards will suffer no loss of pay when processing grievances under Steps 1 and 2 of the Grievance Procedure. The Employer will notify the Union prior to the dismissal of any Shop Steward.

When a Shop Steward is authorized to miss shifts to work on behalf of the Union, the Steward will receive his or her usual pay from the Company. The Company will invoice the Local Union once per month for reimbursed wages and the applicable benefit surcharges.

- b) Leave for Union Business

The Employer shall allow time off work, without pay, to any employee who is serving as a Union delegate to any conference or function, provided all requests for time off are reasonable and do not unduly interfere with the operation of the business.

ARTICLE NO. 11 - GENERAL CONDITIONS

- a) All conditions of employment relating to wages, hours of work, overtime pay, vacations, holidays, and all other general conditions of employment are specifically set forth and embodied herein, and no separate oral or written agreements shall be entered into, with any individual member of the Union, which are inconsistent with this Agreement.

- b) The Employer agrees to pay for Drivers Abstracts and authorization to carry a restricted weapon if necessary for an employee to perform their duties.

The Employer may, from time to time, provide in-house training programs, or require employees to attend training courses. Participation by employees is compulsory, and participating employees will be paid at their basic straight time hourly rate, for all hours in attendance, with a minimum guarantee of four (4) hours.

The Employer may also provide online training programs or modules where the subject matter is appropriate for online learning. Employees who complete this online training will be paid at their basic straight time hourly rate for the duration of run time required by the program.

- c) Employer agrees to provide individual information from the Kronos payroll system upon written request from the employee. The Shop Stewards will have access via the Kronos reports to review the hours worked by relevant employees covered by the agreement who are the subject of a potential scheduling/payroll issue, within a reasonable time frame. This data and material shall not be removed from the branch office.

- d) All employees shall at all times use their best endeavor to further the interests of the Employer.

- e) In the event a full-time employee while actively working as such, suffers a death in his immediate family (that is parents, step-parents, spouse's parents, grandparents, spouse, children, brother, sister, legal guardian, brother-in-law, or sister-in-law, grandchildren, nieces and nephews), such employee shall be granted leave of absence immediately following such death, up to and including the date of the funeral, and shall be paid for eight (8) hours (or ten (10) hours in a compressed work week) at his regular straight time rate of pay for each scheduled working day occurring during such leave, up to a maximum of three (3) days provided they attend the funeral. Employees having to travel out of town for more than one hundred (100) kilometers one way, or out of the country, to attend the funeral of a member of their immediate family, shall receive one (1) additional day of bereavement leave to accommodate such travel. Proof of travel may be requested.

- f) Employees shall be allowed a minimum of one-half (1/2) hour off to eat lunch on shifts of a duration of six (6) hours. Such lunch period shall commence no earlier than three (3) hours after the start of the shift. Such time shall not be considered as time worked, including when an employee is required to take his lunch outside of the lunch period. However, if an employee is required to remain on the armoured vehicle, or on the Employer's premises, during his lunch period, such time shall be considered as time worked.

The designated employee to remain on the armoured vehicle during lunch shall be the messenger. Any exception must be confirmed by management's approval as noted on the employee's time cards at the end of the shift.

- g) In the event a full-time employee is required to serve on a jury, attend for Jury selection, or appear as a crown witness, he shall be paid the difference between the jury fees earned, and his guaranteed work week, provided such payment shall be limited to a maximum period of four (4) weeks in any calendar year, and provided the employee shall make himself available for work for the Employer on those days, and at those times, when he is not required to serve on the jury.
- h) In the event an employee is subpoenaed to appear as a witness on behalf of the Employer in a case where the Employer is involved, he shall be paid eight (8) hours at his regular hourly straight time rate of pay for each day the employee must appear as a witness on behalf of the Employer. The hours paid for, as above provided, shall be considered as hours worked.
- i) All employees shall be allowed to take a paid rest period not to exceed fifteen (15) minutes during the first half of any shift, and a paid rest period during the second half of any shift. Such rest stops shall be made on the route without appreciable deviation from the approved or established schedule of the armoured car crew, and the armoured truck shall not be stopped for more than fifteen (15) minutes in such cases. Every effort shall be made to avoid making such stops when high liabilities are on board the armoured car, and at a time when the making of such stops will interfere with the Employer's obligations to the customer.
- j) A bulletin Board with a glass cover shall be used for posting Union notices to employees, and shall be located in a conspicuous place on the Employer's premises. All notices to employees will have the signature of a Union Officer, his delegate, and the Employer prior to posting. There shall be a key made available upon request to the Union officer or delegate.
- k) Should an opening occur for a full-time position, a notice to take effect will be posted for five (5) days.

Part-time employees interested, can apply during the posting period. After an additional five (5) day period, the Employer will designate the chosen candidate.

To provide coverage for anticipated blocks of absences (eg. summer vacation, special temporary projects, short term disability, workers' compensation, maternity leave, personal leave, etc.) the employer will post for temporary full-time positions as follows;

For anticipated absences greater than twenty-one (21) calendar days, to a maximum of ninety (90) calendar days the employer will post a temporary full time bid to which the successful bidder will be compensated at the full-time wage rate with no Health and Welfare Benefits.

For anticipated absences greater than ninety (90) calendar days the employer will post a temporary full time bid to which the successful bidder will be compensated at the full-time wage rate and be provided Health and Welfare Benefits.

If the Employer is provided with information that the duration of the temporary absence will be longer than anticipated, the Employer will repost the position subject to the parameters above. Specifically, additional periods of anticipated absence greater than twenty-one (21) days but less than ninety (90) calendar days will be posted with no Health and Welfare Benefits. Additional periods of anticipated absences greater than ninety (90) calendar days will be posted with Health and Welfare Benefits.

During the course of the temporary full-time assignment and at the end of the assignment, the employee will be placed at the top of the part time seniority list and if there is more than one (1) temporary full-time employee then they will be ordered based on regular part-time seniority for the purposes of full-time vacancies. If that same employee refuses a subsequent opportunity for a temporary full time position, or a permanent full time position, such employee's name shall be removed from the top of the part time seniority list and placed where their company seniority will take them on that list.

Full-time temporary employees are normally expected to remain in the position for the entire duration of the posted assignment. However, where an employee is occupying a temporary full-time position covering an anticipated absence of less than ninety (90) calendar days (full-time wage rate, no benefits), he or she is eligible to apply for subsequent regular full-time positions or temporary full-time positions covering anticipated absences greater than ninety (90) calendar days. If there is twenty-one (21) calendar days or more remaining in the original position, the resulting vacancy will be posted as a temporary full-time position in accordance with this Article.

- l) Employees required to stay overnight at a location outside of the Branch shall be provided with clean, comfortable lodging, one person per room, and shall be paid a meal allowance. Meal allowance will be increased to fifty-one dollars (\$51.00), and increased by one dollar (\$1.00) at each subsequent anniversary date of ratification.

Employees shall receive the meal allowance for the entire trip, prior to being dispatched.

- m) When the requirements of the Employer's services will permit, any employee hereunder upon written application to the Employer, with a copy of said application to the Union, may if approved by the Employer be granted a Personal Leave of Absence without pay, in writing with a copy to the Union, for a period of thirty (30) calendar days. Under such Leave, the employee shall retain and accrue seniority only. Such Leave may be extended for an additional period of thirty (30) calendar days, only when approved by the Employer in writing, and seniority will accrue during such extension.

