



HIGHLIGHTS OF

- The MEMORANDUM of SETTLEMENT –

for the renewal of the Collective Agreement between

TC Local 1976 USW and Canpar Express

TERM

- Five-year contract, from November 1, 2020 to October 31, 2025.

The following amendments to the Collective Agreement will become effective November 1, 2020:

WAGE INCREASE

(All basic rates of pay will be increased as follows)

- November 1, 2020 1.00%
- November 1, 2021 2.00%
- November 1, 2022 2.00%
- November 1, 2023 2.00%
- November 1, 2024 2.75%

Benefits – Effective January 1, 2021:

- Implementation of Pay-Direct Drug Card
- Orthodontic Coverage life-time maximum increased to \$2,500
- Life Insurance Coverage increased to \$55,000

Ratification Bonus Payable upon ratification:

- \$400 All Full-Time Employees & Owner Operator
- \$200 All Part-Time Employees
- **Article 11.3 – Personal Leave - NEW:**
3 paid Personal Leave and 2 unpaid as per the Canadian Labour Code.
- **Article 5.1.2 – New:**
One trainer position will be designated for each location and shall be awarded at the Company's sole discretion to the most qualified applicant notwithstanding seniority.

Article 20 – Owner Operators

- **Article 20.1.2 – NEW:**
Based on the current number of full-time hourly drivers across the system, the Company **may only increase** the number of Owner Operator routes by 12 routes per year across the country, over the term of the Agreement. The Company can only increase the current level of Owner Operator as a result of:

- A. Attrition of hourly drivers: If an hourly driver quits, is terminated for just cause, or retires.
- B. New work entering the system from sources other than current volume.
- C. In-sourcing: Bringing work back to Canpar from a 3rd party provider.

There shall be no more than 60 additional Owner Operator routes (over current levels) by October 31, 2025, and **no conversion of active hourly drivers will occur**. Scenarios A through C above are the only avenues by which the Company may add the additional routes throughout the term of the Agreement.

- **Article 20.4.2(h) – NEW:**

Owner Operators will be given the opportunity to apply for vacant positions that have not been filled by bid. If selected, the individual will become a new employee placed at the bottom of the local seniority list and will be paid the start rate of the position.

- **Article 20.13.2 – NEW:**

Any pay shortages over \$25.00 will be paid within three working days of the Owner Operator reporting the shortage to his/her immediate supervisor. The penalty for failing to pay the Owner Operator the shortage over \$25.00 within three working days will be \$10.00 per working day thereafter, until such shortage is paid

- **Owner Operator Remuneration:**

Daily Base Rate, Stop Rate, Piece Rate and Kilometre Rate, as applicable, will be increased on the same date and by the same percentage as the wage increases outlined on page 1.

REVISION AND UPDATE/HOUSEKEEPING of THE COLLECTIVE AGREEMENT

The existing letters of understanding and Appendixes in the Collective Agreement have been reviewed.

- **Appendixes Removed:**

2, 4, 10, 13, 17, 20, 26, 27, 30

- **Amalgamated with Articles:**

- First paragraph of Appendix 10 as new 5.3.11
- Second paragraph of Appendix 10 as new 8.9.5
- Appendix 13 as new Article 19.7

- **Letter of Understanding Regarding Owner Operators & Company Cargo Insurance:**

Incorporated Owner Operators will be made eligible to enroll in the Company Cargo Insurance Program.

For more information, you can contact your Local Chairman or your bargaining team members:

**Glen Rankine 604-802-6006
David Neale 905-383-1520
Nathalie Lapointe 514-526-8280
Dave Hill 519-212-4914**

Your Bargaining Committee unanimously recommends the acceptance of this Settlement.