

MEMORANDUM OF AGREEMENT

BETWEEN:

UNIFOR



- And -

Transervice Lease Co.



This Agreement entered into this 8th day of February 2018

The herein agree that this Memorandum is a full and complete settlement of the articles of the Collective Agreement and incorporates the changes as outlined below.

This Memorandum also includes the previous Collective Agreement that expired on November 30th, 2017.

The Union herein agrees they will recommend complete acceptance of the terms and conditions of the Memorandum to their members.

The "Agreed To" documents for negotiations up to the end of day on the February 8th, 2018 (as attached) will form part of this Memorandum along with the following;

Article 23.01 (a) (i), (ii), (iii), (iv), 23.02 (b), 23.05, 23.06, 23/18

Wherever it says 20 km changes to 22 km, 30 km changes to 32 km, 35 km changes to 37 km, 72 km changes to 75 km.

Article 36 3 Year Agreement

Attachment C Wage Schedule

Wage Increase retroactive to expiry of collective agreement to all classifications.

1.00%	Yr 1
2.00%	Yr 2
2.25%	Yr 3

Reduce Step progression from 12 to 9 for Auto Equipment Mechanics

Attachment G Benefits

Flex dollars: Net \$500

Pension Plan

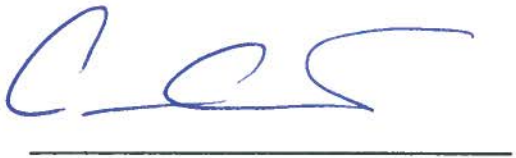
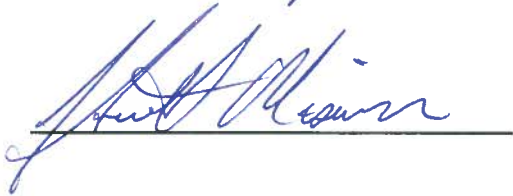
0% - the company will contribute 4%

1% - the company will match 1% and contribute 5%

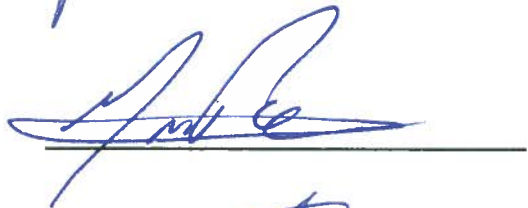
2 %- the company will match 2% and contribute 5%

2% or over- the company will match 2% and contribute 5%

For the Company



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Article 4 Union Representation

4.07 d) a written request for such leave must be submitted to the Company at least two weeks prior to the commencement of the leave, and a copy forwarded to the **Vice President of Operations**.

Agreed this 13th day of November, 2017.

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Article 14 Grievances

Article 14.06 A notice of intention to appeal to the Company Grievance Committee shall be forwarded to the **Vice President of Operations**, and shall include a written statement of the Union position, signed and dated by an Officer or employee of the National Union. A copy of this statement shall be attached to a copy of the grievance form.

Agreed this 13th day of November, 2017.

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Article 14 Grievances

Article 14.11 (2) in the case of a grievance concerning a practice, policy, event, or circumstance which has Company-wide application, it shall be submitted directly by the President of the Union, or an Officer of the Union, to the **Vice President of Operations**, or if a Company grievance, by the latter to the former. The submission and the processing of such a grievance shall be in accordance with the intent of Step 3 of the Individual Grievance Procedure.

Agreed this 13th day of November . 2017.

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Article 17 Wage Administration

Article 17.11 Delete first 17.11 Effective date of May 6th, 2005

Agreed this 13th day of November, 2017.

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Article 21 Annual Vacations

Article 21.08 Vacation schedules shall be prepared for the subsequent year by the Company between **December 1st and December 31st** with due consideration to seniority, provided, however, that such schedules shall be arranged as to cause, in the judgement of the Company, the least possible interference with efficient performance of the work. In general, vacations shall commence at the beginning of the calendar week unless the demands of the work make this impossible.

Agreed this 13th day of November . 2017.

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Article 26 Miscellaneous Working Conditions

Article 26.01 The Employer shall provide clothing for the job to which they are assigned.

Agreed this 13 day of November, 2017.

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Memorandum of Agreement

Article 24 Arbitrability

Union is agreement to delete this memorandum.

Agreed this 13th day of November . 2017.

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Article 1 Recognition and Scope

1.02 This Agreement shall apply to all **Auto Equipment Mechanic, Auto Equipment Mechanic Apprentice, and Service Adviser** employees of the Company covered by the certification order of The Provincial Labour Relations Board When the parties mutually agree that a new occupation established during the term of this Agreement has clearly a number of significant points in common with the other occupations within the unit, such new occupation shall fall within the scope of this Agreement.

Agreed this 16th day of January . 2018.

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Article 5 Time Allowance

5.05 B) Cannot agree: Counter: **5.05 (b)** ~~The Director of Industrial Relations VP Operation or appointed delegate and the appropriate Directors — Industrial Relations~~ will meet, quarterly if required, with the President and Vice-Presidents of the Union to review alleged abuses regarding the granting or use of time off the job notwithstanding that a matter to be reviewed is, or may be, the subject of a grievance.

Agreed this 16th day of January, 2018.

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Article 11 Force Adjustment

11.04 (1) Where as a result of the discussions outlined in sections 11.01 and 11.02 the work force is to reduced and the Company proceeds on a plan of lay-offs which may be for a period of up to but not exceeding a maximum of 25 consecutive weeks, the following provisions shall apply.

(2) (a) No Regular employee shall be laid off until:

(i) the employment of all ~~Regular Term and~~ Temporary employees is terminated within the affected family and headquarters where lay-off is warranted, and

(ii) all contractors working within the affected family and headquarters where lay-off is warranted, are released, where Company employees can do the contracted work with a five day familiarization period and when the necessary tools and equipment are available.

(b) Once the temporary lay-off is in effect, no employee shall be hired or transferred into the affected family and headquarters until the end of the lay-off period.

(c) For the purposes of this Article, family(ies) shall mean the family(ies) listed in Attachment D of this Agreement.

(d) The aggregate period of temporary lay-off(s) shall not exceed thirty-two weeks within any calendar year.

Agreed this 16th day of January, 2018.

