

**WESTERN MASTER CONTRACT HAUL
AND OILFIELD AGREEMENT**

BETWEEN:

WOLVERINE PIPELINE TRANSPORT LTD.
(hereinafter referred to as the "Company")
OF THE FIRST PART,

AND:

**GENERAL TEAMSTERS, LOCAL UNION NO. 362
and
TEAMSTERS LOCAL 213**

affiliated with the
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
(hereinafter referred to as the "Union")
OF THE SECOND PART.

March 1, 2020 – February 28, 2021

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WITNESSETH THAT in consideration of the premises and the mutual covenants and agreements herein contained, the Parties hereto have agreed as follows:

ARTICLE NO. 1 - INTENT AND PURPOSE

It is the intent and purpose of the Parties hereto that this Agreement will promote and improve harmonious labour relations and facilitate the peaceful adjustment of differences between the Company and the Union employees covered under the certification and the terms of this Agreement, and set forth herein the Agreement covering the rates of pay, hours of work, and working conditions to be observed.

ARTICLE NO. 2 - SCOPE OF THIS AGREEMENT

- a) This Agreement shall apply to all Union employees as enumerated.
- b) All Union employees working for the Company as enumerated in the following appendices hereunto annexed and forming part of this Agreement.

APPENDIX "A" - Hours of work, overtime, classifications and wage rates of Union employees of mobile equipment in Oilfield Contract Hauling, and their helpers related thereto.

APPENDIX "B" - Such Plan to provide benefits equivalent to the Prairie Teamsters Health and Welfare Plan.

APPENDIX "C" - Teamsters Industry Advancement Fund

- c) In the event the Company engages in work covered by Construction, Road Building, and Pipeline Agreements, it is understood and agreed that the Company, when doing work covered by those Agreements, shall become signatory to those Agreements, along with signatory Teamster Unions.

In the event that the Company enters into contract work in a remote area, it is understood and agreed that the Company shall enter into an agreement with the signatory Teamsters Unions.

- d) In the event an entire business or any part thereof is sold, leased, transferred or taken over by sale, transfer, lease assignment, receivership or bankruptcy proceedings, such business or any part thereof shall continue to be subject to the terms and conditions of this Agreement for the life thereof.
- e) If the Company is required to hire outside trucks, it will endeavour to utilize those Parties that are signatory to this Agreement, provided that mutually satisfactory arrangements can be made between the Parties.

ARTICLE NO. 3 - UNION SECURITY

- a) The Company will provide bulletin boards at its terminals, on which the Union may post necessary notices to its members.
- b) The Union shall appoint or elect Shop Stewards, and shall notify the Company in writing of such appointment or election. The Company shall recognize Shop Stewards, and shall not discriminate against them for lawful Union activity.
- c) Authorized agents of the Union shall have access to the Company's establishment during working hours for the purpose of adjusting disputes, investigating working conditions, and ascertaining that the Agreement is being adhered to, provided however that there is no interruption of the Company's working schedule.

- d) The Union recognizes the right of the Company to hire whomever it chooses, subject to the seniority provisions contained herein. The Company shall, however, give the Union the equal opportunity to refer suitable applicants for employment. The Company shall give preference to Union members when additional employees are required.
- e) All persons referred to above will be required to sign authorization for check-off and Initiation Fees, Union Dues, fines and assessments, which may be levied by the Union in accordance with the Constitution and/or Bylaws. Such Check-off shall be irrevocable during the term of this Agreement.
- f) The Company agrees that all employees, owner-operators, and employees of owner-operators, shall be members of the Union as a condition of employment, and all new employees, owner-operators, and employees of owner-operators must become members of the Union prior to commencing employment with the Company. The Union will supply the Company with application forms for Union membership, and dues deduction authorization forms, which shall be signed by all new employees, owner-operators, and employees of owner-operators on the day on which he is hired. All completed copies of application for Union membership forms shall be returned to the Union, and shall serve as notification of the commencement of employment.
- g) The Company shall deduct and pay over to the Secretary-Treasurer of the Union, any Initiation Fees, Dues, fines or assessments levied in accordance with the Union's Bylaws, owing by said employees hereunder to the said Union. Monies deducted during the month shall be forwarded by the Company to the Secretary-Treasurer of the Union not later than the fifteenth (15th) day of the next month, and shall be accompanied by a written statement of the names of the employees for whom the deductions were made, and the amount of each deduction. Failure of the Company to remit to the Union the monies deducted from employees within this time period shall give the Union the right to take such action as it deems necessary for the collection of outstanding monies.

