

CANADA CARTAGE HIGHLIGHTS

General

- Shunters are in the bargaining unit.
- Probation in 90 days. Full rate after 90 days.
- Paid Education Leave
- Social Responsibility: As part of the agreement there is a monetary donation to a Social Justice Fund paid by the Company.
- All prior discipline removed from all employee records.
- Grievance procedure
- Job posting procedure (seniority)
- Uniform and boot allowance is \$400 per year. Your choice on how you spend it. Employees now have greater flexibility in their choices for uniforms and safety/boots by having an a la carte option
- Any offsite training or meetings (Cardiff) will be paid departing Oshawa and returning to Oshawa (travel time).

Seniority and Job Security

- Your rights come first.
- A dispatch procedure that allows for shift, load, route and hand bomb preferences. Employees now have the ability to be more selective in their runs
- You now get dispatched based on your preferences ahead of agency, owner operators and drivers of owner operators.
- You will now be dispatched seconds (if you choose) ahead of agency, O/O and drivers of O/O.
- Agency, owner operators and drivers of owner operators must pay a flat fee per week to union to work.
- Agency, owner operators and drivers of owner operators will be laid off before seniority members.
- An Agency-Owner Operator ratio of 3 to 1.

Wages

- Retroactive pay of \$700 and a \$300 signing bonus (within 3 weeks of ratification).
- Wage increases. A 4 year deal with line of sight for employees with wage increases every year 1.25, 1.75, 2 and 2.25%.
- Mileage paid on all TRIPs in excess of 200 km radius using the farthest point away from the Oshawa terminal (was 160km).
- Case count raised to \$.082 per case or \$24.60 per hour (a 13.36% increase).

- Each pre-and post-trip inspection on a tractor will now be paid ¼ of an hour each for both the hourly and highway drivers.
- Pre-and post trip inspection on trailers now paid ¼ of an hour each for hourly drivers.
- Pre-trip inspection on trailers now paid ¼ of an hour for highway drivers.
- Paperwork now paid ¼ of an hour at dispatch for each trip.
- Trailer shuttles-when assigned to shuttle empties now paid hourly.
- Add/remove heaters now paid ¼ hour each.
- Fueling now paid up to a ½ hour
- Add EPT/pump truck paid ¼ hour.
- Average driver will now receive about 1 hour a day paid for work they were not paid for before (approximately \$5000 per year in your pocket).
- Lead hand at LCBO premium \$1.00.
- Afternoon shift paid \$0.15 per hour premium after 2:00 p.m.
- ALC drivers will now receive an increased premium of \$3.04 per hour upon ratification.
- Paid at a rate higher than Mel Hall.

Benefits

- RRSP plan: Recognizing the importance of retirement, the RRSP has increased; effective January 1, 2018, \$125 per month. \$110 paid by company - \$15 paid by worker. This represents a savings of approximately \$65 per month or \$975 per year back in your pocket.
- Group insurance benefits remain intact.
- Monetary thank you gift in contract for service milestones.

Vacation and Holidays

- 3 paid training days. You will now be paid for 8 hours to attend training on Family Day, Inventory day and Remembrance Day. Each session to last approximately 4 hours.
- Vacation as follows: 1-year service: 2 weeks, 5-years service: 3 weeks, 10-years service: 4 weeks, 20-years service: 5 weeks and any employee who currently receives 6 weeks vacation will maintain. This provided 5 weeks vacation after 20 years instead of 25.
- Vacation pay-outs maintained.