In the event that such Leave of Absence is for compassionate reasons, such employee shall not be restricted to the time lines set forth above.

Compassionate Care Leave

In the event that such Leave of Absence is for compassionate care leave reasons, such employee shall not be restricted to the time lines set forth above. The Employer will grant and administer compassionate care leave in accordance with the requirements set out in the Canada Labour Code. Where practicable the employee will provide notice and supporting documentation in advance of the intended leave.

If the employee wishes to extend the length of the compassionate care leave, another written notice must be provided to the employer as soon as the employee is able.

- n) Training – Employees asked by Management to train other employees in operations, procedures, and/or processes shall be paid a premium of one dollar (\$1.00) per hour applied to all hours worked on the shift where they are asked to train other employees.

Management will assign Trainers based on operational requirements, experience, aptitude for training skill and ability.

ARTICLE NO. 12 – RUN AUDITS

- a) The Company and the Union agree that run audits will be conducted at least once every six (6) months prior to each bid, or on request if there has been a significant change in work volumes.

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

The purpose of the Route Audit Committee shall be to review the present route work, so as to determine the number of full-time and part-time blocks of work available. To achieve this, the Committee shall consider the possibility of consolidation of part-time routes or parts thereof. On a regular basis, the Committee shall be provided with meaningful information to complete this task.

When it can be demonstrated that additional full-time block of work is available, than an additional block of work shall be created, and offered to part-time employees for re-classification to full-time.

ARTICLE NO. 13 - BID RUNS

Full-time and part-time CIT employees shall be permitted to select bids and/or run assignments in accordance with the following procedures: With respect to part-time employees such selection shall be in accordance with 13 (g) below.

- a) Every six (6) months, the Employer shall post a schedule of runs and assignments. Such runs and assignments shall be grouped in weekly blocks determined by the Employer. Each weekly block of runs or assignments which is posted shall be described generally showing the area served, the approximate starting time and durations, the type of work involved and the crew complements. The weekly blocks shall also designate which days in the week an employee shall be normally scheduled off.
- b) The bid process shall be a two (2) week process in which employees will have one (1) week to view and one (1) week to bid into new positions. Once the bid has been completed, the schedule shall be implemented within five (5) calendar days, provided the Employer has not posted a notice postponing implementation.

Employees bidding into a run must have the required permits and passes (eg: AVOP (Driver's Airside), RAIC) or be in the process of obtaining the required permits and passes, to be considered capable and qualified for the position.

The Employer will post thirty (30) days in advance of the bid process, a reminder to all employees who may be interested in bidding on work requiring permits and passes (eg: AVOP (Driver's Airside), RAIC), to commence the application process in sufficient time prior to the commencement of the new bid in order to be qualified.

- c) Provided that 13 (b) is adhered to, eligible full-time employees will be called in order of their overall seniority, and shall be given a time limit in which they may bid for the weekly block assignment of their choice. To be eligible to bid, the employee must be qualified and capable of performing the duties required in the classification in which they bid at the time of their selection.

If an employee shall fail or refuse to make any bid within the time limit allowed, he shall be assigned to a pool of unbid employees, and the next junior employee who is qualified shall be permitted to bid until the blocks are bid, or all full-time employees have had the appropriate time to bid. All unbid positions will be assigned in reverse seniority order until all positions are filled.

- d) Full-time employees who may be absent for any reason during the time when work selections are being made, shall have the responsibility to advise the Employer of their selections by some appropriate means on a timely basis. Failure to advise the Employer shall result in that employee being assigned to the pool of unbid employees.

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

Prior to removing an employee from his bid, or his bid position, to fill a vacancy, the Employer shall:

1. Draw from the employee that may be in the pool
2. Utilize part-time employees at straight time
3. Shuffle the employee on the bid to fill the open spot and then back-fill that position as above.

- f) **Revisions of Runs, Merging Runs, Eliminating Runs** - When the Company merges or eliminates or revises full-time bid runs to the degree that start times are changed by greater than two (2) hours, or scheduled days of work are changed, or the shift is changed from a day shift to a night shift, or vice versa, the affected employees shall be given the following options, provided they have the required qualifications to perform the work.

- a) Accept the revised or amended run if applicable, or
- b) Revert to the pool until the next general bid, or
- c) Find another employee who is willing to switch bids.

If none of the above options are available, or selected by the affected employees, then each member of the affected run, or in the case of merged runs, the affected runs, will be entitled to exercise their seniority to displace one employee of lesser seniority. Those displaced by this move will also be provided with the opportunity to displace one employee of lesser seniority. Any employees not placed at the end of this process shall revert to the pool until the next general bid.

- g) **Part-time Bids & Scheduling**

1. All bids shall be for a three (3) month period such that every other bid will be in conjunction with the full-time bids and will be based on seniority by date of hire. All part-time hours are made up of hours that could not be scheduled into full-time bid blocks or full-time temporary positions as per Article 11 k) including:

- Available vacation relief;
- Special work (e.g. jewelry show, events, ATM Machine movements, installs);
- Full-time temporary postings that were not selected by employees;
- Short-term medical leaves of absence;
- Approved leaves of absence;

Part time employees, who are regularly scheduled for bids shall be paid overtime for all hours worked in excess of the daily amount as set out Article 3 b).

2. The Company will post all available work as set out in paragraph 1 above.

The Part-time bid will consist of two (2) rounds. Part-time employees will bid by seniority up to forty (40) hour weekly blocks. The bid will be posted one (1) week in advance for viewing with selections taking place the following week in the same manner as the full-time bid.

In the first round employees will be able to bid on full weekly blocks of work.

In the second round employees will bid by seniority and able to bid on single days and will be able to reconstruct remaining unbid weekly blocks by selecting their desired shifts.

Any work that remains after the bids will be scheduled in accordance with paragraphs 5 & 6.

In the event that an employee can no longer commit to their bid, the employee is required to provide two (2) week's written notice to be removed from their PT bid position. Upon receipt of this request, those bid hours may go up for bid to a less senior employee. In the event that said hours have not been used to fulfill all existing bids, the remaining hours shall revert to the part-time pool.

3. Employees desiring extra work over and above their bids, must submit an Availability Form, bi-weekly. Any extra work which an employee is requesting must be submitted on a common Availability Form, which the Company will provide to all employees,
4. Failure to submit an Availability Form bi-weekly, shall result in "last" consideration when assigning additional hours.
5. Available replacement blocks covering full-time employees who are absent for a weekly block (i.e. vacations, sick leave, short term disability etc.) that arise after the bidding process has been completed may be offered to part-time employees, based on seniority and qualifications, who are available for the entire replacement block.
6. Any available hours, after the bids and replacement blocks are satisfied, shall be assigned based on seniority, availability, qualifications, on properly submitted Availability Forms up to forty (40) hours per week.
7. All employees are required to make themselves available for a minimum of seven (7) shifts per month, a shift being a single daily block of work. Part-time employees shall indicate their availability on the sign up list. A new list shall be posted each Monday by 12:00 noon for the next week of the schedule.

