

THIS AGREEMENT entered into this 29th day of November, 2023
Shall be in force and effect as hereinafter particularly specified.

WESTERN MASTER CONTRACT HAUL and OILFIELD AGREEMENT

BETWEEN:

SILVERSTONE CONTRACTING LTD.
SPRUCE GROVE, AB
(hereinafter referred to as the Company)
OF THE FIRST PART

AND:

GENERAL TEAMSTERS, LOCAL UNION NO. 362
for Alberta and Northwest Territories
Affiliated with the
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
(hereinafter referred to as the Union)
OF THE SECOND PART.

November 26, 2023 – November 25, 2025

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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 employees covered by 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 employees of mobile equipment in Oilfield Contract Hauling, and their helpers related thereto.

Appendix "B" - covering hours of work, overtime, classifications and rates of pay for Shop employees.

Appendix "C" - Company provided Health & Welfare Plan

Appendix "D" - Teamsters Union/Industry Advancement Fund

Appendix "E" - Prairie Teamsters Pension Plan

- 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, will become signatory to those Agreements, along with signatory Teamster 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 will 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 utilize those Parties that are signatory to a Teamster Collective Agreement, provided that mutually satisfactory arrangements can be made between the Parties. The Company will not hire Owner Operators to perform any work directly for the Company, aside from specialty trucks (Winch Trucks, Bed Trucks, Picker Trucks and Planetary Trucks) with Union approval. The intent of the Company is to hire as many employee drivers as possible for the specialty truck work and the Union does not intend to hinder the Company from short term specialty truck work that could be performed by an Owner Operator. Should a current employee wish to become an Owner Operator they will be given first opportunity over an Owner Operator that would be new to the Company.

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 may appoint or elect Shop Stewards, and will notify the Company in writing of such appointment or election. The Company will recognize Shop Stewards, and will not discriminate against them for lawful Union activity.

- c) Authorized agents of the Union will 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 will, however give the Union the equal opportunity to refer suitable applicants for employment. The Company will, however give preference to Union members when additional employees are required.
- e) All newly hired employees will be probationary employees for ninety (90) calendar days from date of hire and will be paid at three (\$3.00) dollars less than the classification that they were hired in until their probation is completed or until they move into a higher paying classification at the companies discretion. Employees will serve only serve one probationary period.

The probationary period may be extended up to thirty (30) days upon mutual agreement between the Company and the Union. Any agreed upon extensions will be made without precedent.

Any discipline rendered or discharged of an employee during the agreed upon extension shall be subject to the grievance procedure.

ARTICLE NO. 4 – DEDUCTION of UNION DUES

- a) 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, and date of hire.

The Monthly Check-off List will reference any;

- New Members to be listed in alphabetical order with current address, postal code, date of hire;
- Terminations or resignations are to be clearly identified with current address, postal code 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.

- b) Fifteen (15) days after an employee commences employment, they shall have an amount equivalent to the monthly dues of the Union deducted from their wages, and that amount, along with the employee's name, will be added to the Union checkoff, before same is mailed to the Union Office. The deduction of the Initiation Fee shall be in increments of fifty dollars (\$50.00) per month commencing the first month of employment until the Local Union Initiation is fully paid.

- c) All employees referred to above, will be required to sign an authorization form for the deduction and remittance of Initiation Fees, Local Union Dues, and fines and/or assessments, which may be levied by the Union in accordance with the Local Union's Constitution and/or By-Laws.
- d) The Employer shall deduct and pay over to the Secretary-Treasurer of the Local Union, such Initiation Fees, Union Dues, fines and or assessments levied in accordance with the Local Union's By-Laws, owing by the said employees hereunder to the said Local Union. Monies deducted during any month shall be forwarded by the Employer to the Secretary-Treasurer of the Local Union, not later than the twentieth (20th) day of the month following the month to which such monies apply, and shall be accompanied by a written statement which will include the names of the employees for whom the deductions were made, and the amount of each deduction. The Employer is entitled to rely absolutely upon a certificate of the Secretary-Treasurer of the Local Union that such fees, dues, fines and/or assessments were levied in accordance with the Local Union's By-Laws.
- e) The Local Union will forward all authorization forms to the Employer. It shall be the responsibility of the Employer to take proper and due care of all authorization forms sent to the Employer by the Local Union.
- f) At the beginning of each year, the Employer shall provide a schedule to all employees detailing the pay periods in which Union dues will be deducted.