ARTICLE NO. 4 - PAYMENT OF WAGES

- a) The Company shall pay wages to every Union employee covered by this Agreement at the rates set forth in the Appendices hereunto annexed in respect of the various classifications therein contained. The Appendices containing the classifications of the Union(s) signatory to this Agreement shall be deemed to be contained in, and form a part of this Agreement.
- b) The Company shall pay to each Union employee covered by the Agreement:
 - i) bi-weekly every second Friday, all wages earned by the employee for the previous two week period, or
 - ii) semi-monthly payable on the 15th and last day of the month for wages earned by the employee for the previous period,provided that if a General Holiday falls on the regular payday, payment will be made on the preceding day.
- c) Payment will be by cheque or, when available, by direct deposit. The Company shall provide each employee covered by this Agreement with a separate and detachable written or printed itemized statement in respect to payment made to such employee. Such statement shall set forth the dated pay period, the total hours worked or paid for, the total overtime hours worked at time and one-half (1½), the rate of wages applicable and all deductions made from the gross amount of wages.

- d) Employees of owner-operators shall be paid equivalent wages and conditions as provided in this Collective Agreement. If there should be any deficiency to the employee, it shall be his responsibility to advise the owner-operator within thirty (30) days of the pay period in which the deficiency took place. If the owner-operator fails to rectify the deficiency and pay such monies owing, the Company then shall take action to rectify the situation and pay such balance as may be properly due to such employee for said pay period.
- e) If an error occurs in the payroll computation of an employee's paycheque, and the amount is equal to one days' pay or more, he shall be entitled on request to receive same as soon as practicable but not later than the week following the payday on which the error was reported. If an employee improperly completes his time card or pay claim, or does not turn them in immediately on completion of his trip or tour, any pay so affected will be included with the next regular pay period.
- f) The Company shall make contributions for Health and Welfare in such amounts and under such conditions as are set forth in the appendices hereunto annexed.

ARTICLE NO. 5 - MANAGEMENT RIGHTS

- a) The Union recognizes the right of the Company to manage and direct the Company's business in all respects, in accordance with its commitments, and to alter from time to time rules and regulations to be observed by employees, which rules and regulations shall not be inconsistent with this Agreement.
- b) The Company shall always have the right to hire, and to discipline, promote, demote or discharge employees for proper and just cause.

ARTICLE NO. 6 - GRIEVANCE PROCEDURE

- a) All questions, disputes and controversies arising under this Agreement or any supplement thereto, 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 settlement shall be as follows:

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

Time limit to institute a grievance:

- i) termination or layoff - five (5) days
- ii) all others - fifteen (15) days

STEP 2 - Failing settlement under Step 1, the employee must present his grievance in writing to the Local Union, and such grievance shall be taken up between the representative of the Local, and the immediate supervisor.

STEP 3 - Failing settlement under Step 2, such grievance and any questions, dispute or controversy that is not of the kind that is subject to Steps 1 and 2, the grieving party shall reduce his grievance to writing, and it will be referred to and taken up between a representative of the Union and the Company representative authorized by the Company.

STEP 4 - Failing settlement under Step 3, the matter will be taken up in presentation to a Board consisting of two (2) Union members selected by the Union, and two (2) members appointed by the Company.

STEP 5 - Failing settlement under Step 4, the matter will be referred to an agreed upon neutral Arbitrator, who will meet with the Board to hear both sides of the case. The Arbitrator's decision will be final and binding.

- b) Failing to agree upon a neutral Arbitrator, the Department of Labour will be requested to appoint a neutral Arbitrator whose decision will be final and binding.
- c) The cost of the Arbitrator will be borne by the Union and by the Company.
- d) The time limits stated in this Article may be extended by mutual consent of the Company and the Union.