Inside Operations

h) Cash Logistics

There are no formal bids in Calgary or Edmonton CL operation. In the event that there is a significant change in work volumes, the parties will meet to discuss what, if any, changes need to be made to the work schedules. For the duration of the agreement, in the event of a CIT layoff there will be no bumping into the CL operation.

i) Vault

There are no formal bids in Calgary or Edmonton Vault operation. In the event that there is a significant change in work volumes, the parties will meet to discuss what, if any, changes need to be made to the work schedules. For the duration of the agreement, in the event of a CIT layoff there will be no bumping into the Vault operation.

- j) In the event of a full-time vacancy posting in CIT, Inside Operations employees may apply for said position, provided they have seniority, abilities and qualifications. The employee will maintain their full-time status (e.g. vacation, benefits, pension), however they will be moved to the bottom of the CIT full-time seniority list for bidding purposes.

Inside Operations vacancies will be filled in accordance with Article 13 (k).

k) Vacancies - To cover vacancies on runs or schedules, replacement shall be made as follows:

- i) Permanent vacancies such as retirement, death or addition of a new run, occurring with sixty (60) days or more left in the bid, shall be posted for selection by full-time employees with a maximum of three (3) moves permitted. The resulting vacancy shall be posted to qualified part-time employees in seniority order.
- ii) Temporary vacancies created by absenteeism, tardiness, and vacation, shall be filled by assignment of employees from the pool.
- iii) Emergencies - in case of emergency when it becomes necessary to send a run out on schedule, employees may be moved from their bid assignments and sent out to cover the emergency.

- l) Statutory Holidays/Vacations: During those weeks in which holidays and vacations occur, runs and assignments will be adjusted to accommodate necessary changes of operation. During such weeks, employees shall be subject to assignment at the discretion of the Employer. The Employer reserves the right to work employees interchangeable in any of the classifications covered under this Agreement. Employees shall have no right to refuse any assignment to any run or classification, however, seniority and qualifications shall be considered in such circumstances.
- m) Pool hours shall be defined as all part-time hours prior to the part-time bid. Once the part-time bid is awarded, pool hours shall mean all unbid hours.
- n) Full-time employees who comprise the pool shall be subject to assignment based on seniority and qualifications.

ARTICLE NO. 14 - DISCIPLINE

- a) An employee will receive a copy of any written reprimand or letter of discipline placed in his file, with a copy to the Union. such written reprimand or letter of discipline shall be removed from an employee's file after twelve (12) months.

When meetings take place with employees that are of a disciplinary nature, the employee shall be so advised that he has the option of having a Shop Steward or other Union Member present.

The incident of same or similar conduct causing any suspension will not be taken into account to compound other disciplinary action taken against the employee if the incident is more than fourteen (14) months old.

The Employer agrees to recognize the principal of progressive discipline as follows:

- 3. Verbal
- 4. Written
- 5. One (1) day suspension
- 6. Three (3) day suspension
- 7. Five (5) day suspension
- 8. Termination

However, for infractions of greater significance and consequence the progressive discipline principles may not be followed and more severe discipline up to and including termination may be warranted.

- b) Any document or discipline that is to be included in an employee's work file must have been brought to the employee's attention at the time the incident occurred but no later than fourteen (14) calendar days from each occurrence, or from the day of discovery of the violation.
- c) Any document or disciplinary action, by the Company, that is included in the employee's work record file, they have the right to dispute the document or disciplinary action through the grievance procedures outlined in this agreement within the appropriate time limits provided for earlier.

In addition, if the employee wishes, he may put a letter on his file outline his position concerning the matter in dispute, within the appropriate time limits provided for earlier.

ARTICLE NO. 15 - GRIEVANCE PROCEDURE

Any complaint, disagreement, or difference of opinion, between the Company, the Union or the employees covered by this Agreement, which concerns the interpretation or application of the terms and provisions of this Agreement, shall be considered a grievance, and shall be adjusted and settled within the terms and conditions as set forth in this Agreement, in the manner provided by this Article, unless otherwise expressly provided in this Agreement. The procedure for such adjustment and settlements shall be as follows:

- a) "Grievance" means a complaint or claim concerning improper discipline or discharge or a dispute with reference to the interpretation, application, administration or alleged violation of this Agreement.
- b) A "Group Grievance" is defined as a single grievance, signed by a Steward or a Union Representative on behalf of a group of Employees who have the same complaint. Such grievance must be dealt with at successive stages of the Grievance procedure commencing with Step 1. The grievors will be listed on the grievance form.
- c) Policy Grievances
 - d) A "Policy Grievance" is defined as one which involves a question relating to the interpretation, application or administration of the Agreement usually in relation to subject matter that is broadly applicable throughout a branch or the entire bargaining unit.
 - ii A "Policy Grievance" will be signed by a Union Representative, or in the case of an Employer's Policy Grievance, by the Employer or their Representative.
- d) Any grievance referred to above will identify:
 - i. The facts giving rise to the grievance;
 - ii. The section or sections of the agreement claimed to be violated;
 - iii. The relief requested; and
 - iv. Where practical, will be signed by the Employee or Employees involved unless it is a policy grievance.

STEP 1 - No Employee will have a grievance until the Employee has discussed the complaint with their on duty Supervisor or other managerial employee. An Employee covered by this Agreement may informally discuss a problem with their Supervisor at any time. Nothing in this Agreement shall prevent an Employee from resolving any problem consistent with this Agreement and the law, with or without the presence of a Union Representative. The resolution reached solely by the Employer and an Employee shall not be binding precedent on the Union and Employer.

If the Parties are actively attempting to resolve an issue that may become a grievance, through discussion, or other forms of communication the time limit to initiate a grievance at Step 2 will be held in abeyance while there are ongoing discussions.

STEP 2 - If the matter remains unresolved at Step 1 an Employee's proper grievance may be processed to Step 2. Upon request and subject to confidentiality and privacy obligations, the Union and Shop Steward are to be provided with an opportunity to review relevant materials and documents. The employee and Shop Steward are encouraged to make an earnest effort to resolve the grievance directly with the management person to whom the employee reports. All grievances will be brought to management's attention within fifteen (15) calendar days from the date of the incident giving rise to the grievance, however, with the exception of a Policy Grievance, any liability will be limited to the date of the grievance. A Policy Grievance must be brought to management's attention within sixty (60) calendar days from when the Union became aware of the subject matter giving rise to the grievance.

All the time limits referred to in the grievance procedure herein contained will be deemed to mean calendar days. If the parties are actively attempting to resolve the grievance after the steps listed above by regular settlement communications, the time limits expressed in this Article, will be held in abeyance. However, either party may at any time with reasonable notice declare that the time limits are in effect from where they left off at the last step filed by either Party, the Parties may agree in writing to extend the time limits at any time.

The Employer retains the right to review a grievance that has been presented late and maintain the right to use as a defense, timeliness of filing the grievance.

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 taken up between the Secretary-Treasurer or other bargaining representative of the Union, and an Employer representative.

STEP 4 - Failing settlement under Step 3, 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, Federal Mediation and Conciliation Services will be requested to appoint a neutral Arbitrator whose decision shall be final and binding.