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Article 11 Force Adjustment

11.08 No Regular employee shall be laid off until:

(a) the employment of all ~~Regular Term and~~ Temporary employees within the headquarters is terminated and

(b) all contractors working in the territory served by the headquarters are released, where Company employees can do the contracted work with a five day familiarization period and when the necessary tools and equipment are available.

Agreed this 16th day of January, 2018.

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Article 12 Safety and Health

12.06 (a) The Corporate Safety and Health Committee is composed of ~~two~~ three members who are employees in the Craft and Services bargaining unit ~~and two members who are employees in the Operator Services bargaining unit~~ represented by the Union, and ~~four~~ up to three representatives of the Company. Additionally, two Regional Vice-Presidents of the Union, or their designates and two other representatives of the Company may attend the deliberations of the Committee as "ex officio" members.

Agreed this 16th day of January, 2018.

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Article 16 Technological Change

16.03 Whenever the Company proposes to effect a technological change that is likely to result in the termination of employment of ~~50 or more employees~~ **15% or more Regular employees** within the bargaining unit, it shall give notice of the technological change to the Union at least 120 days prior to the date of any such termination. The notice shall be in writing and shall state:

- (a) the nature of the technological change
- (b) the date upon which the Company proposes to effect the technological change
- (c) the approximate number and type of employees likely to be affected by the technological change
- (d) the locations where the technological change will have effect.

The Company further agrees to meet with the Union at the time such notice is given in an endeavour to reach agreement on an alternative to termination.

Agreed this 16th day of January . 2018.

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Article 26 Miscellaneous Working Conditions

26.02 The Company shall supply or make available such clothing as it is deemed necessary by the **Health and Safety Committee** to be worn on the job for reasons of appearance, safety or health, or as a protection against undue wear or damage." The Company may, at its discretion, replace employee's clothing damaged under unusual job conditions.

Agreed this 16th day of January, 2018.

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Article 30 Witness and Jury Duty

30.01 An employee who has been excused from a regular work assignment because of jury duty, or to act as a witness in Court under subpoena, shall be granted pay at his basic rate (or for a Part-Time employee at his pro-rata proportion of the basic rate) for the necessary absence from duty. **Proof of serving must be submitted.** An employee acting as a voluntary witness or who is otherwise involved as a party in the case shall not be paid for any absence occasioned thereby.

Agreed this 18th day of January, 2018.

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ARTICLE 4 UNION REPRESENTATION

4.01 The number of Local Union representatives, including Local Officers, Chief Stewards and Stewards shall not exceed ~~700~~ **25**.

4.02 c) Chief Stewards and Local Officers may in addition to their normal duties, handle grievances and arbitrations for employees in the Transervice Bargaining Unit represented by the Union, who are in their Local.

4.07 a) Leaves of absence without pay of up to two weeks duration shall be granted to employees, at the request of the Union subject to the following conditions:

(a) the total of such leaves in a calendar year shall not exceed ~~325~~ **52** weeks;

(b) the granting of such leaves shall be subject to service requirements;

(c) the leave of absence shall not be used for the solicitation of members for the purpose of certification;

(d) a written request for such leave must be submitted to the Company at least two weeks prior to the commencement of the leave, and a copy forwarded to the Director of Industrial Relations.

Agreed this 29th day of January . 2018.

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Article 13 Discipline and Non-Disciplinary Action

Security Interviews

Replace Article Wording for the following;

13.10 When an employee is required to attend a security interview, the employee shall be advised, in general terms (for example: misappropriation, conflict of interest, breach of trust, etc.), of the nature of the interview, prior to the meeting provided in section 13.11.

13.11 A Union Representative shall be granted, immediately prior to a security interview, a maximum of 15 minutes to confer with the employee whom he represents.

13.12 The Union Representative shall, unless the employee objects, be invited by management to attend a security interview whenever an employee is interviewed by a representative of the Company's Security Department.

13.13 It is understood that local management and Union representatives shall attend the interview as observers to the process and not as participants. They shall be able to ask clarifying questions during the meeting, but shall, in no way, disrupt the investigation process. During these interviews, Company and Union representatives will perform their respective responsibilities in a professional and courteous manner with mutual respect for their counterparts. The main purpose of the interview is to identify the facts pertaining to the matter being investigated.

Agreed this 29th day of January, 2018.

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ARTICLE 9 – DEFINITIONS

9.01 "Employee" means a person employed in Transervice Lease Co. to do skilled or unskilled manual or technical work in any of the occupations listed in Attachment A attached hereto, but does not include a person who,

- (1) is employed in a confidential capacity in matters relating to industrial relations, or
- (2) is employed as an ~~occasional employee~~, or
- (3) exercises Management functions.

(a) "Regular Employee" means an employee whose employment is reasonably expected to continue for longer than two years, although such employment may be terminated earlier by action on the part of the Company or the employee.

~~(b) "Regular Term Employee" means an employee engaged for a specific project, as an Apprentice Technician or for a limited period with the definite understanding that his employment is expected to continue for more than one year but may terminate at the end of the period, upon completion of the project or by application of Article 11 of this Agreement. Details of the engagement shall be provided to the employee in writing at the time of engagement and a copy of this document shall be provided to the Union Steward as soon thereafter as possible. Such employee shall be reclassified as Regular in the event that employment exceeds the time of the engagement.~~

~~An Apprentice Technician may be offered a Regular position by the Company and, upon his acceptance, be reclassified in accordance with the provision of subsection 24.02 (b) (ii) in the order provided under subsection 24.02 (b).~~

(c) "Temporary Employee" means an employee who was engaged on the understanding that the period of employment was expected to continue for more than three weeks but not more than two years.

A Temporary employee, upon accumulating 24 months of time worked as defined in section 9.02, shall be offered a Regular Part-Time position and, upon his acceptance, be reclassified in accordance with the provisions of subsection 24.02 (b) (ii) in the order provided under subsection 24.02 (b). Should the employee refuse this offer, his employment shall be terminated. **After (24) twenty-four months of employment, a Regular Part-Time employee will be re-classified as Regular Full Time. Employees may**

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request to keep a Regular Part-Time position. Company will accept this request when the business can so accommodate.

(d) "Full-Time Employee" means an employee (Regular or Temporary) who is normally required to work the basic hours of work as established for his occupation.