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 will not be inconsistent with this Agreement.
- b) The Company will always have the right to hire; and to progressive discipline, demote or discharge employees for proper cause.
- c) No Employee will be required to enter in, nor will the Company pursue with individual employees, any written or verbal agreement that is inconsistent with the terms of this Collective Agreement. For greater clarity, nothing in this section limits the Company's management rights.

ARTICLE NO. 6 – GRIEVANCE PROCEDURE

All questions, disputes, and controversies arising under this Agreement or any supplement thereto, will 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 will be as follows:

STEP 1 - Any grievance of an employee will first be taken up between such employee and their immediate Supervisor.

Time limit to institute a grievance:

- a) termination or layoff – ten (10) days
- b) all others – thirty (30) days

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

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, the grieving party will reduce their 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 - If the Grievance is not settled at Step 3, the Parties may elect by mutual agreement to convene the Canadian Joint Grievance Panel (C.J.G.P) to render a decision. The Parties agree that such decision will be binding however will not set precedent in any future Grievances regarding the same issue. The cost of the Panel Hearing shall be shared equally between Parties.

Should the Parties not reach a mutual agreement, the matter may 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.

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

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

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, and JOB CLASSIFICATIONS

- a) Special rates of pay for any new operations, areas, or job classification will be subject to negotiation, provided that the Company will pay the area rate until the new rate or 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 will 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 an Employee has been on the payroll within the Bargaining Unit under this certification.

For the purpose of the administration of seniority provision, seniority will be applied on a company wide basis.

- b) The principle of seniority will be maintained in the reduction and restoration of the working force, providing the senior employee is capable of performing the remaining job.
- c) Seniority will be lost for one or more of the following reasons:
 - i. voluntary resignation
 - ii. discharge for just cause
 - iii. layoff for more than one year
 - iv. failure to return to work after layoff within seven (7) days, where the Company has notified the employee, via phone, text or email or last resort by Registered Mail with a copy to the Union) at their last known address, to return to work. The employee will have five (5) calendar days from the confirmed date of acknowledgement and by last resort receiving the Registered Mail, or fourteen (14) calendar days from the date at which the Registered Mail is sent, to confirm their intentions to return to the Bargaining Unit. In the event the employee does not respond to the recall, the recall will be considered refused. The Employer agrees to confirm the employees last known address at time of layoff.

- d) By mutual agreement, the Parties may implement a Voluntary Layoff process to minimize financial hardship to employees with minimal seniority within the Bargaining Unit facing a layoff position. All requests and agreements within this clause between the Parties must be in writing. Should the Company require layoffs, qualified senior employees in the same job classification, may request in writing to take the layoff on a voluntary basis. The Company will post a notice to the employees of all available layoffs within forty-eight (48) hours of the layoff(s) occurring. Under no circumstances will the ratio exceed that of one (1) volunteer for one (1) scheduled employee facing a layoff. A copy of this notice will be provided to the Local Union. Should an employee accept a Voluntary Layoff, the Employer will be required to do the following at the time of layoff:
- The Employer will issue a written notification of recall to the Member, with a copy to the Local Union, with a recall date of no greater length than six (6) months from the date of the layoff. Any employee choosing the Voluntary Layoff and who would like to return to work must provide the Company a minimum of fourteen (14) days' notice.
 - The employee will confirm all contact information with the Employer prior to leaving on the layoff.
 - The Employer will provide a Record of Employment (R.O.E.) coded "A" Laid Off.
 - Employees will be advised that no Living Out Allowance (L.O.A.) will be provided during the layoff period. Should the recall of Members commence, the following will take place:
 - The senior Member on Voluntary Layoff will be recalled first.
 - In case there are more volunteers than positions who put their name forward within the required time frame, the eligible person will be selected based upon their seniority.
- e) Provided the employee is capable and is given the opportunity to demonstrate their capability, seniority will prevail in the appointments to new jobs or vacancies and except by mutual agreement of the Parties hereto, for the purpose of shift preferential on established shifts. Starting time preference will be given to senior employees on established shifts, and operators of mobile equipment will be given preference. Except 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 will pay the cost of such examination and the employees time to take the examination. This will include any doctor's notes that are requested by the employer. 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 Operators' 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.
- b) It is to the mutual advantage of both the Company and the employee that employees will not operate vehicles which are not in safe operating condition. It will not be a cause for discipline if a driver refuses to operate any vehicle that they believe is not safe. It will 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.
- d) The Company will provide employees with an annual three hundred dollar (\$300.00) safety wear allowance. In order to claim the allowance, the employee must present the Company with an itemized receipt showing their name and provide proof to the Company that the purchase meets proper Health and Safety Standards with Company approval effective January 1, 2024.