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

The above notwithstanding, the Arbitrator shall have no power to add to, to subtract from, or to modify any of the terms of this Agreement, or any agreement made supplementary hereto, and shall render a decision not inconsistent with the terms of this Agreement or any supplement hereto.

ARTICLE NO. 16 - MAINTENANCE OF EQUIPMENT

- a) It shall be the duty of the employee to report promptly in writing to the Employer, all defects in equipment. It shall be the duty of the Employer to maintain all vehicles in a safe operating condition.
- b) It is agreed between the Employer and the Union having regard for safety of drivers' health factor that all armoured trucks shall have adequate heaters, front windshield wipers with washers, and an adequate air conditioning (front and rear).
- c) A mandatory pre/post-trip form shall be supplied to the driver on which to report defects in equipment with sufficient copies so that one can be available for the driver, and so that the office of the Employer will have a copy of this report on file. This report form when completed will be signed by the mechanic.

All truck employees are required to complete Hours of Service Log records in accordance with DOT legislation.

Failure to comply with DOT legislation listed above may result in discipline up to and including dismissal.

- d) The Employer further agrees that a safe working temperature and good visibility are essential.

The Employer shall not ask or compel any driver to operate a vehicle which is not in safe operating condition, or equipped with the safety appliances prescribed by law. It shall not be a violation of this Agreement where employees refuse to operate such equipment, provided such refusal is justified. In the event an employee determines that a vehicle is in unsafe condition, he shall request that a Supervisor confirm this. If the Supervisor confirms, then the fault shall be repaired immediately, or the unit red tagged and kept out of service until such fault is repaired.

- e) The Employer agrees to pay two (2) hours at straight time for each qualification, twice per year, or as required by the Employer.

It is understood and agreed that it is in the best interests of the employees and the general public to be limited to three (3) qualification tests to achieve the accepted standards set out by the Province of Alberta. Should an employee fail to qualify, Management and the Union will meet as soon as possible to discuss the reasons for failure and decide whether or not remedial training is in order. It is understood that said standards will also apply to the mid-year qualification test.

In order to comply with the local authorities and Provincial standards in respect to the transportation of firearms and availability of range facilities, the Employer will endeavor to provide employees with the necessary equipment and training to enhance their proficiency in the safe handling of firearms.

The onus is on all employees to make themselves available for scheduled qualification sessions. Failure to do so may be grounds for discipline, unless the employee can demonstrate that he/she had valid reasons why he/she was not available. Where this can be demonstrated, it may result in the employee not being scheduled to work until such time as he/she can qualify.

Traffic Tickets

No driver shall be required to violate traffic laws or loading regulations. If a driver shall be issued a traffic ticket or citation for parking violations made in accordance with instructions from the Employer, the Employer shall be responsible for such citation. Traffic tickets or citations issued to the employee must be submitted to the Employer within twenty-four (24) hours (excluding Sundays) and if not so delivered, the Employer shall not be responsible for the payment thereof.

Moving violations shall be the sole responsibility of the driver; i.e. speeding, failure to stop at traffic stop signals, improper traffic driving and reckless driving.

Employee shall advise the Employer immediately of any on-duty or off-duty tickets, charges, suspensions and/or convictions that may lead to any restriction of their current or anticipated requirements (i.e. PAL, ATC, Driver's License, airbrake endorsement, etc.). Failure to report may result in discipline up to and including discharge.

ARTICLE NO. 17 - MEDICAL EXAMINATIONS

Any government or company requested physical or medical examinations after the date of employment shall be properly complied with by all employees, providing however, that the Company shall pay for such physical or medical examinations and for any time lost as a result thereof during normal working hours. In the event that the examination is taken outside working hours the employee shall receive 3 (three) hours pay.

An employee who disagrees with the results of a Company requested physical Examination may at his option have his case reviewed in the following manner.

- i. He may employ a qualified Medical Examiner of his own choosing and at his own expense for the purpose of obtaining a second examination report.
- ii. A copy of the findings of the Medical Examiner chosen by the employee shall be furnished to the company and in the event that such findings verify the findings of the Medical Examiner employed by the Company, no further Medical review of the case will be afforded.
- iii. In the event that the findings of the Medical Examiner chosen by the employee disagrees with the finding of the Medical Examiner employed by the Company, the Company will, at the written request of the employee, agree upon and appoint within five (5) day a third qualified Medical Examiner, preferably a Doctor specializing in the ailment claimed, for the purpose of making a further Medical Examination of the employee.

The decision of the Medical Specialist shall be final and binding on the parties involved and the employee shall not suffer loss of wages or benefits if the decision of the Medical Specialist is in favor the employee and the employer is fit to return to his former classification.

The expense of employing a disinterested Medical Examiner shall be borne equally by the company and the Union. Copies of such Medical Examiner reports shall be furnished to the company, Union and the employer.

- (a) Any medical examination requested by the Employer shall be promptly complied with by all employees, provided however that the Employer shall pay for all such examinations. The Employer reserves the right to select its own medical examiner or physician and the Union may, if in its opinion an injustice has been done an employee, have said employee reexamined at the Union's expense.
- (b) Employees will promptly agree to sign a medical information release form required by the doctor of the Employer for the medical incident referred to.
- (c) If any employee is required by the Employer to take a medical examination during his normal working hours, he shall be paid for the time involved and thus not lose any pay as a result of his taking a medical examination.
- (d) If, following an Employer requested medical examination, any employee is deemed to be physically and/or mentally incapable of carrying out his regularly assigned duties, the following procedure shall be followed:
 - i) The Employer shall notify the Union of the medical findings in respect to the employee. Should the Union of the employee disagree with said findings, the employee at his own expense shall have the right to be examined by his personal physician.
 - ii) Where there is no Agreement between the Employer appointed physician and the employee's physician on the condition of the employee, the two (2) physicians shall select a medical consultant to examine the employee and issue his findings with respect to the condition of the employee.
 - iii) The findings of the consultant shall be final and binding upon all parties.
 - iv) The remuneration of the consultant shall be borne equally by the Employer and the Union.
 - v) Should the consultant deem the employee to be capable of fulfilling his assigned duties as provided in this Agreement, then the employee shall be returned to work.

ARTICLE NO. 18 - CHECK-OFF

The Employer must deduct and pay over to the Secretary-Treasurer of the Union, any monthly Union dues, Initiation fees and/or assessments which may be levied in accordance with the Union's By-laws, owing by said Employees hereunder to the Union.

The Employer must deduct the monies from the first pay of an Employee each month, and remit such monies to the Secretary-Treasurer of the Union by means of electronic funds transfer (EFT) on or before the fifteenth (15th)_day of the following month in which the monies are deducted, together with one (1) copy of the Check-off list as above mentioned. (Note: for the purpose of definition: "Check-off List" is the updated Union's Pre-Billing statement as indicated below).

The Employer must, at the time of making each remittance hereunder to the Secretary-Treasurer of the Union, update the Union's Pre-Billing statement showing all monthly dues submitted for Members along with current address, postal code, date of hire and Social Insurance Number.

The Monthly Check-off List will reference any;

- New Members to be listed in alphabetical order with current address, postal code, date of hire and Social Insurance Number;
- Terminations or resignations are to be clearly identified with current address, postal code, Social Insurance Number and date of termination or resignation;
- Any current address change to be updated as well as name changes (i.e. marriage);
- If an employee works anytime during a month, the Employer assures the Union that the total amount of the monthly dues as specified by the Secretary-Treasurer of the Union will be deducted and forwarded to the Local Union. Probationary Employees included.