(e) "Part-Time Employee" means an employee (Regular or Temporary) who is normally required to work less than the basic hours of work for a Full-Time employee.

A Part-Time employee shall not be construed to occupy or to have claim to a Full-Time position by virtue of having worked the basic hours of work established for a Full-Time employee.

~~(f) "Occasional Employee" means an employee who is engaged on the understanding that the period of employment will not exceed three consecutive weeks or 15 days of work in any calendar year.~~

(g) "Probationary Employee"

An employee shall be considered to be a Probationary employee until he has been continuously employed by the Company for six months.

Notwithstanding Article 13 of this Agreement, the Company retains the right to terminate the employment of a Probationary employee who is found by the Company to be unsuitable. Such a termination shall be subject to the grievance and arbitration procedures set forth herein.

The Company agrees to give the employee and his Steward a copy of the notice of termination which shall contain the reasons why, in the opinion of the Company, the employee is found to be unsuitable.

9.02 For the purpose of subsection 9.01 (c) and section 9.03, "Time Worked" means any period during which a Temporary employee is performing work, on a continuous basis, or a non-continuous basis in accordance with the provisions of subsection 9.03 (a) within the same district. For any such period of time worked during a week or portion of a week, the employee shall be credited one calendar week of time worked. This definition shall not be construed as affecting any rights of an employee under the provisions of section 10.01 of this Agreement.

Rehiring - Temporary Employees

9.03 (a) A Temporary employee who has been continuously employed by the Company for six months and whose employment is terminated shall be listed on a rehiring list for former Temporary employees

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in order of accumulated time worked, and shall remain on the rehiring list for a maximum of six months following the end of his last period of employment.

(b) Prior to hiring a new Temporary employee in a family, headquarters and district, the Company shall offer the position to a former Temporary employee who is qualified to perform the work available and whose name is on the rehiring list of that family, headquarters and district.

(c) A former Temporary employee shall be offered to be rehired, in order of accumulated time worked, into a Temporary position within his family and within the same headquarters and district.

(d) It is the responsibility of a former Temporary employee who desires to be rehired to keep the Company informed of his correct address, and to advise the Company within five days of the date of the offer of rehiring as to his acceptance. The former employee shall have ten days from the date he accepted the rehiring offer, to report for duty.

(e) Where a former employee does not accept the offer of rehiring or report for duty within the time limits prescribed in subsection 9.03 (d), he forfeits his rights to be rehired in accordance with subsections 9.03 (a) through (d).

(f) The date of mailing of a registered letter to the employee's last address on Company records shall be the date of the offer of rehiring.

9.04 Where a former Temporary employee is rehired within his family, headquarters and district, in accordance with the provisions of section 9.03, he shall not be considered to be a Probationary employee.

9.05 The provisions of section 9.03 do not apply to a Temporary employee who has rejected an offer of a Regular Part-Time position in accordance with the provisions of subsection 9.01 (c).

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9.06 The provisions of section 9.03 shall not apply to an employee who is dismissed in accordance with the provisions of Article 13.

Agreed this 29th day of January . 2018.

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ARTICLE 21 - ANNUAL VACATIONS

NOTE:

Notwithstanding the provisions of this Article set out below, an employee's entitlement to vacation with pay for a calendar year during which an employee takes a leave of absence with net credited service (except a leave granted under Article 32), shall be as determined by the terms and conditions of the leave.

21.01 An employee, in the year he is engaged or re-engaged, shall be entitled to one day of vacation with pay for each month of service completed in that calendar year, up to a limit of ten days of vacation with pay.

For purposes of this Article:

(a) For an employee engaged or re-engaged on or before the fifteenth day of the month, service shall be counted from the first day of that month.

(b) For an employee engaged or re-engaged on or after the sixteenth day of the month, service shall be counted from the first day of the month following.

21.02 An employee, in the years subsequent to his year of engagement or re-engagement, shall first become entitled to a vacation with pay in accordance with the table below in the year in which he is to complete the required number of years of service. The same entitlement applies to each subsequent year, until a higher entitlement is attained as indicated in the table below:

Years of Net Credited Service	Weeks of Vacation
1	3* (***)
9	4*
17	5*
24	6**

* At least one week of which must be taken outside the period June through September.

** At least two weeks of which must be taken outside the period June through September.

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~~(***) Employees between 1 and 5 years are entitled to a minimum of one week of vacation during (June to September).~~

All employees will be able to book at least two (2) weeks of vacation June through September.

21.03 When the annual vacation for an employee falls in two months, to each of which a vacation of different length applies, the annual vacation shall not exceed the shorter length of vacation specified for the employee's net credited service in the table above, except as specifically provided for in the said table.

21.04 In this Article, when a calendar week falls in two months, such calendar week shall be considered to be in the month in which the Wednesday of the week falls. This same interpretation shall apply in determining the end of April for scheduling under the provisions of section 21.05 or rescheduling under the provisions of section 21.15.

21.05 All vacations are for a full calendar year. The vacation for a particular year must be scheduled during the period of January 1st of December 31, it being understood that vacation entitlement is determined in accordance with net credited service in the year for which the vacation is given. **The week in which December 31st falls is the last full vacation week in the calendar year.**

21.06 Notwithstanding the provisions of section 21.02, an employee shall only be entitled to:

- (a) his full vacation if he completes six months of service during such year, or
- (b) one week's vacation if he completes less than six months of service during such year.

21.07 When a paid holiday falls on a day of the annual vacation an employee shall be entitled to an additional day off with pay at a time mutually agreed to by the employee and the Company. If the employee has not been granted the day off with pay within 12 months of the actual holiday, he shall be granted holiday pay.

21.08 Vacation schedules shall be prepared each year by the Company between January 1st and February 1st with due consideration to seniority, provided, however, that such schedules shall be arranged as to cause, in the judgment of the Company, the least possible interference with efficient performance of the work. In general, vacations shall commence at the beginning of the calendar week unless the demands of the work make this impossible.

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21.09 For the purpose of vacation selection, each Tier D manager's group shall be considered a seniority unit.

21.10 (a) For the purpose of determining the number of employees permitted on vacation at a time, the number of employees in a Tier D manager's group on January 1st of the vacation year shall be used.