ARTICLE NO. 10 – GENERAL HOLIDAYS

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

All employees are entitled to have any of these twelve (12) paid holidays.

- b)

New Year's Day	Labour Day	Family Day
Canada Day	Christmas Day	Boxing Day
Remembrance Day	Victoria Day	Good Friday
Civic Day	Thanksgiving Day	Truth and Reconciliation Day
- c) When an employee is required to work on a General Holiday, they will be notified not later than 3:00 p.m. the day previous to the Holiday.
- d) If the Federal or Provincial government declares an additional Statutory Holiday, the Company agrees to pay according to Article No. 10, Section a).
- e) The Employer may, in respect of one or more employees replace a holiday provided for in the Collective Bargaining Agreement with another holiday. The days substituted for them are therefore having the value of holidays for these employees. In the case this substitution is applicable to several employees the change must be supported by at least seventy percent (70%) of the employees concerned. The Employer must post the substitution notice for at least thirty (30) days before it takes effect.

ARTICLE NO. 11 – ANNUAL VACATION WITH PAY

Every employee is entitled to, and will be granted, a vacation with pay as follows:

- a) Two (2) weeks' vacation with pay after the completion of each year of continuous service with the Company.

Payment for such vacation shall be in the amount equal to four percent (4%) of the gross wages for the employee during the year in which they qualified for such vacation.
- b) Employees who have completed three (3) years of continuous service with the Company will 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 they qualified for such vacation.
- c) Employees who have completed five (5) years of continuous service with the Company will 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 they qualified for such vacation.
- d) Employees who have completed ten (10) years of continuous service with the Company will 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 they qualified for such vacation.
- e) Employees who have completed fifteen (15) years of continuous service with the Company will 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 they qualify for such vacation.

- f) Vacation schedules will be prepared by the Company as far in advance as practicable. All employee requests shall be recognized, if operating conditions allow, vacations will be granted on the basis of seniority.
- g) An employee laid off or leaving the Company before the completion of a full year of service, will be entitled to a pro-rated vacation with pay computed on the same percentage of their gross wages during the portion of the year worked.

ARTICLE NO. 12 – GENERAL WORKING CONDITIONS

- a) Employees injured on the job will be paid for the full day.
- b) A day as referred to in this Agreement is from the hour an employee commences work, and terminates twenty-four (24) hours later.
- c) When an employee starts their work shift at the regular rate, the employee will not be paid less than the regular rate for the complete day unless the work performed is at the applicable shop rate for the employee.
- d) Provided regular shop employees do not lose wages, drivers can be used in the shop during slack seasons, and paid the rate they qualify in. All shop time worked by employees who do not normally work in the shop will be approved by the employer before commencement of work.
- e) Wherever possible, overtime will be distributed evenly considering seniority.
- f) All employees will be paid for all time spent in the employment of the Company.
- g) Employees will observe the simple rules of cleanliness and good housekeeping in the Employers facilities, and segregated facilities for female employees will be provided where necessary.
- h) When the Employer requires an employee to be present at a meeting called by the Employer, time spent at such meeting will be considered as time worked and will be paid in accordance with the Collective Agreement.

The Employer upon prior approval will reimburse those employees who have taken an approved CPR, First Aid Course, etc., and provide proof of successful completion of same.

