

COLLECTIVE AGREEMENT

BETWEEN

BRINK'S CANADA LIMITED

(Hereinafter referred to as "the Company")

- and -

**UNIFOR AND ITS LOCALS 27, 103, 112, 195, 229,
504, 598, 599-T, 1106, 1359 and 4266**

(Hereinafter referred to as "the Union")



unifor
theUnion | Canada

TERM: August 26, 2021 to August 26, 2025

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PREAMBLE

This Agreement made and entered this August 27, **2021** by and between Brink's Canada Limited, party of the first part (hereinafter referred to as the Employer), and Unifor and its Locals 27, 103, 112, 195, 229, 504, 598, 599-T, 1359, 1106, 4266 parties of the second part (hereinafter collectively referred to as the Union).

ARTICLE 1: PURPOSE

- 1.01 The Union and the Employer agree that the general purpose of this Agreement is to: promote cooperation and harmony; recognize mutual interests; promote a channel through which information and problems may be transmitted from one to the other; formulate rules to govern the relationship between the Employer and the Union; promote efficiency and service; prevent strikes, lockouts and other work stoppages; to set forth herein the basic Agreement and undertaking covering rates of pay, hours of work, grievance procedures, other working conditions and conditions of employment of the employees in the classifications listed in the addenda and wage scales attached hereto.

ARTICLE 2: RECOGNITION

- 2.01 The Employer hereby recognizes the Union as the exclusive bargaining agent for a bargaining unit comprised of employees of Brink's Canada Limited as described by the Canada Labour Relations Board in its certificate dated October 22, 2009 (Order No: 9737-U, File No 27670-C) certificate dated October 28, 2010 (Board Order No. 9961-U, File No. 28335-C), **certificate dated June 11, 2021 (Order No.: 11613-U, File No. 034516-C)** subject to any further decisions of the Board and any further amendment of that certificate.

The bargaining unit existing as of the date of the Agreement is as follows:

All employees of Brink's Canada Limited working at or out of any Branches of the Employer in Ontario excluding supervisors, assistant supervisors and those above that rank, office and sales staff, air courier employees, , and employees subject to any other certification order issued by the Canada Industrial Relations Board.

- 2.02 (a) The Employer recognizes the Union as the sole bargaining agent for all employees who during the term of this Agreement work in any of the classifications listed in the Addenda and wage scales attached hereto.
- (b) The Employer recognizes and agrees not to enter into any agreement with any employee or group of employees which conflicts with the terms or provisions of this Agreement.

- 2.03 The Employer agrees that, where it shall establish a new classification under which the work to be performed has been traditionally performed exclusively by bargaining unit members, it will negotiate, with the Union, wage rates to be paid employees in such classifications. If the parties cannot agree either party may submit the issue in dispute to arbitration hereinafter provided.
- 2.04 When either the masculine or feminine gender is used in this Agreement, it shall refer equally to either or both genders, singular or plural.
- 2.05 The employer agrees if any branches are opened during the term of this agreement, the parties will negotiate the classifications and rates of pay for the branch. If the parties fail to agree on any terms or conditions, either party may file for arbitration to resolve the issue.
- 2.06 All conditions of employment relating to wages, hours of work, overtime pay, vacations, holidays and all other general conditions of employment are specifically set forth and embodied herein and, in the addenda, attached hereto and no separate oral or written Agreements shall be entered into with any individual member of the Union that are inconsistent with this Agreement. Wages, hours of work and working conditions as covered by the addenda attached hereto shall be considered part of this Agreement as though incorporated herein and, in the event, they are in conflict with conditions of this Agreement, they shall prevail.
- 2.07 No Discrimination

The Employer and the Union agree that there shall be no discrimination, interference, restriction or coercion exercised or practiced with respect to any employee by reason of age, marital status, sex, race, creed, colour, national origin, political or religious affiliations, disability, sexual orientation nor by reason of union membership or activity.

ARTICLE 3: MANAGEMENT RIGHTS

- 3.01 The conduct, control and direction of the business and work force including the right to plan direct and control operations; to use improved methods or equipment; to hire, suspend, promote, demote, discharge or discipline for just cause; is and will remain vested solely in the Employer, subject to the provisions of this Agreement.
- 3.02 The Employer reserves the right to assign and schedule employees to days of work, days off and various run assignments as in its judgment best suit the needs of its business, but will give consideration to the request of senior employees for preferential days off.
- 3.03 Normally employees not covered by this agreement shall not perform work regularly performed by members of the bargaining unit. The amount of bargaining unit work performed by non-bargaining unit personnel will be dependent on local operating and business conditions and will be restricted to the following:

- (a) for the purpose of instruction and training, or
- (b) for emergency situations requiring immediate action
- (c) when bargaining unit employees are not immediately available to work

The application of this Article will not be utilized to reduce bargaining unit work with the effect of employee demotions and/or lay-offs.

- 3.04 The Employer agrees to provide to the Union, upon request, a copy of any new policies. These policies shall be reasonable and shall not in any way be inconsistent with the provisions of this Collective Agreement.

ARTICLE 4: UNION MEMBERSHIP

- 4.01 All employees now employed by the Employer and all employees hereinafter employed by the Employer in the classifications listed in the addenda attached hereto shall become members of the Union within thirty (30) calendar days and all such employees shall maintain their membership in good standing.

Notwithstanding the foregoing, the Employer may utilize office help for peak work, unanticipated emergencies or contingencies, and to meet the work requirements of the Employer over and above the hours of work guaranteed to full-time employees.

4.02 Dues Deductions

The Employer agrees to deduct from the pay of each employee covered by this Agreement, an amount of Union dues or their equivalent as specified by the Financial Secretary of the Local Union in line with constitutional requirements of the National Union, and forward the full amount so deducted to him or such other person as may be officially designated. Said deductions to be made bi-weekly.

The Employer shall show the total amount of Union dues deducted on the employee's T-4 slip issued at the end of each calendar year.

Such dues shall be submitted to the Financial Secretary of the Union **via electronic funds transfer (EFT)** together with a list showing the names of the employees from whose wages, dues have been deducted and the amounts thereof. If an employee shall be on vacation, the deduction shall be made from the employee's wages due to **them** during their vacation period or prior to the start of their vacation if requested by the employee in writing thirty (30) days prior to their vacation. Employees shall be provided with an annual statement of Union dues deducted showing the dues deducted in the previous calendar year.

4.03 Probationary Period

All new employees shall be hired on a ninety (90) day **or two hundred (200) hours worked whichever occurs later**, probationary basis during which time their employment may be terminated on the basis of the Employer's discretion and a lesser standard than just cause will apply. Any resulting Grievance shall be limited to an allegation that the Employer has acted in a manner that is arbitrary, discriminatory, or in bad faith.

ARTICLE 5: SENIORITY

- 5.01 (a) Seniority for full-time employees shall be determined by Branch and Division where applicable by the date on which such employees become full-time employees.
- (b) Seniority shall be applicable by Branch and Division for full-time employees for the following purposes:
- the selection of vacations
 - **internal layoff (Divisional seniority)**
 - **external lay-offs (Branch seniority)**
 - overtime opportunities as outlined in Article 9, Hours of Work and Article 11, Overtime
 - scheduling of hours and days of work
- (c) A Branch and Divisional full-time seniority list and a separate Branch part-time seniority list shall be placed on the Employer's bulletin board and forwarded to each respective Local Union every six (6) months.
- (d) **Part-time Seniority and Scheduling**
- For all new part-time employees hired after ratification, seniority shall be determined by the date of hire as a part-time employee. Part-time employees shall be placed on the appropriate part-time seniority list in accordance with this Article, based on the first employee to clock in on their first scheduled shift after they have been hired. (i.e. first to work, first on list).
- 5.02 (a) In the event a full-time vacancy occurs within a Branch or Division, within the classifications covered hereunder, such vacancies shall be filled in accordance with seniority, provided the employee considered for the vacancy possesses the ability and qualifications necessary for the full-time vacancy.

The Employer shall determine the ability and qualifications necessary for the full-time vacancy, provided such determination shall not be unreasonable and shall be subject to the grievance procedure. Employees who have the ability and qualifications to post into a new position will be provided with a maximum forty (40) hours of training as necessary.

Any employee who has been selected to fill a full-time vacancy and within a sixty (60) day trial period but no earlier than thirty (30) days does not meet the Employer's requirements for the full-time vacancy, he/she shall be restored to their former position and shall retain their seniority.

The **Employer** will include required qualifications in all job postings. The **Employer** will provide necessary training required for positions within the bargaining unit.

(b) A notice of full-time vacancies occurring in a classification hereby covered shall be placed on the Employer's bulletin board on the Employer's premises at least five (5) working days prior to filling of such vacancy. The Employer will post the name of the successful applicant on the company bulletin board for five (5) days after the posting is taken down.

(c) When a full-time vacancy exists, the Employer will fill the vacancy as soon as practicable but no later than fourteen (14) calendar days after the vacancy has been posted. Should the successful applicant not be placed in their new position they will receive the new rate of pay after the fourteen (14) calendar days has expired. The resulting two (2) vacancies, if any, will be posted.

If, for any reason, a full-time employee is going to be absent for twenty-one (21) calendar days or more, his position will be posted as a temporary full-time vacancy without benefits, provided the employee notifies the employer he shall be off for twenty-one (21) calendar days.

(d) Where the filling of a vacancy results in a crossover from one Division to another of a full-time employee such transfer will be completed within fourteen (14) calendar days.

(e) Any employee who has been awarded a full-time vacancy will not be able to apply for another full-time vacancy at a lesser rate of pay for a period of no less than three (3) months.

(f) **Job Postings**

Cash Logistics or ARP employees will be eligible to apply for vacancies in any other Division only when there are no other applicants from the other Divisions.

Likewise, employees in other Divisions covered by the Main Agreement will be eligible to apply for vacancies in positions covered by the Cash Logistics, Forex, and ARP Addendum.

- 5.03 Any employee who has been promoted to a permanent position outside of the bargaining unit and after a reasonable trial period not to exceed three (3) months following consultations with the Union appointments to temporary positions may be subject to a greater duration than three (3) months (e.g. maternity leave coverage), does not meet the Employer's requirements for the new position or makes the request to do so, shall be restored to their former position and shall retain their seniority therein. The foregoing shall be applied only once to any individual employee during the term of this Agreement.

Layoff Procedure

5.04 **Internal Layoff**

Divisional seniority shall prevail with respect to **internal** layoff provided employees possess the ability and qualifications to perform all of the functions required.

Stewards shall remain in their division in the event of an internal or external layoff provided there is a position available. An internal layoff occurs when employees must bump/displace a junior employee (usually in another division) due to reductions of work.

External Layoff

Branch seniority shall prevail with respect to external layoff and recall after layoff, provided employees possess the ability and qualification to perform the functions required. In the event of an **external** layoff, stewards, in order of their seniority, shall be the last to be laid off provided they possess the ability and qualifications to perform all of the functions required and the chief steward shall be laid off last as among all other stewards at each Branch. **An external layoff occurs when employees are required to elect to be laid off or elect to be reduced to Part-time status in accordance with article 5.06 (a).**

Before any layoff, the Employer will give the Union and the affected employee, fourteen (14) days' notice in writing of the expected lay off.

5.05 **Declaring a Vacancy**

- (a) Whenever forty (40) hours of work per week shall be regularly available to a single part-time employee, in excess of the regularly scheduled work then guaranteed to full-time employees and exclusive of relief work performed by employees for emergency, and special work, holiday work, peak period work, contingencies; then another employee will be added to the list of full-time employees.
- (b) The parties agree that while part-time employees may be assigned to work in any classification in any Operating Division, additional full-time jobs will only be created and part-time employees promoted to full-time status, where forty (40)

hours are regularly available in a single Operating Division e.g. ATM Division, Armoured Division.

(c) The employer agrees, that prior to any layoff and proceeding to Article 5.06, the **Employer** in consultation with the union will maintain full-time positions, including benefits and wages, at forty (40) hours per week, through utilizing available part-time hours by enacting the following:

- Varied shift hours including split shifts with no more than four (4) hours of break in between
- Modified work weeks to include up to six (6) day per week schedules
- Regardless of division
- Inclusive of vacation relief
- Exclusive of “on call” work

5.06 (a) In the event the work requirements of the Employer shall be reduced to the point that the guaranteed number of regularly scheduled hours of work per week shall not be regularly available to all of the full-time employees, the junior full-time employee shall be **externally** laid off or reduced to part-time status, at the employee's option. The employee shall be laid off or reduced to part-time status, at the employee's option. **Additionally, senior full-time employees will be given the opportunity to volunteer for layoff or demotion to part-time status in place of junior employee, in accordance with the following terms:**

- (i) **The Employer will post a notice in the Branch seeking volunteers for layoff. Employees must apply in writing in accordance with the terms for the posting to be considered;**
- (ii) **Selection amongst the volunteers for available layoff positions will be made on the basis of seniority excluding cash logistics division employees who are not eligible;**
- (iii) **The voluntary layoff will last for a minimum of ninety (90) days unless there is a need to recall the voluntarily laid off employees before ninety (90) days, in which case employees will be contacted, in order of seniority, and given the option to return to work. In the event not enough voluntarily laid off employees opt to return to work and the Employer's workforce needs so require, the junior voluntarily off employee will be recalled to work;**
- (iv) **The voluntarily laid off employees will have the option to return to work at the commencement of the first work week following ninety (90) days of the voluntary layoff. In order to exercise this option, the voluntarily laid off employee must contact the Branch Manager on or before day seventy-five (75) of the voluntary lay off and inform them of their intent.**

If the Employer's workforce needs require, a junior employee would be laid off to facilitate the return of the voluntarily laid off employee. The Parties will meet locally to discuss the best way to facilitate this process.

- (b) The Employer agrees that in the event of a layoff, the following procedure shall apply:
- (i) all **internal** lay-offs in the Division or **external layoffs in the** Branch where applicable shall be in reverse order of seniority;
 - (ii) the affected junior employee shall be given the opportunity of displacing an employee with less seniority in another classification, provided the senior employee has the ability and qualifications to perform the job (within the Division first);
 - (iii) where there is no classification in which the junior employee has the ability or qualification to perform the job within the Division, he shall bump a junior employee outside his Division, providing he has the ability and qualification to perform the job;
 - (iv) Employees who have the ability and qualifications to bump into a new position **must have the ability and qualifications to perform the work or must be able to obtain the ability and qualifications within forty (40) hours or other amount of time as mutually agreed. It is understood that certain qualifications will be excluding such as DZ, AZ, Airport passes, Driver's airside, Certain inputting, etc.**
- (c) Full-time employees who select reduction to the status of part-time employees, shall hold top seniority among the Part-time employees and shall have first call to scheduled assignments with greater earning opportunities up to the guaranteed hours per week and shall be first in line for promotion to full-time status. In order to maintain this preferential status, the part-time employee must make themselves available for a minimum of ten (10) shifts per month or eighty (80) hours, should those shifts/work be available. Upon demotion, the employee shall be paid the full-time hourly rate of pay only for the classification he/she performs, for six (6) calendar months. At the conclusion of the six (6) calendar months, the employee shall move to the applicable part-time hourly rate as per Article 21.07. Employees who do not take advantage of an opportunity to apply for a full-time vacancy shall be placed on the Part-time seniority list in accordance with their date of hire seniority.

Recall

If divisional pool positions exist, the employer will recall the most senior employee within the pool that has the required qualification for the open position.

If there are no divisional pool positions, the employer will contact the most senior employee among the employees who have been internally laid off (within two (2) years), reduced to part time or externally laid off.

The employee being recalled who have the ability and qualifications to perform the work or must be able to obtain the ability and qualifications within forty (40) hours or other amount of time as mutually agreed. It is understood that certain qualifications will be excluded such as DZ, AZ, Airport passes, Driver's Airside, Certain inputting, etc.

Branch seniority shall prevail with respect to recall after external layoff, provided employees possess the ability and qualification to perform the functions required.

The employee being recalled who has the ability and qualifications to bump into a new position will be provided with a maximum of forty (40) hours training as necessary.

If an internally laid off employee refuses recall to their home division, then they forfeit recall rights to their home division.

If an externally laid off employee refuses a recall for a full time vacancy, they shall be demoted to part time status and placed on the part time seniority list in accordance with their date of hire seniority.

A recall will be initiated and another full-time position added in the circumstances set out in Article 5.05(a) (declaring a vacancy).

The employee will be deemed not to have accepted a recall if they fail to confirm their return to work within forty-eight (48) hours after being contacted by the employer.

- 5.07 (a) In the event of the reassignment of work, from one Branch to another, those full-time employees originally displaced, will have a one-time first right of refusal for any resulting full-time vacancies at the new servicing Branch or to displace an employee with less seniority in the same classification at the new servicing Branch.

The full-time employees originally displaced shall be given the opportunity of displacing an employee with less seniority in another classification, provided the senior employee has the ability and qualifications to perform the job (within the Division first).

Where there is no classification in which the full-time employee originally displaced has the ability or qualifications to perform the job within the Division, he/she shall be given the opportunity of displacing a junior employee outside **their** Division at the new servicing Branch, providing he/she has the ability and qualifications to perform the job.

The junior full-time employee who is displaced at the new servicing branch shall be entitled to the provisions of Article 5.06 only.

The above will be subject to the following conditions:

- (i) The wage scale of the new servicing Branch will apply.
 - (ii) All relocation costs will be the responsibility of the employee.
 - (iii) Previous Branch and Division seniority will apply immediately at the new servicing Branch.
 - (iv) The Employer will post openings of the vacancies required at the new servicing Branch on the Employer's bulletin board at the affected Branch(es).
- (b) If a full-time employee has been displaced due to the reassignment of full-time work from one Branch to a new servicing Branch, and no work was available at the new servicing Branch, or the affected employee cannot displace another employee as per Article 5.06, the employee shall have first right of refusal for full-time vacancies at the new servicing Branch for a period of twenty-four (24) months provided the employee is qualified and able to perform the work at the new Branch. The reassignment will be subject to the conditions outlined in Article 5.06. The Employer agrees to notify the employee of the vacancy at the last known address of the employee. The employee will provide the Employer with their decision within forty-eight (48) hours of notification.

5.08 **Part-time Availability**

- (a) Part-time seniority shall be determined by Branch. The scheduling of part-time hours and promotion to full-time from part-time will be dependent on the qualifications and ability of the part-time employee to perform the work. Part-time employees will be scheduled from a part-time availability sign-up list. With respect to scheduling part-time employees, the Employer will schedule by seniority and availability up to twenty-four (24) hours or three (3) shifts (whichever holds the greatest earning power) for each employee until the list is exhausted. The remaining hours will be scheduled by seniority to a maximum of eight (8) additional hours. This cycle will continue until all available hours are exhausted. Hours scheduled for the purpose of formal on-the-job training are excluded from the above provisions and will be subject to review pursuant to Article 6.03.

In the event it is required to fill a shift after the schedule is posted, the Employer will fill the shift by reverting to the next employee in the cycle.

Part-time hours scheduling will be reviewed at branch level in April and October and a determination will be made as to any alteration of the first pick at that time. Any changes to the allocation of hours will be by mutual agreement and put in writing. This process will be formally assessed at branch level within thirty (30) days of ratification of this agreement.

Vacation relief will be available to full-time employees by seniority to those available to work the entire block, then to Part-time employees. Any resulting temporary vacancy shall be filled at the Employer's discretion.

- (b) Part-time employees must make themselves available a minimum of **twelve (12)** days per month, for all scheduled work, which shall include at least two (2) full weekends (weekend days being Saturday and Sunday) **and at least four (4) p.m. shifts per month. Brink's retirees working part time are excused from the overnight availability requirement Part-time employees shall indicate their availability on the sign-up list start time must be "anytime", "a.m." or "p.m."**.

Management will schedule part-time employees according to their agreed availability in accordance with seniority. A part-time employee must sign up for scheduled hours on the days that are included on the regular schedule.

For the sake of clarity, the Employer will determine which shifts are available for sign-up based on there being work available (i.e. employees cannot sign-up for shifts/days where there is no work available).

- (c) If an employee fails to meet these part-time availability requirements, **they** will be formally advised to comply with the availability requirements within thirty (30) days, or face possible termination.

5.09 **Loss of Seniority**

An employee shall lose seniority in any of the following events:

1. they are discharged, and not reinstated through the grievance and arbitration procedure;
2. they resign;
3. they fail to report to work after **an external** layoff, within seven (7) calendar days after being notified **in writing**;
4. they fail to report to work after at the expiration of a leave of absence except in case of a bona-fide emergency, or reasonable explanation;
5. they are absent from work for three (3) consecutive working days without immediately providing the Employer with a reasonable explanation;

6. they are promoted and remain outside of the bargaining unit three (3) months or longer;
7. they have been on layoff for a period of twenty-four (24) months. **For the sake of clarity, this does not apply when an employee is reduced to part-time after a layoff;**
8. they fail to maintain in effect **their** Possession and Acquisition License or Authorization to Carry Permit (ATC);
9. they fail to be qualified as required by applicable legislation.

ARTICLE 6: UNION REPRESENTATION

6.01 Union Representation

- (a) The employer shall recognize Committees in every Branch who shall represent employees for the purpose of handling grievances, negotiations (Master Bargaining Committee), Health and Safety and all matters arising over the administration of this Collective Agreement.
- (b) The Committee shall also have the National Representative and Local Representative or Designate and Unit Chairperson during negotiations. The Union shall elect or appoint the Committee.
- (c) The Union will notify the Employer in writing the names of said committee members.

Every Branch covered by this Agreement shall recognize a Unit Chairperson who shall be elected by the membership. The Unit Chairperson shall not be discriminated against in his employment because of performing the duties of his office. Management shall be advised, in writing, as to the name of the Union Committee and any changes thereto before recognition will be given to the members of the committee.

- 6.02 The Unit Chairperson or his designate shall be permitted reasonable time to investigate, present and process grievances on the Employer's property without loss of time or pay during his regular working hours. Such time spent in handling grievances during the Unit Chairperson or his designates regular working hours shall be considered working hours in computing overtime if within the regular schedule of the Unit Chairperson. The Unit Chairperson or his designates activities shall not interfere with the Employer's business.

The Unit Chairperson or designate will be allowed a maximum of thirty (30) minutes paid straight time with new hire bargaining unit employees at a mutually agreed upon time to go over Union functions. Where possible this will take place during the in-class segment of Basic Blue.

6.03 The Employer agrees to provide to the Unit Chairperson or **their** designate any data or materials from the Kronos payroll system, including daily/weekly schedules, upon request to determine the hours worked by various employees covered by the agreement, within a reasonable time frame. This data and material shall not be removed from the branch office.

6.04 Union Leave

When a Union Representative is authorized to miss shifts to work on behalf of the Union, the Representative will receive his usual pay from the **Employer**. The **Employer** will invoice the Local Union once per month to get reimbursed for **wages and the following benefit surcharges;**

All applicable fringe costs including: Pension, Payroll Taxes, and WCB.

6.05 Shop Stewards

- (a) Shop stewards shall be selected by the Union.
- (b) In a Branch where there is a Unit Chairperson, the Unit Chairperson shall be the Steward who presents the grievance at Step 2 and Step 3 of the Grievance Procedure.
- (c) The Employer agrees to recognize, as selected by the Union Stewards, one (1) employee per steward, to act as Alternate Stewards to assist in the presentation of any grievances that may arise, in the event that the Steward is absent from work.

6.06 The Stewards shall be permitted reasonable time to investigate, present and process grievances on the Employer's property without loss of time or pay during their regular working hours. Such time spent in handling grievances during the steward's regular working hours shall be considered working hours in computing overtime if within the regular schedule of the stewards. The Shop Steward's activities shall not interfere with the Employer's business.

6.07 Individual payroll records shall be made available to the employee or Union Representative, upon written request by the employee or the Union Representative, to determine the hours worked by various employees. A Representative of the Union shall be admitted to the Employer's premises at a mutually agreeable time during regular working hours upon proper identification and shall be permitted to inspect, payroll records and the equipment used by employees in order to determine that the terms of the Agreement are being observed, provided they shall have no right or access to the security area.

- 6.08 (a) Any employee, who may be called into the office for disciplinary action or to receive a reprimand, will have a Union Representative present. The Employer reserves the right to suspend an employee immediately, when in its judgment circumstances warrant such action, but will delay final disposition until a Union Representative is available. Such actions will be taken only in extreme or unusual circumstances. **Where the employer suspends an employee pending an investigation, such suspension shall be paid by the Employer at the employee's regular rate of pay.**
- (b) Nothing herein shall restrict the Employer from calling an employee for investigation or questioning them on any phase of the Employer's operations.
- (c) For the purpose of investigation with respect to theft or loss, the following procedures shall apply;
- (i) The Employer has the right to investigate.
 - (ii) The parties have a mutual obligation to uphold Brink's reasonable rules and policies and the terms of the Collective Agreement.
 - (iii) The parties have a mutual understanding that both parties lose in cases of theft and dishonesty.
 - (iv) Both parties recognize that the purpose of an investigation is to find facts and that results could either be exoneration or confirmation of suspicion.
 - (v) Where an investigator concludes that there are reasonable grounds to suspect a particular employee(s) and intends to conduct a more focused investigation/interview as to the particular employee(s) to confirm those reasonable grounds a Union Representative will be present for the interview. The Union Representative will keep the information learned confidential.
 - (vi) The Union will advise the Employer of the names of the Union Representatives and alternate Union Representatives.
 - (vii) Union representation shall consist of either a Union Representative, or alternate Union Representative.
- 6.09 (a) If a Unit Chairperson is not available (due to holidays, sickness, etc.) an alternate steward will be named to take the place of the Unit Chairperson who is not available. The Union will notify the Employer in writing the names of any alternate Union representatives.

- (b) Except where conflicting with other Articles of this Agreement, the conduct of all employees shall be guided by reasonable rules and regulations promulgated by the employer from time to time. The Union shall be provided with copies of newly promulgated rules and regulations.

6.10 Discipline

Whenever the Employer deems it necessary to discipline an employee, the Employer shall notify the employee in writing within fourteen (14) **calendar** days of the event, or when the Employer becomes aware or ought to have been aware of the infraction, misconduct or poor performance giving rise to the discipline being imposed. Verbal warnings shall be confirmed in writing. **Extensions, in writing, may be given in circumstances where employees, stewards, managers or investigation results are not available.**

A Steward will be notified in writing of the potential discipline prior to a meeting with the employee.

- (a) Simple letters of warning, i.e. letters that have no disciplinary suspension associated with them, shall have no effect after one (1) year from date they are issued.
- (b) The employer agrees that any disciplinary record shall be removed from the employee's file after twelve (12) months from the date of issue provided there has been no recurrence of similar circumstances giving rise to any disciplinary action/notation during that period.
- (c) All disciplinary letters, suspensions, shall be in writing and copied to the Unit Chairperson and employee.

6.11 (a) Drug and Alcohol Testing

The Employer agrees that no employee will be asked or subjected to drug, or alcohol testing unless permitted by law or government regulation;

(b) Polygraph Testing

Polygraph testing is voluntary. The Employer agrees that no employee will be asked or subjected to polygraph testing where testing is prohibited by law or government regulation.

ARTICLE 7: GRIEVANCE PROCEDURE

- 7.01 (a) It is the intention of the parties that this procedure shall provide a just and peaceful method of adjusting grievances and the parties agree to act in good faith in settlement of grievances in accordance with the provisions of this article.
- (b) Any dispute between the parties over the interpretation, application or administration of any of the provisions of this Agreement shall be defined as a grievance.
- (c) Any employee desiring to submit the grievance must submit a written statement of such grievance to the Employer within fifteen (15) calendar days after the act which prompted such grievance or the date of discovery thereof which shall be limited to ninety (90) calendar days from the date of the act which prompted such grievance. Any grievance submitted after such date shall be null and void.
- (d) The grievance shall thereafter be processed in accord with the following steps, time limits and conditions herein set forth; the Employer and the Union agree to meet no less than once a month to discuss outstanding grievances providing there are new grievances.
- (e) Prior to a grievance being submitted, the employee or union representative must discuss the matter with their supervisor. If unresolved, a grievance will be submitted by the employee.

Step 1

A meeting shall be held between the employee and **their** supervisor or **their** designate and a Union representative to discuss the grievance. The employee's supervisor or **their** designate shall give **their** written decision within ten (10) calendar days to the Union representative.

Step 2

In the event the grievance is not settled in the manner set forth in Step 1, the Union representative shall forward the grievance to the Manager or **their** designate within ten (10) calendar days following the answer at Step 1.

A discussion shall be scheduled between the Manager or **their** designate, the Local Union Representative or designate and/or the National Representative as well as the Committeeperson, to discuss the grievance with the intention of resolving the matter.

Any materials, videos, statements, or evidence in the Employer's possession, will be made available for review by the Union at step 2.

The Branch manager or their designate shall give written answer to the grievance within seven (7) calendar days after the close of discussion.

If the grievance is not settled, the Union may request it be submitted to arbitration in accordance with the procedures and conditions set forth in Article VIII of the Agreement. Such request for arbitration must be made within thirty (30) calendar days after receipt of the Branch Manager's answer.

7.02 Group or Policy Grievance

(a) Group Grievance: A group grievance shall be a grievance defined as an alleged violation of the collective agreement that affects more than one (1) employee.

(b) Policy Grievance: A policy grievance shall be defined as an alleged violation of the interpretation, application or the administration of the collective agreement.

Both a policy or group grievance shall be filed in writing at Step 2 and can be filed at the Branch or Local Union Level or National Union Level.

7.03 In the event the Employer's representative fails to give a written answer within the time limits as herein above set forth, the Union may appeal the grievance to the next step at the expiration of such time limit.

7.04 In the event the Employer claims that the Union has failed to abide by or fulfill any provision of this Agreement, it may present such claim to the Union in writing. If the parties are unable to settle such dispute, the Employer may appeal to arbitration in accordance with Article 8.

7.05 It is intended that the time limits as set forth in this Article be strictly adhered to. Such time limits may be extended upon mutual written Agreement of the parties. If the grievor or the Union does not process a grievance within the time provided under Article 7 or 8, the grievance shall be deemed to have been withdrawn and is not arbitral under Article 8 of the Agreement.

ARTICLE 8: ARBITRATION

8.01 Within thirty (30) calendar days after a final decision has been received on any grievance properly processed under the Grievance Procedure outlined in **Article 7**, the matter may be referred to a Single Arbitrator. The decision of the Arbitrator shall be final and binding upon the parties.

- 8.02 The Employer and the Union agree; a single Arbitrator may hear any arbitration matter. The arbitrator shall be mutually agreed to by the parties within thirty (30) days of receiving a request to proceed to arbitration. If the parties cannot agree on an arbitrator within that time they may mutually agree to extend the time limit in writing or request the appointment of an arbitrator as per the *Canada Labour Code*.
- 8.03 Each of the parties hereto will bear half the expenses of the single Arbitrator.
- 8.04 (a) The Arbitrators shall have no power to add to nor to subtract from, nor to modify any of the terms of this Agreement or any Agreement made supplementary hereto, and shall render a decision not inconsistent with the terms of this Agreement.
- (b) The Arbitrators shall have the power to vary or set aside any penalty or discipline imposed relating to the grievance then before the Board.
- (c) The decision of the arbitrator is final and binding on the parties.
- 8.05 The parties agree that prior to a request for arbitration they may utilize services of Mediation under the Code, which shall be scheduled through the respective General Manager or **their** designate.
- 8.06 Where appropriate and at any time during the arbitration process, the parties may jointly request that an Arbitrator mediate the dispute between the parties. If such mediation efforts are unsuccessful, then the Arbitrator shall proceed with the outstanding arbitration, unless the parties jointly elect to appoint and proceed before a new Arbitrator.

ARTICLE 9: HOURS OF WORK

- 9.01 (a) Full-time employees shall be guaranteed forty (40) hours of work per week, or the equivalent thereof in pay, provided such guaranteed hours shall be scheduled and worked in five (5) regularly scheduled eight (8) hour assignments or regularly scheduled ten (10) hour assignments distributed over a four (4) day work week. Modified work schedules will be established by mutual agreement from time to time, within the scope of Section 170 of the *Canada Labour Code*. Hybrid work weeks totalling forty (40) hours for one (1) week or eighty hours (80) for two (2) weeks, as discussed by the parties may also be established. For any such blocks of work created after ratification of this agreement, overtime will become payable after forty (40) hours per week or after eighty (80) hours for two weeks, for those employees on hybrid weeks.

Where a part time employee is scheduled to work forty (40) hours (for any work), at a time the weekly schedule is posted, and completes each shift, they will be entitled to weekly “underwork” at the part time rate when on a run with a full-time employee during the week.

Without prejudice or precedent, the Parties agree and/or acknowledge the following:

- 1. The Parties acknowledge existing practices as they relate to thirteen (13) hour shifts;**
- 2. The Parties agree that the above-noted existing practices may continue throughout the life of the Agreement;**
- 3. At any time, the Parties may on a Branch or Local level implement additional thirteen (13) hour shifts by mutual agreement;**
- 4. The Branch or Local agreements referred to above will be reviewed at least one (1) month prior to each bid and will be effective until terminated by mutual agreement.**

- (b) Any shortages or errors in pay over seventy-five dollars (\$75.00) will be paid as soon as possible by the Branch. **Any erroneous overpayments will be repaid via offset from future payroll deposits by a reasonable repayment schedule to be discussed with the impacted employee(s), stewards, and the Employer.**

9.02 Part-time employees are those employees who are not regularly scheduled nor do they regularly work forty (40) hours of work or more per week. Part-time employees shall not be guaranteed a specific number of hours of work per week or the equivalent thereof in pay. Part-time employees may be assigned to work during peak periods; emergencies; unanticipated contingencies; to replace full-time employees absent or on vacation; to fill out and complete the work schedule over and above those hours guaranteed to full-time employees and so regularly scheduled; and generally, to work any hours that are in excess of those guaranteed full-time employees.

9.03 Employees shall receive a minimum of four (4) hours of work or the equivalent thereof in pay for each regular daily call to work.

9.04 A weekly schedule showing the days of work, days off, starting times, and run assignments for all employees shall be posted by noon on Thursday of the preceding week.

9.05 At least one-half (½) hour shall be allowed for lunch. Such time shall not be considered as time worked and therefore not paid for.

9.06 No full-time employee shall be required to work a split shift with a break separation of more than two (2) hours except as required in Article 5.05 (c). It is understood that work on special work or a call back does not constitute a split shift. Split shifts will only be implemented to create a new full-time position. Only new full-time employees promoted or hired after the 2006 ratification will work split shifts. Split shifts in the vault will have a break separation of no more than four (4) hours.

9.07 Hours of work in excess of those guaranteed each week to a full-time employee will be assigned by Division, by Branch in the following order:

1. To part-time employees in order of seniority up to a maximum scheduled work week of forty (40) hours or until interest is exhausted, as per Article 5.08.

In addition to current language in each agreement relating to part-time scheduling, it is agreed that part-timers on a run shall be scheduled and paid for the same amount of hours as the fulltime employees including overtime.

2. To full-time employees who have signed the overtime availability list in order of seniority until interest is exhausted.

3. To part-time employees in order of seniority until interest is exhausted.

4. Assigned by the employer in reverse order of seniority as required to meet the operating needs of the **Employer**

5. Should the Part-time availability and the full-time overtime availability sheets for all Divisions be exhausted during a Statutory Holiday week, the **Employer** has the right to schedule the overtime shift to employees based upon all of the following criteria in the following order:

- Reverse Part-time seniority
- Reverse full-time seniority
- The position to be filled
- Qualifications necessary to perform the work

9.08 ATM Hours of Work

- (a) Sunday, holiday and "on call" work shall be treated as part of the regular work schedule; employees shall be assigned to such work as provided below.

- (b) In the event it is necessary to call an employee to work on their scheduled day off, such an employee shall be called to work in order of overall seniority among employees scheduled off on that day provided such employees are qualified to perform the work available and have the appropriate high/low access capability.

Employees desiring such assignments shall be required to indicate their willingness for such assignment by signing the appropriate list posted by the Employer. Assignments to such work shall be given only to those employees who have signed the list beforehand.

- (c) (i) All employees shall be required to be available for work on an "on call" (standby) basis. If called to work while on-call, a part-time employee shall receive a guarantee of two (2) hours of work or the equivalent thereof in pay at the regular hourly rate. The hours worked when called into work while on-call shall be added to the accumulated hours of work for that week.

Part-time employees shall be paid three dollars (\$3.00) for every hour on-call, provided, however, that if the employee is called to work, thereby getting the two (2) hour guarantee set forth herein. On-call hours shall not be considered hours worked.

- (ii) A full-time ATM Employee who agrees to work an on-call shift on **their** scheduled day off will receive a guarantee of four (4) hours at one and one-half (1½) times **their** hourly rate; regardless whether he is called out or not.

If call outs are made, the first four (4) hours will be covered in the guaranteed hours and all other hours worked after the guarantee will be at (1½) times their regular hourly rate. Hours not worked will be paid at the on-call rate with the exception of the four (4) hour guarantee.