ARTICLE NO. 7 - RATES OF PAY & JOB CLASSIFICATIONS

- a) Special rates of pay for any new operations, areas, or job classifications, shall be subject to negotiation, provided that the Company shall pay the area rate until the new rate of job classification is agreed upon. The Company agrees to advise the Union office of any such rate within ten (10) days of its establishment, and if no written Union representation is made within thirty (30) days of such notification, the rate will be deemed agreed upon. If no agreement is reached within sixty (60) days of receipt of such written representation, the Union may process a grievance under the Grievance Procedure commencing with Step 3.
- b) It is understood and agreed that such new rate shall be retroactive to the date the new operation, area, or job classification was instituted.

ARTICLE NO. 8 - SENIORITY

- a) Seniority shall be based on the length of continuous service of a Union employee, and shall be by branch and under this certification.
- b) The principle of seniority shall be maintained in the reduction and restoration of the working force, providing the senior men are capable of performing the remaining job.
- c) Seniority shall be lost for one or more of the following reasons:
 - 1. voluntary resignation
 - 2. discharge for cause
 - 3. layoff for more than one (1) year
 - 4. failure to return to work after layoff within seven (7) days where the Company has notified the employee by registered mail at his last known address, to return to work
 - 5. voluntary Leave of Absence, excluding Compassionate Leave, extending beyond six (6) months.
- d) Provided the employee is capable and is given the opportunity to demonstrate his capability, seniority shall prevail in the appointments to new jobs or vacancies. Except by mutual agreement of the Parties hereto, for the purpose of shift preferential on established shifts, starting time preference will be given to senior employees on established shifts, and operators of mobile equipment. Where a job or shift has been discontinued, there shall be no job or shift bumping privileges. Senior employees shall be given presence to fill vacancies on differential rated equipment, if qualified.

ARTICLE NO. 9 - SAFETY AND HEALTH

- a) The Union recognizes the right of the Company to require a medical examination at any reasonable time, providing that the Company shall pay the cost of such examination. Drivers that have completed one (1) or more years of employment with the Company, and who are required to take government physical or medical examinations for the purpose of their Vehicle Operator's License, will upon receipt of their doctor's report make it available to the Company for copying. The Company will then reimburse the driver full cost of such physical examination upon presentation of a receipt showing the driver has paid for such examination.

The employer has a drug and alcohol policy which the employee agrees to abide by.

- b) It is to the mutual advantage of both the Company and the employee that employees shall not operate vehicles which are not in safe operating condition. It shall not be a cause for discipline if a driver refuses to operate any vehicle that he believes is not safe. It shall be the duty of the employee to report promptly in writing to the Company on all defects in equipment. The previous trip's cry sheet will be made available upon request to the employee dispatched on any specific unit.
- c) The Company agrees to supply, at no cost to the employee, fire retardant coveralls, where required on specified sites. The Company agrees to supply coveralls on an exchange basis to all employees on a worn/damaged basis.

ARTICLE NO. 10 - GENERAL HOLIDAYS

- a) Every employee shall be granted Holiday pay of eight (8) hours at work time rate, on each of the following General Holidays falling within any period of his employment.
- b)

| | |
|----------------|------------------|
| New Year's Day | Labour Day |
| Family Day | Thanksgiving Day |
| Good Friday | Remembrance Day |
| Canada Day | Christmas Day |
| Victoria Day | Boxing Day |
| Civic Day | |

NOTE: All employees are entitled to have any of these eleven (11) paid Holidays, provided they have completed thirty (30) calendar days of employment.

- c) When an employee is required to work on a General Holiday, when known, the Company will notify the employee no later than 3:00 p.m. the day previous to the Holiday.
- d) If the Federal or Provincial governments declare an additional Statutory Holiday, the Company agrees to pay according to Article No. 10, Section a).

ARTICLE NO. 11 - ANNUAL VACATION WITH PAY

- a) Every employee is entitled to and shall be granted a vacation with pay as follows:
 - i) Employees who have completed one (1) year of continuous service with the Company shall receive in the next succeeding year of employment, and each year thereafter, two (2) weeks' vacation with pay in an amount equal to four percent (4%) of the gross wages of the employee during the year in which he qualified for such vacation.
 - ii) Employees who have completed three (3) years of continuous service with the Company shall receive in the next succeeding year of employment, and each year thereafter, three (3) weeks' vacation with pay in an amount equal to six percent (6%) of the gross wages of that employee during the year in which he qualified for such vacation.
 - iii) Employees who have completed six (6) years of continuous service with the Company shall receive in the next succeeding year of employment, and each year thereafter, four (4) weeks' vacation with pay in an amount equal to eight percent (8%) of the gross wages of that employee during the year in which he qualified for such vacation.
 - iv) Employees who have completed eleven (11) years of continuous service with the Company shall receive in the next succeeding year of employment, and each year thereafter, five (5) weeks' vacation with pay in an amount equal to ten percent (10%) of the gross wages of that employee during the year in which he qualified for such vacation.