- i) The Employer agrees to not incorporate driverless power unit (trucks) technology within the bargaining unit, however, should the Employer introduce technology change by altering methods, procedures, or processes and if such change will displace Employees in the bargaining unit, the Employer will notify the Union.

ARTICLE NO. 13 – LEAVES of ABSENCE

- a) The Employer will allow time off work, without pay, to any employee who is serving as a Local Union delegate to any conference or function, provided all requests for time are made by the Union in writing within seven (7) days' notice. No Employee who acts within the scope of this clause will be discriminated against for so acting.
- b) During an authorized or unpaid Leave of Absence, an Employee will maintain and accrue seniority.
- c) When the requirements of the Employer's service will permit, any employee hereunder upon written application to the Employer with a copy to the Local Union Office, may if approved by the Employer be granted an unpaid Leave of Absence in writing with a copy to the Local Union Office, for a period of up to thirty (30) calendar days. Under such unpaid Leave, the Employee will retain and accrue seniority only. Such requests for Leave of Absence will not be unreasonably denied.

- d) Such Leave may be extended for an additional period of up to thirty (30) calendar days, without pay, when approved by both the Employer and the Local Union Office, in writing, and seniority will accrue during such extension. Such request for extension must be made in writing at least seven (7) calendar days prior to the expiration of the original leave.
- e) Any Employee hereunder on an unpaid Leave of Absence engaged in gainful employment without prior written permission from both the Employer and the Local Union will forfeit their seniority rights and their name will be stricken from the Seniority List, and they will no longer be considered an Employee of the Employer.
- f) An Employee requesting an unpaid Compassionate Leave will be given special consideration, and may be required to substantiate the reason for such Leave, prior to returning to work. Any violation of this provision will be subject to disciplinary action.
- g) An Employee who is hired by the Local Union will be granted an unpaid Leave of Absence from the Employer for a period not to exceed three hundred and sixty five (365) calendar days. The Employee will continue to accrue seniority during such Leave. At the expiration of the three hundred and sixty five (365) calendar days, the employee must return to their former position or relinquish all seniority rights with the Employer.
- h) Employees must file a request for Leave of Absence, at least ten (10) working days in advance, and the Employer must reply to the said Leave of Absence within five (5) working days of the request.
- i) Bereavement Leave - - In the case of death in the immediate family, (mother, father, spouse, common-law spouse, children, sister, brother, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step children, step parents, grandchildren, grandparents, and any relative of the employee who resides permanently with the employee or with whom the employee permanently resides) upon notification to the Employer, the affected employee will be granted four (4) days Leave of Absence with pay. The Employer will grant an additional leave-of-absence of seven (7) consecutive days without pay to attend the funeral if the funeral occurs outside of a seven hundred kilometers (700 kms) radius of the employee's normal work location.

The Employer will not require any person already on bereavement leave to report for work during the bereavement period. If an employee is notified of a death in their immediate family while working, they will be relieved from duty and paid for the balance of their shift.

In the event of the death of a family member not covered above or any relative who resides permanently with the Employee or with whom the Employee resides, upon notification to the Employer, the affected Employee will be granted up to four (4) days Leave of Absence without pay.

- j) Jury Duty - All time lost by an Employee on their regular work day due to necessary attendance on any court proceedings when subpoenaed as a witness or juror will be paid for at the rate of pay applicable to said Employee. Once an Employee is released from witness duty, they will be returned to the job classification and pay rate they were on, prior to such duty. All witness payments received by the Employee from courts or otherwise will be reimbursed to the Employer, by endorsement of witness fees to the Employer. The Employee must be returned to their regular assignment that they were on prior to being summoned or subpoenaed, either during a break in the court proceeding, or on the completion thereof. No Employee's work or shift will be changed to avoid payment as set out above and the above.

In the event an Employee is subpoenaed to attend court on their day off, on Employer related business only, the Employer will reschedule that employee's shift.

- k) Maternity Leave - will be as defined and outlined in the Canada Labour Code. The Employee will give the Employer four (4) weeks' notice, in writing, of the day upon which they intend to commence the Leave. Where an Employee intends to resume their employment with the Employer upon expiration of the Leave, the Employer will reinstate them to their former position at not less than the same wages and benefits.