- (d) Whenever forty (40) hours of work shall be regularly available in a week, in the ATM operation, to a single part-time employee in excess of the regularly scheduled work then guaranteed to full-time employees and exclusive of emergency, and "on call" work, or work in relief of employees absent or on vacation, an additional employee shall be added to the list of full-time ATM employees. To be eligible for scheduling of on-call duties, the employee must be able to attend at the branch within thirty (30) minutes from the actual call/contact time
- (e) Work performed in connection with being "on call" shall not be considered as working a split shift.
- (f) (i) Full-time on-call positions may be established by management if required by business needs. Part-time employees will be eligible to apply based on seniority provided they are qualified and able to perform the duties.

- (ii) On-call as described in Article 9.08 is defined as all-time not considered work time for which the employee will be responsible to be in communication with the Employer. Working time is defined as that time engaged in duties on behalf of the Employer at the work site.
- (iii) Full-time employees who are on-call will remain on call up to eighteen (18) hours per day and will be guaranteed forty (40) hours in four (4) days or less inclusive of on-call pay.
- (iv) Dependent on the number of calls received by an employee in a previous week the Employer may schedule the employee for additional shifts if the employee actually worked less than thirty (30) hours in the previous week. If the employee actually worked more than thirty (30) hours in the previous week, they will receive time off where possible during the thirteen (13) week period.

ARTICLE 10: COMPANY PAID HOLIDAYS

10.01 Company paid holidays shall be as follows:

New Year's Day	Labour Day
Family Day	Truth and Reconciliation Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	Employee's Birthday

Another day shall be added to the list provided such day is declared a legal General Holiday by the Federal Government.

An employee may elect to take a date other than their birthday as their birthday holiday, generally such date is limited to the week in which their birthday occurs unless otherwise agreed to; and further, that such date is mutually acceptable to both the employee and the Employer and is approved at least one week prior to the employee's birthday. If an employee fails to take their birthday holiday as per the above, it shall be paid out at the equivalent straight time rates as outlined in Article 10.03(e).

10.02 Providing that they work their scheduled shift(s) before and after the Company Holiday, full time employees who shall work a minimum of five (5) days during the thirty (30) calendar days immediately preceding one of the above designated holidays shall receive credit for their regularly scheduled shift hours consistent with Section 9.01 for such holiday and such hours shall be considered as hours worked and shall be added in the accumulated hours of work for that week.

In the event an employee is ill for their scheduled shift before or after a holiday, the employee can provide a doctor's note within fourteen (14) calendar days of the missed shift in order to receive payment for the holiday.

10.03 Full-time employees who shall work a minimum of five (5) days during the thirty (30) calendar days immediately preceding one of the above designated holidays shall receive eight (8) hours or ten (10) hours credit consistent with Section 9.01 for such holiday and such hours shall be considered as hours worked and shall be added in the accumulated hours of work for that week.

10.04 (a) In accordance with past practice, any work to be performed on a holiday described in Article 10.01 of the Collective Agreement will first be offered to full-time employees who have signed the overtime availability list. Should there be an insufficient number of qualified and/or available full-time employees; work on the holiday will be offered to part-time employees who have signed the availability overtime list in their Division in accordance with seniority. When there is insufficient number of employees for the scheduled work on the Statutory Holiday, the Company has the right to use reverse seniority to fill the vacant openings on the schedule from the full-time divisional seniority list provided the employee has the qualifications necessary to perform the work. Should an employee refuse such an assignment, they will be subject to disciplinary action and the grievance procedure.

(b) An employee who signs the appropriate list to work his or her designated paid holiday, but fails to report to work, shall not be paid for those scheduled hours. The employee shall be paid for the holiday in accordance with Article 10.02 of the Collective Agreement.

Where the Employee Does Work on the Holiday:

(c) An employee who works on his or her designated paid holiday shall be paid at the overtime rate of one and one-half times (1½X) **their** regular hourly rate for all hours worked on the holiday in addition to being paid for the holiday.

(d) If an employee works a designated holiday, **they** shall not receive another day off in lieu of the holiday.

(e) If a paid holiday falls on a non-scheduled work day for an employee, **their** scheduled work day preceding or following the holiday shall be observed as the paid holiday, subject to customer service requirements.

(f) Employees called in to work on a designated holiday shall be guaranteed four (4) hours to be paid at the rate of time and one-half.

(g) The statutory holiday itself will be recognized as the designated day from 12:01 A.M. on the day of the holiday until twenty-four (24) hours have elapsed.

- 10.05 If an eligible full-time employee shall work fifty percent (50%) or more hours in a higher classification during the week in which a holiday shall occur, they shall be paid the holiday credit at the rate applicable to said higher classification.
- 10.06 Part-time employees shall be paid holidays herein provided in accordance with *Part III of the Code*.
- 10.07 Employees will observe the statutory holidays in the following manner:
- (a) Any shift commencing on or after 3:00 P.M. may observe the statutory holiday on the day preceding the statutory holiday and this day shall be deemed the statutory holiday. The parties will mutually agree to designate the day observed as a statutory holiday and shall post such notice one month in advance of the holiday.
 - (b) All other shifts shall observe the statutory holiday on the actual holiday or in accordance with Article 10.03.

ARTICLE 11: OVERTIME

- 11.01 (a) For all full-time classifications, overtime at the rate of time and one-half (1½) of the employee's basic hourly rate shall be paid for hours in excess of eight (8) hours per day and/or forty (40) hours per week.

Where a full-time employee is regularly scheduled ten (10) hour assignments, overtime shall be paid in excess of ten (10) hours per day and/or forty (40) hours per week.

Where a part-time employee is regularly scheduled eight (8), ten (10) or thirteen (13) hour shifts, overtime shall be paid in excess of eight (8), ten (10) hours or thirteen (13) hours per day.

The Employer shall be privileged but not obligated to work full-time employees in excess of the number of hours guaranteed per week, or to work such employees on their scheduled day off.

The Employer agrees that an employee must have at least eight (8) hours off work between his quitting time and reporting back to his regular shift. If employee does not have eight (8) hours off he will be assigned to the pool.

The Parties acknowledge that hours of work in the transportation industry may be affected by outside factors including; traffic, weather, customer requirements, construction, changes in routing, vault delays, employee absences, etc.

Runs will not be overloaded or under-loaded with work. Under normal conditions the assigned work should be completed within or near the scheduled shift end time but may occasionally require additional time and employees will endeavor to complete all of their assigned work. If there are concerns regarding the amount of work on a run, a run audit may be requested in accordance with Article 30.05.

The Employer recognizes the need of its workers to balance important commitments outside of the workplace with their employment obligations.

- (b) If an employee shall work in two (2) or more classifications during the week, the hours worked in excess of forty (40) in any week shall be paid at one and one-half times (1½X) the regular hourly rate applicable to the classification in which the hours in excess of forty (40) were worked.

11.02 There shall be no pyramiding of premium rates.

11.03 Full-time employees must sign an overtime availability list to be eligible for overtime hours of work.

ARTICLE 12: WORK ON SCHEDULED DAY OFF

12.01 Management shall be privileged but not obligated to assign full-time employees to work on their scheduled day off.

12.02 Full-time employees required to work on their scheduled day off shall be assigned according to their seniority, provided they sign the appropriate availability-to-work list and further provided they are qualified to perform the required work.

12.03 Any full-time employee required to work on their scheduled day off shall be paid at one and one-half times (1½X) the regular hourly wage rate applicable to the classification to which they are assigned for all hours worked. Such hours shall not be included in the accumulated weekly hours of work for that week.

12.04 (a) Any regular full-time employee who is required to work on a scheduled day off shall be guaranteed a minimum of four (4) hours of work or the equivalent thereof in pay at one and one-half times (1½X) the regular hourly wage rate applicable to the classification to which the employee is assigned on such work, provided the employee has worked the full scheduled work week.

- (b) In the event the employee has not worked the full scheduled work week, work performed on the employee's scheduled day off shall be paid at the regular straight time hourly wage rate until the employee has worked the minimum of the normal regular eight (8) or ten (10) hours as per the five (5) or four (4) day schedule. Thereafter, payment shall be at one and one-half times (1½X) the regular wage rates.

- (c) The above notwithstanding where an employee works less than all their weekly scheduled hours, they shall not be paid at one and one-half times (1½X) the hourly wage rate for hours worked on their scheduled day off, however such hours shall be included in their accumulated weekly hours for that week.

ARTICLE 13: SPECIAL WORK AND CALL-BACKS

13.01 Special Work

- (a) Special work is defined as work that is not scheduled. It arises during the course of the shift and requires additional labour to cover it. Any full-time employee who shall be assigned to perform special work which is to commence after completion of their regular shift for the day, and the employee has not punched out for the day, shall be paid at one and one-half times (1½X) the hourly wage rate applicable to the classification in which they are assigned for all hours worked on the special work. Special work shall be assigned on a rotational basis according to seniority provided employees shall be qualified and immediately available to perform the work.

- (b) Call Backs

Any employee who has completed their regularly scheduled assignment, and has left the Branch for the day and is called back to work outside **their** regularly scheduled hours, shall be paid a minimum of three (3) hours pay at time and a half (1½). The hours worked on the call back shall not be included in the accumulated hours of work for that week and shall not apply against the weekly guarantee of hours.

ARTICLE 14: VACATION LEAVE

- 14.01 The vacation period in each year shall extend from the first week in January up to and including December 15th. The period extending from April 1st to September 1st and the school spring recess shall be designated as prime time. A maximum of two (2) weeks' vacation may be taken during the prime-time period April 1st to September 1st **and the school spring recess.**

The Employer shall post the vacation list on November 1st of each year. Commencing November 15th and ending December 1st, the Employer shall call upon employees in order of their Divisional Seniority to make their first selection. An employee must make a vacation selection at that time or any time thereafter, but only for the weeks available at the time selection is made. Commencing December 2nd, and ending December 15th, the Employer shall call upon employees in order of their Divisional seniority to make their second selection, but only from weeks available at the time selection is made.

Any employee who has not made vacation selection by December 16th shall have their vacation period assigned by the Employer. In the event an employee shall be absent during the selection periods, it shall be the employee's responsibility to advise the Employer of his vacation selection in advance.

14.02 Vacations and vacation pay for all part-time employees and for full-time employees whose employment shall be terminated with less than one (1) year of service shall be granted and paid at the rate of four percent (4%) of the employee's total earnings during the period of their employment.

- 14.03 (a) Full-time employees who have completed one (1) or more years of continuous service as full-time employees shall be granted two (2) weeks' vacation with pay.
- (b) Full-time employees who have completed five (5) or more years of continuous service as full-time employees shall be granted three (3) weeks' vacation with pay.
- (c) Full-time employees who have completed **ten (10)** years or more of continuous service as full-time employees shall be granted four (4) weeks' vacation with pay.
- (d) Full-time employees who shall have completed seventeen (17) years or more of continuous service as full-time employees shall be granted five (5) weeks' vacation with pay.
- (e) Vacation pay shall be computed at the rate of two percent (2%) of the employee's annual earnings during the preceding calendar year, January 1st through December 31st, for each week of vacation. Vacation pay shall be paid to the employee during their vacation period or prior to the start of their vacation if requested by the employee in writing thirty (30) days prior to their vacation. The annual earnings referred to above shall be the amount shown on the respective employee's T4 form.
- (f) All full-time employees with five (5) years of service or more shall be able to schedule, from their annual vacation allotment, up to five (5) single vacation days, except during the July **and** August period or from December 15th to December 31st. For scheduling purposes, these days must be declared at the time all annual vacations are selected and must be requested in writing no later than ten (10) days prior to when they are to be scheduled. If single days remain at year end, they will be paid out by December 15th. **If a weekly block is bided for vacation at the time prior to a single day being requested, the weekly block takes priority for scheduling. For the sake of clarity, the scheduling of these days is subject to maximum vacation thresholds set out herein.**

14.04 Any full-time employee whose employment shall be terminated for any reason shall be paid for all vacation earned during the preceding calendar year but not previously taken, plus vacation pay for the current year computed at four percent (4%), six percent (6%),

eight percent (8%), or ten percent (10%) of the employee's total earnings during the current calendar year, depending on years of continuous service.

14.05 Any full-time employee who shall be absent from work due to service connected sickness or non-service connected sickness or injury during any calendar year shall, for the sole purpose of having their vacation pay for that year computed, be credited with pay for the weekly guarantee of hours for each week of absence up to a maximum of thirteen (13) weeks in any year during which they were entitled to a full weekly benefit under the *Worker's Compensation Act* or the Group Insurance Plan described in Article 15. It is understood and agreed that no employee shall be entitled to such credit described above unless they shall have actually worked under this Agreement for a minimum period of thirteen (13) weeks during the year in which the absence occurred.

14.06 If a designated holiday occurs during any employee's paid vacation they shall be granted one (1) additional day's pay in lieu thereof computed on the basis of eight (8) hours or ten (10) hours as provided under Section 9.01 at straight time hourly rates or they shall be granted one (1) additional day off with pay provided the date of such day off shall be mutually agreed upon between the Employer and the employee.

14.07 Vacations and vacation pay for part-time employees shall be as required by *Part III of the Canada Labour Code*. Vacation pay for part-time employees will be paid on the bi-weekly pay or paid out in February of the following year. Upon written request by the applicable Local Union, the Employer will make a one-time change to bi-weekly vacation pay out for all Part-time employees at the branch.

However, effective January 1, 1997, employees who are involuntarily reduced to part-time status shall, upon resumption of a full-time status, be granted vacation time and pay in accordance with Article 14.03 as if they had never lost full-time status. All accrued but not utilized vacation pay shall be paid out at the time of demotion unless deferred payment is requested.

14.08 Full-time employees shall select their vacations in order of Divisional seniority. Those full-time employees entitled to more than two (2) weeks' vacation must split their vacation into two (2) separate periods. Such employees shall select one period in order of their overall seniority and shall select the second period only after all other employees have made their selection. Such employees may select three (3), four (4) or five (5) consecutive weeks; provided such selection shall be made after all other employees have made their initial selection. The Employer shall allow a maximum of ten percent (10%) of the total full-time work force, by Division, off on vacation during any one (1) week or a minimum of two (2) employees provided the operations of the Employer are not disrupted.

14.09 When a full-time employee is entitled to his next increase of vacation entitlement for example, when an employee has completed five (5) years of service prior to July of a calendar year, he shall receive six (6%) per cent of his previous year's earnings and three (3) weeks of vacation entitlement.

For 2006, if a full-time employee has completed five (5) years of service prior to July 1, he will receive six (6%) per cent of 2005 earnings based on his T4.

14.10 When a full or part-time employee has a combination of six (6) years of completed service, which includes both part-time and full-time service, he is entitled to six (6%) per cent of earnings based on his T-4 and three (3) weeks of vacation entitlement.

14.11 In the event of a death of an employee, then all remaining accrued vacation pay shall be forwarded with the final pay.

ARTICLE 15: HEALTH AND WELFARE BENEFITS

15.01 The Employer shall pay the full cost to a group benefit plan, which is outlined below and covered in greater detail in the benefit plan booklet.

- (a) The Group Benefit Plan document which will be given to the Union and forms part of this agreement and is referred to herein is available to the union upon request.
- (b) All employees will be given a copy.

A brief description of the benefit coverage is listed below and is referenced herein and forms part of this Collective Agreement. The Health and Welfare coverage presently in place (Sun Life Policy #101824 and #150824) will remain for the life of this Agreement, and no lesser amounts, or coverage or benefits will be implemented. The cost of the group insurance plan shall be borne by the Employer, except where specified to the contrary in the plan, and shall provide benefits in the following amounts:

Group Term Life Insurance	\$60,000.00
Dependent Life Insurance	\$10,000.00 Spouse \$5,000.00 Per Child
Accidental Death and Dismemberment	\$50,000.00

Weekly Indemnity An amount equal to 66 2/3% of weekly earnings up to a maximum of \$625.00 in year one of the Agreement, to a maximum of \$650.00 in year 2 of the Agreement; to maximum of \$675.00 in year 3 of the Agreement.

Maximum of 26 weeks.

Long Term Disability Plan Plan pays 67% of basic monthly earnings to a maximum of \$1,800.00 in year 1 of the Agreement
Benefits shall be paid for a maximum of 3 years.

Major Medical Plan Plan pays 100% of covered expenses as outlined in the benefit booklet.

Major Medical - Home Nursing Care
Major Medical - Convalescent Hospital
Major Medical - Spinal braces
Major Medical - Wigs for Cancer Patients
Major Medical - Orthopedic Shoes
Major Medical – Orthotics
Major Medical - Custom Compression Hose
Major Medical - Obus Forme
Major Medical - Surgical Brassieres
Major Medical - External Breast Prosthesis
Major Medical - In Province Ambulance
Major Medical - Drugs Used to Treat Erectile Dysfunction
Major Medical - Contact Lenses Following Cataract Surgery
Major Medical - Hearing Aid's
Major Medical - Out-of-Province and Out-of-Country coverage
Major Medical – Semi-Private Hospital

Prescription Drug Card 100%

Full-time employees shall be given a drug card within thirty (30) days after the submission of the completed Benefit Application form.

Dispensing fee \$7.00 cap
Vision Care \$350.00 every 24 months (\$350.00 every 12 months for children under 18) for eyeglass frames, lenses, bi-focals (prescribed), **Year 2 \$375.00.**
Contact lenses and eye exams to a maximum of \$100.00.
This amount can be used to offset the cost of laser eye surgery.

Hearing Aides \$750.00 every five years per aid.
Paramedical Services \$1,500.00 combined per calendar year per family as listed.
Paramedical Services Chiropractor
Paramedical Services Massage Therapist
Paramedical Services Podiatrist
Paramedical Services Naturopath
Paramedical Services Osteopath
Paramedical Services Psychologist
Paramedical Services Physiotherapist
Paramedical Services Occupational therapist
Paramedical Services Speech Therapist

Dental Plan Plan pays 100% of covered dental expenses and major restorative pays 80%. Maximum benefit per person per calendar year of \$1,500.00.
Current Ontario Dental Union Fee Guide of G.P. with a one-year lag.

Orthodontics Plan pays 50% coverage for eligible dependents to a lifetime of Year 1 \$1,000.00, Year 2 \$1,200.00, Year 3 \$1,400.00.

Employees previously eligible for a \$2,500.00 lifetime maximum will remain so entitled, for the term of this agreement.

Surviving Spouse and Dependents Covered for a maximum period of 24 months after the death of the member.

Employee Assistance Program In accordance with Program guidelines. **This benefit is also provided to part-time employees.**

15.02 The Employer shall continue for the term of this Agreement to pay monthly instalments to the Ontario Health Insurance Plan on behalf of full-time employees covered by this Agreement. In the event the Ontario Health Insurance Plan shall be discontinued by the Provincial Government, the Employer shall insure that appropriate corresponding insurance coverage is provided by the Employer's Insurance Plan.

15.03 The Employer shall retain twelve twelfths (12/12) of the EI premium reduction.

15.04 (a) The maximum amount of benefits under this plan shall be one million dollars (\$1,000,000) lifetime, per member.

(b) The Company shall pay for any medical documentation requested or required by the company.

(c) All benefits shall cover same-sex partners.

(d) Children shall be covered as dependents from the moment of birth.

(e) Benefits shall continue upon layoff for six (6) months following the month of layoff.

(f) The Employer shall not be entitled to any medical information of an employee, except where required by law or permitted by legislation.

15.05 Motor Vehicle Required Medical Examination (AZ only)

In addition to the Employer's required medical examinations, the Employer agrees that where any employee who drives a motor vehicle in the course of employment coming under the Motor Vehicle Classification Licenses, is required by any agency to take a medical examination to verify **their** right to drive such motor vehicles coming under the aforesaid, or to operate a vehicle equipped with air brakes, the Employer hereunder shall, where same is not paid for by any part of the Welfare Plan under which the employee is covered, pay for such medical examinations.

15.06 Dispute Resolution

- (a) If following an Employer and/or Insurance Carrier requested medical examination, any employee is deemed by the employer or Insurance company, based on the medical results and physician recommendations, to be physically incapable of carrying out **their** regularly assigned duties, the employee shall be reclassified subject to Article 5.
- (b) Should the employee disagree with the employer's decision the following procedure shall be followed Union Review of Medical Findings:
 - 1. The Employer shall notify the Union of the medical findings with respect to the employee. Should the Union or the employee disagree with said findings, the employee, at **their** own expense, shall have the right to be examined by **their** personal physician.

Consultant Appointment

- 2. Where there is no agreement between the Employer-appointed physician and the employee's physician on the condition of the employee, the two (2) physicians shall select a medical consultant to examine the employee with respect to the dispute.

Consultant Findings

- 3. The findings of the consultant shall be final and binding upon all parties.

Cost of Consultant

- 4. The remuneration of the consultant shall be borne by the Employer.
- 5. In the case where an arbitrator directs that a medical consultant(s) be engaged, the remuneration of the consultant(s) will be as per the direction of the arbitrator.

ARTICLE 16: PENSION

- 16.01 (a) **Effective July 1, 2020 employees participating in the Brink's DB Plan will transition to the Colleges of Applied Arts and Technology ("CAAT") DBplus Pension Plan for future service. There will be a five percent (5%) employer contribution and a required five (5%) employee contribution.**

The DB benefit accrued in the Brink's DB plan will remain in the Brink's DB Plan and credited service will be frozen; the highest average earnings (best three consecutive years) of the employee will continue to be updated until termination or retirement.

- (b) Full time employees will participate in the CAAT DBplus Pension Plan. Part time employees are eligible to opt in to the CAAT DBplus Pension Plan in accordance with paragraph (a) above.

16.02 The Employer will issue Pension statements as soon as proper calculations have been completed.

16.03 Normal Retirement Benefits (under the previous DB Plan)

The annual pension benefit payable to you from the Plan at your Normal Retirement Date will be calculated as follows:

- (a) \$66.00 multiplied by your years of Credited Service (to a maximum of 25 years); plus
- (b) 1.65% of your annual plan compensation in excess of \$7,800.00 multiplied by your years of Credited Service (to a maximum of 25 years).

For the purposes of the above calculation, annual plan compensation will be based on the three consecutive calendar years during which your compensation (as defined in the Plan) from the Company is the highest.

If you are a part-time employee, your post-1991 compensation and Credited Service used for the calculation in paragraph (b) above, will be adjusted annually to reflect your part-time status. These adjustments are required by regulations under the *Income Tax Act* to minimize unwarranted benefit increases which could otherwise result from changes to and from full-time and part-time employment.

Please note that your benefit calculated in accordance with the formula set out above may be subject to reduction to comply with the maximum pension rules set out in the Plan.

ARTICLE 17: SICK LEAVE

- 17.01 (a) Each January full-time employees will be pre-credited with five (5) days sick leave for the year (maximum forty (40) hours) based on an accrual rate of half (½) day per month of active service. Active service does not include any period when an employee is absent from work due to an authorized or unauthorized leave.

In the event that the employee leaves the business prior to October 31st, and the forty (40) hours has been used, a claw back will result for the respective unearned hours. Employees who return from a leave or are hired after January 1st will receive pro-rated sick days based on their expected active service for the balance of the calendar year.

- (b) All paid sick leave shall be considered as time worked for the purposes of the hours of work guarantee for full-time employees.
- 17.02 Effective the date of this Agreement full-time employees who shall be unable to work due to non-service connected sickness or injury shall be granted sick leave at the rate of eight (8) hours or ten (10) for each scheduled day of work on which the employee shall be unable to work to a maximum of forty (40) hours per any separate sickness or injury in any year, provided the employee has earned or banked those days, subject to the following conditions.
- 17.03 (a) The employee shall be paid from the first day of absence due to any separate sickness or injury. Payment shall commence only on the first day of absence and shall continue (up to the maximums above described) up to the date on which Welfare benefits become payable to the employee. The employees may carry over a maximum of twenty (20) days unused sick leave into the following year. Unused sick leave, earned in the calendar year, to a maximum of five (5) days, shall be paid out by December 15th of each year. Once paid out the employee shall have no further paid sick leave for that year.
- (b) Employees with prior year's banked sick leave will be allowed an additional one (1) day per year sick leave drawn from their bank until the bank is exhausted.
 - (c) Employees who currently have a sick leave bank as per above, draw upon the bank for any time that they are hospitalized and use sick leave pay to top up STD and LTD benefits.
 - (d) It is understood and agreed that the Employer reserves the right to require written medical proof of illness and that any proven abuse of the foregoing by an employee including the filing of false claims for sick leave payments, may constitute just cause for disciplinary action, including discharge. In the event sick leave shall be exhausted and an employee's absence continues into the following year, they shall not be eligible for additional sick leave until after they have resumed work for a minimum period of one (1) week. The Company will reimburse employees for physician statements required by the Company.
- 17.04 Sick leave entitlement shall be based on the twelve (12) month period commencing January 1st and ending on the last day of December of each year.
- 17.05 Absence due to bona fide illness or injury shall not be cause for discharge or loss of seniority unless it is evident that the employee is unable to return to work and perform the full range of duties expected of employees in their classification in the foreseeable future and providing the Employer is notified on a timely basis of such illness or injury.

ARTICLE 18: OTHER LEAVES

18.01 Bereavement Leave

- (a) In the event of a death in all employee's immediate family (parent, stepparent, spouse's parent, spouse, same sex partner, child, step-child, brother, sister, grandparent or legal guardian), such employee shall be granted a leave of absence extending from the date of death to and including date of funeral. Such employee shall be paid for each regularly scheduled day of work that occurs during such leave at eight (8) hours or ten (10) hours consistent with Section 9.01 at their regular straight time rate subject to a maximum payment for three (3) working days.
- (b) In the event of the death of a brother-in-law, sister-in-law, or grandchild all employees shall be allowed a one (1) working day leave of absence for the purpose of attending the funeral, and shall be paid at eight (8) or ten (10) hours or regular scheduled shifts if greater at the employee's regular straight time rate, provided the employee was scheduled to work on such day.
- (c) The exceptions to (a) and (b) above shall be as follows:
 - (i) Where the employee can't attend the funeral because it is out of province or country, the employee is still entitled to the bereavement leave,
 - (ii) Where the employee is on his or her vacation, the leave shall be extended with pay for the bereavement leave. If an employee wishes for additional leave it shall be without pay upon mutual consent with the employer,
 - (iii) Where the funeral services are conducted in a manner that a memorial service is first and at a later date the burial service, the employee shall be entitled to the bereavement leave.

The above exceptions will be applicable where an employee was scheduled to work.

18.02 Jury Duty

In the event an employee is required to serve on a jury, they shall be paid the difference between the jury fees received and the pay for their guaranteed work week for each such week of jury duty consistent with Section 9.01, provided the employee shall make himself available for work for the Employer on those days and at the time when not otherwise required to serve on the jury. Part-time employees will be compensated at their regular rate of pay based on their daily average earnings over the previous four (4) weeks.

18.03 Witness Leave

In the event an employee is subpoenaed to appear as a witness on behalf of the Employer in a case where the Employer is involved, or is subpoenaed to appear as a witness, except to represent oneself or appear at an arbitration, such employee shall be paid eight (8) hours or ten (10) hours consistent with Section 9.01 at the regular straight time hourly rate for each day the employee is required to so appear. This amount shall be reduced by any witness fees to which the employee may be entitled.

18.04 Leave for Union Business

Any employee with seniority elected or appointed to Union office or selected for other Union activities by the National Union, the Ontario Federation of Labour, Canadian Labour Congress and/or Local Union, shall be granted a leave of absence to match the time period(s) of elected or appointed office(s). Renewals shall be granted upon request for each election or appointment.

When an employee covered hereunder is either elected or appointed to a full-time job with the Union, he/she shall be granted a leave of absence without pay for as long as he is employed by the Union. Such employees shall not be entitled to any of the provisions of this Agreement during the leave of absence, but shall accumulate seniority during such leave of absence.

18.05 Leave of Absence Without Pay

The employer may grant a leave of absence without pay if an employee requests it in writing from management provided it is not for the purpose of obtaining or pursuing alternate employment. Leaves of absence will be approved or denied at the discretion of the Employer. The employer shall maintain benefit contributions if the leave is for thirty (30) days or less and the employee shall have the option to maintain benefit contributions for leaves greater than thirty (30) days.

An employee who is granted a leave of absence shall be entitled to accumulate seniority for a maximum of three (3) months during the leave. For the remainder of the leave the employee shall not accumulate seniority, subject to any exemptions, exceptions or provisions of the *Canada Labour Code*.

18.06 Compassionate Care Leave

- (a) An employee will be allowed to be temporarily away from work for up to twenty-eight (28) weeks in a fifty-two (52) week period, to provide care or support a family member who is gravely ill and who has a significant risk of death within twenty-six (26) weeks
- (b) An employee must give the Employer written request for compassionate care leave, as soon as the employee is able in advance of the leave where practicable.

The notice must contain reason(s) for the leave and the intended length of the leave. An employee must obtain and provide a medical certificate from a qualified medical practitioner, stating that the family member has a serious medical condition and as a result, there was a significant risk of death within twenty-six (26) weeks.

- (c) A "family member" is an individual related to an employee whose relationship is described under the Employment Insurance program. The relationship can include, but not limited to, a spouse or common-law partner, a child, a parent or any other person who is prescribed under the *Employment Insurance Act*.
- (d) If the employee wishes to extend the length of the leave, another written notice must be provided to the employer as soon as the employee is able. Requests to extend Compassionate Care Leave will not be unreasonably denied, subject to the maximum twenty-eight (28) week period and the requirements of the *Canada Labour Code*.
- (e) Seniority and Health and Welfare Benefits will be maintained by the Employer for the duration of the Compassionate Care Leave.

18.07 Leave Related to Critical Illness of a Child and Maternity/Parental/Adoption Leave

- (a) The Employer will grant leave related to a critical illness of a child, maternity and/or parental /adoption leave of absence in accordance with the *Canada Labour Code*.
- (b) This shall include same sex partners and adoptive parents.

ARTICLE 19: SUPPLEMENTAL WORKER'S COMPENSATION

19.01 Any employee who shall sustain injuries resulting from felonious attack which are compensable under the *Worker's Compensation Act* shall be paid by the Employer as follows:

Commencing on the first scheduled working day of absence and continuing through the tenth (10th) scheduled working day of absence, said employee shall be paid their full earnings based on their guaranteed work week, less the amount of compensation to which the employee is entitled under the *Worker's Compensation Act*. Payments by the Employer shall be based on one-fifth (1/5th) of the employee's guaranteed work week for each day of absence on their scheduled day of work; such payments shall not be made for Sunday and the employee's scheduled day off. In the event any such employee shall be absent as a result of such injuries in excess of their ten (10) scheduled working days, then such employee shall, after the tenth (10th) day of absence, be paid eighty-five percent (85%) of their earnings for the guaranteed work week less the amount of compensation to which the employee is entitled under the *Worker's Compensation Act*.

The payments described herein shall be made for a maximum overall period of twenty-six (26) weeks or until they return to work, whichever occurs first.

19.02 In the event an employee shall be injured on the job and unable to continue work, they shall be paid for their scheduled hours for that day.

19.03 Return to Work

- (a) The Employer acknowledges and commits to its duty to accommodate for disability as required by applicable law to the point of undue hardship.
- (b) The Employer agrees that it is its responsibility to ensure that employees who are disabled due to injury or illness are afforded an opportunity to participate in a workplace accommodation process.
- (c) The Parties acknowledge that in order to carry out this duty that the Employer must be aware of an employee's injury or illness and must be provided with supporting Medical documentation containing specific restrictions associated with the injury or illness.

(d) Reporting to Employer

Employees must report immediately all work-related injuries or illness and non-work-related injury or illness that may affect his or her ability to carry out his or her duties or regularly attend work. Employees and a Health Care Practitioner must complete and submit the required forms as soon as practicable.

The Employer shall provide the employee with a copy of the completed WSIB Form 7 upon submission.

- (e) Suitable duties, include but are not limited to, post-injury work that is safe, productive, consistent with the worker's abilities/restrictions, and works towards returning an employee to his or her pre-injury duties as soon as possible.

Suitable duties are subject to ongoing review in accordance with the rehabilitation process, work availability, medically supported requirements, and further requests for medical documentation.

- (f) In any return to work and/or duty to accommodate matter, the Employer will inform and involve the Union conjunctively upon all offers of modified work.

Employees have a responsibility to cooperate in the accommodation process and consider reasonable offers of modified duties

ARTICLE 20: CLASSIFICATIONS DEFINED

- 20.01 All Messengers shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of endorsing cheques, and/or receipting for parcels, as set forth in the Employee Handbook.
- 20.02 All Armoured Drivers shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of operating motor vehicles, and/or acting as guards, as set forth in the Employee Handbook.
- 20.03 All Guards shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of guard work, as set forth in the Employee Handbook.
- 20.04 Assistant Cashiers shall be those employees whose work for the Employer shall consist of, among other things, assisting in: opening and securing vaults and their contents; receiving incoming shipments; dispatching outgoing shipments to proper runs and destinations; consolidating shipments; preparing change orders and such other duties as may be required to provide efficient and secure receipt and dispatch of customer shipments, as set forth in the Employee Handbook.

The classification of Assistant Cashier may be a relief classification, to be applied in the event a truck employee is assigned to replace the cashier on duty and performs all of their functions. It shall not apply in the case when the truck employee merely assists the cashier or assistant-cashier on duty.

- 20.05 Vault Clerk shall be those employees whose work for the Employer shall consist of, among other things, the duties of an Assistant Cashier and or in aid of the Assistant Cashier in the performance of duties necessary to the proper and orderly operation of the vault and other duties as may be assigned from time to time.
- 20.06 Turret Guards shall be those employees whose work for the Employer shall consist of, among other duties considered as bargaining unit work, of being assigned to the Employer's premises for the purpose of protecting the Employers personnel and the shipments and property for which the Employer is responsible.
The Turret Guard may be temporarily displaced by an employee, that requires modified duties providing the turret Guard is qualified to do the assigned work.
- 20.07 (a) Senior ATM Technician (Crew Chief) shall be those employees who have worked continuously as an ATM Technician for more than twelve consecutive months prior to being promoted by the Employer to an available position. The Crew Chief is under the supervision of the Manager, Assistant Manager, Supervisors and Dispatchers.

The Crew Chief shall exercise immediate supervision over **their** crew for the full duration of the shift, and ensure the crew perform their respective duties in a proper and secure manner, with particular reference to security, customer service and productivity as set forth in the Employee Handbook.

The Crew Chief will be required to carry combinations, access ATM and Night Deposit Units and maintain dual custody while servicing. In addition to regular ATM duties, the Crew Chief may be responsible for training junior technicians, drivers and new hires and duties as set forth in the Employee Handbook. The Crew Chief will be required to perform all the functions and duties of the remaining ATM Classifications.

- (b) ATM Technician shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, carrying combinations, accessing ATM night deposit units, maintain dual custody while performing service work and duties as set forth in the Employee Handbook. On three (3) person crews, the ATM Technician reports to the Senior ATM Technician (Crew Chief) where applicable.
- (c) ATM Driver shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, duties as set forth in the Employee Handbook when operating with only two (2) persons, the driver assumes, in addition, the duties defined under ATM Technician.

ARTICLE 21: WAGES

21.01 The regular wage rates to be paid during the term of this Agreement are listed in the Addenda and wage scales attached hereto.

Branches located within the following boundaries will be considered the Toronto Branch for the purposes of wages and work rules. The GTA boundary is defined as being: South to Lake Ontario, East to Thickson Road, West to Winston Churchill Boulevard, and North to Major MacKenzie Drive.

21.02 Except as specifically provided to the contrary elsewhere in this Agreement, any employee assigned to work in a higher classification shall receive the straight time hourly rates applicable to the higher classification, as listed in the Wage Scales attached hereto, for all hours actually worked in such higher classification. Further, no employee shall suffer a loss in their straight time hourly rate by reason of their being assigned to work in a lower classification.

All wages are to be paid on a bi-weekly basis by direct deposit. The Employer agrees to deposit by direct deposit specified amounts each pay period for the wages of those employees who shall have given the Employer written authorization to deposit such amounts. Amounts so deposited will be remitted to designated approved financial institutions.

Employees will be entitled to a maximum of two (2) accounts in total, one of which may be used for contributions to a personal RRSP. Only two (2) changes in accounts in total will be permitted in one (1) year.

Paystub information may be provided electronically when the employer has an electronic system in place that provides an opportunity for access for all employees.

- 21.03 If an employee is required to go to the garage to pick up their truck before the commencement of their shift, or if they are required to return it to the garage at the end of their shift, they shall receive pay for this work.
- 21.04 With respect to those individuals hired on a full-time basis, they shall receive wages set forth in the attached wage scales as follows:
- (a) The employee will enter at the first level of the scale as hereinafter set forth.
 - (b) Future progression will be from the date of entry into the scale and yearly thereafter.
- 21.05 With respect to or those individuals hired on a part-time basis, they shall receive wages as follows:
- (a) The employee will enter at the first level of the scale as hereinafter set forth.
 - (b) Progression will be from the date of entry into the scales and the completion of 1040 straight time hours thereafter.
- 21.06 Where a part-time employee is promoted to full-time the following rules apply:
- (a) The employee moves into the lowest full-time pay level without a loss of pay.
- 21.07 Where an employee moves from full-time to part-time, the employee moves into the same pay level as their previous level as a full-time employee and this may result in a loss of pay.
- 21.08 Where a full-time employee changes classification, the following rules apply:
- (a) When moving from a lower paying classification into a higher paying classification, the employee shall move into the same pay level within their new classification.