ARTICLE NO. 19 – PICKET LINE

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

Information and secondary picket lines will be recognized by the Union.

ARTICLE NO. 20 - NO STRIKES OR LOCKOUTS

During the term of this Agreement, the Employer agrees that there shall be no lockout and the Union agrees that neither it, its representatives nor any employee will cause, sanction or participate in any slowdown, strike or other stoppage or interference with work or production.

ARTICLE NO. 21 - SICK LEAVE / PERSONAL LEAVE

If a full-time employee is absent due to off-duty injury, he will be granted paid sick leave for eight (8) hours or ten (10) hours or thirteen (13) hours if on a modified work schedule at his standard time for each of the employee's regular scheduled working days, up to five (5) in any calendar year.

Full-time employees who have completed an entire calendar year shall bank any unused sick leave credits to a maximum of five (5) days at eight (8) hours per day.

Employees who have fifteen (15) days in the Bank shall be paid out all unused sick leave earned in the calendar year, to a maximum of five (5) days (at eight (8) hours per day) by December 15th of each year. Once paid out, the employee shall have no further paid sick leave for that calendar year.

Personal days are only for the exclusive use of the employee's medical care and that of the employee's immediate family or for legal matters of serious importance to the employee.

It is understood and agreed that the Employer reserves the right to require written medical proof, at the expense of the Employer, of the illness and that any proven abuse of the foregoing by an employee, including the filing of false claims for sick leave payments, shall constitute just cause for disciplinary action, including discharge. In the event sick leave shall be exhausted and an employee's absence continues into the following year, he shall not be eligible for additional sick leave until after he has returned to work for a minimum period of one (1) week.

ARTICLE NO. 22 – HEALTH & SAFETY

The Safety Footwear must be black and in compliance with the Brinks' Uniform and Appearance Policy.

- (a) The Company will reimburse each full-time (ARM, ATM, Vault) employee one hundred and fifty dollars (\$150.00) per twenty-four (24) months. Effective January 1, 2019, part-time employees (ARM, ATM, Vault) who have worked 1040 hours in the previous calendar year will be eligible for the same allowance and eligible again in twenty-four (24) months thereafter provided they work 1040 hours each year.

- (b) The Employer shall have available winter survival kits for over the road crews.
- (c) All worker members of the Health & Safety Committee will be trained on the Canada Labour Code Part 2 and the Regulations in a timely manner, not to exceed past two (2) months of appointment of a new member.

ARTICLE NO. 23 – WORKPLACE HARASSMENT, VIOLENCE AND BULLYING:

The parties recognize the importance of a workplace free from harassment, violence and bullying. Harassment is defined as a “course of vexatious comment or conduct that is known or ought to be reasonably known to be unwelcome”, and denies an individual dignity and respect on the basis of prohibited grounds including but not limited to, gender, disability, race, color, sexual orientation, and non-prohibited grounds including but not limited to, frequent angry yelling, shouting or blow-ups, regular use of abusive or violent language, physical, verbal or email threats or intimidation, violent behaviors, slamming doors, throwing objects, intimidation, practical jokes, pushing, shoving, spreading gossip or rumors and the use of social media to bully, intimidate or threaten.

The workplace is defined as any Company facility and includes areas such as offices, shop floors, restrooms, cafeterias, lockers, conference rooms, vehicles, customer premises and parking lots.

Harassment may take many forms: verbal, physical or visual. It may involve a threat or an implied threat or be perceived as a condition of employment. The following examples could be considered as harassment but are not meant to cover all potential incidents:

Unwelcome remarks, jokes, innuendos, gestures, or taunting about a person’s body, disability, attire or gender, racial or ethnic backgrounds, color, place of birth, sexual orientation, citizenship or ancestry,

Bullying, intimidation, practical jokes, pushing, shoving, horseplay etc. that causes awkwardness or embarrassment,

Posting or circulation of offensive photos or visual materials,

Refusal to work or converse with an employee because of their racial background or gender,

Unwanted physical conduct such as touching, patting, pinching, etc.,

Unwelcome invitations or requests,

Condescension or patronizing behaviours which undermine self-respect, or

Backlash or retaliation for the lodging of a complaint or participation in an investigation.

Harassment is not

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

Filing a Complaint

If an employee believes that they have been harassed, there are specific actions that may be taken to put a stop to it. First, request a stop of the unwanted behaviour. Inform the individual that is doing the harassing against you that the behaviour is unwanted and unwelcome. It is advisable to document the events, complete with times, dates, location, witnesses and details.

However, it is also understood that some victims of harassment are reluctant to confront their harasser or they may fear reprisals from the harasser, lack of support from their work group, or disbelief by their managers or others. The incident should be brought to the attention of your Manager and/or Shop Steward.

Investigation

Upon receipt of the complaint, the Employer and the Union will then interview the employee and advise the employee if the complaint can be resolved immediately or if the complaint will require formal investigation.

If it is deemed that a formal investigation of the complaint is necessary, an internal investigator or a mutually agreed upon external investigator will be appointed.

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

In the event of a complaint involving sexual harassment, the investigator, where appropriate, will be a woman.

If an employee is removed from the schedule as a result of the complaint and investigation, the parties will discuss the merits of whether the employee will be paid while off work.

Reprisal

Backlash or retaliation for the lodging of a complaint or participation in an investigation is not tolerated and is grounds for immediate dismissal.

Resolution

The Employer reserves the right to implement discipline where it deems it to be warranted. The Union shall reserve the right to the grievance procedure.

Right to Refuse

A bargaining unit employee alleging harassment in the workplace is encouraged to use the above procedure to resolve a complaint. The Brink's Workplace Harassment Policy is posted in all Branches and Complaint forms are available from a Manager. An overview of the Brink's Harassment Policy is also outlined in the Employee Handbook. However, it is agreed, in principle that in serious cases, or when the safety of the employee is being threatened, it may be necessary for the employee(s) involved to change job positions, after discussion with a managerial employee.

Oversight

In addition to the above, the parties will meet at least once per year to discuss harassment incidents that year, root causes of the incidents and steps taken to resolve the issues. In addition, the meeting will discuss current efforts to improve harassment awareness in the workplace as well as current legislative and other trends that may be relevant to preventing future incidents.

ARTICLE NO. 23 – DEVELOPMENTAL LEAVE

Should an Employee be hired by the Local Union, such Employee upon written request to the Employer from the Union and subject to operational requirements, may be granted an unpaid leave of absence from the Employer for a period not to exceed three hundred and sixty-five (365) days. The Employee will continue to accrue seniority during such leave. At the expiration of the leave of absence the Employee must return to his former position or relinquish all seniority rights with the Employer.

Upon written request from the Local Union and subject to operational requirements, the Employer may grant an unpaid leave of absence to an Employee for developmental purposes within the Local Union for a period no greater than ninety (90) calendar days within a calendar year. During such Developmental Leave an Employee will continue to accrue seniority within the Bargaining Unit.

ARTICLE NO. 24 – TECHNOLOGICAL CHANGE

The provisions of this Section are intended to assist employees affected by any technological change to adjust to the effects of the technological change through training.