In the event the employee wishes to extend their Maternity Leave, they will be granted a Leave of Absence without pay for a period not to exceed sixty (60) calendar days, provided that the employee provides the Employer for the foregoing four (4) weeks written notice of their intention to do so and stating their intended date of return to work.

- l) Paternity Leave - an Employee whose partner has given birth will be granted two (2) days of paid Paternity Leave at the time of birth of the child, or on the date when the child is brought home. Upon request, an employee will be granted an additional three (3) days Leave without pay to be taken in conjunction with the foregoing.
- m) Marriage Leave - The Employer will grant, upon written request, up to five (5) consecutive unpaid days off for an Employee to attend their own wedding.
- n) Special Medical Leave - where an Employee is required to absent themselves from work in order to attend an appointment with a medical specialist, the Employer will grant such unpaid time off, providing the Employee has requested such time off at least seven (7) calendar days in advance of the appointment. Special consideration will be given in the event of short notice of appointments due to openings with the medical specialist due to cancellation. If employee still has paid personal days remaining these days may be used in such circumstances.
- o) Sick Pay
All employees are entitled to ten (10) paid sick days per calendar year. If sick days are unused, the Employer will pay out remaining sick days within the first two (2) weeks of the next calendar year. Sick days will not be carried over.
- p) Personal Days
All employees are entitled to three (3) paid personal days per calendar year. If personal days are unused, the Employer will pay out remaining personal days within the first two (2) weeks of the next calendar year. Personal days will not be carried over.
- q) Applications for leave of absence without pay, when in writing, may be granted at the discretion of the Company.

ARTICLE NO. 14 – NO STRIKE – NO LOCKOUT

- a) During the life of this Agreement, there shall be no lockout 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 this Agreement, or cause for discipline of any employee in the performance of their duties to refuse to cross a picket line.

ARTICLE NO. 15 – 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, will not be affected thereby.

ARTICLE NO. 16 – HEALTH & WELFARE PROTECTION

- a) When an employee goes off work ill, or on Compensation, or a grievance is invoked on their discharge, the Company shall continue to pay their Health and Welfare premiums and Union dues for a maximum of three (3) months, so that at all times the employee will be protected to the utmost. At the end of three (3) months, the affected employee must clear up their deficit, and upon so doing they will be eligible for a further three (3) months protection. When an employee returns to work, the Company will deduct from their earnings any monies the employee would normally have paid. In the event an employee does not return to work, and the employee refuses or neglects on demand at their last known address to make restitution for such monies normally paid by the employee, the Union will then reimburse the Company for said amount.
- b) The employee will be notified when they are three (3) months in arrears, and the period of such coverage shall exceed twelve (12) months only by mutual agreement of the two (2) Parties.

ARTICLE NO. 17 – MAINTENANCE OF ACTIVITIES

Presently effective local customs or practices, written or oral, which are not specifically covered by provisions of this Agreement and which are not in conflict with its provisions, shall remain in effect during the term of this Agreement. Presently effective local customs or practices, written or oral, which provide benefits in excess of the specific benefits provided for through the provisions of this Agreement shall be continued for the term of this Agreement unless altered by mutual agreement.

ARTICLE NO. 18 – MENTAL HEALTH AWARENESS

The Employer agrees to participate in the promotion of Mental Health Awareness of Employees in the workplace. The Employer agrees to participate in cost sharing of the CMHA "Safe and Sound" seminar to the maximum expenditure of one thousand five hundred dollars (\$1500.00) once in the term of the Agreement

ARTICLE NO. 19 – TERMINATION and AMENDMENTS

- a) This Agreement will be in full force and effect as of the 26th day of November, 2023, and continue in full force and effect through the 25th day of November, 2025, and from year to year thereafter, except as hereinafter provided.
- 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.

SIGNED THIS 6th DAY OF February, 2024

ON BEHALF OF THE COMPANY:
Silverstone Contracting Ltd.