- (b) When moving from a higher paying classification into a lower paying classification, the employee moves into the same pay level within their new classification as the one they are leaving, and this may result in a loss of pay.

21.09 Blended Runs

Those ATM runs scheduled to perform traditional Armoured CIT work shall be paid as a percentage of calls per division from start to finish of shift for the entire crew.

ARTICLE 22: UNIFORM EQUIPMENT

22.01 The Employer shall furnish and pay for uniforms for employees as required. The style, type and quantity of specific items shall be determined by the Employer. Such uniforms shall remain the property of the Employer. All uniform items, including shirts, shall be replaced on a one for one exchange basis only when deemed appropriate by management.

The Employer shall direct the appropriate code of uniform dress including when hats and ties shall be worn. All uniforms must be new or professionally cleaned prior to issuing.

22.02 The Employer shall reimburse full-time employees for fifty percent (50%) of the cost of a new approved bullet-resistant vest to a maximum of Year 1 four hundred dollars (\$400.00), Year 2 four hundred and twenty-five dollars (\$425.00), Year 3 four hundred and fifty dollars (\$450.00), and Year 4 four hundred and seventy-five dollars (\$475.00) for vests purchased after the date of ratification. A list of approved vests appear in N.I.J. standard 0101.06. Part-time employees will be entitled to the same benefit providing they remain at the employ of Brinks for twenty-four (24) months period from the date of purchase. Vests must be worn at all times. The Employer shall have no liability as a consequence of vest failure, as the vest is to be purchased and utilized as herein provided is at the sole discretion of the employee.

For employees working All-Off vests **four hundred and seventy-five dollars (\$475.00)** will be paid one hundred percent (100%) for employees working All Off.

22.03 The Employer agrees to provide a Safety Footwear Allowance by reimbursing full-time employees up to **one hundred and eighty dollars (\$180.00) and increasing to one hundred and ninety dollars (\$190.00) once every two (2) years.**

CLARIFICATION: \$190.00 can be used every two (2) years. The employee must submit a receipt in order to be reimbursed.

The Safety Footwear must be black and CSA approved, with steel toes and in compliance with the Brinks' Uniform and Appearance Policy. Part-time employees will be entitled to the same benefit providing they remain at the employ of Brinks for at least six (6) months and work at least two hundred and forty (240) hours.

22.04 Bulletin Boards

A copy of this Agreement shall be placed on the bulletin board on the premises of the Employer. The Employer agrees to permit posting of any Official Union materials on a bulletin board provided by the Employer, conspicuously placed and provided exclusively for that purpose provided they are authorized and signed by an officer of the Local Union and will be confined to official Union business. Where requested by the Local Union, the Employer shall provide a bulletin board that shall be a lockable glass enclosure, not smaller than 36" by 30" in dimension.

22.05 General Conditions of Employment

All employees are expected to be at their designated work stations at the start of their work day properly uniformed and equipped.

22.06 All regular runs will be numbered. A crew shall not be less than two (2) persons. When it is necessary to replace an armoured vehicle on a regularly scheduled run with an unarmoured vehicle, such unarmoured vehicle shall have a minimum of three (3) crew members.

22.07 In the event an employee shall be absent from work for any reason they shall report the fact to management within a minimum of two (2) hours advance notice of their actual starting time where practicable. Furthermore, any employee absent from work for any reason, shall, before returning to work, call the dispatcher or management representative no later than eight (8) hours prior to the start of the shift on the day on which they wish to return to work, and at that time obtain their first assignment. In the case of weekend and Monday shifts, employees shall be provided with a contact number in which to call as determined by local practice.

22.08 All employees shall at all times use their best endeavor to further the interest of the Employer.

ARTICLE 23: HEALTH AND SAFETY

- 23.01 (a) The Employer shall institute and maintain all reasonable precautions to ensure every worker a safe and healthful workplace.
- (b) The Employer and the Union will cooperate fully to promote safe work practices, health conditions and compliance with safety rules and procedures as outlined in *Part II of the Canada Labour Code*.
- (c) The Union Health and Safety Co-Chair shall have the right to accompany on an inspection tour any Government Health and Safety Inspectors if it is prearranged ahead of time by either party or the inspector, subject to availability.

- (d) The Employer shall ensure that all employees are informed of their right to refuse **dangerous** work which may harm them, or any person in accordance with the provisions of the *Canada Labour Code*. Signs will be posted in the workplace advising them of this right. **Employees also have the right to be informed of known or foreseeable hazards in the workplace in accordance with the provisions of the *Canada Labour Code*.**
- (e) If a worker exercises their right to refuse, they will notify their supervisor and the Union member of the Health and Safety Committee. They shall stand by in a safe place and cooperate fully with the investigation of the hazard.
- (f) The Union Health and Safety Co-Chair is entitled to fully participate in a Health and Safety investigation at every stage.
- (g) No employee with just cause, as outlined in *Part II of the Canada Labour Code*, shall be dismissed, suspended, laid off or demoted for exercising their right under *Part II of the Canada Labour Code*.

National Day of Mourning

- (h) Each year on April 28 at 11:00 a.m., work may stop and one (1) minute of silence will be observed in memory of workers killed or injured on the job.
- 23.02 (a) A Health and Safety Committee shall be established at every Branch. The power and duties of the committee are as stated in the *Canada Labour Code*.
- (b) The Union members of the Joint Health and Safety Committee will attend the Unifor Health and Safety Course (one (1) week). This course will be taught at the Unifor Family Education Centre in Port Elgin. The Union will pay for the cost and lost wages from PEL.
- 23.04 No employee shall be required to take out any vehicle which is in an unsafe operating condition or which is not properly equipped to conform to Municipal, Provincial and Federal regulations. All armoured trucks shall have installed and in operating condition heaters not later than September 1st and blowers or fans not later than May 1st. All newly built 200 series and above armoured cars, assigned to the Branches covered hereunder shall be equipped with air conditioning and **OEM air-ride** or hydraulic seats. It shall be the duty of employees to report promptly to the Employer all defects in equipment. The Employer shall have truck interiors cleaned on a regular basis; it shall be the driver's responsibility to sweep trucks daily.

All new non-traditional vehicles will be equipped with air conditioning and appropriate adjustable seating.

- 23.05 Employees shall be required to fire on the qualification range at least twice annually. Qualification range time may be scheduled as an extension or part of an employee's regular daily work. The qualification time spent on the range will be paid for at the employee's regular straight time hourly rate to a maximum of one (1) hour for on-site qualification ranges and two (2) hours for off-site qualification ranges. The parties agree that it is in both the employees' and the Company's interest that, employees receive thorough training, covering among other things, firearms handling and operating procedures. It is also agreed that it is in the best interests of the employees and the general public that employees be afforded an opportunity to practice on a range and further that they be limited to a maximum of three (3) qualification attempts to achieve the accepted standards set out by the appropriate statutory regulations.
- 23.06 The Employer may from time to time provide in-house training programs. Participation by employees is compulsory and participating employees will be paid at their basic straight time hourly rate for all hours in attendance.
- 23.07 Management agrees to provide clean and sanitary facilities with respect to lunch, washrooms and change rooms. In any new Branch constructed after September 1, 2002, separate washrooms and change rooms shall be provided for male and female employees.
- 23.08 Drivers shall be provided with forms on which they shall make written reports of defective vehicles or conditions of the Employer's trucks. Should management decide that a vehicle would be unsafe to operate, information to that effect will be posted aboard the truck and in the Branch Manager's office.
- 23.09 Fire Arms Permit and Licenses

- (a) The employer shall reimburse employees the cost of renewing their P.A.L. and also agrees to pay the costs of obtaining and renewing the ATC's.
- (b) Should an employee fail to maintain in effect **their** Possession and Acquisition License (PAL) and/or Authorization to Carry permit (ATC) they may be placed on unpaid leave for a period of no greater than twelve (12) months, be suspended or be subject to Article 5.09. Health and Dental benefits will be maintained for a maximum of ninety (90) days.

The Union may request and Management may grant the employee work in a position where a certificate or permit is not required. The Employer in consultation with the Union may consider the circumstances and reasons for not having the permit. In such cases the employee would be expected to re-qualify at the earliest possible opportunity.

(c) Traffic Tickets

- (i) No driver shall be required to violate traffic laws or loading regulations. If a driver shall be issued a traffic ticket or citation for parking violations made in accord with instructions from the Employer, the Employer shall be responsible for such citation. Traffic tickets or citations issued to the employee must be submitted to the Employer within twenty-four (24) hours (excluding Sundays) and if not so delivered, the Employer shall not be responsible for the payment thereof.
- (ii) Moving violations shall be the sole responsibility of the driver; i.e. speeding, failure to stop at traffic stop signals, improper traffic driving and reckless driving. **In the event the Employer receives a 'camera' based ticket (e.g. red-light camera or photo radar) caused by one of its drivers, the driver will be responsible for the ticket. However, if additional fees are incurred because the Employer did not provide the ticket to the driver in a timely manner, the Employer will be responsible for the additional fees.**
- (iii) Employee shall advise the Employer immediately of any on-duty or off-duty tickets, charges and/or convictions that may lead to any restriction of their current or anticipated requirements (i.e., PAL, ATC, Driver's License, Z endorsement, etc.). Failure to report the loss or suspension of said licenses or permits may result in immediate termination.

ARTICLE 24: POLICY COMMITTEE

24.01 Health and Safety Policy Committee

- (a) The parties also agree to establish a single joint Occupational Health and Safety Policy Committee as set out in section 134.1 of the *Canada Labour Code*. The Union will have three (3) bargaining unit representatives, as determined by the Union, on the Policy Committee.
- (b) The Union Policy Committee members shall meet in person **at least once a year. The remaining meetings may be held remotely. The meetings will occur** with an Employer representative or representatives at least once every **three (3)** months on paid time at applicable rates or more often if other meetings are required as a result of an emergency or other special circumstances.

(c) Policy Committee Duties

The Policy Committee shall:

- (i) assist in the development and final approval of Health and Safety policies and programs;
 - (ii) participate in the development and monitoring of the overall safety program for the prevention of hazards in the work place that also provides for the education of employees in health and safety matters;
 - (iii) consider and expeditiously dispose of matters concerning health and safety raised by members of the Safety Committee or referred to it by a workplace committee or a Health and Safety Representative;
 - (iv) participate to the extent that it considers necessary in inquiries, investigations, studies and inspections pertaining to occupational health and safety;
 - (v) participate in the development and monitoring of a program for the provision of personal protective equipment, clothing, devices or materials;
 - (vi) cooperate with health and safety officers;
 - (vii) monitor data on work accidents, injuries and health hazards; and,
 - (viii) participate in the planning of the implementation and in the implementation of changes that might affect occupational health and safety, including work processes and procedures.
- (d) Union Policy Committee members shall be compensated by the Employer at the applicable rate of pay for time required to attend meetings or perform any of their other functions as authorized by both Chairpersons of the Committee in addition to any travel costs required. The Co-Chairs of the Safety or Policy Committee must jointly approve Committee members' time spent away from their regular work duties and such approval shall not be unreasonably withheld.

Where warranted by the size of the Branch and/or the time needed to perform health and safety functions, the committee members shall be scheduled to perform duties related to the administration of Health and Safety and the workplace inspection for one (1) shift per month or portion thereof and the Employer shall pay the wages for such time lost from regular work at applicable rates.

- (e) Union Health and Safety Policy Committee members shall be entitled to meet for thirty (30) minutes as caucus time paid at applicable rates prior to meeting with Employer representatives at each Policy Committee meeting. Additional time to caucus shall be granted upon request and shall not be unreasonably withheld.
- (f) Employees have the right to know workplace infection control preparedness protocols including provisions of PPE and hazard mitigation. Without disclosing any confidential medical and personal information, the Employer must develop in collaboration with the Local Health and Safety Committee and National Health and Safety Policy Committee policies to ensure that contingencies are in place in case of a future pandemic or health emergency.**
- (g) The complete Local Health and Safety committee will review all new and renewed SRAs and make recommendations for modifications to control measures where appropriate. In the case of renewed SRAs, the local Health and Safety committee will jointly determine whether a site inspection is appropriate.**

ARTICLE 25: PICKET LINES

25.01 At the consent of the Union it will not be considered a violation of the Agreement nor a motive for firing or disciplinary measure when an employee refuses to cross a legal Union picket line, or refuses to load or unload merchandise at a point or terminal subject directly to a legal strike.
However, this provision shall not apply in any case unless and until the Local Union signatory to this Agreement provides the Employer with notice of its intent to honour such picket line as described herein.

With respect to Cross Country and Regional Tractor Trailer Drivers such Union notice to the Employer must be given:

- (i) at least twenty-four (24) hours prior to run departure, or**
- (ii) no later than 9:00 a.m. on Friday prior to the beginning of the scheduling process of its intention to honour such picket lines as described herein.**

In such a case, the Employer shall have the right to have the customers served by alternate means.

ARTICLE 26: CONTRACTING OUT-IN

26.01 Work normally performed by bargaining unit employees will not be performed by outside contractors, if the Company has the manpower, skills, equipment and facilities to do such work and the work can be done in a timely and cost-effective manner.

For the term of this agreement the Employer will not contract-out work to another armoured car company.

With respect to Brink's Complete Change Fund orders as discussed by the Parties within nine (9) months of ratification, the Employer will implement a system to utilize its crews for these deliveries in Zone 1 (fifty (50) kilometre radius from the branch). For Brink's Complete when the systems are in place, 'timely and cost effective' will mean that when the Employer has road crews operating in the area (i.e. going to the same address on the same day the delivery is required).

Pursuant to a request by either Party, the Parties will meet to discuss any contracting out (or perceived contracting out) of work normally performed by bargaining unit employees and the Union will be provided with information outlining, dates, delivered orders, and locations of the affected work.

26.02 Subject to personal or corporate confidentiality, non-disclosure agreements etc., when the Employer contracts out work, it shall give the Union as much notice as legally possible.

This Article applies in the event contracting out may cause layoffs of full-time employees. The Employer agrees to meet with the Union to have meaningful discussion on ways to lessen the impact of the contracting out on bargaining unit employees.

ARTICLE 27: NO STRIKES OR LOCKOUTS

27.01 During the term of this Agreement, the Employer agrees that there shall be no lockout and the Union agrees that neither it, its representatives nor any employee will cause, sanction or participate in any slowdown, strike or other stoppage or interference with work or production.

ARTICLE 28: TRANSACTIONS

28.01 In the event the Employer acquires a business entity and exercises control over that acquired entity within the Province of Ontario covered by the certification described above, the Employer and the Union will meet and discuss the effect of the transaction. This Ontario Agreement does not apply to the entity acquired or controlled until such time as the parties to this Collective Agreement mutually agree.

ARTICLE 29: LABOUR MANAGEMENT MEETINGS

29.01 Labour Management meetings between management and the Union will be held to discuss issues of mutual interest. It is understood that these committees will not discuss issues being handled in the grievance procedure or those being the jurisdiction of the Health and Safety Committee. These meetings will be held at least every three (3) months.

ARTICLE 30: BID RUNS

30.01 (a) At least twice annually, in April and October, the Employer shall post a list of blocks of runs describing in general terms the areas to be served, the nature of work to be performed, the starting times, approximate duration and estimated crew compliments for each of the blocks. After such runs are posted, for a minimum of **five (5) days or in the event there is an urgent need to institute a Bid (e.g. a drastic change in customer service requirements with short notice) a shorter time period that will be mutually agreed upon between the company and the union**, full-time employees shall, in order of their overall seniority, be offered an opportunity to bid for assignment to the blocks of runs set up by Employer. It shall be the employee's responsibility to advise the Employer in writing of their run selections should they be absent during the selection period.

(b) Union involvement in bids

The Unit Chair or designate and at least one (1) Shop Steward or designate shall meet with the Employer on paid time at **seven (7) days or in the event there is an urgent need to institute a Bid (e.g) a drastic and unforeseen change in customer service requirements) a shorter time period that will be agreed upon with the Company and the Union** prior to the bid being posted to discuss the bid and to provide suggestions for alternatives from the Union representatives. The Employer shall provide the information required in 30.01(a) and guide sheets in advance of the meeting to allow for an informed discussion. The Employer shall consider in good faith reasonable suggestions put forward by the Union representatives.

30.02 On the first week of the months following the completion of the bids, employees shall be assigned to the new blocks which they have bid.

30.03 (a) Employees who bid for such blocks must be qualified and capable to perform all duties required in the classification in which they bid in addition to any specific requirements as outlined in the posted Bid language, where applicable. Management reserves the right to reassign a bid employee from a bid run in the event that there are insufficient employees with the appropriate qualifications to meet business requirements.

(b) Driver's License Upgrade

For any current employee, who is required by the Employer to upgrade his or her license, the Employer will supply the vehicle for the test, and further agrees to pay for the original costs of the DZ, AZ, A, Class 1, or Class 3 Quebec License, airbrake course, and any lost time directly associated with obtaining the required License. Employees will not be entitled to overtime payments as a result of the operation of this provision.

Reimbursement shall be made upon providing receipts.

30.04 All full-time employees must bid on a position. Employees, who for whatever reason are not assigned to a bid run will first be placed in a pool of unbid employees. On Thursday of the week preceding the Employer shall post a weekly schedule for the full-time employees assigned to the pool. Employees assigned to the pool shall be classified as guards and shall be paid at the wage rate applicable to the classification which they are assigned.

Full-time assigned to the pool will remain in the pool, as long there is forty (40) hours per week that they can work at and are qualified/capable in their division. If there is not forty (40) hours work per week, the Union will be notified and discussions will take place in accordance Article 5.05(c) and 5.06.

On the Thursday of the week preceding, pool employees shall be assigned by seniority to the weekly work schedules in accord with the following steps:

- (i) In accord with preferential days off, where available; then**
- (ii) To the highest classification available, provided they are capable and qualified to perform all duties and functions of the weekly schedule;**
- (iii) In the event there is insufficient number of employees qualified in the pool to perform the work assignment, the Employer reserves the right to remove a qualified employee from a bid run to fill necessary vacancies;**
- (iv) Vacancies that occur after the schedule is posted shall be filled at the Employer's discretion.**

30.05 Revision of Runs

In order to meet the needs of customers and to improve the efficiency of the operation, runs may be changed from time to time by adding stops, removing stops, changing starting times, revising, merging, eliminating runs or adding new runs.

If runs shall be unusually late coming in due to breakdown or other causes to the point that it cannot meet the Employer's commitment to the customer another crew or another run may be assigned to extend its run and to make such pick-up or perform such other duties on the late run in order to meet the obligations of the Employer with respect to the customers involved on the late run.

Run Audits

Run Audits may be performed when:

- (i) The Employer determines it is necessary to explore bid run procedures for improvement and/or resolution of problems as they develop;
- (ii) The Unit Chair has illustrated that an audit would be appropriate with supporting reasons in writing; typically initiated by concerns brought forth by the crew.

For example, a crew is working overtime, and/or is unable to take their lunch or rest periods.

When an audit is completed, the following procedure will apply:

- (iii) The run audit will be completed and conducted within fourteen (14) days by the Employer;
- (iv) The results of the audit will be finalized within fourteen (14) days following audit completion;
- (v) The Employer will provide the Unit Chair or designate with the run audit documentation for review and discussion.

30.06 Special Runs and Assignments

On special runs or assignments, that is, runs or assignments not regularly or normally recurring, the Employer may assign such runs or assignments to pool employees, working crews or by rescheduling runs or by using part-time employees; or if an insufficient number of employees are available in the above categories then employees may be called to work on their scheduled day off.

30.07 Once an employee has bid for a block and been assigned thereto, he shall remain thereon until the next general bid.

30.08 Permanent Vacancies

In case a block has been bid and then permanently vacated, for example by death, retirement, termination, etc., **the position will be posted in accordance with Article 5.02(c).**

The resulting vacancy will be filled by the senior qualified employee from the pool who did not originally have the right to bid shall fill that vacancy for the remainder of the bid period if he so desires, provided, in the event no full-time employee in the pool accepts such assignment, the Employer reserves the right to assign the junior full-time employee to the vacancy.

30.09 Runs Eliminated

In the event a run for which employees have bid shall be eliminated or taken off the street, then the employees who have bid that run shall revert to the pool of employees.

30.10 In the event of the merger of two (2) or more runs the senior employees (regardless of classification) on the runs thereby affected may elect to stay on the remaining or merged run, provided they are qualified to perform the work available or revert to the pool.

30.11 Refusal or Removal from a Run

The Employer may refuse assignment to a run which an employee has bid for just cause, and once having assigned an employee to a run, may remove him for just cause.

The action of refusal or removal shall be a proper subject of the Grievance Procedure. Persons so removed or refused shall be assigned to pool pending the determination of the grievance, if any.

ARTICLE 31: LETTERS OF UNDERSTANDING

31.01 Attached to and forming part of this Collective Agreement are all Letters of Understandings, Appendixes, Schedule 'A' – Wages and these shall be subjected to the grievance and arbitration procedure.

ARTICLE 32: WORKPLACE HARASSMENT

32.01 The Employer and the Unifor are committed to providing a harassment free workplace. Harassment is defined as a "course of vexatious comment or conduct that is known or ought to reasonably be known to be unwelcome", that denies individual dignity and respect on the basis of the prohibited grounds such as: gender, disability, race, colour, sexual orientation or other non-prohibited grounds. All employees are expected to treat others with courtesy and consideration and to discourage harassment.

The workplace is defined as any Company facility and includes areas such as offices, shop floors, restrooms, cafeterias, lockers, conference rooms, vehicles, customer premises and parking lots.

Harassment may take many forms: verbal, physical or visual. It may involve a threat or an implied threat or be perceived as a condition of employment. The following examples could be considered as harassment but are not meant to cover all potential incidents:

Unwelcome remarks, jokes, innuendos, gestures, or taunting about a person's body, disability, attire or gender, racial or ethnic backgrounds, color, place of birth, sexual orientation, citizenship or ancestry, bullying, intimidation, practical jokes, pushing, shoving, etc. or any other actions that cause awkwardness or embarrassment, posting or circulation of offensive photos or visual materials, refusal to work or converse with an employee because of their racial background or gender, unwanted physical conduct such as touching, patting, pinching, etc., Unwelcome invitations or requests, Condescension or paternalism which undermines self-respect, or backlash or retaliation for the lodging of a complaint or participation in an investigation.

32.02 Harassment Is Not

Harassment is in no way to be construed as properly discharged management responsibilities including the delegation of work assignments, the assessment of discipline or any conduct that does not undermine the dignity of the individual. Neither is this policy meant to inhibit free speech or interfere with normal social relations.

32.03 Filing a Complaint

If an employee believes that they have been harassed and/or discriminated against on the basis of any prohibited ground of discrimination, there are specific actions that may be taken to put a stop to it. First, request a stop of the unwanted behaviour. Inform the individual that is doing the harassing or the discriminating against you that the behaviour is unwanted and unwelcome. It is advisable to document the events, complete with times, dates, location, witnesses and details.

However, it is also understood that some victims of discrimination or harassment are reluctant to confront their harasser or they may fear reprisals from the harasser, lack of support from their work group, or disbelief by their manager or others. Second, the incident should be brought to the attention of your manager and/or committee person.

32.04 Investigation

Upon receipt of the complaint, the Manager/Unit Chairperson/Steward contacted will immediately inform their Union or Employer counterpart and together they will then interview the employee and advise the employee if the complaint can be resolved immediately or if the complaint should be reduced to writing and escalated to a Joint Investigation Committee (J.I.C.). Properly completed copies of the complaint will be forwarded to the J.I.C. comprised of both a Management and Union representative appointed by the Employer and the Union respectively.

In the event of a complaint involving sexual harassment, the investigative team, if possible, will be comprised of at least one (1) woman.

A formal investigation of the complaint will then begin. It may include interviewing the alleged harasser, witnesses and other persons named in the complaint. Any related documents may also be reviewed.

32.05 Resolution

The JIC will attempt to complete the investigation within (10) days and ensure the resolution is fair and consistent.

32.06 Right to Refuse

A bargaining unit employee alleging harassment in the workplace is encouraged to use the above procedure to resolve a complaint. The Brink's Workplace Harassment Policy is posted in all Branches and Complaint forms are available from a Manager or a Committee person. Any overview of the Brink's Harassment Policy is also outlined in the Employee Handbook. However, it is agreed, in principle that in serious cases, or when the safety of the employee is being threatened, it may be necessary for the employee(s) concerned to change job positions, after discussion with a Supervisor and JIC.

32.07 Oversight

In addition to the above, the parties will meet at least once per year to discuss harassment incidents that year, root causes of the incidents and steps taken to resolve the issues.

In addition, the meeting will discuss current efforts to improve harassment awareness in the workplace as well as current legislative and other trends that may be relevant to preventing future incidents.

A Joint Harassment Training Program will be mandatory for all bargaining unit employees and will be paid for at the employee's straight time, regular wage rate, during off shift periods.

ARTICLE 33: BRANCH CLOSURE

The Company will notify the National Union Representative of a Branch Closure no less than forty-five (45) days from the date of the intended closure. The Company will meet with the National Union Representative within ten (10) days of the notification to discuss options and alternatives to the Branch Closure. The Company will pay severance equal to two (2) weeks per year of service to employees to a maximum of fifty-two (52) weeks terminated as a result of the closure.

Employee records shall be retained by the Company in accordance with appropriate legislation. The Union will be given access to such records where employees have granted permission.

ARTICLE 34: TERM OF AGREEMENT

33.01 Duration of Agreement


This Agreement is in effect **August 26, 2021** up to and including **August 26, 2025**.

If pursuant to the negotiations which commenced upon such notification, an Agreement is not reached on the renewal or amendment of this Agreement, or the making of a new Agreement prior to the current expiry date, this Agreement shall continue in full force and effect until a new Agreement is signed between the parties or until conciliation proceedings prescribed under the appropriate statutory regulations have been completed, whichever date should first occur.

In the course of negotiations for a successor Agreement and Addenda, the determination of acceptance or rejection of a proposed Agreement and Addenda shall be based on the total votes cast by eligible employees covered by the Agreement.

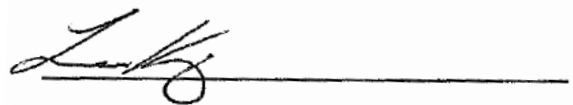
In witness whereof, each of the parties has caused this Agreement to be signed by their duly authorized officials or representatives as of this **18th day of August, 2022** in **Toronto, Ontario**.

For the Union



C. # 87

For the Company



Brian Chapman, Ovidiu Schiopu, Dragan Saponja, Local 27
Jeremy Rodgers, Joe Meney, Local 103
John Turner, Nelly Francis, Ray Losier, Pasquale Fiore,
Matthew Spires, Tina Snooks, Kayso MaharajRay Local 112
Tammy Pomerleau, Louis Kovacevich, Local 195
Kari Jefford, Local 229
Cary MacMillan, Nicole Dempsey, Local 504
Eric Boulay, Cliff McCollam, Russell Wroblewski, Local 598
Don Janveau, Ken Biggar, Local 599-T
Dayle Steadman, Steve Aubin, Local 1106
Cathy Humalamaki, Local 1359
Andre Desjardins, Dave Cayer, Sean Murphy, Pat Curtin, Local 4266

CASH LOGISTICS, FOREX AND ARP ADDENDUM

Employees working in the classifications covered hereunder shall be entitled to all the terms and conditions of the Agreement, except as herein-below amended, supplemented or modified. In the event there is a conflict between the terms of this Addendum and the Agreement, the terms of this Addendum shall prevail.

ARTICLE 1: SENIORITY

1.01 (a) Seniority for full-time employees shall be determined by Division where applicable by the date on which such employees become full-time employees.

(b) Seniority shall be applicable by Division for full-time employees for the following purposes:

- the selection of vacations;
- **internal lay-offs (Divisional seniority);**
- **external layoffs (Seniority within the CL, ARP and FOREX Divisions);**
- overtime opportunities as outlined in Article 9, Hours of Work and Article 11: Overtime;
- scheduling of hours and days of work.

(c) A divisional full-time seniority list and a separate part-time seniority list shall be placed on the Employer's bulletin board and forwarded to each respective Local Union every six (6) months.

(d) **Part-time Seniority and Scheduling**

For all new part-time employees hired after ratification, seniority shall be determined by the date of hire as a part-time employee. Part-time employees shall be placed on the appropriate part-time seniority list in accordance with this Article, based on the first employee to clock in on their first scheduled shift after they have been hired. (i.e. first to work, first on list).

1.02 (a) In the event a full-time vacancy occurs within the Cash Logistics or ARP Division, within the classifications covered hereunder, such vacancies shall be filled in accordance with seniority, with preference to Cash Logistics and ARP employees, provided the employee considered for the vacancy must possess the ability and qualifications necessary for the full-time vacancy. Cash Logistics or ARP employees will be eligible to apply for vacancies in any other Division only when there are no other applicants from the other Divisions. The Employer shall determine the ability and qualifications of employees considered for the full-time vacancy, provided such determination shall not be unreasonable and shall be subject to the grievance procedure.

Any employee who has been selected to fill a full-time vacancy and within a sixty (60) day trial period but no earlier than thirty (30) days does not meet the Employer's requirements for the full-time vacancy, **they** shall be restored to their former position and shall retain their seniority.

The Company will include required qualifications in all job postings. The Company will provide necessary training required for positions within the bargaining unit. Employees who have the ability and qualifications to bump into a new position will be provided with a maximum of forty (40) hours training as necessary.

- (b) Employees from other Divisions will not access part time or full-time hours in the Cash Logistics, **Forex** or ARP Divisions to alleviate a shortage of work in their Division. **Likewise, employees from Cash Logistics, Forex, and ARP will not access the work of the other Divisions to alleviate a shortage of work in their Division.**
- 1.03 (a) The parties agree that while part-time employees may be assigned to work in any classification in ARP and Cash Logistics Divisions, additional full-time jobs will only be created and part-time employees promoted to full-time status, where forty (40) hours are regularly available in either Operating Division e.g. Cash Logistics Division or ARP Division or combination between the Divisions.
- (b) **The provisions of the Main Agreement relating to internal and external layoff apply to the Cash Logistics, ARP and Forex Addendum with necessary modifications.** The Employer agrees, that prior to any layoff and proceeding to Article 1.04 of the Addendum, the Employer in consultation with the union will maintain full-time positions, including benefits and wages, at forty (40) hours per week, through utilizing available part-time hours by enacting the following:
- Varied shift hours including split shifts with no more than four (4) hours of break in between;
 - Modified work weeks to include up to six (6) days per week schedules;
 - Regardless of division (Cash Logistics or ARP only);
 - Employees from other Divisions will not access Part-time or full-time hours in the Cash Logistics or ARP Divisions to alleviate a shortage of work in their Division;
 - Inclusive of vacation relief;
 - Exclusive of "on call" work.
- 1.04 (a) In the event the work requirements of the Employer shall be reduced to the point that the guaranteed number of regularly scheduled hours of work per week shall not be regularly available to all of the full-time employees, the junior full-time employee shall be laid off or reduced to part-time status, at the employee's option.

- (b) Lay-offs or demotions to lower classifications within the bargaining unit due to reduced work requirements of the Employer shall be made in reverse order of seniority provided the employee has the ability and qualifications necessary for the available position. The Employer agrees that in the event of a layoff, the following procedure shall apply:
 - (i) all lay-offs in the Division where applicable shall be in reverse order of seniority;
 - (ii) the affected junior employee shall be given the opportunity of displacing an employee with less seniority in another classification, provided the senior employee has the ability and qualifications to perform the job (within the Division)
 - (iii) where there is no classification in which the junior employee has the immediate ability or qualification to perform the job within the employee's Division, ARP or Cash Logistics, he shall bump a junior employee in the other Division, providing he has the ability and qualification to perform the job. Employees in other Divisions who are subject to layoff provisions will not bump Cash Logistics or ARP employees;
 - (iv) Article 5.06 (b) (iv) from the Main Agreement is not applicable to the Cash Logistics ARP Addendum.

- (b) Full-time employees who select reduction to the status of Part-time employees shall hold top seniority among the Part-time employees and shall have first call to scheduled assignments with greater earning opportunities up to the guaranteed hours per week and shall be first in line for promotion to full-time status. In order to maintain this preferential status, the part-time employee must make themselves available as per Article 1.06(b) of the Cash Logistics and ARP Addendum. Upon demotion, the employee shall be paid the full-time hourly rate of pay only for the classification he/she performs, for six (6) calendar months. At the conclusion of the six (6) calendar months, the employee shall move to the applicable part-time hourly rate as per Article 21.07. Employees who do not take advantage of an opportunity to apply for a full-time vacancy shall be placed on the Part-time seniority list in accordance with their date of hire seniority.

- 1.05 (a) In the event of the reassignment of work, from one Branch to another, those full-time employees originally displaced, will have a one-time first right of refusal for any resulting full-time vacancies at the new servicing Branch or to displace an employee with less seniority in the same classification at the new servicing Branch.

The full-time employees originally displaced shall be given the opportunity of displacing an employee with less seniority in another classification, provided the senior employee has the ability and qualifications to perform the job (within the Division).

The junior full-time employee who is displaced at the new servicing branch shall be entitled to the provisions of Article 1.04 of the Cash Logistics and ARP Addendum (Article 5.06 of the Main Agreement) only.

The above will be subject to the following conditions:

- (i) The wage scale of the new servicing Branch will apply.
 - (ii) All relocation costs will be the responsibility of the employee.
 - (iii) Previous Branch and Division seniority will apply immediately at the new servicing Branch.
 - (iv) The Employer will post openings of the vacancies required at the new servicing Branch on the Employer's bulletin board at the affected Branch(es).
 - (v) Employees who have the ability and qualifications to bump into a new position will be provided with a maximum of forty (40) hours training as necessary.
- (b) If a full-time employee has been displaced due to the reassignment of full-time work from one Branch to a new servicing Branch, and no work was available at the new servicing Branch, or the affected employee cannot displace another employee as per Article 1.04 of the Cash Logistics and ARP Addendum, the employee shall have first right of refusal for full-time vacancies at the new servicing Branch for a period of twenty (24) months provided the employee is qualified and able to perform the work at the new Branch. The reassignment will be subject to the conditions outlined in Article 1.04 of the Cash Logistics and ARP Addendum. The Employer agrees to notify the employee of the vacancy at the last known address of the employee. The employee will provide the Employer with their decision within forty-eight (48) hours of notification.

1.06 Article 5.08 (a) of the Main Agreement is not applicable to the Cash Logistics and ARP Addendum except as follows:

Vacation relief will be assigned to Part-time employees by seniority to those available to work the entire block providing no full-time employee wants the vacation relief block. Any resulting temporary vacancy shall be filled at the Employer's discretion.

- (a) Part-time employees in Toronto must make themselves available a minimum of three (3) days per week, for all scheduled work, which shall include at least two weekend days being Saturday or Sunday where applicable). Part-time employees shall indicate their availability on the sign-up list start time may be “anytime”, “a.m.” or “p.m.”. Management will schedule part-time employees according to their agreed availability in accordance with seniority to a maximum of forty (40) hours per week. A part-time employee must sign up for all scheduled hours on the days that are included on the regular schedule.
- (b) If an employee fails to meet these part-time availability requirements, provided there is a need by the Employer, he/she will be formally advised to comply with the availability requirements within thirty (30) days, or face possible termination.

1.07 Article 5.09 paragraph 8 of the Main Agreement is not applicable to the Cash Logistics and ARP Addendum.

ARTICLE 2: HOURS OF WORK

2.01 Hours of work in excess of those guaranteed each week to a full-time employee will be assigned within the Cash Logistics or ARP by Division only in the following order:

1. In accordance with Article 9.07 paragraphs 1 to 4 of the Main Agreement;
2. Should the Part-time availability and the full-time overtime availability sheets for the above Divisions be exhausted during a Statutory Holiday week, the Company has the right to schedule the overtime shift to employees based upon all of the following criteria in the following order:
 - Reverse Part-time seniority
 - Reverse full-time seniority
 - The position to be filled
 - Qualifications necessary to perform the work

2.02 Article 9.08 of the Main Agreement is not applicable to the Cash Logistics and ARP Addendum.

ARTICLE 3: CLASSIFICATIONS DEFINED

3.01 Money Room Clerk shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of Cash Logistics’ receipting, verifying, sorting, packaging, loading and unloading currency and coin and other duties as may be assigned from time to time.