(b) Subject to section 21.12, a minimum of 20% of the employees in a Tier D manager's group will be permitted on vacation at a time. However, based on service requirements, the actual number of employees permitted on vacation in any given week may be less than 20% provided that the average within each two month period starting January 1st of each year is not less than 20%.

~~**21.11** (a) In the year he is to complete 5 years of net credited service and in each of the subsequent years, an employee, who so requests it, is entitled to a minimum of one week of vacation during the period of June through September.~~

(b) In the year he is to complete ~~15~~ 9 years of net credited service and in each of the subsequent years, an employee, who so requests it, is entitled to a minimum of ~~two~~ three weeks of vacation during the period of June through September.

21.12 For the purpose of subsection 21.11 (b), the vacation schedule shall be prepared so that the total number of employees on vacation at any time during the period of June through September in a Tier D manager's group does not exceed 25%. This percentage shall be based on the number of employees in that group on January 1st of the vacation year.

~~**21.13** (a) Any employee entitled to more than two weeks of vacation may, if the Company and the employee mutually agree, take any portion of his entitlement in excess of two weeks consecutively with his vacation, or portion thereof, for the following year.~~

~~(b) Where vacation periods applicable to two different years are to be taken consecutively, they must be scheduled in the period December 1st of the first such year and April 30th of the subsequent year.~~

21.14 An employee who is reassigned or transferred after his vacation has been selected may retain his original vacation selection if he so chooses.

21.15 When an employee is taken ill or meets with an accident before leaving work on the last day of work preceding the vacation, and is prevented from taking the vacation, the Company shall, if the

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employee so requests, reschedule the vacation at a later date in the calendar year for which the vacation is given or by the end of April of the following year.

21.16 (a) An employee shall be paid during vacation at his basic rate of pay determined in accordance with Company practices; but vacation pay for an employee each year shall not be less than 2% of his earnings in the calendar year for which the vacation is given for each week of vacation.

(b) The percentage level of vacation pay an employee is entitled to on February 11, 1991 on any difference between his earnings in the calendar year for which the vacation is given and his basic pay for this calendar year in accordance with the provisions of subsection 21.16 (a), shall remain unchanged.

(c) Notwithstanding the provisions of subsection 21.16 (a), an employee who is engaged or placed into this bargaining unit on or after February 11, 1991 shall be paid during vacation at his basic rate of pay determined in accordance with Company practices; but vacation pay for an employee each year shall not be less than 2% of his basic rate of pay in the calendar year for which the vacation is given for each week of vacation;

and in addition,

(i) if the employee has less than six (6) years net credited service he shall also receive 4% on any difference between his earnings in the calendar year for which the vacation is given and his basic pay for this calendar year,

or

(ii) if an employee has six (6) or more years net credited service he shall also receive 6% on any difference between his earnings in the calendar year for which the vacation is given and his basic pay for this calendar year.

Pay in Lieu of Vacation

21.17 When an employee resigns, is laid off, is dismissed, or has completed his work, he shall be granted pay in lieu of vacation for the current calendar year calculated in the manner set forth in sections 21.18 through 21.22 inclusive.

21.18 An employee with less than one year's net credited service shall be granted 4% of the wages earned during the entire period of current service, reduced by the amount of the pay applicable to any part of a vacation, taken by the employee, during the same period of service.

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21.19 An employee with one or more years of net credited service who works six months or more in the year of separation shall be granted the greater of:

(a) Three weeks' pay if his service is less than 10 years; four weeks' pay if his service is 10 years or more but less than 18 years; five weeks' pay if his service is 18 years or more but less than 25 years; six weeks' pay if his service is 25 years or more, all at his basic rate of pay if a Full-Time employee or a pro-rata proportion if a Part-Time employee,

or,

(b) 2% of the employee's earnings for the current calendar year, for each week of vacation.

(c) The percentage level of pay in lieu of vacation an employee is entitled to on February 11, 1991 on any difference between his earnings in the calendar year for which the vacation is given and his basic pay for this calendar year in accordance with the provisions of subsection 21.19 (b), shall remain unchanged.

21.20 Notwithstanding the provisions of section 21.19, an employee who is engaged or placed into this bargaining unit on or after February 11, 1991, who has one or more years of net credited service and who works six months or more in the year of separation shall be granted pay in lieu of vacation as follows:

(a) Three weeks' pay if his service is less than 10 years; four weeks' pay if his service is 10 years or more but less than 18 years; five weeks' pay if his service is 18 years or more but less than 25 years; six weeks' pay if his service is 25 years or more, all at his basic rate of pay if a Full-Time employee or a pro-rata proportion if a Part-Time employee,

and in addition,

(b)(i) if the employee has less than six (6) years net credited service he shall also receive 4% on any difference between his earnings in the calendar year for which the vacation is given and the basic pay for this calendar year

or

(ii) if the employee has six (6) or more years net credited service he shall also receive 6% on any difference between his earnings in the calendar year for which the vacation is given and the basic pay for this calendar year.

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21.21 An employee with one or more years of net credited service who works less than six months in the year of separation shall be granted the greater of:

(a) One week's pay at his basic rate, (or for a Part-Time employee at his pro-rata proportion of the basic rate).

or

(b) 2% of the employee's earnings for the current calendar year, for each week of vacation.

21.22 The amount of pay in lieu of vacation to be granted in accordance with sections 21.19, 21.20 and 21.21 shall be reduced by the amount of the pay applicable to any part of a vacation for the current calendar year taken by the employee before he left the Company's service.

Agreed this 30th day of January . 2018.

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New ARTICLE 24 JOB POSTING PROCEDURES

24.01 A job opening is defined as any addition or replacement of a position.

24.02 When an opening exists, the company shall post notice of the job opening for fifteen (15) working days. Employees must apply for the opening within the same fifteen (15) working days following the posting instruction. If there are no internal candidates posting to the vacancy, then the Company may proceed with external hiring.

24.03 A posting will be done for every job opening. If there is more than one opening in the same location, the number of openings will be identified on the job posting.

24.04 The job posting will identify the scope of the position and minimum qualifications required as well as the work location, effective date and to whom the successful candidate will report.

24.05 The job posting will be sent to all employees, Reporting Centres and Union Locals via electronic mail.

24.06 The following parameters are recognized by both parties:

(a) Only one lateral reassignment will be granted as a result of each job opening filled via the job posting.