The Parties to this Agreement recognize that the technological changes that result in increased efficiency and productivity must be encouraged and further that the Parties have a direct responsibility to reduce to a minimum the adverse effects to any employee that may result from such changes.

In the event the Employer proposes to effect a technological change in its operation that may reduce employment of a significant number of employees requiring training, the Employer agrees to give first opportunity to the employees affected then on the payroll by seniority, in the classification, to train to perform the work.

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

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

ARTICLE NO. 25 - MILITARY SERVICE LEAVE OF ABSENCE

Military leave of absence without pay shall be granted to any employee who is deployed with the Canadian Armed Forces. Benefit coverage for dependents will be maintained for a period of one hundred and twenty (120) days for any deployed employee unless other arrangements are made.

Military leave may be granted for the purpose of fulfilling commitments to any training and/or Reserve component of the Canadian Armed Forces. For the purposes of training and/or Reserve commitments, benefits coverage for dependents will be maintained for a period of sixty (60) days unless other arrangements are made.

Reasonable written notice and proof of assignment shall be provided to the employer for all military leaves.

Upon return from military leave, the employee will have maintained and accumulated his/her seniority for the purposes of bidding.

ARTICLE NO. 26 – UNION / INDUSTRY ADVANCEMENT FUND

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

Effective September 18, 2016, the Employer shall make contributions of five cents (5¢) per hour for which wages are payable hereunder, for each employee covered by this Collective Agreement.

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

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

ARTICLE NO. 27 - TERM OF AGREEMENT

The term of this agreement shall become effective as of September 20, 2018, and shall continue in full force and effect up to September 19, 2022, and from year to year thereafter unless terminated by either party hereto, giving written notice of intention to do so at least sixty (60) days prior to the above mentioned termination date or any anniversary thereof.

All terms and conditions including wages will be effective the date of ratification.

In witness thereof the Parties hereto have caused this Agreement to be executed and subscribed by their duly authorized representatives.

SIGNED THIS _____ DAY OF _____, 2019

ON BEHALF OF THE EMPLOYER:

Brink's Canada Limited

ON BEHALF OF THE UNION:

General Teamsters, Local Union No. 362

Lance King, Sr. Manager,
Labour Relations & Safety

Michael Dunphy, Business Agent

Paul Murray, VP HR & Employee Relations

Rudy Hernadi, Regional Manager

Ivan Leiva, Branch Manager

Melanie de Groot, Branch Manager

Camilla Mullan-Hunt, Manager
Disability & Employee Relations Claims

APPENDIX "A"
Alberta Rates of Pay

CLASSIFICATION	Year 1	Year 2	Year 3	Year 4	
	Sept 20, 2017	Feb 2, 2019	Sept 20, 2019	Sept 20, 2020	Sept 20, 2021
Maintenance	22.30	22.30	22.63	23.08	23.66
ATM/ARM					
Messenger/Crew Chief/Asst Cashier	27.73	27.73	28.15	28.71	29.43
Guard/Technician	26.84	26.84	27.24	27.79	28.48
Coin Roller	26.84	26.84	27.24	27.79	28.48
Driver	27.38	27.38	27.79	28.35	29.06
PT - Messenger/Crew Chief/Asst Cashier/Coin Roller	22.90	23.40	23.99	24.59	25.20
PT Guard/Technician/Driver	22.29	22.79	23.36	23.94	24.54
Data Entry / Vault	22.48	22.48	22.82	23.28	23.86
Coin Administrator	24.37	24.37	24.74	25.23	25.87
CASH LOGISTICS					
Senior Cash Logistics Processor	23.54	23.54	23.89	24.37	24.98
Cash Logistics Processor	22.54	22.54	22.88	23.34	23.92
PT Cash Logistics Processor	22.54	23.04	23.62	24.21	24.82
Money Room Clerk	21.24	21.24	21.56	21.99	22.54
PT Money Room Clerk	20.63	21.13	21.65	22.19	22.74
Night Shift Premium					
	Sept 20, 2017	On Ratification	Sept 20, 2019	Sept 20, 2020	Sept 20, 2021
	**\$0.55	**\$0.55	**\$0.55	**\$0.55	**\$0.55

(**total premium/hr)

Night Shift Premium is applicable for all shifts that cross over midnight (12:00am). The premium will be payable for all hours worked on the applicable shift.

It is agreed that employees who perform work in the All Off model will receive an additional one dollar (\$1.00) per hour premium for any hours worked in the All Off mode.

For greater clarity, the "All Off" premium on overtime hours will be one dollar (\$1.00) per hour and will not in any way negate any other premiums which are currently being paid under the terms of the Collective Agreement or it's related Letters of Understanding. It is also further understood that there is no "All Off" premium paid for "under-work" hours (hours not actually worked).

APPENDIX “B”

PRAIRIE TEAMSTERS HEALTH AND WELFARE PLAN - ALBERTA EMPLOYEES

The Company shall continue to provide Prairie Teamsters Health and Welfare Plan benefits as follows:

- a) Any full-time employee who is in the employ of the employer on the effective date of the Health & Welfare Plan shall join the plan immediately.
- b) Any full-time employee who is hired by the employer after the effective date of the Health & Welfare Plan shall join the plan on the first day of the month immediately following thirty (30) calendar days from date of employment with the Employer.
- c) The Company shall make the following monthly maximum contributions on behalf of the employees covered by the Prairie Teamster’s Health and Welfare Plan. Effective September 18, 2016 the coverage shall be expanded to cover members Province wide.

Brinks to pay one hundred percent (100%) to a maximum of:

January 1, 2019	\$370.00
January 1, 2020	\$380.00
January 1, 2021	\$390.00
January 1, 2022	\$400.00

Any increases beyond these amounts will be paid by the employee through payroll deduction.

- d) It will be the responsibility of the Employer to ensure that all employees are enrolled in the Health & Welfare Plan and for making premium remittances on their behalf. Failure of the Employer to enroll employees, forward completed forms and/or remit premiums on the due date, being the tenth day of each month. To the trustees will cause the Employer to be liable for any claims arising thereof.
- e) It shall be the Union’s responsibility to supply all necessary enrollment forms to the Employer.
- f) The Employer shall remit the premiums to the administrator as designated by the Trustees of the Health & Welfare Plan. It shall be the Trustees responsibility after receipt of the premiums to distribute same to applicable carriers.
- g) As a counterpart for the Employer’s contribution in the Prairie Teamsters Health and Welfare Plan, the total reduction allowed by Unemployment Insurance Commission is acquired by the Employer.

This Agreement was conditioned on the Employer’s ability to exercise its right to pay any additional premiums needed to increase the disability benefits in the amounts necessary to qualify for U.I.C. premium reductions.

The Employer shall not be entitled to any medical information of an employee, except where required by law or permitted by legislation, regardless of whichever plan is applied.

APPENDIX "C"

PENSION PLAN - BRINK'S EMPLOYEES

Employees shall be covered under the Unionized Employee's Pension Plan of Brink's Canada Limited for all Alberta Employees subject to the following:

Teamsters Prairie Provinces Pension Plan (T4P)

Effective January 1, 2015 the Union and the Company agree that the Retirement Plan for Brink's Group Companies in Canada shall cease for employees covered by this Collective Agreement and all pension benefits earned up to that date shall be maintained unreduced for any such employee who participated in the pension plan up to December 31, 2014.