- 3.02 Chief Money Room Clerk shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of a Money Room Clerk and deals with internal and external customers to consolidate bank deposits, balance treasuries and produce reports and other duties as may be assigned from time to time.
- 3.03 Senior Chief Money Room Clerk shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of a Money Room Clerk and Chief Money Room Clerk and supports, coaches, trains and directs employees and assists employees to resolve technical, process and customer related problems and other duties as may be assigned from time to time.
- 3.04 Coin Processor shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of Alloy Recovery Program loading and operating the dewrapping and sorting machines and operating the lift truck and other duties as may be assigned from time to time.
- 3.05 **APW** Unloader shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of Alloy Recovery Program operating the **APW** machine - set and adjust, resolve production problems, complete preventative maintenance and operating the lift truck and other duties as may be assigned from time to time.
- 3.06 Senior Chief Change Fund Clerk shall be those employees whose worked for the employer shall consist, among other duties considered as bargaining unit work, of a senior chief change fund clerk, chief change fund clerk and change fund clerk are to support, coach, trains, directs, assist other employees to resolve technical issues, input and drawing customers' orders, prepping cash and ordering cash and other duties maybe assigned from time to time.**
- 3.07 Chief Change Fund Clerk shall be those employees whose work for the employer shall consist, among other duties considered as bargaining unit work of a chief change fund clerk and a change fund clerk are balancing daily, ocean inputting and other duties may be assigned from time to time.**
- 3.08 Change Fund Clerk shall be those employees whose work for the employer shall consist, among other duties considered as bargaining unit work of a Change Fund Clerk are to draw orders, preparing the coin, prepping cash and coin and other duties may be assigned from time to time.**

ARTICLE 4: WAGES

- 4.01 Article 21.03 and 21.09 of the Main Agreement are not applicable to the Cash Logistics and ARP Addendum.

ARTICLE 5: UNIFORM EQUIPMENT

- 5.01 Article 22.02 of the Main Agreement is not applicable to the Cash Logistics and ARP Addendum.
- 5.02 Effective January 1, 2007, the Employer agrees to provide a Safety Footwear Allowance for ARP employees only by reimbursing full-time employees up to **one hundred and eighty dollars (\$180.00) and increasing to one hundred and ninety dollars (\$190.00) once every two (2) years. CLARIFICATION: \$190.00 can be used every two (2) years.** The employee must submit a receipt in order to be reimbursed. The Safety Footwear must be black and CSA approved, with steel toes and in compliance with the Brinks' Uniform and Appearance Policy. Part-time employees will be entitled to the same benefit providing they remain at the employ of Brinks for at least six (6) months and work at least two hundred and forty (240) hours.

5.03 General Conditions of Employment

Article 22.06 of the Main Agreement is not applicable to the Cash Logistics and ARP Addendum.

ARTICLE 6: HEALTH AND SAFETY

- 6.01 Articles 23.04 and 23.08 of the Main Agreement are not applicable to the Cash Logistics and ARP Addendum.
- 6.02 Articles 23.05 and 23.09 of the Main Agreement apply to the limited number of employees ARP and Cash Logistics employees who obtain A.T.C. permits and/or P.A.L.s pursuant to their employment with the Employer.

ARTICLE 7: BID RUNS

- 7.01 Article 30 of the Main Agreement is not applicable to the Cash Logistics and ARP Addendum except as below:
- (a) At least twice annually, in April and October, the Employer shall post a list of blocks, the nature of work to be performed, the starting times, and approximate duration. After such bids are posted, for a minimum of one (1) week, full-time employees shall, in order of their overall seniority, be offered an opportunity to bid for assignment to the blocks set up by Employer. It shall be the employee's responsibility to advise the Employer in writing of their run selections should they be absent during the selection period. All full-time employees must bid on a position.

- (b) On the first week of the payroll period following the completion of the bids employees shall be assigned to the new blocks which they have bid.
- (c) Employees who bid for such blocks must be qualified and capable to perform all duties required in the classification in which they bid in addition to any specific requirements as outlined in the posted Bid language, where applicable.
- (d) Subject to business requirements, once an employee has bid for a block and been assigned thereto, he or she shall remain thereon until the next general bid with the exception of posted vacancies, and vacation relief.

TORONTO ADDENDUM

Employees working in the classifications covered hereunder shall be entitled to all the terms and conditions of the Agreement, except as herein-below amended, supplemented or modified. In the event there is a conflict between the terms of this Addendum and the Agreement, the terms of this Addendum shall prevail.

ARTICLE 1: INTRODUCTION

- 1.01 Non-bargaining unit personnel, including supervisors shall not perform work traditionally classified as bargaining unit work except in situations including but not limited to emergencies, acts of god, or customer necessity when no qualified bargaining unit employees are available on a timely basis to perform such work or in cases where training or experimental situations are involved.

ARTICLE 2: DEFINITION OF CLASSIFICATIONS

- 2.01 All drivers shall be those employees whose work for the Employer shall consist, among other duties considered as bargaining unit work, of operating motor vehicles, and/or acting as crew guards. Drivers shall possess either Class "G" or "DZ" license. Highway drivers shall possess the minimum class of license required for the vehicle which they are operating.
- 2.02 Mechanics and apprentice mechanics shall be those employees whose work for the Employer shall consist of, among other things, repairing, assembling and dismantling any part of automobiles, trucks, tractors, trailers, and any internal combustion engine, and such other duties incidental to maintenance of the Employer's fleet.
- 2.03 **Premise Guard** shall be those employees currently working in the classification for the primary purpose of providing security.

2.04 Building Maintenance employees shall be those employees whose work for the Employer shall consist of, among other things, the duties of maintaining the cleanliness and physical repair of the Employer's facilities and other duties as may be assigned by the Employer from time to time.

ARTICLE 3: WAGES

3.01 With respect to those individuals hired on a full-time basis on and after the effective date of this collective Agreement they shall receive wages as set forth in the attached Addenda and as follows:

- (a) After successful completion of probationary period the employee will remain at the first level of the scale as set forth in the attached Addenda.
- (b) Future progression will be from the date of entry into the scale and yearly thereafter.

3.02 With respect to those individuals hired on a part-time basis on and after the effective date of this collective Agreement, they shall receive wages as follows:

- (a) After successful completion of probationary period the employees will remain at the first level of the scale.
- (b) Future progression will be from the date of entry into the scales and the completion of 1040 straight time hours.
- (c) Entry to the full-time scale will be at the level closest to their hourly wage without loss of wage.

3.03 Any wage rates in this Agreement, notwithstanding, payment for highway will be calculated as follows:

- (a) For trips of less than 350 miles, payment will be based on hourly rate.
- (b) For trips of more than 350 miles but less than 1,000 miles payment will be based on a mileage rate determined as follows:

$$\text{(Total Trip miles /45 mph)} \quad \times \quad \text{(Hourly Rate/total trip miles)}$$

- (c) For trips of more than 1,000 miles:

$$\text{(Total Trip miles /47 mph)} \quad \times \quad \text{(Hourly Rate/total trip miles)}$$

3.04 Downtime as defined below, shall be paid on an hourly rate:

1. time spent loading and unloading the truck at the home base;
2. time spent checking the tractor and trailer, preparing same for the trip including the travel between the loading and unloading area and the garages;
3. time spent loading and unloading a truck at any intervening stop or customer location in excess of one half (½) hour;
4. Delays caused by breakdowns, inspection stops, weight inspections; i.e. for licenses, load limits, dimensions, etc.; **in excess of thirty (30) minutes** but not to exceed eight (8) hours out of each twenty-four (24) hour period;

OT - tractor crews will receive OT as set out in the addendum and box below.

Cross Country and Regional tractor trailer – OT is paid as follows:

- **After sixty (60) hours work (driving, paid downtime) per week in accordance with CLC/industry standard.**
- **For work performed on the employee's normal day off when the employee is called in for an extra shift/unscheduled trip**

5. up to eight (8) hours of each twenty-four (24) with payment commencing after the fourteenth (14th) hour of any layover;
6. necessary travel time to or from Toronto as directed by the Employer on public transportation;
7. In the event a highway driver is required to work on a scheduled day off or on a holiday as designated in Article IV (unless a substitute day off is granted pay with straight time rate) such driver shall be paid the rate of one-and one-half times (1½X) the regular hourly rate of pay. Where the highway driver is on a mileage rate under this clause, forty-five (45) miles shall constitute one (1) hour for measurement of time worked. This provision shall not apply where a highway driver leaves on a trip on the evening of the driver's scheduled day off or during the evening of any such designated holiday.

ARTICLE 4: BID RUNS

4.01 At least twice annually in April and October, all regular full-time armoured car employees shall, in order of their seniority, bid for and be assigned to blocks of runs, under the terms and conditions hereinafter set forth:

- (a) Employees must be qualified and capable to perform all duties required in the classification in which they bid in addition to any specific requirements as outlined in the posted Bid language, where applicable.
- (b) Employees must be assigned to the new blocks which they had bid not later than one (1) month after the completion of the bid.
- (c) The Employer will consider written requests to change assignments to replace other full-time employees who are absent for known periods covering full weekly schedules. This provision supercedes a pool employee from being assigned to this work providing the pool employee is junior. Requests must be made by Tuesday noon of the preceding week. The replacement must be for the total length of the temporary absence. Any resulting temporary vacancy shall be filled at the Employer's discretion.
- (d) Employees bidding for positions shall be available within thirty (30) minutes after call in **and** will accept such assignments as directed by the Employer and may be removed from such positions due to absenteeism. Only employees who are qualified and capable of performing all the functions of a messenger, driver and guard may be classified as **an** employee. Jobs shall be listed by starting time **and** shall be assigned in order of their starting time (i.e. first in, first out). The Employer shall determine the number of positions.
- (e) Once an employee has bid for a block and been assigned thereto, such employee shall remain thereon until the next bid except as herein specifically provided with the exception which is provided in 4.01 (c).
- (f) On the Thursday of the week preceding, pool employees shall be assigned by seniority to weekly work schedules in accord with the following steps:
 - (i) In accord with preferential days off, where available, then.
 - (ii) To the highest classification available, provided they are capable and qualified to perform all duties and functions of the weekly schedule.
 - (iii) In the event there is an insufficient number of employees qualified in the pool to perform the work assignment, the Employer reserves the right to remove a qualified employee from a bid run to fill necessary vacancies.
 - (iv) Vacancies that occur after the schedule is posted shall be filled at the Employer's discretion.

4.02 Revisions of Runs

In order to meet the needs of customers and improve the efficiency of the operation, runs may be changed from time to time by adding stops, removing stops, changing starting times, revising, merging, eliminating runs or adding new runs. If runs shall be unusually late coming in due to breakdowns or other causes to the point that it cannot meet the Employer's commitment to the customer, a crew or another run may be assigned to extend its run and make such pickup or perform other duties on the late run in order to meet the obligation of the Employer with respect to the customer involved on the late run.

Special Assignments

Special assignments may be assigned to available employees or regular runs may be rescheduled at the discretion of the Employer.

Special Runs

On special runs, that is, runs not regularly or normally recurring, the Employer may assign such runs to available full-time or part-time employees. If any insufficient number of employees are available in the above category, employees may be called to work on their scheduled day off.

Runs Added

In the event a new weekly run is started during a bid period, it will be considered as pool work until the next bid.

Runs Eliminated

In the event a run for which employees have bid shall be eliminated or taken off the street, then the employees who have bid for that run shall revert to the pool.

Mergers

In the event of the merger of two or more runs, the senior employees in classifications on the runs thereby affected may elect to stay on the remaining or merged run or revert to the pool.

Refusal or Removal from a Run

The Employer may, for just cause, refuse an assignment to a run which an employee has bid and, once having assigned an employee to a run, may remove such employee for just cause. The action of refusal or removal shall be a proper subject of the grievance procedure. Persons so removed or refused may be assigned to the pool pending the determination of the grievance, if any.

4.03 At least twice annually in April and October, all regular full-time vault employees shall, in order of their seniority, bid for and be assigned to weekly vault schedules.

Terms and conditions as follows:

- (a) Employees must be qualified and capable to perform all duties required in the weekly schedule in which they bid in addition to any specific requirements as outlined in the posted Bid language, where applicable.
- (b) Employees shall be assigned to the new weekly schedules which they had bid not later than one (1) month after the completion of the bid.
- (c) The Employer will consider written requests to change assignments to replace other full-time employees who are absent for known periods covering full weekly schedules. Requests must be made by Tuesday noon of the preceding week. The replacement must be for the total length of the temporary absence. Any resulting temporary vacancy shall be filled at the Employer's discretion.
- (d) Once an employee has bid for weekly schedule and been assigned thereto, such employee shall remain thereon until the next bid except as herein specifically provided.

4.04 At least twice annually in April and October, all regular full-time ATM employees shall, in order of their seniority, bid for and be assigned to weekly schedules of work under the terms and conditions as follows:

- (a) Employees must be qualified and capable to perform all duties required on the weekly schedule in which they bid in addition to any specific requirements as outlined in the posted Bid language, where applicable.
- (b) All employees must be qualified and capable to perform all of the duties required on the weekly schedule that they bid in addition to any specific requirements as outlined in the posted Bid language, where applicable.
- (c) Effective one (1) month after the date employees are assigned to the new runs they have bid; the Employer and the stewards will form a committee to explore bid run procedures for improvement and/or resolution of problems as they develop.

4.05 BGS AIRPORT BID POSITIONS – VACATION SELECTION

Due to the unique qualifications associated with BGS Airport positions, in the event there are three (3) or more employees off on vacation in a given week on these runs and there is an anticipated negative operational impact resulting, the Employer may ask the employees scheduled for vacation (with a steward present) if they would be willing to voluntarily move their vacation week to another available week to avoid an operational impact. If an Employee agrees to move their vacation they can rebook their vacation to an open week including during the vacation blackout period (i.e. December 15th to December 31st), subject to maximum of two (2) employees off during blackout weeks.

ARTICLE 5: MISCELLANEOUS

- 5.01 In the event legislation is enacted that requires the Employer to provide a guard as part of the normal crew complement, a graduating wage scale would be administered which would allow the Employer time to absorb the cost of the new full-time positions.
- 5.02 The implementation of the "on call" provisions of the ATM Addendum in the Toronto ATM operation will not diminish the Employer's obligation as described in Article 1.01(f) as it pertains to available first line maintenance positions depending on ATM business conditions.
- 5.03 A tool allowance shall be paid to those full-time employees who are licensed motor vehicle mechanics or are registered apprentices, and whose duties involve maintaining the Employer's vehicles.

Such allowance shall be paid as this expense is incurred to an annual maximum of Year 1 **six hundred dollars (\$600.00)**, Year 2 **six hundred and fifty dollars (\$650.00)**, and Year 3 **seven hundred dollars (\$700.00)** upon presentation of proof of purchase. To be eligible for such tool allowance, an employee must be employed for a minimum of one (1) year and the tools purchased must be tools necessary for work on the Employer's vehicles.

- 5.04 Employees of the Toronto Branch will observe the statutory holidays in the following manner:
- (a) Any ATM shift commencing on or after 11:00 a.m. and any other shift commencing on or after 3:00 p.m. may observe the statutory holiday on the day preceding the statutory holiday and this day shall be deemed the statutory holiday, provided the employer gives notification at least two (2) weeks prior to the holiday. If the notice is not given shifts commencing on or after 5:00 p.m. shall observe the statutory holiday on the day preceding the statutory holiday and this day shall be deemed the statutory holiday.

(b) All other shifts shall observe the statutory holiday on the actual holiday or in accordance with Article 10.03.

5.05 The employer shall guarantee to provide to the Union, an office. The Unit Chairperson shall be excused for twenty (20) hours or two (2) scheduled shifts, whichever is greater, of paid time per week to perform their duties on behalf of the union. The Unit Chair shall be paid at the highest rate within the bargaining unit for all work performed during the twenty (20) hours or two (2) shifts referred to above.

5.06 Mechanics will be eligible for an annual safety footwear allowance of one hundred and seventy dollars (\$170.00) and increasing to one hundred and eighty dollars (\$180.00), year 3 of the collective agreement.

5.08 Apprentice Mechanic Pay Scale:

Start at a minimum of the following:

- 1st year 60% of Level 1 Mechanic Rate
- 2nd year 70% of Level 1 Mechanic Rate
- 3rd year 80% of Level 1 Mechanic Rate
- 4th year 90% of Level 1 Mechanic Rate

The above minimums shall not exceed the Level 2 Mechanic Rate.

TRACTOR TRAILER ADDENDUM

ARTICLE 1: CROSS COUNTRY AND REGIONAL TRACTOR TRAILER DRIVERS

1.01 All "Cross Country" Tractor Trailer Highway Drivers - shall be those employees whose work for the Employer shall consist of, among other duties, driving tractor trailers, who possess a valid and current AZ licence. These employees may be assigned as a driver to drive Winnipeg and Westward on long mileage trips and that involves overnight stay. It is understood that because of the challenges associated with certain driving conditions and terrain, these drivers must have 100,000 miles driving experience, as well being able to operate the assigned vehicle e.g. 13 speed manual transmission. On an as needed basis and as practical basis¹, the Employer will provide refresher type training for employees who are qualified but who have not recently utilized a 13-speed vehicle or similar equipment.

¹ Footnote in CBA: With respect to as practical and for example, a last-minute vehicle/scheduling change from an automatic to a 13 manual transmission due to equipment issues would not practically allow for a "refresher course".

All "Regional" Tractor Trailer Highway Drivers shall be those employees whose work for the Employer shall consist, among other duties, driving tractor trailers, who possess a valid and current AZ licence. These employees will be eligible for shorter or regional mileage trips including trips to New York/New England, Ottawa-Toronto, Toronto-Montreal or equivalent terrain. These employees must be able to operate the vehicle(s) assigned to the route. On an as needed basis, the Employer will provide refresher type training for employees who are qualified but who have not recently utilized the assigned vehicle or similar equipment.

ARTICLE 2: ASSIGNMENT OF WORK

2.01 The assignment of work by the Employer to employees in the Canadian Trucking Division of the Montreal Branch shall not result in layoffs among employees in the Trucking Division of the bargaining unit, this Article shall not prevent the Employer from assigning work to employees working out of the Montreal Branch when that is the more operationally viable or efficient option.

With respect to work assignments to Canadian Trucking employees, it will be done in accordance with operational requirements including with consideration to:

Ability to perform the work in a timely and cost-effective manner, the availability of equipment/vehicles employees, and routing efficiency. Subject to reasonableness, the Union can request an explanation of work assignments and it will be provided by the Employer.

ARTICLE 3: CROSS COUNTRY AND REGINAL TRACTOR TRAILER DRIVERS WEEKLY SCHEDULE BIDS

3.01 Scheduling and Vacation Selection

- (a) The weekly schedule shall be established no later than Friday for the following week. Between the hours of 12:00 to 16:30 on Friday the Employer's Trucking Manager or designate [e.g. Trucking Supervisor] will call each employee in order of seniority and advise the employee of the days and runs available. The Employer shall offer runs which shall describe in general terms the destinations, the nature of the work to be performed and the times of departure. If the Employer is unable to reach the employee in turn, the employee shall have fifteen (15) minutes to call the Employer back. If the employee fails to call back within this period, the employer shall assign the employee the highest paid routes. If a run cancelled after scheduled posted, then runs rebid by seniority.
- (b) Once a schedule has been established in accordance with Article # (a) it shall be final and changes will not made be unless there is good and substantial reason.

If this change is initiated by an employee request, the Employer may request supporting documentation to substantiate the request. In the event operating conditions create an *objective and bone fides* need to alter the scheduling process/assignments, the affected employees have the right to receive an explanation from management for such alterations as well steward involvement for any such discussion. The Employer will not alter schedules/assignments in an arbitrary manner.

- (c) All Cross Country and/or Regional tractor trailer bidded employees must be available to work available blocks of work appearing on the weekly bid unless on an approved leave or excused time off, contractually mandated/permitted time off. In the event that no employees bid a weekly assignment(s), the Employer reserves the right to assign the junior qualified employee to such an assignment.
- (d) Effective the October 2022 bid. Once bidded as a Cross Country or Regional tractor trailer driver, each bidded employees will remain in the Cross Country and Regional tractor trailer bid for one (1) year unless they are accepted to a job posing vacancy, have an approved request for reassignment, are unable to work the position due to physical or ability limitations, or as a result of a layoff or displacement. Cross Country and Regional tractor trailer drivers are encouraged to speak with the Trucking Manager and the Unit Chair/Stewards well in advance of the bids if they intend to opt-out of their bids in order to permit staffing adjustments.
- (d) Effective the first vacation bid after October 2022, the Cross Country and Regional tractor trailer driver bidded employees will be considered a separate division for the purposes of vacation selection. Accordingly, a maximum of ten percent (10%) of the Cross Country and Regional tractor trailer drivers may be on vacation during any week or a minimum of two (2) employees every other week provided the operations of the Employer are not disrupted.

LETTERS OF UNDERSTANDING

LETTER OF UNDERSTANDING 1 Re: BRANCH FIREARMS TRAINERS

Branch Firearms Trainers in some locations are currently non-union salaried positions.

1. In locations where, bargaining unit employees are used as Branch Firearms Trainers **and on the job training coaches**, we have not historically posted for these assignments.
2. These assignments are generally sporadic throughout the year and in some branches may only be required for two (2) or three (3) sessions per year.

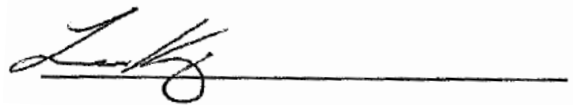
3. When selecting individuals for these assignments, management must determine not only if the applicant has the necessary technical qualifications and aptitude to handle firearms in a group environment **or on a run to coach/ train co-workers on the job duties**, but also the maturity and personal coaching skills to deal with fellow employees in such a setting.
4. For the reasons listed, and because of potential liability, we would not necessarily select the most senior applicant after the assignment was posted.
5. We agree however, that in future, we will post for any upcoming Branch Firearms Trainers, given the proviso above re applicant selection.
6. We will continue to pay one dollar (\$1.00) per hour premium to the Branch Firearms Trainers **or on the job training coaches** when they are performing their **training** responsibilities.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 2 Re: CASH LOGISTICS/ARP REST PERIODS

Re: Rest Periods and Scheduled Workday – Cash Logistics and ARP Divisions Only

With respect to the scheduling of shift lengths, and rest periods in the Cash Logistics and ARP Divisions only, the Parties agree to the following:

1. With respect to employees who are scheduled eight (8) or ten (10) hour shifts (for example: Start 8:00 a.m. - Finish 4:00 p.m.; Start 8:00 a.m. - Finish 6:00 p.m.), the Parties agree to waive the thirty (30) minute unpaid lunch in favour of two (2) consecutive paid fifteen (15) minute breaks (i.e. one (1) thirty (30) minute break). For the sake of clarity, these employees will not be entitled to any additional breaks. The Employer will schedule such breaks in accordance with its business and operational requirements.
2. The Parties agree that unless specifically referenced above, nothing in this Letter of Understanding shall be construed as altering or amending the Collective Agreement and/or the Cash Logistics/ARP Addendum to the Collective Agreement.

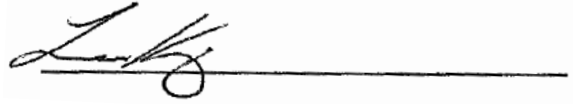
3. Unless otherwise agreed to, this Letter of Understanding expires upon expiration of the Collective Agreement.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



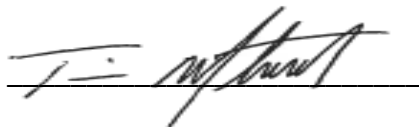
LETTER OF UNDERSTANDING 3 Re: FULL-TIME TO PART-TIME

Effective upon ratification:

1. Full-time employees who voluntarily request in writing to continue working for the Employer in a part-time capacity, will be placed on the part-time seniority list in accordance with their original date of hire and will maintain their current wage Step Level within the Part-time wage scale;
2. Employees shall be allowed to self-demote and re-obtain full-time status only once during the term of the Collective Agreement. Employees will not be eligible to apply for open full-time bargaining unit positions for at least twelve (12) months after self-demotion.
3. If the employee resumes full-time employment, his or her seniority date will be the date of resuming full-time employment. Service for the purposes of vacation entitlement will commence upon resuming full-time employment.
4. Nothing herein is intended to alter the protections provided by the *Canadian Human Rights Act*.
5. The Unit Chair will be notified in writing of any changes in status that will impact the Seniority List(s).
6. All employees who self-demote to part-time are subject to all of the other terms and conditions of the Collective Agreement applicable to part-time employees, including but not limited to, the availability requirements set out in Article 5.08(b).
7. The resulting vacancies will be posted or filled in accordance with the Collective Agreement.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 4 Re: LONG SERVICE RECOGNITION PROGRAM (RETIREE BENEFITS)

Further to recent discussions during bargaining, the following outlines the plan for the establishment of the above program.

PURPOSE: To provide tangible recognition for employees who are entering retirement.

PROGRAM: Eligible employees will be able to participate in a separate group health and wellness program, which they can individually direct based upon personal needs.

ELIGIBILITY: Employees who have completed **25** years at age 65 **or 60 who have completed 25 Years** of continuous service as a full-time employee, and have reached the age of **60** or 65. Continuous service will be deemed by the same methods as used in the calculation of pensionable fulltime service with respect to absences from work.

COMMUNICATION: Brink's will assist with communication of the program to the employees.

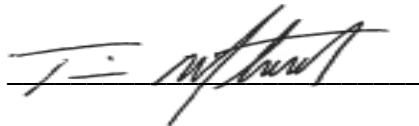
COSTS: Brink's will match employee contributions to the program to a maximum of \$75 per month for a period of 5 years.

ADMINISTRATION: The program will be solely administered by Green Shield Canada.

DISPUTES: Any disputes resulting from the implementation or administration of this program may be subject to the Grievance and Arbitration procedure as outlined in the Collective Agreement.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 5 Re: CREWING MODEL CHANGES

WHEREAS the Employer since the fall of 2015 has implemented the All-Off crewing model at various branches throughout the country;

AND WHEREAS during the course of bargaining the Parties have discussed the declining business and competitive market conditions in the armoured car industry and the need to remain competitive while maintaining a safe workplace;

AND WHEREAS the Parties have agreed to enhancements to Health and Safety as noted below; The Parties agree to the following:

1. The Parties recognize that over the course of this agreement in order to remain competitive, crewing model changes will take place as discussed during bargaining and consultations with the National Health and Safety Policy Committee;

2. The Employer will communicate to the Union the anticipated roll out of any crewing model changes by Branch for this bargaining unit;
3. All-Off Crew members will be paid **one dollar and fifty cents (\$1.50)** premium/hour worked on All-Off Runs.
4. In the event the work requirements of the employer are reduced to the point that forty (40) hours per week are not regularly available to the junior full-time ATM employee he or she will, revert to a pool of unbid employees in accordance with Article 30.04, subject to Article 5.05(c), or given the option to be laid off or reduced to Part-time status at the employee's option in accordance with Article 5.06(a); In the event the work requirements of the employer are reduced to the point that forty (40) hours per week are not regularly available to the junior full-time ATM employee in all other areas, **they** will be given the option to be laid off or reduced to Part-time status at the employee's option.
5. In the event, that an ATM employee is laid off as a result of the implementation of All-Off, for every ATM employee laid off, an ATM employee in that branch will be offered, in seniority order, the option to take one (1) week of severance pay per year of service;
6. During the implementation of the All-Off model the local health and safety committees will be consulted in accordance with the All-Off Program, the *Canada Labour Code* and the Collective Agreement. The All-Off Program includes recommendations from the National Health and Safety Policy Committee adopted by the Employer;
7. The Employer confirms that it has no plans or intentions to implement additional one-person crews in the bargaining unit during the term of the Collective Agreement.
8. Enhancements to health and safety enforcement:
 - (a) The Company agrees that members of the Local Joint Health and Safety Committee (the Committee") shall have the right to jointly investigate dangerous circumstances at the workplace.

Dangerous Circumstance could include any procedure, part of the workplace, or place external to the workplace which has been or potentially could be affected by the workplace, a substance transported from the workplace, or a substance released from the workplace, or any equipment, machine, device, article or thing which may harm a person or the environment.
 - (b) If the Committee members jointly determine that dangerous circumstance exist, the Committee members may recommend to the Company to stop the work or to stop the use of any part of a workplace or of any equipment, machine device, article, or thing.

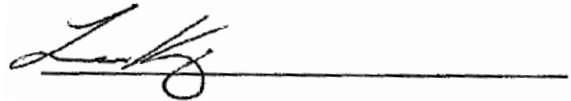
- (c) If the Company receives a recommendation, the Company shall immediately review the recommendation and ensure that the Health and Safety at work of every person employed by the Company is protected. After taking appropriate action, the Company will also reply in writing to the Committee as soon as possible with urgency to reasons for taking action, or reasons for inaction to any recommendation herein.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 6 Re: PAID EDUCATION LEAVE (PEL)

Further to recent discussions during bargaining, this will confirm that Brink's will pay on a monthly basis into a special fund an amount of **four cents (\$0.04)** per hour, per employee for all hours worked for the purpose of providing paid education leave.

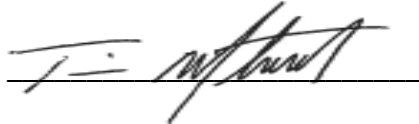
The purpose of such leave will be to upgrade employee skills in all aspects of trade Union functions.

Such monies will be paid into a trust fund established by the National Union, Unifor, and forwarded by the Employer to:


Unifor Paid Education Leave Program
115 Gordon Baker Road
Toronto, Ontario, M2H 0A8

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company

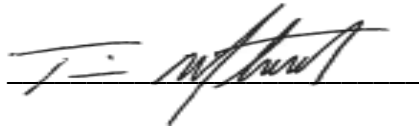


LETTER OF UNDERSTANDING 7 Re: RETIREE TRANSITION

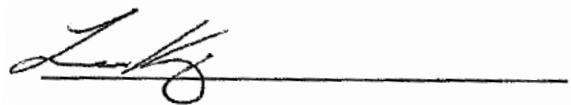
1. Any full-time employee who intends to retire, and requests in writing to continue working for the Employer in a part-time capacity, will be placed on the part-time seniority list in accordance with an amended seniority date (i.e. Dovetailed). The amended seniority date will be based on fifty percent (50%) of their total years of service from their original date of hire;
 - (a) He or she will maintain their current wage Step Level.
 - (b) He or she will not be eligible for full-time vacancies.
 - (c) For the sake of clarity an employee's years of service will not be impacted by this Article.
2. Employees who are part-time as a result of an election to retire, prior to the date of ratification, will remain in their existing seniority list position. He or she will not be eligible for full-time vacancies.
3. All of the above affected employees are subject to all of the other terms and conditions of the Collective Agreement applicable to part-time employees, including but not limited to, the availability requirements set out in Article 5.08(b).
4. The resulting vacancies will be posted or filled in accordance with the Collective Agreement.
5. Nothing herein is intended to alter the protections provided by the *Canadian Human Rights Act*.
6. The Unit Chair will be notified in writing of any changes in status that will impact the Seniority List(s).

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 8 Re: AMENDMENT OF SECTION 182.1 OF THE CANADA LABOUR CODE (the “code”)

WHEREAS there are amendments to the Code that are not in force but may become binding law before the expiry of the collective agreement;

AND WHEREAS the Parties are currently negotiating monetary and other changes to the collective agreement and are uncertain of the extent of the impact of the Code amendments;

AND WHEREAS the Parties recognize that full-time employees who regularly perform a route or a type of work become efficient at the work/ route performed and often develop cross-functional skills;

AND WHEREAS the Parties recognize that full-time employees have commitment and responsibility to be available and work scheduled shifts that other employees do not;

AND WHEREAS the parties recognize that there are some arguable exceptions to this anticipated new section of the Code in place in workplace:

Now therefore the Parties agree as follows:

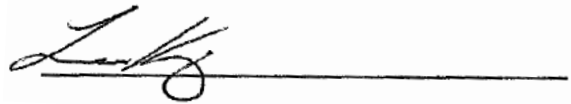
- 1) In the event section 182.1 of the Code comes into effect during the collective agreement and the collective agreement is found to contravene section 182.1 of the Code, the Parties will meet to discuss implementing a system of pay based on: seniority, merit, work quantity or quality and/ or other prescribed considerations to ensure compliance with the legislation.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 9 Re: WOMEN'S / DOMESTIC VIOLENCE ADVOCATE

The parties recognize that employees may sometimes prefer to speak with a female on matters such as violence or abuse at home. They may also need to find out about specialized resources in the community such as counselors, shelters and community support groups to assist them in dealing with these and other issues. For this reason, the parties agree to recognize the role of Women's/Domestic Violence Advocate in the workplace.

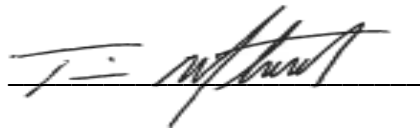
The Women's/Domestic Violence Advocate role will be filled by a female employee and will be determined by the Union from amongst the bargaining unit employees who meet their established criteria. There will be one (1) Advocate assigned to the bargaining unit. Without interfering with the operation of the business, the Advocate will meet with employees of all genders on paid time as reasonably required to discuss problems with them and work with the Employer's HR team to refer them to the appropriate agency when necessary.

If there is moment of crisis in which an employee needs to speak with the Advocate immediately, the Employer will support this need and allow a meeting to occur without delay. At all times this Advocate will work within the guidelines of the Employer's Workplace Violence and Harassment Policy. A Company email account will be provided to the Advocate and the Advocate will have access to private space when required for discussions with employees. The Employer and the Union will develop appropriate communications to inform employees about the role of the Women's Advocate including providing contact information to reach the Advocate. The Company will also assign a Human Resources support person to assist the Advocate in their role.

The Advocate will participate in an initial forty (40) hour basic training program and an annual three (3) day update training program delivered by Unifor.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 10 Re: MOMENT OF SILENCE

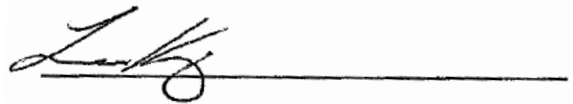
December 6th National Day of Remembrance and Action on Violence Against Women. The Employer agrees to allow employees one (1) minute of silence at 14:00 on December 6th of each year in observation, of the women killed in the Montreal Massacre.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 11 Re: PART TIME BIDS; HAMILTON, KITCHENER, LONDON, BARRIE AND WINDSOR.

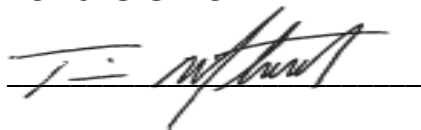
Part-time bids may be implemented on a trial basis for periods lasting one (1) bid in accordance with the following:

1. This letter of understanding will expire after one (1) bid unless mutually agreed to renew, in which case it can be renewed for one bid at a time. Part-time bids will not reduce the amount of full-time positions
2. Subject to there being enough Bid Blocks of work available and the employee having the required licenses, clearances, and permits (as indicated on the Bid Posting) at the time of the Bid, Part-time employees will have bid opportunities based on seniority and qualifications
3. Such bids will run concurrently with full time bids including pre-bid discussions. Part time employees who choose not to bid will be scheduled in accordance with the Article 5.08 of the Collective Agreement for the remaining shifts after the bided part time employees have been assigned. Bidding is voluntary.
4. Up to seventy-five percent (75%) of part time shifts can be made into blocks of work to be put on the bid.
5. While the Employer will maximize to the best of its ability the number of hours in each shift, it is understood each shift carries no hours of work guarantees except the four (4) hours minimum in Article 9.03 of the Collective Agreement.

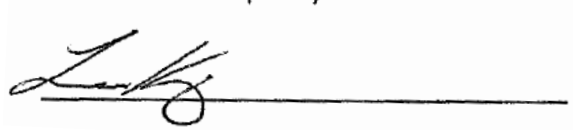
6. Once all part time bid blocks of work have been filled, the remaining shifts will be scheduled in accordance with the process set out in Article 5.08 of the Collective agreement.
7. Failure to exercise one's right to bid will lead to the elimination of further bid assignment rights until the next bid or a bid position is vacated.
8. Part time employees who bid into a block of work, that satisfies Article 5.08, minimum availability requirements, will not be required to complete an availability sheet unless they wish to be considered for additional shifts over and above their bid block.
9. If a part time employee fails to attend a bid shift on two separate occasions, without authorization or without a reasonable explanation he/she will be considered to have forfeited their bid. Part time employees who forfeit, for any reason, a bid revert to the pool and are subject to scheduling in accordance with the Collective Agreement including Article 5.08.
10. If a part time bid position is permanently vacated, it will be reposted to bid for the remaining unbidded part time employees, unless thirty (30) or fewer days remain in the existing bid.
11. In the event the work requirements of the Employer shall be reduced due to loss of business, bids, runs revised, runs merged, or runs eliminated, junior part time bidded employee(s) will be removed from their bid positions if it saves a full-time position or provides more hours for a reduced to part time employee.
12. In the event of a reduction of work and potential layoffs for full time employees, part time bid employees may be removed from their bid block if necessary in accordance with Article 5.05(c).
13. Any new blocks of work, put up for the bid, because of new business, merged runs, will be discussed with the union prior to bid.
14. The parties may by mutual agreement implement part time bids in additional branches and such bids will be subject to this Letter of Understanding.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 12 Re: PAY EQUITY

WHEREAS the *Federal Pay Equity Act* comes into force on August 31, 2021 and the majority of our service representatives have federally regulated units in their assignment or could have one in the future.