(b) The minimum qualifications required for the position must be met.

(c) The employee must be able to perform all aspects of the job with no more than 10 working days of familiarization.

(d) The successful candidate for a job posting will be the senior employee meeting the minimum qualifications for the posted position.

(e) The Company will make every reasonable effort to complete the selection process within two (2) weeks following the end of the posting period, including

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advising the successful candidate and any other applicants. The Company reserves the right to re-evaluate its need to fill the position.

(f) The company will communicate to union the names of applicants, their seniority date and the name of the chosen candidate.

24.07 In selecting the candidate for the posted position, the parties agree that:

(a) That employees must be meeting the minimum job requirements.

(b) Employees may not apply for a job posting if they have been hired or have been reassigned as a result of a job posting in the previous 24 months, unless the employee's report center is changed by the Company.

(c) It is understood that the company will initiate the move of the successful candidate as soon as business needs permits. Wherever possible, every effort will be made to fill a position within one month of the selection of the candidate.

24.08 In the event that the Company has not re-evaluated its need as provided for in 24.06 (e) and the vacancy has not been filled within two (2) months of the initial posting closing date, it will be reposted within the first three working days of the month following the expiry of the two (2) month period.

Agreed this 30th day of January, 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

MEMORANDUM OF AGREEMENT

BETWEEN

TRANSERVICE LEASE CO.

And

UNIFOR

The parties agree that the following Letters of Intent are deleted from the Collective Agreement.

Flow-Through Training Locations

Home Dispatch

912B, Career Path and Job Posting Procedures

Joint Review Committee (Article 24) Joint Working Committee (Career Planning and Development)

Combination Technicians

Benefits Plans

Class II Employees

Transition from High Tech Certification Premium to Certification Premium Program

Implementation of the Defined Contribution Pension Component

This Agreement made and entered into this 31 day of JANUARY 2018

For the Company



Unifor



UNIFOR



-and-

Transervice Lease Co.

Agreement dealing with Letter of Intent

Table of Contents

Letters of Intent

- 1. Contracting Out**
- 2. Time Off for Union Business**
- 3. Four (4) Day Work Week**
- 4. Utilization of Temporary and Part-Time Employees**
- 5. Corporate and Local Safety and Health Committees**
- 6. Freezing of Grievances**
- 7. Training Programs Outside the Country**
- 8. Job Swaps**
- 9. 90/10 Seasonal Leave with Income Averaging**

UNIFOR



-and-

Transervice Lease Co.

Date

Mr. Ron Girardin

National Representative Unifor

Subject: **Contracting Out**

Dear Mr. **Girardin**

This is to confirm our understanding reached during bargaining for the renewal of the **Transervice** Employees Collective Agreement regarding the issue of contracting out.

What follows has been developed jointly in a spirit of cooperation and trust based on the belief that there is a value and benefit to the employee, the Company and the customer if:

- Employment security is enhanced by a productive, healthy and cost effective organization.
- While striving to provide employment security to regular employees, there is an improved understanding as to why contractors are used.
- There is a greater involvement by employees in the decision-making process.
- The Union and the Company work together and act responsibly balancing the interests of the customer, the Company and the employee regarding the issue of the utilization of contractors.

Based on the principles outlined above, the parties have agreed to establish forums for the exchange of information and to encourage consultation between management and representatives of the Union on issues related to the contracting out of work which may be performed by bargaining unit employees.

At least once per year, or more frequently where agreed to by both parties, an Officer of the Union (or a delegate) shall meet with a Tier A manager (who has bargaining unit employees in his organization) to discuss the broad principles associated with the contracting out issue as it pertains to the manager's organization.

Each quarter, or more frequently where agreed to by both parties, each Tier B manager shall meet with the Local Union President (representing bargaining unit employees in the Tier B manager's organization) to discuss and review contracting out activity and concerns within the manager's organization. The Tier B manager and the Local Union President may jointly agree to delegate, in part or in full, the

UNIFOR



-and-

Transervice Lease Co.

responsibility for these quarterly meetings where, in their opinion, such delegation would result in more meaningful dialogue between the parties.

It is agreed that the meetings contemplated under this letter may be face-to-face, by conference call, etc., as deemed appropriate by the individuals involved.

Although not intended to limit the scope of discussions between the Local Union President and Tier B manager (or their designates), areas which shall be reviewed include:

- Work contracted out by the manager's organization since the last meeting.
- Feedback on work which was contracted out (to highlight possible improvements or suggest alternatives).
- Work which is expected to be contracted out (with as much advance notice as practicable). - 4 -
- Alternatives to the contracting out of work (e.g., utilizing part-time employees, qualified Operator Services employees in the case of Craft & Services work, more efficient utilization of available employees across districts/departments, etc.).

In discussions related to the contracting out of bargaining unit work, relevant considerations may include, but are not limited to, the type of work being contracted out, the availability of necessary skills and equipment, price and quality competitiveness, balancing out the amount of work required to be performed, etc.

The parties' wish is that these forums encourage a growing and meaningful dialogue at the operating level of the Company on the issue of contracting out.

Yours truly,

Pierre Bujold
Transervice, Vice-President Canada

UNIFOR



-and-

Transervice Lease Co.

Date

Mr. Ron Girardin

National Representative

Unifor

Subject: Time off for Union Business (Article 5)

Dear Mr. Girardin:

This is to confirm our understanding reached during bargaining regarding the above-mentioned subject and applicable to the **Transervice Employees Bargaining Unit**.

Article 5

The Union and the Company underline the common understanding that paid time off for grievance handling includes:

- time for the Steward to meet the grievor,
- passing the grievance from one step to another which could involve a change of representative,
- some necessary discussions with the National Union office i.e. reasonable "handling" of a grievance, but does not include:
 - time for Union grievance committee meetings,
 - time for on-site investigations by Union Stewards.

In summary, paid time is granted for a grievor and his Steward to consult, reasonable handling of the grievance and face-to-face meetings with management. All other time is unpaid (OXP).

Section 5.01 (Paid time to handle grievances)

The company will encourage field managers to discuss required time off for grievance handling with the employee requesting such time to ensure that the necessary, reasonable amount of time is given, subject to service requirements.

UNIFOR



-and-

Transervice Lease Co.