Tom Nichol, Owner

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



Clint Campbell, Business Agent



Gord McCabe, Business Agent

APPENDIX "A"

HOURS OF WORK, OVERTIME, CLASSIFICATIONS, and WAGE RATES for HOURLY RATED EMPLOYEES OF MOBILE EQUIPMENT in OILFIELD and CONTRACT HAULING, and THEIR HELPERS RELATED THERETO - OTHER THAN THOSE EMPLOYEES REFERRED TO IN APPENDIX "B" AND "C"

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

Daily maximum – Ten (10) hours
 Weekly maximum – Fifty Five (55) hours

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

b) All hours worked on a General Holiday will be paid for at the rate of time and one-half (1 ½), plus eight (8) hours for the General Holiday which will be paid for in any event.

c) **Reporting Guarantee** - When an employee is called, and reports for duty, on their regular scheduled work day they will be guaranteed a minimum of four (4) hours work and/or pay. If they work in excess of four (4) hours, they will be guaranteed eight (8) hours work or pay.

d) **Wage Classifications** - Employees will be paid not less than the wage rate for their classification in the area such work is performed.

Classification	Effective November 25, 2023	Effective November 25, 2024
Winch Truck - Senior Operator	\$38.50	\$38.50
Winch Truck - Operator	\$37.00	\$37.00
Lowboy - Senior Operator	\$40.00	\$40.00
Lowboy - Operator	\$37.00	\$37.00
Hiboy - Step Deck - Super B - Van	\$36.00	\$36.00
Pilot Truck	\$28.00	\$28.00
Swamper	\$25.00	\$25.00
Dump Truck/Straight Truck	\$30.00	\$30.00
Picker Truck	\$41.00	\$41.00
Bed Truck	\$41.00	\$41.00

All current employees, as of November 16, 2018, who are paid greater than the established rates as per the Collective Agreement, will be honored for the life of this Agreement.

Foreman- Will be paid at two dollars and fifty cents (\$2.50) above the appropriate rate.

The necessity of the classification of a Foreman shall be at the discretion of the Company, and they shall be defined as: An employee who shall direct the work of others, while performing the same work themself. They shall not have the authority to directly hire, fire, suspend, or discipline employees. They shall be a Member of the Union. Seniority in the unit shall prevail for layoff purposes. Where the Company designates that a Foreman is required, a bid will be posted, and the position will be filled with a qualified person who applies for the position. The Company shall have full discretion in the selection of the Foreman, however when qualifications are equal in every respect, the most senior person will be given preference. Such bids for that position will be notified via Company correspondence and have a minimum of forty-eight (48) hours to apply. Supervisors, and other employees of the Company outside the scope of this Agreement, shall not perform the regular duties of employees within the Bargaining Unit.

NOTE: - Drivers will be paid an additional amount when pulling multi-wheel trailing equipment whether loaded or empty. Those rates will be as follows:

9-10 axle	\$1.50
More than 10 axle	\$2.00

- e) **Call-out and Call-back** - any employee who is called out to work on a regular work day will be paid not less than eight (8) hours wages. Any employee who is called out to work on an overtime day will be guaranteed four (4) hours pay, and if they work in excess of four (4) hours, they will be guaranteed six (6) hours pay.

Any employee reporting for duty on a call-back basis will be guaranteed a minimum of four (4) hours pay at the overtime rate, but after completion of the duty they were called for, they may book off with a minimum of two (2) hours pay.

- f) The Company and Union agree to meet on or about November 1st, 2024, to discuss potential increases for all Members for the second year of the Collective Agreement. If the Parties cannot agree, it will be subject to the Grievance Procedure in accordance with Article No. 6 of the Collective Agreement. Where an increase is agreed to or decided, the increase will be effective as of November 25th, 2024.

- g) **Flat Rate Job**- The following compensation refers to the optional work, not regularly performed by the employer. This will be offered on a voluntary basis in accordance with Article No. 12 c). Overtime provision as described in Section a) and b) will not apply when an Employee chooses to perform Flat Rate Job work. The Employer agrees to not intermingle regular driver duties with Flat Rate Job work in a manner which intervenes with the intent of the overtime provisions in Section a) and b). All other Articles and Sections of the Collective Agreement remain in full force and effect.

APPENDIX "B"

COVERING HOURS of WORK and OVERTIME, CLASSIFICATIONS, and RATES of PAY for SHOP EMPLOYEES

a) Hours of Work

The work week will consist of five (5), eight (8) hour days.