Each federally regulated bargaining unit must select at least one member to represent them on the pay equity committee for their employer. This committee will include representatives from non-union employees as well as from other unions, where they exist. More information will be coming about this process soon.

Pay Equity

Now therefore the Parties agree to the following:

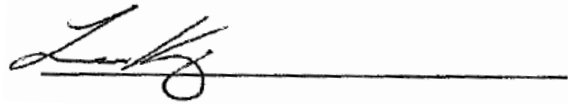
The parties agree to meet no later than December 31, 2021 to discuss setting up a Pay Equity process including appropriate notices and postings for employees, appointing committees, time off and compensation for training, and setting a schedule of meetings as set out in the federal regulations.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 13 – NON-TRADITIONAL CANNABIS WORK

WHEREAS during negotiations the Parties discussed challenges and opportunities associated with the traditional services provided by the Employer;

AND WHEREAS the Employer faces competitive pressures from common carriers with respect to the transportation of cannabis line hauls (the “Cannabis Work”);

Now therefore the Parties agree as follows:

1. Subject to compliance with applicable health and safety requirements, Cannabis Work may be performed by a single employee. The required security features must be in working order to operate in this capacity;
2. Employees performing the Cannabis Work shall have the recommended experience and will have received the appropriate training prior to performing the work. Specifically, qualified as Driver, Messenger, All-Off operations, and have successfully completed lone worker training;

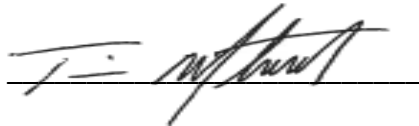
3. Employees who perform single person cannabis line haul work will be a \$0.03/mile premium while performing these duties.
4. During the implementation of the single person cannabis line haul the local health and safety committees will be consulted in accordance with the Cannabis Line Haul Program, the Canada Labour Code and the Collective Agreement. Cannabis Line Haul Program includes recommendations from the National Health and Safety Policy Committee adopted by the Employer;
5. The Employer confirms that the single person cannabis line haul will only be implemented on the following routes (current run numbers are listed below) and no other routes will be added unless mutually agreed upon by the Parties.

Start point, End point	RUN #
Brown's Line - S.F - Brown's Line	A
Brown's Line - Tweed Farms - S.F - Brown's Line	B
Brown's Line - OCS	C

6. In the event the Employer pursues a *retail cannabis* opportunity that requires non-traditional crewing and/or new classifications in order to be competitive or viable, the Parties will meet to discuss appropriate staffing deployments;

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 14 Re: SECURE POINT TO POINT SHUTTLES

WHEREAS the Parties discussed the staffing of shuttle runs that travel directly between a secure location and another secure location without stopping to perform non-secure point customer pick-ups or deliveries along the route (“Secure Point to Point Shuttles”);

AND WHEREAS vehicle and crew member security features and equipment have been enhanced with the deployment of the All-Off operating model;

The Parties agree to the following:

1. Subject to compliance with applicable health and safety requirements, Secure Point to Point Shuttles may be performed by a single employee. All security features must be in working order to operate in this capacity;

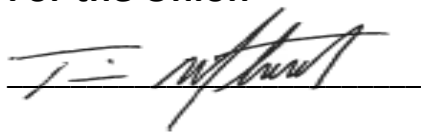
2. **Employees assigned to the Secure Point to Point Shuttle(s) will have received the appropriate training prior to performing the work. Specifically, qualified as Driver, Messenger, All-Off operations, and have successfully completed lone worker training; including but not limited to, first aid training.**
3. **The Parties recognize that over the course of this agreement in order to remain competitive, crewing model changes will take place as discussed during bargaining and consultations with the National Health and Safety Policy Committee;**
4. **The Employer will communicate to the Union the anticipated roll out of any crewing model changes by Branch for this bargaining unit;**
5. **Secure Point to Point Shuttles members will be paid two dollars (\$2.00) premium/hour worked on Secure Point to Point Shuttles run bids. A new classification will be created called "Secure Shuttle Driver". The wage rate for the Secure Shuttle Driver will be the mid-point between the Driver and Messenger classifications as the respective branch.**
6. **The Employer will install and maintain reversing technology to mitigate risk with backing without a guide and. This shall be part of mandatory features that must be in working order to operate in this capacity;**
7. **In the event, that an employee is laid off as a result of the implementation of Secure Point to Point Shuttles, for every employee laid off, an employee in that branch will be offered, in seniority order, the option to take (2) weeks of severance pay per year of service;**
8. **During the implementation of the Secure Point to Point Shuttles model the local health and safety committees will be consulted in accordance with the Secure Point to Point Shuttles Program, the Canada Labour Code and the Collective Agreement. Secure Point to Point Shuttles Program includes Collective Agreement Brinks Canada Limited recommendations from the National Health and Safety Policy Committee adopted by the Employer;**
9. **Secure Point to Point Shuttles model will only be from a Brinks branch to another Brinks branch.**
10. **Enhancements to health and safety enforcement:**
 - (a) **The Company agrees that members of the Local Joint Health and Safety Committee (the Committee") shall have the right to jointly investigate dangerous circumstances at the workplace. Dangerous Circumstance could include any procedure, part of the workplace, or place external to the workplace which has been or potentially could be affected by the workplace, a substance transported from the workplace, or a substance released from the workplace, or any equipment, machine, device, article or thing which may harm a person or the environment.**

- (b) If the Committee members jointly determine that dangerous circumstance exist, The Committee members may recommend to the Company to stop the work or to stop the use of any part of a workplace or of any equipment, machine device, article, or thing.
- (c) If the Company receives a recommendation, the Company shall immediately review the recommendation and ensure that the Health and Safety at work of every person employed by the Company is protected. After taking appropriate action, the Company will also reply in writing to the Committee as soon as possible with urgency to reasons for taking action or reasons for inaction to any recommendation herein.
- (d) The Employer confirms that the secure point to point model will only be implemented on the following routes (current run numbers are listed below) and no other routes will be added unless mutually agreed upon by the Parties.

ROUTE	ORIGIN BRANCH	CURRENT DESTINATION	FUTURE DESTINATION
12	Vancouver (Afternoon)	Langley- Brinks Langley	Langley- Brinks Langley
12	Langley (Morning)	Vancouver- Brinks Vancouver	Vancouver- Brinks Vancouver
7	Vancouver	Victoria- Brinks Victoria	Victoria- Brinks Victoria
31	London (Kitchener/Windsor)	Toronto- Brinks Toronto	Toronto- Brinks Toronto
32	Windsor	London- Brinks London	London- Brinks London
80	Hamilton	Toronto- Brinks Toronto	Toronto- Brinks Toronto
1	North Bay	Sudbury- Brinks Sudbury	Sudbury- Brinks Sudbury
80	Peterborough	Brinks Toronto/ RBC Main	Toronto- Brinks Toronto
13	Kingston	Brinks Toronto/ RBC Main	Toronto- Brinks Toronto
33	London (Kitchener/Windsor)	Toronto- Intria/RBC Main	Toronto- Brinks Toronto
77	Hamilton	Toronto- Intria/RBC Main	Toronto- Brinks Toronto
11	Barrie	Toronto- Intria/RBC Main/Brinks Toronto	Toronto- Brinks Toronto
77	Barrie	Toronto- Intria/RBC Main	Toronto- Brinks Toronto
90	Ottawa	Intria Main/RBC Main/Garda Montreal	Brinks Montreal

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 15 Re: FELONIOUS ASSAULT

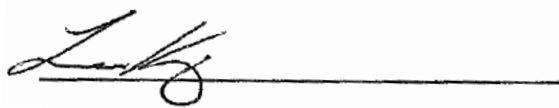
Include the Company Policy discussed (coverage \$100,000.00) within the CBA.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 16 Re: CREATION OF NEW FOREIGN EXCHANGE ("FOREX") DIVISION IN THE CASH LOGISTICS AND ARP ADDENDUM TO THE COLLECTIVE AGREEMENT.

WHEREAS the Employer and Union recognize that there is specialized training required for the proficient performance of Forex duties and also there are significant challenges for employees who move between (domestic) Cash Logistics and Forex duties;

The Parties agree to the following:

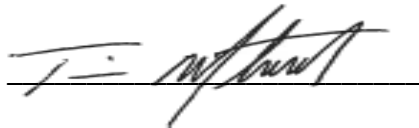
1. **Effective December 1, 2019, there will be a separate Forex Division established operating under the Cash Logistics and ARP Addendum to the Collective Agreement;**
 - (a) **The employer with consultation of the local union representatives, will implement a Bid for Forex division employees during the Spring 2020 Bid session;**
 - (b) **There will be separate vacation bids for each division in December 2019. All vacation rules as per Collective Agreement apply to each division. (See CL and ARP Addendum Article 1.01 b));**
 - (c) **(Domestic) Cash Logistics employees can only transfer to the Forex Division when there is an open vacancy within the Forex division and no one within the Forex Division Logistics has applied to the vacancy (See CL and ARP Addendum Article 1.02 a));**
 - (d) **Forex Division employees can only transfer to the (domestic) Cash Logistics division when there is an open vacancy within the Domestic Cash Logistics division and no one within the Domestic Cash Logistics has applied to the vacancy See CL and ARP Addendum Article 1.02 a));**
 - (e) **There will be a Forex Division for the purposes of the following:**
 - (i) **Seniority Lists – Article 1 of the CL and ARP Addendum to the Collective Agreement;**
 - (ii) **Vacation, vacation selection bids;**

- (iii) Layoff Protection Article 1.03 (b) CL and ARP Addendum to the Collective Agreement;
- (iv) Layoff Article 1.04 of the CL and ARP Addendum to the Collective Agreement;
- (v) When a new full-time vacancy becomes available in the Forex division and there are no full-time applicants within the Forex division, then part time employees who are already trained on the Forex division work, will be given first priority by seniority to apply ahead of any domestic division full time or part time employees. This does not contemplate Article 1.03 a) of the Cash Logistics and ARP Addendum where combining of hours from other divisions to create a full-time position as indicated in 1.03 a);
- (vi) Once training is completed for interested part time (domestic) Cash Logistics employees, then there will a dedicated pool of Forex part time employees. Once trained, all scheduled Forex division part time work available will be given to these those trained employees first by seniority and then to domestic CL work.

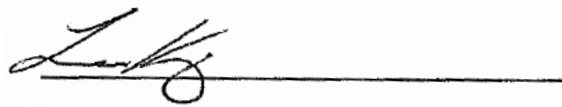
2. In conjunction with paragraph 1 above, a separate bid will be implemented for the employees within the (domestic) Cash Logistics Division;
3. All position classifications for both divisions will follow the classifications and wage rates as defined in the current Collective Agreement.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 17 Re: FOREX CLASSIFICATIONS

- **Senior Chief Money Room Clerk (Forex)** - shall be those employees whose work for the employer shall consist of Bulk USD Main Cashiers operations, among other duties considered as bargaining unit work, are to process in and out bound USD shipments, CAD coin processing, FED deposits process, balancing, paperwork for every function, inter vault deliveries, assist and daily open and close of the vault and other duties as may be assigned from time to time.
- **Chief Money Room Clerk (Forex)** - shall be those employees whose work for the employer shall consist of among other duties considered as bargaining unit work the following:

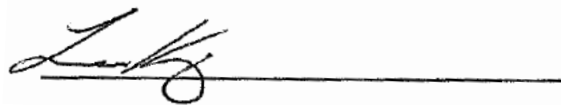
- **'FX Main Cashier (GFC & WS)', process all outbound shipment, all outbound verification, packing, scanning, Outmoded and mutilated box consolidation, cash box balancing, receiving large transfer and consolidating, inter vault deliveries and assist with other functions.**
- **'GFC - Inbound Processing' work including to process all GFC inbound, outbound preparation and verification, assist with consolidation, packing large USD shipments, inter vault deliveries, balancing cash box, closing vault and assist with other functions, and other duties as may be assigned from time to time.**
- **'Wholesale - inbound Processing' including to process wholesale inbound, preparation and outbound verification, assist with consolidation, inter vault deliveries, balancing cash box, open and close vault and assist with other functions as may be assigned from time to time. Further includes 'USD / FX Inbound and outbound support' including support process of larger shipments of inbound and outbound USD including GFC and WS, CAD coin processing, FED deposits process, OOC/Muti-box consolidation / process TD replenishment sell orders / Create outbound shipment manifest (Brinks online/LVP and Ocean) / labels, balancing paper work, inter vault deliveries, open and close vault and assist with other functions duties as may be assigned from time to time.**
- **Money Room Clerk (Forex) - shall be those employees whose work for the employer shall consist, among other duties considered as bargaining unit work of a Money Room Clerk are to process all outbound preparation, in and out shipment verification, pasting labeling and closing shipment, scanning, open inbound shipment bags, assist Main cashiers with balancing, inter vault deliveries, open and close vault, assist with other functions.**

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 18 Re: ATM AND ARMoured INCENTIVE

The Parties agree on the following provisions:

1. Subject to meeting the conditions and criteria set out below ATM and Armoured employees, will receive a quarterly incentive payment² as follows:

YEAR 1

- (a) FT - \$150.00/per quarter
- (b) PT -\$0.29/hour worked

YEAR 2

- (a) FT - \$200.00/per quarter
- (b) PT -\$0.39/hour worked

YEAR 3

- (a) FT - \$250.00/per quarter
- (b) PT -\$0.48/hour worked

YEAR 4

- (a) FT - \$300.00/per quarter
- (b) PT -\$0.58/hour worked

2. The conditions and criteria are as following in each quarter:

- (a) Minimum hours worked and availability:
 - (i) Full-time – 450 hours worked³;
 - (ii) Part-time – 185 hours worked and a minimum of 36 shifts of availability including 24 shifts that are either weekend or evening;
- (b) No unexcused unpaid absence⁴;
- (c) No more than 2 lates;
- (d) No job performance violations:

² **Incentive Payments made pursuant to the letters of understanding regarding incentives are considered “pensionable” and “vacationable earnings” for the purposes of the collective agreement.**

³ For the purposes of the all incentive Letters of Understanding eligibility “hours worked” includes all hours that are ‘deemed hours worked’ pursuant to the collective agreement and all hours for which wages are payable including underwork top ups, holiday pay, bereavement leave, witness leave, and paid sick/personal leave.

⁴ **For the sake of clarity, “unexcused absences” do not include contractually permitted time off or personal leave under the Labour Code.**

- (i) Loss of custody;
- (ii) Loss of parcel;
- (iii) Mis-delivery;
- (iv) Security procedure violation;
- (v) Failure to complete assigned route without valid reason;
- (vi) Preventable motor vehicle collision(s);

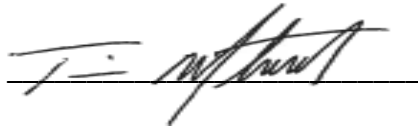
Run Productivity Criteria

- (e) Overtime hours less than the percentages of hours worked set out below in each quarter excluding extra shift overtime, scheduled overtime, ECL, lieu day OT:
 - (i) Ontario CBA - OT less than 3% of total hours worked;
 - (ii) BC CBA - OT less than 4% of total hours worked;
 - (iii) Ottawa CBA - OT less than 3 % of total hours worked;

3. The Parties will meet in conjunction with the Bids to discuss the application of this letter including work load and overtime thresholds in response to changes in the business. The Branch Manager and committee persons or stewards will be involved in these discussions. The incentive criteria thresholds will be reviewed quarterly to verify they are achievable.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 19 Re: ASSISTANT CASHIER EMPLOYEE INCENTIVE

The Parties agree on the following provisions:

1. Subject to meeting the conditions and criteria set out below employees, will receive a quarterly incentive payment as follows:

YEAR 1

- (a) FT - \$150.00/per quarter
- (b) PT - \$0.29/hour worked

YEAR 2

- (a) FT - \$200.00/per quarter
- (b) PT -\$0.39/hour worked

YEAR 3

- (a) FT - \$250.00/per quarter
- (b) PT -\$0.48/hour worked

YEAR 4

- (a) FT - \$300.00/per quarter
- (b) PT -\$0.58/hour worked

2. The conditions and criteria are as following in each quarter:

General Eligibility

- (a) **Minimum hours worked and availability:**
 - (i) **Full-time – 450 hours worked;**
 - (ii) **Part-time⁵– 100 hours worked and a minimum of 36 shifts of availability including 24 shifts that are either weekend or evening;**
- (b) **No unexcused unpaid absence;**
- (c) **No more than 2 lates;**
- (d) **No job performance violations resulting in disciplinary action:**
 - (i) **Misdirect of parcels;**
 - (ii) **Keying errors resulting in re-work;**
 - (iii) **Ocean runs correctly closed on time and daily;**
 - (iv) **Failure to properly verify and process;**
 - (v) **Preventable forklift accident(s);**

3. The Parties will meet in conjunction with the Bids to discuss the application of this letter including work load and overtime thresholds in response to changes in the business. The Branch Manager and committee persons or stewards will be involved in these discussions.

⁵ For the purposes of the incentive, Part-time employees who work in the Vault and another operating area – will be deemed to participate in the incentive category (i.e. ARM/ATM, or Vault AC) based on the division that they work the most hours in the quarter. Hours worked in other divisions will count towards the total hours worked for eligibility criteria above.

The incentive criteria thresholds will be reviewed quarterly to verify they are achievable.

Run Productivity Criteria

4. Overtime hours less than the percentages of hours worked set out below in each quarter excluding extra shift overtime, scheduled overtime, lieu day OT:

(a) Ontario CBA - OT less than 3% of total hours worked;

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 20 Re: CERTAIN VAULT CLERKS EMPLOYEE INCENTIVE

Re: EMPLOYEE INCENTIVE FOR VAULT CLERKS (ONTARIO EXCLUDING TORONTO BRANCH VAULT CLERKS)

WHEREAS the Parties provided a special wage increase to certain vault clerks but not others;

AND WHEREAS the Parties agreed to an Employee Incentive Letter of Understanding for Assistant Cashiers;

The Parties agree that the terms of the Assistant Cashier Letter of Understanding apply to Vault Clerks covered by the Ontario excluding Ottawa Collective Agreement in branches outside of Toronto with the following modifications:

1. Paragraph 2d) add "Failure to properly issue equipment and keys" as a job performance violation;
2. Paragraph 2 d) add "or tow motor" after forklift.
3. Amend the footnote to reflect the classification of "Vault Clerk" in place of "Assistant Cashier".

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 21 Re: CASH LOGISTICS, FOREX AND ARP EMPLOYEE INCENTIVE

The Parties agree on the following provisions:

1. Subject to meeting the conditions and criteria set out below employees, will receive a quarterly incentive payment as follows:

YEAR 1 - The total ft incentive is made up of \$75.00/quarter for meeting the General Eligibility Requirements + 75.00/quarter maximum for the Group Criteria. Part-time is adjusted to a per hour worked amount (\$0.15/hour worked for General Eligibility and \$0.14/hour worked for Group Criteria).

YEAR 2 - The total incentive is made up of \$100.00/quarter for meeting the General Eligibility Requirements + \$100.00/quarter maximum for the Group Criteria (\$0.20/hour worked for General Eligibility and \$0.19/hour worked for Group Criteria).

YEAR 3 - The total incentive is made up of \$125.00/quarter for meeting the General Eligibility Requirements + \$125.00/quarter maximum for the Group Criteria (\$0.24/hour worked for General Eligibility and \$0.24/hour worked for Group Criteria).

YEAR 4 - The total incentive is made up of \$150.00/quarter for meeting the General Eligibility Requirements + \$150.00/quarter maximum for the Group Criteria (\$0.29/hour worked for General Eligibility and \$0.29/hour worked for Group Criteria).

Cash Logistics

2. The conditions and criteria are as following in each quarter:

General Eligibility

- (a) **Minimum hours worked and availability:**
 - (i) **Full-time – 450 hours worked;**
 - (ii) **Part-time – 100 hours worked and a minimum of 36 shifts of availability including 24 shifts that are either weekend or evening;**
- (b) **No unexcused unpaid absence;**
- (c) **No more than 2 lates;**
- (d) **No job performance violations:**
 - (i) **Loss of custody;**
 - (ii) **Keying errors e.g. processed deposits to wrong account(s);**
 - (iii) **Failure to properly verify and process;**

3. **Group Criteria – Employees who met the eligibility criteria above will be entitled to additional incentives per quarter-based Cash Logistics Operation meeting the group targets below;**

Description	Target	Incentive % (% of total available Group Criteria incentive)
ATM – Loading	30 units per hour	25%
ATM - Returns	10 units per hour	25%
ATM Deposits	100 average/hour	10%
ND	25 average/hour	10%
Commercial Deposits	20 average/hour	10%
Change Fund Orders	15 average/hour	10%
Perfect Score Bonus	Meet all group targets	10%
MAX TOTAL		100%

Forex

4. **The conditions and criteria are as following in each quarter:**

General Eligibility

- (a) **Minimum hours worked and availability:**
 - (i) **Full-time – 450 hours worked;**
 - (ii) **Part-time – 100 hours worked and a minimum of 36 shifts of availability including 24 shifts that are either weekend or evening;**
- (b) **No unexcused unpaid absences;**
- (c) **No more than 2 lates;**
- (d) **No job performance violations:**

- (i) Loss of custody;
- (ii) Keying errors e.g. processed deposits to wrong account(s);
- (iii) Failure to properly verify and process;
- (iv) Client impact / Error
- (v) Paperwork unsigned / Audit finding

5. **Group Criteria – Employees who met the eligibility criteria above will be entitled to additional incentives per quarter-based Forex Operation meeting the group targets below;**

Description	Target	Incentive % (% of total available Group Criteria incentive)
GFC (SMALL ORDERS) OUTBOUND PREPARER	3 MINUTES PER ORDER	6%
WHOLESALE (LARGE ORDERS) OUTBOUND PREPARER	30 MINUTES PER CONTRACT	10%
GFC (SMALL ORDERS) INBOUND PROCESS	30 ITEMS PER HOUR (50 NOTES AV PER OREDR)	8%
WHOLESALE INBOUND (LARGE ORDERS) PROCESS	40 MINUTES PER CONTRACT (1000 NOTES AV)	9%
USD PROCESS (BULK CLIENT) INBOUND	4 HOURS PER 1 MIL - 3MIL INBOUND / FED DEPOSIT	10%
USM PROCESS (FED MINT) INBOUND	60 MINUTES PER 1MIL - 3MIL BULK	6%
MAIN CASHIER (OUTBOUND)	1 MINUTE PER CONTRACT KEY IN	8%
OOC/MUTI BOX HOLDER	1.5 MINUTES PER CURRENCY VERIFICATION	9%
OUTBOUND VERIFIER GFC (SMALL ORDERS)	1.5 MINUTES PER ORDER	6%
OUTBOUND VERIFIER WHOLESALE (LARGE ORDERS)	2 MINUTES PER CURRENCY & 20 MINUTES PER CONTRACT	8%
OPERATION SUPPORT	99.9% ACCURACY AND TIMELINE	10%
LVP / BRINKS ONLINE / OCEAN OUTBOUND MANIFEST CONTROL	2 MINUTES PER SHIPMENT AND 100% ACCURACY	10%
MAX TOTAL		100%

ARP

6. **The conditions and criteria are as following in each quarter:**

General Eligibility

(a) **Minimum hours worked and availability:**

- (i) Full-time – 450 hours worked;
- (ii)

- (iii) Part-time – 100 hours worked and a minimum of 36 shifts of availability including 24 shifts that are either weekend or evening;
- (b) No unexcused unpaid absences;
- (c) No more than 2 lates;
- (d) No job performance violations:
 - (i) Preventable forklift accident(s)

7. Group Criteria – Employees who met the General eligibility criteria above will be entitled to additional incentives per quarter-based ARP Operation meeting the group targets below;

Description	Target	Incentive % (% of total available Group Criteria incentive)
RBC Coin Processing	(1 hour per bin) - To process/ count, roll, box & report (1 operator)	10%
Toronto Parking Authority	(1 minute) to process/ count (1) canister + (1 minute) to roll and package 1 box of coin + 30 minutes to perform reporting and package loose coin (1 operator).	10%
CIBC Coin Processing	(3 hours) to process/count, roll, box, key in tickets, report (1 operator)	10%
Bell Canada	(5 hours) per full cage to process, roll, box, report (1 operator)	5%
Coinstar Bin Processing	(30 minutes) to process 1 bin per operator including rolling and boxing (1 operator)	10%
APW Unloader	60 boxes per hour (1 operator)	10%
Super Sorter Operator	50 minutes to process 1 pallet or barrel (1 operator)	10%
US Coin Bagging	(3 hours) (1 pallet) visual sort out silver, process/count, bag, palletize, wrap skid (1 operator)	5%
Toronto Parking Authority - canister reporting accuracy	98% or higher	10%
Rolls per box Accuracy	98% or higher	10%
Barrel control sheet recording	98% or higher	5%
Perfect Score Bonus	Meet all Group Targets	5%
MAX TOTAL		100%

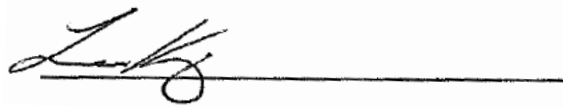
8. The Parties will meet in conjunction with the Bids to discuss the application of this letter including processing targets and new or lost business. The Branch Manager, Divisional Manager, and committee persons will be involved in these discussions. The incentive criteria thresholds will be reviewed quarterly to verify they are achievable.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 22 Re: TECHNOLOGICAL CHANGE

- (a) **Definition:** Technological and mechanical changes shall be defined to mean the utilization of vehicular and other equipment changes which have not previously been used within the bargaining unit by the Employer and the use of which results in the termination or the laying off of regular employees.
- (b) **Recognition by the Parties:** The parties of this agreement recognize that the technological and mechanical changes that result in the increased efficiency and productivity must be encouraged and further that the parties have a direct responsibility to reduce to a minimum the adverse effects that may result from such changes.
- (c) **Prior Notification:** The Employer shall advise the Union as far in advance as possible, and not less than thirty (30) calendar days prior to the introduction of technological mechanical changes as defined in (a) above, and the matter shall immediately become a topic of discussion between the Employer and the Union and particularly with regard to:
- (i) The effect such changes will have on the number of employees within the bargaining unit.
 - (ii) The probably effect on working conditions.
 - (iii) Any changes in job classifications.
- (d) Full-time employees with one (1) year or more of service whose employment is terminated as a result of technological change, shall receive termination pay of one (1) week's pay for each year of service with the Employer subject to a maximum of six (6) weeks pay, at the rate of pay the employee was receiving on the date of termination.

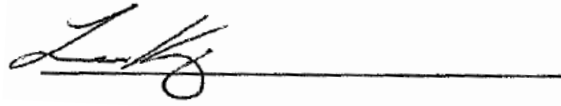
The above shall not apply when an employee resigns or is discharged for just cause.

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



LETTER OF UNDERSTANDING 23 Re: NON-TRADITIONAL WORK

WHEREAS during negotiations the Parties discussed challenges and opportunities associated with the traditional services provided by the Employer;

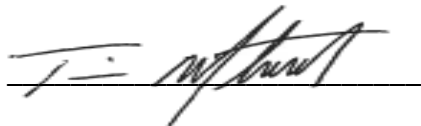
AND WHEREAS the Parties recognize the need for the business to explore new markets and opportunities in light of traditional industry trends;

Now therefore the Parties agree to the following:

- 1. In the event the Employer pursues a non-traditional market opportunity that requires non-traditional crewing and/or new classifications in order to be competitive or viable, the Parties**
 - (b) The Employer agrees that, where it shall establish a new classification or position in a location not currently on the wage schedule in the bargaining unit as described above it will negotiate, with the Union, wage rates to be paid employees in such classifications or positions. The Employer agrees if any branches are opened during the term of this agreement, the parties will negotiate the classifications and rates of pay for the branch. If the parties are unable to reach agreement after the Employer has set the initial wage rate, the Employer will proceed to implement the new rate and classification and either party may submit the issue in dispute to arbitration.**

Dated this 18th day of August, 2022 in Toronto, Ontario.

For the Union



For the Company



SCHEDULE A - WAGES

Night Shift Premium: effective **Ratification = \$0.50**

Year 3 = \$0.55 for all road employees for shifts that commence on or after 4:00 p.m. and before 5:00 a.m. Applies to full-time and part-time.

All Off Premium: for crews working All Off - **\$1.50 for all hours worked on an All-Off run (i.e. even if a portion of calls are serviced in a non-All-Off capacity).**

Silver Vault Premium: \$1.50/hour worked for duties that involve regular lifting of silver bars in the silver vaults (silver project audits).

Secure Point to Point Premium: \$2.00/hour worked on Secure Point to Point Shuttle run.

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Windsor	Step 1	Secure Shuttle Driver	Full Time	N/A	\$28.55	\$29.02	\$29.60	\$30.34
Windsor	Step 2	Secure Shuttle Driver	Full Time	N/A	\$28.63	\$29.10	\$29.68	\$30.43
Windsor	Step 3	Secure Shuttle Driver	Full Time	N/A	\$28.72	\$29.19	\$29.78	\$30.52
Windsor	Step 1	Secure Shuttle Driver	Part Time	N/A	\$21.81	\$22.17	\$22.61	\$23.18
Windsor	Step 2	Secure Shuttle Driver	Part Time	N/A	\$22.05	\$22.41	\$22.86	\$23.43
Windsor	Step 3	Secure Shuttle Driver	Part Time	N/A	\$22.95	\$23.33	\$23.80	\$24.39
Hamilton	Step 1	Secure Shuttle Driver	Full Time	N/A	\$28.55	\$29.02	\$29.60	\$30.34
Hamilton	Step 2	Secure Shuttle Driver	Full Time	N/A	\$28.63	\$29.10	\$29.68	\$30.43
Hamilton	Step 3	Secure Shuttle Driver	Full Time	N/A	\$28.72	\$29.19	\$29.78	\$30.52
Hamilton	Step 1	Secure Shuttle Driver	Part Time	N/A	\$22.58	\$22.95	\$23.41	\$24.00
Hamilton	Step 2	Secure Shuttle Driver	Part Time	N/A	\$22.70	\$23.07	\$23.54	\$24.12
Hamilton	Step 3	Secure Shuttle Driver	Part Time	N/A	\$22.95	\$23.33	\$23.80	\$24.39
North Bay	Step 1	Secure Shuttle Driver	Full Time	N/A	\$26.98	\$27.43	\$27.97	\$28.67
North Bay	Step 2	Secure Shuttle Driver	Full Time	N/A	\$27.10	\$27.55	\$28.10	\$28.80
North Bay	Step 3	Secure Shuttle Driver	Full Time	N/A	\$27.21	\$27.66	\$28.21	\$28.92
North Bay	Step 1	Secure Shuttle Driver	Part Time	N/A	\$21.71	\$22.07	\$22.51	\$23.07
North Bay	Step 2	Secure Shuttle Driver	Part Time	N/A	\$22.03	\$22.39	\$22.84	\$23.41
North Bay	Step 3	Secure Shuttle Driver	Part Time	N/A	\$22.33	\$22.70	\$23.15	\$23.73
Peterborough	Step 1	Secure Shuttle Driver	Full Time	N/A	\$27.88	\$28.34	\$28.91	\$29.63
Peterborough	Step 2	Secure Shuttle Driver	Full Time	N/A	\$27.96	\$28.42	\$28.99	\$29.71
Peterborough	Step 3	Secure Shuttle Driver	Full Time	N/A	\$28.05	\$28.51	\$29.08	\$29.81
Peterborough	Step 1	Secure Shuttle Driver	Part Time	N/A	\$21.34	\$21.69	\$22.13	\$22.68
Peterborough	Step 2	Secure Shuttle Driver	Part Time	N/A	\$21.61	\$21.97	\$22.41	\$22.97
Peterborough	Step 3	Secure Shuttle Driver	Part Time	N/A	\$21.90	\$22.26	\$22.71	\$23.27
Kingston	Step 1	Secure Shuttle Driver	Full Time	N/A	\$26.87	\$27.31	\$27.86	\$28.56
Kingston	Step 2	Secure Shuttle Driver	Full Time	N/A	\$27.06	\$27.51	\$28.06	\$28.76
Kingston	Step 3	Secure Shuttle Driver	Full Time	N/A	\$27.32	\$27.77	\$28.33	\$29.03
Kingston	Step 1	Secure Shuttle Driver	Part Time	N/A	\$22.63	\$23.00	\$23.46	\$24.05
Kingston	Step 2	Secure Shuttle Driver	Part Time	N/A	\$22.91	\$23.29	\$23.75	\$24.35
Kingston	Step 3	Secure Shuttle Driver	Part Time	N/A	\$23.19	\$23.57	\$24.04	\$24.65
Barrie	Step 1	Secure Shuttle Driver	Full Time	N/A	\$27.52	\$27.97	\$28.53	\$29.25
Barrie	Step 2	Secure Shuttle Driver	Full Time	N/A	\$27.61	\$28.07	\$28.63	\$29.34
Barrie	Step 3	Secure Shuttle Driver	Full Time	N/A	\$27.69	\$28.15	\$28.71	\$29.43
Barrie	Step 1	Secure Shuttle Driver	Part Time	N/A	\$21.55	\$21.91	\$22.34	\$22.90
Barrie	Step 2	Secure Shuttle Driver	Part Time	N/A	\$21.91	\$22.27	\$22.72	\$23.28
Barrie	Step 3	Secure Shuttle Driver	Part Time	N/A	\$22.30	\$22.67	\$23.12	\$23.70
London	Step 1	Secure Shuttle Driver	Full Time	N/A	\$28.55	\$29.02	\$29.60	\$30.34
London	Step 2	Secure Shuttle Driver	Full Time	N/A	\$28.63	\$29.10	\$29.68	\$30.43
London	Step 3	Secure Shuttle Driver	Full Time	N/A	\$28.72	\$29.19	\$29.78	\$30.52
London	Step 1	Secure Shuttle Driver	Part Time	N/A	\$22.58	\$22.95	\$23.41	\$24.00
London	Step 2	Secure Shuttle Driver	Part Time	N/A	\$22.70	\$23.07	\$23.54	\$24.12
London	Step 3	Secure Shuttle Driver	Part Time	N/A	\$22.95	\$23.33	\$23.80	\$24.39
Barrie ARM	Step 1	Turret	Full Time	\$22.95	\$23.18	\$23.56	\$24.03	\$24.63
Barrie ARM	Step 2	Turret	Full Time	\$22.95	\$23.18	\$23.56	\$24.03	\$24.63
Barrie ARM	Step 3	Turret	Full Time	\$22.95	\$23.18	\$23.56	\$24.03	\$24.63
Hamilton ARM	Step 1	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Hamilton ARM	Step 2	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Hamilton ARM	Step 3	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Kingston ARM	Step 1	Turret	Full Time	\$22.95	\$23.18	\$23.56	\$24.03	\$24.63
Kingston ARM	Step 2	Turret	Full Time	\$22.95	\$23.18	\$23.56	\$24.03	\$24.63

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Kingston ARM	Step 3	Turret	Full Time	\$22.95	\$23.18	\$23.56	\$24.03	\$24.63
Kitchener ARM	Step 1	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Kitchener ARM	Step 2	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Kitchener ARM	Step 3	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
London ARM	Step 1	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
London ARM	Step 2	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
London ARM	Step 3	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
North Bay ARM	Step 1	Turret	Full Time	\$22.95	\$23.18	\$23.56	\$24.03	\$24.63
North Bay ARM	Step 2	Turret	Full Time	\$22.95	\$23.18	\$23.56	\$24.03	\$24.63
North Bay ARM	Step 3	Turret	Full Time	\$22.95	\$23.18	\$23.56	\$24.03	\$24.63
Peterborough ARM	Step 1	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Peterborough ARM	Step 2	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Peterborough ARM	Step 3	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
SS Marie ARM	Step 1	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
SS Marie ARM	Step 2	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
SS Marie ARM	Step 3	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Sudbury ARM	Step 1	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Sudbury ARM	Step 2	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Sudbury ARM	Step 3	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Thunder Bay ARM	Step 1	Turret	Full Time	\$21.93	\$22.15	\$22.51	\$22.97	\$23.54
Thunder Bay ARM	Step 2	Turret	Full Time	\$21.93	\$22.15	\$22.51	\$22.97	\$23.54
Thunder Bay ARM	Step 3	Turret	Full Time	\$21.93	\$22.15	\$22.51	\$22.97	\$23.54