For the Alberta members whose future membership in the Retirement Plan for Brink's Group Companies in Canada (OSFI Registration #55288) will cease effective December 31, 2014, Brink's Canada, as the employer agrees to continue the pension plan benefits accrued up to December 31, 2014 including each members' accrued pension and all associated ancillary benefits and options as set out in the current plan rules.

The employer will comply with the regulatory funding and other requirements applicable to a federally regulated defined benefit pension plan. In particular, the accrued pension benefits for these members will not be reduced.

Effective January 1, 2015 all regular full time and eligible part time employees of Brink's Canada Limited on that date shall be enrolled in the Teamsters Prairie Provinces Pension Plan (T4P) or Successor Plan.

Part time eligibility: All part time employees currently in the Brinks Canada Pension Plan shall continue their eligibility on and after January 1, 2015. Part time employees not enrolled shall become eligible and be enrolled after they have been employed for twenty-four (24) months and have met thirty-five percent (35%) of YMPE within two (2) consecutive calendar years.

Full time employees either hired as full time or moving from part time to full time status after January 1, 2015 shall be enrolled in the Teamsters Prairie Provinces Pension Plan (T4P) or Successor Plan upon completion of twelve (12) months of employment on the first (1st) day of the month immediately following said twelve (12) months of employment. Employment is defined as the employee's date of hire.

Section 1

Effective January 1, 2015 the Company agrees to convert to the Teamsters Prairie Provinces Pension Plan (T4P) or Successor Plan, provided the Company is not held responsible for funding beyond the contribution levels stipulated below.

Pension contributions shall be made for all hours for which wages are payable, (e.g. regular hours, overtime hours, vacation hours, General Holidays, paid sick leave, etc.)

- a) Effective January 1, 2019, the Company will contribute three dollars and ten cents (\$3.10) per hour for all hours for which wages are payable as of the first of the month of employment, to the Teamsters Prairie Provinces Pension Plan (T4P) or Successor Plan.
- b) Effective January 1, 2020, the Company will contribute three dollars and twenty cents (\$3.20) per hour for all hours for which wages are payable as of the first of the month of employment, to the Teamsters Prairie Provinces Pension Plan (T4P) or Successor Plan.
- c) Effective January 1, 2021, the Company will contribute three dollars and thirty cents (\$3.30) per hour for all hours for which wages are payable as of the first of the month of employment, to the Teamsters Prairie Provinces Pension Plan (T4P) or Successor Plan.
- d) Effective January 1, 2022, the Company will contribute three dollars and forty cents (\$3.40) per hour for all hours for which wages are payable as of the first of the month of employment, to the Teamsters Prairie Provinces Pension Plan (T4P) or Successor Plan.

For administrative clarification, Brink's Canada will not submit contributions for any hours worked on behalf of any employee who has begun to receive a pension benefit from the Prairie Teamster's Pension Plan or Successor Plan.

Section 2

All contributions and remittances that are referred to in Section 1 above shall be remitted monthly by the fifteenth (15th) day of the month following that month to which they refer, together with a form, supplied to the Company by the Union, which shall provide full instructions.

Section 3

Timely payment of contributions to the Trust Funds provided for in this Agreement is essential for the protection of the beneficiaries. Delinquency and continued failure to remit contributions to the Trust Fund shall be dealt with as follows:

- a) The Union will advise the Company, in writing, of any delinquency
- b) If the Company has failed to respond within forty-eight (48) hours of receipt of notification, exclusive of Saturdays, Sundays and Holidays, the Union may then request a meeting with the Company to provide for payment of funds.
- c) In the case of failure of the Company to contribute into the funds on the due date, the Trustees, in their joint names, may take legal action against the Company for the recovery of the amount due.

LETTER OF UNDERSTANDING # 1

BETWEEN: BRINKS CANADA LIMITED
Alberta Agreement

AND GENERAL TEAMSTERS LOCAL UNION NO. 362

RE: “UNDER-WORK” – Article 4 a)

For the purposes of this article, availability means:

- Being on time for every scheduled shift
 - Fulfill all requested duties
- Full-time employees who arrive on time for every scheduled shift and fulfill all requested duties are guaranteed their scheduled hours of work for that week.
 - In the event that an employee does not make themselves available for the full 40 hours of work, they are no longer guaranteed 40 hours of work that week.
 - If an employee arrives late for a scheduled shift, they will be paid actual for that day.
 - When an employee returns early from a daily shift, and the supervisor has no other regular bargaining unit branch duties to be completed, they are paid what has become termed “under-work”.
 - If an employee returns early from a daily shift, and they choose to leave the premises without making themselves available for any other duties, they will be paid for actual hours worked for that day.

L.O.U. - UNDERWORK - EXAMPLES FOR REFERENCE

Eg. 1

If an employee is scheduled for 4 x 10 hour shifts in a week and one day meets the availability requirements, but the other day does not meet the availability, they will be paid actual.

Date	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total
Hours scheduled	Off	10	10	10	10	0	0	40
Hours worked	0	8	10	8	11	0	0	37
Hours paid daily	0	10 Meets req's	10	8 Does not meet req's	10 Reg 1 OT	0	0	38 R 1 OT
Hours actual paid	0	8 R 2 U/W	10	8	10 Reg 1 OT	0	0	38 R 1 OT
Weekly pay summary	36 regular hours 2 under-work 1 overtime							

LETTER OF UNDERSTANDING 1 (Continued)

Eg. 2

If an employee is scheduled for 5 x 8 hours shifts in a week and is sick one day, subject to the above availability provisions for the remainder of that week, the employee will now be guaranteed 40 hours for that week (should they still have sick days remaining for the year)

Date	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total
Hours scheduled	Off	8	8	8	8	8	Off	40
Hours worked	0	8	7 Meets req's	SICK	5 Meet req's	9	6	28 R + 7 OT
Hours paid	0	8	7 regular 1 u/w	8 regular	5 regular 3 u/w	8 R 1 OT	6 OT	40 R 7 OT
Weekly pay summary	28 regular hours 8 sick hours 4 hours under-work 7 hours overtime							

Eg. 3

If an employee is scheduled for 5 x 8 hours shifts in a week and is off on bereavement for one day, subject to the above availability provisions for the remainder of that week, the employee will now be guaranteed 40 hours for that week.

Date	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total
Hours scheduled	Off	8	8	8	8	8	Off	40
Hours worked	0	8	7 Meets req's	BER	5 Does not meet req's	9	6	28 R + 7 OT
Hours paid	0	8	7 regular 1 u/w	8	5 regular	8 R 1 OT	6 OT	37 R 7 OT
Weekly pay summary	28 regular hours 8 bereavement hours 1 hours under-work 7 hours overtime							

Eg. 4

If an employee is scheduled for 4 x 10 hours shifts in a week and is off on their birthday day, subject to the above availability provisions for the remainder of that week, the employee will now be guaranteed 40 hours for that week.