If the manager decides the time is not reasonable, the employee may have only the authorized time and may exercise his right to grieve accordingly if not satisfied.

Once time has been approved by a manager, the code will not be changed at a later date.

Yours truly,

Pierre Bujold
Transervice, Vice-President Canada

UNIFOR



-and-

Transervice Lease Co.

Mr. Ron Girardin

National Representative Unifor

Subject: **Four (4) Day Work Week**

Dear Mr. Girardin:

This is to outline our understanding applicable to the **Transervice** employees bargaining unit regarding the possible institution of a four (4) day work week on a local basis. The following conditions shall apply:

- A four (4) day work week may be instituted only by mutual agreement between local management and local Union representatives, provided that each employee affected gives his consent to the arrangement.
- It is agreed that every time a four (4) day work week is to be instituted, the applicable terms and conditions shall be confirmed in a Letter of Agreement signed between the Director - Industrial Relations and an Officer of the , or their designates.
- Where a four (4) day work week is instituted, both parties further agree that, one of the two following options shall be mutually agreed upon for the purposes of applying Articles 18 and 19 of the Craft and Services employees Collective Agreement:

OPTION I

- the terms "scheduled tour of duty" and "basic hours of work" shall mean a tour of ten (10) hours of work for 40 hours a week. The two and a half (2 ½) hours at straight time may be added to the employee's reserved hours bank, up to the allowable limit of 100 hours.

OPTION II

- the terms "scheduled tour of duty" and "basic hours of work" shall mean a tour of nine and one half (9½) hours of work for 38 hours a week. One-half hour of work at straight time may be added to the employee's reserved hours bank, up to the allowable limit of 100 hours.

The option chosen shall be so indicated by the parties in the Letter of Agreement referred to above.

General

UNIFOR



-and-

Transervice Lease Co.

- Compressed work week arrangements, other than those outlined above, may be implemented by the parties within the general framework specified in this letter where such an arrangement meets with the approval of both the Director - Industrial Relations and an Officer of the Union, or their designates.
- Any agreement by the parties under the terms of this letter shall be conditional to the observance of all legal requirements prescribed under any applicable legislation.

Yours truly,

Pierre Bujold
Transervice, Vice-President Canada

UNIFOR



-and-

Transervice Lease Co.

Date

Mr. Ron Girardin

National Representative Unifor

Subject: Utilization of Temporary and Part-Time Employees

Dear Mr. Girardin:

This is to outline our understanding regarding the utilization by the Company of Temporary and Part-Time employees in the **Transervice** bargaining unit.

It is agreed that the Company shall continue to inform the Union, on a quarterly basis, of available statistics regarding the utilization of Temporary and Part-Time employees in both Regions. In addition, the Group Vice-President (Human Resources) will review, on a quarterly basis, in committee, within the Company, the utilization of temporary and part-time employees.

Furthermore, in order to ensure a proper mutual understanding of the Company's needs and of the Union's potential concerns, both parties will meet in consultation, twice a year, to review and discuss such statistics together with any potential problems associated with the status of 912B applicants.

Yours truly,

Pierre Bujold
Transervice, Vice-President Canada

UNIFOR



-and-

Transervice Lease Co.

Date

Mr. _____, Director – Health and Safety

Mr. **Ron Girardin**, National Representative Unifor

Subject: **Corporate and Local Safety and Health Committees**

This is to confirm our understanding reached during bargaining for the renewal of the **Transervice** Employees Collective Agreements.

In accordance with this understanding, the Bargaining Committee mandates the Corporate Safety and Health Committee in the following areas:

1) Local Safety and Health Committees:

- to establish, in consultation with the local Safety and Health Committees, the composition and structure of the Local Safety and Health Committees, taking into account the Union Locals, organizational changes and functional diversity in the Craft and Services bargaining unit in order to increase their effectiveness. The number of Local Safety and Health Committees (Craft and Services) shall not exceed 22 as provided in section 12.07 of the Collective Agreement.
- the Committee will also encourage the appropriate use of video/teleconferencing facilities by the Local Safety and Health Committees with a view to decreasing the cost and improving the efficiency of these meetings.

2) Full-time Corporate Safety and Health Representatives:

- the Company agrees that the two employee representatives in the Transervice bargaining unit on the Corporate Safety and Health Committee shall be assigned on a full-time basis for the purposes of completing full-time duties as assigned by the Corporate Committee.

Yours truly;

Pierre Bujold

Transervice, Vice-President Canada

Ron Girardin

National Representative Unifor

UNIFOR



-and-

Transervice Lease Co.

Date

Mr. Ron Girardin

National Representative Unifor

Subject: Freezing of Grievances

Dear Mr. Girardin:

This is to outline our understanding regarding the "freezing of grievances" arising out of the interpretation, application or alleged violation of any provision of the **Transervice** Collective Agreement.

Following the Company's reply at Step 3, to at least one grievance on the issue being considered for freezing, a National Representative of the Union and the appropriate Director - Industrial Relations shall work out the specific procedure in each instance which must contain at least the following elements:

- a) Following mutual agreement to implement the "freeze" procedure, all grievances already heard at Step 1 of the grievance procedure and those which may be submitted and heard at Step 1 during the "freeze" period which deal with the same provision of the Collective Agreement and substantially the same matter as the grievance which triggered the "freeze" shall be immediately referred to Step 3 and frozen at that step. A method to identify such cases shall be determined by the National Representative of the Union and the appropriate Director - Industrial Relations.
- b) Where no agreement is reached with respect to the referral of a grievance to Step 3, in accordance with this procedure, it shall be processed through the normal grievance procedure, as contained in Article 14 of the Collective Agreement.
- c) Where a National Representative of the Union believes that a grievance concerns an issue which has not been "frozen", the grievance shall be referred to the appropriate step of the grievance procedure. The normal time limits shall apply and commence on the date on which the local Union Representative refers the grievance to the appropriate manager.
- d) The National Union shall then choose one representative case which will be submitted to arbitration in accordance with Article 15 of the Collective Agreement.