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Timmins ARM	Step 1	Turret	Full Time	\$21.01	\$21.22	\$21.57	\$22.00	\$22.55
Timmins ARM	Step 2	Turret	Full Time	\$21.01	\$21.22	\$21.57	\$22.00	\$22.55
Timmins ARM	Step 3	Turret	Full Time	\$21.01	\$21.22	\$21.57	\$22.00	\$22.55
Toronto ARM	Step 1	Turret	Full Time	\$23.56	\$23.80	\$24.19	\$24.67	\$25.29
Toronto ARM	Step 2	Turret	Full Time	\$23.56	\$23.80	\$24.19	\$24.67	\$25.29
Toronto ARM	Step 3	Turret	Full Time	\$23.56	\$23.80	\$24.19	\$24.67	\$25.29
Windsor ARM	Step 1	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Windsor ARM	Step 2	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Windsor ARM	Step 3	Turret	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Barrie ARM	Step 1	Turret	Part Time	\$20.02	\$20.22	\$20.56	\$20.97	\$21.49
Barrie ARM	Step 2	Turret	Part Time	\$20.16	\$20.36	\$20.69	\$21.11	\$21.63
Barrie ARM	Step 3	Turret	Part Time	\$20.21	\$20.41	\$20.75	\$21.16	\$21.69
Hamilton ARM	Step 1	Turret	Part Time	\$19.24	\$19.43	\$19.75	\$20.15	\$20.65
Hamilton ARM	Step 2	Turret	Part Time	\$19.36	\$19.55	\$19.88	\$20.27	\$20.78
Hamilton ARM	Step 3	Turret	Part Time	\$19.47	\$19.67	\$19.99	\$20.39	\$20.90
Kingston ARM	Step 1	Turret	Part Time	\$19.35	\$19.54	\$19.87	\$20.26	\$20.77
Kingston ARM	Step 2	Turret	Part Time	\$19.47	\$19.67	\$19.99	\$20.39	\$20.90
Kingston ARM	Step 3	Turret	Part Time	\$19.59	\$19.79	\$20.12	\$20.52	\$21.03
Kitchener ARM	Step 1	Turret	Part Time	\$19.24	\$19.43	\$19.75	\$20.15	\$20.65
Kitchener ARM	Step 2	Turret	Part Time	\$19.36	\$19.55	\$19.88	\$20.27	\$20.78
Kitchener ARM	Step 3	Turret	Part Time	\$19.47	\$19.67	\$19.99	\$20.39	\$20.90
London ARM	Step 1	Turret	Part Time	\$19.24	\$19.43	\$19.75	\$20.15	\$20.65
London ARM	Step 2	Turret	Part Time	\$19.36	\$19.55	\$19.88	\$20.27	\$20.78
London ARM	Step 3	Turret	Part Time	\$19.47	\$19.67	\$19.99	\$20.39	\$20.90
North Bay ARM	Step 1	Turret	Part Time	\$19.41	\$19.60	\$19.93	\$20.33	\$20.83
North Bay ARM	Step 2	Turret	Part Time	\$19.54	\$19.74	\$20.06	\$20.47	\$20.98
North Bay ARM	Step 3	Turret	Part Time	\$19.67	\$19.86	\$20.19	\$20.59	\$21.11
Peterborough ARM	Step 1	Turret	Part Time	\$18.68	\$18.86	\$19.17	\$19.56	\$20.05
Peterborough ARM	Step 2	Turret	Part Time	\$18.81	\$19.00	\$19.31	\$19.70	\$20.19
Peterborough ARM	Step 3	Turret	Part Time	\$18.92	\$19.11	\$19.43	\$19.81	\$20.31

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
SS Marie ARM	Step 1	Turret	Part Time	\$19.17	\$19.36	\$19.68	\$20.07	\$20.57
SS Marie ARM	Step 2	Turret	Part Time	\$19.29	\$19.48	\$19.80	\$20.20	\$20.70
SS Marie ARM	Step 3	Turret	Part Time	\$19.41	\$19.60	\$19.93	\$20.33	\$20.83
Sudbury ARM	Step 1	Turret	Part Time	\$19.24	\$19.43	\$19.75	\$20.15	\$20.65
Sudbury ARM	Step 2	Turret	Part Time	\$19.36	\$19.55	\$19.88	\$20.27	\$20.78
Sudbury ARM	Step 3	Turret	Part Time	\$19.47	\$19.67	\$19.99	\$20.39	\$20.90
Thunder Bay ARM	Step 1	Turret	Part Time	\$20.02	\$20.22	\$20.56	\$20.97	\$21.49
Thunder Bay ARM	Step 2	Turret	Part Time	\$20.16	\$20.36	\$20.69	\$21.11	\$21.63
Thunder Bay ARM	Step 3	Turret	Part Time	\$20.21	\$20.41	\$20.75	\$21.16	\$21.69
Timmins ARM	Step 1	Turret	Part Time	\$18.68	\$18.86	\$19.17	\$19.56	\$20.05
Timmins ARM	Step 2	Turret	Part Time	\$18.81	\$19.00	\$19.31	\$19.70	\$20.19
Timmins ARM	Step 3	Turret	Part Time	\$18.92	\$19.11	\$19.43	\$19.81	\$20.31
Toronto ARM	Step 1	Turret	Part Time	\$20.89	\$21.10	\$21.45	\$21.88	\$22.42
Toronto ARM	Step 2	Turret	Part Time	\$21.02	\$21.23	\$21.58	\$22.01	\$22.56
Toronto ARM	Step 3	Turret	Part Time	\$21.28	\$21.49	\$21.84	\$22.28	\$22.84
Windsor ARM	Step 1	Turret	Part Time	\$19.24	\$19.43	\$19.75	\$20.15	\$20.65
Windsor ARM	Step 2	Turret	Part Time	\$19.36	\$19.55	\$19.88	\$20.27	\$20.78
Windsor ARM	Step 3	Turret	Part Time	\$19.47	\$19.67	\$19.99	\$20.39	\$20.90
Barrie ARM	Step 1	Messenger	Full Time	\$27.68	\$27.96	\$28.42	\$28.99	\$29.71
Barrie ARM	Step 2	Messenger	Full Time	\$27.81	\$28.08	\$28.55	\$29.12	\$29.85
Barrie ARM	Step 3	Messenger	Full Time	\$27.91	\$28.19	\$28.65	\$29.22	\$29.95
Hamilton ARM	Step 1	Messenger	Full Time	\$28.54	\$28.82	\$29.30	\$29.89	\$30.63
Hamilton ARM	Step 2	Messenger	Full Time	\$28.65	\$28.94	\$29.42	\$30.00	\$30.75
Hamilton ARM	Step 3	Messenger	Full Time	\$28.76	\$29.05	\$29.53	\$30.12	\$30.87
Kingston ARM	Step 1	Messenger	Full Time	\$27.07	\$27.34	\$27.79	\$28.35	\$29.06
Kingston ARM	Step 2	Messenger	Full Time	\$27.23	\$27.51	\$27.96	\$28.52	\$29.23
Kingston ARM	Step 3	Messenger	Full Time	\$27.52	\$27.79	\$28.25	\$28.82	\$29.54
Kitchener ARM	Step 1	Messenger	Full Time	\$28.54	\$28.82	\$29.30	\$29.89	\$30.63
Kitchener ARM	Step 2	Messenger	Full Time	\$28.65	\$28.94	\$29.42	\$30.00	\$30.75
Kitchener ARM	Step 3	Messenger	Full Time	\$28.76	\$29.05	\$29.53	\$30.12	\$30.87

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
London ARM	Step 1	Messenger	Full Time	\$28.54	\$28.82	\$29.30	\$29.89	\$30.63
London ARM	Step 2	Messenger	Full Time	\$28.65	\$28.94	\$29.42	\$30.00	\$30.75
London ARM	Step 3	Messenger	Full Time	\$28.76	\$29.05	\$29.53	\$30.12	\$30.87
North Bay ARM	Step 1	Messenger	Full Time	\$27.18	\$27.45	\$27.91	\$28.47	\$29.18
North Bay ARM	Step 2	Messenger	Full Time	\$27.31	\$27.58	\$28.03	\$28.59	\$29.31
North Bay ARM	Step 3	Messenger	Full Time	\$27.41	\$27.68	\$28.14	\$28.70	\$29.42
Peterborough ARM	Step 1	Messenger	Full Time	\$27.88	\$28.16	\$28.62	\$29.19	\$29.92
Peterborough ARM	Step 2	Messenger	Full Time	\$27.99	\$28.27	\$28.74	\$29.31	\$30.04
Peterborough ARM	Step 3	Messenger	Full Time	\$28.10	\$28.38	\$28.85	\$29.43	\$30.16
SS Marie ARM	Step 1	Messenger	Full Time	\$28.54	\$28.82	\$29.30	\$29.89	\$30.63
SS Marie ARM	Step 2	Messenger	Full Time	\$28.59	\$28.88	\$29.35	\$29.94	\$30.69
SS Marie ARM	Step 3	Messenger	Full Time	\$28.65	\$28.94	\$29.42	\$30.00	\$30.75
Sudbury ARM	Step 1	Messenger	Full Time	\$28.54	\$28.82	\$29.30	\$29.89	\$30.63
Sudbury ARM	Step 2	Messenger	Full Time	\$28.65	\$28.94	\$29.42	\$30.00	\$30.75
Sudbury ARM	Step 3	Messenger	Full Time	\$28.76	\$29.05	\$29.53	\$30.12	\$30.87
Thunder Bay ARM	Step 1	Messenger	Full Time	\$28.36	\$28.64	\$29.11	\$29.69	\$30.44
Thunder Bay ARM	Step 2	Messenger	Full Time	\$28.46	\$28.74	\$29.22	\$29.80	\$30.55
Thunder Bay ARM	Step 3	Messenger	Full Time	\$28.68	\$28.97	\$29.45	\$30.04	\$30.79
Timmins ARM	Step 1	Messenger	Full Time	\$28.20	\$28.49	\$28.96	\$29.53	\$30.27
Timmins ARM	Step 2	Messenger	Full Time	\$28.32	\$28.60	\$29.07	\$29.65	\$30.39
Timmins ARM	Step 3	Messenger	Full Time	\$28.43	\$28.71	\$29.19	\$29.77	\$30.51
Toronto ARM	Step 1	Messenger	Full Time	\$28.10	\$28.38	\$28.85	\$29.43	\$30.16
Toronto ARM	Step 2	Messenger	Full Time	\$28.96	\$29.25	\$29.73	\$30.32	\$31.08
Toronto ARM	Step 3	Messenger	Full Time	\$29.33	\$29.62	\$30.11	\$30.71	\$31.48
Windsor ARM	Step 1	Messenger	Full Time	\$28.54	\$28.82	\$29.30	\$29.89	\$30.63
Windsor ARM	Step 2	Messenger	Full Time	\$28.65	\$28.94	\$29.42	\$30.00	\$30.75
Windsor ARM	Step 3	Messenger	Full Time	\$28.76	\$29.05	\$29.53	\$30.12	\$30.87
Barrie ARM	Step 1	Messenger	Part Time	\$22.04	\$22.26	\$22.63	\$23.08	\$23.66
Barrie ARM	Step 2	Messenger	Part Time	\$22.40	\$22.62	\$23.00	\$23.46	\$24.04
Barrie ARM	Step 3	Messenger	Part Time	\$22.90	\$23.13	\$23.51	\$23.98	\$24.58

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Hamilton ARM	Step 1	Messenger	Part Time	\$23.39	\$23.62	\$24.01	\$24.49	\$25.10
Hamilton ARM	Step 2	Messenger	Part Time	\$23.51	\$23.75	\$24.14	\$24.62	\$25.24
Hamilton ARM	Step 3	Messenger	Part Time	\$23.75	\$23.98	\$24.38	\$24.87	\$25.49
Kingston ARM	Step 1	Messenger	Part Time	\$22.95	\$23.18	\$23.56	\$24.03	\$24.63
Kingston ARM	Step 2	Messenger	Part Time	\$23.21	\$23.44	\$23.82	\$24.30	\$24.91
Kingston ARM	Step 3	Messenger	Part Time	\$23.45	\$23.68	\$24.08	\$24.56	\$25.17
Kitchener ARM	Step 1	Messenger	Part Time	\$23.39	\$23.62	\$24.01	\$24.49	\$25.10
Kitchener ARM	Step 2	Messenger	Part Time	\$23.51	\$23.75	\$24.14	\$24.62	\$25.24
Kitchener ARM	Step 3	Messenger	Part Time	\$23.75	\$23.98	\$24.38	\$24.87	\$25.49
London ARM	Step 1	Messenger	Part Time	\$23.39	\$23.62	\$24.01	\$24.49	\$25.10
London ARM	Step 2	Messenger	Part Time	\$23.51	\$23.75	\$24.14	\$24.62	\$25.24
London ARM	Step 3	Messenger	Part Time	\$23.75	\$23.98	\$24.38	\$24.87	\$25.49
North Bay ARM	Step 1	Messenger	Part Time	\$21.86	\$22.08	\$22.44	\$22.89	\$23.46
North Bay ARM	Step 2	Messenger	Part Time	\$22.24	\$22.46	\$22.83	\$23.29	\$23.87
North Bay ARM	Step 3	Messenger	Part Time	\$22.59	\$22.82	\$23.20	\$23.66	\$24.25
Peterborough ARM	Step 1	Messenger	Part Time	\$21.92	\$22.14	\$22.50	\$22.95	\$23.53
Peterborough ARM	Step 2	Messenger	Part Time	\$22.17	\$22.40	\$22.77	\$23.22	\$23.80
Peterborough ARM	Step 3	Messenger	Part Time	\$22.42	\$22.64	\$23.02	\$23.48	\$24.06
SS Marie ARM	Step 1	Messenger	Part Time	\$23.33	\$23.56	\$23.95	\$24.43	\$25.04
SS Marie ARM	Step 2	Messenger	Part Time	\$23.44	\$23.67	\$24.06	\$24.55	\$25.16
SS Marie ARM	Step 3	Messenger	Part Time	\$23.58	\$23.82	\$24.21	\$24.70	\$25.31
Sudbury ARM	Step 1	Messenger	Part Time	\$23.39	\$23.62	\$24.01	\$24.49	\$25.10
Sudbury ARM	Step 2	Messenger	Part Time	\$23.51	\$23.75	\$24.14	\$24.62	\$25.24
Sudbury ARM	Step 3	Messenger	Part Time	\$23.75	\$23.98	\$24.38	\$24.87	\$25.49
Thunder Bay ARM	Step 1	Messenger	Part Time	\$22.48	\$22.71	\$23.08	\$23.54	\$24.13
Thunder Bay ARM	Step 2	Messenger	Part Time	\$22.79	\$23.01	\$23.39	\$23.86	\$24.46
Thunder Bay ARM	Step 3	Messenger	Part Time	\$23.09	\$23.32	\$23.71	\$24.18	\$24.79

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Timmins ARM	Step 1	Messenger	Part Time	\$21.48	\$21.70	\$22.05	\$22.50	\$23.06
Timmins ARM	Step 2	Messenger	Part Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Timmins ARM	Step 3	Messenger	Part Time	\$22.42	\$22.64	\$23.02	\$23.48	\$24.06
Toronto ARM	Step 1	Messenger	Part Time	\$24.15	\$24.40	\$24.80	\$25.29	\$25.93
Toronto ARM	Step 2	Messenger	Part Time	\$24.30	\$24.54	\$24.94	\$25.44	\$26.08
Toronto ARM	Step 3	Messenger	Part Time	\$24.62	\$24.87	\$25.28	\$25.78	\$26.43
Windsor ARM	Step 1	Messenger	Part Time	\$23.39	\$23.62	\$24.01	\$24.49	\$25.10
Windsor ARM	Step 2	Messenger	Part Time	\$23.51	\$23.75	\$24.14	\$24.62	\$25.24
Windsor ARM	Step 3	Messenger	Part Time	\$23.75	\$23.98	\$24.38	\$24.87	\$25.49
Toronto ARM	Step 1	Driver	Full Time	\$27.20	\$27.48	\$27.93	\$28.49	\$29.20
Toronto ARM	Step 2	Driver	Full Time	\$28.06	\$28.34	\$28.81	\$29.38	\$30.12
Toronto ARM	Step 3	Driver	Full Time	\$28.42	\$28.70	\$29.17	\$29.76	\$30.50
Barrie ARM	Step 1	Driver	Full Time	\$26.81	\$27.07	\$27.52	\$28.07	\$28.77
Barrie ARM	Step 2	Driver	Full Time	\$26.86	\$27.13	\$27.57	\$28.12	\$28.83
Barrie ARM	Step 3	Driver	Full Time	\$26.91	\$27.18	\$27.63	\$28.18	\$28.88
Hamilton ARM	Step 1	Driver	Full Time	\$27.99	\$28.27	\$28.74	\$29.31	\$30.04
Hamilton ARM	Step 2	Driver	Full Time	\$28.04	\$28.32	\$28.79	\$29.36	\$30.10
Hamilton ARM	Step 3	Driver	Full Time	\$28.10	\$28.38	\$28.85	\$29.43	\$30.16
Kingston ARM	Step 1	Driver	Full Time	\$26.13	\$26.39	\$26.83	\$27.37	\$28.05
Kingston ARM	Step 2	Driver	Full Time	\$26.36	\$26.62	\$27.06	\$27.60	\$28.29
Kingston ARM	Step 3	Driver	Full Time	\$26.57	\$26.84	\$27.28	\$27.83	\$28.52
Kitchener ARM	Step 1	Driver	Full Time	\$27.99	\$28.27	\$28.74	\$29.31	\$30.04
Kitchener ARM	Step 2	Driver	Full Time	\$28.04	\$28.32	\$28.79	\$29.36	\$30.10
Kitchener ARM	Step 3	Driver	Full Time	\$28.10	\$28.38	\$28.85	\$29.43	\$30.16
London ARM	Step 1	Driver	Full Time	\$27.99	\$28.27	\$28.74	\$29.31	\$30.04
London ARM	Step 2	Driver	Full Time	\$28.04	\$28.32	\$28.79	\$29.36	\$30.10
London ARM	Step 3	Driver	Full Time	\$28.10	\$28.38	\$28.85	\$29.43	\$30.16
North Bay ARM	Step 1	Driver	Full Time	\$26.24	\$26.51	\$26.94	\$27.48	\$28.17
North Bay ARM	Step 2	Driver	Full Time	\$26.36	\$26.62	\$27.06	\$27.60	\$28.29
North Bay ARM	Step 3	Driver	Full Time	\$26.47	\$26.73	\$27.17	\$27.72	\$28.41

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Peterborough ARM	Step 1	Driver	Full Time	\$27.32	\$27.59	\$28.04	\$28.60	\$29.32
Peterborough ARM	Step 2	Driver	Full Time	\$27.38	\$27.65	\$28.11	\$28.67	\$29.39
Peterborough ARM	Step 3	Driver	Full Time	\$27.44	\$27.71	\$28.17	\$28.73	\$29.45
SS Marie ARM	Step 1	Driver	Full Time	\$27.99	\$28.27	\$28.74	\$29.31	\$30.04
SS Marie ARM	Step 2	Driver	Full Time	\$28.04	\$28.32	\$28.79	\$29.36	\$30.10
SS Marie ARM	Step 3	Driver	Full Time	\$28.10	\$28.38	\$28.85	\$29.43	\$30.16
Sudbury ARM	Step 1	Driver	Full Time	\$27.99	\$28.27	\$28.74	\$29.31	\$30.04
Sudbury ARM	Step 2	Driver	Full Time	\$28.04	\$28.32	\$28.79	\$29.36	\$30.10
Sudbury ARM	Step 3	Driver	Full Time	\$28.10	\$28.38	\$28.85	\$29.43	\$30.16
Thunder Bay ARM	Step 1	Driver	Full Time	\$27.81	\$28.08	\$28.55	\$29.12	\$29.85
Thunder Bay ARM	Step 2	Driver	Full Time	\$28.02	\$28.30	\$28.77	\$29.34	\$30.08
Thunder Bay ARM	Step 3	Driver	Full Time	\$28.23	\$28.52	\$28.99	\$29.57	\$30.31
Timmins ARM	Step 1	Driver	Full Time	\$27.76	\$28.04	\$28.50	\$29.07	\$29.80
Timmins ARM	Step 2	Driver	Full Time	\$27.82	\$28.09	\$28.56	\$29.13	\$29.86
Timmins ARM	Step 3	Driver	Full Time	\$27.88	\$28.16	\$28.62	\$29.19	\$29.92
Windsor ARM	Step 1	Driver	Full Time	\$27.99	\$28.27	\$28.74	\$29.31	\$30.04
Windsor ARM	Step 2	Driver	Full Time	\$28.04	\$28.32	\$28.79	\$29.36	\$30.10
Windsor ARM	Step 3	Driver	Full Time	\$28.10	\$28.38	\$28.85	\$29.43	\$30.16
Barrie ARM	Step 1	Driver	Part Time	\$20.63	\$20.84	\$21.18	\$21.61	\$22.15
Barrie ARM	Step 2	Driver	Part Time	\$20.99	\$21.20	\$21.55	\$21.98	\$22.53
Barrie ARM	Step 3	Driver	Part Time	\$21.25	\$21.46	\$21.81	\$22.25	\$22.81
Hamilton ARM	Step 1	Driver	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
Hamilton ARM	Step 2	Driver	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
Hamilton ARM	Step 3	Driver	Part Time	\$21.68	\$21.89	\$22.25	\$22.70	\$23.27
Kingston ARM	Step 1	Driver	Part Time	\$21.86	\$22.08	\$22.44	\$22.89	\$23.46
Kingston ARM	Step 2	Driver	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
Kingston ARM	Step 3	Driver	Part Time	\$22.48	\$22.71	\$23.08	\$23.54	\$24.13
Kitchener ARM	Step 1	Driver	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
Kitchener ARM	Step 2	Driver	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
Kitchener ARM	Step 3	Driver	Part Time	\$21.68	\$21.89	\$22.25	\$22.70	\$23.27

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
London ARM	Step 1	Driver	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
London ARM	Step 2	Driver	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
London ARM	Step 3	Driver	Part Time	\$21.68	\$21.89	\$22.25	\$22.70	\$23.27
North Bay ARM	Step 1	Driver	Part Time	\$21.13	\$21.35	\$21.70	\$22.13	\$22.69
North Bay ARM	Step 2	Driver	Part Time	\$21.38	\$21.59	\$21.95	\$22.39	\$22.95
North Bay ARM	Step 3	Driver	Part Time	\$21.61	\$21.83	\$22.19	\$22.63	\$23.20
Peterborough ARM	Step 1	Driver	Part Time	\$20.33	\$20.53	\$20.87	\$21.29	\$21.82
Peterborough ARM	Step 2	Driver	Part Time	\$20.62	\$20.83	\$21.17	\$21.60	\$22.14
Peterborough ARM	Step 3	Driver	Part Time	\$20.94	\$21.15	\$21.50	\$21.93	\$22.48
SS Marie ARM	Step 1	Driver	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
SS Marie ARM	Step 2	Driver	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
SS Marie ARM	Step 3	Driver	Part Time	\$21.56	\$21.78	\$22.14	\$22.58	\$23.15
Sudbury ARM	Step 1	Driver	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
Sudbury ARM	Step 2	Driver	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
Sudbury ARM	Step 3	Driver	Part Time	\$21.68	\$21.89	\$22.25	\$22.70	\$23.27
Thunder Bay ARM	Step 1	Driver	Part Time	\$21.31	\$21.52	\$21.88	\$22.31	\$22.87
Thunder Bay ARM	Step 2	Driver	Part Time	\$21.54	\$21.76	\$22.12	\$22.56	\$23.12
Thunder Bay ARM	Step 3	Driver	Part Time	\$21.80	\$22.02	\$22.38	\$22.83	\$23.40
Timmins ARM	Step 1	Driver	Part Time	\$21.37	\$21.58	\$21.94	\$22.38	\$22.94
Timmins ARM	Step 2	Driver	Part Time	\$21.48	\$21.70	\$22.05	\$22.50	\$23.06
Timmins ARM	Step 3	Driver	Part Time	\$21.62	\$21.84	\$22.20	\$22.64	\$23.21
Toronto ARM	Step 1	Driver	Part Time	\$21.55	\$21.77	\$22.13	\$22.57	\$23.13
Toronto ARM	Step 2	Driver	Part Time	\$21.68	\$21.89	\$22.25	\$22.70	\$23.27
Toronto ARM	Step 3	Driver	Part Time	\$21.93	\$22.15	\$22.51	\$22.97	\$23.54
Windsor ARM	Step 1	Driver	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
Windsor ARM	Step 2	Driver	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
Windsor ARM	Step 3	Driver	Part Time	\$21.68	\$21.89	\$22.25	\$22.70	\$23.27
Barrie ARM	Step 1	Guard	Full Time	\$24.57	\$24.82	\$25.23	\$25.73	\$26.37
Barrie ARM	Step 2	Guard	Full Time	\$24.69	\$24.94	\$25.35	\$25.86	\$26.51
Barrie ARM	Step 3	Guard	Full Time	\$24.92	\$25.17	\$25.58	\$26.09	\$26.75

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Hamilton ARM	Step 1	Guard	Full Time	\$25.10	\$25.35	\$25.77	\$26.29	\$26.94
Hamilton ARM	Step 2	Guard	Full Time	\$25.33	\$25.58	\$26.00	\$26.52	\$27.19
Hamilton ARM	Step 3	Guard	Full Time	\$25.55	\$25.81	\$26.23	\$26.76	\$27.43
Kingston ARM	Step 1	Guard	Full Time	\$25.13	\$25.38	\$25.80	\$26.32	\$26.98
Kingston ARM	Step 2	Guard	Full Time	\$25.25	\$25.50	\$25.92	\$26.44	\$27.10
Kingston ARM	Step 3	Guard	Full Time	\$25.36	\$25.61	\$26.03	\$26.55	\$27.22
Kitchener ARM	Step 1	Guard	Full Time	\$25.10	\$25.35	\$25.77	\$26.29	\$26.94
Kitchener ARM	Step 2	Guard	Full Time	\$25.33	\$25.58	\$26.00	\$26.52	\$27.19
Kitchener ARM	Step 3	Guard	Full Time	\$25.55	\$25.81	\$26.23	\$26.76	\$27.43
London ARM	Step 1	Guard	Full Time	\$25.10	\$25.35	\$25.77	\$26.29	\$26.94
London ARM	Step 2	Guard	Full Time	\$25.33	\$25.58	\$26.00	\$26.52	\$27.19
London ARM	Step 3	Guard	Full Time	\$25.55	\$25.81	\$26.23	\$26.76	\$27.43
North Bay ARM	Step 1	Guard	Full Time	\$24.52	\$24.77	\$25.17	\$25.68	\$26.32
North Bay ARM	Step 2	Guard	Full Time	\$24.86	\$25.11	\$25.52	\$26.03	\$26.68
North Bay ARM	Step 3	Guard	Full Time	\$24.97	\$25.22	\$25.64	\$26.15	\$26.80
Peterborough ARM	Step 1	Guard	Full Time	\$25.65	\$25.91	\$26.34	\$26.86	\$27.54
Peterborough ARM	Step 2	Guard	Full Time	\$25.71	\$25.97	\$26.40	\$26.93	\$27.60
Peterborough ARM	Step 3	Guard	Full Time	\$25.77	\$26.02	\$26.45	\$26.98	\$27.66
SS Marie ARM	Step 1	Guard	Full Time	\$25.10	\$25.35	\$25.77	\$26.29	\$26.94
SS Marie ARM	Step 2	Guard	Full Time	\$25.21	\$25.47	\$25.89	\$26.40	\$27.06
SS Marie ARM	Step 3	Guard	Full Time	\$25.33	\$25.58	\$26.00	\$26.52	\$27.19
Sudbury ARM	Step 1	Guard	Full Time	\$25.10	\$25.35	\$25.77	\$26.29	\$26.94
Sudbury ARM	Step 2	Guard	Full Time	\$25.33	\$25.58	\$26.00	\$26.52	\$27.19
Sudbury ARM	Step 3	Guard	Full Time	\$25.55	\$25.81	\$26.23	\$26.76	\$27.43
Thunder Bay ARM	Step 1	Guard	Full Time	\$26.57	\$26.84	\$27.28	\$27.83	\$28.52
Thunder Bay ARM	Step 2	Guard	Full Time	\$26.81	\$27.07	\$27.52	\$28.07	\$28.77
Thunder Bay ARM	Step 3	Guard	Full Time	\$27.02	\$27.29	\$27.74	\$28.30	\$29.00
Timmins ARM	Step 1	Guard	Full Time	\$26.82	\$27.08	\$27.53	\$28.08	\$28.78
Timmins ARM	Step 2	Guard	Full Time	\$26.89	\$27.16	\$27.60	\$28.16	\$28.86
Timmins ARM	Step 3	Guard	Full Time	\$26.94	\$27.21	\$27.66	\$28.21	\$28.91

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Toronto ARM	Step 1	Guard	Full Time	\$26.50	\$26.76	\$27.21	\$27.75	\$28.44
Toronto ARM	Step 2	Guard	Full Time	\$27.34	\$27.61	\$28.06	\$28.63	\$29.34
Toronto ARM	Step 3	Guard	Full Time	\$27.68	\$27.96	\$28.42	\$28.99	\$29.71
Windsor ARM	Step 1	Guard	Full Time	\$25.10	\$25.35	\$25.77	\$26.29	\$26.94
Windsor ARM	Step 2	Guard	Full Time	\$25.33	\$25.58	\$26.00	\$26.52	\$27.19
Windsor ARM	Step 3	Guard	Full Time	\$25.55	\$25.81	\$26.23	\$26.76	\$27.43
Toronto ARM	Step 1	Primary Premise Guard	Full Time	\$26.50	\$26.76	\$27.21	\$27.75	\$28.44
Toronto ARM	Step 2	Primary Premise Guard	Full Time	\$27.34	\$27.61	\$28.06	\$28.63	\$29.34
Toronto ARM	Step 3	Primary Premise Guard	Full Time	\$27.68	\$27.96	\$28.42	\$28.99	\$29.71
Barrie ARM	Step 1	Guard	Part Time	\$20.21	\$20.41	\$20.75	\$21.16	\$21.69
Barrie ARM	Step 2	Guard	Part Time	\$20.57	\$20.78	\$21.12	\$21.54	\$22.08
Barrie ARM	Step 3	Guard	Part Time	\$20.94	\$21.15	\$21.50	\$21.93	\$22.48
Hamilton ARM	Step 1	Guard	Part Time	\$21.06	\$21.27	\$21.62	\$22.06	\$22.61
Hamilton ARM	Step 2	Guard	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
Hamilton ARM	Step 3	Guard	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
Kingston ARM	Step 1	Guard	Part Time	\$21.06	\$21.27	\$21.62	\$22.06	\$22.61
Kingston ARM	Step 2	Guard	Part Time	\$21.31	\$21.52	\$21.88	\$22.31	\$22.87
Kingston ARM	Step 3	Guard	Part Time	\$21.54	\$21.76	\$22.12	\$22.56	\$23.12
Kitchener ARM	Step 1	Guard	Part Time	\$21.06	\$21.27	\$21.62	\$22.06	\$22.61
Kitchener ARM	Step 2	Guard	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
Kitchener ARM	Step 3	Guard	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
London ARM	Step 1	Guard	Part Time	\$21.06	\$21.27	\$21.62	\$22.06	\$22.61
London ARM	Step 2	Guard	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
London ARM	Step 3	Guard	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
North Bay ARM	Step 1	Guard	Part Time	\$20.57	\$20.78	\$21.12	\$21.54	\$22.08
North Bay ARM	Step 2	Guard	Part Time	\$20.83	\$21.04	\$21.38	\$21.81	\$22.36
North Bay ARM	Step 3	Guard	Part Time	\$21.06	\$21.27	\$21.62	\$22.06	\$22.61
Peterborough ARM	Step 1	Guard	Part Time	\$20.27	\$20.47	\$20.81	\$21.22	\$21.75
Peterborough ARM	Step 2	Guard	Part Time	\$20.39	\$20.59	\$20.93	\$21.35	\$21.89
Peterborough ARM	Step 3	Guard	Part Time	\$20.51	\$20.72	\$21.06	\$21.48	\$22.02

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
SS Marie ARM	Step 1	Guard	Part Time	\$21.01	\$21.22	\$21.57	\$22.00	\$22.55
SS Marie ARM	Step 2	Guard	Part Time	\$21.12	\$21.34	\$21.69	\$22.12	\$22.67
SS Marie ARM	Step 3	Guard	Part Time	\$21.25	\$21.46	\$21.81	\$22.25	\$22.81
Sudbury ARM	Step 1	Guard	Part Time	\$21.06	\$21.27	\$21.62	\$22.06	\$22.61
Sudbury ARM	Step 2	Guard	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
Sudbury ARM	Step 3	Guard	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
Thunder Bay ARM	Step 1	Guard	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
Thunder Bay ARM	Step 2	Guard	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
Thunder Bay ARM	Step 3	Guard	Part Time	\$21.69	\$21.90	\$22.26	\$22.71	\$23.28
Timmins ARM	Step 1	Guard	Part Time	\$19.66	\$19.85	\$20.18	\$20.58	\$21.10
Timmins ARM	Step 2	Guard	Part Time	\$19.91	\$20.11	\$20.44	\$20.85	\$21.37
Timmins ARM	Step 3	Guard	Part Time	\$20.15	\$20.35	\$20.68	\$21.10	\$21.62
Toronto ARM	Step 1	Guard	Part Time	\$20.56	\$20.77	\$21.11	\$21.53	\$22.07
Toronto ARM	Step 2	Guard	Part Time	\$20.69	\$20.89	\$21.24	\$21.66	\$22.20
Toronto ARM	Step 3	Guard	Part Time	\$20.93	\$21.14	\$21.49	\$21.92	\$22.47
Windsor ARM	Step 1	Guard	Part Time	\$21.06	\$21.27	\$21.62	\$22.06	\$22.61
Windsor ARM	Step 2	Guard	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
Windsor ARM	Step 3	Guard	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
Toronto ARM	Step 1	Primary Premise Guard	Part Time	\$20.89	\$21.10	\$21.45	\$21.88	\$22.42
Toronto ARM	Step 2	Primary Premise Guard	Part Time	\$21.02	\$21.23	\$21.58	\$22.01	\$22.56
Toronto ARM	Step 3	Primary Premise Guard	Part Time	\$21.28	\$21.49	\$21.84	\$22.28	\$22.84
Barrie ATM	Step 1	ATM Driver	Full Time	\$24.95	\$25.20	\$25.61	\$26.13	\$26.78
Barrie ATM	Step 2	ATM Driver	Full Time	\$25.28	\$25.53	\$25.95	\$26.47	\$27.13
Barrie ATM	Step 3	ATM Driver	Full Time	\$25.60	\$25.86	\$26.28	\$26.81	\$27.48
Hamilton ATM	Step 1	ATM Driver	Full Time	\$24.90	\$25.15	\$25.56	\$26.07	\$26.73
Hamilton ATM	Step 2	ATM Driver	Full Time	\$25.22	\$25.48	\$25.90	\$26.42	\$27.08
Hamilton ATM	Step 3	ATM Driver	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45
Kingston ATM	Step 1	ATM Driver	Full Time	\$24.72	\$24.97	\$25.38	\$25.89	\$26.54
Kingston ATM	Step 2	ATM Driver	Full Time	\$25.05	\$25.30	\$25.72	\$26.23	\$26.89
Kingston ATM	Step 3	ATM Driver	Full Time	\$25.38	\$25.63	\$26.05	\$26.58	\$27.24
Kitchener ATM	Step 1	ATM Driver	Full Time	\$24.90	\$25.15	\$25.56	\$26.07	\$26.73
Kitchener ATM	Step 2	ATM Driver	Full Time	\$25.22	\$25.48	\$25.90	\$26.42	\$27.08
Kitchener ATM	Step 3	ATM Driver	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45
London ATM	Step 1	ATM Driver	Full Time	\$24.90	\$25.15	\$25.56	\$26.07	\$26.73
London ATM	Step 2	ATM Driver	Full Time	\$25.22	\$25.48	\$25.90	\$26.42	\$27.08
London ATM	Step 3	ATM Driver	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45
Peterborough ATM	Step 1	ATM Driver	Full Time	\$23.95	\$24.19	\$24.59	\$25.08	\$25.71
Peterborough ATM	Step 2	ATM Driver	Full Time	\$24.30	\$24.54	\$24.94	\$25.44	\$26.08
Peterborough ATM	Step 3	ATM Driver	Full Time	\$24.62	\$24.87	\$25.28	\$25.78	\$26.43
SS Marie ARM	Step 1	ATM Driver	Full Time	\$24.44	\$24.68	\$25.09	\$25.59	\$26.23
SS Marie ARM	Step 2	ATM Driver	Full Time	\$24.77	\$25.01	\$25.43	\$25.93	\$26.58
SS Marie ARM	Step 3	ATM Driver	Full Time	\$25.11	\$25.36	\$25.78	\$26.30	\$26.96
Sudbury ATM	Step 1	ATM Driver	Full Time	\$24.90	\$25.15	\$25.56	\$26.07	\$26.73