Date	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total
Hours scheduled	10	10	10	10	Off	Off	Off	40
Hours worked	10	11	8 Does not meet req's	BDAY	0	0	0	0
Hours paid	10	10 R 1 OT	8 R	10	0	0	0	38 R 1 OT
Weekly pay summary	38 regular hours 1 hours overtime							

LETTER OF UNDERSTANDING 1 (Continued)

Eg. 5

If an employee is scheduled for 4 x 10 hours shifts in a week and a stat falls in the week, subject to the above availability provisions for the remainder of that week, the employee will now be guaranteed 40 hours for that week.

Date	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total
Hours scheduled	10	10	10	10	Off	Off	Off	40
Hours worked	0 STAT	11	8 Does not meet req's	9 Meets req's	0	0	0	0
Hours paid	10	10 R 1 OT	8 R	9 R 1 U/W	0	0	0	38 R 1 OT
Weekly pay summary	37 regular hours 1 under-work 1 hours overtime							

Eg. 6

If an employee was available for their full scheduled week of work subject to the availability provisions above, and picks up an additional overtime shift – this additional shift will be paid completely at overtime and will not be used to offset under-work.

Date	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total
Hours scheduled	Off	8	8	8	8	8	Off	40
Hours worked	0	8	7 Does not meet req's	8	5 Meets req's	8	6	36 + 6
Hours paid	0	8	7 regular	8	5 regular 3 u/w	8	6 O/T	39 R 6 OT
Weekly pay summary	36 regular hours 3 hours under-work 6 hours overtime							

Eg. 7

If a run is scheduled for 40 hours in a week, and the schedule requires different hours of daily work, under-work does not apply to the known reduced hours day. (Article 4 c, 2) Overtime will be paid as applicable on the daily hours of work.

Date	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total
Hours scheduled	Off	10	8	12	10	0	0	40
Hours worked	0	10	8	12	9 Meets req's	0	0	40
Hours paid	0	10	8	10 R 2 OT	9 R 1 u/w	0	0	38 R 2 OT
Weekly pay summary	37 regular hours 1 hour under-work 2 hours overtime							

LETTER OF UNDERSTANDING 1 (Continued)

SIGNED THIS _____ DAY OF _____, 2019

ON BEHALF OF THE EMPLOYER:

Brink's Canada Limited

ON BEHALF OF THE UNION:

General Teamsters, Local Union No. 362

Lance King, Sr. Manager,
Labour Relations & Safety

Michael Dunphy, Business Agent

Paul Murray, VP HR & Employee Relations

Rudy Hernadi, Regional Manager

Ivan Leiva, Branch Manager

Melanie de Groot, Branch Manager

Camilla Mullan-Hunt, Manager
Disability & Employee Relations Claims

LETTER OF UNDERSTANDING #2

BETWEEN: BRINKS CANADA LIMITED
Alberta Agreement

AND GENERAL TEAMSTERS LOCAL UNION NO. 362

RE: MODIFIED WORK WEEK SCHEDULE

As outlined in Article No. 4 c) 2., the Union and Company may agree to a modified work schedule other than five(5) weekly eight (8) hours shifts, or four(4) weekly ten(10) hour shifts or three (3) weekly thirteen (13) hour shifts to preserve full-time positions. For example as outlined below.

Sun	Monday	Tuesday	Wednesday	Thursday	Friday	Sat
X	10 hrs Run # 2 0700/1700 (M)	9 hrs Run # 6 0700/1600 (M)	7 hrs Run # 27 0830/1530 (M)	5 hrs Run # 6 0800/1300 (M)	9 hrs Run #6 0800/1700 (M)	X
X	10 hrs Run # 3 0700/1700 (M)	9 hrs Run # 24 0900/1800 (M)	6 hrs Run # 1 0930/1530 (M)	5 hrs Run # 6 0800/1300 (D)	10 hrs Turret 0300/1700 (G)	X
X	8 hrs Run # 11 0900/1700 (M)	7 hrs Run # 50 0730/1430 (M)	7 hrs Run # 27 0830/1530 (M)	8 hrs Run # 20 0830/1530 (M)	10 hrs Run # 3 0600/1600 (D)	X
X	8 hrs Run # 11 0900/1700 (D)	7 hrs Run # 50 0730/1430 (T)	7 hrs Run # 27 0830/1530 (D)	8 hrs Run # 20 0830/1630 (D)	10 hrs Run # 2 0700/1700 (D)	X

- Full Time Employees working on a modified work week will work and be paid at a straight time wage per each day. Full Time Employees will be guaranteed 40 hours per week.
- Overtime (OT) will be paid out should the Employee exceed the daily scheduled hours bid into.
- For Example, Thursday scheduled 5 hour run for that day, should the Full Time and Part Time Employee work 6 hours that day, OT will be paid after the five(5) hour scheduled and the Employee will be paid out 1(one) hour at OT wage for that day.
- This Letter of Understanding (LOU) will be in place for the duration of the **collective agreement**.
- Both the Company and the Union will meet 60 days after the commencement of the bid to review with business agents and union stewards on how the process is working and if changes need to be made. Any party at that time may, with written notice, declare the LOU nullified. Any changes or revisions not mutually agreed upon shall be subject to the grievance procedure.
- Discrepancies will be addressed with the Run Audit Committee as outlined in Article 12a).

LETTER OF UNDERSTANDING #2 (Continued)

SIGNED THIS _____ DAY OF _____, 2019

ON BEHALF OF THE EMPLOYER:
Brink's Canada Limited

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

Lance King, Sr. Manager,
Labour Relations & Safety

Michael Dunphy, Business Agent

Paul Murray, VP HR & Employee Relations

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Camilla Mullan-Hunt, Manager
Disability & Employee Relations Claims

LETTER OF UNDERSTANDING #3

BETWEEN: BRINKS CANADA LIMITED
Alberta Agreement

AND GENERAL TEAMSTERS LOCAL UNION NO. 362

RE: PART-TIME SENIORITY – ARTICLE 8 (B)

Whereas the Parties discussed encouraging part-time employees to provide greater availability for the purposes of supporting the full-time workforce and operational requirements;

Now therefore the Parties agree as follows:

- (1) Effective upon ratification, part-time seniority will accumulate based on total hours worked;
- (2) For current part-time employees, their seniority will be converted on the basis of the following:

Total Years of part-time seniority as of ratification date X 1040.

Part-Time Seniority Date	Total Years of Service on Ratification Date	Converted Seniority as of Ratification Date	Hours Worked Post Ratification	New Total Hours for Part-Time Seniority
September 30, 2000	17.9	17.9 X 1040 = 18,616	500	19,116 hours
September 30, 2017	0.9	0.9 X 1040 = 936	500	1436 hours

- (3) The part-time seniority list will be updated and posted every quarter on the first business day.
- (4) Full-time employees reclassifying to part-time status due to not fulfilling the obligations under the Article 8, h), will have their hours calculated at 1040 hours per year based on date of hires.

LETTER OF UNDERSTANDING #3 (Continued)

SIGNED THIS _____ DAY OF _____, 2019

ON BEHALF OF THE EMPLOYER:
Brink's Canada Limited

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

Lance King, Sr. Manager,
Labour Relations & Safety

Michael Dunphy, Business Agent

Paul Murray, VP HR & Employee Relations

Rudy Hernadi, Regional Manager

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Disability & Employee Relations Claims