Should additional shifts be required, seven and one-half (7 ½) hours work will constitute the second shift for which eight (8) hours wages will be paid. Seven (7) hours work will constitute the third shift for which eight (8) hours wages will be paid. Shift differential shall be paid on straight time shifts at regular rates, on overtime shifts at the applicable overtime rates.

Second and third shifts will not commence more than one-half (1/2) hour earlier than the end of the previous shift.

Should the Company wish to have a three (3) shift operation, the work week may start at 12:01 a.m. Monday. Any subsequent changes in the work week will be by mutual agreement.

b) Overtime - All hours worked outside regular hours as outlined in a) above, will be paid for as follows:

1. Monday to Friday - first two (2) hours of overtime - time and one-half (1 ½), thereafter double time (2x).
2. Saturday, one and one half (1 ½) times for all hours worked.
3. Sunday and General Holidays – double time (2x) for all hours worked.

c) Call-out and Call-back - Any employee who is called out to work on a regular work day will be paid not less than eight (8) hours wages. Any employee who is called out to work on an overtime day, will be guaranteed four (4) hours pay, and if they work in excess of four (4) hours, they will be guaranteed six (6) hours pay.

Any employee reporting for duty on a call-back basis, will be guaranteed a minimum of four (4) hours pay at the overtime rate, but after completion of duty that they were called for, they may book off with a minimum of two (2) hours pay.

d) Tool Allowance - Upon completion of one (1) years employment from the effective date of this agreement and each year thereafter, a yearly tool allowance for replacement and acquisition of upgraded tools of one thousand dollars (\$1,000.00) per year payable upon receipt of a related invoice effective January 1st, 2024.

e)

Classification	Effective November 25, 2023	Effective November 25, 2024
Heavy Duty Mechanics & Welders	\$45.00	\$45.00
Apprentice Mechanics		
- First Year	\$27.00	\$27.00
- Second Year	\$31.50	\$31.50
- Third Year	\$36.00	\$36.00
Trailer Mechanic	\$38.00	\$38.00
Apprentice 1 st Year	\$22.80	\$22.80
Apprentice 2 nd Year	\$26.60	\$26.60
Labourer	\$20.00	\$20.00

All current employees, as of November 16, 2018, who are paid greater than the established rates as per the Collective Agreement, will be honored for the life of this Agreement.

APPENDIX "C"

HEALTH and WELFARE PLAN

The Company shall continue to provide the current Company provided Health & Welfare Plan as it exists on November 16, 2018 for members of the Union employed by the Company.

APPENDIX "D"

TEAMSTERS UNION/INDUSTRY ADVANCEMENT FUND

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

The Company will make contributions of five cents (5¢) per hour for which wages are payable hereunder, for each employee.

Payment of said funds will 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.

APPENDIX "E"

PENSION PLAN -TEAMSTERS PRAIRIE PROVINCES PENSION PLAN

1. The Company will contribute two dollars (\$2.00) per hour worked for every employee who has completed their Probation Period of ninety (90) calendar days from date of hire effective January 1st, 2024.
2. Contributions and remittances will be remitted monthly by the 15th of the following month to which they refer, together with a form supplied by the Union, which will provide full instructions.
3. a) 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 Funds will be dealt with as follows:
 - i. The Union will advise the Company, in writing, of any delinquency.
- b) If the Company has failed to respond within forty-eight hours of receipt of notification, exclusive of Saturday, Sunday 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 recovery of the amount due.
- d) Employees over the age of seventy-one (71):

All employees who are seventy-one (71) years of age or older, will have pension contributions remitted to the Teamsters Prairie Provinces Pension Plan (T4P) only until December 31st in the year they turn seventy-one (71). Effective January 1st of the year following the year an employee turns seventy-one (71), all pension contributions, as outlined in this Article, will be directed to a separate non-registered account for the employee's personal use. These contributions will be treated as earnings and will therefore be subject to statutory payroll taxes and deductions.

Employees can make arrangements with the Company regarding their ongoing access to these funds, within the first three (3) months of the year in which the transition period from the Pension Plan to a non-registered account occurs.