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Sudbury ATM	Step 2	ATM Driver	Full Time	\$25.22	\$25.48	\$25.90	\$26.42	\$27.08
Sudbury ATM	Step 3	ATM Driver	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45
Thunder Bay ATM	Step 1	ATM Driver	Full Time	\$24.44	\$24.68	\$25.09	\$25.59	\$26.23
Thunder Bay ATM	Step 2	ATM Driver	Full Time	\$24.77	\$25.01	\$25.43	\$25.93	\$26.58
Thunder Bay ATM	Step 3	ATM Driver	Full Time	\$25.09	\$25.34	\$25.76	\$26.28	\$26.93
Toronto ATM	Step 1	ATM Driver	Full Time	\$27.20	\$27.48	\$27.93	\$28.49	\$29.20
Toronto ATM	Step 2	ATM Driver	Full Time	\$28.06	\$28.34	\$28.81	\$29.38	\$30.12
Toronto ATM	Step 3	ATM Driver	Full Time	\$28.42	\$28.70	\$29.17	\$29.76	\$30.50
Windsor ATM	Step 1	ATM Driver	Full Time	\$24.90	\$25.15	\$25.56	\$26.07	\$26.73
Windsor ATM	Step 2	ATM Driver	Full Time	\$25.22	\$25.48	\$25.90	\$26.42	\$27.08
Windsor ATM	Step 3	ATM Driver	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45
Barrie ATM	Step 1	ATM Tech	Full Time	\$25.38	\$25.63	\$26.05	\$26.58	\$27.24
Barrie ATM	Step 2	ATM Tech	Full Time	\$25.72	\$25.98	\$26.41	\$26.94	\$27.61
Barrie ATM	Step 3	ATM Tech	Full Time	\$26.05	\$26.31	\$26.75	\$27.28	\$27.96
Hamilton ATM	Step 1	ATM Tech	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Hamilton ATM	Step 2	ATM Tech	Full Time	\$25.79	\$26.04	\$26.47	\$27.00	\$27.68
Hamilton ATM	Step 3	ATM Tech	Full Time	\$26.12	\$26.38	\$26.82	\$27.36	\$28.04
Kingston ATM	Step 1	ATM Tech	Full Time	\$25.28	\$25.53	\$25.95	\$26.47	\$27.13
Kingston ATM	Step 2	ATM Tech	Full Time	\$25.60	\$25.86	\$26.28	\$26.81	\$27.48
Kingston ATM	Step 3	ATM Tech	Full Time	\$25.95	\$26.21	\$26.64	\$27.17	\$27.85
Kitchener ATM	Step 1	ATM Tech	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45
Kitchener ATM	Step 2	ATM Tech	Full Time	\$25.79	\$26.04	\$26.47	\$27.00	\$27.68
Kitchener ATM	Step 3	ATM Tech	Full Time	\$26.12	\$26.38	\$26.82	\$27.36	\$28.04
London ATM	Step 1	ATM Tech	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45
London ATM	Step 2	ATM Tech	Full Time	\$25.79	\$26.04	\$26.47	\$27.00	\$27.68
London ATM	Step 3	ATM Tech	Full Time	\$26.12	\$26.38	\$26.82	\$27.36	\$28.04
North Bay ATM	Step 1	ATM Tech	Full Time	\$24.82	\$25.06	\$25.48	\$25.99	\$26.64
North Bay ATM	Step 2	ATM Tech	Full Time	\$25.14	\$25.39	\$25.81	\$26.33	\$26.99
North Bay ATM	Step 3	ATM Tech	Full Time	\$25.49	\$25.74	\$26.17	\$26.69	\$27.36
Peterborough ATM	Step 1	ATM Tech	Full Time	\$24.85	\$25.10	\$25.51	\$26.02	\$26.67
Peterborough ATM	Step 2	ATM Tech	Full Time	\$24.95	\$25.20	\$25.61	\$26.13	\$26.78
Peterborough ATM	Step 3	ATM Tech	Full Time	\$25.07	\$25.32	\$25.74	\$26.25	\$26.91
SS Marie ATM	Step 1	ATM Tech	Full Time	\$25.51	\$25.77	\$26.19	\$26.71	\$27.38
SS Marie ATM	Step 2	ATM Tech	Full Time	\$25.72	\$25.98	\$26.41	\$26.94	\$27.61
SS Marie ATM	Step 3	ATM Tech	Full Time	\$25.96	\$26.22	\$26.65	\$27.18	\$27.86
Sudbury ATM	Step 1	ATM Tech	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45
Sudbury ATM	Step 2	ATM Tech	Full Time	\$25.79	\$26.04	\$26.47	\$27.00	\$27.68
Sudbury ATM	Step 3	ATM Tech	Full Time	\$26.12	\$26.38	\$26.82	\$27.36	\$28.04
Thunder Bay ATM	Step 1	ATM Tech	Full Time	\$23.99	\$24.23	\$24.63	\$25.12	\$25.75
Thunder Bay ATM	Step 2	ATM Tech	Full Time	\$24.21	\$24.46	\$24.86	\$25.36	\$25.99
Thunder Bay ATM	Step 3	ATM Tech	Full Time	\$24.44	\$24.68	\$25.09	\$25.59	\$26.23
Toronto ATM	Step 1	ATM Tech	Full Time	\$27.29	\$27.56	\$28.01	\$28.57	\$29.29
Toronto ATM	Step 2	ATM Tech	Full Time	\$28.13	\$28.41	\$28.88	\$29.46	\$30.20
Toronto ATM	Step 3	ATM Tech	Full Time	\$28.48	\$28.76	\$29.24	\$29.82	\$30.57
Windsor ATM	Step 1	ATM Tech	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Windsor ATM	Step 2	ATM Tech	Full Time	\$25.79	\$26.04	\$26.47	\$27.00	\$27.68
Windsor ATM	Step 3	ATM Tech	Full Time	\$26.12	\$26.38	\$26.82	\$27.36	\$28.04
Barrie ATM	Step 1	ATM Tech	Part Time	\$22.20	\$22.42	\$22.79	\$23.24	\$23.82
Barrie ATM	Step 2	ATM Tech	Part Time	\$22.44	\$22.66	\$23.04	\$23.50	\$24.09
Barrie ATM	Step 3	ATM Tech	Part Time	\$22.70	\$22.92	\$23.30	\$23.77	\$24.36
Hamilton ATM	Step 1	ATM Tech	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
Hamilton ATM	Step 2	ATM Tech	Part Time	\$22.42	\$22.64	\$23.02	\$23.48	\$24.06
Hamilton ATM	Step 3	ATM Tech	Part Time	\$22.66	\$22.89	\$23.27	\$23.73	\$24.33
Kingston ATM	Step 1	ATM Tech	Part Time	\$23.10	\$23.33	\$23.72	\$24.19	\$24.80
Kingston ATM	Step 2	ATM Tech	Part Time	\$23.36	\$23.59	\$23.98	\$24.46	\$25.07
Kingston ATM	Step 3	ATM Tech	Part Time	\$23.60	\$23.84	\$24.23	\$24.72	\$25.33
Kitchener ATM	Step 1	ATM Tech	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
Kitchener ATM	Step 2	ATM Tech	Part Time	\$22.42	\$22.64	\$23.02	\$23.48	\$24.06
Kitchener ATM	Step 3	ATM Tech	Part Time	\$22.66	\$22.89	\$23.27	\$23.73	\$24.33
London ATM	Step 1	ATM Tech	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
London ATM	Step 2	ATM Tech	Part Time	\$22.42	\$22.64	\$23.02	\$23.48	\$24.06
London ATM	Step 3	ATM Tech	Part Time	\$22.66	\$22.89	\$23.27	\$23.73	\$24.33
North Bay ATM	Step 1	ATM Tech	Part Time	\$21.68	\$21.89	\$22.25	\$22.70	\$23.27
North Bay ATM	Step 2	ATM Tech	Part Time	\$21.93	\$22.15	\$22.51	\$22.97	\$23.54
North Bay ATM	Step 3	ATM Tech	Part Time	\$22.17	\$22.40	\$22.77	\$23.22	\$23.80
Peterborough ATM	Step 1	ATM Tech	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
Peterborough ATM	Step 2	ATM Tech	Part Time	\$21.56	\$21.78	\$22.14	\$22.58	\$23.15
Peterborough ATM	Step 3	ATM Tech	Part Time	\$21.92	\$22.14	\$22.50	\$22.95	\$23.53
SS Marie ATM	Step 1	ATM Tech	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
SS Marie ATM	Step 2	ATM Tech	Part Time	\$22.42	\$22.64	\$23.02	\$23.48	\$24.06
SS Marie ATM	Step 3	ATM Tech	Part Time	\$22.66	\$22.89	\$23.27	\$23.73	\$24.33
Sudbury ATM	Step 1	ATM Tech	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
Sudbury ATM	Step 2	ATM Tech	Part Time	\$22.42	\$22.64	\$23.02	\$23.48	\$24.06
Sudbury ATM	Step 3	ATM Tech	Part Time	\$22.66	\$22.89	\$23.27	\$23.73	\$24.33
Thunder Bay ATM	Step 1	ATM Tech	Part Time	\$22.48	\$22.71	\$23.08	\$23.54	\$24.13

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Thunder Bay ATM	Step 2	ATM Tech	Part Time	\$22.73	\$22.95	\$23.33	\$23.80	\$24.39
Thunder Bay ATM	Step 3	ATM Tech	Part Time	\$22.96	\$23.19	\$23.57	\$24.04	\$24.64
Toronto ATM	Step 1	ATM Tech	Part Time	\$22.08	\$22.30	\$22.67	\$23.13	\$23.70
Toronto ATM	Step 2	ATM Tech	Part Time	\$22.23	\$22.45	\$22.82	\$23.27	\$23.86
Toronto ATM	Step 3	ATM Tech	Part Time	\$22.50	\$22.73	\$23.10	\$23.56	\$24.15
Windsor ATM	Step 1	ATM Tech	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
Windsor ATM	Step 2	ATM Tech	Part Time	\$22.42	\$22.64	\$23.02	\$23.48	\$24.06
Windsor ATM	Step 3	ATM Tech	Part Time	\$22.66	\$22.89	\$23.27	\$23.73	\$24.33
Barrie ATM	Step 1	Sr. ATM Tech	Full Time	\$25.83	\$26.08	\$26.52	\$27.05	\$27.72
Barrie ATM	Step 2	Sr. ATM Tech	Full Time	\$26.15	\$26.41	\$26.85	\$27.39	\$28.07
Barrie ATM	Step 3	Sr. ATM Tech	Full Time	\$26.50	\$26.76	\$27.21	\$27.75	\$28.44
Hamilton ATM	Step 1	Sr. ATM Tech	Full Time	\$26.34	\$26.60	\$27.04	\$27.58	\$28.27
Hamilton ATM	Step 2	Sr. ATM Tech	Full Time	\$26.67	\$26.94	\$27.38	\$27.93	\$28.63
Hamilton ATM	Step 3	Sr. ATM Tech	Full Time	\$27.01	\$27.28	\$27.73	\$28.28	\$28.99
Kingston ATM	Step 1	Sr. ATM Tech	Full Time	\$26.05	\$26.31	\$26.75	\$27.28	\$27.96
Kingston ATM	Step 2	Sr. ATM Tech	Full Time	\$26.38	\$26.64	\$27.08	\$27.62	\$28.31
Kingston ATM	Step 3	Sr. ATM Tech	Full Time	\$26.71	\$26.98	\$27.43	\$27.97	\$28.67
Kitchener ATM	Step 1	Sr. ATM Tech	Full Time	\$26.34	\$26.60	\$27.04	\$27.58	\$28.27
Kitchener ATM	Step 2	Sr. ATM Tech	Full Time	\$26.67	\$26.94	\$27.38	\$27.93	\$28.63
Kitchener ATM	Step 3	Sr. ATM Tech	Full Time	\$27.01	\$27.28	\$27.73	\$28.28	\$28.99
London ATM	Step 1	Sr. ATM Tech	Full Time	\$26.34	\$26.60	\$27.04	\$27.58	\$28.27
London ATM	Step 2	Sr. ATM Tech	Full Time	\$26.67	\$26.94	\$27.38	\$27.93	\$28.63
London ATM	Step 3	Sr. ATM Tech	Full Time	\$27.01	\$27.28	\$27.73	\$28.28	\$28.99
North Bay ATM	Step 1	Sr. ATM Tech	Full Time	\$25.93	\$26.19	\$26.62	\$27.15	\$27.83
North Bay ATM	Step 2	Sr. ATM Tech	Full Time	\$26.14	\$26.40	\$26.84	\$27.38	\$28.06
North Bay ATM	Step 3	Sr. ATM Tech	Full Time	\$26.37	\$26.63	\$27.07	\$27.61	\$28.30
Peterborough ATM	Step 1	Sr. ATM Tech	Full Time	\$25.72	\$25.98	\$26.41	\$26.94	\$27.61
Peterborough ATM	Step 2	Sr. ATM Tech	Full Time	\$25.85	\$26.11	\$26.54	\$27.07	\$27.74
Peterborough ATM	Step 3	Sr. ATM Tech	Full Time	\$25.96	\$26.22	\$26.65	\$27.18	\$27.86
SS Marie ATM	Step 1	Sr. ATM Tech	Full Time	\$26.29	\$26.55	\$26.99	\$27.53	\$28.21

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
SS Marie ATM	Step 2	Sr. ATM Tech	Full Time	\$26.51	\$26.77	\$27.22	\$27.76	\$28.46
SS Marie ATM	Step 3	Sr. ATM Tech	Full Time	\$26.72	\$26.99	\$27.44	\$27.99	\$28.68
Sudbury ATM	Step 1	Sr. ATM Tech	Full Time	\$26.34	\$26.60	\$27.04	\$27.58	\$28.27
Sudbury ATM	Step 2	Sr. ATM Tech	Full Time	\$26.67	\$26.94	\$27.38	\$27.93	\$28.63
Sudbury ATM	Step 3	Sr. ATM Tech	Full Time	\$27.01	\$27.28	\$27.73	\$28.28	\$28.99
Thunder Bay ATM	Step 1	Sr. ATM Tech	Full Time	\$24.94	\$25.19	\$25.60	\$26.12	\$26.77
Thunder Bay ATM	Step 2	Sr. ATM Tech	Full Time	\$25.27	\$25.52	\$25.94	\$26.46	\$27.12
Thunder Bay ATM	Step 3	Sr. ATM Tech	Full Time	\$25.59	\$25.85	\$26.27	\$26.80	\$27.47
Windsor ATM	Step 1	Sr. ATM Tech	Full Time	\$26.34	\$26.60	\$27.04	\$27.58	\$28.27
Windsor ATM	Step 2	Sr. ATM Tech	Full Time	\$26.67	\$26.94	\$27.38	\$27.93	\$28.63
Windsor ATM	Step 3	Sr. ATM Tech	Full Time	\$27.01	\$27.28	\$27.73	\$28.28	\$28.99
Barrie ATM	Step 1	Sr. ATM Tech	Part Time	\$23.54	\$23.78	\$24.17	\$24.65	\$25.27
Barrie ATM	Step 2	Sr. ATM Tech	Part Time	\$23.80	\$24.03	\$24.43	\$24.92	\$25.54
Barrie ATM	Step 3	Sr. ATM Tech	Part Time	\$24.02	\$24.26	\$24.66	\$25.15	\$25.78
Hamilton ATM	Step 1	Sr. ATM Tech	Part Time	\$23.08	\$23.31	\$23.70	\$24.17	\$24.78
Hamilton ATM	Step 2	Sr. ATM Tech	Part Time	\$23.33	\$23.56	\$23.95	\$24.43	\$25.04
Hamilton ATM	Step 3	Sr. ATM Tech	Part Time	\$23.57	\$23.81	\$24.20	\$24.68	\$25.30
Kingston ATM	Step 1	Sr. ATM Tech	Part Time	\$23.66	\$23.90	\$24.30	\$24.78	\$25.40
Kingston ATM	Step 2	Sr. ATM Tech	Part Time	\$23.91	\$24.15	\$24.55	\$25.04	\$25.66
Kingston ATM	Step 3	Sr. ATM Tech	Part Time	\$24.15	\$24.40	\$24.80	\$25.29	\$25.93
Kitchener ATM	Step 1	Sr. ATM Tech	Part Time	\$23.08	\$23.31	\$23.70	\$24.17	\$24.78
Kitchener ATM	Step 2	Sr. ATM Tech	Part Time	\$23.33	\$23.56	\$23.95	\$24.43	\$25.04
Kitchener ATM	Step 3	Sr. ATM Tech	Part Time	\$23.57	\$23.81	\$24.20	\$24.68	\$25.30
London ATM	Step 1	Sr. ATM Tech	Part Time	\$23.08	\$23.31	\$23.70	\$24.17	\$24.78
London ATM	Step 2	Sr. ATM Tech	Part Time	\$23.33	\$23.56	\$23.95	\$24.43	\$25.04
London ATM	Step 3	Sr. ATM Tech	Part Time	\$23.57	\$23.81	\$24.20	\$24.68	\$25.30
North Bay ATM	Step 1	Sr. ATM Tech	Part Time	\$22.17	\$22.40	\$22.77	\$23.22	\$23.80
North Bay ATM	Step 2	Sr. ATM Tech	Part Time	\$22.65	\$22.88	\$23.26	\$23.72	\$24.32
North Bay ATM	Step 3	Sr. ATM Tech	Part Time	\$23.14	\$23.38	\$23.76	\$24.24	\$24.84
Peterborough ATM	Step 1	Sr. ATM Tech	Part Time	\$22.04	\$22.26	\$22.63	\$23.08	\$23.66

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Peterborough ATM	Step 2	Sr. ATM Tech	Part Time	\$22.36	\$22.58	\$22.95	\$23.41	\$24.00
Peterborough ATM	Step 3	Sr. ATM Tech	Part Time	\$22.66	\$22.89	\$23.27	\$23.73	\$24.33
SS Marie ATM	Step 1	Sr. ATM Tech	Part Time	\$23.02	\$23.25	\$23.64	\$24.11	\$24.71
SS Marie ATM	Step 2	Sr. ATM Tech	Part Time	\$23.28	\$23.51	\$23.90	\$24.38	\$24.98
SS Marie ATM	Step 3	Sr. ATM Tech	Part Time	\$23.52	\$23.76	\$24.15	\$24.63	\$25.25
Sudbury ATM	Step 1	Sr. ATM Tech	Part Time	\$23.08	\$23.31	\$23.70	\$24.17	\$24.78
Sudbury ATM	Step 2	Sr. ATM Tech	Part Time	\$23.33	\$23.56	\$23.95	\$24.43	\$25.04
Sudbury ATM	Step 3	Sr. ATM Tech	Part Time	\$23.57	\$23.81	\$24.20	\$24.68	\$25.30
Thunder Bay ATM	Step 1	Sr. ATM Tech	Part Time	\$22.73	\$22.95	\$23.33	\$23.80	\$24.39
Thunder Bay ATM	Step 2	Sr. ATM Tech	Part Time	\$22.96	\$23.19	\$23.57	\$24.04	\$24.64
Thunder Bay ATM	Step 3	Sr. ATM Tech	Part Time	\$23.19	\$23.43	\$23.81	\$24.29	\$24.90
Windsor ATM	Step 1	Sr. ATM Tech	Part Time	\$23.08	\$23.31	\$23.70	\$24.17	\$24.78
Windsor ATM	Step 2	Sr. ATM Tech	Part Time	\$23.33	\$23.56	\$23.95	\$24.43	\$25.04
Windsor ATM	Step 3	Sr. ATM Tech	Part Time	\$23.57	\$23.81	\$24.20	\$24.68	\$25.30
Barrie ARM	Step 1	Vault Clerk	Full Time	\$25.36	\$25.61	\$26.03	\$26.55	\$27.22
Barrie ARM	Step 2	Vault Clerk	Full Time	\$25.47	\$25.72	\$26.15	\$26.67	\$27.34
Barrie ARM	Step 3	Vault Clerk	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45
Hamilton ARM	Step 1	Vault Clerk	Full Time	\$26.10	\$26.36	\$26.80	\$27.33	\$28.02
Hamilton ARM	Step 2	Vault Clerk	Full Time	\$26.32	\$26.58	\$27.02	\$27.56	\$28.25
Hamilton ARM	Step 3	Vault Clerk	Full Time	\$26.89	\$27.16	\$27.60	\$28.16	\$28.86
Kingston ARM	Step 1	Vault Clerk	Full Time	\$25.30	\$25.55	\$25.97	\$26.49	\$27.15
Kingston ARM	Step 2	Vault Clerk	Full Time	\$25.42	\$25.67	\$26.10	\$26.62	\$27.28
Kingston ARM	Step 3	Vault Clerk	Full Time	\$25.52	\$25.78	\$26.20	\$26.72	\$27.39
Kitchener ARM	Step 1	Vault Clerk	Full Time	\$26.10	\$26.36	\$26.80	\$27.33	\$28.02
Kitchener ARM	Step 2	Vault Clerk	Full Time	\$26.32	\$26.58	\$27.02	\$27.56	\$28.25
Kitchener ARM	Step 3	Vault Clerk	Full Time	\$26.89	\$27.16	\$27.60	\$28.16	\$28.86
London ARM	Step 1	Vault Clerk	Full Time	\$26.10	\$26.36	\$26.80	\$27.33	\$28.02
London ARM	Step 2	Vault Clerk	Full Time	\$26.32	\$26.58	\$27.02	\$27.56	\$28.25
London ARM	Step 3	Vault Clerk	Full Time	\$26.89	\$27.16	\$27.60	\$28.16	\$28.86
North Bay ARM	Step 1	Vault Clerk	Full Time	\$25.25	\$25.50	\$25.92	\$26.44	\$27.10

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
North Bay ARM	Step 2	Vault Clerk	Full Time	\$25.36	\$25.61	\$26.03	\$26.55	\$27.22
North Bay ARM	Step 3	Vault Clerk	Full Time	\$25.47	\$25.72	\$26.15	\$26.67	\$27.34
Peterborough ARM	Step 1	Vault Clerk	Full Time	\$25.10	\$25.35	\$25.77	\$26.29	\$26.94
Peterborough ARM	Step 2	Vault Clerk	Full Time	\$25.21	\$25.47	\$25.89	\$26.40	\$27.06
Peterborough ARM	Step 3	Vault Clerk	Full Time	\$25.33	\$25.58	\$26.00	\$26.52	\$27.19
SS Marie ARM	Step 1	Vault Clerk	Full Time	\$26.15	\$26.41	\$26.85	\$27.39	\$28.07
SS Marie ARM	Step 2	Vault Clerk	Full Time	\$26.21	\$26.48	\$26.91	\$27.45	\$28.14
SS Marie ARM	Step 3	Vault Clerk	Full Time	\$26.27	\$26.53	\$26.97	\$27.50	\$28.19
Sudbury ARM	Step 1	Vault Clerk	Full Time	\$26.10	\$26.36	\$26.80	\$27.33	\$28.02
Sudbury ARM	Step 2	Vault Clerk	Full Time	\$26.32	\$26.58	\$27.02	\$27.56	\$28.25
Sudbury ARM	Step 3	Vault Clerk	Full Time	\$26.89	\$27.16	\$27.60	\$28.16	\$28.86
Timmins ARM	Step 1	Vault Clerk	Full Time	\$25.15	\$25.40	\$25.82	\$26.34	\$27.00
Timmins ARM	Step 2	Vault Clerk	Full Time	\$25.27	\$25.52	\$25.94	\$26.46	\$27.12
Timmins ARM	Step 3	Vault Clerk	Full Time	\$25.39	\$25.64	\$26.06	\$26.59	\$27.25
Toronto ARM	Step 1	Vault Clerk	Full Time	\$24.95	\$25.70	\$26.62	\$27.66	\$28.85
Toronto ARM	Step 2	Vault Clerk	Full Time	\$25.83	\$26.58	\$27.52	\$28.57	\$29.79
Toronto ARM	Step 3	Vault Clerk	Full Time	\$26.20	\$26.97	\$27.91	\$28.97	\$30.19
Windsor ARM	Step 1	Vault Clerk	Full Time	\$26.10	\$26.36	\$26.80	\$27.33	\$28.02
Windsor ARM	Step 2	Vault Clerk	Full Time	\$26.32	\$26.58	\$27.02	\$27.56	\$28.25
Windsor ARM	Step 3	Vault Clerk	Full Time	\$26.89	\$27.16	\$27.60	\$28.16	\$28.86
Barrie ARM	Step 1	Vault Clerk	Part Time	\$20.63	\$20.84	\$21.18	\$21.61	\$22.15
Barrie ARM	Step 2	Vault Clerk	Part Time	\$20.76	\$20.96	\$21.31	\$21.74	\$22.28
Barrie ARM	Step 3	Vault Clerk	Part Time	\$20.88	\$21.09	\$21.44	\$21.86	\$22.41
Hamilton ARM	Step 1	Vault Clerk	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
Hamilton ARM	Step 2	Vault Clerk	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
Hamilton ARM	Step 3	Vault Clerk	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
Kingston ARM	Step 1	Vault Clerk	Part Time	\$20.63	\$20.84	\$21.18	\$21.61	\$22.15
Kingston ARM	Step 2	Vault Clerk	Part Time	\$20.76	\$20.96	\$21.31	\$21.74	\$22.28
Kingston ARM	Step 3	Vault Clerk	Part Time	\$20.88	\$21.09	\$21.44	\$21.86	\$22.41
Kitchener ARM	Step 1	Vault Clerk	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Kitchener ARM	Step 2	Vault Clerk	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
Kitchener ARM	Step 3	Vault Clerk	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
London ARM	Step 1	Vault Clerk	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
London ARM	Step 2	Vault Clerk	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
London ARM	Step 3	Vault Clerk	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
North Bay ARM	Step 1	Vault Clerk	Part Time	\$20.57	\$20.78	\$21.12	\$21.54	\$22.08
North Bay ARM	Step 2	Vault Clerk	Part Time	\$20.71	\$20.91	\$21.26	\$21.68	\$22.23
North Bay ARM	Step 3	Vault Clerk	Part Time	\$20.83	\$21.04	\$21.38	\$21.81	\$22.36
Peterborough ARM	Step 1	Vault Clerk	Part Time	\$20.33	\$20.53	\$20.87	\$21.29	\$21.82
Peterborough ARM	Step 2	Vault Clerk	Part Time	\$20.46	\$20.67	\$21.01	\$21.43	\$21.96
Peterborough ARM	Step 3	Vault Clerk	Part Time	\$20.57	\$20.78	\$21.12	\$21.54	\$22.08
SS Marie ARM	Step 1	Vault Clerk	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
SS Marie ARM	Step 2	Vault Clerk	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
SS Marie ARM	Step 3	Vault Clerk	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
Sudbury ARM	Step 1	Vault Clerk	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
Sudbury ARM	Step 2	Vault Clerk	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
Sudbury ARM	Step 3	Vault Clerk	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
Timmins ARM	Step 1	Vault Clerk	Part Time	\$20.33	\$20.53	\$20.87	\$21.29	\$21.82
Timmins ARM	Step 2	Vault Clerk	Part Time	\$20.46	\$20.67	\$21.01	\$21.43	\$21.96
Timmins ARM	Step 3	Vault Clerk	Part Time	\$20.57	\$20.78	\$21.12	\$21.54	\$22.08
Toronto ARM	Step 1	Vault Clerk	Part Time	\$21.64	\$22.36	\$23.23	\$24.19	\$25.30
Toronto ARM	Step 2	Vault Clerk	Part Time	\$21.78	\$22.49	\$23.37	\$24.33	\$25.44
Toronto ARM	Step 3	Vault Clerk	Part Time	\$22.08	\$22.80	\$23.68	\$24.65	\$25.77
Windsor ARM	Step 1	Vault Clerk	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
Windsor ARM	Step 2	Vault Clerk	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
Windsor ARM	Step 3	Vault Clerk	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
Toronto ATM	Step 1	Vault Clerk I	Part Time	\$27.20	\$27.98	\$28.94	\$30.02	\$31.27
Toronto ATM	Step 2	Vault Clerk I	Part Time	\$28.06	\$28.84	\$29.82	\$30.91	\$32.19
Toronto ATM	Step 3	Vault Clerk I	Part Time	\$28.42	\$29.20	\$30.18	\$31.29	\$32.57
Barrie ARM	Step 1	Asst. Cashier	Full Time	\$27.68	\$27.96	\$28.42	\$28.99	\$29.71

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Barrie ARM	Step 2	Asst. Cashier	Full Time	\$27.81	\$28.08	\$28.55	\$29.12	\$29.85
Barrie ARM	Step 3	Asst. Cashier	Full Time	\$27.91	\$28.19	\$28.65	\$29.22	\$29.95
Hamilton ARM	Step 1	Asst. Cashier	Full Time	\$28.54	\$28.82	\$29.30	\$29.89	\$30.63
Hamilton ARM	Step 2	Asst. Cashier	Full Time	\$28.65	\$28.94	\$29.42	\$30.00	\$30.75
Hamilton ARM	Step 3	Asst. Cashier	Full Time	\$28.76	\$29.05	\$29.53	\$30.12	\$30.87
Kingston ARM	Step 1	Asst. Cashier	Full Time	\$27.07	\$27.34	\$27.79	\$28.35	\$29.06
Kingston ARM	Step 2	Asst. Cashier	Full Time	\$27.23	\$27.51	\$27.96	\$28.52	\$29.23
Kingston ARM	Step 3	Asst. Cashier	Full Time	\$27.52	\$27.79	\$28.25	\$28.82	\$29.54
Kitchener ARM	Step 1	Asst. Cashier	Full Time	\$28.54	\$28.82	\$29.30	\$29.89	\$30.63
Kitchener ARM	Step 2	Asst. Cashier	Full Time	\$28.65	\$28.94	\$29.42	\$30.00	\$30.75
Kitchener ARM	Step 3	Asst. Cashier	Full Time	\$28.76	\$29.05	\$29.53	\$30.12	\$30.87
London ARM	Step 1	Asst. Cashier	Full Time	\$28.54	\$28.82	\$29.30	\$29.89	\$30.63
London ARM	Step 2	Asst. Cashier	Full Time	\$28.65	\$28.94	\$29.42	\$30.00	\$30.75
London ARM	Step 3	Asst. Cashier	Full Time	\$28.76	\$29.05	\$29.53	\$30.12	\$30.87
North Bay ARM	Step 1	Asst. Cashier	Full Time	\$27.18	\$27.45	\$27.91	\$28.47	\$29.18
North Bay ARM	Step 2	Asst. Cashier	Full Time	\$27.31	\$27.58	\$28.03	\$28.59	\$29.31
North Bay ARM	Step 3	Asst. Cashier	Full Time	\$27.41	\$27.68	\$28.14	\$28.70	\$29.42
Peterborough ARM	Step 1	Asst. Cashier	Full Time	\$27.54	\$27.82	\$28.27	\$28.84	\$29.56
Peterborough ARM	Step 2	Asst. Cashier	Full Time	\$27.65	\$27.93	\$28.39	\$28.96	\$29.68
Peterborough ARM	Step 3	Asst. Cashier	Full Time	\$27.76	\$28.04	\$28.50	\$29.07	\$29.80
SS Marie ARM	Step 1	Asst. Cashier	Full Time	\$28.54	\$28.82	\$29.30	\$29.89	\$30.63
SS Marie ARM	Step 2	Asst. Cashier	Full Time	\$28.59	\$28.88	\$29.35	\$29.94	\$30.69
SS Marie ARM	Step 3	Asst. Cashier	Full Time	\$28.65	\$28.94	\$29.42	\$30.00	\$30.75
Sudbury ARM	Step 1	Asst. Cashier	Full Time	\$28.54	\$28.82	\$29.30	\$29.89	\$30.63
Sudbury ARM	Step 2	Asst. Cashier	Full Time	\$28.65	\$28.94	\$29.42	\$30.00	\$30.75
Sudbury ARM	Step 3	Asst. Cashier	Full Time	\$28.76	\$29.05	\$29.53	\$30.12	\$30.87
Thunder Bay ARM	Step 1	Asst. Cashier	Full Time	\$28.36	\$28.64	\$29.11	\$29.69	\$30.44
Thunder Bay ARM	Step 2	Asst. Cashier	Full Time	\$28.46	\$28.74	\$29.22	\$29.80	\$30.55
Thunder Bay ARM	Step 3	Asst. Cashier	Full Time	\$28.68	\$28.97	\$29.45	\$30.04	\$30.79
Timmins ARM	Step 1	Asst. Cashier	Full Time	\$28.20	\$28.49	\$28.96	\$29.53	\$30.27

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Timmins ARM	Step 2	Asst. Cashier	Full Time	\$28.32	\$28.60	\$29.07	\$29.65	\$30.39
Timmins ARM	Step 3	Asst. Cashier	Full Time	\$28.43	\$28.71	\$29.19	\$29.77	\$30.51
Toronto ARM	Step 1	Asst. Cashier	Full Time	\$28.20	\$28.49	\$28.96	\$29.53	\$30.27
Toronto ARM	Step 2	Asst. Cashier	Full Time	\$29.08	\$29.37	\$29.86	\$30.45	\$31.21
Toronto ARM	Step 3	Asst. Cashier	Full Time	\$29.46	\$29.75	\$30.24	\$30.85	\$31.62
Windsor ARM	Step 1	Asst. Cashier	Full Time	\$28.54	\$28.82	\$29.30	\$29.89	\$30.63
Windsor ARM	Step 2	Asst. Cashier	Full Time	\$28.65	\$28.94	\$29.42	\$30.00	\$30.75
Windsor ARM	Step 3	Asst. Cashier	Full Time	\$28.76	\$29.05	\$29.53	\$30.12	\$30.87
Barrie ARM	Step 1	Asst. Cashier	Part Time	\$22.04	\$22.26	\$22.63	\$23.08	\$23.66
Barrie ARM	Step 2	Asst. Cashier	Part Time	\$22.40	\$22.62	\$23.00	\$23.46	\$24.04
Barrie ARM	Step 3	Asst. Cashier	Part Time	\$22.90	\$23.13	\$23.51	\$23.98	\$24.58
Hamilton ARM	Step 1	Asst. Cashier	Part Time	\$23.39	\$23.62	\$24.01	\$24.49	\$25.10
Hamilton ARM	Step 2	Asst. Cashier	Part Time	\$23.51	\$23.75	\$24.14	\$24.62	\$25.24
Hamilton ARM	Step 3	Asst. Cashier	Part Time	\$23.75	\$23.98	\$24.38	\$24.87	\$25.49
Kingston ARM	Step 1	Asst. Cashier	Part Time	\$22.95	\$23.18	\$23.56	\$24.03	\$24.63
Kingston ARM	Step 2	Asst. Cashier	Part Time	\$23.21	\$23.44	\$23.82	\$24.30	\$24.91
Kingston ARM	Step 3	Asst. Cashier	Part Time	\$23.45	\$23.68	\$24.08	\$24.56	\$25.17
Kitchener ARM	Step 1	Asst. Cashier	Part Time	\$23.39	\$23.62	\$24.01	\$24.49	\$25.10
Kitchener ARM	Step 2	Asst. Cashier	Part Time	\$23.51	\$23.75	\$24.14	\$24.62	\$25.24
Kitchener ARM	Step 3	Asst. Cashier	Part Time	\$23.75	\$23.98	\$24.38	\$24.87	\$25.49
London ARM	Step 1	Asst. Cashier	Part Time	\$23.39	\$23.62	\$24.01	\$24.49	\$25.10
London ARM	Step 2	Asst. Cashier	Part Time	\$23.51	\$23.75	\$24.14	\$24.62	\$25.24
London ARM	Step 3	Asst. Cashier	Part Time	\$23.75	\$23.98	\$24.38	\$24.87	\$25.49
North Bay ARM	Step 1	Asst. Cashier	Part Time	\$21.86	\$22.08	\$22.44	\$22.89	\$23.46
North Bay ARM	Step 2	Asst. Cashier	Part Time	\$22.24	\$22.46	\$22.83	\$23.29	\$23.87
North Bay ARM	Step 3	Asst. Cashier	Part Time	\$22.59	\$22.82	\$23.20	\$23.66	\$24.25
Peterborough ARM	Step 1	Asst. Cashier	Part Time	\$21.92	\$22.14	\$22.50	\$22.95	\$23.53
Peterborough ARM	Step 2	Asst. Cashier	Part Time	\$22.29	\$22.51	\$22.88	\$23.34	\$23.92
Peterborough ARM	Step 3	Asst. Cashier	Part Time	\$22.42	\$22.64	\$23.02	\$23.48	\$24.06
SS Marie ARM	Step 1	Asst. Cashier	Part Time	\$23.33	\$23.56	\$23.95	\$24.43	\$25.04