UNIFOR



-and-

Transervice Lease Co.

e) The grievance frozen at Step 3 shall remain frozen until 30 days have elapsed from the receipt by the parties of the final arbitration award in respect of the representative case referred to arbitration as provided in paragraph d), at which time

i) the parties shall meet as early as possible to deal conclusively with those grievances. It is understood that the arbitration award referred to does not determine the outcome of the other grievances unless the parties agree;

AND

ii) the 30 calendar day time limit for referring a grievance to arbitration expressed in Article 15 commences to run.

f) The normal time limits prescribed in Article 14 of the Collective Agreement for submitting a grievance to Step 1 of the grievance procedure shall be respected.

g) The Union and the Company shall be responsible for informing their respective Stewards and managers of the existence of a "freeze" and of its nature.

Yours truly,

Pierre Bujold
Transervice, Vice-President Canada

UNIFOR



-and-

Transervice Lease Co.

Date

Mr. Ron Girardin

National Representative Unifor

Subject: Training Programmes Outside the Country

Dear Mr. Girardin:

This is to confirm our understanding that employees of the **Transervice** employees bargaining unit who, at the request of the Company, take courses or attend training programmes outside the country, remain covered by the bargaining unit during their attendance at such courses or programmes.

When employees are assigned to courses outside the country, the provisions of the Collective Agreement in effect at the time of the assignment shall continue to apply. It is agreed, however, that per diem allowances will be paid in U.S. dollars.

If the circumstances are such that the employer can not apply the provisions of section 23.12 of the Collective Agreement, the assignment will be on a voluntary basis unless the parties conclude a letter of agreement relating to the conditions applicable during this assignment, in which case all employees assigned to these courses or programmes will be covered by the conditions of this agreement.

In all cases, the employee will have thirty (30) days (as defined in section 14.01 of the Collective Agreement) from the date of his return to Canada to file a complaint or a grievance in virtue of the provisions of the Collective Agreement or, as the case may be, in virtue of the provisions of the agreement referred to in the previous paragraph.

Yours truly,

Pierre Bujold
Transervice, Vice-President Canada

UNIFOR



-and-

Transervice Lease Co.

Date

Mr. Ron Girardin

National Representative Unifor

Subject: **Job Swaps**

Dear Mr. **Girardin**:

This is to record the understanding reached during bargaining for the renewal of the Transervice employees Collective Agreement regarding "job swaps".

The parties have agreed to continue with the trial implementation of a program of job swaps which will permit two employees in the same occupation to apply to exchange locations provided each is fully qualified to perform the duties of the other's position. The job swap must result in the transfer (i.e., not reassignment) of the employees. When a relocation is arranged as a result of a job swap, the cost of the relocation will be borne entirely by the employee and that location becomes his reporting centre on the first day he reports.

A potential job swap must be initiated by the employees, requested by the Union and authorized by the Company. The Company's approval of a job swap will be subject to service requirements and its assessment of each employee's qualifications to perform the required work. Only employees whose performance on their existing job meets job requirements may be considered for a job swap.

Details regarding the job swap trial will be communicated to employees by the Union following consultation with the Company at the Joint Review Committee.

A job swap will be considered as an exception falling under the provisions of section 22.14 and will not be subject to the normal job filling procedures contained in the collective agreement. The Union agrees that no aspect of the job swap trial may be the subject of a grievance under Article 14. It is understood and agreed that the Union will save the Company harmless from any and all claims which may be made against it by any employee as a result of the job swap trial.

Yours truly,

Pierre Bujold
Transervice, Vice-President Canada

UNIFOR



-and-

Transervice Lease Co.

Date

Mr. Ron Girardin

National Representative Unifor

Subject: **90/10 Seasonal Leave with Income Averaging**

Dear Mr. Girardin:

This is to confirm our understanding reached during bargaining for the renewal of the Transervice employees Collective Agreement.

Providing that the employee agrees to take a maximum of one week of vacation during the period of June through September, a 90/10 seasonal leave with income averaging will be offered to regular full-time employees subject to mutual agreement between the manager and the employee. The period of time not worked will be 5 weeks and 1 day and may be taken in one or two blocks of time during the period of October through April and within the one-year income averaging period, subject to the needs of the business. The one-year income averaging period must begin sometime during the duration of the collective agreement.

The normal Company practices associated with seasonal leaves will be applicable. Service credits will be granted for the entire leave. Pensionable employment granted for pension-calculation purposes for time not worked will be limited to the maximum allowed by law. Pensionable earnings will be based on 100% (and not 90%) of full-time basic salary during the period of leave.

Yours truly,

Pierre Bujold
Transervice, Vice-President Canada

Agreement on all Letters of Intent on the 30th day of January, 2018

Unifor

Transervice

UNIFOR



-and-

Transervice Lease Co.

Article 3.06 & 3.07

“Social Justice Fund”

Replace language in Article 3.06 & 3.07 with the following language.

New 2.06: The Company agrees to pay into a special fund, five hundred dollars (\$500.00), per year, per province, in each year of this Agreement, for the Union's Social Justice Fund. Payments will be made on a yearly basis, within thirty (30) days of the anniversary date of this Agreement. Such contributions shall be sent by the Company to following address;

**UNIFOR Social Justice Fund
205 Placer Court
Toronto, Ontario M2H 3H9**

Cheques shall be made payable to the UNIFOR Social Justice Fund.

Agreed this 7th day of February, 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 12 Safety and Health

12.05 The Company shall pay for all safety equipment that employees are required to wear except for safety footwear.

Where employees are required by the Company to wear safety footwear the Company agrees to pay for each employee

- (a) The full cost up to a maximum of **\$200.00** per calendar year for one pair of safety boots and/or one pair of overshoes to fit safety boots.