- v) Employees who have completed fifteen (15) years of continuous service with the Company shall receive in the next succeeding year of employment, and each year thereafter, six (6) weeks' vacation with pay in an amount equal to twelve percent (12%) of the gross wages of that employee during the year in which he qualified for such vacation.
- b) Vacation schedules will be prepared by the Company as far in advance as practicable. All employee requests shall be recognized if operating conditions allow, and vacations shall be granted on the basis of seniority.
- c) Vacation pay will be calculated on gross earnings. If requested by the employee, payment shall be paid out on a separate check.

ARTICLE NO. 12 - GENERAL WORKING CONDITIONS

- a) Employees injured on the job will be paid for the full day.
- b) When death occurs to a member of an employee's immediate family, the employee will be granted upon request, an appropriate Leave of Absence, and if he attends the funeral he shall be compensated at his regular straight time hourly rate for hours lost from his regular schedule on any of the days prior to the funeral, the day of the funeral, and the day after the funeral, for a maximum of three (3) days. Members of the employee's family are defined as the employee's spouse, mother, father, sons, daughters, sisters, brothers, mother-in-law, father-in-law, grandfather, grandmother, brother-in-law, and sister-in-law. Step-father or step-mother will be recognized provided such step-father or step-mother had that status of the employee's father or mother.
- c) A day as referred to in this Agreement is from the hour an employee commences work, and terminates twenty-four (24) hours later.
- d) When a member starts his work shift at the regular rate, he shall not be paid less than the regular rate for the complete day, excluding the area rate changes.
- e) Wherever possible overtime shall be distributed evenly considering seniority.
- f) Applications for Leave of Absence without pay, when in writing, may be granted at the discretion of the Company.
- g) If an employee uses a Leave of Absence for purposes of taking employment elsewhere, then he shall be considered to have terminated his employment with the Company.

ARTICLE NO. 13 - NO STRIKE, NO LOCK-OUT

- a) During the life of this Agreement, there shall be no lock-out by the Company, or any strike, sit-down, slow-down, work stoppage or suspension of work either complete or partial for any reason by the Union.
- b) It shall not be a violation of the Agreement or cause for discipline of any employee in the performance of his duties to refuse to cross a picket line recognized by the Union.

ARTICLE NO. 14 - VALIDITY OF ARTICLES

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

- b) This Agreement shall not take from the employee any privileges they enjoyed at the signing of this Agreement, except as were specifically dealt with in negotiating this Agreement.

ARTICLE NO. 15 - TERMINATION AND AMENDMENTS

- a) This Agreement shall be in full force and effect as of the date of ratification by the employees and continue in full force and effect through the first (1st) day of March, 2017 to the twenty-eighth day of February, 2020. *21 A* *20 A*
- b) Either Party may terminate this Agreement on any anniversary date by notice in writing to the other Party, not less than ninety (90) days prior to such anniversary date.
- c) Either Party wishing to amend this Agreement shall give notice in writing of such desire to the other Party, not less than ninety (90) days prior to such anniversary date of this Agreement.


SIGNED THIS 10 DAY OF MARCH, 2020

ON BEHALF OF THE COMPANY
Wolverine Pipeline Transport Ltd.


ON BEHALF OF THE UNION
General Teamsters Local Union No. 362
And Teamsters Local 213



Ted Shipka,
President & CEO



Tony Atkins
Business Agent, Local 362



Glenda Shipka, Secretary-Treasurer and
Safety Officer
GLEND A PACMEN
FINANCIAL MANAGER



Jason Conway
Business Agent, Local 213

APPENDIX "A"

HOURS OF WORK, OVERTIME, CLASSIFICATIONS AND WAGE RATES FOR HOURLY RATED EMPLOYEES, AND THEIR HELPERS, OF MOBILE EQUIPMENT IN OILFIELD AND CONTRACT HAULING

a) **Regular Hours of Work and Overtime Conditions**

Daily maximum - nine (9) hours
Weekly maximum - forty five (45) hours

All hours in excess of the maximums herein shall be paid for at the rate of one and one-half (1 ½) times.