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
SS Marie ARM	Step 2	Asst. Cashier	Part Time	\$23.44	\$23.67	\$24.06	\$24.55	\$25.16
SS Marie ARM	Step 3	Asst. Cashier	Part Time	\$23.58	\$23.82	\$24.21	\$24.70	\$25.31
Sudbury ARM	Step 1	Asst. Cashier	Part Time	\$23.39	\$23.62	\$24.01	\$24.49	\$25.10
Sudbury ARM	Step 2	Asst. Cashier	Part Time	\$23.51	\$23.75	\$24.14	\$24.62	\$25.24
Sudbury ARM	Step 3	Asst. Cashier	Part Time	\$23.75	\$23.98	\$24.38	\$24.87	\$25.49
Thunder Bay ARM	Step 1	Asst. Cashier	Part Time	\$22.48	\$22.71	\$23.08	\$23.54	\$24.13
Thunder Bay ARM	Step 2	Asst. Cashier	Part Time	\$22.79	\$23.01	\$23.39	\$23.86	\$24.46
Thunder Bay ARM	Step 3	Asst. Cashier	Part Time	\$23.09	\$23.32	\$23.71	\$24.18	\$24.79
Timmins ARM	Step 1	Asst. Cashier	Part Time	\$21.62	\$21.84	\$22.20	\$22.64	\$23.21
Timmins ARM	Step 2	Asst. Cashier	Part Time	\$21.98	\$22.20	\$22.57	\$23.02	\$23.59
Timmins ARM	Step 3	Asst. Cashier	Part Time	\$22.34	\$22.56	\$22.93	\$23.39	\$23.98
Toronto ARM	Step 1	Asst. Cashier	Part Time	\$22.84	\$23.07	\$23.45	\$23.92	\$24.51
Toronto ARM	Step 2	Asst. Cashier	Part Time	\$22.99	\$23.22	\$23.60	\$24.08	\$24.68
Toronto ARM	Step 3	Asst. Cashier	Part Time	\$23.29	\$23.52	\$23.91	\$24.39	\$25.00
Windsor ARM	Step 1	Asst. Cashier	Part Time	\$23.39	\$23.62	\$24.01	\$24.49	\$25.10
Windsor ARM	Step 2	Asst. Cashier	Part Time	\$23.51	\$23.75	\$24.14	\$24.62	\$25.24
Windsor ARM	Step 3	Asst. Cashier	Part Time	\$23.75	\$23.98	\$24.38	\$24.87	\$25.49
London CL	Step 1	Chief Money Room Clerk/ Chief Change Fund Clerk	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
London CL	Step 2	Chief Money Room Clerk/ Chief Change Fund Clerk	Full Time	\$22.29	\$22.51	\$22.89	\$23.34	\$23.93
London CL	Step 3	Chief Money Room Clerk/ Chief Change Fund Clerk	Full Time	\$23.10	\$23.33	\$23.72	\$24.19	\$24.80
Thunder Bay CL	Step 1	Chief Money Room Clerk/ Chief Change Fund Clerk	Full Time	\$22.39	\$22.61	\$22.98	\$23.44	\$24.03
Thunder Bay CL	Step 2	Chief Money Room Clerk/ Chief Change Fund Clerk	Full Time	\$22.63	\$22.86	\$23.24	\$23.70	\$24.30
Thunder Bay CL	Step 3	Chief Money Room Clerk/ Chief Change Fund Clerk	Full Time	\$23.44	\$23.67	\$24.06	\$24.55	\$25.16
Toronto CL	Step 1	Chief Money Room Clerk/ Chief Change Fund Clerk	Full Time	\$22.57	\$22.80	\$23.17	\$23.63	\$24.23
Toronto CL	Step 2	Chief Money Room Clerk/ Chief Change Fund Clerk	Full Time	\$22.84	\$23.06	\$23.44	\$23.91	\$24.51
Toronto CL	Step 3	Chief Money Room Clerk/ Chief Change Fund Clerk	Full Time	\$23.65	\$23.89	\$24.28	\$24.77	\$25.39
Windsor CL	Step 1	Chief Money Room Clerk/ Chief Change Fund Clerk	Full Time	\$22.03	\$22.25	\$22.62	\$23.07	\$23.65
Windsor CL	Step 2	Chief Money Room Clerk/ Chief Change Fund Clerk	Full Time	\$22.29	\$22.51	\$22.89	\$23.34	\$23.93
Windsor CL	Step 3	Chief Money Room Clerk/ Chief Change Fund Clerk	Full Time	\$23.10	\$23.33	\$23.72	\$24.19	\$24.80
Kingston CL	Step 1	Money Room Clerk A/ Change Fund Clerk	Full Time	\$21.44	\$21.66	\$22.02	\$22.46	\$23.02

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Kingston CL	Step 2	Money Room Clerk A/Change Fund Clerk	Full Time	\$21.68	\$21.89	\$22.26	\$22.70	\$23.27
Kingston CL	Step 3	Money Room Clerk A/Change Fund Clerk	Full Time	\$22.47	\$22.70	\$23.07	\$23.53	\$24.12
London CL	Step 1	Money Room Clerk A/Change Fund Clerk	Full Time	\$20.53	\$20.73	\$21.07	\$21.49	\$22.03
London CL	Step 2	Money Room Clerk A/Change Fund Clerk	Full Time	\$20.76	\$20.97	\$21.31	\$21.74	\$22.28
London CL	Step 3	Money Room Clerk A/Change Fund Clerk	Full Time	\$21.55	\$21.77	\$22.13	\$22.57	\$23.13
SS Marie CL	Step 1	Sr. Chief Money Room Clerk/Sr. Chief Change Fund Clerk	Full Time	\$22.66	\$22.89	\$23.27	\$23.73	\$24.33
SS Marie CL	Step 2	Sr. Chief Money Room Clerk/Sr. Chief Change Fund Clerk	Full Time	\$22.90	\$23.13	\$23.51	\$23.98	\$24.58
SS Marie CL	Step 3	Sr. Chief Money Room Clerk/Sr. Chief Change Fund Clerk	Full Time	\$23.69	\$23.93	\$24.33	\$24.81	\$25.43
Sudbury CL	Step 1	Sr. Chief Money Room Clerk/Sr. Chief Change Fund Clerk	Full Time	\$22.66	\$22.89	\$23.27	\$23.73	\$24.33
Sudbury CL	Step 2	Sr. Chief Money Room Clerk/Sr. Chief Change Fund Clerk	Full Time	\$22.90	\$23.13	\$23.51	\$23.98	\$24.58
Sudbury CL	Step 3	Sr. Chief Money Room Clerk/Sr. Chief Change Fund Clerk	Full Time	\$23.69	\$23.93	\$24.33	\$24.81	\$25.43
Thunder Bay CL	Step 1	Sr. Chief Money Room Clerk/Sr. Chief Change Fund Clerk	Full Time	\$23.01	\$23.24	\$23.62	\$24.10	\$24.70
Thunder Bay CL	Step 2	Sr. Chief Money Room Clerk/Sr. Chief Change Fund Clerk	Full Time	\$23.31	\$23.54	\$23.93	\$24.41	\$25.02
Thunder Bay CL	Step 3	Sr. Chief Money Room Clerk/Sr. Chief Change Fund Clerk	Full Time	\$24.10	\$24.34	\$24.75	\$25.24	\$25.87
Toronto CL/Toronto BAML	Step 1	Sr. Chief Money Room Clerk/Sr. Chief Change Fund Clerk/Sr. Chief MR Clerk (Forex)	Full Time	\$24.87	\$25.12	\$25.53	\$26.05	\$26.70
Toronto CL/Toronto BAML	Step 2	Sr. Chief Money Room Clerk/Sr. Chief Change Fund Clerk/Sr. Chief MR Clerk (Forex)	Full Time	\$25.17	\$25.43	\$25.85	\$26.36	\$27.02
Toronto CL/Toronto BAML	Step 3	Sr. Chief Money Room Clerk/Sr. Chief Change Fund Clerk/Sr. Chief MR Clerk (Forex)	Full Time	\$26.02	\$26.28	\$26.71	\$27.25	\$27.93
London CL	Step 1	Chief Money Room Clerk/Chief Change Fund Clerk	Part Time	\$19.95	\$20.15	\$20.48	\$20.89	\$21.42
London CL	Step 2	Chief Money Room Clerk/Chief Change Fund Clerk	Part Time	\$20.23	\$20.43	\$20.77	\$21.18	\$21.71
London CL	Step 3	Chief Money Room Clerk/Chief Change Fund Clerk	Part Time	\$21.04	\$21.25	\$21.60	\$22.04	\$22.59
SS Marie CL	Step 1	Chief Money Room Clerk/Chief Change Fund Clerk	Part Time	\$19.09	\$19.28	\$19.60	\$19.99	\$20.49
SS Marie CL	Step 2	Chief Money Room Clerk/Chief Change Fund Clerk	Part Time	\$19.27	\$19.46	\$19.78	\$20.18	\$20.68
SS Marie CL	Step 3	Chief Money Room Clerk/Chief Change Fund Clerk	Part Time	\$20.08	\$20.28	\$20.62	\$21.03	\$21.56
Windsor CL	Step 1	Chief Money Room Clerk/Chief Change Fund Clerk	Part Time	\$21.03	\$21.24	\$21.59	\$22.02	\$22.57
Windsor CL	Step 2	Chief Money Room Clerk/Chief Change Fund Clerk	Part Time	\$21.27	\$21.48	\$21.84	\$22.27	\$22.83
Windsor CL	Step 3	Chief Money Room Clerk/Chief Change Fund Clerk	Part Time	\$22.04	\$22.26	\$22.62	\$23.08	\$23.65
Toronto ARM	Step 1	Apprentice Mechanic	Full Time	\$22.66	\$22.89	\$23.27	\$23.73	\$24.33
Toronto ARM	Step 2	Apprentice Mechanic	Full Time	\$26.44	\$26.70	\$27.14	\$27.69	\$28.38
Toronto ARM	Step 3	Apprentice Mechanic	Full Time	\$30.22	\$30.52	\$31.02	\$31.64	\$32.43
Toronto ARM	Step 4	Apprentice Mechanic	Full Time	\$33.99	\$34.33	\$34.90	\$35.60	\$36.49

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Toronto ARM	Step 1	Apprentice Mechanic	Part Time	\$20.73	\$20.94	\$21.28	\$21.71	\$22.25
Toronto ARM	Step 2	Apprentice Mechanic	Part Time	\$24.19	\$24.43	\$24.83	\$25.33	\$25.96
Toronto ARM	Step 3	Apprentice Mechanic	Part Time	\$27.64	\$27.92	\$28.38	\$28.94	\$29.67
Toronto ARM	Step 4	Apprentice Mechanic	Part Time	\$31.10	\$31.41	\$31.92	\$32.56	\$33.38
Toronto ARM	Step 1	Asst. Cashier Trainee	Full Time	\$26.58	\$26.85	\$27.29	\$27.84	\$28.53
Toronto ARM	Step 2	Asst. Cashier Trainee	Full Time	\$27.46	\$27.73	\$28.19	\$28.75	\$29.47
Toronto ARM	Step 3	Asst. Cashier Trainee	Full Time	\$27.83	\$28.10	\$28.57	\$29.14	\$29.87
Toronto ARP	Step 1	APW Unloader	Full Time	\$22.57	\$22.80	\$23.17	\$23.63	\$24.23
Toronto ARP	Step 2	APW Unloader	Full Time	\$22.84	\$23.06	\$23.44	\$23.91	\$24.51
Toronto ARP	Step 3	APW Unloader	Full Time	\$23.65	\$23.89	\$24.28	\$24.77	\$25.39
Toronto ATM	Step 1	ATM Crew Chief	Full Time	\$28.10	\$28.38	\$28.85	\$29.43	\$30.16
Toronto ATM	Step 2	ATM Crew Chief	Full Time	\$28.96	\$29.25	\$29.73	\$30.32	\$31.08
Toronto ATM	Step 3	ATM Crew Chief	Full Time	\$29.33	\$29.62	\$30.11	\$30.71	\$31.48
Toronto ATM	Step 1	ATM Crew Chief	Part Time	\$22.75	\$22.97	\$23.35	\$23.82	\$24.42
Toronto ATM	Step 2	ATM Crew Chief	Part Time	\$22.87	\$23.10	\$23.48	\$23.95	\$24.55
Toronto ATM	Step 3	ATM Crew Chief	Part Time	\$23.13	\$23.36	\$23.75	\$24.23	\$24.83
Barrie ATM	Step 1	ATM Driver	Part Time	\$21.89	\$22.11	\$22.47	\$22.92	\$23.50
Barrie ATM	Step 2	ATM Driver	Part Time	\$22.14	\$22.37	\$22.73	\$23.19	\$23.77
Barrie ATM	Step 3	ATM Driver	Part Time	\$22.38	\$22.60	\$22.98	\$23.44	\$24.02
Hamilton ATM	Step 1	ATM Driver	Part Time	\$22.04	\$22.26	\$22.63	\$23.08	\$23.66
Hamilton ATM	Step 2	ATM Driver	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
Hamilton ATM	Step 3	ATM Driver	Part Time	\$22.28	\$22.50	\$22.87	\$23.33	\$23.91
Kingston ATM	Step 1	ATM Driver	Part Time	\$21.89	\$22.11	\$22.47	\$22.92	\$23.50
Kingston ATM	Step 2	ATM Driver	Part Time	\$22.14	\$22.37	\$22.73	\$23.19	\$23.77
Kingston ATM	Step 3	ATM Driver	Part Time	\$22.38	\$22.60	\$22.98	\$23.44	\$24.02
Kitchener ATM	Step 1	ATM Driver	Part Time	\$22.04	\$22.26	\$22.63	\$23.08	\$23.66
Kitchener ATM	Step 2	ATM Driver	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
Kitchener ATM	Step 3	ATM Driver	Part Time	\$22.28	\$22.50	\$22.87	\$23.33	\$23.91
London ATM	Step 1	ATM Driver	Part Time	\$22.04	\$22.26	\$22.63	\$23.08	\$23.66
London ATM	Step 2	ATM Driver	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
London ATM	Step 3	ATM Driver	Part Time	\$22.28	\$22.50	\$22.87	\$23.33	\$23.91
Peterborough ATM	Step 1	ATM Driver	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
Peterborough ATM	Step 2	ATM Driver	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
Peterborough ATM	Step 3	ATM Driver	Part Time	\$21.68	\$21.89	\$22.25	\$22.70	\$23.27
Sudbury ATM	Step 1	ATM Driver	Part Time	\$22.04	\$22.26	\$22.63	\$23.08	\$23.66
Sudbury ATM	Step 2	ATM Driver	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
Sudbury ATM	Step 3	ATM Driver	Part Time	\$22.28	\$22.50	\$22.87	\$23.33	\$23.91
Thunder Bay ATM	Step 1	ATM Driver	Part Time	\$21.38	\$21.59	\$21.95	\$22.39	\$22.95
Thunder Bay ATM	Step 2	ATM Driver	Part Time	\$21.62	\$21.84	\$22.20	\$22.64	\$23.21
Thunder Bay ATM	Step 3	ATM Driver	Part Time	\$21.86	\$22.08	\$22.44	\$22.89	\$23.46
Toronto ATM	Step 1	ATM Driver	Part Time	\$21.82	\$22.04	\$22.40	\$22.85	\$23.42
Toronto ATM	Step 2	ATM Driver	Part Time	\$21.97	\$22.19	\$22.56	\$23.01	\$23.58
Toronto ATM	Step 3	ATM Driver	Part Time	\$22.23	\$22.45	\$22.82	\$23.27	\$23.86
Windsor ATM	Step 1	ATM Driver	Part Time	\$22.04	\$22.26	\$22.63	\$23.08	\$23.66
Windsor ATM	Step 2	ATM Driver	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
Windsor ATM	Step 3	ATM Driver	Part Time	\$22.28	\$22.50	\$22.87	\$23.33	\$23.91
Toronto ATM	Step 1	ATM Driver	Part Time	\$21.82	\$22.04	\$22.40	\$22.85	\$23.42
Toronto ATM	Step 2	ATM Driver	Part Time	\$21.97	\$22.19	\$22.56	\$23.01	\$23.58
Toronto ATM	Step 3	ATM Driver	Part Time	\$22.23	\$22.45	\$22.82	\$23.27	\$23.86
Toronto ATM	Step 1	ATM Tech II	Full Time	\$26.58	\$26.85	\$27.29	\$27.84	\$28.53
Toronto ATM	Step 2	ATM Tech II	Full Time	\$27.43	\$27.70	\$28.16	\$28.72	\$29.44
Toronto ATM	Step 3	ATM Tech II	Full Time	\$27.77	\$28.05	\$28.52	\$29.09	\$29.81
Toronto ATM	Step 1	ATM Tech II	Full Time	\$26.58	\$26.85	\$27.29	\$27.84	\$28.53
Toronto ATM	Step 2	ATM Tech II	Full Time	\$27.43	\$27.70	\$28.16	\$28.72	\$29.44
Toronto ATM	Step 3	ATM Tech II	Full Time	\$27.77	\$28.05	\$28.52	\$29.09	\$29.81
Toronto ATM	Step 1	ATM Tech II	Part Time	\$21.52	\$21.74	\$22.10	\$22.54	\$23.10
Toronto ATM	Step 2	ATM Tech II	Part Time	\$21.65	\$21.87	\$22.23	\$22.68	\$23.24
Toronto ATM	Step 3	ATM Tech II	Part Time	\$21.92	\$22.14	\$22.50	\$22.95	\$23.53
Toronto ATM	Step 1	ATM Tech II	Part Time	\$21.52	\$21.74	\$22.10	\$22.54	\$23.10
Toronto ATM	Step 2	ATM Tech II	Part Time	\$21.65	\$21.87	\$22.23	\$22.68	\$23.24

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Toronto ATM	Step 3	ATM Tech II	Part Time	\$21.92	\$22.14	\$22.50	\$22.95	\$23.53
Thunder Bay ATM	Step 1	ATM Trainee	Full Time	\$23.32	\$23.55	\$23.94	\$24.42	\$25.03
Thunder Bay ATM	Step 2	ATM Trainee	Full Time	\$23.54	\$23.78	\$24.17	\$24.65	\$25.27
Thunder Bay ATM	Step 3	ATM Trainee	Full Time	\$23.77	\$24.00	\$24.40	\$24.89	\$25.51
Thunder Bay ATM	Step 1	ATM Trainee	Part Time	\$21.74	\$21.95	\$22.32	\$22.76	\$23.33
Thunder Bay ATM	Step 2	ATM Trainee	Part Time	\$21.98	\$22.20	\$22.57	\$23.02	\$23.59
Thunder Bay ATM	Step 3	ATM Trainee	Part Time	\$22.24	\$22.46	\$22.83	\$23.29	\$23.87
Toronto ARM	Step 1	Building Maintanance	Full Time	\$22.71	\$23.03	\$23.51	\$24.08	\$24.78
Toronto ARM	Step 2	Building Maintanance	Full Time	\$23.51	\$23.85	\$24.34	\$24.93	\$25.65
Toronto ARM	Step 3	Building Maintanance	Full Time	\$23.78	\$24.11	\$24.61	\$25.20	\$25.93
London Coin	Step 1	Coin Handler	Full Time	\$20.52	\$20.73	\$21.07	\$21.49	\$22.03
London Coin	Step 2	Coin Handler	Full Time	\$20.76	\$20.96	\$21.31	\$21.74	\$22.28
London Coin	Step 3	Coin Handler	Full Time	\$21.55	\$21.77	\$22.13	\$22.57	\$23.13
London Coin	Step 1	Coin Handler	Part Time	\$19.08	\$19.28	\$19.59	\$19.98	\$20.48
London Coin	Step 2	Coin Handler	Part Time	\$19.27	\$19.46	\$19.78	\$20.18	\$20.68
London Coin	Step 3	Coin Handler	Part Time	\$20.08	\$20.28	\$20.62	\$21.03	\$21.56
Toronto ARP	Step 1	Coin Processor	Full Time	\$21.20	\$21.41	\$21.77	\$22.20	\$22.76
Toronto ARP	Step 2	Coin Processor	Full Time	\$21.44	\$21.66	\$22.02	\$22.46	\$23.02
Toronto ARP	Step 3	Coin Processor	Full Time	\$22.25	\$22.47	\$22.84	\$23.30	\$23.88
Toronto ARP	Step 1	Coin Processor	Part Time	\$19.09	\$19.28	\$19.60	\$19.99	\$20.49
Toronto ARP	Step 2	Coin Processor	Part Time	\$19.27	\$19.46	\$19.78	\$20.18	\$20.68
Toronto ARP	Step 3	Coin Processor	Part Time	\$20.08	\$20.28	\$20.62	\$21.03	\$21.56
Toronto ARM	Step 1	Garage Helper	Full Time	\$22.71	\$22.93	\$23.31	\$23.78	\$24.37
Toronto ARM	Step 2	Garage Helper	Full Time	\$23.51	\$23.75	\$24.14	\$24.62	\$25.24
Toronto ARM	Step 3	Garage Helper	Full Time	\$23.78	\$24.01	\$24.41	\$24.90	\$25.52
Toronto ARM	Step 1	Garage Helper	Part Time	\$20.83	\$21.04	\$21.38	\$21.81	\$22.36
Toronto ARM	Step 2	Garage Helper	Part Time	\$20.95	\$21.16	\$21.51	\$21.94	\$22.49
Toronto ARM	Step 3	Garage Helper	Part Time	\$21.21	\$21.42	\$21.77	\$22.21	\$22.76
Toronto ARM	Step 1	Highway Driver	Full Time	\$28.20	\$28.49	\$28.96	\$29.53	\$30.27
Toronto ARM	Step 2	Highway Driver	Full Time	\$29.08	\$29.37	\$29.86	\$30.45	\$31.21

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Toronto ARM	Step 3	Highway Driver	Full Time	\$29.46	\$29.75	\$30.24	\$30.85	\$31.62
Toronto ARM	Step 1	Highway Driver	Full Time	\$28.20	\$28.49	\$28.96	\$29.53	\$30.27
Toronto ARM	Step 2	Highway Driver	Full Time	\$29.08	\$29.37	\$29.86	\$30.45	\$31.21
Toronto ARM	Step 3	Highway Driver	Full Time	\$29.46	\$29.75	\$30.24	\$30.85	\$31.62
Timmins ARM	Step 1	Lead Hand	Full Time	\$30.48	\$30.78	\$31.29	\$31.92	\$32.71
Toronto ARM	Step 1	Mechanic	Full Time	\$37.77	\$38.40	\$39.28	\$40.32	\$41.58
Toronto ARM	Step 2	Mechanic	Full Time	\$38.20	\$38.83	\$39.72	\$40.77	\$42.04
Toronto ARM	Step 1	Mechanic	Part Time	\$34.55	\$35.15	\$35.98	\$36.95	\$38.12
Toronto ARM	Step 2	Mechanic	Part Time	\$34.94	\$35.54	\$36.38	\$37.35	\$38.54
Thunder Bay CL	Step 1	Money Room Clerk/Change Fund Clerk	Full Time	\$20.93	\$21.14	\$21.49	\$21.92	\$22.47
Thunder Bay CL	Step 2	Money Room Clerk/Change Fund Clerk	Full Time	\$21.17	\$21.38	\$21.73	\$22.16	\$22.72
Thunder Bay CL	Step 3	Money Room Clerk/Change Fund Clerk	Full Time	\$21.96	\$22.18	\$22.55	\$23.00	\$23.57
Windsor CL	Step 1	Money Room Clerk/Change Fund Clerk	Part Time	\$19.08	\$19.28	\$19.59	\$19.98	\$20.48
Windsor CL	Step 2	Money Room Clerk/Change Fund Clerk	Part Time	\$19.27	\$19.46	\$19.78	\$20.18	\$20.68
Windsor CL	Step 3	Money Room Clerk/Change Fund Clerk	Part Time	\$20.08	\$20.28	\$20.62	\$21.03	\$21.56
SS Marie CL	Step 1	Money Room Clerk A/Change Fund Clerk	Full Time	\$20.52	\$20.73	\$21.07	\$21.49	\$22.03
SS Marie CL	Step 2	Money Room Clerk A/Change Fund Clerk	Full Time	\$20.76	\$20.96	\$21.31	\$21.74	\$22.28
SS Marie CL	Step 3	Money Room Clerk A/Change Fund Clerk	Full Time	\$21.55	\$21.77	\$22.13	\$22.57	\$23.13
Sudbury CL	Step 1	Money Room Clerk A/Change Fund Clerk	Full Time	\$20.53	\$20.73	\$21.07	\$21.49	\$22.03
Sudbury CL	Step 2	Money Room Clerk A/Change Fund Clerk	Full Time	\$20.76	\$20.97	\$21.31	\$21.74	\$22.28
Sudbury CL	Step 3	Money Room Clerk A/Change Fund Clerk	Full Time	\$21.55	\$21.77	\$22.13	\$22.57	\$23.13
Toronto CL	Step 1	Money Room Clerk A/Change Fund Clerk	Full Time	\$21.18	\$21.39	\$21.74	\$22.18	\$22.73
Toronto CL	Step 2	Money Room Clerk A/Change Fund Clerk	Full Time	\$21.42	\$21.64	\$22.00	\$22.44	\$23.00
Toronto CL	Step 3	Money Room Clerk A/Change Fund Clerk	Full Time	\$22.23	\$22.45	\$22.82	\$23.27	\$23.86
Windsor CL	Step 1	Money Room Clerk A/Change Fund Clerk	Full Time	\$20.52	\$20.73	\$21.07	\$21.49	\$22.03
Windsor CL	Step 2	Money Room Clerk A/Change Fund Clerk	Full Time	\$20.76	\$20.96	\$21.31	\$21.74	\$22.28
Windsor CL	Step 3	Money Room Clerk A/Change Fund Clerk	Full Time	\$21.55	\$21.77	\$22.13	\$22.57	\$23.13
Kingston CL	Step 1	Money Room Clerk A/Change Fund Clerk	Part Time	\$19.62	\$19.82	\$20.14	\$20.54	\$21.06
Kingston CL	Step 2	Money Room Clerk A/Change Fund Clerk	Part Time	\$19.79	\$19.99	\$20.32	\$20.73	\$21.24
Kingston CL	Step 3	Money Room Clerk A/Change Fund Clerk	Part Time	\$20.60	\$20.81	\$21.15	\$21.58	\$22.12

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
London CL	Step 1	Money Room Clerk A/Change Fund Clerk	Part Time	\$19.09	\$19.28	\$19.60	\$19.99	\$20.49
London CL	Step 2	Money Room Clerk A/Change Fund Clerk	Part Time	\$19.27	\$19.46	\$19.78	\$20.18	\$20.68
London CL	Step 3	Money Room Clerk A/Change Fund Clerk	Part Time	\$20.08	\$20.28	\$20.62	\$21.03	\$21.56
SS Marie CL	Step 1	Money Room Clerk A/Change Fund Clerk	Part Time	\$18.52	\$18.71	\$19.02	\$19.40	\$19.88
SS Marie CL	Step 2	Money Room Clerk A/Change Fund Clerk	Part Time	\$18.69	\$18.88	\$19.19	\$19.58	\$20.06
SS Marie CL	Step 3	Money Room Clerk A/Change Fund Clerk	Part Time	\$19.50	\$19.70	\$20.02	\$20.42	\$20.93
Sudbury CL	Step 1	Money Room Clerk A/Change Fund Clerk	Part Time	\$19.09	\$19.28	\$19.60	\$19.99	\$20.49
Sudbury CL	Step 2	Money Room Clerk A/Change Fund Clerk	Part Time	\$19.27	\$19.46	\$19.78	\$20.18	\$20.68
Sudbury CL	Step 3	Money Room Clerk A/Change Fund Clerk	Part Time	\$20.08	\$20.28	\$20.62	\$21.03	\$21.56
Thunder Bay CL	Step 1	Money Room Clerk A/Change Fund Clerk	Part Time	\$19.98	\$20.18	\$20.51	\$20.92	\$21.44
Thunder Bay CL	Step 2	Money Room Clerk A/Change Fund Clerk	Part Time	\$20.15	\$20.36	\$20.69	\$21.11	\$21.63
Thunder Bay CL	Step 3	Money Room Clerk A/Change Fund Clerk	Part Time	\$20.97	\$21.18	\$21.53	\$21.96	\$22.51
Toronto CL	Step 1	Money Room Clerk A/Change Fund Clerk	Part Time	\$19.09	\$19.28	\$19.60	\$19.99	\$20.49
Toronto CL	Step 2	Money Room Clerk A/Change Fund Clerk	Part Time	\$19.27	\$19.46	\$19.78	\$20.18	\$20.68
Toronto CL	Step 3	Money Room Clerk A/Change Fund Clerk	Part Time	\$20.08	\$20.28	\$20.62	\$21.03	\$21.56
Thunder Bay CL	Step 1	Money Room Clerk B/Change Fund Clerk	Part Time	\$19.98	\$20.18	\$20.51	\$20.92	\$21.44
Thunder Bay CL	Step 2	Money Room Clerk B/Change Fund Clerk	Part Time	\$20.15	\$20.36	\$20.69	\$21.11	\$21.63
Thunder Bay CL	Step 3	Money Room Clerk B/Change Fund Clerk	Part Time	\$20.97	\$21.18	\$21.53	\$21.96	\$22.51
Toronto ARP	Step 1	Sr. Chief, ARP	Full Time	\$24.87	\$25.12	\$25.53	\$26.05	\$26.70
Toronto ARP	Step 2	Sr. Chief, ARP	Full Time	\$25.17	\$25.43	\$25.85	\$26.36	\$27.02
Toronto ARP	Step 3	Sr. Chief, ARP	Full Time	\$26.02	\$26.28	\$26.71	\$27.25	\$27.93
Windsor CL	Step 1	Sr. Money Room Clerk	Full Time	\$19.97	\$20.17	\$20.50	\$20.91	\$21.43
Windsor CL	Step 2	Sr. Money Room Clerk	Full Time	\$20.20	\$20.40	\$20.73	\$21.15	\$21.68
Windsor CL	Step 3	Sr. Money Room Clerk	Full Time	\$20.98	\$21.19	\$21.54	\$21.97	\$22.52
Windsor CL	Step 1	Sr. Money Room Clerk	Part Time	\$19.06	\$19.25	\$19.57	\$19.96	\$20.46
Windsor CL	Step 2	Sr. Money Room Clerk	Part Time	\$19.24	\$19.43	\$19.75	\$20.14	\$20.65
Windsor CL	Step 3	Sr. Money Room Clerk	Part Time	\$20.05	\$20.25	\$20.59	\$21.00	\$21.52
Toronto BGS	Step 1	Messenger	Full Time	\$28.10	\$28.38	\$28.85	\$29.43	\$30.16
Toronto BGS	Step 2	Messenger	Full Time	\$28.96	\$29.25	\$29.73	\$30.32	\$31.08
Toronto BGS	Step 3	Messenger	Full Time	\$29.33	\$29.62	\$30.11	\$30.71	\$31.48
Hamilton ATM	Step 1	Driver	Full Time	\$24.90	\$25.15	\$25.56	\$26.07	\$26.73
Hamilton ATM	Step 2	Driver	Full Time	\$25.22	\$25.48	\$25.90	\$26.42	\$27.08
Hamilton ATM	Step 3	Driver	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45
Kingston ATM	Step 1	Driver	Full Time	\$23.81	\$24.04	\$24.44	\$24.93	\$25.55
Kingston ATM	Step 2	Driver	Full Time	\$24.13	\$24.37	\$24.78	\$25.27	\$25.90
Kingston ATM	Step 3	Driver	Full Time	\$24.46	\$24.70	\$25.11	\$25.61	\$26.25
Kitchener ATM	Step 1	Driver	Full Time	\$24.90	\$25.15	\$25.56	\$26.07	\$26.73
Kitchener ATM	Step 2	Driver	Full Time	\$25.22	\$25.48	\$25.90	\$26.42	\$27.08
Kitchener ATM	Step 3	Driver	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45
London ATM	Step 1	Driver	Full Time	\$24.90	\$25.15	\$25.56	\$26.07	\$26.73
London ATM	Step 2	Driver	Full Time	\$25.22	\$25.48	\$25.90	\$26.42	\$27.08
London ATM	Step 3	Driver	Full Time	\$25.57	\$25.83	\$26.25	\$26.78	\$27.45
Peterborough ATM	Step 1	Driver	Full Time	\$23.95	\$24.19	\$24.59	\$25.08	\$25.71
Peterborough ATM	Step 2	Driver	Full Time	\$24.30	\$24.54	\$24.94	\$25.44	\$26.08
Peterborough ATM	Step 3	Driver	Full Time	\$24.62	\$24.87	\$25.28	\$25.78	\$26.43
Hamilton ARM	Step 1	Driver	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88

Branch Name	Step	Description	Full/Part	Transition 2% Added (2020)	Aug. 27, 2021 to Aug. 26, 2022	Aug. 27, 2022 to Aug. 26, 2023	Aug. 27, 2023 to Aug. 26, 2024	Aug. 27, 2024 to Aug. 26, 2025
Hamilton ARM	Step 2	Driver	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
Hamilton ARM	Step 3	Driver	Part Time	\$21.68	\$21.89	\$22.25	\$22.70	\$23.27
Kingston ATM	Step 1	Driver	Part Time	\$20.97	\$21.18	\$21.53	\$21.96	\$22.51
Kingston ATM	Step 2	Driver	Part Time	\$21.23	\$21.44	\$21.79	\$22.23	\$22.78
Kingston ATM	Step 3	Driver	Part Time	\$21.46	\$21.68	\$22.03	\$22.47	\$23.04
Kitchener ATM	Step 1	Driver	Part Time	\$22.04	\$22.26	\$22.63	\$23.08	\$23.66
Kitchener ATM	Step 2	Driver	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
Kitchener ATM	Step 3	Driver	Part Time	\$22.25	\$22.47	\$22.84	\$23.30	\$23.88
London ATM	Step 1	Driver	Part Time	\$22.04	\$22.26	\$22.63	\$23.08	\$23.66
London ATM	Step 2	Driver	Part Time	\$22.16	\$22.39	\$22.76	\$23.21	\$23.79
London ATM	Step 3	Driver	Part Time	\$22.25	\$22.47	\$22.84	\$23.30	\$23.88
Peterborough ATM	Step 1	Driver	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
Peterborough ATM	Step 2	Driver	Part Time	\$21.43	\$21.64	\$22.00	\$22.44	\$23.00
Peterborough ATM	Step 3	Driver	Part Time	\$21.68	\$21.89	\$22.25	\$22.70	\$23.27
Windsor CL	Step 1	Driver	Part Time	\$23.27	\$23.50	\$23.89	\$24.36	\$24.97
Windsor CL	Step 2	Driver	Part Time	\$23.39	\$23.62	\$24.01	\$24.49	\$25.10
Windsor CL	Step 3	Driver	Part Time	\$23.47	\$23.70	\$24.10	\$24.58	\$25.19
Hamilton ARM	Step 1	Guard	Part Time	\$21.06	\$21.27	\$21.62	\$22.06	\$22.61
Hamilton ARM	Step 2	Guard	Part Time	\$21.19	\$21.40	\$21.75	\$22.19	\$22.74
Hamilton ARM	Step 3	Guard	Part Time	\$21.32	\$21.53	\$21.89	\$22.32	\$22.88
Toronto BAML	Step 1	Chief Money Room Clerk (Forex)	Full Time	\$21.35	\$21.56	\$21.91	\$22.35	\$22.91
Toronto BAML	Step 2	Chief Money Room Clerk (Forex)	Full Time	\$21.61	\$21.83	\$22.19	\$22.63	\$23.20
Toronto BAML	Step 3	Chief Money Room Clerk (Forex)	Full Time	\$22.43	\$22.65	\$23.03	\$23.49	\$24.08
Thunder Bay CL	Step 1	Money room Clerk A/Change Fund Clerk	Full Time	\$19.30	\$19.49	\$19.81	\$20.21	\$20.71
Thunder Bay CL	Step 2	Money room Clerk A/Change Fund Clerk	Full Time	\$19.53	\$19.73	\$20.05	\$20.45	\$20.97
Thunder Bay CL	Step 3	Money room Clerk A/Change Fund Clerk	Full Time	\$20.33	\$20.53	\$20.87	\$21.29	\$21.82
Toronto BAML	Step 1	Money room Clerk A (Forex)	Full Time	\$19.96	\$20.16	\$20.49	\$20.90	\$21.42
Toronto BAML	Step 2	Money room Clerk A (Forex)	Full Time	\$20.20	\$20.40	\$20.74	\$21.15	\$21.68
Toronto BAML	Step 3	Money room Clerk A (Forex)	Full Time	\$21.00	\$21.21	\$21.56	\$21.99	\$22.54
Toronto ARM	Step 1	Primary Premise Guard	Full Time	\$26.50	\$26.76	\$27.21	\$27.75	\$28.44
Toronto ARM	Step 2	Primary Premise Guard	Full Time	\$27.34	\$27.61	\$28.06	\$28.63	\$29.34
Toronto ARM	Step 3	Primary Premise Guard	Full Time	\$27.68	\$27.96	\$28.42	\$28.99	\$29.71