Agreed this 7th day of February . 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 23 Travel Allowance, Living and Transportation Expense

Delete all reference to Airline Distance in Article 23

Agreed this 7th day of February . 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 25 Sickness Absence and Benefits

25.06 An employee having six months net credited service, or more, who is scheduled to work 30 hours or more per week and who is absent on account of sickness or quarantine, shall be paid for continuous absence from scheduled assignments, exclusive of scheduled overtime not worked, prior to the eighth full calendar day of such absence. ~~as follows:~~

- ~~(a) An employee with six months but less than four years service shall be paid for that part of the absence in excess of two consecutive scheduled half tours;~~
- ~~(b) In the determination of pay treatment in subsection 25.06 (a), a return to work not exceeding two half tours, shall not be considered to have interrupted the continuity of the absence, nor the consecutiveness of the half tours of absence. However, for the purposes of determining the eighth full calendar day of absence, any return to work shall interrupt the continuity of an absence;~~
- ~~(c) An employee with four or more years service shall be paid for the full absence.~~

Agreed this 7th day of February . 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 25 Sickness Absence and Benefits

25.07 An employee who is absent from work for part of his scheduled tour of duty, because of sickness or quarantine, shall be paid ~~as follows:~~ **his full tour of duty.**

~~(a) — if he has worked more than half his tour of duty, he shall be paid for his full tour;~~

~~(b) — if he has worked less than half his tour of duty, he shall be paid for his half tour.~~

Under these conditions, he shall be paid differential and premium payments applicable. ~~to his full tour or his half tour of duty~~

Agreed this 7th day of February . 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Attachment C Wage Schedules

Add: **Wage Scale and Job Classification for Service Advisor. (Ontario)**

Agreed this 7th day of February, 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Attachment G Benefits

Employees are to be served in both official languages by the appropriate resource person.

Agreed this 7th day of February . 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 18 Hours of Work

18.04 d) Accept company's counter: An employee with banked time owing shall, if he requests it, be scheduled at least one day off **per month in each two month period** beginning January 1st of each year, at a time mutually agreed to by the employee and the Company.

Agreed this 7th day of February, 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 18 Hours of Work

18.19 An employee who is scheduled to work 30 or more hours per week, shall be paid a differential for each off-normal tour worked as follows:

<u>Hours Worked in the Off-Normal Period</u>	<u>Differential</u>
Less than 2	\$ 2.85
2 and over	5.50

Agreed this 7th day of February, 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 18 Hours of Work

18.27 An employee driving a Company-owned or Company-hired vehicle shall be deemed to be at work during the time he is necessarily in control of such vehicle and acting in the course of his employment. **The Employer will ~~not~~ supply transportation while working for the Company. In event the employee requests to use his own vehicles article 23.04(a) will apply.** *BB*

Agreed this 7th day of February, 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 18 Hours of Work

New Article for 18.32 Early Retirement Reduced Hours

Can agree to company counter as amended: Upon mutual agreement between the employee and the Company, with notification to the Union, for a reduced work week of 3 or 4 days/week during the employee's last 2 years of employment.

Agreed this 7th day of February, 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 23 Travel Allowance, Living and Transportation Expense Paid

Article 23 Travel Allowance, Living and Transportation Expense

Delete all reference to Airline Distance in Article 23

23.04 (a) Except as otherwise provided in sections 23.05 and 23.06, the company agrees to reimburse employees for travel expenses totaling a daily minimum of 25 km when they have to use their vehicle as part of their duties or when they have to travel to a place other than the usual place of work. These fees are reimbursed at a rate of \$ 0.55 per kilometer. All calculations utilizing Google Maps will be on round trip and utilizing the shortest distance excluding toll routes.

23.04 (b) Delete

Agreed this 7th day of February . 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 23 Travel Allowance, Living and Transportation Expense Paid

23.08 (d) **Per diem(s) submitted by the employee by end of business day Friday will be reimbursed the next pay day.**

Agreed this 7th day of February, 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 25 Sickness Absence and Benefits

25.08 Agreed: Company will pay for doctor's notes requested by the Company or insurance provider.

Agreed this 7th day of February . 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 32 Leave for Employees With Family Responsibilities

New Article 32.13: It is recognized that family emergencies occur which necessitate an employee's absence. The employer will grant and pay up to two (2) days for family obligations. The Company will attempt to minimize the financial impact of such subsequent absences by the granting of paid time owing to the employee. It is understood that time off for family emergencies is to attend to immediate responsibilities and the employee will make every reasonable effort to return to work as soon as possible.

Agreed this 7th day of February . 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 21 Annual Vacations

Article 21.06 Can agree: Add New 21.06 (c) Not withstanding (a) or (b) In the year of the employees retirement, an employee will be entitled to his vacation credits if he works until March 31st in that year

Agreed this 7th day of February . 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Paid Education Leave

Add New Article:

The Employer agrees to pay into a special fund an amount of \$750 per year to provide for a Unifor Paid Education Leave (PEL) program. Such payment will be remitted on a yearly basis into a trust fund established by the Unifor National Union effective from the date of ratification. Payments will be sent by the Employer to the following address:

Unifor Paid Education Leave Program

205 Placer Court

Toronto ON M2H 3H9

The Employer shall approve Education Leave for the members of a bargaining unit at the request of the Union. Candidates for PEL shall be selected by the Union to attend. The Union will provide written confirmation to the Employer of such selection. Employees on PEL leave of absence will continue to accrue seniority and service.

Agreed this 7th day of February, 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Benefits

General Information

When Benefits End: Pg 6 English Text

However, if you die while covered by this plan, coverage for your dependents will continue, without premiums, until the earlier of the following dates:

- 24 months after the date of your death
- The date the person would no longer be considered your dependent under this plan if you were still alive.
- The date the benefit provision under which the dependent is covered terminates.

The continuation of coverage does not apply to the dependent's Optional Life.

Agreed this 7th day of February, 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Article 23 Travel Allowance, Living and Transportation Expense Paid

23.08(b) a per diem allowance of

(i) ~~\$53.00~~ **\$65.00** per calendar day,

if the employee is away for a full calendar day, or

(ii) ~~\$10.00~~ **\$12.00** if away over the breakfast period, ~~\$14.00~~ **\$18.00** if away over the lunch period, and ~~\$29.00~~ **\$35.00** if away over the dinner period.

Agreed this 8th day of February, 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold

UNIFOR



-and-

Transervice Lease Co.

Attachment G

STD: For employees hired after year 2000 to be eligible to receive up to 26 weeks of benefits, 8 weeks @ 100% of basic salary and 18 weeks @ ~~80%~~ @90% of basic salary.

Employees hired prior to July 2000 are entitled to STD up to 52 weeks at 100% of their salary.

Additionally, upon notification of pay interruption by the employee, the company will provide up to 4 weeks of uninterrupted STD benefits within the 26 week period or 52 week period as applicable of his/her salary

Agreed this 8th day of February, 2018.

UNIFOR

Ron Girardin

Transervice Lease Co.

Pierre Bujold