- b) **General Holidays** - All hours worked on a General Holiday shall be paid for at the rate of time and one-half (1 ½), plus eight (8) hours for the General Holiday, which shall be paid for in any event.
- c) **Reporting Guarantee** - When an employee is called, and reports for duty on his regular scheduled work day, he shall be guaranteed a minimum of four (4) hours work and/or pay. If he works in excess of four (4) hours, he shall be guaranteed six (6) hours work or pay.
- d) **Call-out** - Any employee who is called out to work on an over-time day, shall be guaranteed a minimum of four (4) hours pay, and if he works in excess of four (4) hours, he shall be guaranteed a minimum six (6) hours
- e) **Subsistence Allowance** - Each employee who is required to remain away from his home terminal for more than sixteen (16) hours and not driving a sleeper unit, shall receive a subsistence allowance as listed below, for each twenty-four (24) hour period or portion thereof. In addition, the Company will pay for the reasonable cost of a hotel room upon presentation of a receipt.

As At March 1, 2014 \$42.00

OR:

Where camp facilities are available, the employee shall receive board and lodging at no cost to the employee.

f) **Mileage Rates** (cents per mile)

| | | |
|---------------------|--------------|-----|
| As At March 1, 2014 | Sleeper Team | 43¢ |
| | Single Man | 41¢ |

NOTE: - When operating units with more than five (5) axles, the mileage rate will be increased by one cent (1¢) per axle for each additional axle over and above the fifth (5th) axle.

Highway miles (ie "Branch to Branch") such as Stock Transfers or bid work, may be paid at the mileage rate. All mileage paid highway trips shall be offered on a seniority basis.

g) **Wage Classifications**

| | Current |
|-------------------------------|-------------------|
| Classification | March 1/19 |
| Winch Truck - Senior Operator | \$35.21 |
| Winch Truck - Operator | \$34.17 |
| Lowboy - Senior Operator | \$35.21 |
| Lowboy | \$32.13 |

Lead Hand - will be paid two dollars (\$2.00) per hour more than the top rate.

Newly Hired Employees - It is understood and agreed that a ninety (90) day probationary period will apply to any new employee hired. Probationary rates of pay will be three dollars (\$3.00) per hour less than prevailing rate. Upon completion of probationary period the employee shall receive full rates of pay contained in the Collective Agreement.

Senior Operator - A Senior Operator for the purpose of this agreement shall be defined as an operator who has a minimum of three (3) years of experience in the operation of the respective type of equipment which he was hired to operate, or who has demonstrated proficiency and competency in the operation of such equipment to the satisfaction of the Employer upon completion of six (6) months employment with the Company.

NOTE: - Drivers will be paid an additional amount when pulling multi-wheel trailing equipment, as follows:

| | |
|---------------------|--------|
| 24 - 48 wheels | \$1.50 |
| More than 48 wheels | \$2.00 |

APPENDIX "B"

HEALTH AND WELFARE

1. The Company shall maintain the Prairie Teamsters Health and Welfare Plan (Group Insurance Plan) for all employees within said plans jurisdiction.

Employees who fall within Teamsters Local 213 jurisdiction shall be covered under the Teamsters Local 213 Health and Welfare Plan.

2. Any member of the Union who is employed by the Company after the effective date of the Health and Welfare Plan shall join the Plan on the first day of the month immediately following that month in which he became an employee.
3. All new hires shall qualify for Health and Welfare benefits as described in the appropriate schedules contained in the benefits plan document of the appropriate Local Union.
4. The cost of the Plan shall be borne by the Company.

APPENDIX "C"

TEAMSTERS UNION/INDUSTRY ADVANCEMENT FUND

The Company agrees to contribute to the Teamsters/Union Industry Advancement Fund for Locals 213 and 362, effective March 1, 2014 and each year thereafter.

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

The Company shall make contributions of five cents (5¢) per hour for every hour for which wages are payable hereunder, for each hourly rated employee of the Company 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) day of the month following that to which they refer.

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